

2021 국제 돌봄경제 컨퍼런스 | 2021 INTERNATIONAL CARE ECONOMY CONFERENCE



# 코로나19와 돌봄경제: 지속가능한 돌봄사회로의 전환

THE CARE ECONOMY IN KOREA:  
BEYOND COVID-19 AND TOWARDS A SUSTAINABLE CARING SOCIETY

1-3 JUNE 2021 (WASHINGTON, D.C., USA)

2-4 JUNE 2021 (SEOUL, KOREA)

zoom

Hosts



Seoul National University  
Center for Transnational Migration  
and Social Inclusion



CARE WORK  
AND THE ECONOMY



한국인구학회  
The Population Association of Korea

Organizer



Seoul National University  
Center for Transnational Migration  
and Social Inclusion

Sponsors



Ministry of Gender Equality  
and Family

The JoongAng 중앙일보

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PC DIRECT  
주식회사 디렉트



National Research  
Foundation of Korea

OPEN SOCIETY  
FOUNDATIONS



WILLIAM & FLORA  
Hewlett  
Foundation



6. 2.(수)

코로나19와 돌봄 위기 극복을 위한 돌봄경제 수립 및 실천 방안

<p><b>개회식</b></p> <p>08:30 - 09:00</p>	<p><b>축사</b></p> <p>정영애 대한민국 여성가족부 장관</p> <p>마크 말록-브라운 오픈소사이터재단 총재</p>
<p><b>세션 1</b></p> <p>09:00 - 10:30</p>	<p><b>코로나19와 돌봄경제</b></p> <p><b>기조발표</b> 낸시 폴브레 미국 메사추세츠대학교 애머스트 경제학과 명예교수</p> <p><b>사회</b> 엘리자베스 킹 브루킹스 연구소 선임연구위원 / CWE-GAM 공동 연구책임자</p> <p><b>패널</b> 김영옥 한국여성정책연구원 명예연구위원</p> <p>사와다 야스유키 아시아개발은행 수석경제학자 / 경제연구·지역협력국장</p> <p>캐런 그라운 세계은행 글로벌 젠더 디렉터</p>
<p><b>세션 2</b></p> <p>10:40 - 12:00</p>	<p><b>돌봄과 국가경제성장: 돌봄경제의 역할</b></p> <p><b>사회</b> 마리아 플로로 미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자</p> <p><b>발표</b> 계봉오 &amp; 그레첸 돈하워 국민대학교 사회학과 교수   미국 UC버클리대학교 펠로우</p> <p><b>윤자영</b> 충남대학교 경제학과 교수</p> <p><b>한스 로프그렌 &amp; 마틴 시코비츠</b> 전 세계은행그룹 선임경제학자   아르헨티나 라 플라타 국립대학교 경제학과 교수</p> <p><b>토론</b> 남상호 한국보건사회연구원 명예연구위원</p> <p>서주연 미국 아메리칸대학교 펠로우</p> <p><b>“인구변화와 돌봄경제: 한국과 미국 비교연구”</b></p> <p><b>“비시장노동의 경제적 가치와 돌봄 경제”</b></p> <p><b>“한국의 아동돌봄과 노인돌봄: 젠더를 고려하고 케어에 초점을 맞춘 CGE 모델기반 정책 분석”</b></p>
<p><b>세션 3</b></p> <p>13:00 - 13:20</p>	<p><b>글로벌 팬데믹 시대의 불평등 심화, 그리고 극복: 돌봄경제를 통한 지속가능한 성장 모색</b></p> <p><b>기조발표</b> 조지프 스티글리츠 미국 컬럼비아대학교 경제학과 석좌교수 / 노벨 경제학상 수상자</p>
<p><b>세션 4</b></p> <p>13:30 - 14:30</p>	<p><b>코로나19와 한국사회의 돌봄 위기</b></p> <p><b>사회</b> 차승은 수원대학교 아동가족복지학과 교수</p> <p><b>발표</b> 문현아 &amp; 허오영숙 서울대학교 국제이주와 포용사회센터 책임연구원   한국이주여성인권센터 상임대표</p> <p><b>이윤경</b> 한국보건사회연구원 인구정책연구실 실장</p> <p><b>전지원</b> 서울대학교 국제이주와 포용사회센터 책임연구원</p> <p><b>토론</b> 김현미 연세대학교 문화인류학과 교수</p> <p>도남희 육아정책연구소 연구위원</p> <p><b>“코로나19와 이주여성의 돌봄”</b></p> <p><b>“한국의 코로나19와 노인돌봄”</b></p> <p><b>“코로나19와 자녀돌봄: 만 0-12세 자녀를 둔 부모의 경험을 중심으로”</b></p>
<p><b>세션 5</b></p> <p>14:40 - 15:00</p>	<p><b>코로나19로부터의 회복: 영국의 돌봄경제 구축을 향한 노력과 전망</b></p> <p><b>기조발표</b> 다이앤 엘슨 영국 에섹스대학교 명예교수 / 전 여성예산단체 대표</p>
<p><b>세션 6</b></p> <p>15:10 - 15:30</p>	<p><b>정의로운 사회 구현을 위한 돌봄의 의미</b></p> <p><b>기조발표</b> 송상현 유니세프 한국위원회 회장 / 전 국제형사재판소장 / 서울대학교 법대 명예교수</p>



1-2 June (UTC-4) | 2 June (UTC+9)

## BUILDING A CARE ECONOMY: FROM COVID-19 RESPONSE TO RECOVERY

<b>OPENING</b> 19:30-20:00 (UTC-4) 08:30-09:00 (UTC+9)	<b>Welcome remarks</b> <b>Chung Young-Ai</b> Minister of Gender Equality and Family, Republic of Korea <b>Mark Malloch-Brown</b> President, Open Society Foundations
<b>SESSION 1</b> 20:00-21:30 (UTC-4) 09:00-10:30 (UTC+9)	<b>REFLECTING ON THE COVID-19 RESPONSE: THE SIGNIFICANCE OF CARE AND GENDER EQUALITY</b> <b>Keynote speech</b> <b>Nancy Folbre</b> Professor Emerita of Economics, University of Massachusetts Amherst / Former President, International Association for Feminist Economics <b>Moderator</b> <b>Elizabeth M. King</b> Non-Resident Senior Fellow, Brookings Institution / Co-Principal Investigator, Care Work and the Economy Project <b>Keynote panel</b> <b>Young-Ock Kim</b> Emeritus Research Fellow, Korean Women's Development Institute <b>Yasuyuki Sawada</b> Chief Economist and Director General, Economic Research and Regional Cooperation Department, Asian Development Bank <b>Caren Grown</b> Global Director for Gender, World Bank
<b>SESSION 2</b> 21:40-23:00 (UTC-4) 10:40-12:00 (UTC+9)	<b>INVESTING IN CARE ECONOMY TO NURTURE A CARING SOCIETY</b> <b>Moderator</b> <b>Maria Floro</b> Professor of Economics, American University / Co-Principal Investigator, Care Work and the Economy Project <b>Presentation</b> <b>Bongoh Kye &amp; Gretchen Donehower</b> Professor of Sociology, Kookmin University   Academic Specialist and Researcher, University of California, Berkeley <b>"Evolving Demographic Change and Care Support in Korea and the US"</b> <b>Jayoung Yoon</b> Professor of Economics, Chungnam National University <b>"Valuing Non-market Work and the Care Economy in South Korea"</b> <b>Hans Lofgren &amp; Martín Cicowiez</b> Former Senior Economist, World Bank   Professor of Economics, National University of La Plata <b>"Child and Elderly Care in South Korea: Policy Analysis with a Gendered, Care-Focused Computable General Equilibrium Model"</b> <b>Panel</b> <b>Sang-Ho Nam</b> Emeritus Research Fellow, Korea Institute for Health and Social Affairs <b>Jooyeoun Suh</b> Faculty Fellow, American University
<b>SESSION 3</b> 00:00-00:20 (UTC-4) 13:00-13:20 (UTC+9)	<b>TACKLING WORSENING INEQUALITY IN THE TIME OF A GLOBAL PANDEMIC: CARE ECONOMY AND SUSTAINABLE GROWTH</b> <b>Keynote speech</b> <b>Joseph Stiglitz</b> University Professor of Economics, Columbia University / Laureate of the Nobel Memorial Prize in Economic Sciences (2001)
<b>SESSION 4</b> 00:30-01:30 (UTC-4) 13:30-14:30 (UTC+9)	<b>THE IMPACTS OF COVID-19 ON THE EXACERBATION OF CARE CRISIS IN SOUTH KOREA</b> <b>Moderator</b> <b>Seung-Eun Cha</b> Professor of Child & Family Welfare, University of Suwon <b>Presentation</b> <b>Hyuna Moon &amp; Young Sug Heo</b> Senior Research Fellow, CTMS   Representative, Women Migrants Human Rights Center of Korea <b>"COVID-19 and Women Migrants' Care Work"</b> <b>Yunkyung Lee</b> Director, Department of Population Policy Research, Korea Institute for Health and Social Affairs <b>"COVID-19 and Elderly Care in Korea"</b> <b>Jiweon Jun</b> Senior Research Fellow, CTMS <b>"Impacts of Covid-19 on Work-Family Balance in South Korea"</b> <b>Panel</b> <b>Hyun Mee Kim</b> Professor of Cultural Anthropology, Yonsei University <b>Nam Hee Do</b> Research Fellow, Korea Institute of Child Care and Education
<b>SESSION 5</b> 01:40-02:00 (UTC-4) 14:40-15:00 (UTC+9)	<b>CREATING A CARING ECONOMY FOR POST-COVID RECOVERY IN THE UK</b> <b>Keynote speech</b> <b>Diane Elson</b> Emeritus Professor of Sociology, University of Essex / Former Chair, Women's Budget Group
<b>SESSION 6</b> 02:10-02:30 (UTC-4) 15:10-15:30 (UTC+9)	<b>THE IMPORTANCE OF CARE IN ADVANCING JUSTICE</b> <b>Keynote speech</b> <b>Sang-Hyun Song</b> President, Korean Committee for UNICEF / Former President, International Criminal Court / Professor Emeritus, SNU School of Law



6. 3.(목)

저출산·고령화, 젠더평등, 그리고 지속가능한 돌봄사회

<p><b>개회식</b> 08:30 - 09:00</p>	<p><b>축사</b></p> <table> <tr> <td>최정우</td><td>포스코 회장</td></tr> <tr> <td>마리아 플로로</td><td>미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자</td></tr> </table>	최정우	포스코 회장	마리아 플로로	미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자														
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<p><b>세션 1</b> 09:00 - 11:00</p>	<p><b>돌봄경제, 젠더평등, 그리고 지속가능한 미래</b></p> <p><b>기조발표</b> 아니타 바티아 유엔여성기구 부총재</p> <p><b>사회</b> 은기수 서울대학교 국제대학원 교수 / 국제이주와 포용사회센터 센터장</p> <p><b>패널</b></p> <table> <tr> <td>신성식</td><td>중앙일보 복지전문 기자</td></tr> <tr> <td>엘리사 브라운스타인</td><td>미국 콜로라도주립대학교 경제학과 교수</td></tr> <tr> <td>이토 팽</td><td>캐나다 토론토대학교 사회학·공공정책학과 교수 / 글로벌사회정책센터 센터장</td></tr> <tr> <td>장지연</td><td>한국노동연구원 선임연구위원</td></tr> <tr> <td>카비타 람다스</td><td>오픈소사이터티재단 여성권익프로그램 디렉터</td></tr> </table>	신성식	중앙일보 복지전문 기자	엘리사 브라운스타인	미국 콜로라도주립대학교 경제학과 교수	이토 팽	캐나다 토론토대학교 사회학·공공정책학과 교수 / 글로벌사회정책센터 센터장	장지연	한국노동연구원 선임연구위원	카비타 람다스	오픈소사이터티재단 여성권익프로그램 디렉터								
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<p><b>세션 2</b> 11:10 - 11:30</p>	<p><b>젠더평등과 코로나19 이후의 돌봄사회</b></p> <p><b>기조발표</b> 에미코 오치아이 일본 교토대학교 사회학과 교수 / 아시아공간연구센터 센터장</p>																		
<p><b>세션 3</b> 12:30 - 14:40</p>	<p><b>현장의 목소리: 코로나19의 현재와 돌봄의 미래</b></p> <p><b>사회</b> 문현아 서울대학교 국제이주와 포용사회센터 책임연구위원</p> <p><b>라운드</b> 변혜진 연구공동체 건강과대안 상임연구위원</p> <p><b>테이블</b></p> <table> <tr> <td>이경민</td><td>참여연대 사회경제2팀 팀장</td></tr> <tr> <td>정슬아</td><td>한국여성민우회 여성노동팀 팀장</td></tr> <tr> <td>조기현</td><td>전 청년불평등완화 대화기구 공동위원장 / &lt;아빠의 아빠가 됐다&gt; 저자</td></tr> <tr> <td>허오영숙</td><td>한국이주여성인권센터 상임대표</td></tr> </table> <p><b>기획영상</b></p> <table> <tr> <td>강미정 &amp; 김정덕</td><td>정치하는엄마들 활동가   정치하는엄마들 활동가</td></tr> <tr> <td>강주성</td><td>간병시민연대 활동가</td></tr> <tr> <td>김철수</td><td>애심간병인협회장</td></tr> <tr> <td>이현림</td><td>민주노총 공공운수 보육지부 초대지부장</td></tr> <tr> <td>전지현</td><td>전국요양서비스노동조합 사무처장</td></tr> </table>	이경민	참여연대 사회경제2팀 팀장	정슬아	한국여성민우회 여성노동팀 팀장	조기현	전 청년불평등완화 대화기구 공동위원장 / <아빠의 아빠가 됐다> 저자	허오영숙	한국이주여성인권센터 상임대표	강미정 & 김정덕	정치하는엄마들 활동가   정치하는엄마들 활동가	강주성	간병시민연대 활동가	김철수	애심간병인협회장	이현림	민주노총 공공운수 보육지부 초대지부장	전지현	전국요양서비스노동조합 사무처장
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이현림	민주노총 공공운수 보육지부 초대지부장																		
전지현	전국요양서비스노동조합 사무처장																		
<p><b>폐회식</b> 14:50 - 15:30</p>	<p><b>맺음말</b></p> <table> <tr> <td>루스 레빈</td><td>IDInsight 대표 / 전 휴렛재단 국제인구와개발 디렉터</td></tr> <tr> <td>이토 팽</td><td>캐나다 토론토대학교 사회학·공공정책학과 교수 / 글로벌사회정책센터 센터장</td></tr> <tr> <td>은기수</td><td>서울대학교 국제대학원 교수 / 국제이주와 포용사회센터 센터장</td></tr> </table>	루스 레빈	IDInsight 대표 / 전 휴렛재단 국제인구와개발 디렉터	이토 팽	캐나다 토론토대학교 사회학·공공정책학과 교수 / 글로벌사회정책센터 센터장	은기수	서울대학교 국제대학원 교수 / 국제이주와 포용사회센터 센터장												
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2-3 June (UTC-4) | 3 June

## ENVISIONING GENDER EQUALITY AND A SUSTAINABLE, CARING SOCIETY FOR THE POST-PANDEMIC FUTURE

<b>OPENING</b> 19:30-20:00 (UTC-4) 08:30-09:00 (UTC+9)	<b>Special remarks</b> <b>Jeongwoo Choi</b> CEO, POSCO <b>Maria Floro</b> Professor of Economics, American University / Co-Principal Investigator, Care Work and the Economy Project
<b>SESSION 1</b> 20:00-22:00 (UTC-4) 09:00-11:00 (UTC+9)	<b>CONNECTING CARE ECONOMY, GENDER EQUALITY, AND A SUSTAINABLE FUTURE</b>  <b>Keynote speech</b> <b>Anita Bhatia</b> Deputy Executive Director, UN Women / Former Director, Development Partner Relations, World Bank  <b>Moderator</b> <b>Ki-Soo Eun</b> Professor and Director of CTMS, GSIS, Seoul National University  <b>Keynote panel</b> <b>Sung-Sik Shin</b> Journalist, JoongAng Daily <b>Elissa Braunstein</b> Professor of Economics, Colorado State University <b>Ito Peng</b> Professor of Sociology and Public Policy and Director of Centre for Global Social Policy, University of Toronto  <b>Jiyeun Chang</b> Senior Research Fellow, Korea Labor Institute <b>Kavita Ramdas</b> Director, Women's Rights Program, Open Society Foundations
<b>SESSION 2</b> 22:10-22:30 (UTC-4) 11:10-11:30 (UTC+9)	<b>IMAGINING THE TRANSFORMATION TOWARDS A GENDER-EQUAL, CARING SOCIETY</b>  <b>Keynote speech</b> <b>Emiko Ochiai</b> Professor of Sociology and Director of Asian Research Center for Intimate & Public Spheres, Kyoto University
<b>SESSION 3</b> 23:30-01:40 (UTC-4) 12:30-14:40 (UTC+9)	<b>INFORMING THE CARE AGENDA IN SOUTH KOREA: VOICES FROM THE FIELD</b>  <b>Moderator</b> <b>Hyuna Moon</b> Senior Research Fellow, CTMS  <b>Roundtable</b> <b>Hye-Jin Byeon</b> Senior Research Fellow, Center for Health and Social Change <b>Kyoung Min Yi</b> Manager, Committee for Fair Labor Society, People's Solidarity for Participatory Democracy  <b>Seulah Jung</b> Manager, Women's Labor Team, Womenlink <b>Gi-Hyun Jo</b> Former Co-Chairman, Youth Inequality Council / Author of "The Narrative of a Young Carer: Becoming a Father of My Father"  <b>Young Sug Heo</b> Representative, Women Migrants Human Rights Center of Korea  <b>Special clip</b> <b>Mi-Jung Kang &amp;</b> Activist, Political Mamas   <b>Jeong-Duck Kim</b> Activist, Political Mamas <b>Joo-Sung Kang</b> Activist, Caregiver Citizens' Solidarity / Former President, Health Right Network  <b>Chul-Soo Kim</b> President, Aesim Association of Care Providers <b>Hyun Lim Lee</b> First Chairperson, National Childcare Workers' Union <b>Ji Hyeon Jeon</b> Secretary-General, National Union of Long-Term Care Workers
<b>CLOSING</b> 01:50-02:30 (UTC-4) 14:50-15:30 (UTC+9)	<b>Closing remarks</b> <b>Ruth Levine</b> CEO and Partner, IDinsight / Former Program Director of Global Development and Population, William and Flora Hewlett Foundation  <b>Ito Peng</b> Professor of Sociology and Public Policy and Director of Centre for Global Social Policy, University of Toronto  <b>Ki-Soo Eun</b> Professor and Director of CTMS, GSIS, Seoul National University



6. 4.(금)

신진연구자 특별 심포지움: 코로나19 이후의 한국과 돌봄 사회

세션 1  
09:00 - 11:00

사회 발표	전지원	서울대학교 국제이주와 포용사회센터 책임연구원
	주익현	광운대학교 연구교수 “연령, 시기, 세대에 따른 한국인의 가사분담 의식 동태적 변화: 사회조사 2010-2020년 가족모듈 분석”
	이은정	연세대학교 사회학과 박사과정 “한국의 노인 장기요양보험 제도와 중고령 여성 노동시장”
	전소현	서울대학교 국제대학원 석사과정 “감정분석을 통해 살펴본 코로나 시대의 돌봄의 불공평”
	김은지	연세대학교 사회학과 석사과정 “한국에서 나타나는 행동과 태도 간의 불일치: 제2차 인구변천 이론을 중심으로 유럽과 비교”
토론	마리아 플로로	미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자
	이토 켄	캐나다 토론토대학교 사회학·공공정책학과 교수 / 글로벌사회정책센터 센터장



3 June (UTC-4) | 4 June (UTC+9)

**SYMPOSIUM FOR EMERGING SCHOLARS:  
BUILDING A CARING SOCIETY IN POST-COVID KOREA**

**SESSION 1**

09:00–11:00 (UTC+9)  
20:00–22:00 (UTC-4)

<b>Moderator</b>	<b>Jiwon Jun</b>	Senior Research Fellow, CTMS
<b>Presentation</b>	<b>Ik Hyun Joo</b>	Research Professor, Kwangwoon University <b>“Age-Period-Cohort Effects on Dynamic Changes of Koreans' Attitude Towards Division of Housework: Korean Social Survey 2010-2020 Family Module Analysis”</b>
	<b>Eunjung Lee</b>	Ph.D. student, Yonsei University <b>“Long-term Care Policy Introduction and the Elderly Women's Labor Market in Korea”</b>
	<b>Hallie Sohyun Jeon</b>	Graduate student, Seoul National University - Graduate School of International Studies <b>“Uncovering Uneven Burden of Care During Covid-19: A Sentiment Analysis of Online Comments”</b>
	<b>Eunji Kim</b>	Master's student, Yonsei University <b>“Cultural Approach to Changes of Demographic Behavior in Korea: Comparison with Europe based on Second Demographic Transition Theory”</b>
<b>Panel</b>	<b>Maria Floro</b>	Professor of Economics, American University / Co-Principal Investigator, CWE-GAM Project
	<b>Ito Peng</b>	Professor of Sociology and Public Policy and Director of Centre for Global Social Policy, University of Toronto

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THE CARE ECONOMY IN KOREA:  
BEYOND COVID-19 AND TOWARDS A SUSTAINABLE CARING SOCIETY

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**연사 / 참여자 소개**

**SPEAKER / PARTICIPANT PROFILE**

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## 강미정 정치하는엄마들 활동가

Kang, Mi-Jung Activist, Political Mamas

2017년부터 시민단체 <정치하는 엄마들>의 상근 활동가로 활동하기 시작해 2019년에는 미디어감시팀 팀장을 역임하고 2020년 10월부터 공동대표로 활동하고 있다. 미술을 전공했으나 독박육아를 하면서 '뭘 그려야 하지', '무엇을 표현해야 하는지' 고민하며 우울감을 겪다가 <정치하는 엄마들>을 알게 되었다. 한국 공동체와 사회로 시선을 넓히며 미술을 통한 표현력과 욕구를 되살려 캠페인 기획 및 실행, 단체행사 기획, 홍보물 제작 등 적극적으로 단체의 다양한 실무를 맡고 있다.

Mi-Jung Kang has been a full-time activist for the civic group, "Political Mamas" since 2017. In 2019, she served as a team leader for the media surveillance team and has been a co-representative since October 2020. She majored in art, but during her childcare, she became aware of "Political Mamas" while she was suffering from depression, worrying about "what to draw" and "what to express". She is actively engaged in various activities of the organization, such as campaign planning and execution, group event planning, and producing PR materials, by expanding her gaze to Korean community and society and reviving expressiveness and desire through art.



## 강주성 간병시민연대 활동가

Kang, Joo-Sung Activist, Caregiver Citizens' Solidarity /  
Former President, Health Right Network

1999년 백혈병 진단을 받아 투병하다 2001년 글리벡 환자비상대책위 대표를 맡아 백혈병 치료제 글리벡 약값 인하 운동을 성공적으로 이끌었다. 2002년 <한국백혈병환우회>를 창립해 대표를 맡았으며, 2003년에는 보건의로 시민단체 <건강세상네트워크>를 창립해 공동대표를 역임했다. 2006년 건강보험심사평가원 정보공개심의위원회 위원, 2007년 건강보험공단 이의신청위원회 위원을 거쳐 2007년부터 2013년까지 혈액관리위원회 위원을 지냈다. 2018년 (사)시민건강연구소 이사과 (재)국제보건의료재단 윤리인권경영 위원으로 활동하고 있으며 2020년 <간병문제 해결을 위한 시민연대>를 만들어 활동하고 있다. 주요 저서로 『대한민국병원 사용설명서』(2007, 2015), 『내 인생의 첫 수업』(2008) 등이 있다.

In 1999, Joo-Sung Kang was diagnosed with leukemia. In 2001, he was the representative of the Gleevec Patient Emergency Response Committee and successfully led the Gleevec drug price cut campaign for leukemia treatment. In 2002, he founded "Korean Leukemia Society" and in 2003 he founded the Health and Medical Citizens' Network "Health Right Network" and served as co-representative. He served as a member of the Committee for Disclosure of Information on Health Insurance Review and Assessment in 2006 and a member of the Board of Appeals for the National Health Insurance Service in 2007. He is a director of the People's Health Institute (PHI) and a member of the Korean Foundation for International Healthcare (KOFIH) 's Ethics and Human Rights Management Committee in 2018 and has created and worked on the Citizens' Solidarity for Solving Care Problems in 2020. His major books include The Guide to the Use of Korean Hospitals (2007, 2015) and The First Class of My Life (2008).



## 계봉오

국민대학교 사회학과 교수

Kye, Bongoh Professor of Sociology, Kookmin University

UCLA 사회학과에서 박사 학위를 받은 후 코넬대학교 인구학 센터에서 박사후 연구원으로 재직했다. 주요 관심 연구 분야는 사회불평등과 인구 행동의 관계다. 주요 연구논문은 Social Science Research, Research in Social Stratification, Demographic Research, and the History of the Family 등의 학술지에 출간되었다. 현재 국민대 사회학과 부교수로 재직 중이다.

Bongoh Kye is an associate professor of sociology at Kookmin University. He received his Ph.D. in sociology from the University of California–Los Angeles, was Frank H.T.Rhodes postdoctoral fellow at Cornell University. His research focuses on the intersection between social stratification and demography. His works have been published in peer-reviewed journals such as Social Science Research, Research in Social Stratification, Demographic Research, and the History of the Family.



## 그레첸 돈하워

미국 UC버클리대학교 펠로우

Gretchen Donehower Academic Specialist and Researcher,  
University of California, Berkeley

현재 UC 버클리대학교의 펠로우다. 버클리대학교에서 60개국의 남성, 여성, 소년, 소녀들이 생산, 소비, 이체, 저축하는 경제 자원을 추산하는 '여성의 노동 총계' 프로젝트를 이끌고 있다. 버클리대학교의 경제와 고령화 인구 센터의 연구자이자 하와이 동서센터의 겸임 펠로우로도 활동하고 있다. 최근 연구 주제는 국민이전계정 분석으로, 특히 경제활동에서 연령에 초점을 맞추어 이해하는 것이다. 버클리대학교에서 통계학으로 석사를, 인구학으로 박사학위를 받았다.

Gretchen Donehower leads the Counting Women's Work project at the University of California at Berkeley, a global research project that has teams in 60 countries tracking how men, women, girls, and boys produce, consume, transfer, and save economic resources—including with a new tool developed to track this during the coronavirus. The project adds a gender perspective to economic analysis by disaggregating National Transfer Accounts estimates by sex and including the value of unpaid care services and housework, overlooked by most economic monitoring systems. Donehower is also a Researcher at the Center on the Economics and Demography of Aging at UC Berkeley and an Adjunct Fellow of the East West Center, University of Hawaii. Her current research projects include National Transfer Accounts (ntaccounts.org) which is focused on understanding the age dimension of economic activity. She has a BA in economics and mathematics from Yale University, and an MA in statistics and a PhD in demography from the University of California at Berkeley.



## 김영옥

한국여성정책연구원 명예연구위원

Kim, Young Ock Emeritus Research Fellow, Korean Women's Development Institute

2000년에 고려대학교에서 경제학 박사학위를 취득하고 오랫동안 한국여성경제학회 이사로 활동하였다. 주요 관심분야는 노동시장, 여성경제활동 참여, 인적자본 개발에 대한 분석 및 관련 정책개발이다. 2003~4년에는 여성가족부 정책보좌관으로 참여하였고 2005년에는 미국 미시간대학의 교환교수로 있었다. 숙명여자대학교 겸임교수도 역임했으며 2012~2015년에는 최저임금위원회 공익위원으로 활동하였다. 현재 한국여성정책연구원 명예연구위원이며 중앙노동위원회 공익위원으로 활동하고 있다.

Young Ock Kim is an emeritus fellow of Korean Women's Development Institute. She earned her Ph.D. in economics at Korea University in 2000 and served a long time as a board member of the Korean Women Economists Association. Her research interests include human resources development, the labor market, and women's economic participation. From 2003 to 2004 she joined the Government on a full-time basis as a policy adviser to the Ministry of Gender Equality and was a visiting scholar to IRWG of the University of Michigan in 2005. She also worked as an adjunct professor at Sookmyung Women's University. Young Ock Kim has developed a strong partnership both with GOs and NGOs. She is currently a commission member of the National Labor Relations Commission and the Minimum Wage Council while networking with various women's groups.



## 김정덕

정치하는엄마들 활동가

Kim, Jeong-Duck Activist, Political Mamas

2019년부터 2021년 3월까지 시민단체 <정치하는 엄마들> 2대 공동대표를 지냈다. 전국에서 교사들의 성폭력이 가장 많았던 지역 관할인 서울시교육청을 상대로 2018년 '스쿨미투 처리현황 정보공개 행정소송'을 제기했다. 2020년 12월 학교 성폭력 사안 처리에 대해 투명하게 알 권리와 적극적인 행정권력 감시의 필요성을 인정받아 서울시교육청의 항소를 꺾고 승소하는 성과를 이루었다. 스쿨미투무료법률지원을 시작하며 "스쿨미투전국지도 [https://www.politicalmamas.kr/school\\_me\\_too](https://www.politicalmamas.kr/school_me_too)"도 만들었다. 현재는 당사자이자 양육자, 시민으로서 아동학대 해결 및 학교성폭력 고발 운동에 깊이 연대하며 활동하고 있다.

From 2019 to March 2021, she was the 2nd co-president of the civic group "Political Mamas". In 2018, the Seoul Metropolitan Office of Education, which is the regional jurisdiction where teachers' sexual violence was the most common, filed an "administrative lawsuit to disclose information on school MeToo processing". In December 2020, she was awarded the appeal of the Seoul Metropolitan Office of Education in recognition of the right to know transparently about the handling of school sexual violence cases and the need for active administrative power monitoring. Initiating free legal support for school MeToo, she also created "School MeToo National Map [www.politicalmamas.kr/school\\_me\\_too](http://www.politicalmamas.kr/school_me_too)". Currently, she is a caregiver, and citizen, deeply cooperating with the campaign to resolve child abuse and accuse school sexual violence.



## 김철수 애심간병인협회 회장

Kim, Chul-Soo President, Aesim Association of Care Providers

2012년 한국으로 입국해 간병업체 간병인으로 활동하기 시작했다. 1989년부터 중국의 연변 재정간부학교 회계분야를 전공하고 1993년부터 연변 피부병방치원 계획재무과에서 일했다. 그 후 일본으로 건너가 1999년부터 일본 동경 요한일본어학교에서 중국어를 가르쳤다. 2004년 다시 중국으로 돌아가 연변 천운보건대약방 경리로 일을 하다가 다시 한국으로 이주했다. 현재 <애심간병인총연합회> 회장을 맡고 있다.

Chul-Soo Kim entered Korea in 2012 and began working as a caregiver for a nursing company. Since 1989, he has majored in accounting at Yanbian Financial Officer School in China and has worked in the finance department of Yanbian Dermatological Disorders since 1993. He then moved to Japan and taught Chinese at the Japanese School in Tokyo, Japan since 1999. He returned to China in 2004 and worked as a chief accountant for the Yanbian Chunwoon Health Center and then moved back to Korea. He is currently chairman of the Federation of Affectionate Caregivers.



## 김현미 연세대학교 문화인류학과 교수

Kim, Hyun Mee Professor of Cultural Anthropology, Yonsei University

현재 연세대학교 문화인류학과 교수다. 주요 연구분야는 젠더의 정치경제학, 글로벌 이주, 에코페미니즘이다. 주요 저서로 『글로벌 시대의 문화번역』 (2005), 『우리는 모두 집을 떠난다: 한국에서 이주자로 살아가기』 (2014), 『페미니스트 라이프스타일』 (2021) 등이 있으며, Multiculturalism in East Asia: A transnational exploration of Japan, South Korea and Taiwan을 공동 편집했다.

Hyun Mee Kim is a Professor in the Department of Cultural Anthropology at Yonsei University, South Korea. Her research interests include the political economy of gender, globalization, and migration, and eco-feminism. She is the author of Cultural Translation in a Global Era (2005, in Korean) and We always leave home: Becoming migrants in South Korea (2014, in Korean), and Feminist Lifestyle (2021 in Korean). She also co-edited Multiculturalism in East Asia: A transnational exploration of Japan, South Korea, and Taiwan (with Koichi Iwabuchi and Hsiao-Chuan Hsia, 2016).





## 남상호 한국보건사회연구원 명예연구위원

**Nam, Sang-Ho** Emeritus Research Fellow, Korea Institute for Health and Social Affairs

현재 대한민국 세종시에 있는 한국보건사회연구원 명예연구위원이다. 부산대학교에서 경제학 학사(1983), 미국 뉴욕 스토니브룩 대학교에서 경제학 석사(1988), 워싱턴 대학교에서 경제학 박사학위를 받았다. 한국보건사회연구원의 연구원, 한국은행 사회경제분석부의 연구 디렉터, 국회예산정책처 거시경제분석부의 연구 디렉터, 서원대학교 경제학부 교수, 워싱턴주 생태부 경제학자, 워싱턴대학교병원 박사전 연구원, KDI 의 거시경제분석팀의 연구 조교로 근무했다. 주 연구 관심 분야는 공공정책과 소득분배의 연산일반균형 분석(CGE), 경기순환분석이다. 경기순환분석과 CGE모델링 관련한 몇몇의 저서와 논문을 발간했다. 현재 한국재정학회와 한국공공정책학회의 이사회에 속해있다.

Dr. Sang-Ho Nam is an (Emeritus) Research Fellow at the Korea Institute for Health and Social Affairs (KIHASA) in Sejong, South Korea. He earned his B.A. in Economics from Pusan National University (South Korea, 1983), M.A. in Economics from State University of New York at Stony Brook (USA, 1988), and Ph.D. in Economics from the University of Washington (USA, 1993). He served as Research Fellow at the Korea Institute for Health and Social Affairs, Research Director of the Socio-Economic Analysis Division at the Bank of Korea, Research Director of the Macroeconomic Analysis Division at the National Assembly of Budget Office, Associate Professor of Economics at the Seowon University, Economist at the Washington State Department of Ecology, Pre-Doctoral Researcher for the University Hospital at the University of Washington, and Research Assistant for the Macroeconomic Analysis Team at the Korea Development Institute (KDI). His research interest is in the Computable General Equilibrium (CGE) analysis of public policy and/or income distribution, and the business cycle analysis. Dr. Nam has published several books and papers for the business cycle analysis and the CGE modeling. He is in the Board of Director of the Korean Association of Public Finance (KAPF), and of the Korea Association of Public Policy (KAPP).



## 낸시 폴브레 미국 메사추세츠대학교 애머스트 경제학과 명예교수 / 전 세계여성경제학회 회장

**Nancy Folbre** Professor Emerita of Economics, University of Massachusetts Amherst / Former President, International Association for Feminist Economics

현재 미국 메사추세츠대학교 애머스트 경제학과 명예교수다. 같은 학교의 정치경제 연구 인스티튜트의 젠더와 돌봄노동 프로그램 소장이며 바드 컬리지의 레비 경제학 인스티튜트의 선임 연구원이다. 주요 연구분야는 무급 돌봄노동의 가치를 특별히 강조하는 맥락에서 정치경제와 페미니즘 이론 접점의 모색이다. 주요 저서는 『가부장제의 희망성쇠』(2021), 『사랑과 돈을 위해: 미국의 돌봄노동』(2012), 『욕심, 탐욕, 젠더: 경제사상의 역사』(2009), 『아동의 가치화: 가족의 경제학을 다시 생각한다』(2008), 『보이지 않는 가슴』(2001) 등이 있다. 일반 대중들을 위한 글쓰기도 활발히 해 <뉴욕 타임즈>, <더 네이션>, <아메리칸 프로스펙트> 등에 기고하고 있다. 개인 웹사이트와 블로그 참고. Care Talk: <http://blogs.umass.edu/folbre/>

Nancy Folbre is Professor Emerita of Economics and Director of the Program on Gender and Care Work at the Political Economy Research Institute at the University

of Massachusetts Amherst and a Senior Fellow of the Levy Economics Institute at Bard College in the United States. Her research explores the interface between political economy and feminist theory, with a particular emphasis on the value of unpaid care work. In addition to numerous articles published in academic journals, she is the author of *The Rise and Decline of Patriarchal Systems* (Verso, 2021), the editor of *For Love and Money: Care Work in the U.S.* (Russell Sage, 2012), and the author of *Greed, Lust, and Gender: A History of Economic Ideas* (Oxford, 2009), *Valuing Children: Rethinking the Economics of the Family* (Harvard, 2008), and *The Invisible Heart: Economics and Family Values* (New Press, 2001). She has also written widely for a popular audience, including contributions to the New York Times Economix blog, The Nation, and the American Prospect. You can learn more about her at her website and blog, Care Talk: <http://blogs.umass.edu/folbre/>



**다이앤 엘슨** 영국 에섹스대학교 명예교수 / 전 여성예산단체 대표

**Diane Elson** Emeritus Professor of Sociology, University of Essex /  
Former Chair, Women's Budget Group

현재 영국 에섹스대학교 명예교수이며 전 영국 여성예산단체 대표다. 주요 연구 분야는 젠더 평등과 경제정책이며 글래스고 칼레도니안 대학교 WiSE 연구센터 객원교수이며 럿거스 대학교 여성 글로벌 리더십 센터의 연구교수다. 개발정책을 위한 UN 위원회 위원이며 유엔여성 자문이다. 2016년 경제사상의 개척에 기여한 공로로 레온티에프 상을 수상했다.

Diane Elson, from the United Kingdom, is Emeritus Professor in the Department of Sociology at Essex University, Visiting Professor at the WiSE Research Centre, Glasgow Caledonian University and Research Associate at the Center for Women's Global Leadership, Rutgers University. She is a member of the UN Committee for Development Policy and is a consultant to UN Women. In 2016, Dr. Elson was awarded the Leontief Prize for Advancing the Frontiers of Economic Thought. She has served as chair of the UK Women's Budget Group and as Vice-President of the International Association for Feminist Economics. She is the author of many publications and articles on gender equality and economic policy.



**도남희** 육아정책연구소 연구위원

**Do, Nam Hee** Research Fellow, Korea Institute of Child Care and Education

연세대학교에서 아동학과 박사학위를 취득했다. 주요 연구 주제는 아동 발달 관련 창의성, 생활시간, 특히 아동의 행복과 삶의 질이며 아동의 건강과 안전, 직장어린이집, 종단연구 및 보육 정책 등이다. 2016년에서 2018년까지 국무총리실 정부업무평가 전문위원, 식약처 어린이 급식관리지원센터 평가위원을 역임했고, 현재 송파구와 세종시 보육정책위원회 위원, 아동학회 이사 등을 맡고 있다. 주요 연구물로 『아동 돌봄의 사회적·경제적 가치에 대한 인식 제고 방안』 (2019), 『한국 아동·청소년 삶의 질 지표 구축 방안 연구: 한국 아동 삶의 질 지표 개발 및 DB 구축 방안연구』 (2019-2020), 『유아 생활실태 조사를 위한 기초연구』(2018) 등이 있다.

Nam-hee Do is a research fellow at Korean Institute of Child Care and Education(KICCE). Dr. Do obtained her B.A. in Psychology from Korea University, M.A. in Child Education from Southern Illinois University(also finished doctoral

course), and Ph.D. in Child & Family Studies from Yonsei University. Dr. Do served as a lecturer at numerous universities, including Yonsei University, Sogang University, and more. She also served as a Research Assistant Professor at Hanyang Institute for Woman for two years, and since 2011, Dr. Do has served as a researcher at Korea Institute of Child Care and Education. Dr. Do's expertise and research interests include longitudinal studies on Korean Children, early childhood development and children's happiness, childrearing environment, etc. She published numerous journal articles, including, "Determining the relationship of children's socioeconomic background with vocabulary development: A longitudinal study of Korean children at 3 and 7 years of age," "A study on time use typology of 6-year-old infants," "The impact of expected child-rearing expenses on childbirth based on the matching of two Korean panel data." and more. Her recent research projects are 'Plans to Further Safe Childcare Education Environments: Improvement Measures and Current Safety Management Status of Kindergarten and Childcare Centers,' 'Current Status and Improvement Measures of Meals and Snacks Provided by Kindergartens and Childcare Centers,' and more.

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**루스 레빈** IDInsight 대표 / 전 휴렛재단 국제인구와개발 디렉터

**Ruth Levine** CEO and Partner, IDinsight / Former Program Director of Global Development and Population, William and Flora Hewlett Foundation

글로벌 자문과 데이터 분석의 연구기관인 IDInsight의 대표이다. 2011년부터 2019년까지 윌리엄과 플로라 휴렛 재단의 글로벌 개발과 인구 프로그램의 디렉터를 역임하며 국제개발, 글로벌 건강, 교육 등의 분야에서 개발 경제 전문가로 활동했다. 미국 국제개발처에서 정책, 계획, 학습 부서의 주요 책임자로 일했다. 세계은행, 미주개발은행, 글로벌 개발을 위한 센터에서도 연구와 프로그램 디자인을 맡아 활동하기도 했다. 코넬대학교에서 생화학 전공 의학사를 받고, 존스홉킨스 대학교에서 경제인구학으로 박사학위를 받았다.

Ruth Levine, Ph.D., is Chief Executive Officer of IDinsight, a global advisory, data analytics, and research organization. Between 2011-19, Dr. Levine, a development economist and expert in international development, global health, and education, served as the director of the William and Flora Hewlett Foundation's Global Development and Population program. Before joining the Hewlett Foundation, Dr. Levine was a deputy assistant administrator in the Bureau of Policy, Planning, and Learning at the US Agency for International Development. In that role, she led the development of the agency's evaluation policy. Previously, Dr. Levine led research and program design at the Center for Global Development, the InterAmerican Development Bank, and the World Bank. Dr. Levine holds a BS in biochemistry from Cornell University and a Ph.D. in economic demography from Johns Hopkins University.



**마리아 플로로** 미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자  
**Maria S. Floro** Professor of Economics, American University /  
 Co-Principal Investigator, CWE-GAM Project

현재 미국 아메리칸대학교 경제학과 교수이며 CWE-GAM 공동 연구 책임자다. 주요 연구 분야는 취약성, 비공식 고용, 도시의 식량안전, 시간사용과 웰빙, 금융위기, 도시 빈곤, 가구 저축, 신용과 자산 소유 등이다. 태국, 필리핀, 에콰도르, 볼리비아에서 도시빈민 공동체의 취약성, 젠더, 비공식 고용에 관한 현장 연구 책임자다. 최근 중국, 몽골, 태국의 생활시간조사 자료 분석을 진행하고 있으며 여성에 대한 폭력의 경제사회적 비용 프로젝트의 기술자문을 맡고 있다. 주요 저서로 『비공식 신용 시장과 신제도주의 경제학』, 『세계경제에서 여성의 노동』, 『젠더, 발전, 세계화: 모든 사람이 중요한 것처럼 보이는 경제학』(공저, 출간 예정) 등이 있다.

Maria S. Floro is Professor of Economics at American University in Washington DC and co-director of the Graduate Program on Gender Analysis in Economics (PGAE). Her publications include books on Informal Credit Markets and the New Institutional Economics, Women's Work in the World Economy, and Gender, Development, and Globalization: Economics as if All People Mattered (co-authored; forthcoming) as well as monographs and journal articles on vulnerability, informal employment, urban food security, time use and well-being, financial crises, urban poverty, households savings, credit, and asset ownership. She has collaborated with researchers, women's groups, and community organizations in Thailand, the Philippines, Ecuador, and Bolivia in conducting fieldwork on vulnerability, gender, and informal employment in urban poor communities. She is currently working on analysis of time use survey data of China, Mongolia, and Thailand and serves as technical adviser to the Economic and Social Costs of Violence Against Women Project.



**마크 말록-브라운** 오픈소사이어티재단(Open Society Foundations) 총재,  
 전 유엔 사무부총장  
**Mark Malloch-Brown** President, Open Society Foundations;  
 Former Deputy Secretary-General, United Nations

2009년부터 <오픈 소사이어티>의 글로벌 이사로 활동했다. 코피 아난 사무총장 시절 유엔에서 사무차장을 역임하며 인권, 정의, 발전을 위한 활동에 주력했다. 유엔에서 개발 프로그램을 담당했고 세계은행에서 대외업무 책임을 맡았으며 영국 정부에서 각료를 역임하기도 했다. 폭력적 갈등을 예방하고 피하기 위한 비정부 조직 <위기 그룹>의 공동 발기인이기도 하다. 최근 유럽연합에 대한 영국의 개입을 지지하는 단체 <영국을 위한 최선>의 대표를 맡기도 했다. 다양한 민간 기업에서 일했고, 왕립 아프리카 사회, UN 재단, 지속가능한 발전을 위한 경영 위원회 등에서 이사직을 맡고 있다. 현재 오픈 소사이어티 재단의 총재다.

Mark Malloch-Brown is president of the Open Society Foundations, the world's largest private funder of independent groups working for justice, democratic governance, and human rights. He has served on Open Society's global board since 2009. In his career of service, Malloch-Brown has worked to advance human rights, justice, and development in a variety of roles: serving as deputy secretary general of the United Nations under Kofi Annan; heading the United Nations Development Programme; directing external affairs at the World Bank; and working as a British government minister. He also co-founded Crisis Group, an NGO

focused on preventing and averting violent conflict. More recently, he chaired Best for Britain, a group that makes the case for Britain's engagement with the European Union. He has worked with a range of private companies, as well as leading the boards of the Royal Africa Society, the UN Foundation, and the Business Commission for Sustainable Development.



**마틴 시코비츠** 아르헨티나 라 플라타 국립대학교 경제학과 교수  
**Martín Cicowiez** Professor of Economics, National University of La Plata

현재 아르헨티나 라 플라타 국립대학교 경제학과 교수이며 CEDLAS 연구원이다. 주요 연구분야는 CGE 모델의 응용과 정책이나 외부충격 평가를 위한 미시적 추정방식이다. UN-DESA, UNDP, FAO, 국제노동기구, 세계은행 등과 협력하며 일하고 있다. 라 플라타 국립대학교에서 경제학으로 박사학위를 받았다.

Martín Cicowiez is Professor at Universidad Nacional de La Plata in Argentina and Researcher at the University's Center for Distributional, Labor and Social Studies (CEDLAS). He holds a PhD in Economics from Universidad Nacional de La Plata. He specializes in the application of Computable General Equilibrium models and microsimulations to the assessment of policies and external shocks. He has published numerous articles in academic journals and edited volumes and coauthored five books. He has worked for international organizations such as the UN-DESA, UNDP, FAO, ILO, the World Bank, IDB, AfDB, UN-ECLAC, UN-ESCWA, ALADI, and PEP.



**문현아** 서울대학교 국제이주와 포용사회센터 책임연구원  
**Moon, Hyuna** Senior Research Fellow, CTMS

정치학으로 박사학위를 받은 이후 페미니즘 연구로 관심을 확대해 인권운동, 젠더 쟁점, 시민사회 운동을 경험하며 이론과 실천에 대한 고민을 이어가고 있다. 최근에는 돌봄과 이주 쟁점을 중심으로 연구를 진행하며 덧붙여 건강, 먹거리 쟁점, 기후변화 등에 대한 관심과 더불어 의미 있는 사회변화로 연결될 다학문적 연구를 진행하고 있다. 현재 서울대학교 국제이주와 포용사회센터 책임연구원이다. 주요 저서로 『돌봄노동자는 누가 돌봐주나』(공저) 『페미니즘의 개념들』(공저), 『엄마도 때론 사표 내고 싶다: 대한민국에서 엄마로 산다는 것』 등이 있다.

Hyuna Moon received Ph.D. in Political Science from the Academy of Korean Studies. After receiving her Ph.D. in political science, she expanded her interest to the field of feminism and NGO health movement. Based on her knowledge and experiences of Korean society/history and gender studies, she taught graduate courses on Korean Studies as a lecturer at Seoul National University. Her research interests focus on the relationship between gender and various issues including migration, health, family, and division of labors. Related to the theme of care she wrote with her colleagues a book titled Who Will Take Care of the Care Workers? (2012, Hanul) (in Korean). Her book Mothers also Want to Hand in their Resignation (2012, Jisik Nomad) (in Korean) was written based on interviews with mothers in contemporary Korean society.





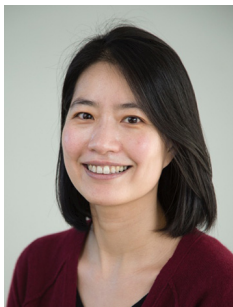
## 변혜진

연구공동체 건강과대안 상임연구위원

Byeon, Hye-Jin Senior Research Fellow, Center for Health and Social Change

1997년 <인도주의실천 의사협회>의 기획국장으로 보건의료운동 분야에서 활동하며 2001년부터 2015년까지 <건강권실현을 위한 보건의료단체연합> 기획실장을 역임했다. 2019년부터 (사)인구복지보건협회 모자보건분과 자문위원 역할을 수행하고 있으며, 2017년부터 서울시 먹거리시민위원회 먹거리 복지분과 위원으로도 활동하고 있다. 성공회대학교 비정부기구학 석사를 받고 경상국립대에서 사회학 박사를 수료했다. 현재 <연구공동체 건강과 대안> 상임연구위원으로 활동하며 환경과 건강, 돌봄과 건강권 등의 분야를 중심으로 연구하며 활동하고 있다.

In 1997, Hye-Jin Byeon served as the planning director of the Association of Physicians for Humanism the field of the health and medical movement and as the planning director of the Korean Federation Medical Activist Groups for Health Rights (KFHR) from 2001 to 2015. Since 2019, she has served as an advisor to the Health for Mother and Children Division of the Korean Population Health and Welfare Association, and has also served as a food welfare subcommittee member of the Seoul Food Citizens' Committee since 2017. She received a master's degree in NGOs at Sungkonghoe University and a Ph.D candidate in sociology at Gyeongsang National University. Currently, she is a standing research member of the Research Community Center for Health and Social Change and is working on environmental, health, care and health rights.



## 서주연

미국 아메리칸대학교 펠로우

Suh, Jooyeoun Faculty Fellow, American University

현재 미국 워싱턴 DC에 있는 아메리칸 대학교의 펠로우이다. 주요 연구분야는 육아와 노인 돌봄을 포함한 무급 가족 돌봄, 일하는 가족에 대한 시간 압박, 그리고 국민계정에 집안과 돌봄의 가치를 더하는 위성 계정 구축과 관련된 측정과 평가 문제다. 매사추세츠 대학교 앰허스트에서 경제학 박사학위를 받은 후, 옥스퍼드 대학교 시간이용연구센터 (CTUR), 미국 여성정책연구연구소, AARP에서 근무했다.

Jooyeon Suh is a faculty fellow at American University, Washington D.C. in the U.S. Her research interests focus on measurement and valuation issues regarding unpaid family care, including child care and elder care, time pressure for working families and building satellite accounts that add the value of housework to national accounting systems. She received her doctorate in economics from University of Massachusetts, Amherst. Prior to joining American University in 2021, she worked at the Oxford University Center for Time Use Research (CTUR), the American Women's Policy Research Institute, and the AARP.



**송상현** 유니세프 한국위원회 회장 / 전 국제형사재판소 소장 / 서울대학교 법대 명예교수  
**Song, Sang-Hyun** President, Korean Committee for UNICEF /  
 Former President, International Criminal Court /  
 Professor Emeritus, Seoul National University School of Law

1962년 고등고시 행정과 및 사법과에 합격했다. 1963년 서울대학교 법과대학을 졸업하고, 1972년부터 2007년까지 서울대학교 법과대학 교수와 명예교수를 지냈다. 2003년부터 2015년까지 국제형사재판소 초대재판관과 재판소장을 역임했다. 한국법학교수회 회장, 산업자원부 무역위원회 위원장, 사법연수원 운영위원장, 국가인권위원회 정책자문위원장을 역임했으며 현재 유니세프 한국위원회 명예회장을 맡고 있다.

Sang-Hyun Song passed the Higher Civil Service Exam and the National Judicial Service Exam in 1962; graduated from Seoul National University College of Law in 1963, and served as a professor and honorary professor at Seoul National University's Law School from 1972 to 2007. From 2003 to 2015, he served as the Appeals Judge and the President, International Criminal Court. He has served as president of the Korean Law Professors Association, chairman of the Korea Trade Commission, president of the Management Committee of the Judicial Research and Training Institute, and chairman of the National Human Rights Commission Policy Advisory Committee. And He is currently the honorary president of the Korea National Committee for UNICEF.



**신성식** 중앙일보 복지전문 기자  
**Shin, Sung-Sik** Journalist, JoongAng Daily

연세대학교에서 보건학으로 석사와 박사학위를 받았다. 아동정책조정위원회 위원을 역임 했고, 국회 저출산고령사회대책 특별위원회 자문위원회 위원을 역임했다. 한국노년학회 부회장, 국회 자살예방포럼 자문위원회 위원, <중앙일보> 정책디렉터를 거쳐 한국사회보장학회와 한국연금학회 이사직을 맡고 있다. 현재 중앙일보 복지전문 기자이자 논설위원이다.

Sung-Sik Shin received a master's and doctoral degree of health sciences in Yonsei University. He served as a member of the Children's Policy Coordinating Committee and a member of the National Assembly's Special Committee on Aging Society and Population Policy Countermeasures. He was vice chairman of the Korea Gerontological Society, a member of the Advisory Committee on Suicide Prevention Forum, and a policy director of the JoongAng Daily. And He is currently a journalist and editorial member specializing in welfare at the JoongAng Daily.



## 야스유키 사와다

아시아개발은행 수석경제학자 / 경제연구 및 지역협력국장

**Yasuyuki Sawada** Chief Economist and Director General, Economic Research and Regional Cooperation Department, Asian Development Bank

현재 아시아 개발은행 수석경제학자이며 경제연구·지역협력국장이다. 일본 도쿄대학교 경제학과 교수이며 한국 고려대학교 경제학과 교수, 호주 국립대학교 호주-일본 연구센터 연구원, 아시아개발은행 객원연구원을 역임했다. 주요 연구 분야는 개발 경제, 국제 경제, 국제 금융, 아시아 위기와 재난 등이다. 국제개발정책(식량연구센터)에서 석사를 받고 스탠포드 대학교에서 경제학으로 박사학위를 받았다.

<https://sites.google.com/site/yasuyukisawadapage/>

Yasuyuki Sawada is currently a senior economist at the Asian Development Bank and director of economic research and regional cooperation. He is a professor of economics at the University of Tokyo, Japan. He was a professor of economics at Korea University, a researcher at the Australian-Japan Research Center at the National University of Australia, and a visiting researcher at the Asian Development Bank. Major research areas include development economy, international economy, international finance, the Asian crisis and disaster. He received a master's degree from the International Development Policy (Food Research Center) and a doctorate in economics from Stanford University.



## 에미코 오치아이

일본 교토대학교 사회학과 교수 / 아시아공간연구센터 센터장

**Emiko Ochiai** Professor of Sociology and Director of Asian Research Center for Intimate & Public Spheres, Kyoto University

현재 일본 교토대학교 사회학과 교수이며, 동 대학교 아시아공간연구센터 센터장을 맡고 있다. 주요 연구분야는 역사적·비교적 관점에서 본 가족과 젠더 연구다. 최근에는 사생활의 영역과 공적 제도에서 동시적인 전환을 포착하기 위해 복지국가와 이주를 파악하는 프로젝트를 진행했다. 주요 공저로 Asian Families and Intimacies, 4 vols. (2021), Transformation of the Intimate and the Public in Asian Modernity (2014), Asian Women and Intimate Work (2013). and The Stem Family in Eurasian Perspective: Revisiting House Societies, 17th-20th Centuries (2009) 등이 있다.

Emiko Ochiai is a Japanese sociologist and is Professor of Sociology at Kyoto University, Japan. She is also the Director of Asian Research Center for the Intimate and Public Spheres (ARCIP) at Graduate School of Letters, Kyoto University and the Director of Kyoto University Asian Studies Unit (KUASU). Her areas of interest are family and gender studies from historical and comparative perspectives. Her recent projects cover welfare state and migration to capture the simultaneous transformations in private lives and public institutions. Her English publications include Asian Families and Intimacies, 4 vols. (co-editorship with Patricia Uberoi, Sage, 2021), Transformation of the Intimate and the Public in Asian Modernity (co-editorship, Brill, 2014), Asian Women and Intimate Work (co-editorship, Brill, 2013). and The Stem Family in Eurasian Perspective: Revisiting House Societies, 17th-20th Centuries (co-editorship, Peter Lang, 2009). She is the series editor of The Intimate and the Public in Asian and Global Perspectives from Brill.





**엘리사 브라운스타인** 미국 콜로라도주립대학교 경제학과 교수  
**Elissa Braunstein** Professor of Economics, Colorado State University

현재 미국 콜로라도 주립대학교 경제학과 교수다. 주요 연구 분야는 사회 재생산, 젠더, 경제성장과 고용과 관련된 발전의 국제 거시경제 분야다. UNCTAD의 세계화와 발전전략 분과에서 선임 경제학자를 역임했고 국제노동기구, 세계은행, 유엔 사회발전 연구소, 유엔 여성 등에서 자문역할을 맡고 있다. 캘리포니아 샌디에고 대학교에서 태평양국제관계 분야 국제 및 공공문제 석사를 받고, 매사추세츠 대학교 앰허스트에서 경제학으로 박사학위를 받았다.

Elissa Braunstein is currently a professor of economics at Colorado State University in the United States. Her main research areas are the international macroeconomic sectors of social reproduction, gender, and developments related to economic growth and employment. She has served as a pre-emptive economist in the Globalization and Development Strategy Division of UNCTAD and is a consultant in the International Labor Organization, the World Bank, the United Nations Institute for Social Development, and the United Nations Women. She received his master's degree in international and public affairs in the Pacific International Relations field from the University of California, San Diego, and received his Ph.D. in economics from the University of Massachusetts Amherst.



**엘리자베스 M. 킹** 브루킹스 연구소 선임연구위원 / CWE-GAM 공동 연구책임자  
**Elizabeth M. King** Nonresident Senior Fellow, Brookings Institution /  
 Co-Principal Investigator, CWE-GAM Project

필리핀 대학교에서 학사, 석사를 하고 예일대학교에서 경제학으로 박사학위를 받았다. 아메리칸 대학 기반의 CWE-GAM 프로젝트 공동 연구책임자다. 현재 브루킹스 인스티튜트의 비상임 선임 연구원이자 조지타운 대학교 겸임교수이며 여러 비정부기구의 이사로 참여하고 있다. 세계은행 고위 간부이자 대변인을 역임했고 주로 교육과 인간 개발과 관련된 글로벌 정책과 전략 이슈의 전문 책임자로 활동했다. 주요 연구 주제는 인적 자본과 빈곤 그리고 경제발전, 돌봄과 시간사용 배분, 개발부문에서의 젠더 이슈 등이다.

Elizabeth M. King is Co-Principal Investigator of the Care Work and the Economy Project based in American University. She is currently a Nonresident Senior Fellow of the Brookings Institution, Adjunct Professor of Georgetown University, Managing Editor of the Journal of Development Effectiveness, and a board member of several NGOs. Dr. King was formerly the World Bank's senior manager, spokesperson, and professional head for global policy and strategic issues related to education and human development. She has also published on topics such as the linkages between human capital, poverty, and economic development; care and time-use allocation; and gender issues in development. She has a Ph.D. in Economics from Yale University and a Master's and B.A. from the University of the Philippines.



**윤자영** 충남대학교 경제학과 교수  
**Yoon, Jayoung** Professor of Economics, Chungnam National University

서울대 경제학과를 졸업하고, 이화여대 여성학과에서 석사를 마쳤다. 미국 매사추세츠 대학교 애머스트에서 여성주의적 관점에서 노동 경제와 가족경제를 전공하였고 돌봄노동과 시간 사용에 대해 박사학위 논문을 썼다. 한국의 시간사용조사를 이용해 부부의 성역할규범과 가사노동분담에 대한 연구를 했고, 미국 시간사용조사를 이용하여 아동돌봄시간을 측정하고 경제적 가치를 산정하는 주제에 관해 여러 편의 논문을 썼다. 그 밖의 논문으로 "비시장노동과 노인 여성의 생활수준", "경제 발전과 무급 돌봄 노동 시간"이 있다. 한국노동연구원 부연구위원으로 재직했고 현재 충남대학교 경제학과 교수다.

Jayoung Yoon graduated from Seoul National University with a master's degree in economics and a master's degree from Ewha Woman's University. She majored in the labor economy and the family economy from a feminist perspective at University of Massachusetts Amherst in the United States and wrote a doctoral dissertation on caring labor and time use. We used the time-use survey in Korea to study the gender role norms and household labor sharing of couples. We also used the US time-use survey to measure child care time and write several papers on the subject of calculating economic value. Other papers include "Non-market Labor and the Living Standards of Elderly Women" and "Economic Development and Unpaid Care Working Hours". She is an associate researcher at the Korea Labor Institute and is currently a professor of economics at Chungnam University.



**은기수** 서울대학교 국제대학원 교수 / 국제이주와 포용사회센터 센터장  
**Eun, Ki-Soo** Professor and Director of CTMS, GSIS, Seoul National University

서울대학교 사회학과를 졸업하고 미국 펜실베이니아대학교에서 인구학 석사 및 사회학 박사학위를 취득했다. 한국사회사학회 회장, 한국인구학회 회장을 역임하고 법무부 외국인정책실무위원회 위원, 저출산·고령사회정책운영회 위원, 국가인권위원회 자문위원으로 활동하고 있으며, International Association for Time Use Research 부회장, 육아정책연구소 연구자문위원으로 활동 중에 있다. 현재 서울대학교 국제대학원 교수이자 국제이주와 포용사회센터 센터장을 맡고있다.

Ki-Soo Eun is a Professor of Sociology and Demography at the Graduate School of International Studies, Seoul National University. He received his Ph.D. in sociology from the University of Pennsylvania. His research interests include: low fertility and aging, family history, family values, transnational migration, care and care work, time use study and quantitative method. Prof. Eun has led the Comparative Asian Family Survey (CAFS) project together with Prof. Emiko Ochiai of Kyoto University in Japan, which conducted family surveys in Thailand, Vietnam, Malaysia, India, Qatar and Turkey. Since 2017, he has been engaged in an international project on the care economy (CWE-GAM project), representing the Korean team. He is in charge of the KOICA Gender and Development Program at GSIS as the Program Manager. Prof. Eun is also an expert on time use research with publications and articles on work-life balance, time poverty, study time, and sleep. He leads comparative studies on time use across countries. Prof. Eun currently serves as Vice President of the International Association for Time Use Research and is also the

founder and current President of the Korean Association for Time Studies. He is President of the Population Association of Korea and the Korean Social History Association, as well as Vice President of the Korean Family Studies Association. He also serves as Vice Director at the Kyujanggak Institute for Korean Studies. Prof. Eun is a member of the Presidential Committee on Aging Society and Population Policy (PCASPP) in Korea.



**이경민** 참여연대 사회경제2팀 팀장

**Yi, Kyoung Min** Manager, Committee for Fair Labor Society, People's Solidarity for Participatory Democracy

2014년 참여연대 사회복지위원회에 입사하여 보건의료, 보육노인 등 돌봄정책, 보건복지예결산 분석 등의 일을 담당했다. 현재는 참여연대 사회경제2팀장이고, 사회복지위원회, 조세재정개혁센터, 노동사회위원회 일을 맡고 있다. 서울여자대학교에서 사회복지학을 전공하고, 노인복지정책으로 논문을 썼으며, 현재 사회복지 박사과정 중에 있다. 참여연대 입사 전에는 복지현장을 경험하고자 노원노인복지관에서 재가복지 분야의 일을 했다.

Since 2014 she has been working as a coordinator at People's Solidarity for Participatory Democracy(PSPD), an NGO based in South Korea. At the department on social welfare policy, she has proactively been monitoring and advocating social welfare policies including care service for children and seniors, health care system and analysis on social expenditure. Currently she is serving as a team manager at the Socio-economic department II, overarching three different departments; Social Welfare Committee, Committee for Fair Labor Society and Center for Tax Reforms. She studied social welfare at the Seoul Women's University and graduated with her master's degree in social welfare policy for seniors at the same university. She is now pursuing Ph.D. in social welfare. Before joining PSPD, she experienced working as a social worker for in-home service at the community senior welfare center in Seoul.



**이윤경** 한국보건사회연구원 인구정책연구실 실장

**Lee, Yunkyoung** Director, Department of Population Policy Research, Korea Institute for Health and Social Affairs

한국의 보건복지정책을 연구하는 국책연구기관 한국보건사회연구원에서 연구를 진행하고 있다. 저출산고령사회위원회 고령화 정책에 대한 자문위원, 보건복지부 노인장기요양보험제도 정책자문단으로도 활동하고 있다. 주요 연구 분야는 노인복지, 노인돌봄, 고령화 정책 분야 등이다. 주요 저서로 『2020년 노인실태조사』, 『노인의 지역사회 계속 거주를 위한 장기요양제도 개편 방안』 등이 있다. 현재 한국보건사회연구원 인구정책연구실 실장이다.

Yun-kyung Lee is conducting research at the Korea Institute for Health and Social Affairs, a national research institute that studies Korea's health and welfare policies. She is also an advisor to the aging policy of the Low Birthrate and Aging Society Committee, and a long-term care insurance policy advisory group for the elderly at the Ministry of Health and Welfare. Major research areas include welfare for the elderly, care for the elderly, and aging policy. Her major books include 2020 National Survey of Older Korean, Suggestion of long-term care system reform in view of Aging in place, KIHASA. She is currently the director of the Population Policy Laboratory of the Korea Institute for Health and Social Affairs.



**이주현** 서울대학교 국제이주와 포용사회센터 프로그램 매니저  
**Lee, Joohyun** Program Manager, CTMS, SNU GSIS

현재 국제이주와 포용사회센터 연구원이자 프로젝트 매니저다. 센터에서 본 회의 진행과 추진을 총괄했으며, 돌봄과 관련된 대외협력 업무도 주요하게 담당하고 있다. 특히 돌봄과 관련해 돌봄이 대중들에게 좀더 다가가는 익숙한 주제가 될 수 있도록 미술관의 특별 프로그램이나 NGO 단체와의 협력 프로그램을 기획 진행했다. 미국 시카고 대학교에서 정치학으로 학사학위를 받고 서울대학교 국제대학원에서 국제학 석사학위를 받았다.

Joohyun Lee is a Research Associate at the Center for Transnational Migration and Social Inclusion (CTMS), Graduate School of International Studies, Seoul National University. Her research interests include understanding and reframing care work in connection with building an inclusive society; care burden for the increasing single-person households; the significance of self-care from a sociological perspective, especially with regards to the opportunities and/or challenges for women; and the mental wellness of people who engage in care work. Lee received a Master's degree in International Studies at the Graduate School of International Studies, Seoul National University, and a B.A. in Political Science from the University of Chicago.



**이토 펑** 캐나다 토론토대학교 사회학·공공정책학과 교수 /  
 글로벌 사회정책센터 센터장

**Ito Peng** Professor of Sociology and Public Policy and Director,  
 Centre for Global Social Policy, University of Toronto

현재 캐나다 토론토 대학교 사회학 및 공공정책학 교수이자 캐나다 글로벌 사회정책 연구 의장을 맡고 있으며 토론토 대학교 국제사회정책연구소 소장직도 맡고 있다. 동아시아의 사회 정책 및 돌봄의 정치경제학, 가족 및 인구문제에 대해 활발히 연구해 왔으며 최근에는 '젠더, 이주 그리고 돌봄노동' 프로젝트의 연구책임자로 아시아태평양 지역의 돌봄노동에 대해 비교분석한 저서 『젠더, 이주, 그리고 돌봄노동』를 펴냈다. 2018년부터 현재까지 '한국의 돌봄노동' 프로젝트의 주요 구성원으로 참여하고 있으며 캐나다 아시아 퍼시픽 재단의 우수 연구원으로 UNRISD와 유엔 여성에서 활동하고 있다. <https://sociology.utoronto.ca/faculty-and-staff/ito-peng/> 참고.

Professor Ito Peng is a Canada Research Chair in Global Social Policy at the Department of Sociology, University of Toronto. She is an expert in global social policy, specializing in gender, migration, and care policies. She has written extensively on social policies and the political economy of care, and the global migration of careworkers, focusing on particular Asia Pacific region. Her teaching and research focus on comparative social policy, and family, gender, care, and migration policies. She has just completed an international partnership research project entitled Gender, Migration, and the Work of Care (<http://cgsp.ca/>), and is now engaged in a new project called Care Economies in Context: Towards Sustainable Social and Economic Development.



**이현림** 민주노총 공공운수 보육지부 초대지부장

**Lee, Hyun Lim** First Chairperson, National Childcare Workers' Union

2008년부터 보육교사로서 일을 시작했다. 2011년부터 지금까지 수원 시립호반어린이집 보육노동자로 근무하고 있으며, 2012년부터는 어린이집 비리고발 및 아동학대, 부모갑질 및 현장 노동법 위반 상담활동도 병행하고 있다. 2018년 민주노총 공공운수 보육지부 초대지부장과 보건복지부 보육노조 대표를 역임했으며, 2017년부터 지금까지 보육현장 관련 국회 토론회나 전문가 토론회에 참여하여 보육문제에 관한 사회적 의제화에 기여하고 있다.

Hyun Lim Lee started working as a nursery teacher in 2008. Since 2011, she has been working as a nursery worker in Suwon City Lakeside Nursery School. Since 2012, she has also been involved in childcare and child abuse, parental abuse, and on-site labor law violations. She served as the first branch manager of the KCTU's Public Transport Childcare Branch in 2018 and as a representative of the Health and Welfare Ministry's Childcare Union. Since 2017, She has participated in the National Assembly debate and expert debate on childcare sites and contributed to the social agenda on childcare issues.



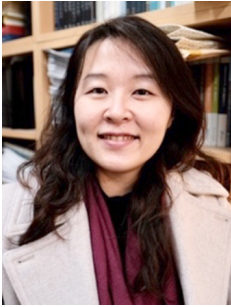
**장지연** 한국노동연구원 선임연구위원

**Chang, Jiyeun** Senior Research Fellow, Korea Labor Institute

장지연은 미국 메디슨 소재 위스콘신대학교에서 사회학으로 박사학위를 받았고 1999년부터 한국노동연구원 연구위원으로 재직하고 있다. 주요 관심분야는 소득불평등, 복지국가, 일·생활 균형, 여성노동시장 등이다. 현재는 사회안전망에 대한 연구를 진행 중이다. 함께 펴낸 저서와 연구보고서로 『글로벌화와 아시아 여성』(2007), 『노동시장 구조와 사회적 보호체계의 정합성』(2011), 『디지털기술발전에 따른 새로운 일자리 유형과 정책적 대응』(2017) 등이 있다.

Jiyeun Chang, Ph. D., is a senior research fellow at the Korea Labor Institute (KLI). Dr. Chang earned her Ph. D. in sociology from the University of Wisconsin, Madison, and joined the KLI in 1999. Her research interests include: female labor market, work-life balance, and income inequality. She is currently working on platform workers and social protections in Korea.





## 전지원 서울대학교 국제이주와 포용사회센터 책임연구원

Jun, Jiweon Senior Research Fellow, CTMS

현재 국제이주와 포용사회센터 책임연구원이다. 동아일보 기자로 일하던 중 유학을 떠나 영국 옥스퍼드 대학교에서 노년의 시간 사용과 웰빙을 주제로 사회학 박사 학위를 받았다. 옥스퍼드대학교 (현 UCL) 생활시간센터에서 근무하며 국제비교연구를 통해 일-가정 양립의 문제를 들여다보았다. 이후 캐나다 토론토 대학교 국제정책센터 연구원, 서울대학교 국제대학원 연구원으로 일하면서 <2018 한국의 돌봄조사> 데이터를 수집, 분석하는 등 한국사회의 유, 무급 돌봄에 대한 이해를 넓히고 돌봄의 가치에 대한 사회의 패러다임을 바꿔나가기 위한 노력에 참여해 왔다. 특히 2020년에는 <코로나 19와 한국의 아동 돌봄> 프로젝트를 통해 코로나로 인한 사회적 거리두기 상황에서 각 가정의 돌봄 부담의 실태를 파악하고 정책적 대안을 마련하기 위한 연구를 진행하고 있다.

Jiweon Jun, D.Phil., is a Senior Research Fellow at the Center for Transnational Migration and Social Inclusion (CTMS), Graduate School of International Studies, Seoul National University. Jiweon has been collecting and analysing empirical data on care work including <2018 Care Work in Korea> survey and <2020, 2021 Covid-19 and Childcare> survey, focusing on the care burden of family caregivers and how care responsibilities are shared. Her research interests include: understanding the nature of care work; the structure of care work and inequalities among care workers; well-being in late life; work-life balance; low fertility and population ageing; changing patterns of time use across the life course; and multidimensional index. She was a Post-Doctoral Research Fellow with the Centre for Global Social Policy, University of Toronto and with the Centre for Time Use Research (CTUR), University of Oxford. She received her B.A. in Anthropology from Seoul National University, and her M.Sc. and D.Phil. in Sociology from the University of Oxford.



## 전지현 전국요양서비스노동조합 사무처장

Jeon, Ji Hyeon Secretary-General, National Union of Long-Term Care Workers

2012년 성남요양보호사협회 사무국장으로서는 요양보호사들의 고충상담, 민원해결을 위해 일을 하며 요양보호사들의 낮은 사회적 인식도 문제지만 자존감, 자긍심도 낮아 부당해도 말을 하지 못하는 모습에 변화가 필요하다는 것을 느껴, 요양원, 주간보호센터에서 요양보호사로 근무를 시작했다. 이후 재가방문요양센터에서 사회복지사이자 관리자로 근무하며 장기요양제도의 구조적인 문제를 직접 확인하면서 법과 제도의 변화가 절실하며, 요양보호사들이 직접 나서서 바꿔보겠다는 마음으로 노동조합을 만드는 데 참여하게 되었다. 요양보호사들의 돌봄노동은 고귀하며, 법과 제도가 일하는 사람들을 행복하게 할 수 있도록 노력하며 현재 민주노총서비스연맹 전국요양서비스노동조합 사무처장으로 활동하고 있다.

Ji Hyeon Jeon, as the director general of the Seongnam Caregivers Association in 2012, started working as a caregivers' grievance counseling and civil affairs, and felt that the low social awareness of caregivers is a problem, but the self-esteem and pride are low, so that they need to change their appearance that they cannot speak even if they are unfair. Since then, she has worked as a social worker and manager at the home visiting nursing center, and has been involved in creating a labor union with the intention of changing laws and systems by directly confirming the structural problems of the long-term nursing system. Since care workers' care work is noble, in order to make the law and system happy for the working people, she is currently serving as the Secretary-General of the National Association of Nursing Services of the Korean Confederation of Trade Unions (KCTU).



## 정슬아 한국여성민우회 여성노동팀 팀장

Jung, Seulah Manager, Women's Labor Team, Womenlink

2009년 2월부터 <한국여성민우회> 상근 활동가로 일하고 있다. 2020년부터 여성노동팀 팀장을 맡아, 프리랜서, 특수고용노동자, 플랫폼노동자로 일하고 있는 여성들의 경험을 바탕으로 불안정한 노동조건 보장을 위한 연구사업을 총괄했다. 최근 코로나19로 드러난 돌봄위기 속 여성 현실을 드러내기 위한 89명의 심층인터뷰, 언론보도 모니터링 사업에 참여하였다. 그리고 여성노동자들이 겪고 있는 일터에서의 성차별, 직장 내 성희롱 등에 대한 고용평등상담, 성평등한 조직문화만들기 캠페인 등 여성노동 이슈 대응 활동을 지속하고 있다.

Seulah Jeong has been working as a full-time activist for the Womenlink since February 2009. Since 2020, she has been the head of the women's labor team and has overseen research projects to ensure unstable working conditions based on the experiences of women working as freelancers, special employment workers, and platform workers. In recent years, 89 in-depth interviews and media coverage monitoring projects were conducted to reveal the reality of women in the care crisis in the COVID-19 situation. And she continues to respond to women's labor issues such as gender discrimination in the workplace that women workers are experiencing, employment equality counseling on sexual harassment in the workplace, and gender equality organizational culture campaign.



## 정영애 대한민국 여성가족부 장관

Chung, Young-Ai Minister of Gender Equality and Family, Republic of Korea

대한민국 여성가족부 장관으로, 이화여자대학교 사회학과와 동대학원 여성학과에서 여성학 및 가족을 전공으로 국내 첫 여성학 문학박사 학위를 취득하였다. 서울사이버대학교 사회복지대학 대학원장, 부총장 등을 역임하였고 한국여성재단 이사, 한국여성학회 회장 등을 역임하며 시민사회와 학계에서 역량을 펼쳤다. 저출산고령사회 위원회 민간위원으로 활동했으며, 여성과 노인 문제를 중심으로 연구와 행정을 병행하고 있다.

Young-Ae Chung is the Minister of Gender Equality and Family of the Republic of Korea. She majored in women's studies and family at Ewha Womans University Department of Sociology, and at Ewha Womans University Graduate School, she earned the first doctorate in women's studies literature in Korea. She served as the graduate director and vice president of the Seoul Cyber University, and served as a director of the Korea Foundation for Women and chairman of the Korean Association of Women's Studies. She has been a civilian member of the Presidential Committee on Aging Society and Population Policy and has been conducting research and administration focusing on women and the elderly.



**조기현** 전 청년불평등완화 대화기구 공동위원장 / <아빠의 아빠가 됐다> 저자

**Jo, Gi-Hyun** Former Co-Chairman, Youth Inequality Council / Author of "The Narrative of a Young Carer: Becoming a Father of My Father"

책 <아빠의 아빠가 됐다>를 썼고, 칼럼 [조기현의 '몫']을 연재 중이다. 아픈 가족을 돌보는 청(소)년을 지칭하는 '영 케어러'를 주제로 다양한 논의를 이어가고 있으며, 생애 전망과 생산/재생산의 재편 속에서 돌봄의 가치와 위치를 탐색하는 중이다. 청년불평등 완화 범사회적 대화기구 공동위원장을 지냈고, 서울시여성가족재단 비상임이사, 보건 복지부 청년정책자문위원회 위원, 국제이주와 포용사회센터 자문위원이다.

He wrote the book The Narrative of a Young Carer: Becoming a Father of My Father and is serializing the column "Jo Ki-hyun's share". He is continuing various discussions on Young Carer, which refers to adolescents who care for sick families, and is exploring the value and location of care in the reorganization of life prospects and production/reproduction. He has been co-chairman of the dialogue organization of the whole society to alleviate youth inequality. And He is a non-executive director of the Seoul Foundation of Women and Family, a member of the Youth Policy Advisory Committee of the Ministry of Health and Welfare, and an advisory member of the CTMS.



**조지프 스티글리츠** 미국 컬럼비아대학교 경제학과 석좌교수 /  
2001년 노벨 경제학상 수상자

**Joseph E. Stiglitz** University Professor of Economics, Columbia University; Laureate of the Nobel Prize in Economic Sciences (2001)

OECD 경제성과 및 사회발전 측정에 대한 고위전문가 그룹의 부의장이며 루즈벨트 인스티튜트의 수석 경제학자다. 2001년 노벨경제학상을 수상했고, 클린턴 행정부에서 대통령 경제자문회의 의장을 역임한 뒤 세계은행 수석 부총재 겸 수석 경제학자를 지냈다. 2000년 컬럼비아 대학교에 싱크탱크 <정책 대화를 위한 이니셔티브>를 만들었다. 2011년 <타임>지 선정 세계 가장 영향력있는 인물 100인에 뽑혔다. 주요 연구분야는 선구적인 연구 분야인 정보 비대칭성을 비롯해 소득 분배, 위기, 기업 거버넌스, 공공 정책, 거시경제학과 세계화 등이다. 최근 저서로 『사람, 권력, 이윤』, 『유럽 경제 규칙을 다시 쓴다』 등이 있다. 현재 컬럼비아 대학교 경제학과 석좌교수다.

Joseph E. Stiglitz is an American economist and a professor at Columbia University. He is the co-chair of the High-Level Expert Group on the Measurement of Economic Performance and Social Progress at the OECD, and the Chief Economist of the Roosevelt Institute. A recipient of the Nobel Memorial Prize in Economic Sciences(2001), he is a former senior vice president and chief economist of the World Bank and a former chairman of the Council of Economic Advisers. In 2000, Stiglitz founded the Initiative for Policy Dialogue, a think tank on international development based at Columbia University. In 2011, Stiglitz was named by time as one of the 100 most influential people in the world. Known for his pioneering work on asymmetric information, Stiglitz's research focuses on income distribution, risk, corporate governance, public policy, macroeconomics, and globalization. He is the author, most recently, of People, Power, and Profits and Rewriting the Rules of the European Economy.





## 차승은 수원대학교 아동가족복지학과 교수

Cha, Seung-Eun Professor of Child & Family Welfare, University of Suwon

현재 수원대학교 아동가족복지학과 교수다. 가족학으로 석사학위를 받고 중년남녀의 가족 역할과 신체 및 정신건강에 관한 논문으로 박사학위를 받았다. 한양대학교 인구 및 고령사회연구소의 전임연구원, 미국 매릴랜드대학교 가족학과 연구원을 역임했고, 관심 연구 분야는 생활시간, 시간정책, 사회복지정책, 다문화사회와 인구변동, 젠더 이슈 등이다.

Seung-Eun Cha received her Ph.D. in Human Development and Family Studies from Seoul National University. Her doctoral dissertation dealt with examining the impact of the family role, as spouse and parent, on individual health experience, based on gender difference. After receiving her Ph.D. her research interests expanded to midlife development, life transition issues, and retirement issues. Currently Cha is working at the University of Suwon as an associate professor, using time use survey data to focus on the field of leisure, sleep, and time pressure. Cha has been involved in a research project that deals with sleep and health issues ("Sleeplessness in Korea"). Cha has published several papers dealing with time related stress, time pressure and time poverty. Her research paper 'Social acceleration vs. slowdown' in Development and Society (2017) tried to understand the time pressure trend during the past decade in Korean society and how time pressure experience diverge by social groups.



## 최정우 포스코 회장

Choi, Jeongwoo CEO, POSCO

현재 포스코 회장이다. 39년 경력의 철강업 전문가로 포스코건설 경영전략실장, 포스코인터내셔널 기획재무본부장, 포스코 가치경영센터장, 포스코케미칼 사장 등을 두루 역임하며 그룹 사업재편, 신사업 발굴 및 포트폴리오 강건화를 성공적으로 추진했다. 특히, 철강을 뛰어넘어 수소사업, 이차전지 소재사업 등 그린과 모빌리티를 중심으로 저탄소, 친환경 기반 미래 신성장 동력 확보를 주도하며 100년 기업으로 도약하기 위한 토대를 마련했다. 2018년 회장 취임 후에는 '더불어 함께 발전하는 기업시민'을 새로운 경영이념으로 선포하며, 강건한 산업생태계 조성 및 사회문제 해결에 기여해야 함을 강조했다. 이러한 공로로 2020년에는 경영학자들이 선정하는 올해의 경영자 대상을 수상했다. 특히, 사회문제 중 저출산 이슈에 대해 큰 관심을 갖고 있으며, 기업차원의 출산친화 Role Model 제시를 위해서도 앞장서고 있다.

Jeongwoo Choi is currently POSCO CEO. As a steel industry expert with 39 years of experience, he has been working as a management strategy manager of POSCO E & C, planning and finance director of POSCO Inter National, director of POSCO's value management center, and president of POSCO Chemical. In particular, he has laid the foundations for becoming a 100-year company by leading the acquisition of low-carbon, eco-friendly future growth engines, focusing on green and mobility such as hydrogen business and secondary battery material business. After the inauguration of the chairman in 2018, he declared "corporate citizens who develop together" as a new management ideology and emphasized the need to contribute to the creation of a robust industrial ecosystem and solving social problems. For this achievement, he won the Management of the Year Award by business scholars in 2020. Especially, among social problems, he is very interested in low fertility issues and are leading the way for presenting a company-friendly Role Model.



## 카비타 람다스 오픈소사이어티재단 여성권익프로그램 디렉터

**Kavita Ramdas** Director, Women's Rights Program, Open Society Foundations

현재 오픈소사이어티재단 여성권익프로그램 디렉터다. 전 세계적으로 인정받는 젠더 평등과 정의의 권익 옹호 활동가다. <여성을 위한 글로벌 펀드>의 전임 대표를 역임하면서 페미니스트 사회공헌활동의 주요 활동가로 주목받기 시작해, 스탠포드 대학교의 '프리먼 스포글리 국제학연구소'의 사회경영 프로그램을 맡았고, 포드 재단에서 선임고문으로도 활동했다. 2003년 21세기를 향한 21명의 리더상상, 2008년 두브넵 인도주의상 등을 비롯 다수의 인권, 발전 관련 상을 받았다.

[https://en.wikipedia.org/wiki/Kavita\\_Ramdas](https://en.wikipedia.org/wiki/Kavita_Ramdas)

Kavita Ramdas is a recognized global advocate for intersectional gender equity and justice. She currently serves as the Director of the Women's Rights Program at the Open Society Foundations. She previously served as a Strategy Advisor for MADRE and founded KNR Sisters, an independent consulting venture. From 1996 to 2010 she led the Global Fund for Women as President and CEO to grow into the largest public foundation for women's rights in the world. From 2012-2016 She led the Ford Foundation's operations in South Asia and was Senior Advisor to Darren Walker, the Foundation's President. She founded SEERS, the Social Entrepreneurs in Residence Program at Stanford University and is a member of Aspen Institute's Henry Crown Fellows Program. Currently, Kavita serves on a few select non-profit advisory boards, the board of trustees of the Rockefeller Brothers Fund, and the board of directors of GRIST, a publicly supported journalism non-profit focused on climate justice.



## 캐런 그라운 세계은행 글로벌 젠더 디렉터

**Caren Grown** Global Director for Gender, World Bank

세계은행그룹의 글로벌 젠더 디렉터다. 2011년부터 2013년까지 USAID의 젠더평등과 여성 세력화의 선임 젠더 고문을 맡았고, 2013년부터 2014년까지 아메리칸 대학교의 '경제학에서의 젠더분석 프로그램'의 공동 책임자이자 유엔 산하 UNU-WIDER에서 '원조 효과와 젠더 평등 프로그램'을 이끌었다. 그 외 미국 내 많은 주요 경제 연구소와 기관에서 디렉터로 일했다.

Senior Director for Gender at the World Bank Group, Caren Grown is recognized internationally as an expert on gender and development. Before joining the Bank Group in 2014, she was Economist-in-Residence and Co-Director of the Program on Gender Analysis in Economics at American University. From 2013-2014, she led the UNU-WIDER program on aid effectiveness and gender equality, and from 2011-2013 she served as Senior Gender Adviser and Acting Senior Coordinator for Gender Equality and Women's Empowerment at USAID. Among her previous positions, Dr. Grown has been Senior Scholar and Co-Director of the Gender Equality and Economy Program at the Levy Economics Institute at Bard College, Director of the Poverty Reduction and Economic Governance team at the International Center for Research on Women, and Senior Program Officer at the John D. and Catherine T. MacArthur Foundation.



## 허오영숙

한국이주여성인권센터 상임대표

Heo, Young Sug Representative, Women Migrants Human Rights Center of Korea

1990년대부터 여성인권운동에 참여했다. 2007년에 <한국이주여성인권센터>에서 합류해 이주여성분야를 중심으로 활동하고 있다. 이주여성의 인권 보호와 권익신장, 성인지적 관점에서 이주여성을 위한 한국 생활 지원, 국경을 넘는 연대를 통하여 더불어 살아가는 공동체를 만들어 평등하고 평화로운 지구촌 사회를 실현하고자 하는 활동을 이어가고 있다. 2020년 코로나 19 팬더믹 상황에서 1,700여 이주민 가구의 긴급생계비를 지원하는 등 재난지원에서 배제된 이주민 지원을 위해 힘썼다. 현재 <한국이주여성인권센터> 상임대표다.

Since the 1990s, Young Sug Heo has participated in the women's human rights movement. In 2007, she joined the Women Migrants Human Rights Center of Korea and is active in the field of migrant women. It continues to promote the equality and peaceful global community by creating a community that lives together through the protection of human rights and the rights of migrant women, support for Korean life for migrant women from a gender-recognitive perspective, and solidarity across borders. In 2020, in the COVID-19 pandemic situation, she worked to support migrants excluded from disaster support, including supporting the emergency living costs of 1,700 migrant households. She is currently the permanent representative of the Women Migrants Human Rights Center of Korea.





**코로나19와 돌봄경제: 지속가능한 돌봄사회로의 전환**  
THE CARE ECONOMY IN KOREA:  
BEYOND COVID-19 AND TOWARDS A SUSTAINABLE CARING SOCIETY

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## 개회식

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### 축사

정영애	대한민국 여성가족부 장관
마크 말록-브라운	오픈소사이어티재단 총재
최정우	포스코 회장
마리아 플로로	미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자

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## OPENING

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### Welcome remarks

Chung Young-Ai	Minister of Gender Equality and Family, Republic of Korea
Mark Malloch-Brown	President, Open Society Foundations
Jeongwoo Choi	CEO, POSCO
Maria Floro	Professor of Economics, American University / Co-Principal Investigator, Care Work and the Economy Project



여러분 반갑습니다.

여성가족부 장관 정영애입니다.

「코로나19와 돌봄경제」 온라인 국제 컨퍼런스 개최를 진심으로 축하드립니다.

코로나19 상황에서 우리 사회가 어떻게 하면 지속가능한 돌봄 사회로 나아갈 수 있을지를 논의하는 컨퍼런스가 개최되어 매우 뜻깊게 생각하며, 이처럼 시의적절하고 귀한 자리를 마련해주신 서울대학교 국제이주와 포용사회 센터에 감사를 드립니다.

또한 30여년전 부터 이미 ‘Who Pays for the kids?’ 라는 책을 비롯하여 비시장 노동(non-market work) 돌봄 경제에 대한 논의를 주도해 오신 ‘낸시 폴브레’ 교수님과 이번 컨퍼런스에 함께 해주신 모든 전문가 분들께 감사의 말씀을 전합니다.

코로나19가 지속됨에 따라 가족, 학교, 요양시설, 보건시설 등 우리 사회 곳곳에서 돌봄이 그 어느 때보다도 중요해지고 있습니다.

그러나 돌봄 노동 및 서비스는 경제적으로 여전히 저평가되고 있으며, 특히 코로나19로 인해 대면서비스 중심 돌봄 일자리의 경우에는 일자리 자체가 감소하는 상황도 심각하게 나타나고 있습니다.

또한 돌봄 분야 종사자의 다수를 차지하는 여성노동자들의 경우 업무가 과중되거나 고용 불안정과 저임금으로 인한 생계의 위협에 직면하고 있습니다.

다른 한편, 코로나19로 더욱 늘어난 돌봄 부담이 주로 여성들에게 집중되는 문제도 확대되고 있습니다.

한국의 경우 코로나19 이전에는 증가 추세이던 여성 경제활동참가율이 2020년에 소폭 감소하였는데, 조사 결과, 전년 대비 증가한 여성 비경제활동인구 중 72.1%가 가사·육아 상태에 있는 것으로 나타났습니다.

그동안 한국정부는 코로나19 상황에서 돌봄 공백을 최소화하고 돌봄 부담이 가족에게 가중되는 문제를 완화하기 위해 지난해 말 「코로나19 시대, 지속가능한 돌봄체계 개선방안」을 마련하여, 돌봄 사각지대를 발굴하고 취약계층 상황에 맞는 긴급돌봄서비스를 제공하는 등 코로나19 상황에 맞게 돌봄 체계를 재정비해 왔습니다. 또한, 아동·노인·장애인 등 대상별로 재가서비스 및 비대면 돌봄서비스 체계를 구축했으며, 가족 돌봄 지원과 아동에 대한 모니터링도 강화하고 있습니다.

특히, 재가 ‘아이돌봄서비스’의 정부 지원 시간과 이용료 지원 비율을 늘렸으며, 코로나19 현장에서 밤낮으로 고생하는 의료진과 방역 종사자들의 자녀 돌봄을 지원하기 위해 아이돌봄 서비스에 대한 정부지원을 한시적으로 확대하기도 했습니다.

올해 3월에는 「코로나19 여성 고용위기 회복대책」을 수립해 코로나19 상황에서 더욱 두드러지게 나타나는 노동시장의 성별 격차를 해소하고자 노력하고 있습니다.

이 대책에는 사회서비스원을 전국으로 확대해 돌봄서비스 노동자의 직접 고용을 추진하고, 가사근로자

고용개선 등에 관한 법률 제정으로 가사근로자의 근로조건을 보호하는 등 돌봄노동자의 노동 여건을 개선하기 위한 정책도 포함되어 있습니다.

여성가족부는 코로나19라는 위기 속에서 돌봄 상황의 개선을 바탕으로 여성 고용 안전망을 강화하고 노동시장 성별 격차를 완화해나가고자 합니다.

지난 3월 세계여성의 날을 기념하여 개최된 유엔여성지위위원회 장관급 원탁회의 등에서 코로나19 상황에서 발생하는 여러 돌봄 위기와 대응 노력이 한국뿐 아니라 전 세계에 공통적으로 이루어지는 현상임을 확인할 수 있었습니다.

국경을 넘어 사회적으로 돌봄의 가치가 제대로 평가되고 성평등한 돌봄 분담이 이루어질 수 있도록 하려면 국내적인 노력뿐만 아니라 국제적인 연대와 협력이 필요합니다.

이를 위해 한국정부는 UN Women과 함께 금년 중에 아시아·태평양 지역을 중심으로 성평등 증진을 위한 연구·개발, 교육·훈련, 파트너십 구축 등을 수행할 국제기구의 국내 설립을 추진하고 있습니다.

코로나19로 인해 아시아태평양 지역에서 여성의 돌봄 부담 등 성차별이 심화되는 문제에 대응하기 위한 플랫폼 역할을 하는 것 역시 이 기구의 중요한 역할 중 하나가 될 수 있을 것입니다.

한국정부는 앞으로 돌봄을 비롯한 여러 영역에서 성평등이 이루어질 수 있도록 국제사회와의 협력을 강화해나갈 것입니다.

지속가능한 돌봄 사회 실현을 위해 보다 거시적이고 장기적인 대응 방안을 모색하기 위한 논의의 장이 필요한 시점에서, 이번 온라인 국제 컨퍼런스가 가지는 의미는 더욱 큼니다.

오늘 논의되는 의제만 살펴보더라도 ▲코로나19와 돌봄경제, ▲돌봄과 국가경제성장에 있어서의 돌봄경제의 역할, ▲돌봄경제를 통한 지속가능한 성장 모색, ▲코로나19와 한국사회의 돌봄 위기 등 하나하나가 매우 시의적절하고 중요한 이슈들입니다.

대한민국을 비롯한 세계 각국의 학계, 국제기구, 시민단체 등에서 오신 전문가 분들이 이에 대해 각자의 이론과 경험을 토대로 의미있고, 발전적인 논의를 해주실 것이라 믿습니다.

다시 한 번 「코로나19와 돌봄경제」 온라인 국제 컨퍼런스 개최를 축하드리며, 오늘 컨퍼런스를 통해 지속가능한 돌봄 사회를 만들기 위한 구체적인 논의가 이루어지기 바랍니다.

또, 논의결과가 사회적 담론으로 확산되는 동시에, 정부 정책에도 유의미하게 반영될 수 있기를 기대합니다.

여성가족부에서도 적극 동참하겠습니다.

감사합니다.



Good morning everyone,

This is Chung Young-Ai and I am the Minister of Gender Equality and Family.

First, I extend to you my most sincere congratulations for holding this online International Conference for COVID-19 and Care Economy.

I think it is very meaningful to hold a conference that focuses on discussing how our society can move towards a sustainable caring society in the face of COVID-19. I would like to thank the Center for Transnational Migration and Social Inclusion at Seoul National University for arranging such a valuable and timely conference.

I also express my gratitude to Professor Nancy Folbre, who is not only the author of “Who Pays for the Kids”, but also a leader who has been a pioneer in the discussion of non-market work care economy for the last 30 years. I extend my welcome to all the experts joining us for today’s conference.

As COVID-19 continues, caring for families, schools, nursing facilities, and health facilities in various parts of our society is becoming more important than ever.

However, care labor and services are still economically undervalued, especially in the case of service-oriented care jobs, where the number of jobs itself is declining due to COVID-19.

In addition, female workers, who account for the majority of care workers, face threats to livelihood due to overwork, employment instability and low wages.

On the other hand, the burden of care, which has been increased due to COVID-19, is mainly focused on women. In Korea, the female labor force participation rate, which had been on the rise before COVID-19, decreased slightly in 2020. According to survey results, 72.1% of the economically inactive female population -which increased from the previous year- were found to be under housework and childrearing status.

In the meantime, the Korean government has minimized the gap in care in the COVID-19 situation.

To alleviate the problem of increasing the burden of care on families, at the end of last year, “COVID-19 Era, Sustainable Care System Improvement Plan” was prepared to discover blind spots in care and provide emergency care services tailored to the situation of those in vulnerable populations. In addition, the Korean government has established an in-home service system and contactless care services for each subject, including children, the elderly, and the disabled, and is also strengthening support for family care and monitoring of

children.

In particular, we increased the government support hours and fee support for home-based 'child care services', and temporarily expanded government support for child care services to support the care of children of medical staff and quarantine workers who are struggling day and night at the COVID-19 site.

In March of this year, we established the “COVID-19 Women’s Employment Crisis Recovery Measures” and are trying to bridge the gender gap in the labor market, which is more prominent amidst the COVID-19 situation.

The measures also include policies to improve the working conditions of care workers by expanding the social service center nationwide to promote direct employment of care workers and protecting the working conditions of household workers by enacting laws on improving employment.

The Ministry of Gender Equality and Family intends to strengthen the safety net for women's employment and narrow the gender gap in the labor market based on the improvement of the care situation amid the crisis of COVID-19.

At the U.N. Women's Status Committee ministerial roundtable meeting held in commemoration of World Women's Day in March, it was confirmed that various care crises and efforts to respond to the covid-19 situation were common not only in Korea but around the world.

In order to ensure that the value of care is properly evaluated and gender-equal sharing of care can be achieved across borders, not only domestic efforts but also international solidarity and cooperation are required.

To this end, the Korean government, together with UN Women, is promoting the establishment of an international organization in Korea that will conduct research and development, education and training, and partnership building to promote gender equality in the Asia Pacific region this year.

One of the important roles of this organization will be to serve as a platform to cope and respond to deepening and increasing gender discrimination, such as the burden of care for women in Asia and the Pacific region due to COVID-19.

In the future, the Korean government will strengthen cooperation with the international community so that gender equality can be achieved in various areas, including care.

The significance of this online international conference is even greater at a time when



discussions are needed to explore more macroscopic and long-term countermeasures to reach a sustainable caring society.

Looking at the agenda discussed today, each issue is very timely and important, including: “COVID-19 and Care Economy”, “Care and Role of Care Economy in Growth of National Economy”, “The Search for Sustainable Growth Through Care Economy”, and “COVID-19 and Care Crisis in Korean Society”.

I believe that experts from academia, international organizations, and civil groups in Korea and around the world, will have meaningful and progressive discussions based on their experiences and theories.

Once again, congratulations on holding the “COVID-19 and the Caring Economy” online international conference, and I hope that today's conference will lead to specific discussions to create a sustainable caring society.

We also hope that the results of the discussion will spread to social discourse and be significantly reflected in government policies. The Ministry of Gender Equality and Family will actively participate.


Thank you.

Greetings to Minister Chung Young-Ai, and the many colleagues and collaborators in the room today. I'm sorry I cannot join you in person because of the pandemic.

It's a great pleasure to particularly greet our Open Society grantee partners in Seoul, Seoul National University Center for Transnational Migration and Social Inclusion and the Care Work and Economy Research Consortium hosted by the Economic Department of American University in Washington D.C..

I especially want to thank Professor Eun Ki-Soo from SNU's Graduate School of International Studies. The critical research you're all undertaking to develop macroeconomic models for South Korea that integrate care work present a really significant opportunity for a thoughtful restructuring of the South Korean economy. For example: the high cost of childcare and the lack of paid leave, holding so many working parents back especially women, particularly now during the Covid-19 pandemic. Many are even leaving their jobs. A childcare subsidy could increase women's participation in the workforce and help boost the economy in the long run. So any future growth must be grounded in the human rights of all people. Those rights and economic growth, they're intimately linked. When people are included and enabled to join the workplace, they contribute to their society and economy, while also being much happier participating citizens in their society. So it's a real honor to support your work.

We at the Open Society Foundations believe profoundly, not just in political justice, but economic justice. And we recognize that gender inequality crosses both those fields in the fight for open societies around the world. And we, at Open Society, also believe that everybody should have a voice in the policies that affect them, that this is certainly true for the women and care workers who are the backbone of so much of the global economy. And my colleagues reminded me, in preparing for this, of all the extraordinary stories of women leaving the kitchen at dramatic moments during the history of the last century to stand up for their rights around recognition of what they do in their home. 50 years ago, almost, in 1975, 90% of Icelandic women abandoned their paid jobs, childcare and eldercare duties for a day of street demonstrations. The goal? To highlight the importance of all women's work and care work, formal and informal, paid and unpaid, in the country. They demanded equal wages, more women in leadership, and support for mothers and care workers in their country. While we still don't really have a very good grasp on the global data, we know that across the world, everyday women spend more time in unpaid and domestic work, average is given at 4.1 hours per day, compared to under half that for men. Women's unpaid contribution to health care equates to some, almost 2.5% of global GDP.




When, during this pandemic, we saw offices and factories and banks and schools close, men were left scrambling for how to cover childcare. Many people called in sick, others brought their kids to work, a challenge familiar to any parent in the room. I think it is clear that as we look forward at gender roles, what began in Iceland, or at least was highlighted in Iceland, has struck the world. The same demonstrations that brought Icelandic men's version of life to a halt, has done the same through a natural health disaster of COVID.

We need a fairer society which recognizes and rewards the role of women more completely. And today as world leaders are addressing how we rebound from the pandemic, how we build in longer term resilience to our economies, we have an immense opportunity to build back forward better through sustained investments in gender responsive social protections and integration systems, to ensure that they are affordable and accessible. Governments around the world must prioritize the creation of integrated care systems that cover care needs across the life course and rely less on unpaid work, and more on collective and community- and solidarity-based solutions. This social infrastructure is critical in any country to build a healthy and sustainable economy. It's frankly, just as essential to the functioning of the economy as roads and bridges are. I argued in the opening that you know, paid family leave and policies of that kind improve child and parental health. They facilitate, when they're accompanied by high quality childcare facilities, children's development, and high quality care for older members of families, for the elderly; allows all people to live with dignity.

South Korea, which was such a leader in the early response to this pandemic, which deployed discipline tools of public policy and social mobilization to contain and defeat the virus in those early weeks and months, can so obviously bring those same skills to broaden the social contract at home. The growth and development of South Korea has been one of the economic success stories and miracles of the last 75 years. And now we call on it, again to be a leader in building this more gender inclusive economy as we go forward. And we're very excited to see in a forum like this conference, the challenge to South Korean government to adopt models of this kind, because a foundation like ours can support and prompt through our grants to academic and policymaking partners. But the resources needed for this transformational shift in direction of a national economy and, ultimately, the global economy needs the leadership and resources of governments.

We can pilot, we can encourage, we can advocate, but it is in the hands of the people of South Korea and their government to make these changes to welcome women into an even fuller engagement in all aspects of life, and to help determine the country's future. So as we look at this, for us, very successful investment and grantmaking to bring this



issue to prominence through our South Korean partners, we turn the baton and the challenge and the torch back to the Minister and the government and the people of South Korea to make sure that they enable this great leap forward in terms of a more inclusive economy.

And to see it in its historical, if you like, arc of how women have come into the workplace as the workplace itself has changed; as the structure of work has changed, the structure of the continuous career revolving through education, jobs, relearning further jobs; as all these trends unfold, the traditional economy of 100 years ago where the man went to work and the woman stayed at home. As we go through those transformations, in the same way that South Korea has challenged us all, with the economic success story, the way Korean families were willing to defer advancement today in terms of ensuring the education of their children and the next generation and through that investment in education have created a world-leading competitive economy, we ask again, for the same multi-generational vision, the same commitment to inclusion that was made to education in the past.

So the challenge is to you, Minister, and to all your colleagues, let South Korea lead again on this agenda, as it has on others in the past. Thank you.

「2021 국제 돌봄정책 컨퍼런스」 개최를 진심으로 축하드립니다.

포스코 회장 최정우입니다.

‘코로나 19와 돌봄경제, 지속가능한 돌봄 사회로의 전환’을 테마로 열리는 이번 국제 컨퍼런스는 글로벌 사회가 안고 있는 돌봄의 필요성과 대책 강구의 시급성을 널리 알리고 사회 전반의 동참을 유도하는 매우 의미있는 자리로 생각됩니다.

최근, 국제사회는 저출산과 고령화라는 심각한 인구 변화를 겪고 있습니다.

유엔이 발표한 세계 인구동향 전망에 따르면, 전 세계 합계출산율은 1990년 3.2명에서 2020년 2.5명으로 급격히 감소하였습니다.

여성의 사회진출이 확대되고, 성평등(Gender Equality)이 유엔의 17개 지속가능발전목표에 포함되어 있지만, 가사와 자녀에 대한 돌봄 노동은 여전히 여성에게 집중되어, 저출산을 심화시키는 요인으로 작용하고 있습니다.

반면, 전 세계 65세 이상 고령자수는 2020년 7억명에서 2050년 15억명으로 증가할 것으로 전망되고 있습니다.

특히, 거동이 불편하거나 만성 질환을 겪고 있는 고령자 수가 늘어남에 따라 고령인구에 대한 돌봄 역시 심각한 사회 문제로 부각되고 있습니다.

유엔과 국제노동기구에서도 이러한 육아 부담에 따른 여성의 경력단절과 고령화로 인한 돌봄수요 증가에 대응하여 돌봄경제 확대의 필요성을 강조하고 있습니다.

돌봄은 사회구성원들이 안심하고 생활할 수 있도록 해주는 물, 공기와 같은 것입니다.

한번 파괴되면 복구하기 어려운 환경처럼 돌봄 결손이 심각해지면 대책 마련은 더욱 어렵습니다.

한국사회도 고령화와 저출산 문제를 함께 겪고 있지만, 한국의 합계출산율이 2019년 0.92명에서 2020년 0.84명까지 하락하는 등 세계 최저 수준을 기록한 것만 봐도 저출산 문제가 더욱 심각한 상황입니다.

그간 한국 사회는 정부의 주도로 저출산 문제를 해결하기 위해 노력해 왔지만, 이제는 기업을 포함한 사회공동체 구성원 모두가 함께 해법을 찾아야 할 시점입니다.

저출산으로 인구가 감소하면 생산 가능인구가 줄고, 그로 인한 소비와 시장의 위축은 기업의 지속 가능성을 저해하는 요인으로 작용할 수 밖에 없습니다.

이는 포스코가 저출산에 관심을 갖고 있는 이유이기도 합니다.

포스코는 2018년‘더불어 함께 발전하는 기업시민’을 경영이념으로 선포하고 탄소중립, 동반성장, 벤처육성 등과 함께 출산친화를 기업시민 5대 브랜드로 설정하여 기업차원의 롤 모델 제시를 위해



노력하고 있습니다.

직원들의 결혼, 임신, 출산, 육아 등 Life Cycle에 맞춰 다양한 제도를 운영중에 있으며, 이 자리에 참석하신 여러분들께 참고가 될만한 대표적인 사례를 몇 가지 소개드리고자 합니다.

먼저, 직원들의 출산 장려 및 육아기 경력단절 방지를 위해 작년 7월에 국내 기업 최초로 도입한 ‘육아기 재택근무제도’ 입니다. 이 제도는 경력 관리에 있어 중요한 시기에 있는 직원들이 휴직을 하지 않고도 재택근무를 통해 육아와 업무를 병행할 수 있도록 한 제도입니다.

그리고, 협력사와 공급사의 직원 자녀들도 양질의 돌봄 시설을 함께 이용토록 작년에 ‘상생형 공동 직장 어린이집’을 건립하여 중소기업과 지역 사회의 돌봄공백 완화에도 기여하고 있습니다.

또한, 저출산 이슈에 대한 사회적 공감대 형성을 위해 한국인구학회, 저출산고령사회위원회와 함께 ‘2020 저출산 심포지엄’도 개최하여 민관학이 함께 하는 저출산에 대한 사회적 논의 확산의 장을 마련하였습니다.

특히, 금년에는 국제이주와 포용사회센터, 그리고 한국인구학회와 함께 한국 이주 여성들에게 육아 돌보미와 같은 일자리를 제공하고, 안정적으로 일할 수 있는 법적 지위 보장과 교육 프로그램 마련을 검토하는 등 출산친화 정책화를 위한 공동 과제를 계획하고 있습니다.

아무리 정책과 제도가 훌륭하더라도, 직접적인 이해관계자인 기업의 참여가 수반되지 않으면 돌봄과 저출산 고령화의 위기는 극복하기 어렵습니다.

포스코는 다른 기업들의 동참을 유도하여, Collective Impact를 창출하는 노력을 지속적으로 전개할 계획입니다.

오늘 이 자리에 모이신 국내·외 전문가들이 제시해주실 통찰력과 해법이 저희의 노력에 큰 보탬이 되어줄 것으로 기대합니다.

다시 한번 「2021 국제 돌봄정책 컨퍼런스」 개최를 진심으로 축하드리며, 이러한 의미있는 행사를 마련해 주신 서울대학교 국제학연구소 국제이주와 포용사회센터, 한국인구학회 및 아메리칸대학교, 오픈소사이어티 파운데이션에도 감사 말씀 드립니다.

감사합니다.

I would like to congratulate you on hosting the 2021 International Care Policy Conference.

This is Choi Jeong-woo and I am the president of POSCO.

This international conference, held under the theme of the 'COVID-19 and Care Economy, Transition to Sustainable Caring Society', is a very meaningful place to widely promote the need for care in the global society and the urgency of taking countermeasures, and encourage the participation from overall social fields.

Recently, the international society is undergoing serious demographic changes such a slow fertility and aging population.

According to the World Population Trend Prospects released by the United Nations, the total global fertility rate sharply decreased from 3.2 in 1990 to 2.5 in 2020.


Although women's social advancement is expanding and gender equality is included in the UN's 17 Sustainable Development Goals, housework and childcare work are still concentrated on women, acting as a factor exacerbating the low fertility rate. Meanwhile, the number of aged who are over 65 is expected to increase from 700 million in 2020 to 1.5 billion in 2050. In particular, as the number of elderly people with mobility difficulties and chronic diseases increases, caring for the elderly population is also emerging as a serious social problem.

United Nations and the International Labor Organization are also emphasizing the need to expand the care economy in response to the growing demand for care caused by women's career interruption due to the burden of childcare and aging. Care is like the water and air that enable members of the society to live peacefully.

Just like the environment which is barely restorable once it is destroyed, it could be even more difficult to take measures when the lack of care becomes severe.

While Korean society is experiencing both aging and low fertility rate issues, the low fertility problem is even more serious considering that Korea's total fertility rate fell from 0.92 in 2019 to 0.84 in 2020, the lowest in the world. Korean society has been working hard to solve the problem of low fertility under the leadership of the government, but now it is the time for all members of the society, including corporates, to find the solution together.

When population decreases due to low birthrate, working age population also decreases. Then, the decrease in consumption and market would disrupt the sustainability of corporates. This is also the reason why POSCO is interested in the low birth rate.



In 2018, POSCO declared 'Corporate Citizenship that Develops Together' as its management philosophy, and set fertility-friendly as one of the five major corporate citizenship brands along with carbon neutrality, shared growth, and venture nurturing. Various programs are being operated according to the life cycle of employees such as marriage, pregnancy, childbirth, and childcare, and I would like to introduce some representative examples for your reference.

First, POSCO introduced “Working from Home during Parenting Period” in July 2020 for the first time to encourage childbirth and prevent career disruption. This system is a system that allows employees who are at an important period in career management to work from home and work from home at the same time without taking leave.

In addition, POSCO established “Joint Win-Win Workplace Day Care Center” last year so that the children of our partners and suppliers’ employees can use quality care facilities together, contributing to alleviating the care gap between SMEs and local communities.

Furthermore, POSCO held “2020 Low Birthrate Symposium” with The Population Association of Korea and the Presidential Committee on Ageing Society and Population Policy to form a social consensus on low fertility rate issue, providing a platform for public and private academics to spread social discussion on low fertility.

In particular, this year, we are planning a joint project with the Center for Transnational Migration and Social Inclusion and The Population Association of Korea to provide jobs such as childcare for immigrant women in Korea, guarantee legal status for stable work, and review the provision of educational programs to promote childbirth-friendly policies.

Regardless of how good policies and institutions are, we cannot overcome the crisis in care, low fertility rate, and rapid aging without the participation of corporations as direct stakeholders.

POSCO plans to continue its efforts on creating Collective Impact by encouraging other companies to participate. I expect the insights and solutions presented by all Korean and overseas experts gathered here today will be of great help to our efforts.

Once again, I would like to congratulate you on hosting the ‘2021 International Care Policy Conference’, and also thank the Center for Transnational Migration and Social Inclusion at Seoul National University, The Population Association of Korea, American University, and Open Society Foundations for organizing such a meaningful event.

Thank you.

I want to thank our organizer of this conference, the Center for Transnational Migration and Social Inclusion of Seoul National University and co-host, Population Association of Korea as well as the conference funders and sponsors:

*Ministry of Gender Equality and Family*

*JoongAng Daily*

*POSCO*

*PC Direct, Inc.*

*National Research Foundation of Korea*

*Open Society Foundations (OSF)*

*William and Flora Hewlett Foundation*

I also want to thank the Seoul attendees of the conference as well as those who are attending this conference virtually, some of whom are staying up late in the evening or very early morning to be with us.

It is an honor and a privilege to welcome you to the second day of the care economy in Korea international conference. The theme of 'envisioning gender equality and a sustainable, caring society for the post-pandemic future' cannot be more salient and urgent.

I would like to take this opportunity to introduce you to the Care Work and the Economy (CWE-GAM) project, which started in 2017 to produce new, innovative research that explicitly incorporates the care economy and gender in policy tools. This is to demonstrate the importance of understanding the economic and social implications of care work, promote gender-aware and adequate investment in care provisioning, and ultimately reduce gender gaps in economic outcomes, advance gender equality and promote sustainable development.

The overarching vision and goals of the project are strikingly relevant during the COVID 19 pandemic, which demonstrated worldwide the significance and importance of caring for children, the elderly, and the sick in sustaining and maintaining societies and the economy. The research in this project challenges the undervaluation of care work and the invisibility of care in policymaking particularly in macroeconomic policies.

This neglect of care in macroeconomic policy analyses has compromised efforts to address care needs in a comprehensive manner. As a result, we have an emerging care crisis manifested in the form of uncared elderly, disabled, the sick, and children in societies around the world. This crisis also has taken the form of silent protests against long unpaid work hours performed by women leading to a decline in marriage rates, and




fertility rates that have plunged some countries into slower growth, even economic recession, and grave demographic concerns.

I am heartened to know that the South Korean government's key development goals include the promotion of gender equality and women's economic empowerment by increasing their labor force participation. Although it has increased its support and expanded its investment in childcare and early childhood education and long term care for the elderly, it is clear that more needs to be done.

The Care Work and the Economy project selected South Korea as its pilot country study for developing gender-sensitive policy tools and for deepening our understanding of care performed under different care arrangements. Korea faces several challenges brought about by demographic shifts and economic change. Although the country experienced rapid economic growth and significant progress in other aspects of human development, the increase in life expectancy (one of the highest in the world) and a low fertility rate that is below replacement level (the lowest in the world) have given rise to heavy care burdens. As many of the speakers in yesterday's sessions have pointed out, this meant that household members, particularly women, face increasing care demands that they are struggling to meet. The unravelling of both serious short-term and longer-term economic and welfare consequences have alarmed policymakers and society at large. It is like a pre-pandemic crystal ball that foretells as to what could inevitably happen to an economy and society if gender and care concerns are not adequately addressed.

- In early January this year, the international media reported that South Korea's 2020 census data recorded more deaths than births in 2020 for the first time ever. It is the first time that Korea has hit the "population death cross," when the number of deaths surpasses births, and the first time the total population has shrunk. The care crisis in Korea, manifested in very low fertility rates --- has prompted the Central Bank of Korea early this year to raise warning that the country's falling birth rates and aging population would likely "accelerate" due to the impact of Covid-19.
- Some analysts attribute this demographic fall-out with access to contraceptives and anti-population growth policies of the 60s and 70s, rapid economic growth, and the notion that married women would rather pursue a higher standard of living rather than raising children. But a growing body of research reveals that there are other underlying factors including a demanding work culture that makes it difficult to balance careers with family life. And the highly unequal division of care work within families, so that the stress and tensions of long hours of unpaid caregiving continually confront women.
- One important activity undertaken by our Korean scholars in the project in 2018 was to




conduct fieldwork and data collection through surveys and in-depth quality interviews to better understand the nature of care provisioning. These endeavors have yielded tremendously useful information and unique data not collected in standard household and labor force surveys. Some of our scholars will share their findings and valuable insights with you in the coming sessions.

- The advocacy groups, careworkers' centers and associations also played an important role in our project undertaking, enabling us to better understand the nature of caregiving and its impact not only on the wellbeing of the persons being cared for but also that of the care workers. From the early stages of the project, we consulted, met with and engaged with stakeholders including policymakers, research institutions, academics as well as care workers, and advocacy groups and we tried to continue these engagements throughout the project life. These engagements enabled us to be aware of existing knowledge gaps as well as key policy questions and debates around care; they also helped sharpen the focus of our work.
- What the Care Work and the Economy project scholars collectively show is that care work carries social, political and economic significance. In a time of crisis such as the COVID-19 pandemic, we, as a global society, have sorely neglected to "care about" and "care for" the dependents.
- In many ways, the year 2020 is considered a harbinger of things to come that societies and governments will have to reckon with: aging population, growing uncertainty, climate change, food insecurity, inequality. We are witnessing the evolving crisis of social reproduction or the sustenance of life and the maintenance and enhancement of capabilities of people as workers and members of society.
- One striking fact about the current global pandemic is its tremendous effect on the care sector. This includes not only the health care systems employing doctors, nurses, aides, and other health professionals but also the unpaid care labor provided by family members, neighbors, and kin. Many are changing their daily life patterns including quitting their jobs in order to provide care for their children due to the shutdown of schools and daycare centers. The cloak that hides the emerging crisis of social reproduction, or the under-provision of care for people who depend on it, is being removed. Governments, businesses and the public at large now see what women have long experienced ---the strains in caring for their family members while taking on jobs. Instead of replacing time in household care work with time in paid work, and shifting compensating amounts of care work to men, women often lengthen their working day, sometimes even performing two or more work activities simultaneously in order to cope with the time pressure.

- This global pandemic exposes the heavy demand on those who carry responsibility for providing care for the sick, the young and the frail elderly, the vast majority of whom have been women. Continued neglect or undermining the performance of caring activities may irreversibly reduce the capacity of societies of having healthy, productive and capable persons and meeting the needs of future generations.
- We also have seen that economic growth and the expansion of the care market are not necessarily adequate panaceas; they can be reversed; they can be inequality-intensifying and can produce highly variable quality of care. Moreover, the gains from economic growth and the economic and welfare costs of economic recessions can be unevenly distributed across sectors, households, and between men and women.
- Widening income disparities have also created diverse types of ‘care arrangements’ and have shifted distribution of caregivers across social classes and even national boundaries. The quality and adequacy of care received by people within the same country can be very different, which help perpetuate and even exacerbate the imbalances in the process of social reproduction.
- Income inequality can generate a solution in many societies for the growing demand for care to those who have the private means to hire paid care workers on a full-time basis or use day care centers and nursing homes, where careworkers tend to be lowly paid.
- Throughout the world for the working poor, hiring domestic help or a paid careworker is simply unaffordable, and these households are often compelled to rely on their relatives and kinship networks for assistance. In some countries, it is typically girls who are removed from school in order to care for younger children and accomplish domestic tasks, thus contributing to household survival at the expense of long-term education and employment opportunities. Or they are sent to the cities to work as domestic helpers. Many women migrate from rural to urban areas or from their own countries to other countries as migrant care workers to provide paid care for the elderly and the young, often with limited rights and social protection.
- As one study points out: “care arrangements within the same country, even city, can turn out to be ‘worlds apart’ while care itself becomes one of the drivers of growing inequality.”
- Care of people particularly the young, disabled, sick and elderly, as with care of the environment, encompass intergenerational issues concerning relationships and commitments between the current generation and future generations. Our short-term





horizon objective of meeting our needs today must be accompanied by a longer term horizon -- one involving the needs of passing generations (the frail elderly retired workers today) and those of future generations. The latter requires a much more "visceral perception of the multi-level interdependence of life and the moral responsibility it requires is profound"

- We need a new transformative vision of a gender-equal, caring economy and society -- one that provides a deep understanding of the fundamental need for care of our ecosystem and people, and one that demands our policies acknowledge and support these tasks and actions.
- In addressing the evolving care crisis, such a vision requires re-framing socio-economic and development questions or inquiry in terms of provisioning for human life and involves developing a policy agenda for reallocation of resources and for promoting a shared responsibility of families and communities, the private sector, and government in the provisioning of quality care for all, as well as the equal sharing of responsibilities between men and women.
- This new development thinking should:
  - help promote public investment in care provisioning services and the development of a comprehensive, national care strategic plan;
  - advance gender equality and women's empowerment by reducing the burden of unpaid care work and generating employment in the care sector; and
  - enhance the effectiveness of economic and social policies in generating sustainable, inclusive growth with greater equality and well-being for both women and men.
- Ultimately, the solutions that will address the crises of care and ecological sustainability demand from academics, policy makers and the rest of society "a recognition of common humanity and substantive responsibilities for care" that has more to do with commitment and political will and collective action of communities, businesses, governments and households.





2 June 2021

## 코로나19와 돌봄 위기 극복을 위한 돌봄경제 수립 및 실천 방안 BUILDING A CARE ECONOMY: FROM COVID-19 RESPONSE TO RECOVERY

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### 세션 1 코로나19와 돌봄경제

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#### 기조발표

낸시 폴브레                      미국 메사추세츠대학교 애머스트 경제학과 명예교수

#### 사회

엘리자베스 킹                      브루킹스 연구소 선임연구위원 / CWE-GAM 공동 연구책임자

#### 패널

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사와다 야스유키                      아시아개발은행 수석경제학자 / 경제연구·지역협력국장  
캐런 그라운                      세계은행 글로벌 젠더 디렉터

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### SESSION 1 REFLECTING ON THE COVID-19 RESPONSE: THE SIGNIFICANCE OF CARE AND GENDER EQUALITY

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#### Keynote speech

Nancy Folbre                      Professor Emerita of Economics, University of Massachusetts Amherst /  
Former President, International Association for Feminist Economics

#### Moderator

Elizabeth M. King                      Non-Resident Senior Fellow, Brookings Institution /  
Co-Principal Investigator, Care Work and the Economy Project

#### Keynote panel

Young-Ock Kim                      Emeritus Research Fellow, Korean Women's Development Institute  
Yasuyuki Sawada                      Chief Economist and Director General, Economic Research and Regional  
Cooperation Department, Asian Development Bank  
Caren Grown                      Global Director for Gender, World Bank



Care Economy in Korea:  
Beyond Covid-19 and  
Towards a  
Sustainable Caring Society

Opening Plenary  
June 2, 2021

Presentation by Nancy Folbre  
University of Massachusetts  
Amherst

[nancy.folbre@gmail.com](mailto:nancy.folbre@gmail.com)  
<https://blogs.umass.edu/folbre/>



Bloomberg "Babies Wanted". Lee Jin-man/AP



Illustrator: Dani Choi for *Bloomberg Markets*

"South Korea Crosses a  
Population Rubicon  
in Warning to the World"

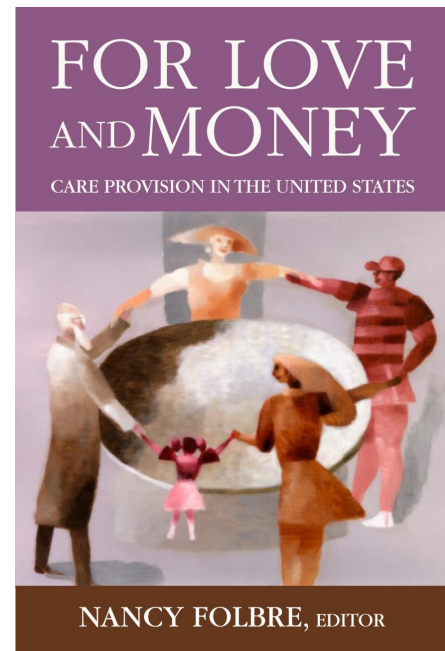
Bloomberg Markets  
May 25, 2021

Half the global population  
lives in countries with  
below-replacement fertility.

The resulting stresses and  
strains--along with the Covid  
pandemic--are leading us to  
a new  
understanding of economic  
development.

## What IS the Care Economy?

- Or, the “care sector”?
- Produces, develops, and maintains human capabilities
- Includes both paid work (childcare, elder care, health care, education, social services)
- AND the unpaid work provided by family and community members.



## Distinctive Features of Care Provision

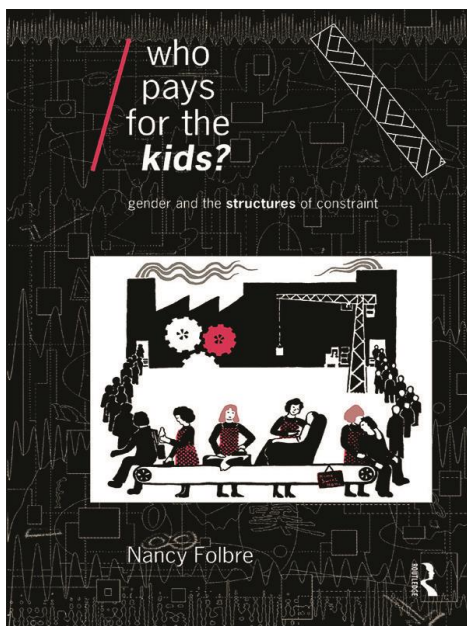


- Motivated by obligation, responsibility, affection, altruism, as well as economic self-interest.
- More about transfers to dependents than voluntary exchange between adults.
- Difficult to individually “capture” value-added.
- Positive spillovers—many people benefit.
- Seldom efficiently produced by capitalist enterprises

## Global Changes in the Care Economy



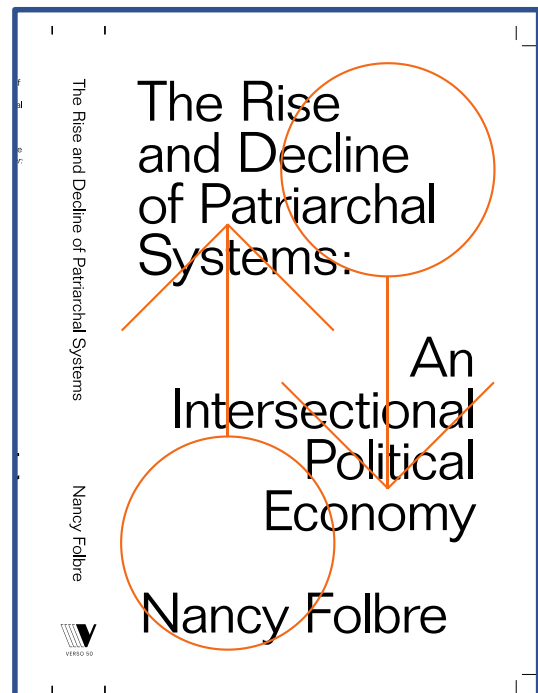
- 20<sup>th</sup> century--rapid population growth due to high fertility combined with mortality decline.
- 21<sup>st</sup> century--rapid fertility decline to below-replacement--particularly as result of dramatic growth in Gross Domestic Product (GDP)--as in Korea.
- Neglected and **misunderstood** by conventional economic theory.
- Interaction between **patriarchal** and **capitalist** institutions, mediated by both global trends and national cultures.



- Ancient history--high mortality once made high fertility necessary for economic and military success.
- Patriarchal institutions forced women to specialize in care provision, ensuring a cheap supply of family labor and rewarding high fertility.
- Capitalist development and technological change reduced the advantages of high fertility, and destabilized many of the patriarchal institutions that limited women's choices



- Institutional change has led to new forms of distributional conflict over the “costs of social reproduction.”
- This conflict is shaping the policies of the “welfare state,” which redistributes more money between generations than between different classes.
- The benefits of raising children have been “socialized” by taxing the working age population to support the health and retirement of the elderly.



Now, states ([especially Korea](#)) have begun to socialize more of the costs of children, providing greater public subsidies.

However, they have [underestimated](#) the actual costs and women's willingness to voluntarily continue to pay them.

Specialization in care provision will always be disadvantageous because it is difficult to individually capture any economic benefits.

The "product" of care (human capabilities) is **NOT FOR SALE**.

Responsibilities for care provision must be equitably shared through achievement of a better balance between family work and paid work.

## What Do We Do Now?

- Below-replacement fertility will not have terrible consequences—we can adapt.
- As global and national populations decline, however, we must learn how to stabilize them in the future.
- This will require a fundamental **re-orientation** of priorities away from emphasis on the growth of Gross Domestic Product.
- It will require recognition of the intrinsic and extrinsic value of producing, developing, and maintaining human capabilities in an ecologically sustainable process of economic growth.

## Among the Many Lessons of Covid-19

- Economic growth itself does not deliver health and well-being.
- Spending on children (and parents) is not a “bribe” or a “waste.” It is the most important investment we can make.
- Spending on a large elderly population is not a “burden” or a source of “unproductive” spending. It too is an investment—an investment in our own hopes for longevity and reduced “depreciation” of human capital.

## Thank You, Korea

The rapidity of your demographic change is forcing you to play a leadership role in a global process of adaptation to a new economic regime.

I believe the research being presented at this conference will contribute to your success.



International Conference  
on the Care Economy in Korea

## Keynote panel

June 2, 2021. 9:30~10:30 (KST/JST)

Young Ock Kim



### Is care a public good?

- The Keynote Speech focused on care as a public good. We could continue to discuss about the characteristics of public goods.
- Childcare and eldercare have moved from a privilege for few to a public good for all, that is, **universal services**.
- Public goods are non-exclusive, causing free-rides → undersupply → social provision by the Government (P. Samuelson)

### Is care infrastructure?

- Caring for children(the sick, the elderly) is just as crucial to a functioning economy as any road, electric grid or building.
- If the definition of infrastructure is that which enables commerce and economic activity, what could be more fundamental?
- Need to place **care** at the top of national economic policy priorities and to make **care expenditure** a priority in economic recovery efforts.



## Definition and Scope of Care Policy

### Care is a public good and care policy needed.

- ✓ Care policy is a process to response to the lack of care, to recognize the value, and to redistribute the roles of care from women to men and from family to a society.
- ✓ Care policies cover ①children allowance, family allowance, childcare credit from the national pension, cash/payment in kind such as tax deductions or refunds, ② care services for children, elders, handicapped, and patients, ③family-friendly work measures such as parental leaves, family leaves, and flexible working arrangements, ④ provision of care related infrastructures such as water, energy, hygiene, travel convenience, energy-efficient appliances (ILO, 2018).



## Then Came the Pandemic.

- ✓ Even before the pandemic, State funding needs to increase in line with rising costs and needs. Rising costs of care service provision are inevitable (Himmelweit & Land, 2011). Total costs will not be affected unless lower quality or less care is provided, or care workers are paid less. → simply impossible
- ✓ The pandemic made care deficits worse and exacerbate inequality.
- ✓ With pandemic's disparate impact on women, we risk losing decades of progress made by women in the work force.
  - School and daycare closures due to the Covid 19 increased caregiving responsibilities for working parents, especially working mothers. Mothers have reduced their work hours far more than fathers.
  - Also mothers with children (not only preschool but school age) after the Covid 19 were unemployed or out of the work force.

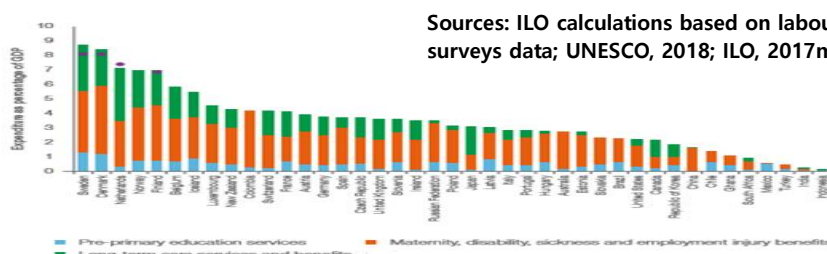


## Implications for Korea

### More care expenditures

- ✓ Care expenditures are the sum of ①childcare and education for preschool children, ②long-term care service and benefits, ③ maternity/disability/injury/sickness allowances.
- ✓ Care expenditure takes 8% of GDP in Denmark and Sweden, while the countries like South Africa, Mexico, Turkey, India, and Indonesia spend less than 1% of GDP for care provision. Care expenditure in Korea is about 2% of GDP, ranked the 33rd among 41 countries.

**Figure. Public expenditure on selected care policies as a percentage of GDP**



## Implications for Korea

### Universal care, but low quality and delivery by private institutions

- ✓ Free **childcare** for all children.
- ✓ 53.6% of 0~2 years and 94.6% of 3~5 years are enrolled in facility-based care in Korea. This is above the OECD averages (35.0% and 87.2% respectively).
- ✓ But only 17.0% of the children are enrolled in public care facilities which have relatively higher quality.
- ✓ The number of childcare teachers is increased five times from 47,030 (2001) to 239,973 (2019), but childcare works are known for job instability, low pay, and long hours of work.
- The National Long-Term Care Insurance came into effect in 2008. The recipients of **eldercare** increased to 772,206 (9.6% of ageing population, 65 years or older) in 2019 from 145,000 (2.9%) in 2008.
- Questions about the quality of the LTC service have been raised as the majority of the facilities are privately owned. Only 1.0% of the total LTC facilities are public, 15.7% are corporate bodies, 83% are individuals.
- There were 444,525 eldercare workers in 2019, mostly face employment instability and low pays.





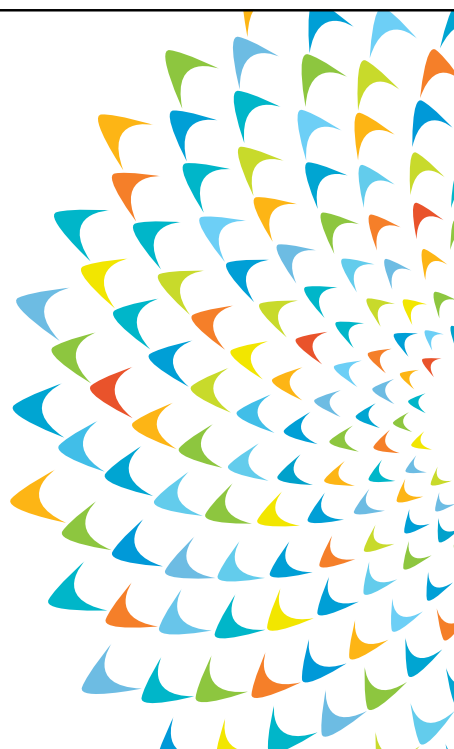


# Care Economy in the Covid-19 World: From Response to Recovery

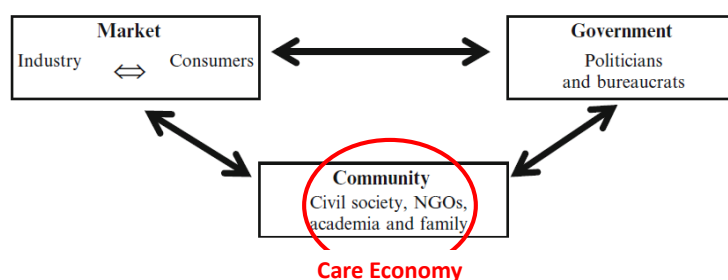
**Yasuyuki Sawada**

Chief Economist  
Asian Development Bank

International Conference on  
Re-Imagining the Post-Pandemic Future:  
Transformation Towards a Caring Society  
June 2 – 4  
Seoul, South Korea



## The care economy as (local) public goods in amending market and government failures?

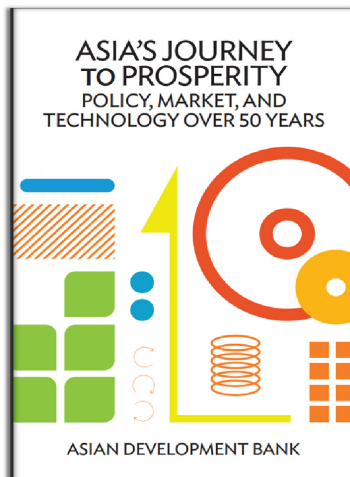


Source) Figure 1.2 of Aldrich, Daniel P., Sothea Oum, and Yasuyuki Sawada, eds., (2015) *Resilience and Recovery in Asian Disasters: Community Ties, Market Mechanisms, and Governance*. Springer, based on Figure 2 of Hayami, Yujiro (2009). *Social Capital, Human Capital, and Community Mechanism: Toward a Consensus among Economists*, *Journal of Development Studies* 45(1), pp.96–123.

- In the Trinity of Market, State, and Community (Hayami, 1989, 2009; Bowles and Gintis, 2002), the care economy is supported by social capital which is the core of the community mechanism
- Under market and government failures, social capital (SC) complements market transactions and the government's public goods provisions
- Indeed, social capital often measured by public goods game (Anderson, Mellor, and Milyo, 2004)

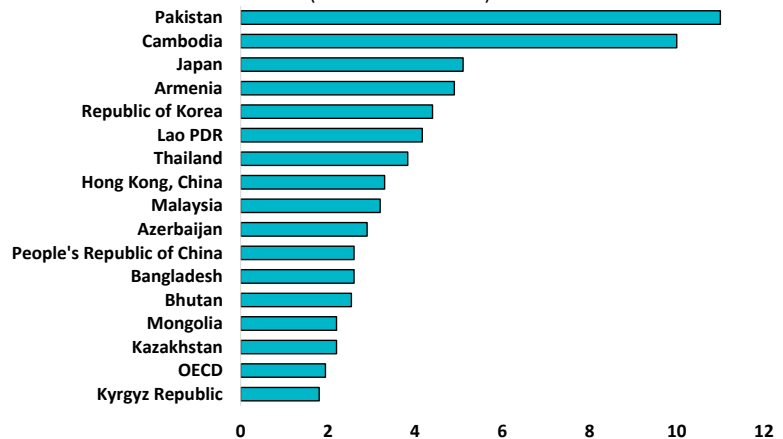
# Women play a critical role in Asia's care economy

## Chapter 12: Gender and Development



<https://www.adb.org/publications/asias-journey-to-prosperity>

Women's Time Spent on Unpaid Care and Domestic Work, 2010-2017  
(ratio of men's time)



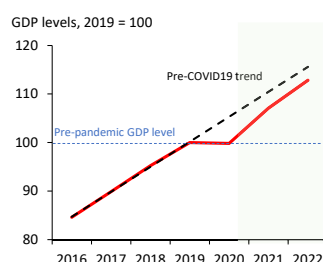
Lao PDR = Lao People's Democratic Republic, OECD = Organisation for Economic Co-operation and Development.

Note: Data are based on national time use surveys, covering yearly range of 2010-2017.

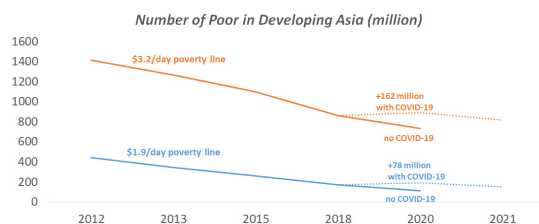
Sources: Asian Development Bank and UN Women. 2018. Gender Equality and the Sustainable Development Goals in Asia and the Pacific. Bangkok; United Nations, Department of Economic and Social Affairs, Statistics Division. Gender Statistics. <https://genderstats.un.org/> (accessed 20 May 2019); and OECD. *OECD Statistics*. <https://stats.oecd.org/> (accessed 15 August 2019).

3

## The long-term implications of the COVID-19



Source: Asian Development Outlook database.



Notes: Developing Asia refers to the average of 34 developing member countries. Sources: Martinez, A., I. Sebastian, and J. Bulan (2020). *How much has COVID-19 turned back Asia's poverty clock?* Asian Development Blog. Asian Development Bank. Manila. 3 November.

- The recovery of GDP will be incomplete.
- The crisis reversed years of progress toward eliminating poverty in developing Asia.
- The pandemic accelerated the transition to the digital economy and highlighted the contribution of digital services in enabling economic activities measures
- Governments have taken steps to mitigate the economic impacts, putting a strain on governments' fiscal positions
- COVID-19 highlights the importance of wellness and the care economy

4

## Asian Development Outlook Update 2020 theme: Wellness in Worrying Times



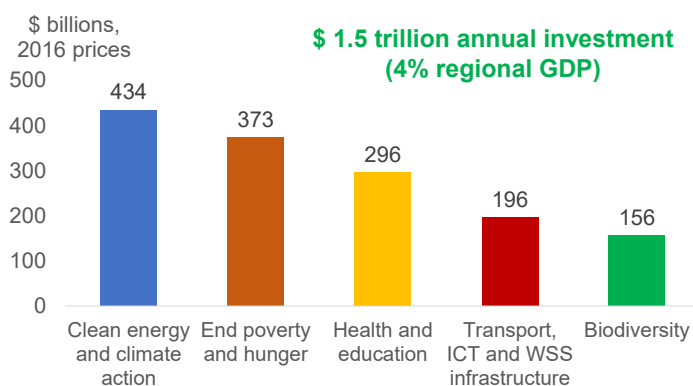
Source: Global Wellness Institute

- Wellness is the active pursuit of activities, choices, and lifestyles that lead to a state of *holistic health*
- It is part of the UN SDGs (*SDG 3: Ensuring healthy lives and promoting the well-being for all, at all ages*)
- Physical and mental health has taken a battering during COVID-19
- Wellness economy is a large and growing part of the regional economy
- Policymakers can promote wellness to support post-pandemic recovery

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## Asian Development Outlook 2021 theme: Financing a green and inclusive recovery

Asia Pacific region's annual investment requirements, 2016-2030, to meet SDGs (by broad SDG sectoral groupings)



ICT = information, communications and technology, SDG = sustainable development goals, WSS = water, sanitation, and safe water. Source: UNESCAP (2019).

- Developing Asia needs to build back better, i.e., greener and more inclusive
- Policies that can support social and green finance markets. But with limited public resources, private capital must be mobilized.
- Green and social finance are specifically targeted toward SDGs

6

## Key Messages

- The care economy as public goods in amending market and government failures
- Women play a critical role in Asia's care economy
- COVID-19 highlights the importance of wellness and the care economy
- To build back better (greener and more inclusive), both private and public resources must be mobilized.



2 June 2021

## 코로나19와 돌봄 위기 극복을 위한 돌봄경제 수립 및 실천 방안 BUILDING A CARE ECONOMY: FROM COVID-19 RESPONSE TO RECOVERY

### 세션 2 돌봄과 국가경제성장: 돌봄경제의 역할

#### 사회

마리아 플로로      미국 아메리칸대학교 경제학과 교수 / CWE-GAM 공동 연구책임자

#### 발표

계봉오 &      국민대학교 사회학과 교수 |  
그레첸 돈하워      미국 UC버클리대학교 펠로우  
윤자영      충남대학교 경제학과 교수  
한스 로프그렌 &      전 세계은행그룹 선임경제학자 |  
마틴 시코비츠      아르헨티나 라 플라타 국립대학교 경제학과 교수

#### 토론

남상호      한국보건사회연구원 명예연구위원  
서주연      미국 아메리칸대학교 펠로우

### SESSION 2 INVESTING IN CARE ECONOMY TO NURTURE A CARING SOCIETY

#### Moderator

Maria Floro      Professor of Economics, American University /  
Co-Principal Investigator, Care Work and the Economy Project

#### Presentation

Bongoh Kye &      Professor of Sociology, Kookmin University |  
Gretchen Donehower      Academic Specialist and Researcher, University of California, Berkeley  
Jayoung Yoon      Professor of Economics, Chungnam National University  
Hans Lofgren &      Former Senior Economist, World Bank |  
Martín Cicowiez      Professor of Economics, National University of La Plata

#### Panel

Sang-Ho Nam      Emeritus Research Fellow, Korea Institute for Health and Social Affairs  
Jooyeoun Suh      Faculty Fellow, American University



# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

## Evolving Demographic Change and Care Support in Korea and the US

Gretchen Donehower, Demographer, University of California at Berkeley  
Bongoh Kye, Professor of Sociology, Kookmin University

Learn more about Care Work and the Economy: [www.careworkeconomy.org](http://www.careworkeconomy.org)

Follow us on Twitter and Facebook: @careworkeconomy

Contact presenter: [gretchen@demog.berkeley.edu](mailto:gretchen@demog.berkeley.edu), [bkye@kookmin.ac.kr](mailto:bkye@kookmin.ac.kr)

1

# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

## Why Care Economy?

1. Care provision as supplementary?
  - Strong gender segregation at home and in the labor markets
  - Patriarchal-capitalist development (Chong 2008)
  - Militarized modernity (Moon 2005)
  - Implications of COVID 19?
2. Population aging
  - Rapidly changing care demand
  - Reduction in child care & Increase in elderly care

Donehower & Kye

2

# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

## Care Support Ratios

A simple method to evaluate how demographic change may impact care economies.

1. Estimate age profiles of a particular type of care
  - Production and consumption
  - By sex also, or other characteristic that may be important to the care economy and to future change
  - **Units are all in terms of time**, could change to monetary
2. Imagine some scenario of future change
  - **In the population**
  - In the care economy
  - In an interaction between the two
3. Combine age profiles and population projections to estimate aggregate production and consumption, take the ratio

Donehower & Kye

3

# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

## Data: Care Work Production

1. Unpaid Care Work
  - Korea: 2014 Korean Time Use Survey
  - U.S.: 2018 American Time Use Survey
2. Paid Care Work
  - Korea: 2015 Korean Census Micro Data (2014 KLIPS/2014 Regional Labor Survey)
  - U.S.: 2018 Current Population Survey

Donehower & Kye

4



# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

## Data: Care Work consumption

1. Unpaid Care Work
  - Korea: 2014 Korean Time Use Survey
  - U.S.: 2018 American Time Use Survey
2. Paid Care Work
  - Korea & U.S: National Transfer Account, Expenditure Survey

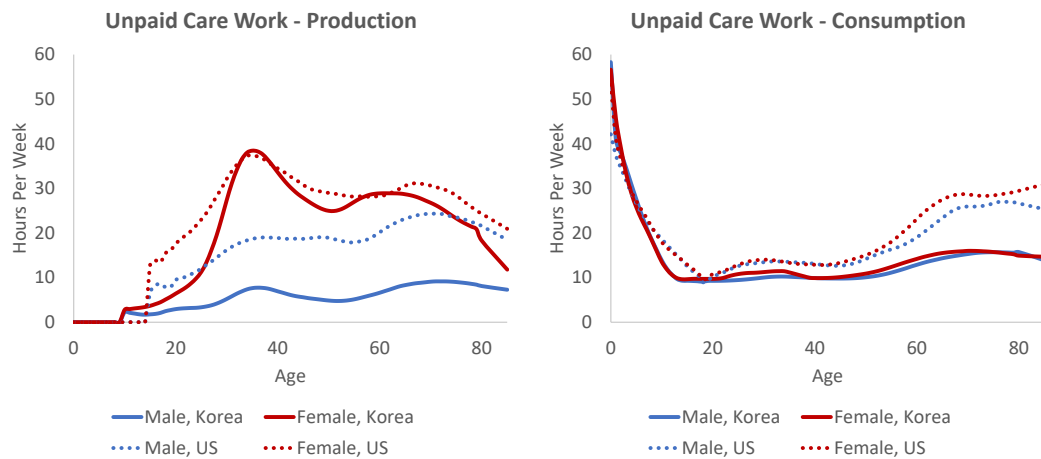
# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

## Data: Population projection

1. Korea: UN population projection/KOSTAT
2. U.S: UN population projection

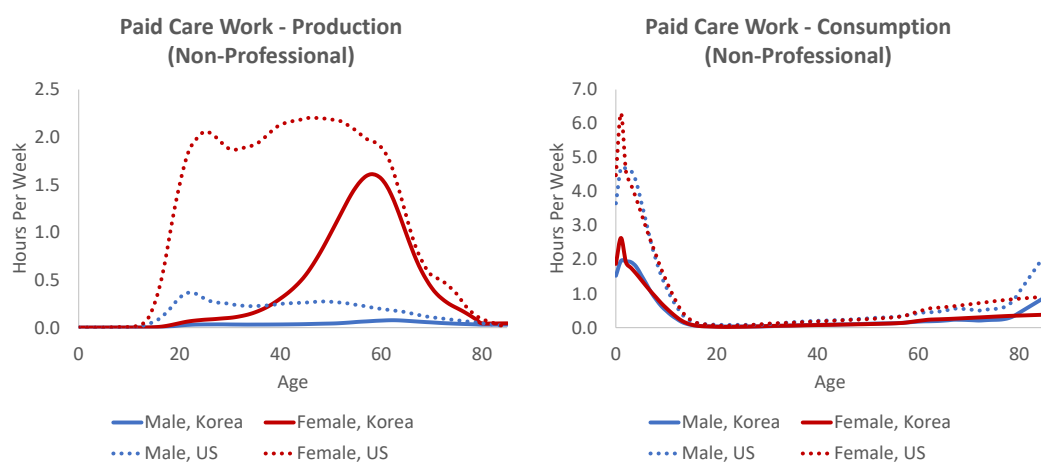
## Age profiles, snapshots of the care economy



Notes: For Korea, data from Korean Time Use Survey 2014. For US, data from American Time Use Survey 2014. Production amounts are average time spent in household production activities by age and sex. Activities include direct care for children, elders, and community members as well as indirect care provided through housework, and household maintenance and management. Consumption amounts are imputed based on household structure and time produced.

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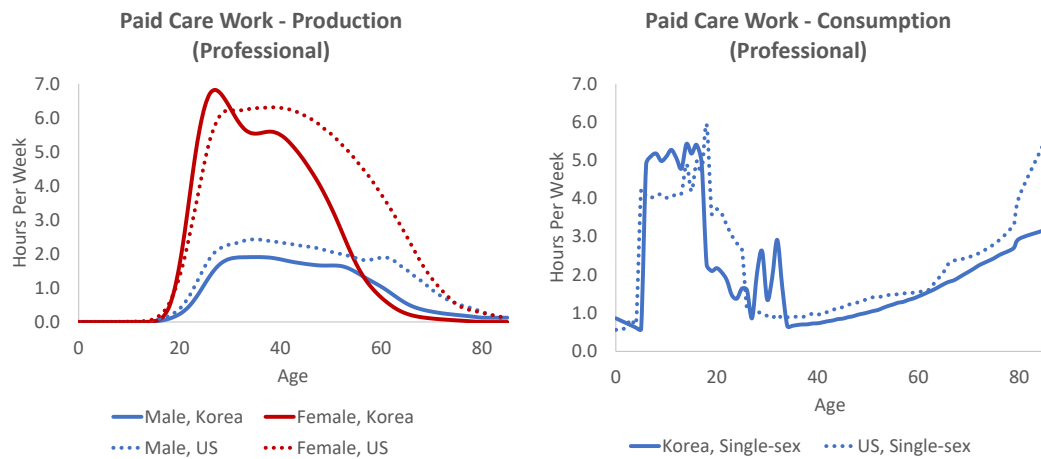
## Age profiles, snapshots of the care economy



Notes: Paid care work weekly hours come from the 2018 Current Population Survey in the US and the Census in Korea, 2015. Occupational categories may not be a good match between US and Korea, so other data sources are being investigated, such as KLIPS. Consumption age profiles are estimated using US Consumer Expenditure Survey data, assigning spending on childcare, home health aides, and household services to individuals using consumer weights. Those profiles are then adjusted to time units by matching to the aggregate number of hours produced.

8

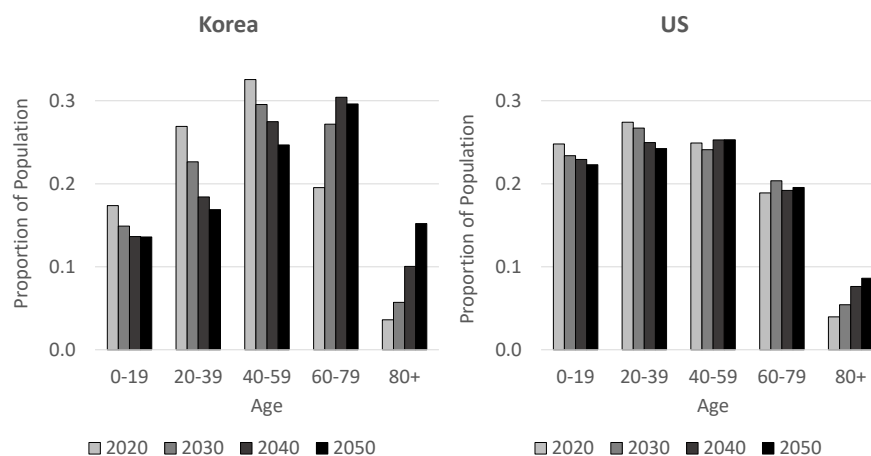
## Age profiles, snapshots of the care economy



Notes: Professional care workers include teachers (early education, primary, secondary, tertiary), medical personnel, and social workers. Production is hours worked by persons in those occupations from the Current Population Survey (US) or Census (Korea). Consumption is calculated using National Transfer Accounts profiles of consumption of health and education, adjusted so that the aggregate equals the total number of hours produced. Adjustments done separately for health and education.

9

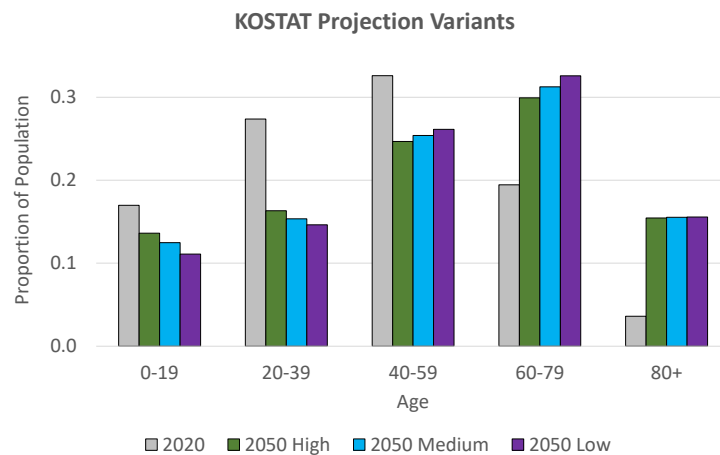
## Future demographic change



Notes: Medium variant projections from UN World Population Prospects, 2050.

10

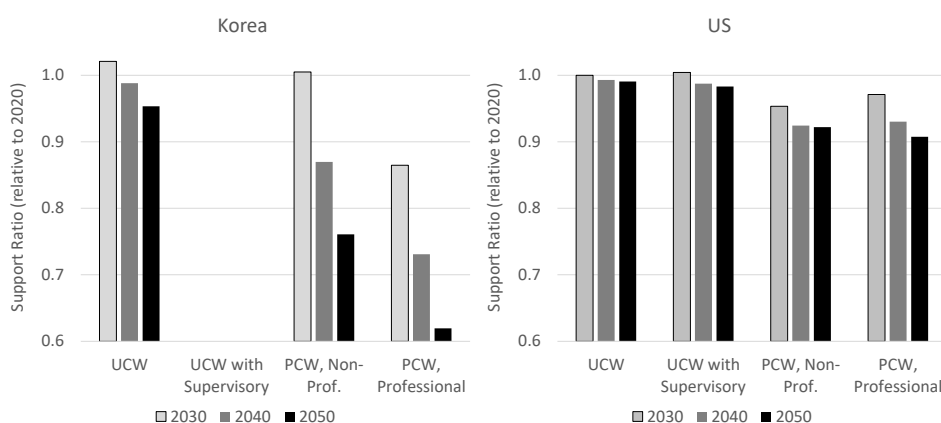
# Future demographic change



Notes: Data from KOSTAT. Relative to the “Medium” projection, “High” includes substantially higher fertility, longer life expectancy, and more migration. “Low” includes lower fertility (although in fact, the projected fertility for this variant at 1.01 children per woman would actually represent an increase in fertility compared to current levels), shorter life expectancy, and net out-migration.

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## How will demographic change affect care?

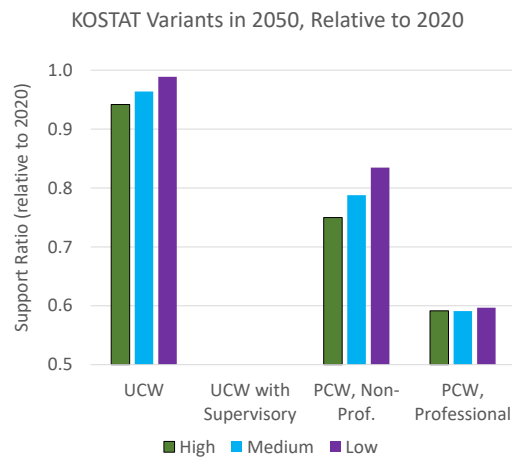


- UCW least affected by population aging
- Professional PCW most affected
- Korea has a bigger challenge
  - Faster aging
  - Younger professional caregivers, but could be a cohort effect
- Supervisory care shows little impact from demographic change

Notes: Care support ratios are projected aggregate care production per unit consumption. Projected aggregates are weighted averages of care age profiles, with the weights provided by population projections. The chart shows the relative change in the support ratios compared to 2020 (i.e. 2020 SR scaled to 1.0).

12

## How will demographic change affect care?



- Higher, younger population growth projection challenges the care economy more.
- Why? Because it increases care demand from “expensive” children.

Notes: Care support ratios are projected aggregate care production per unit consumption. Projected aggregates are weighted averages of care age profiles, with the weights provided by population projections. The chart shows the relative change in the support ratios compared to 2020 (i.e. 2020 SR scaled to 1.0).

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## CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

Age profiles and care support ratios are powerful, flexible tools for measuring and understanding care economies.

# CARE WORK AND THE ECONOMY

Advancing policy solutions with gender-aware macroeconomic models

- Rapid population aging in Korea leading to rapid decrease in care support ratio
  - How to fill the deficit in care production?
  - Unpaid: Men's contribution
  - Paid: Occupation segregation by sex and age
- Implications of fertility decline and care economy
  - In the short run, positive impact on care support ratio
  - In the long run, negative impact on care support ratio

# Valuing Non-market Work and the Care Economy in South Korea

Jayoung Yoon  
Chungnam National University

## **Women were Always “Working”**

- It is misleading to talk of women's “entry” into the workforce. Besides formal employment, women have always worked in the home, looking after children, cleaning or cooking, but because this is unpaid, it is not counted in the official statistics.
- To some extent, the increase in female paid employment has meant fewer hours of unpaid housework. However, the value of housework has fallen by much less than the time spent on it, because of the increased productivity afforded by dishwashers, washing machines and so forth. Paid babysitters and cleaners employed by working women now also do some work that used to belong in the non-market economy.
- Nevertheless, most working women are still responsible for the bulk of chores in their homes. In developed economies, women produce just under 40% of official GDP. But if the worth of housework is added (valuing the hours worked at the average wage rates of a home help or a nanny) then women probably produce slightly more than half of total output.



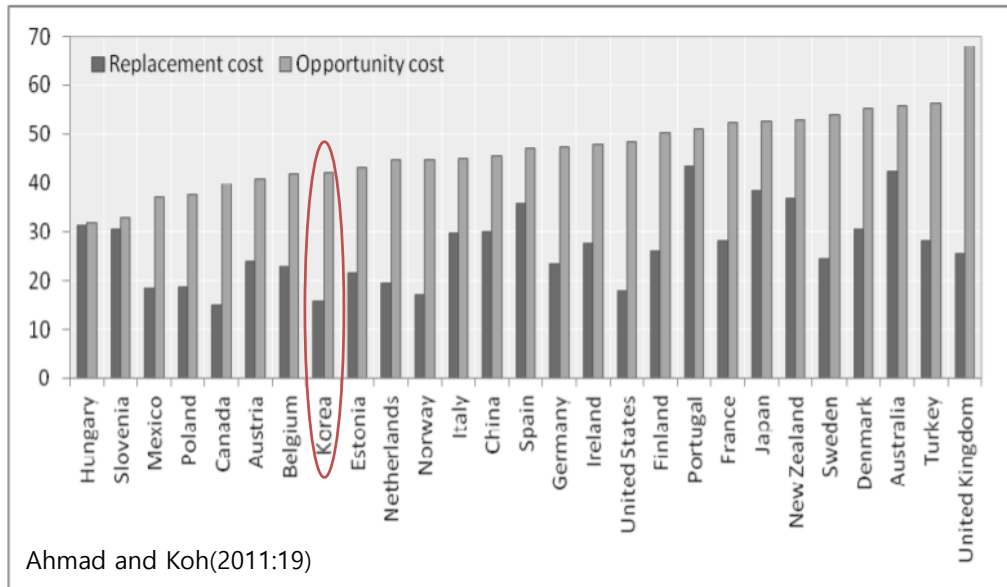
## **Pursuing work-family balance policies**

- South Korea has undergone important structural changes towards neo-liberal regimes since the financial crisis 1997 that have significant implications for gender relations
  - ‘Productive welfare’, the main principle of the restructuring
  - Putting emphasis on individual economic independence and self-sufficiency
    - Social safety nets for those failing in the labor market and means-tested public assistance for those with limited or no employability
  - Deregulation, privatization, and small governments leading to undermining “family wage” as men face job insecurity and low-wage work
- Since Roh Moo-Hyun government (2003–2008) emphasized the necessity of family policy in current Korean society, quantitative and qualitative expansion and socialization of formal childcare and elderly care services has been impressive, and family policy has become explicit as a policy agenda

## **Limitations of Work-family balance policies**

- Implications for women and distributing costs of care
  - Work-Family balance targeting women
  - Public support for non-parental child care could only be justified conditional on maternal employment and fertility.
  - Reinforcing the notion of unpaid work as neither economic nor productive
  - Largely ignoring the distribution of paid and unpaid work between men and women
  - Failure to put work-family balance policies in a broader context of valuing care and redistributing paid and unpaid work between men and women, and between the state, family, and the market

Figure 3: Value of labour costs in household production of non-market services, % of GDP, 2008



### Capitalism and Devaluation of Paid Care

- Downsides of emphasizing women's participation in labor market and trusting the ever-expanding markets as sources of economic prosperity?
  - This often includes the expansion of social services such as paid child and elder care in the market
- Markets do not represent the economy as a whole. They are limited in scope.
- Market processes are relevant only to goods and services that are bought and sold, goods and services to which individual property rights can be enforced. Competitive markets can provide efficient means of structuring many important economic activities. But they often fail to deliver the best possible results.

### **Where we stand now**

- What happened to caregiving in the process of development?
  - Development did not facilitate caregiving and enhance human well-being, rather it came at their expense.
  - Growth and poverty reduction strategies that rely on increases in women's paid work are not always matched by a reduction in their unpaid care work
  - The results is an extension of the total time spent by women on paid and unpaid work, as well as a reduction in the quality of care work both in unpaid and paid care
    - especially through a squeeze on time for care
    - widening care caps along the line of class
    - Socialization of care work created low-quality jobs for women
- Unfair and discriminatory employment practices ongoing in the labor market
  - Family responsibilities as a source of discrimination
- Social reproduction in crisis
  - The lowest low fertility in the world
  - Declining marriage rate among people in their 20-30s

### **Valuing Unpaid Care Work in South Korea**

- Socialization of care work tends to paradoxically make the economic values of care work invisible.
  - Economic values of unpaid work still stands at a large scale even with the development of care policies.
  - Unpaid work increases the consumption possibilities for individuals and families.
- In this study, we estimate the time devoted to care work and its economic value by using the 2019 Korea Time Use Study survey surveyed by the National Statistical Office.
- And present changes in economic values of unpaid care work during 1999-2019.

## **Challenging Concepts of Care Work**

- **Conceptual Definitions of Care Work**
  - Outcome utility versus Process utility
  - The Third Party Criterion
- **Conceptual Definitions of Broader Human Capital and Social Investment**
  - Education, health, child care, and elder care are all growing “industries” that depend on large quantities of market *and* non-market labor
  - Modern efforts to measure the value of investments in education and health are inconsistent in their treatment of non-market inputs.

## **Three Reasons to Estimate the Value of Unpaid Care**

1. The “human capital sector” or “welfare sector” in the home is an important part of the economy that is currently omitted from the national income accounts. The cost of producing the next generation maintaining the current generation has implications for economic growth and productivity (Abraham and Mackie, 2004).
2. The time and effort that caregivers devote to dependants significantly reduces their lifetime income. Yet it provides important benefits to employers and taxpayers, who make claims on the human capabilities that caregivers create. Better estimates of the resources that caregivers devote to dependants could strengthen the case for more public support for care work (Abraham and Mackie, 2004; Folbre, 2005; Folbre, 2018; UNECE, 2017; van de Ven, 2018).
3. Many specific public policies, including payments for care for the disabled, children and the elderly ignore the time costs, thereby underestimating the genuine costs of what would be needed for care.

## Three Steps in Estimating the Value of Unpaid Care

### 1. How many hours of care did men and women provide per day, on average, in 2019?

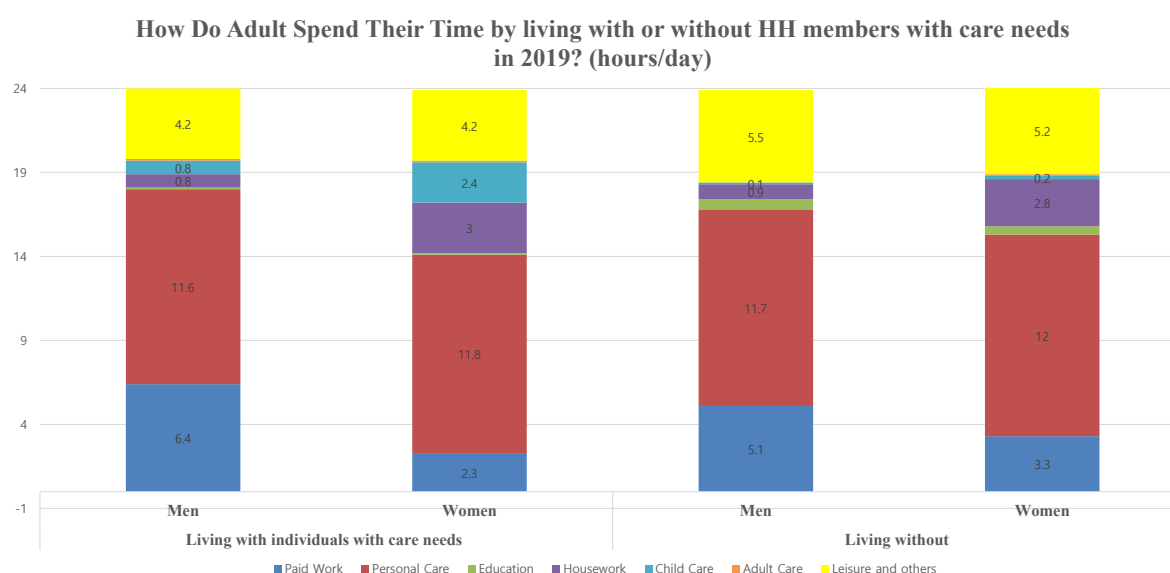
Rather than relying on conventional measures of “primary” child care activity or simply adding hours of “secondary” care we develop a more disaggregated categorization of care work.

### 2. How did these hours vary in terms of quality and productivity?

The ranges of disaggregated care work conforms to differences in the level of responsibility, the importance of child-specific knowledge, and potential impact of parental education and experience, all of which can be related to productivities of care work.

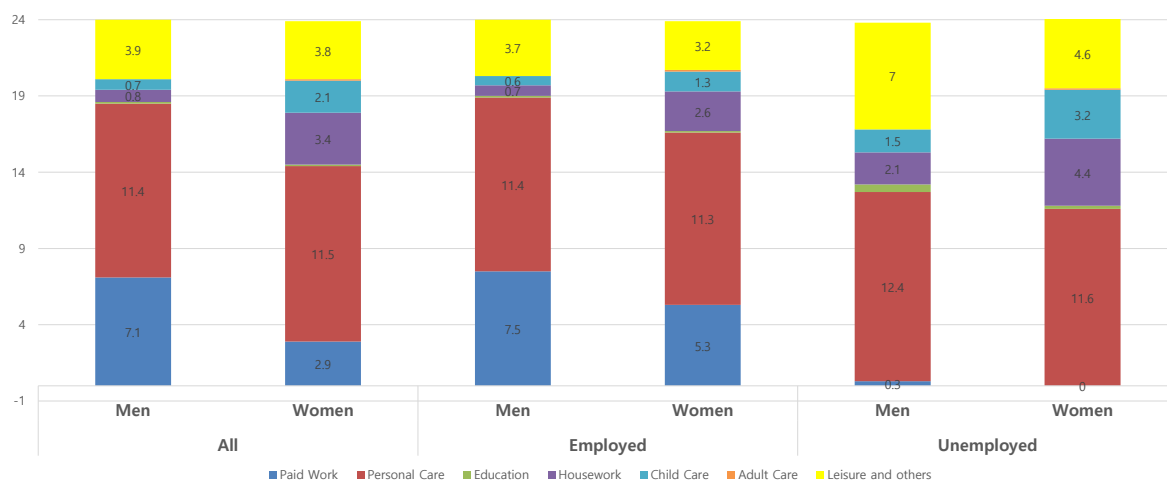
### 3. How does the value of these hours, estimated using a replacement wage, compare to the value of paid work?

This comparison is not intended as an accurate measure of the relative value of these two types of work. It represents, at best, a lower-bound estimate for unpaid care. However, it helps place the economic importance of this non-market contribution into perspective.

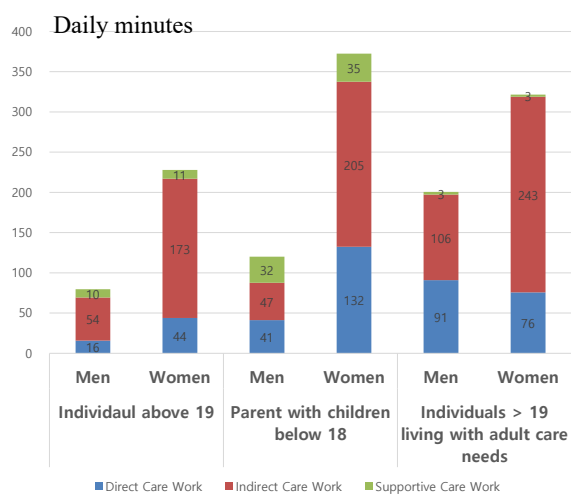


- Household report who are HH members that need care from others
- Children aged under 10 are included in HH members with care needs
- Distribution of hours spent on “Primary activities”

### How do parents with children below 18 spend their time by employment status in 2019? (hours/day)



### Care work more than an ‘activity’



- Estimation of care work based on primary activities underestimates hours devoted to care work

#### • Categorization of care work

Direct Care Work	Based on primary activities
Indirect Care Work	Housework
<b>Supportive Care Work</b>	<b>“Spending time with”  , when neither direct care nor indirect care</b>

### Economic Value of Unpaid Care Work by Individuals above 19 in 2019 (100 million won)

- Generalist replacement wage  
“housework and babysitter”  
12,348 won
- Specialist wage

Categories	Occupations	Wage rates
child care under 10	Health and Social Welfare and Religious Jobs	18,420
Childcare over 10	Education Professionals and Related Occupations	28,613
Adult care with care needs	Health and Social Welfare and Religious Jobs	18,420
Adult care	Health and Social Welfare and Religious Jobs	18,420
Work for consumption	Skilled workers related to agriculture, forestry and fishing	13,735
Meal Preparation	Cooking and Food Service Jobs	12,430
Dishwashing	Unskilled food related jobs	11,591
Laundry	Textile and leather related technical workers	13,263
Cleaning	Cleaners and environmental cleaners	11,968
Housing	Management Finance Expert and Related Positions	27,964
Purchasing	Sales-related unskilled jobs	12,107
Travel	car driver	13,890
Voluntary work	minimum wage	8,350
Leisure	minimum wage	8,350

		Generalist Replacement Wage		Specialist Replacement Wage	
		Men	Women	Men	Women
Direct Care	child care under 10	16,185	50,031	24,144	74,633
	Childcare over 10	1,484	6,946	3,438	16,095
	Adult care with care needs	2,060	3,406	3,072	5,080
	Adult care	3,119	3,988	4,653	5,950
Indirect Care	Work for consumption	5,471	6,698	6,086	7,451
	Meal Preparation	15,184	88,509	15,285	89,096
	Dishwashing	9,391	46,363	8,815	43,521
	Laundry	4,246	29,680	4,560	31,879
	Cleaning	19,123	54,399	18,534	52,725
	Housing	5,956	4,823	13,489	10,923
	Purchasing	13,074	33,886	12,818	33,225
	Travel	15,303	32,333	17,215	36,371
	Voluntary work	4	34	3	23
Supportive Care	Leisure	16,582	18,437	11,219	12,474
Total		127,182	379,533	143,331	419,445

			Hours			Yearly Economics Values(Thousand won, 100 mil lion won)	
			daily minutes	yearly hours	ratio of unpa id/paid hour s(%)	generalist replacement wage	specialist replacement wage
Individual above 19		Men	80	484	26	5,838	6,579
		Women	228	1,387	77	16,813	18,581
Household	Parents living with children below 18	Men	120	730	39	9,002	10,094
		Women	372	2,266	126	27,865	32,611
	Parents living with preschool children	Men	184	1,117	60	12,855	14,305
		Women	511	3,109	173	35,393	41,733
	Individuals > 19 livin g with HH members with care needs	Men	201	1,221	66	16,585	20,705
		Women	322	1,956	109	24,679	28,067
All populations aged above 19 (100 million won)		Men				127,182	143,331
		Women				379,533	419,445

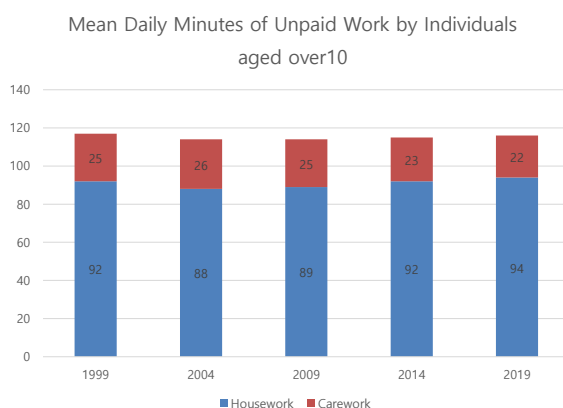
## How big economic values of care work compared to the market economy?

- Economic values of unpaid care work accounts for 38-41% of market output devoted to educational, medical and welfare, and accommodation and restaurant service.
- Economic values of unpaid care work accounts for 43-50% of household expenditure devoted to educational, medical and welfare, and accommodation and restaurant service.

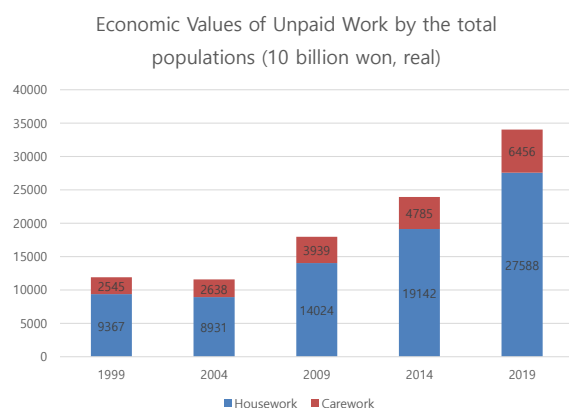
				Generalist Replacement Costs	Specialist Replacement Costs
			Size(billion)	Ratio(%)	Ratio(%)
GDP(2019)			19,190,399	<b>4.3</b>	<b>4.98</b>
	Manufacturing		4,859,456	16.98	19.67
	Service		10,954,240	<b>7.53</b>	<b>8.73</b>
		Educational service	937,179	88.05	102.02
		Medical and welfare service	885,881	93.15	107.92
		Accommodation and Restaurant service	457,416	180.4	209.02
		Total	2,280,476	<b>38.18</b>	<b>41.92</b>
Government Spending(2018)					
		Medical	902,593	91.42	105.93
		Education	1,485,868	55.53	64.34
		Social Security	1,632,798	50.54	58.55
		Total	4,021,259	<b>20.52</b>	<b>23.78</b>
Household Final Consumption Expenditure(2019)			8,568,259	9.63	11.16
		Medical	487,654	169.21	196.06
		Education	482,757	170.93	198.05
		Accommodation and Restaurant	926,130	89.1	103.23
		Total	1,896,541	<b>43.51</b>	<b>50.41</b>

## Changes in the unpaid care sector

### No remarkable reductions in hours spent in unpaid care work by an individual



### Increase in replacement wage rates and populations results in even greater rate of growth in the unpaid economy





## Valuing care, gender equality, and genuine economic progress

- If norms, practices, and policies leading to unequal division of labor is one of the solutions to gender equality,
- Possible strategy for unpaid care work to improve gender equality
  - 1) Recognize- through time use studies, satellite accounts, policies to support unpaid workers.
  - 2) Reduce- through policies to provide paid care.
  - 3) Redistribute- through policies to enable men to do more unpaid work and women to do less.
  - We did only 2) so far, have to do more on 1) and 3)
- Possible strategy for paid care work to improve gender equality
  - 1) Secure job stability
  - 2) Provide fair wages for care worker
  - 3) Make sure social security for care worker
- Incorporating valuing care into economic development process and policies will lead to genuine economic progress

# Child and Elderly Care in South Korea: Policy Analysis with a Gendered, Care- Focused Computable General Equilibrium Model

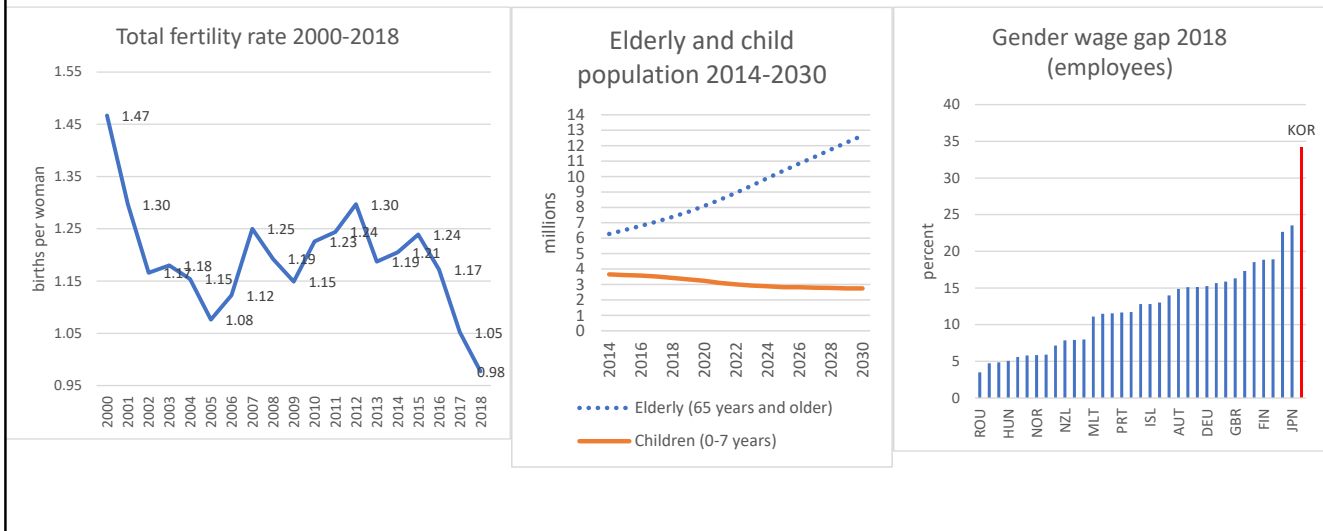
Martín Cicowiez  
Hans Lofgren

International Care Policy Conference  
The Care Economy in Korea: Beyond COVID-19 and  
Towards a Sustainable Care Society  
June 1-3 (EDT) / 2-4 (KST), 2021

## Contents

- Context
- Method and Data
- Results
- Concluding Remarks

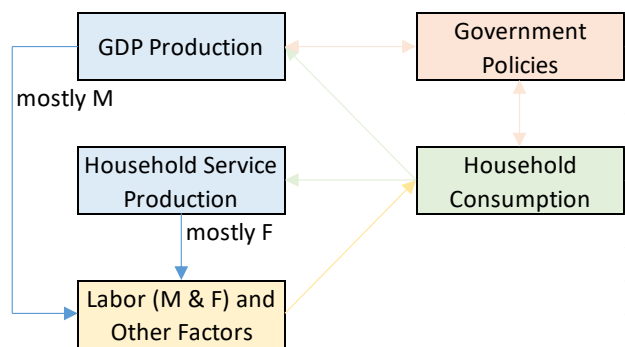
## Context: Total Fertility Rate, Elderly and Child Population, Gender Wage Gap



## Method: Why a Gendered Computable General Equilibrium Model for Analysis of Care in Korea?

- Such a model can capture how government policies may address Korea's care and gender challenges, considering the links between
  - (a) care, female labor force participation, and gendered wage discrimination; and
  - (b) social and economic outcomes, including
    - time use of women and men inside the home and in the broader labor market
    - household well-being
    - GDP and non-GDP (household) production
    - fiscal indicators
- → **GEM-Care** (General Equilibrium Model for Care analysis) shares key features with Fontana and Wood (2000) and is a descendant of Cicowiez and Lofgren (2017) and Lofgren et al. (2013).

## Method and Data: The Structure of GEM-Care Korea



Note: arrows represent payment flows; figure is simplified (e.g., it excludes rest of the world); GDP from NIPA; non-GDP from KTUS + valuation (24.4%).

- 2018 Social Accounting Matrix (SAM) for Korea
  - the main data input to the model
  - the first gendered SAM for Korea and the first care-focused SAM in the world.
- SAM dimensions:
  - 46 activities and commodities
  - 4 labor categories; by skill (2) and gender (2)
  - 3 households: **working-age head w/ children, working age w/o children, elderly head**

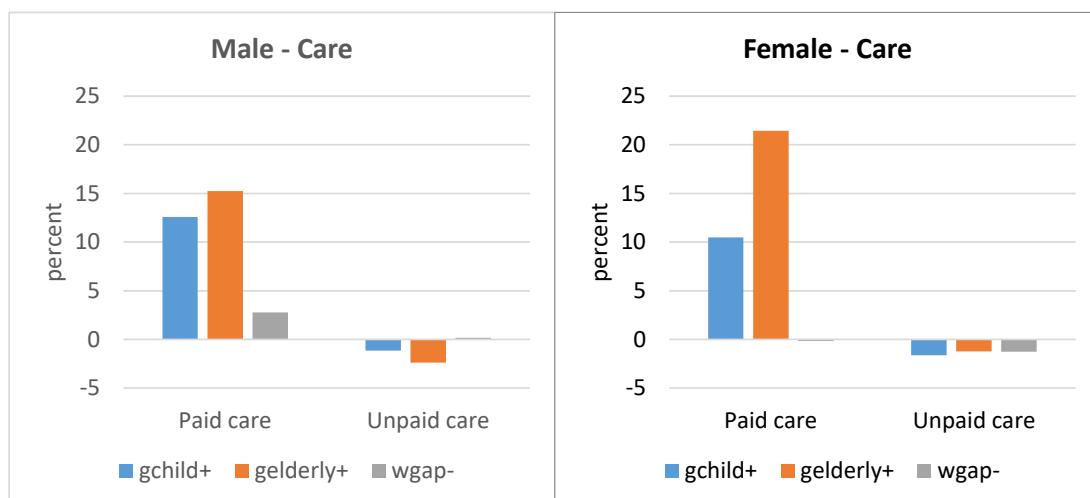
## GEM-Care: Key Features Related to Gender and Household Services

- Households view services produced by the household and GDP activities (private/government) as imperfect substitutes.
- Transfers between households and from government to households are in the form of payments and care services (labor).
- Wage discrimination à la Becker (a first for CGE models): part of the male-female wage gap is attributed to discrimination against women. (The wages of women are set too low, not fully reflecting the marginal productivity of women compared to men).

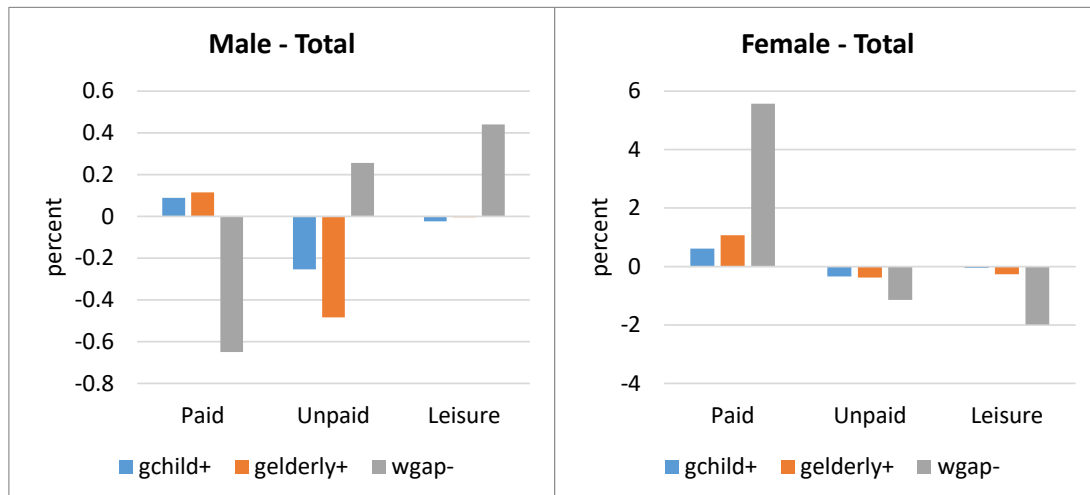
## Simulation Analysis: Scenarios

- **base**: business as usual 2018-2030 – no policy changes
- **gchild+**: increase in gov spending on child care (+0.15% GDP; in-kind transfer) -- to address quality concerns (Sujeong 2017)
- **gelderly+**: increase in gov spending on elderly care (+0.15% GDP; in-kind transfer)
- **wgap-**: decrease in (discriminatory) gender wage gap (-50%) (Lee 2020)
- The non-base scenarios start to diverge from the base in 2022.
- In all scenarios, additional fiscal space from income tax and exogenous population growth.
- In the paper, additional scenarios address the effects of higher care-worker wages, a higher fertility rate, and a set of combined changes.

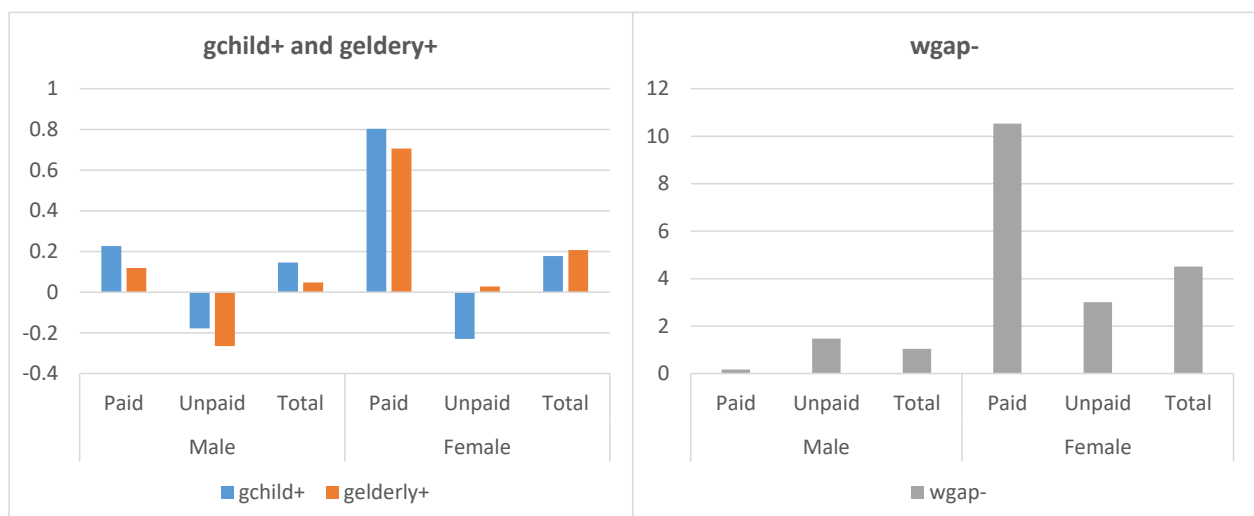
## Results: Change from Base Time Use – paid and unpaid care in 2030 (% change from base)



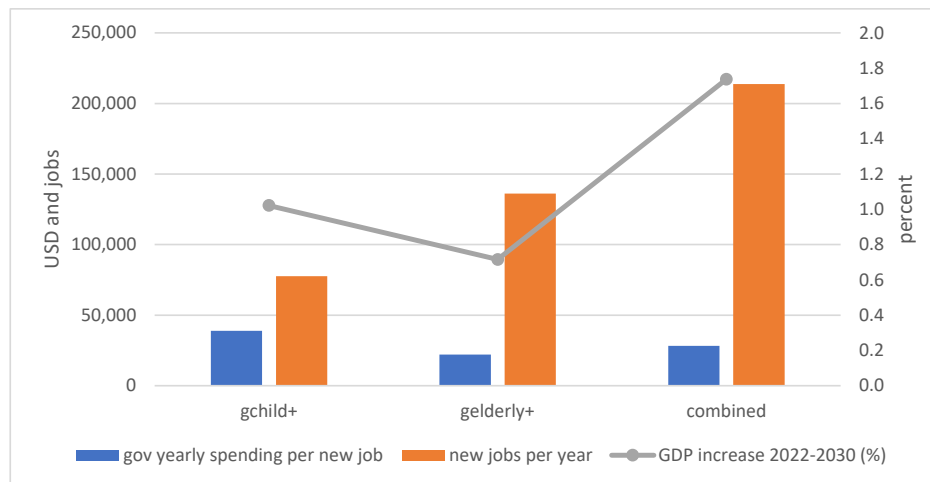
## Results: Change from Base Time Use – paid and unpaid in 2030 (% change from base)



## Results: Time Use Valuation by Gender in 2030 (% change from base)



## Results: Impact of Additional Care Spending on Employment and GDP



## Concluding Remarks

- The simulation results show that policies addressing care and wage discrimination can make a difference by
  - improving the well-being of households with care responsibilities
  - freeing up time for women for jobs that match their education
  - raising women's wages relative to men's, not only changes incomes but also encouraging changes in gendered time use
- The simulations also show that focus on the GDP part may lead to misleading results: gains in GDP production and consumption are mainly due to reallocation from non-GDP sectors.
- The sensitivity analysis indicates that the strength of these effects depend on households and firm responsiveness to changed incentives.

## Concluding Remarks (cont.)

- The simulations show trade-offs and call for policy packages.
  - Example: in the absence of increased government support for child and elderly care from outside the home, increased female wage work in the wake of reduced wage discrimination could lead to reduced care for children and elderly.
- The size of adjustments depend on the flexibility of gender roles both in the household division of labor and in the broader labor market.
- Model parameters that capture wage discrimination and elasticities of substitution between the two genders reflect broader social and economic conditions that, in order to change in favor of gender equality, would require parallel actions by government and civil society that change the attitudes and laws that govern gender roles.







2 June 2021

**코로나19와 돌봄 위기 극복을 위한 돌봄경제 수립 및 실천 방안**  
BUILDING A CARE ECONOMY: FROM COVID-19 RESPONSE TO RECOVERY

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## 세션 4 코로나19와 한국사회의 돌봄 위기

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### 사회

차승은 수원대학교 아동가족복지학과 교수

### 발표

문현아 & 허오영숙 서울대학교 국제이주와 포용사회센터 책임연구원 | 한국이주여성인권센터 상임대표

이윤경 한국보건사회연구원 인구정책연구실 실장  
전지원 서울대학교 국제이주와 포용사회센터 책임연구원

### 토론

김현미 연세대학교 문화인류학과 교수  
도남희 육아정책연구소 연구위원

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## SESSION 4 THE IMPACTS OF COVID-19 ON THE EXACERBATION OF CARE CRISIS IN SOUTH KOREA

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### Moderator

Seung-Eun Cha Professor of Child & Family Welfare, University of Suwon

### Presentation

Hyuna Moon & Young Sug Heo Senior Research Fellow, CTMS | Representative, Women Migrants Human Rights Center of Korea

Yunkyung Lee Director, Department of Population Policy Research, Korea Institute for Health and Social Affairs

Jiweon Jun Senior Research Fellow, CTMS

### Panel

Hyun Mee Kim Professor of Cultural Anthropology, Yonsei University  
Nam Hee Do Research Fellow, Korea Institute of Child Care and Education



# 코로나19와 이주여성의 돌봄 COVID-19 and Women Migrants' Care Work

문현아 (국제이주와 포용사회센터, 책임연구원), MOON Hyuna (CTMS, Senior Fellow)  
허오영숙 (한국이주여성인권센터, 상임대표), HEO Young Sug (Representative, WMHRC of Korea)

2021.6.2.(수) 세션 4. 코로나19와 한국사회의 돌봄위기  
Session 4. The Impacts of COVID-19 on the Exacerbation of Care Crisis in South Korea

## 논의의 주제

- I. 한국사회에서 이주민/이주여성의 현실
- II. 코로나19와 돌봄의 문제: 무급/유급 돌봄 노동
- III. 이주여성과 돌봄 쟁점의 대안 모색

## Keywords

- I. Current Status of (Women) Migrants in South Korea
- II. Care Work during COVID-19: Unpaid/paid Migrant Care Work
- III. Solutions for Better Conditions?

## I. 한국사회에서 이주민/이주여성의 현실

Current Status of (Women) Migrants in South Korea

### 코로나19와 관련된 이주민상황 Migrants during COVID-19

- 적절한 예방/대응조치?
- 감염시 적절한 돌봄?
- 취약한 상황 적극 고려?
- 외국인에 대한 차별/혐오에 대한 사회적 조치?
- 노동환경의 방역과 보호?
- 사회보장제도 복지체계의 국적자 중심주의의 대안이 있었는가?
- Prevention from infection?
- Care for migrants when infected?
- Vulnerable position considered?
- Specific measures to prevent Discrimination/hatred against migrants?
- 'Korean nationality' centered welfare system, reconsidered?

## II. 코로나19와 돌봄의 문제: 무급/유급 돌봄 노동

Care Work during COVID-19:  
Unpaid/paid Migrant Care Work

### 재난기본소득

#### Emergency Relief Grant (ERG)

- **2020년** 3월 서울시 재난긴급 생활비 지급 발표: 외국인 언급 없음.
- 3월 경기도 발표: 모든 경기도 주민 대상. 외국인 제외
- March, 2020. Seoul City announced ERG to every citizens of Seoul but not 'foreigners'
- March, 2020. Geonggi-Province, in which foreign population is the highest, announced 'foreigners will be excluded'

## 2021년,

- 1월 경기도. 2차 재난기본소득 지급에서 외국국적 동포 포함.
- 2021년 4월 중앙정부 긴급생활비 지원 발표: 외국인 별도 언급 없음.
- 4월 이후 기초자치단체 발표: 외국인 조항 없거나 한국 국적자와 가족 관계인 경우로 한정.
- 난민은 난민법에 근거 기초생활수급이 가능하나 재난지원금에서 제외.

## This year

- Geonggi-Province, for 2<sup>nd</sup> ERG, only foreign nationals holding F-4 (overseas Korean visa) are eligible
- Central government's plan for ERG, no mention of foreigners
- Local authorities' plan for ERG, no mention of foreigners or only in case when foreigners/migrants are family members of Korean nationals
- Refugees also excluded from the ERG plan

## 민간 지원과 연구 조사 NGO's ERG and Research

- [한국이주여성인권센터] [사회복지공동모금회], [아름다운재단], [바보의 나눔]과 함께 <코로나19 피해 이주민 지원사업>을 진행.
- [한국이주여성인권센터]와 [서울대학교 국제이주와 포용사회센터]는 이 <지원사업>을 토대로 코로나19시기 한국사회 이주여성의 실태를 검토하고 대안을 모색하는 작업을 진행
- NGO groups' collaborative work to start ER Support Fund for Migrants during COVID-19
- Women Migrants Human Rights Center of Korea (WMHRC) AND CTMS jointly worked to investigate migrants' situation during COVID-19

## 사례 1. 세대주/국내인 중심의 정부지원금

### Case 1. ERG only for Korean National Household Head

- “딸의 출산을 돕기 위해 한국으로 입국해서 손녀딸과 손자를 돌보고 있는데, 사위가 일한다고 주소를 이전해서 나간 뒤 연락을 잘 하지 않고 있습니다. **이혼을 한 것도 아니어서** 여전히 사위가 세대주인데, 신청했는지조차 알 수가 없잖아요.” [60대, 우즈베키스탄, 동포]
- “Caring for grandchildren helping my daughter”  
“Son-in-law moved out, changed address, and then stopped contacting us”  
“Not divorced yet, son-in-law is still the household head”  
- Age 60s, Uzbekistan, overseas Korean

## 배제된 이주민

### Migrants, who are excluded

- 인도적 체류자
  - 싱글맘
  - 해외 입양인
  - 중국 동포 여성
  - 남편의 폭력으로 별거, 쉼터 거주
  - 이혼
  - 생활비를 받지 못하는 재혼 결혼이주여성
- Humanitarian visa holders
  - Single moms
  - Overseas adoptees living in South Korea
  - Overseas Korean visa holder women, mainly from China
  - Separated due to husband's domestic violence
  - Divorced, etc.



## 이주돌봄노동에서의 실직, 고용 불안 Migrant care workers are out of jobs

[70대, 중국, 동포]

- 2018년 암 진단을 받고 치료를 진행해 건강을 회복한 후 생계를 위해 아이돌봄 도우미로 일을 했으나 코로나19로 해고됨. 코로나19로 돌보던 집 아이 엄마가 일을 그만두면서 엄마 본인이 직접 아이를 돌본다고 해서 일자리를 잃게 됨.

<In her 70s, China, F-4 visa holder>

- Worked as a child care worker got fired due to COVID-19. Mother of the child quit her job and took care of her children herself, thus became unemployed.

## 간병노동 상황

### Elderly Care Situation

- "10년동안 간병인을 일을 했어요. 그런데 코로나로 갑자기 일을 못하게 된 겁니다. 월세와 건강보험료가 제일 걱정인데, 어떻게 해야 할지 막막합니다."

[60대, 중국, 동포]

"Worked as a caregiver for elderly for more than ten years. But suddenly, with COVID-19, I got fired. Monthly mortgage and health insurance payments are the utmost concern. I really don't know what to do."

- Age 60s, China, Overseas Korean

### III. 이주여성과 돌봄 쟁점의 대안 모색 Solutions for Better Conditions?

#### 코로나19와 관련된 이주민상황 Migrants during COVID-19

- 적절한 예방/대응조치!
- 감염시 적절한 돌봄!
- 취약한 상황 적극 고려!
- 외국인에 대한 차별/혐오에 대한 사회적 조치!
- 노동환경의 방역과 보호!
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- Prevention from infection!
- Care for migrants when infected!
- Vulnerable position considered!
- Specific measures to prevent Discrimination/hatred against migrants!
- 'Korean nationality' centered welfare system, reconsidered!

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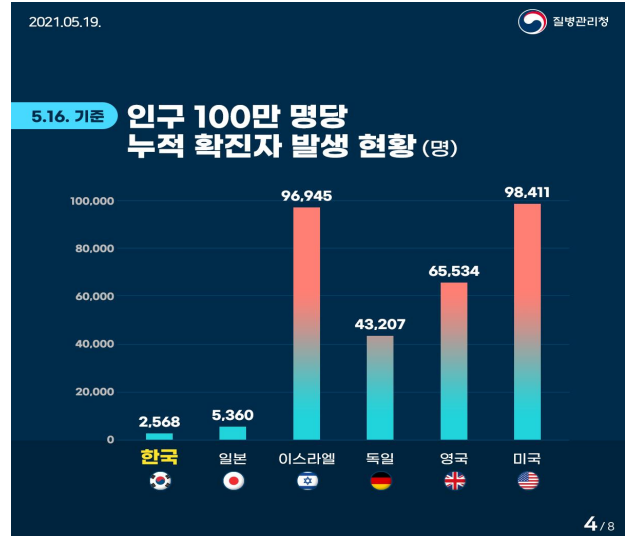
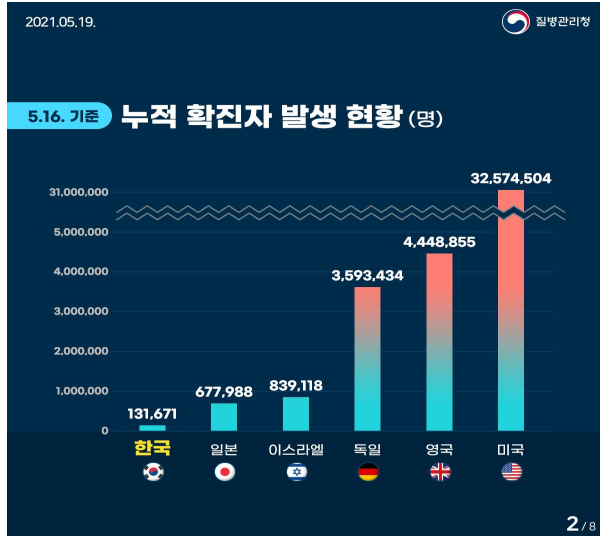
# **한국의 코로나19와 노인돌봄**

2021. 6. 2.

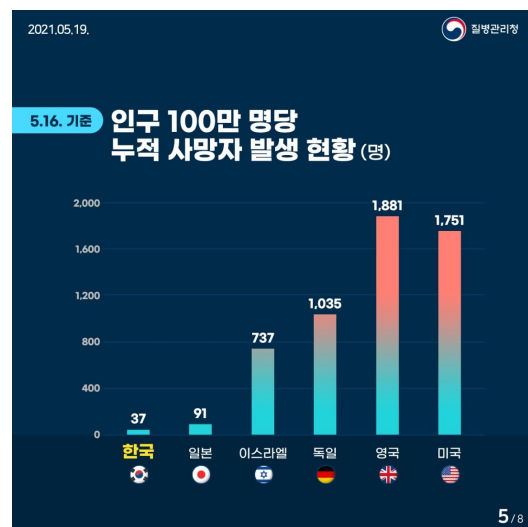
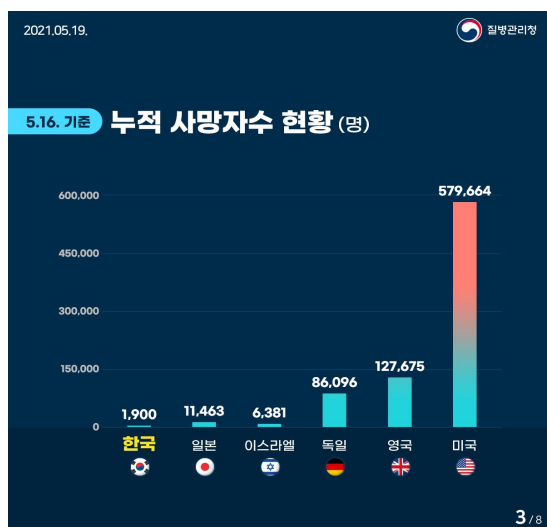
이 윤 경  
한국보건사회연구원

## **I. 코로나 19 발생특성**

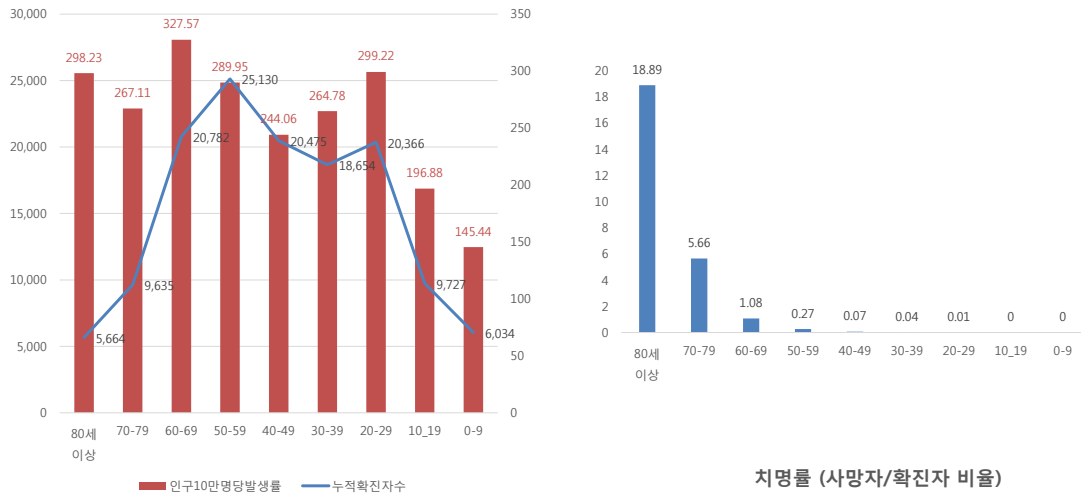
## I. 코로나 19 : 확진자 발생 현황



## I. 코로나 19 : 사망자 발생 현황 (21.5.19)

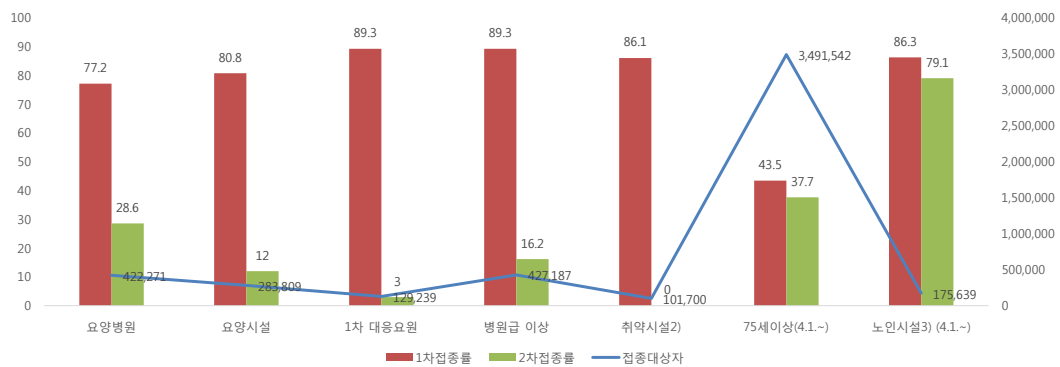


## I. 코로나 19 : 연령별 발생 현황 (21.5.24)



## I. 코로나 19 : 대상별 예방접종률 (21.5.24)

✓ 코로나 19 예방접종 현황 : 누적 3,795천명, 총인구대비 접종률 7.4%



## I. 코로나 19: 노인 주요 이용시설 대응 방역

➤ 복지시설을 중심으로 COVID-19 확산 방지를 위한 대응 진행 중

✓ 노인복지시설 및 인권보호 및 안전관리지침('17) & 장기요양기관 안전관리 매뉴얼('19)을 통해 감염병 관리를 위한 종합적이고 구체적 대응 방법 제시

✓ 코로나19(COVID-19) 확산에 따라 중앙정부의 공통 지침 배포 : 지원 / 코로나 단계별 행동지침

장기요양기관의 코로나 대응 지원 : 직원 지원금, 소독 비용 등

장기요양기관 상황별 대응 시나리오 배포 : 사회적 거리두기 단계별 지침, 코로나 발생시 조치

정부, 지자체의 기관 폐지, 업무 정지 등의 손실 보상

✓ 요양병원 / 요양원 : 면회 제한, 외출/외박 제한

✓ 주간보호 등 이용시설 : 축소 운영, 폐쇄 등

## 1. 코로나 19 : 노인 돌봄 파급효과

➤ COVID-19 확산: 노인 돌봄에 대한 사회적 문제 대두

✓ 집단 시설 중심 돌봄 서비스 제공의 집단 감염 위험 노출

- 노인 주요 이용 시설의 집단 발생 사례
  - 서울 구로구 요양병원/요양원 관련(235명)
  - 울산 남구 요양병원 관련(246명)
  - 경기 부천시 주간보호센터2 관련(121명)
  - 부산 연제구 노인복지센터 관련(66명)
  - 경북 김천시 노인요양시설관련 (58명)

✓ 노인 주간보호 (이용시설)의 시설 폐쇄/휴관으로 돌봄 공백 발생(출처:보사연, 코로나 19 대응 장기요양기관조사, 2020)

- 기관 일시적 휴관 : 48.5% / 기관 일시적 폐쇄 : 11.8%
- 운영일수의 감소 : 38.5% / 이용자 규모 감소 : 64.1%

✓ 가족의 돌봄 부담 증가

- 주간보호 휴원, 폐쇄로 인한 가족 돌봄
- 코로나 감염 불안으로 인해 가족돌봄

## II. 노인돌봄 현황

### II. 노인돌봄 현황 : 정책의 변화

#### ② 노인돌봄

▶ 노인돌봄 핵심 수행 주체 : 개인과 가족 → 사회

#### ③ 노인돌봄 정책의 변화

시기	1980년대	1990년대	2000년~	2008년~	2020년~
주요변화	노인복지법 제정 (1981)	서비스 체계 구축 및 전문화	노인 돌봄바우처 도입(07)*	-노인장기요양보험 도입(08년)	지역사회통합돌봄(19~) 노인맞춤돌봄*(20)
정책 대상층	무의탁 빈곤 노인 중심	중산층 확대		돌봄 필요 욕구자 (경제수준 보다 돌봄의 필요성)	
주요 특성	양로시설 중심	노인요양시설, 노인복지주택, 재가시설(서비스) 도입 및 확대		돌봄의 사회화 서비스 양적 확대 • 요양병원 확대 (의료를 통한 부적절한 사회적 입원)	돌봄의 지역 중심 강화

\* 노인돌봄바우처 → 노인돌봄종합서비스 → 노인맞춤돌봄으로 명칭과 서비스 변화, 최근 노인맞춤돌봄서비스는 기존 노인돌봄종합서비스 등 지역 단위 노인돌봄서비스 통합 (장기요양보험 제외)



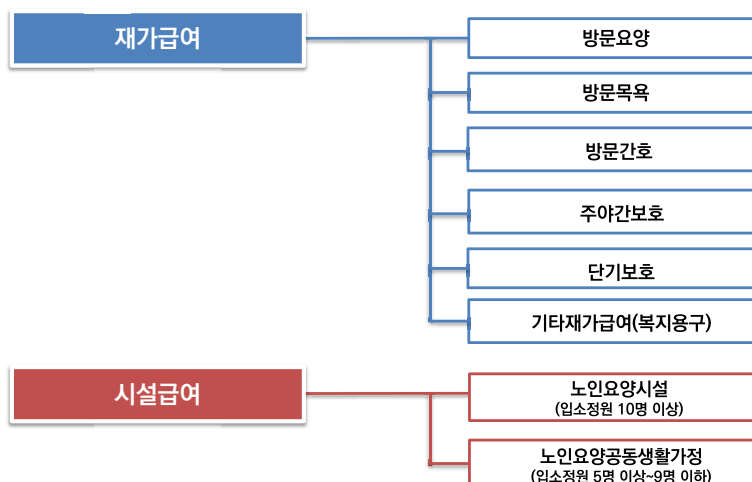
## II. 노인돌봄 현황 : 정책별 역할

### ④ 제도별 노인돌봄 형태



## II. 노인돌봄 현황 : 장기요양보험의 급여구성

### ➤ 노인장기요양보험 급여내용



## II. 노인돌봄 현황 : 돌봄 필요 규모

### ▶ 돌봄 대상자 정의 및 규모 추정

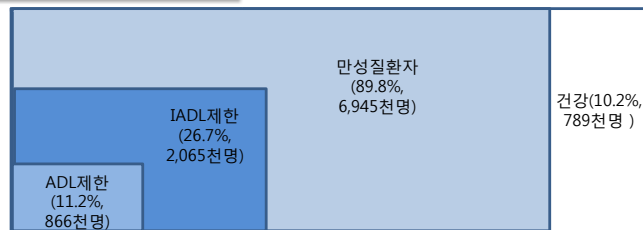
#### 돌봄 필요의 조작적 정의

- 일상생활수행(Activities of Daily Living: ADL)과 수단적 일상생활수행(Instrumental Activities of Daily Living: IADL)에서의 수행에서의 제한자
- ADL제한자는 우선 돌봄대상(요양), IADL제한자 광의의 돌봄대상

\*ADL: 식사하기, 옷갈아입기, 세수 및 목욕하기, 이동하기 등의 활동

\*IADL: 식사준비, 청소 등 가사활동, 외출, 돈 관리 등의 활동

#### 돌봄 필요 노인 규모는?(2019년기준)

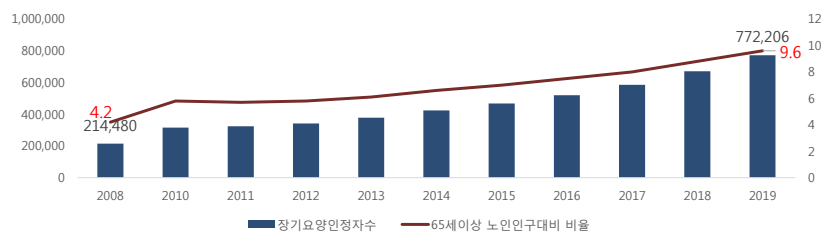


주: 노인실태조사(2017년) ADL과 IADL제한자 비율, 장기요양보험통계연보(2019) 노인요양시설거주비율을 활용하여, 통계청(2019.3) 인구추계 결과를 반영하여 저자가 추정한 결과임.

## II. 노인돌봄 현황 : 서비스 이용 규모

✓ 노인돌봄 사회화의 전환 속에서의 코로나 발생 -> 노인 돌봄의 재가축화로 다시 복귀하는가?

- 노인장기요양보험제도 도입('08년) 이후 이용자 크게 확대 : 노인 인구의 약 10%수준



자료: 국민건강보험공단, 노인장기요양보험통계연보, 각 년도

## II. 노인돌봄 현황 : 서비스별 이용현황

### 노인장기요양보험 급여이용 현황(2019)

(단위 : %)

구분	재가급여						시설급여		
	방문 요양	방문 목욕	방문 간호	주야간 보호	단기 보호	복지 용구	소계	노인 요양시설	노인요양 공동생활가정
전체	53.0	10.5	2.0	15.0	0.5	43.8	46.7	43.8	2.9
1등급	30.7	7.5	4.2	0.1	0.3	47.4	53.2	47.7	5.5
2등급	40.0	9.0	2.8	3.9	0.6	47.1	53.8	47.1	6.7
3등급	58.2	11.5	2.3	1.2	6.9	50.9	40.1	36.0	4.1
4등급	68.8	13.0	1.9	17.2	0.4	47.5	21.0	18.9	2.1
5등급	50.6	9.2	1.2	46.3	0.5	32.2	4.9	4.4	0.5
인지지원 등급	-	-	-	42.3	0.06	14.8	0.09	0.09	0.0

자료: 국민건강보험공단, 노인장기요양보험통계연보, 2019

주: 1) 이용 비율 = (급여이용수급자/노인장기요양급여 이용자)\*100

#### \* 요양병원 이용자수

- 노인 중 2.7%(208천명, '19) (이규식 외, 2017년기준)

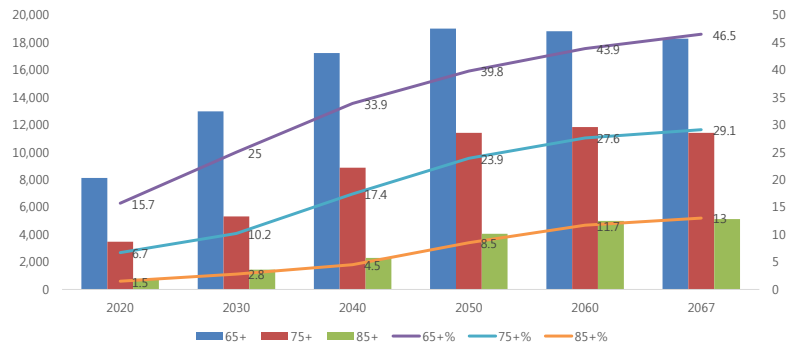
⇒ 노인 돌봄 : 집합시설 중심의 노인요양시설, 주야간보호 확대

## III. 팬더믹 이후 노인돌봄 대안모색

### Ⅲ. 팬더믹 이후 노인돌봄 대안 모색

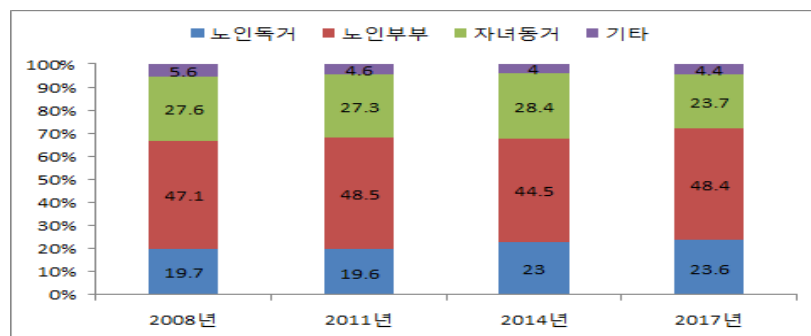
#### ✓ 노인 돌봄은 다시 가족 중심으로 전환될 것인가?

##### • 노인의 인구 변화



### Ⅲ. 팬더믹 이후 노인돌봄 대안 모색

#### ✓ 노인 가구 형태 변화 → 가족 돌봄 자원 감소 (배우자 중심 돌봄)



자료 : 보건복지부 한국보건사회연구원, 노인실태조사, 각년도

참고 : 자녀동거 비율 53.8 (94) → 48.6( 98) → 38.6( 04) → 23.7( 17)  
노인부부 비율 29.1 (94) → 27.9(98) → 34.4 (04) → 48.4( 17)

### Ⅲ. 팬더믹 이후 노인돌봄 대안 모색

#### ➤ 요양시설 공간 개편과 인력 확대

- ✓ 요양시설 공간 개편 : 4인실 기준 → 개인실 전환
- ✓ 유니트케어 확대
- ✓ 전담 돌봄 제공가능 돌봄 인력 확대

#### ➤ 돌봄에서의 과학기술 접목 확대

- ✓ 노동집약적 돌봄 → 가사, 돌봄 기기 공급 확대

#### ➤ 노인 돌봄에 대한 사회적 인정

- ✓ 육아휴가에서 가족 돌봄 휴가 확대
- ✓ 가족 돌봄에 대한 사회적 인정 : 연금, 보수 등

감사합니다

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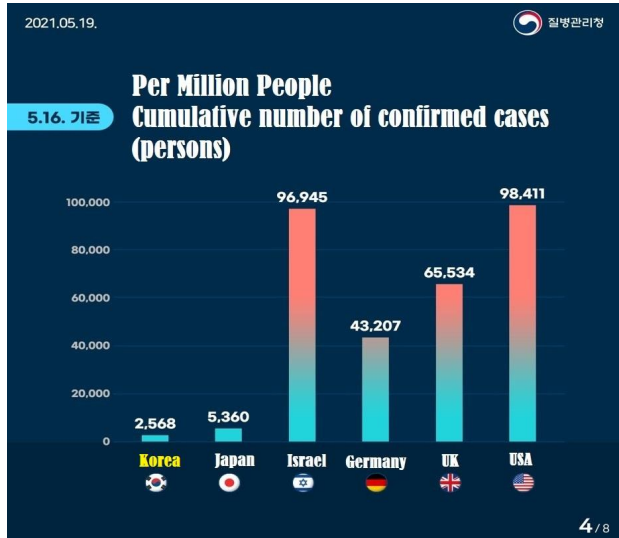
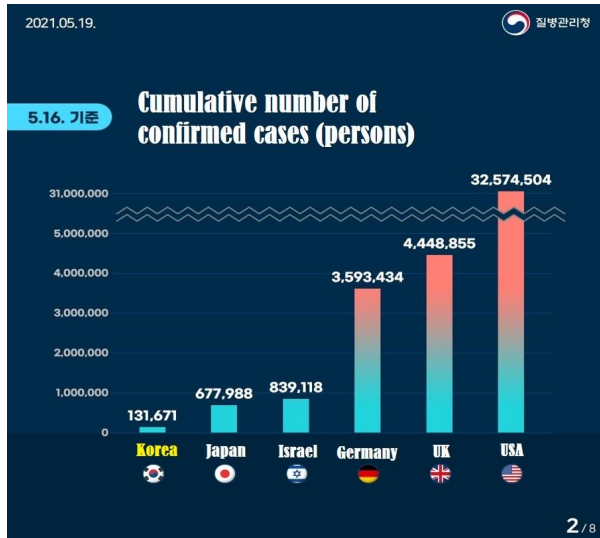
# **COVID-19 and Elderlycare in Korea**

**June 2<sup>nd</sup>, 2021**

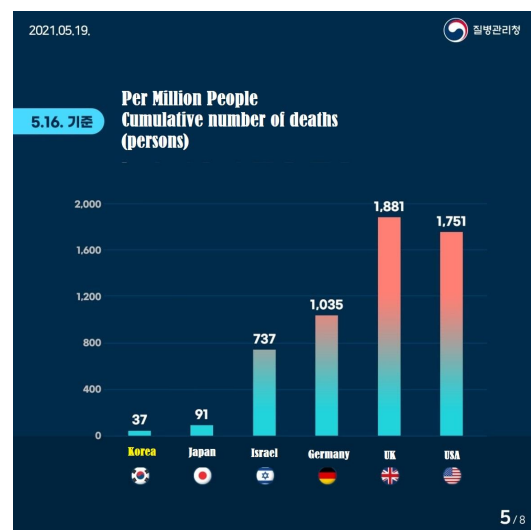
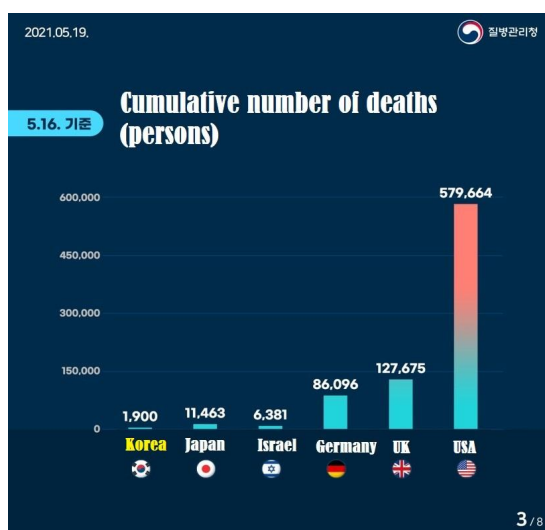
**Yunkyung Lee**  
**Korea Institute for Health and Social Affairs**

## **I. Characteristics of COVID-19**

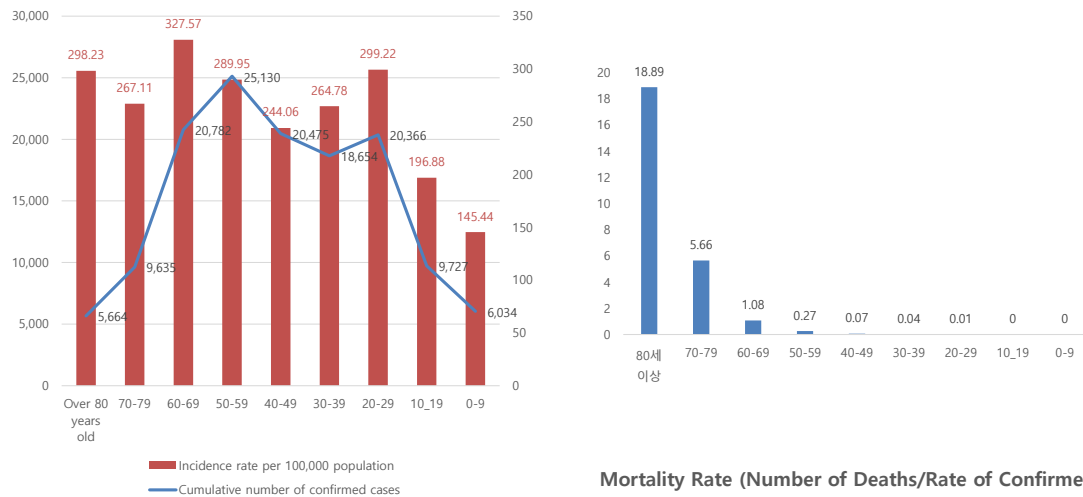
## I. COVID-19: Status of confirmed cases



## I. COVID-19: Death toll by May 21<sup>st</sup>, 2019

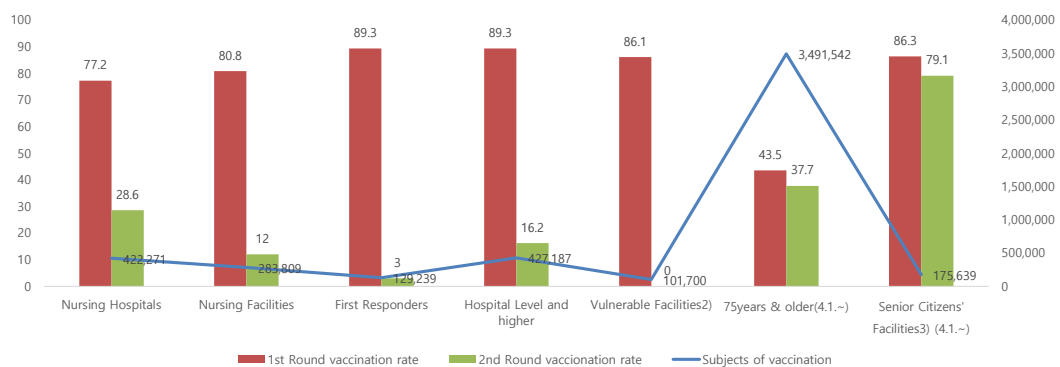


## I. COVID-19: Current status of occurrence by age(21.5.24)



## I. COVID-19: Vaccination rate by target. (21.5.24)

✓ Status of COVID-19 vaccination: Cumulative 3,795,000 people, Vaccination rate to total population of 7.4%





## I. COVID-19: Response to major facilities used by the elderly

➤ Response is underway to **prevent the spread of COVID-19** centered on **welfare facilities**

✓ Through the Guidelines for the Protection and Safety Management of Elderly Welfare Facilities and Human Rights ('17) and the Safety Management Manual of Long-Term Care Institutions ('19) propose comprehensive and specific countermeasures for the management of infectious diseases

✓ Central Government's Guidelines regarding the spread of COVID-19: Support /Action guidelines for each stage of COVID-19

Support for long-term care institutions to respond to COVID-19: employee subsidies, disinfection costs, etc.

Distribution of response scenarios for each situation in long-term care institutions:  
Step-by-step guidelines for social distancing, measures to be taken in case of Corona

Compensation for losses caused by the abolition of institutions by the government and local governments, suspension of business, etc.

✓ Nursing hospitals / nursing homes: restricted visits, restricted from going out / staying out

✓ Facilities used for daycare, etc.: reduced operation, closure, etc.

## 1. COVID-19: A ripple effect on care for the elderly

➤ **COVID-19 Spread:** The Rise of Social Issues in **Elderly Care**

✓ Risk of exposure to group infection in elderly facilities for care services

- Cases of outbreak in facilities used mainly by the elderly
- Nursing Hospital / Nursing Home in Guro-gu, Seoul (235 persons)
- Nursing Hospital in Nam-gu, Ulsan (246 persons)
- Daycare Center 2 in Bucheon, Gyeonggi-do (121 persons)
- Welfare Center for the Elderly in Yeonje-gu, Busan (66 persons)
- Nursing facilities for the elderly in Gimcheon-si, Gyeongsangbuk-do (58 persons)

✓ Care gaps occur due to the closure/closure of day care center for the elderly (Source: Nursing Stories, Corona 19 Response Long-term Care Institutions Survey, 2020)

- Temporary part-closure of day care center: 48.5% / Temporary full-closure of day care center: 11.8%
- Reduction in days of operation: 38.5% / Reduction in user size: 64.1%

✓ Increased Family Care Burden

- Family care increase due to closure and reduction in days of operation of day care center
- Family Care increase due to Anxiety of getting infection of older person and their family

## II. Status of Elderlycare

### II. Status of Elderlycare: Changes in Policy

#### ➤ Elderlycare

➤ Key actors of care for the elderly: **Individuals and families → Society**

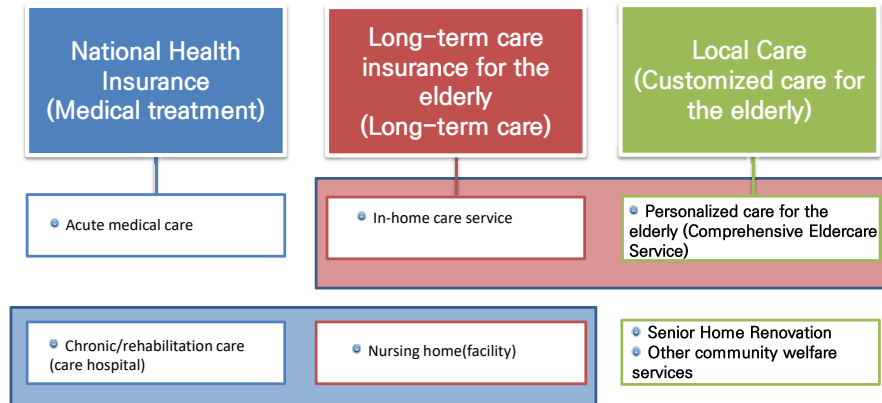
#### ➤ Policy changes in Elderlycare

Period	1980s	1990s	2000~	2008~	2020~
Main Changes	Enactment of the Welfare of the Elderly Act (1981)	Establishment and specialization of service system	Introduction of senior care vouchers(07)*	-Introduction of long-term care insurance for the elderly (08)	Community-integrated care (19~) Customized care for the elderly*(20)
Target of Policy	Focused on the elderly in poverty without assistance	Middle class expansion		People who need to be looked after (Necessity of care rather than economic needs)	
Main Characteristics	Nursing Center	Aged Care Facility, Senior Welfare Housing, Introduction and expansion of home facilities (services)		Quantitative growth of socialization of care services Expansion of nursing hospitals (inadequate social hospitalization through medical care).	Reinforcement of local care centers

Elderlycare voucher → Elderlycare comprehensive service → Change of name and service to senior care, and integration of elderlycare services such as existing senior care comprehensive service (excluding long-term care insurance)

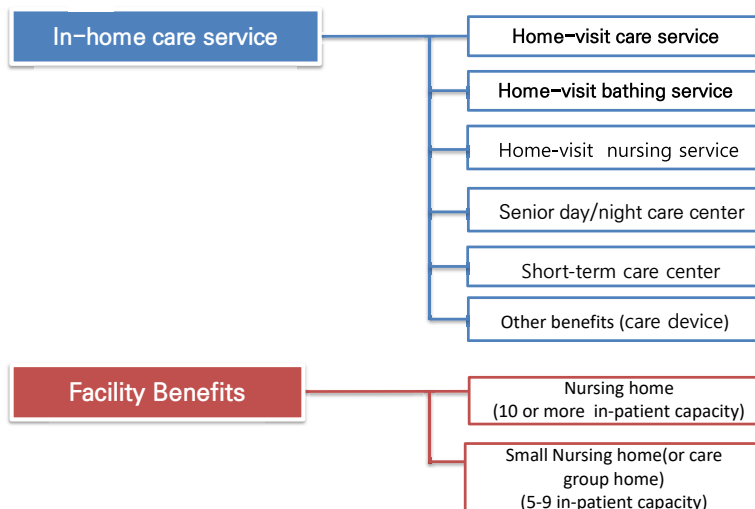
## II. Status of Elderlycare: The Roles by Policy

### Types of Elderlycare by system



## Status of Elderlycare: Salary Composition of Long-Term Care Insurance

### Benefits of long-term care insurance for the elderly



## II. Status of Elderlycare: Scale of care needs

### Defining caregivers and size estimation

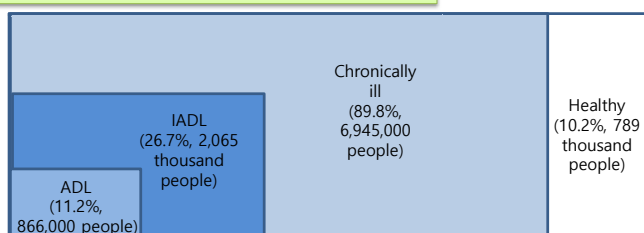
Operational definition of care needs

- Limitations of Performance in Activities of Daily Living (ADL) and Instrumental Activities of Daily Living (IADL)  
ADL restricted persons are subject to priority care, ADL persons are subject to intended care

\*ADL: Activities such as eating, changing clothes, washing and bathing, and moving

\*IADL: Housekeeping activities, meal preparation, cleaning, going out, and money management

What is the size of elderly people who need care?( as of 2019)

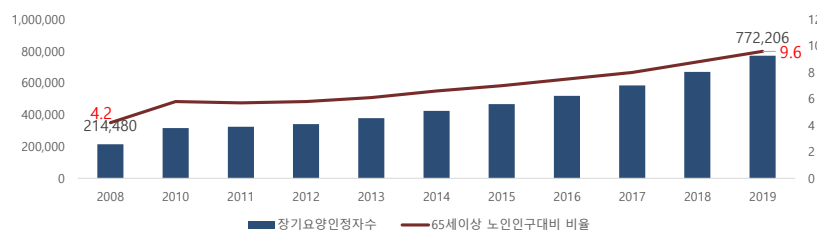


Note: The results were estimated by the author reflecting the population estimation results of the Statistics Korea (March 2019) using the ADL and IADL-restricted ratios from the Survey on the Elderly (2017), and the Long-Term Care Insurance Statistical Yearbook (2019) senior care facility residence ratio.

## II. Status of Elderlycare: Service Usage Scale

✓ COVID-19 Outbreak in the midst of the Transition to Care for the Elderly -> A return to the re-familization of elderly care?

- Significant expansion of users after the introduction of the long-term care insurance system for the elderly (2008): About 10% of the elderly population



Data: National Health Insurance Corporation, Statistical Yearbook of Long-Term Care Insurance for the Elderly, by year.

## II. Status of Elderlycare: Status of usage by service

➤ Current status of long-term care insurance benefits for the elderly (2019) (Unit : %)

Division	In-home care service coverage						Facility Benefits		
	Home-visit care service	Home-visit bathing service	Home-visit nursing service	Senior day/night care center	Short-term care	Welfare kit	Sub-total	Nursing home	Small Nursing home
Total	53.0	10.5	2.0	15.0	0.5	43.8	46.7	43.8	2.9
Grade 1	30.7	7.5	4.2	0.1	0.3	47.4	53.2	47.7	5.5
Grade 2	40.0	9.0	2.8	3.9	0.6	47.1	53.8	47.1	6.7
Grade 3	58.2	11.5	2.3	1.2	6.9	50.9	40.1	36.0	4.1
Grade 4	68.8	13.0	1.9	17.2	0.4	47.5	21.0	18.9	2.1
Grade 5	50.6	9.2	1.2	46.3	0.5	32.2	4.9	4.4	0.5
Cognitive support level	-	-	-	42.3	0.06	14.8	0.09	0.09	0.0

Source: National Health Insurance Corporation, Long-Term Care Insurance Statistical Yearbook for the Elderly, 2019  
 Note: 1) Usage ratio = (beneficiaries of benefits/users of long-term care benefits for the elderly)\*100

\*Number of nursing hospital users

- 2.7% elderly (208 thousand people, 2019) (Lee Kyu-sik et al., as of 2017)

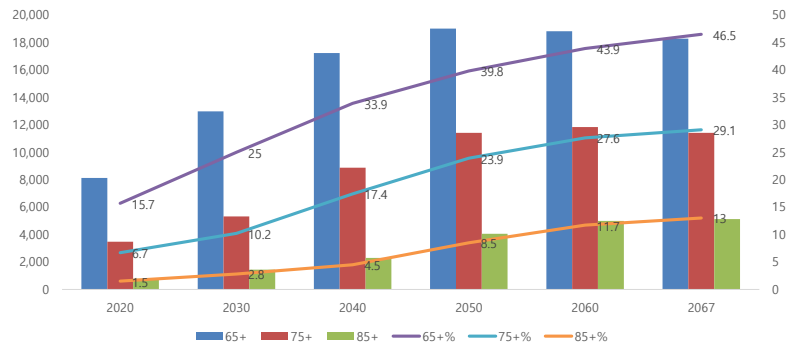
⇒ Elderlycare: Expanding day and night care center / nursing home (collective facilities)

## III. Alternatives to Elderlycare In Post-Pandemic

### III. Alternatives to Elderly care in Post-Pandemic

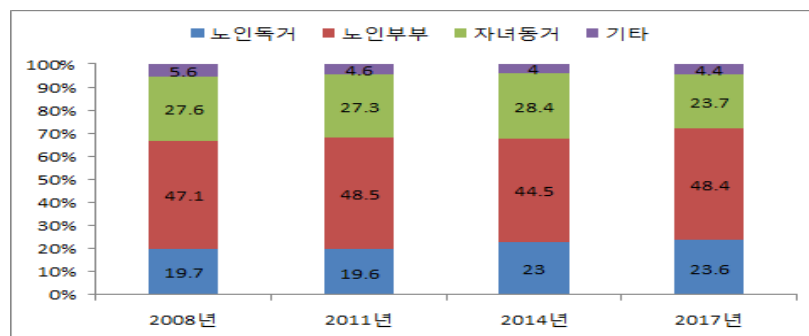
#### ✓ Will Elderlycare shift back to family-centered care?

##### • Population change in the elderly



### III. Alternatives to Elderlycare Post-Pandemic

#### ✓ Change in the shape of elderly households → Decrease in family care resources (spouse-centered care)



Data: Ministry of Health and Welfare, Korea Institute of Health and Social Affairs, Survey on the Actual Conditions of Elderly, each year;

Note : Child cohabitation ratio 53.8 (94) → 48.6( 98) → 38.6( 04) → 23.7( 17)  
 Elderly couples ratio 29.1 (94) → 27.9(98) → 34.4 (04) → 48.4( 17)

### III. Alternatives to Elderlycare in Post-Pandemic

#### ➤ Reorganization of nursing facilities and expansion of manpower

- ✓ Reorganization of nursing facility space: Based on 4-person rooms→ conversion to private room
- ✓ Expansion of Unit Care
- ✓ Expanding care staff available for dedicated care

#### ➤ Expanding the application of integrative science and technology in caring

- ✓ Labor-intensive care → Expansion of supply of household and care devices

#### ➤ Social Recognition of Elderly Care

- ✓ Expanding family care leave from parental leave
- ✓ Social recognition for family care: pension, remuneration, etc.

Thank You

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Seoul National University  
Center for Transnational Migration  
and Social Inclusion

**코로나 19와 자녀돌봄:  
만 0-12세 자녀를 둔 부모의 경험을 중심으로**

**IMPACTS OF COVID-19 ON WORK-FAMILY BALANCE  
IN SOUTH KOREA**

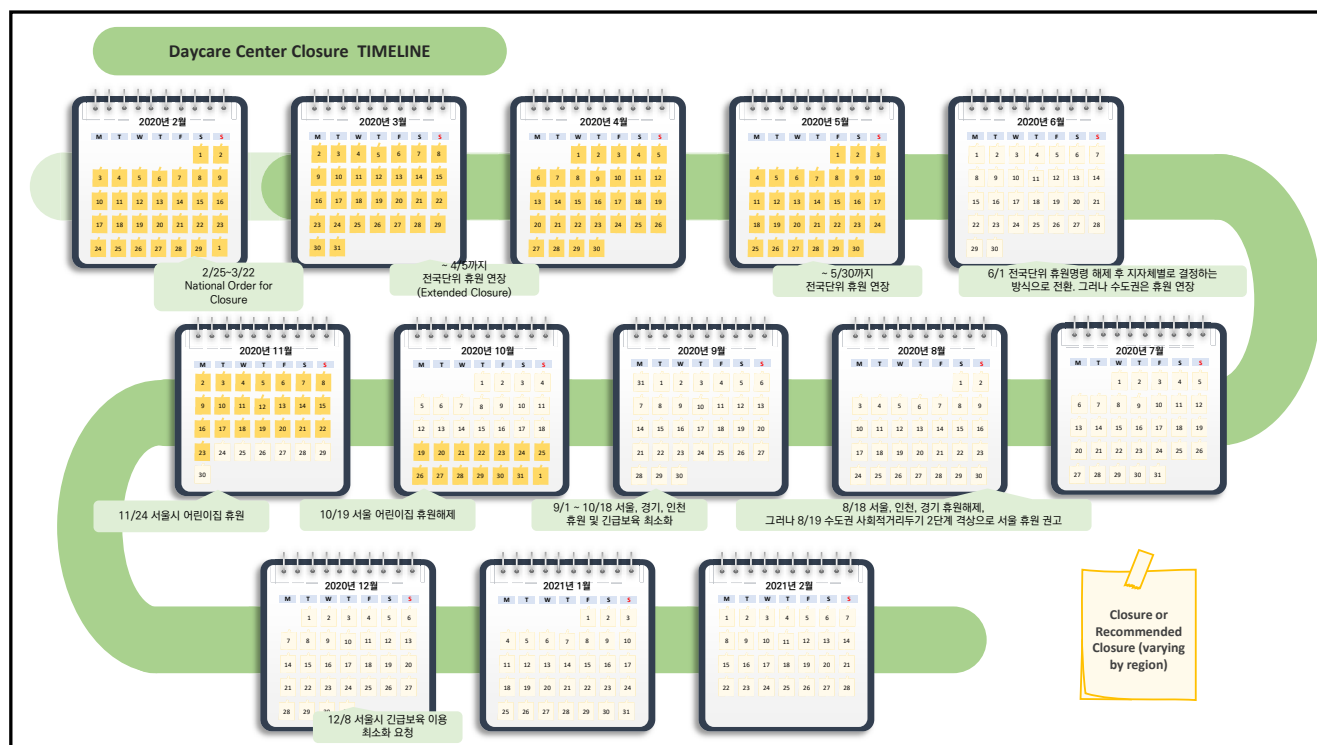
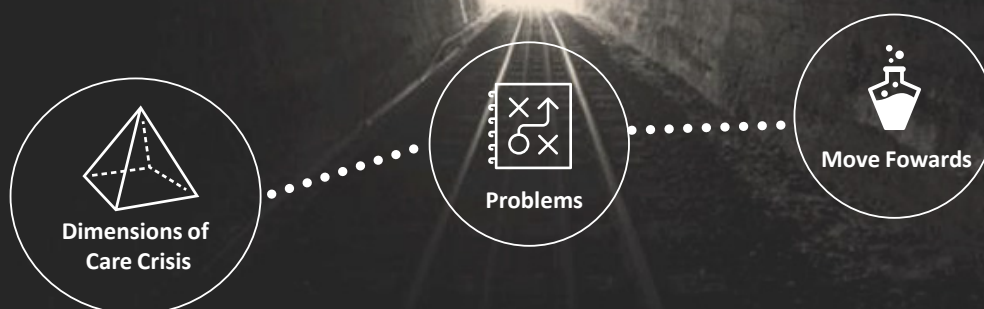
서울대 국제이주와 포용사회센터 전지원 (Jiweon Jun)

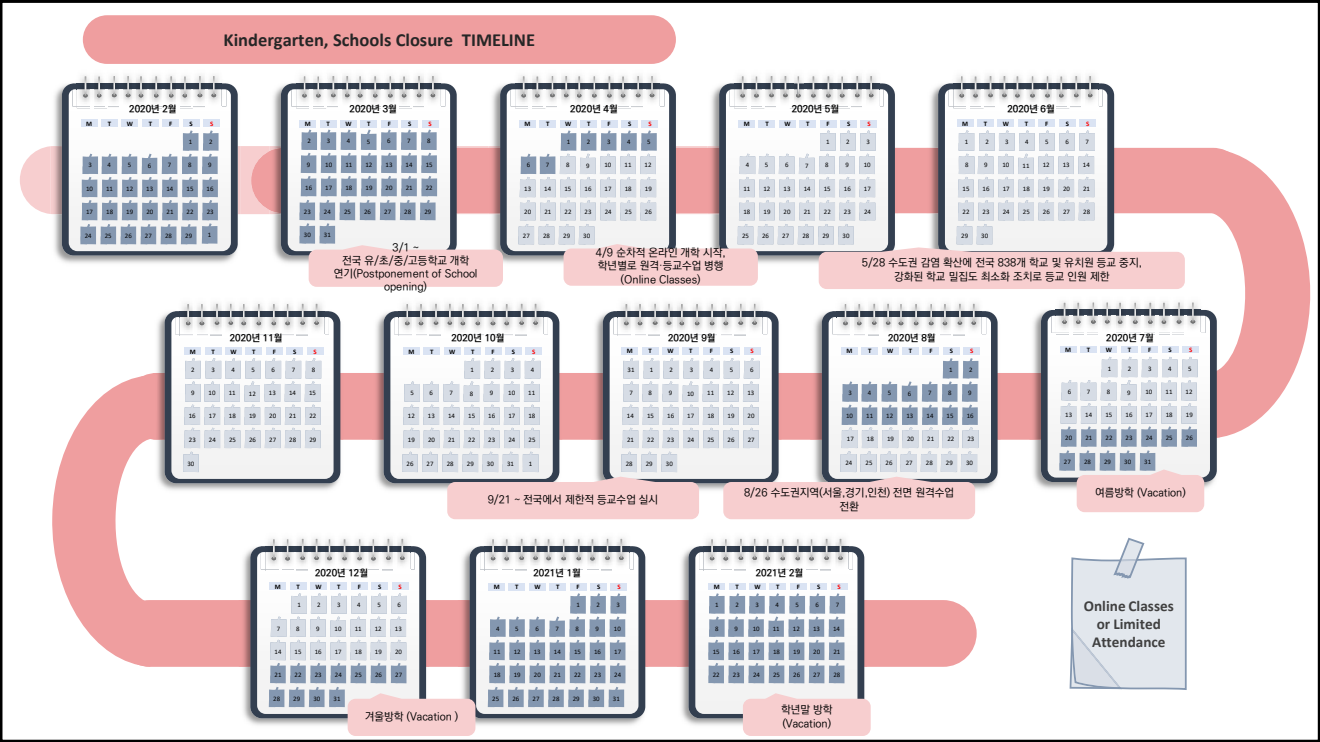
이토 펑 (Ito Peng, Univ. of Toronto), 강은혜 (Eunhye Kang), 은기수 (Ki-Soo Eun)





1st: May, 2020, n=1252  
2nd: March, 2021, n=2016  
Interview : April, 2021, n=50







**東亞日報** 101 since 1925

150000 4월 1일 월요일 제1011호 1면 2020년 4월 1일 화요일 1500 1500

**코로나 1년, 육아-라이프 밸런스 육라벨이 무너졌다**

육아와 생활의 밸런스를 잃어버린 부모들이 많아졌다. 육아와 생활의 밸런스를 잃어버린 부모들이 많아졌다. 육아와 생활의 밸런스를 잃어버린 부모들이 많아졌다.

**직장맘 52% "돌봄 부담에 퇴사 고민"**

직장맘 52% "돌봄 부담에 퇴사 고민" 직장맘 52% "돌봄 부담에 퇴사 고민" 직장맘 52% "돌봄 부담에 퇴사 고민"

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## 일·가정 양립의 위기 Impacts on Work-Family Balance

코로나 19 이후 직장을 그만둔 엄마  
Mothers who left the job after Covid-19


20.2%



## Changes in Mothers' Employment Status Before and After the Covid-19(%)

### 코로나 19 이후 엄마의 취업상태 변화 (%)



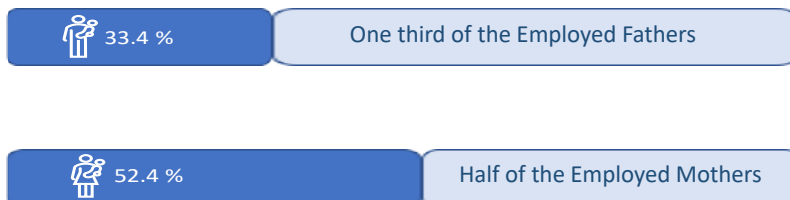
Reasons for....  
 Quitting  
 Taking the Leave  
 Changing Employment  
 =  **49.3%**

## 흔들리는 일-가정 양립

### Impacts on Work-Family Balance

#### 직장인 엄마 절반, 아빠 세 명 중 한 명...

돌봄 부담으로 퇴사 고려한 적 있다 ...Considered Quitting the Job due to Care Responsibility

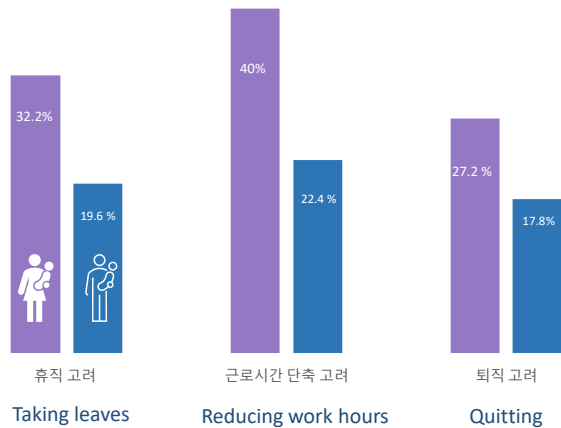


## 흔들리는 일-가정 양립

Impacts on Work-Family Balance

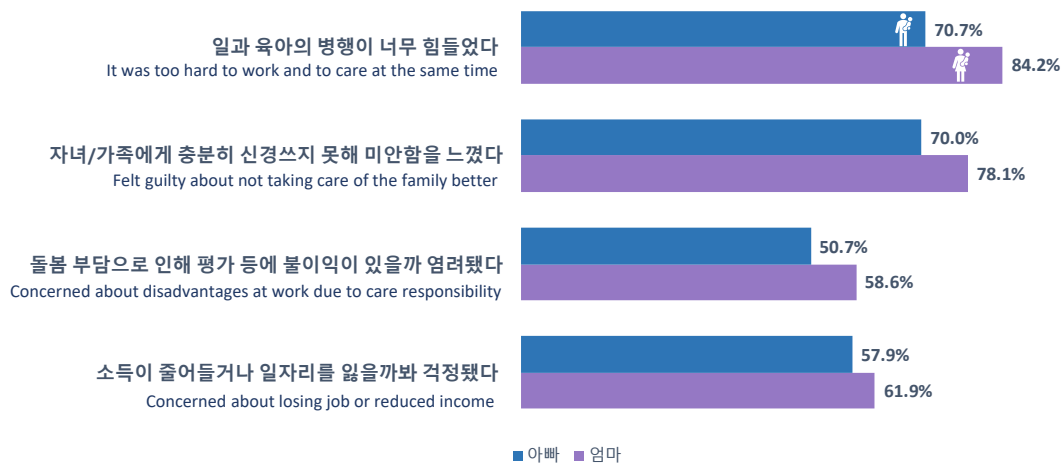
### 코로나 19 장기화시 자녀 돌봄 위해 ...

If Covid-19 Continues, to take care of my child(ren), I would consider...



## 흔들리는 일-가정 양립

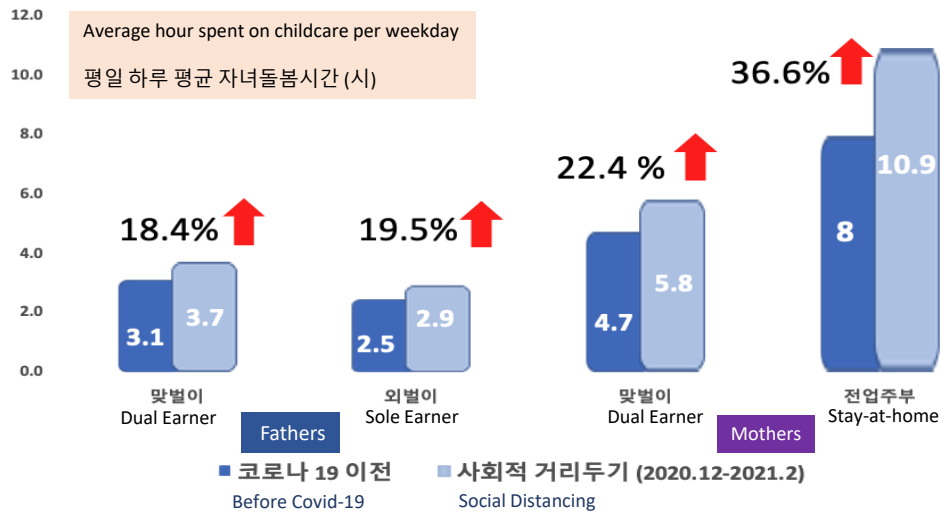
Impacts on Work-Family Balance



## 돌봄부담의 급증



Rapid increase in childcare time during the Covid-19 social distancing

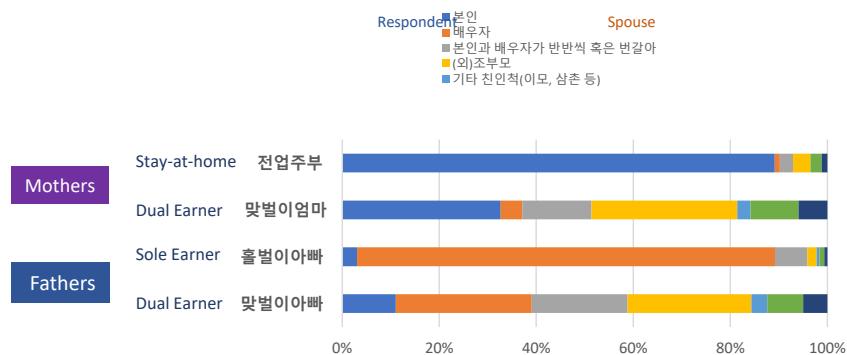


## 돌봄 부담의 불균형

Unequal Distribution of Care Responsibility

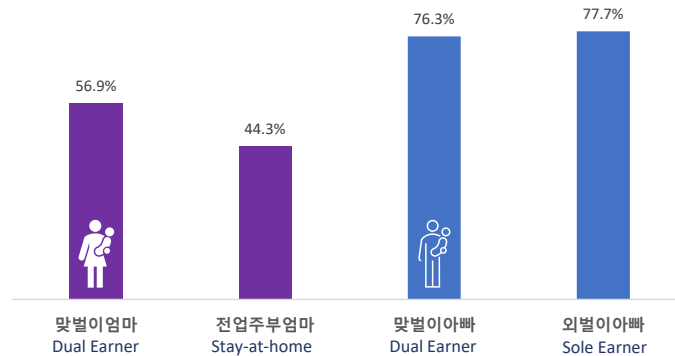
휴교, 휴원 기간동안 낮시간 자녀 돌봄 (%)

Who took care of the child(ren) during daytime while school closure (%)



## 돌봄 부담의 불균형 Unequal Distribution of Care Responsibility

코로나19로 인한 사회적 거리두기 기간 동안  
배우자 간 자녀돌봄 분담에 만족 (%)  
Satisfied with the share of childcare between spouses (%)



## 정신·신체 건강의 위기 Mental and Physical Health Risks

코로나 19 기간동안 자녀돌봄으로 인해...  
Due to childcare during the Covid-19...

	아빠 (Fathers)	엄마 (Mothers)
... 평소보다 우울하다(Depressed)	39.7%	56.4%
... 평소보다 피곤하다(Tired)	64.4%	78.7%
... 어디서도 도움을 받지 못한다는 느낌을 받는다(Feeling like having no one to help me)	38.4%	54.5%
... 스트레스를 받는다(Stressed)	58%	72.9%
... 신체적 부담을 느낀다(Physically burdened)	53.1%	69%
... 건강이 나빠졌다(Health deteriorated)	27.8%	41.9%



## 부모의 스트레스는 아이에게도...

Stressed Parents...stressed children



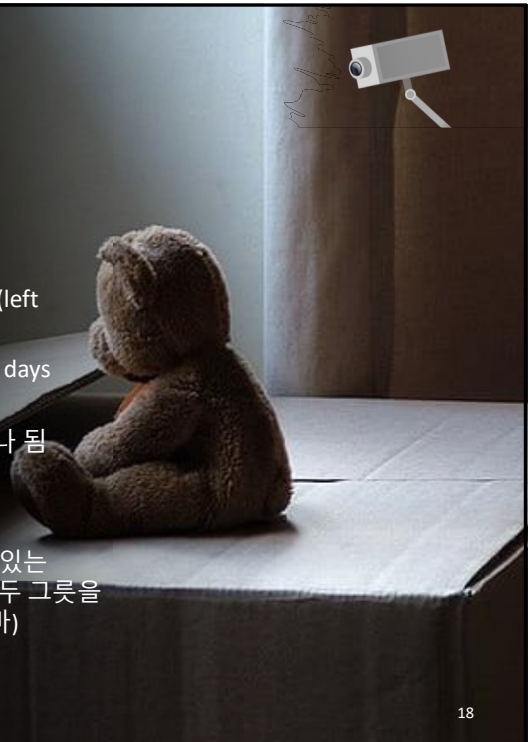
- 아이에게 짜증을 내거나 화를 내는 경우가 더 늘었다  
More likely to get frustrated or angry towards children  
**아빠(Fathers) 46.6%, 엄마(Mothers) 65.6%**
- 자녀와 떨어져 혼자 있는 시간이 절실히 필요했다  
Needed time alone away from children  
**아빠(Fathers) 44.1%, 엄마(Mothers) 68.8%**

## 하루 종일 아이들끼리만 있는 경우도....

Sometimes children were left by themselves for the whole day

- 최근 3개월간 아이들이 어른 없이 1시간 이상 있었던 경우가 40% (left without an adult for more than 1 hour per day on average)
- 주중 평균 5일 이상 아이들끼리만 있었던 경우 28.3% (more than 5 days per week on average)
- 심지어 하루 평균 7시간 이상 아이들끼리만 있었던 경우도 14.2%나 됨 (more than 7 hours per day on average)

“아이를 돌봐줄 사람이 없어서 CCTV를 켜두고 출근했다. 아이가 혼자 있는 시간이 너무 많아 가슴이 미어졌다 (...) 12월에 돌봄이 없을 때는 밥을 두 그릇을 퍼 냈다. 점심에는 아이가 차가운 밥을.....” (10세 아들을 둔 맞벌이 엄마)



18



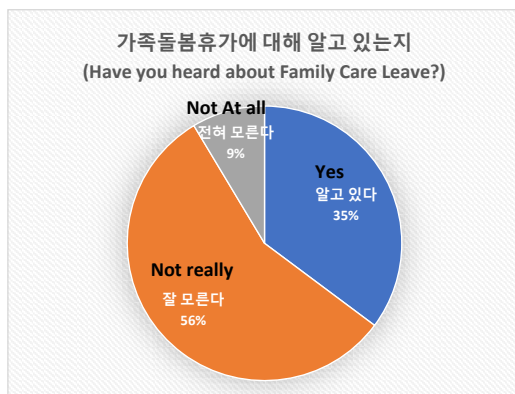
## 가족돌봄휴가, 혹은 재택근무?



## Family Care Leave, Work from Home?

19

## 가족돌봄휴가(Family Care Leave)?

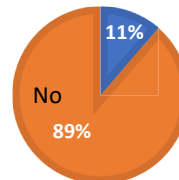


### 지난 1년간 가족돌봄휴가 사용여부

Used Family Care Leave during the last year?

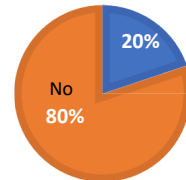
아빠 FATHERS

■ 사용함 ■ 사용하지 않음



엄마 MOTHERS

■ 사용함 ■ 사용하지 않음



“가족돌봄휴가가 뭔가요?”

“들어본 것 같긴 한데 잘 모르겠어요. 저도 쓸 수 있는 건가요?”

## 가족돌봄휴가 (Family Care Leave)?

- 남편분은 돌봄휴가를 쓰셨나요?
  - 쓰겠다고 했는데, 회사에서 거부를 당했어요.
  - 공공기관인데요?
  - 상사분이 굉장히 싫어하셔서 쓰겠다고 말을 했는데 거절당했어요.
  - 혹시 거절된 이유가 뭔지 아시나요?
  - 이미 신랑이 연차를 많이 쓴 상태였어요. 그러니까 회사에서는 그걸 배려라고 생각을 하고 계시는 것 같았고, 그러면서 신랑이 들은 말이 '니 와이프는 뭐 하는데?' (초등학생을 둔 맞벌이 엄마)
- When my husband requested that he'd like to take the family care leave  
The answer from his boss was, "What is your wife doing?" (a dual earner mother)

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## 가족돌봄휴가 (Family Care Leave)?



“이전 직장에서 육아휴직 하고 복직하면서 연봉 협상을 했는데 팀장님이 “복직해서 아이 돌보고 이러느라 일은 제대로 할 수 있겠냐?” 이런 식으로 얘기를 하더라고요 [...] 그걸 경험했기 때문에 전혀 가족 돌봄 휴가는 생각을 할 수가 없었어요.” (만 2세 아이를 둔 맞벌이 엄마)

“제가 애가 태어난 지 얼마 안되어 일하기가 어려울 것 같다고 하면 애를 니가 낳았냐고 하시는 분도 있어요.”  
(만 1세 아이를 둔 아빠)

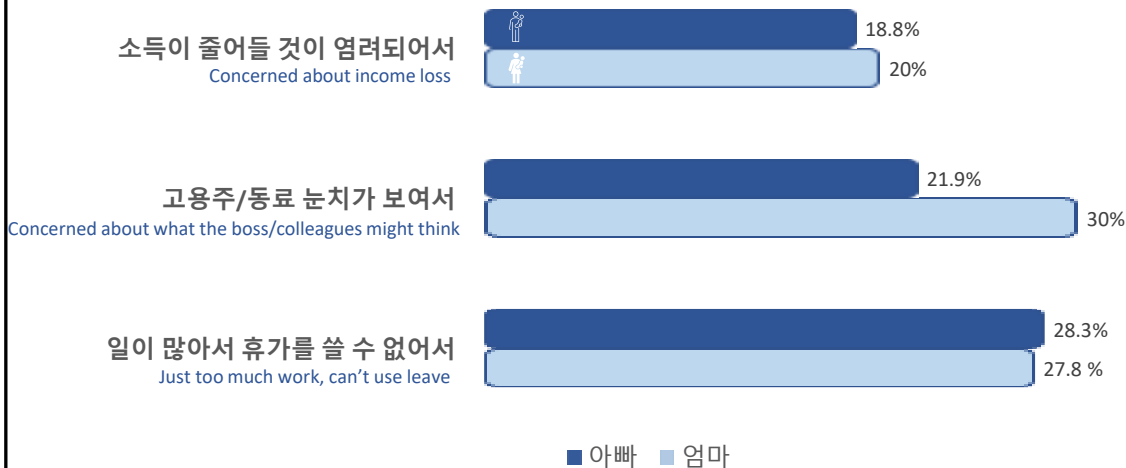


“저희 같은 경우에는 저희를 대신해줄 수 있는 인력이 없거든요. 그 분은 그렇게 해서 빠져버리면 저희가 그냥 무조건, 무보수로 땀땀을 하는 시스템인데 저희는 그렇게 해줄 수 없으니까 실제적으로는 사용이 불가능해요. 단기간에, 그 기간만 딱 구할 수가 없으니까” (유치원에서 일하는 맞벌이 엄마)

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## 가족돌봄휴가 (Family Care Leave)?

Reasons for not using the family care leave (%)



23

<b>가족돌봄휴가 사용 의무화</b> Obligatory Use of Family Care Leave	<b>31.3%</b>
기업 인센티브 제공 등을 통해 남녀 구분 없이 유연근무 활성화 Promote Gender-Equal, Flexible Working Environment by providing incentives to companies	15.7%
기업 인센티브 제공 등을 통해 남녀 구분 없이 재택근무 활성화 Enable working from home, regardless of gender by providing incentives to companies	15.3%
가족돌봄휴가 지원 비용 증액 increase the amount of family care leave benefit	10.6%
긴급돌봄 이용 조건 완화 Improve access to the emergency care service	9.9%
긴급돌봄, 원격 수업 등 프로그램의 내실화 improve the quality of online classes	9.1%
돌봄 관련 인사 불이익 방지 제도 마련 provide policies to prevent disadvantages due to care responsibility	4.5%
가족돌봄휴가 기간 연장 Extend the family care leave period	2.8%
기타 other	0.7%

코로나 19 와 같은 비상상황에서  
자녀 돌봄에 가장 도움이 되는 정책

What would be most helpful policy to support you  
to manage care responsibilities during the Covid-19 crisis?

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## 재택근무? Work from home

- 매일 출근: 72.8% of the respondents went to work everyday

(Reason for not working from home: The company did not implement working from home policy 81.7%)

- Half of mothers (52.4%) were "main carers" while working from home, while 17.6% fathers were main carers

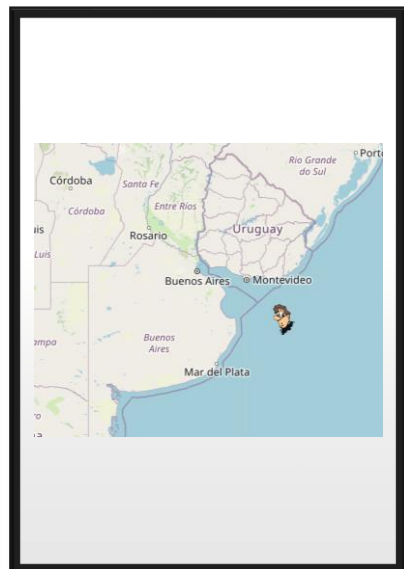
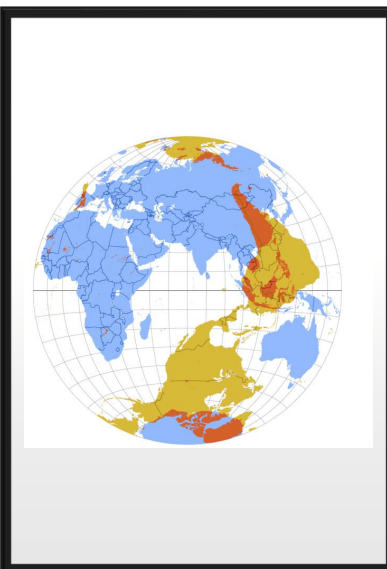
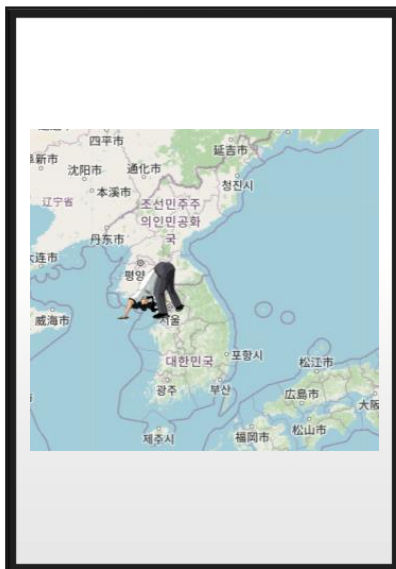
- 80% of mothers and 64.1% of fathers found it harder to work and care at the same time while working from home

"저희 애들 학교 같은 경우는 작년에는 쌍방향 수업이 거의 없었고, 그냥 다 온라인으로 교육 영상을 인터넷에 올려놓은 걸 애들이 하루 종일 그냥 보는 거였어요. 플레이 해 놓고 다른 짓 하고 (...) 작년에는 되게 조바심이 있었어요. 아이가 1년을 이렇게 날리는구나."

(초등학생 맞벌이 엄마)

"The kids were watching the pre-recorded materials all day – I was so concerned that he's wasting the whole year"

(Mother of an elementary school child)



## 지구 건너편 우루과이에서는.. In Uruguay

엄마이자 회계사인

안드레아의 이야기

Andrea's Story

A mother and An Accountant

학생-가족-교육시스템 "Team" :  
국가통합돌봄 시스템 구축의 일환으로  
원격수업 관련 정책 개발 (Plan Ceibal)

Integrated Care System,  
Developed Online Classes

One computer per student,  
with free access to internet  
High-Quality online meeting network

Development of online-class specific  
curriculum  
Live education and evaluation system

돌봄을 위한 사회적 투자 =  
코로나 19 팬데믹 상황에서 사회와  
어린이들을 위한 결실

Investment in care as social  
infrastructure = helped during the  
pandemic

다른 나라에 비해 여성 취업률,  
실업률 등에 대한 코로나 19 영향  
적음 (ILO, 2020)

Less impacts of Covid-19 on women's  
employment compared with other  
countries

27



돌봄은 인프라다  
(Care is Infrastructure)

Using Tractor to deliver to Seoul?

## 코로나 19 기간 동안의 돌봄 위기 Covid-19 and Childcare in Korea

돌봄공백

돌봄부담의 급증

돌봄부담의 불균형

- 코로나 19는 기존의 돌봄 부담의 불균형과 돌봄노동의 중요성을 드러냄.
  - 가족들이 돌봄 공백 상황에 어떻게 대처했는지, 어떤 어려움을 겪었는지를 보여줌.
  - 그리고 돌봄시스템이 제대로 작동하지 않을 경우, 어떤 상황이 발생하는지를 보여줌.
  - 조사결과는 돌봄 부담의 증가가 특히 엄마의 경제활동 및 정신건강, 웰빙에 부정적 영향을 미쳤음을 나타냄.
  - 사회적 거리두기는 돌봄·교육기관의 휴원과 재택·유연근무 등 일터의 방침이 함께 고려되어 시행되어야.
- Covid-19 revealed pre-existing inequalities in care responsibilities and the importance of care work
  - Data shows how families dealt with the care crisis during the pandemic, as well as the consequences
  - Covid-19 especially affected mothers, in terms of their economic activities, mental health, and well-being
  - We need to carefully design policy considering the closure of schools/daycare centres
  - – it needs to be in sync with business and work arrangements.

## Post Covid-19, Caring Society

돌봄 인프라 구축

Care as Infrastructure

No more cake in the  
painting

“그림의 떡”

Measurements &  
Monitoring

세밀한 관찰에 기반한 정책 디자인

Specific Alternatives

Not just big companies  
and public sector, but  
small to medium  
companies





“재택이 될까? 했는데, 아 이게 되네? 하는 쪽으로 생각이 바뀌었다”

“애가 밥 먹고 잔다고 다들 생각한다. 안 해보면 진짜 모른다. 코로나 기간 동안 많이 알게 됐다”

“돌봄에 같이 참여하지 않았으면  
아이가 유의미하게 성장하는 순간들을 놓쳤을 것”

“함께 돌보니 아내와 트러블도 없어 행복하다. 눈치보지 않고 돌봄에 참여할 수 있으면 좋겠다”



Seoul National University  
Center for Transnational Migration  
and Social Inclusion

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서울대 국제이주와 포용사회센터 <http://ctms.or.kr/>



2 June 2021

**코로나19와 돌봄 위기 극복을 위한 돌봄경제 수립 및 실천 방안**  
BUILDING A CARE ECONOMY: FROM COVID-19 RESPONSE TO RECOVERY

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**세션 5 코로나19로부터의 회복: 영국의 돌봄경제 구축을 향한 노력과 전망**

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**기조발표**

다이앤 엘슨

영국 에섹스대학교 명예교수 / 전 여성예산단체 대표

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**SESSION 5 CREATING A CARING ECONOMY FOR POST-COVID RECOVERY  
IN THE UK**

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**Keynote speech**

Diane Elson

Emeritus Professor of Sociology, University of Essex /  
Former Chair, Women's Budget Group







## WHAT IS A CARING ECONOMY?

- It prioritises care of one another and the environment so as to promote human wellbeing
- Everyone gives and receives care on the basis of their capacities and needs
- Everyone has time to care, as well as time free from care
- Paid care work is revalued and better rewarded
- A duty of care is prioritised by businesses of all kinds, by public agencies of all kinds and by all non-governmental organisations and community groups
- Requires changes in economic policy and business practices
- See Commission on a Gender Equal Economy, 2020, *Creating a Caring Economy*, London

<https://wbg.org.uk/wp-content/uploads/2020/10/WBG-Report-v10.pdf>

## **EIGHT STEPS TO CREATE A CARING ECONOMY**

1. Re-envision what we mean by 'the economy'
2. Invest in social as well as physical infrastructure
3. Transform the worlds of paid and unpaid work
4. Invest in a caring social security system
5. Transform taxation to make it more progressive
6. Focus macroeconomic policy on building a caring economy
7. Develop socially and environmentally sustainable international trade system
8. Transform the international financial system to finance caring economies

## **STRUCTURE OF PRESENTATION**

- Due to limited time, presentation will focus on Steps 1 and 2
- Step 1 Re-envision the Economy
- Step 2 Invest in Social as well as Physical Infrastructure
- I will relate Creating a Caring Economy to Impact of Covid and to a Post-Covid Recovery that enhances productive capacity on a sustainable basis, depleting neither human nor natural resources
- I will provide examples from the UK that have wider significance for other economies and will raise issues to consider in South Korea

## CARE AND COVID IN UK

- Covid intensified care needs and revealed inequalities in care provision
- Shortage of paid care services – underfunded and underpaid
- Increase in unpaid care in families- at expense of gender equality and wellbeing of carers
- Neglect of care in economic analysis and policy: unpaid care seen as costless, public spending on paid care as consumption, a cost not an investment
- Neglect of duty of care in business practices: too many firms treat people as disposable units of human capital e. g. through zero hours contracts, lack of sick leave, lack of care leave, failure to provide Covid-secure working environment

## STEP 1 RE-ENVISION THE ECONOMY

Look beyond the market  
Recognise unpaid work  
Measure wellbeing



## UNPAID CARE IN THE SYSTEM OF NATIONAL ACCOUNTS

- Unpaid care services are not counted as part of GNP, paid care services are
- UK Office of National Statistics collects time use data that include both paid and unpaid activities
- A shadow wage/price can be put on unpaid care (and other unpaid household production) to create a Satellite Account, as is done by UK Office of National Statistics
- In 2016 , unpaid household production, including adult and childcare, household housing services, nutrition, clothing and laundry, transport and volunteering, equivalent to 63.1% UK GDP
- <https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/householdsatelliteaccounts/2015and2016estimates>
- But in economic decision making, unpaid care is treated as costless: increases in unpaid care not factored into decision making but can reduce wellbeing, productivity and labour force participation

## INCREASE IN UNPAID SOCIAL CARE FOR ADULTS IN UK DURING PANDEMIC

- Since onset of Covid-19 numbers of unpaid carers increased by 4.5 million to over 13.6 million
- Increase driven by concerns about safety of paid care services , reduction of local services, increased need for care
- 58% of unpaid carers women, nearly 3 million of whom combine paid work with care
- Online survey of almost 5900 carers in October 2020 found nearly two thirds had no respite from their caring responsibilities; three quarters reported feeling exhausted and worn out; two thirds said that their mental health has worsened
- 11% of carers reported they had reduced their hours of paid work to manage their caring responsibilities, and 9% had given up paid work because of caring

Source: UK Carers (2020) Caring Behind Closed Door <http://www.carersuk.org>

## **GENDER INEQUALITY IN UNPAID CHILDCARE AND DOMESTIC WORK IN UK DURING THE PANDEMIC**

- 67% of women and 52% of men home-schooled a school age child in late Jan/early Feb 2021
- In April and early May 2020, 34% of women reported that their well-being was negatively affected by home-schooling a school age child compared with only 20% of men
- By early Feb 2021, it was taking a greater toll on both women (53%) and men (45%)
- In Sept and Oct 2020, women spent 99% more time on unpaid childcare than men and 64% more time on unpaid household work than men
- <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/articles/coronaviruscovid19andthedifferenteffectsonmenandwomenintheukmarch2020tofebruary2021/2021-03-10>

## **RETHINK PRODUCTIVITY FOR A CARING ECONOMY**

- *Reducing wage costs per unit of output is not the same as increasing productivity*
- It may sacrifice quality of output- especially in services; if the time allowed to deliver services to frail people is reduced, quality of service suffers
- It may sacrifice wellbeing of workers, intensifying work, leading to more mistakes on the job, higher labour turnover, higher rates of absence for ill health, human depletion
- It may transfer costs to the unpaid economy: example, day surgery reduces costs of hospitals but requires unpaid care for patient on discharge
- Productivity must be measured to take account of **QUALITY** of output and of **ALL** the work associated with this output and the **WELLBEING** of **ALL** the workers

## MEASURE WELLBEING NOT JUST GNP

- Economic growth does not necessarily increase wellbeing, for many it reduces well being
- We must examine what is being produced, how it is being produced and the impacts on equality, wellbeing and sustainability
- OECD (2020) *Beyond Growth: Towards a New Economic Approach*
- For wellbeing indicators, see OECD (2020) *How's Life? Measuring Well-being*
- UK Office of National Statistics (2019) *Measures of National Well-being Dashboard*
- Some governments are adopting a wellbeing approach: e.g. Scotland, Wales, New Zealand, Iceland, Finland. see Wellbeing Economy Alliance (2020) *Our work: Wellbeing Economy Governments* <https://wellbeingeconomy.org/wego>

## STEP2 INVEST IN SOCIAL AND PHYSICAL INFRASTRUCTURE



- Invest in staff and activities as well as in equipment, buildings, roads, railways, ports
- Recognise public services as social infrastructure
- Example: investment in care services

## **SOCIAL CARE SERVICES IN UK – UNDERFUNDED AND UNDERPAID**

- Mainly supplied by not-for-profit and private companies, providing residential care facilities and domiciliary care visits, for adults that need care because of disabilities and old age
- Reliant on government funding but after the 2008 financial crisis this has been subject to deep cuts
- October 2020, Parliamentary Committee reported that a substantial increase in annual funding is required to keep pace with population aging
- Average wage for social care workers is just 2% above the National Minimum Wage
- Turnover rate of 40% for care workers in 2018/19
- Prior to the pandemic, in a workforce of 1.2 million there were 122,000 social care staff vacancies
- 650,000 to 950,000 new adult social care staff needed by 2035

House of Commons Library (2020) The health and social care workforce gap (<https://bit.ly/3qQBSBb>)

## **CHILD CARE SERVICES IN UK - UNDERFUNDED AND UNDERPAID**

- Mainly supplied by non-for-profit and private companies but reliant on government funding as well as fees paid by parents
- In 2019, cost of providing early years education and care for under-tuos was underfunded by 37%, for three- and four-year-olds underfunded by 20%
- Average wage in 2020 was £7.42 an hour compared to National Minimum Wage of £8.72 an hour
- 37% of early years workers leave within their first two years, and 15% within the first 12 months
- COVID has resulted in fall in enrolment because of health concerns, the loss of income means many providers are at high risk of closure
- Source: Women's Budget Group, 2021, Childcare, gender and Covid-19. Pre Budget Briefing
- <https://wbg.org.uk/analysis/uk-policy-briefings/childcare-gender-and-covid-19-2/>



## PUBLIC SPENDING ON CARE SERVICES: CONSUMPTION OR INVESTMENT?

- Economists treat public spending on care services as consumption that satisfies current needs, not as investment that sustains and expands productive capacity of economy
- Public spending on *physical infrastructure*, such as roads, railways and ports, is recognised as investment because it yields returns in the future and expands productive capacity
- Care services should be recognised as *social infrastructure*, that also yields returns in the future, expanding productive capacity, not only by enhancing capacities of children, but also by sustaining the capacities and wellbeing of people providing unpaid care, enabling them to balance paid and unpaid work without exhaustion, and by sustaining an intergenerational social contract
- For more discussion, see James Heintz (2019) 'Public Investments and Human Investments: Rethinking Macroeconomic Relationships from a Gender Perspective' in D. Elson and A. Seth (eds) *Gender Equality and Inclusive Growth*, UN Women <http://www.unwomen.org/en/digital-library/publications/2019/01/gender-equality-and-inclusive-growth>

## EMPLOYMENT IMPACT OF INVESTMENT IN SOCIAL INFRASTRUCTURE

- J. De Henau & S. Himmelweit (2021) 'A Care-Led Recovery From Covid-19: Investing in High-Quality Care to Stimulate And Rebalance the Economy', *Feminist Economics*, 27 (1-2)
- Using input–output analysis, across selected European countries, and USA, the simulation study shows a care-led recovery has superior employment outcomes to investment in construction, even if wages and hours of care workers are the same as those of construction workers
- Direct effects in care sector, indirect effects in sectors supplying care sector, induced effects economy wide via additional household spending
- Covers child daycare and adult long-term care, in residential settings and at home

## **EMPLOYMENT IMPACT OF INVESTMENT IN SOCIAL INFRASTRUCTURE: RESULTS**

- For UK, at current wages, investing equivalent amounts, investment in care would generate 2.7 times as many jobs as investment in construction, 6.3 times as many for women and 1.1 times as many for men
- For UK, if wages in care match those in construction, it would generate 1.6 times as many jobs, 3.9 times for women, and 0.8 times as many for men
- In UK 36% of gross spending on care is recouped from additional tax revenue generated and 22% of gross spending on construction
- In addition, investment in care generates less pollution than investment in construction

## **PRODUCTIVITY IMPACT OF INVESTMENT IN SOCIAL INFRASTRUCTURE**

- Ö. Onaran, C. Oyvat, & E. Fotopoulou (2019) 'The effects of income, gender and wealth inequality and economic policies on macroeconomic performance in the UK', *Greenwich Papers in Political Economy*, No 71
- 3 sector model with social sector (health, social care, education, child care), rest of market economy, and unpaid care sector and three types of factors of production -male and female labour, and capital
- Structuralist model with involuntary unemployment and oligopolistic market structure
- Econometric estimation of productivity changes in the medium-run as an outcome of changes in wages, public and private expenditure and unpaid care for the period of 1970-2015

## **PRODUCTIVITY IMPACT OF INVESTMENT IN SOCIAL INFRASTRUCTURE : RESULTS**

- Higher public investment in social and physical infrastructure is likely to increase labour productivity (output per hour) in the medium term ( 5 years or more) directly and through induced effects of increases in household expenditure on care and reductions in unpaid household care
- Estimates of impact, holding wages constant:
- 1% point increase in ratio of public investment in social infrastructure to GDP increases productivity in the rest of the economy by 3.3% percent in the medium run
- 1%-point increase in ratio of public physical infrastructure investment to GDP increases productivity in rest of economy by 0.5% in the medium run

## **BUILD BACK BETTER? CREATE A CARING ECONOMY**

- President Biden has got the message. His \$2 trillion American Jobs plan will invest in social infrastructure as well as physical infrastructure
- In UK the Women's Budget Group, a network including policy advocates in NGOs and trade unions, academics, and women's organizations is arguing for a care-led recovery with support from some parliamentarians
- In Canada a campaign for a care-led recovery is being organized by care-givers, community leaders, economists, academics and policy advocates
- Creating a Caring Economy would Build Forward in ways that would also equip us to be better prepared for future health and environmental challenges

## ISSUES TO CONSIDER IN SOUTH KOREA

- *Re-envision the economy*
- Is unpaid care taken into account in economic policy making? Or are costs transferred to the unpaid economy?
- Is productivity defined in ways that take into account *quality* of outputs and *well-being* of workers?
- Are well-being indicators used to assess the economy, as well as GDP?
- *Invest in social as well as physical infrastructure*
- Is public spending on care considered to be consumption or investment?
- Is analysis conducted of the impact of investment in care on employment and productivity compared to investment in other sectors, such as construction?
- Will South Korea invest in a care-led recovery?





2 June 2021

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BUILDING A CARE ECONOMY: FROM COVID-19 RESPONSE TO RECOVERY

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**세션 6 정의로운 사회 구현을 위한 돌봄의 의미**

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**기조발표**

송상현

유니세프 한국위원회 회장 / 전 국제형사재판소장 / 서울대학교 법대  
명예교수

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**SESSION 6 THE IMPORTANCE OF CARE IN ADVANCING JUSTICE**

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**Keynote speech**

Sang-Hyun Song

President, Korean Committee for UNICEF / Former President,  
International Criminal Court / Professor Emeritus, SNU School of Law



# 정의로운 사회 구현을 위한 돌봄의 의미

송 상 현

서울대 명예교수 / 전 국제형사재판소장

Prof. Dr. Sang-Hyun Song

Professor of Law, emeritus, Seoul National University /

Hon. Former President, International Criminal Court

## 1. 들어가며

제게 주어진 제목을 돌봄의 의미를 정의로운 사회의 구현을 위하여 새롭게 조명해달라는 뜻으로 이해했다. 따라서 돌봄 노동과 관련하여 자본주의 사회에서 여성이 어떻게 소외되었는가를 직시하고, 정의의 관점에서 돌봄을 신시대에 맞게 재구성해야 함을 논하고자 한다. 그러기 위해서는 우선 유엔이 채택한 지속가능한 발전 목표(sustainable development goals)를 일별하고 그곳에서 말하는 정의(justice)와 포용(inclusion)의 의미를 중점적으로 짚어 보아야 할 것 같다. 그 다음에는 정의의 뜻에 관한 의미있는 논의를 간결하게 소개한 다음 돌봄의 현대적 의미를 찾기 위하여 젠더 저스티스(gender justice)의 관점에서 새롭게 나아갈 방향을 모색하는 화두를 던져 보고자 한다.

## 2. 지속가능한 발전 목표와 2030년 의제

유엔개발정상회의가 17가지 지속가능한 발전 목표를 채택하고 이를 2030년까지 모두 함께 달성하도록 결의한 것이 2015년 9월이었다. 그 이후 여러 해를 지나는 동안 지속가능한 발전의 개념도 진화를 거듭해왔다. 애당초에는 주로 환경적 지속가능성에 초점을 맞추었지만 점차 경제성장, 사회통합 및 환경보존에 관한 구체적 내용으로 확대발전을 하다가 다시 사회경제적 시스템의 전반적 향상을 추구하는 균형개념으로 진화해왔다고 요약할 수 있다. 현재에는 주로 학자들이 환경적 지속성, 경제적 지속성 및 사회적 지속성을 상호 연결하여 논하면서도 각자의 전공분야를 추가 또는 접목하여 각 분야에서 점차 인류의 미래를 위한 균형적 발전전략을 논의



하는 경향이 현저해지고 있다. 이 같은 논의는 바람직한 방향이긴 하나 아직 개념의 모호성과 복잡성을 극복하지 못한 단계임에도 불구하고 나름대로 목표를 설정하고 교육의 형식과 내용을 결정하며 변화를 추구하고 실행하는 과정에서 다양한 이해관계자의 관심을 제고하고 그들의 참여를 촉진하는 장점이 있다.

경제적 지속가능성을 확보하기 위하여서는 자원의 고갈과 환경의 파괴가 불가피하므로 지속가능한 생산과 소비, 빈곤퇴치, 일자리 확보와 경제성장 등에 대한 중점 전략이 항상 필요하다. 더 나아가서는 도시재생, 공해없는 에너지확보, 공유 경제 등에 관한 논의가 체계있게 전개되어야 한다.

환경과 경제 중심의 논의는 UNDP나 UNESCO등을 중심으로 사회영역으로 확장되어 정치, 정책, 인권, 고용, 교육, 인구문제 등 다양한 사회적 쟁점을 함께 다루게 된 것도 값진 수확이라고 아니할 수 없다. 이로 인하여 기존의 지속가능한 발전의 논의에 인권, 정의, 평화, 평등, 안전, 다양성 등 여러 가지 사회문화적 요소 내지 인류의 보편적 가치가 녹아들어가면서 커다란 인식전환을 맞이하게 되었다. 2030년 의제는 이 같은 논의 과정을 거쳐서 마침내 다양하고 야심적이며 포괄적인 과제를 수렴할 수 있게 되었다.

### 3. 지속가능한 발전 목표의 실현과 정의

유엔의 17개 지속가능발전목표(SDGs)는 사회발전영역의 목표 및 경제성장의 달성을 위한 목표 그리고 생태계의 보존을 위한 목표로 구성되어 있다. 그 중에서 특히 SDGs 16은 이 같은 여러 목표들을 달성하기 위한 전제조건 및 수단으로서 정의를 내세웠다. 즉 평화롭고 포용적인 사회를 구현하고, 모두에게 정의에의 접근(access to justice for all)을 보장하며 모든 수준에서 효과적이면서도 책임감 있고 포용적인 제도를 구축하자는 목표를 제시하고 있다. 요컨대 지속가능한 발전을 위한 2030년 의제의 중심에는 가장 취약한 계층의 필요(needs)를 충족시키는 정의롭고, 평등하고, 관대하며 공개적이고도 사회적으로 포용적인 세상을 이룩하려는 비전이 담겨있다. 사실 정의는 17개 지속가능한 발전목표를 관통하는 실(threads)과 같다. 모든 사람들에게 그리고 모든 분야에 정의를 확대하지 않으면 빈곤을 종식시키고, 불평등을 감소시키며, 평화와 포용을 촉진할 수 없기 때문이다. 과거에는 정의를 위한 개혁이란 왕왕 처음부터 대중으로부터 거리가 있어서 그들의 필요에 부응하지 못하는 제도의 개혁에 초점이 맞추어 졌었다. 그러나 이제는 정의시스템의 중심에 사람이 우선이라는 인식이 일반화되어 각종 지속가능한 발전 목표의 중심에도 이러한 정의가 자리 잡아야 한다는 생각이 확산되고 있다. 소위 사람중심의 정의(people-centered justice)라는 접근방법은 정의에 관한 대중의 다양한 필요를 폭넓

게 이해하는 데에서 출발하여 그들의 필요에 부응하는 실제적 해결책을 마련해야 하는 것이다. 그렇게 하려면 사람중심의 정의는 그 자체가 공개적이고 포용적이어야 하는데다가 다른 부문 즉 보건, 교육, 주거, 고용 등과 제휴하고 협력해야만 현대적 눈높이에 맞게 실현될 수 있다. 그러므로 정부는 정의를 정치적 최우선순위로 내세워서 대중에게 가장 절박하고 중요한 문제가 무엇인지를 파악하고 이를 해결해 주어야 하며, 그러한 맥락에서 보건, 교육, 사회적 보호, 일자리 등과 같은 부문은 사람중심의 정의의 실현에 가장 필수적 파트너가 되어야 한다.

#### 4. 정의란 무엇인가

그러면 정의란 무엇인가? 정의에 관한 개념은 많은 논란이 있어 왔다. 그러나 법학분야에서 고전적으로 논의되는 정의는 형사적 정의(criminal justice)와 사회적 정의(social justice)가 아닐까 생각한다. 형사적 정의는 사회규범을 위반한 자를 처벌함으로써 응보적 정의(retributive justice)를 구현하여 사회 평화를 유지한다는 오래된 개념이다(no peace without justice). 그런데 신설 국제형사재판소(International Criminal Court)는 피해자신탁기금(Trust Fund for Victims)을 통하여 응보적 정의에서 한 걸음 더 나아가서 범죄 피해자(예컨대 소년병)를 사전 또는 사후에 돌보는 회복적 정의(restorative justice)와 치유적 정의(reparative justice)의 실현을 지향하고 있다. 사회적 정의는 공정과 형평을 핵심 요소로 하는 배분적 정의와 절차적 정의를 포괄하는 개념이지만 경우에 따라서는 응보적 정의를 포함하는 수가 있다. 최근에는 존 롤스(John Rawls)가 주장하는 공정성으로서의 정의(justice as fairness)와 이와 약간 입장을 달리하면서 포스트 신자유주의시대의 공정성을 논하는 마이클 샌델(Michael J. Sandel)에 이르기까지 복잡다기한 견해가 표출되고 있다. SDGs 16에서 구체적으로 제시한 사람중심의 정의를 돌봄 노동에도 적용하여 새로운 준칙을 정하고 종래의 시스템을 뜯어고치려면 그 정의의 핵심은 양성 간에 공정과 형평을 중심으로 하는 젠더 저스티스(gender justice)라고 할 수 있다.

#### 5. 돌봄 노동과 정의사회

과거에는 아이 돌봄, 노인 돌봄, 장애인 돌봄 등과 같은 돌봄 노동(care work)이 전연 주목받지 못했다. 공식적 대가를 받고 사회적 가치를 인정받거나, 아니면 가정과 같은 비공식적인 영역에서 보수도 없이 무한봉사를 함에도 불구하고 사회적 가치를 인정받지 못하거나 간에 돌봄 노동은 주로 여성이 한다는 점, 보수를 못 받거나 받더라도 적게 받는다는 점, 노동의 가치에 대해 사회적으로 크게 인정받지 못

한다는 공통적 특징 때문이었다. 특히 여성들이 집안에서 무임금으로 제공하는 무한봉사가 그 가치를 인정받지 못하면서도 당연한 것으로 생각되던 이문제가 마침내 사회적 이슈로 주목을 받고 '돌봄 경제(care economy)'라는 분야까지 탄생한 데는 여러 가지 배경이 있다. 첫째 여성의 경제활동 진출로 돌봄 노동을 더 이상 집에서 무임금으로 수행하기 어려워진 점, 둘째 저출산과 고령화로 노인 인구가 늘어나면서 노인 돌봄에 대한 수요가 폭발적으로 늘어난 점, 그리고 최근에는 이런 돌봄 노동의 수요를 충족하기 위해서 저개발국의 여성들이 소득수준이 높은 나라로 빈번하게 이동하여 노동인력의 국제적 이동이라는 복잡한 문제가 제기되는 점(예: 조선족 간병인이나 아이 돌보미/ 필리핀 가사도우미 등) 등이 그것이다.

최근에는 돌봄 노동을 경제적 관점에서 아동, 노약자 및 장애인 등의 복지수요를 충족시키고 관련 산업의 육성을 통하여 부가가치를 창출하는 분야로 보는 견해가 유력하다. 독일이나 덴마크에 이어 우리 정부가 수립한 2019년 제2차 사회보장 기본계획에도 돌봄 기술의 개발 및 자원 활용을 통하여 노인이나 장애인 등이 살던 곳에서 스스로 생활할 수 있도록 돕고, 관련 산업을 육성하여 일자리를 창출하려는 의지가 담겨있다. 여기에는 사회서비스, 돌봄 기술, 주거, 의료 등 다양한 전문분야가 함께 관여되어있고, 서비스 확충 및 연계, 돌봄 산업의 육성, 서비스제공인력의 교육 등 독립생활을 지원하기 위한 여러 가지 정책 방안을 담고 있다. 정부는 지역 사회 통합돌봄서비스(communitary care)를 시범사업으로 채택하고 돌봄 경제가 산업 혁신과 일자리 확대를 통한 경제적, 사회적 포용의 작용과 효과를 거둘 수 있을 것으로 기대한다.

코로나로 인해 심화된 돌봄 위기 속에서도 우리의 일상을 유지하고 보건위기를 극복하기 위해서 필수적인 돌봄의 사회적 의미와 경제적 가치에 대해 경제적 맥락에서 관련 정책 대안을 꾸준히 모색해야 한다. 우선 당장에는 음지에서 저임금이나 무임금으로 일하는 돌봄 노동자와 같은 필수노동자들이 겪는 코로나 역병으로 인한 어려움을 정부가 긴급구제해 주어야 한다. 건강한 가족과 가정이야말로 국가사회의 안정의 기초이기 때문이다. 정부는 소상공인·중소기업·저소득층 등 취약계층에 대한 지원과 일자리도 마련하면서 기업 등 민간부문과 협력하여 각종 물적 지원 외에 가족 돌봄 휴가의 적극사용, 재택근무와 같은 융통성있고 포용적 노동패턴의 도입을 선도해야 한다. 장기적으로는 포스트 코로나 시대의 한국 사회가 저출산 고령화 문제와 양성 불평등을 해소하고 지속가능한 성장을 이루기 위한 기초로서 정의로운 돌봄 체계를 구축하는 것이 문제의 핵심이다. 그리하여 정의로운 돌봄 체계를 토대로 지속가능한 돌봄 사회로 점차 전환되어야 한다. 지속가능한 발전을 달성하기 위해서도 정의의 틀 속에서 이루어지는 지속가능한 돌봄 노동 수행이 기본적으로 뒷받침 되어야 한다. 특히 어린이 돌봄은 그 나라 사회의 미래를 결정지을 수 있다는

점에서 중요하고, 노인이나 장애인 돌봄은 국가, 사회적인 부담을 줄이는 측면에서 매우 중요하기 때문에 더더욱 그러하다.

낸시 폴버(Nancy Folbre)에 의하면 주류 경제학자들이 그들의 분석대상에서 비시장적 요소와 돌봄 노동을 제외함으로써 여성과 어린이 및 가족을 소외시키고 돌봄 경제에 충분한 주의를 기울이지 아니한 오류를 지적하면서 이는 그들이 가정과 지역공동체에 기여함을 저평가하기 때문이라고 한다. 그러므로 이제는 시장과는 독립적으로 양질의 돌봄 서비스를 좀 더 많이 공급하도록 함께 노력함으로써 돌봄 책임이 좀 더 형평에 맞게 분배되고 여성에게만 불균형하게 부과됨을 지양해야 한다.

그러면 한국사회의 지속가능한 미래를 위해 우리는 돌봄을 어떻게 인식하고 재조명하면 좋을까. 많은 나라의 국가발전계획에서 정의의 요소는 생략되거나 망각된 연결고리임을 본다. 종종 국가경제는 정의를 고려하지 않고도 잘 돌아가고 건강과 교육은 개선되기도 하기 때문이다. 그러나 정의가 없는 사람들은 그들의 잠재가능성이나 열망에 완전하게 도달하지 못하여 기회와 능력을 충분히 발휘할 수 없게 된다. 또한 정의 없이 이룩한 발전은 확고하지 못하다. 사회적 배제와 불평등으로 잠재적 불안정성이 증대되기 때문이다. 따라서 정의의 고려를 무시하거나 배제하면 그 대가도 크게 마련이다. 문제는 모든 사람에게 정의를 제공하는 단일한 처방은 없다는 것이다. 그러므로 나라마다 그 나라의 고유한 배경과 우선순위에 터잡아서, 그리고 인류보편적인 인권기준과 2030년 의제의 완수를 위한 약속에 따라 정의에의 접근을 증진시켜야 한다. 한국도 마찬가지이다. 한국은 산업경제가 발달하여 선진국 수준에 도달하였고 저출산과 고령화의 문제가 심각하므로 정의롭고 공정한 돌봄은 최우선순위를 확보해야 한다. 또한 한국은 아시아에서 민주주의 성취도가 가장 높은 나라임에도 불구하고 여성과 어린이의 인권 및 사회경제적 지위가 이와 걸맞지 아니하다. 특히 양성평등과 어린이권리보호의 면에서 몹시 취약하여 공정한 사회라고 말하기 어렵다. 정의로운 돌봄을 위해서는 이같은 현실적 문제점을 세밀하게 고려하여 정책을 수립해야 한다. 이 과정에서 정의를 추구하는 사람들이 종종 표출하는 다양한 새로운 요구에 잘 대응해야 한다. 때로는 이처럼 새로운 기준에 따라 시스템이나 거버넌스를 바꾸는 것이 현실정치의 장애요인이 될 수 있으므로 미리부터 신뢰를 구축하려는 노력도 병행해야 시행착오가 최소화될 수 있다. 또한 한정된 자원을 두고 다른 강력한 부문과 경쟁할 수도 있으나 새로운 역할 담당자를 정의의 부문으로 끌어들이는 수도 있다. 결과적으로 정의에 터잡은 새로운 거버넌스 모델과 공유된 스탠다드는 결과공유를 위하여 함께 일하는 파트너를 다양화하면서 정의시스템의 일관성을 증진시킨다.

현재 각국의 논의는 주로 노인과 장애인에 대한 복지정책을 경제와 산업으로 끌어올리려고 하므로 거버넌스의 큰 변화가 예고된다. 그리하여 복지의 대상인 돌봄

서비스의 외연을 넓혀 일자리 등 경제적 시각으로 보자는 것이 대부분 국가의 돌봄 정책의 무게중심인 듯하다. 그러나 돌봄 경제의 문제는 그 실천적, 정책적 실현수단의 강구에 앞서 철학적으로 사회정의의 문제이고 그 중에서도 젠더 저스티스의 문제라는 점을 잊으면 안된다. 따라서 지속가능한 돌봄 산업 육성을 위하여 만드는 로드맵은 이러한 정의의 관점에 맞게 작성해야 한다. 어린이와 노인 및 장애인에게 필요한 돌봄이 무임금 또는 저임금에도 불구하고 전통적으로 여성이 공급하였던 구조를 타파하고 이제는 공정과 형평을 핵심기준으로 삼는 정의의 관념에 맞게 돌봄 책임을 재분배할 때가 왔다. 이것이 한국에서도 현재 국제적으로 통용되는 인류의 보편적 가치, 즉 인권, 정의, 평화, 안전, 자유민주주의, 법치주의, 개발협력, 기후변화 대응 등에도 들어맞는 방향이라고 생각된다.



3 June 2021

## 저출산·고령화, 젠더평등, 그리고 지속가능한 돌봄사회

ENVISIONING GENDER EQUALITY AND A SUSTAINABLE,  
CARING SOCIETY FOR THE POST-PANDEMIC FUTURE

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### 세션 1 돌봄경제, 젠더평등, 그리고 지속가능한 미래

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카비타 람다스

오픈소사이어티재단 여성권익프로그램 디렉터

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### SESSION 1 CONNECTING CARE ECONOMY, GENDER EQUALITY, AND A SUSTAINABLE FUTURE

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#### Keynote speech

Anita Bhatia

Deputy Executive Director, UN Women /  
Former Director, Development Partner Relations, World Bank

#### Moderator

Ki-Soo Eun

Professor and Director of CTMS, GSIS, Seoul National University

#### Keynote panel

Sung-Sik Shin

Journalist, JoongAng Daily

Elissa Braunstein

Professor of Economics, Colorado State University

Ito Peng

Professor of Sociology and Public Policy and Director of Centre for  
Global Social Policy, University of Toronto

Jiyeun Chang

Senior Research Fellow, Korea Labor Institute

Kavita Ramdas

Director, Women's Rights Program, Open Society Foundations



# 돌봄 경제의 전제 조건

신 성 식

중앙일보 복지전문 기자

Sung-Sik Shin

Journalist, JoongAng Daily

돌봄 이슈는 세계가 닥친 공통의 문제

고령화와 밀접한 관계

한국은 65세 이상 노인 인구 비율이 15% 정도이나 2050년 35%에 도달

2050년 독일 프랑스 이탈리아 일본 폴란드 스페인 등의 OECD 회원국들의

고령화율이 30% 안팎에 도달

평균수명 연장과도 밀접한 관계

2050년 일본, 스위스, 이탈리아 스페인 오스트레일리아, 한국 이스라엘 아이슬란드 스웨덴 등의 국가들의 평균수명이 86~88세. OECD 회원국 멕시코 라트비아 두 나라만 빼고 80세 이상

중국도 평균수명이 2040년 세계 39위

돌봄 경제의 핵심은 노인 돌봄

누가 돌볼 것인가, 서유럽이나 북미는 가족 돌봄에서 사회 돌봄으로 전환

일본 한국 싱가포르 등은 가족 돌봄의 비중이 여전히 커. 일본과 한국에서 간병 휴직, 간병 살인이라는 사회현상이 등장할 정도.

산업화, 정보화로 인해 핵가족화, 1인 가구 증가 등의 전통적 가족 개념 희박해져.

서유럽이 그랬고, 한국 싱가포르 일본 등의 동아시아 중진국들이 따라가는 상황

고령화와 평균수명 증가는 노인 돌봄 부담이 커진다는 것. 핵가족화와 1인가구 증가는 영유아 돌봄, 초등학교 저학년 돌봄 부담 커진다는 것.

0~5세 아동, 초등학교 저학년, 노인 돌봄 문제를 해결하지 않으면 사회가 지탱하기 어려운 상황이 됨. 동아시아의 경우 이런 돌봄 부담의 90% 이상이 여성에게 집중돼 있어 여성의 경제적 육체적 부담을 가중하는 실정.

한국은 2008년 무렵 아동 돌봄과 노인 돌봄을 가족 부담에서 사회적 돌봄으로 전



환. 하지만 보육시설과 노인 요양원과 요양병원과 같은 인프라는 충분히 들어섰지만 돌봄 인력이 부족하고 전문성이 떨어지는 문제에 봉착. 갑작스런 고령화, 보육확대 때문에 만족도가 크게 떨어지는 상황. 부족한 복지재정도 문제.

어린이집 교사, 노인 시설 요양보호사의 95%가 여성. 일자리 확대에는 기여하고 가족 부담을 더는 데 어느 정도 기여했지만 돌봄 부담을 여성이 떠안는 문제는 여전.

게다가 아이가 태어나거나 초등학교에 입학하면 엄마가 회사를 그만두는 현상이 여전. 아이 돌봄이나 노인 돌봄을 제도가 완전하게 담당하지 못해 엄마나 딸이 돌봄 부담에서 해방되지 못하고 있어.

코로나로 인해 이런 부담이 여성에게 더 집중돼.

돌봄 경제의 핵심은 여성의 경제활동 보장. 사회 자원을 돌봄 인프라에 더 투입해야 여성의 돌봄 부담이 줄고, 역량을 끌어올릴 수 있고, 기업이나 사회에 기여할 수 있게 돼.

# Envisioning Gender Equality and a Sustainable Caring Society: Economic Growth

Elissa Braunstein  
Professor & Chair, Department of Economics  
Colorado State University  
Editor, *Feminist Economics*

## Some background: Feminist Macroeconomics



## How does care provisioning affect the structure and performance of the macroeconomy?

- **Social reproduction**

- The time and commodities it takes to maintain, invest in, and reproduce the labor force
- Economic growth models do not treat labor as produced or maintained



## The Demand Side: Economic Growth



Stylized types of economies		
	Wage- or Care-led	Inequality-led
<i>Relationship between gender equality in the labor market &amp; growth</i>	Positive	Negative
Characteristics		
<i>Caring spirits</i>	Strong	Weak
<i>Macro structure &amp; policy stance</i>	Developmental, employment-oriented	Dependent on foreign demand

**Caring spirits:** the tendency, whether determined by social norms, individual motivation, or public preferences as reflected in the structure of the social welfare state, to provide care (or support for care) for one's self and others in ways that add to current production and future economic productivity.

## The supply side: Distribution of care and social reproduction

	Stylized types of economies	
	High-road: Gender egalitarian	Low-road: Feminization of responsibility and obligation
<i>Time and financial costs of social reproduction</i>	Equitably distributed among women, men and the state	Women shoulder disproportionate share of the costs
<i>Effects of increased female labor force participation on care provisioning &amp; social reproduction</i>	Increase	Decrease
Characteristics		
<i>Unpaid care work</i>	Sharing between women & men	Low participation by men
<i>Public provision for care</i>	Strong	Weak
<i>Market care sector</i>	Extensive & high quality	Limited &/or low quality
<i>Labor market gender inequality</i>	Low	High

## Growth, Care & Social Reproduction

Demand: Growth	Supply: Distribution of social reproduction	
	Low-road: Feminization of responsibility and obligation	High-road: Gender egalitarian
Care-led: Strong caring spirits	<b>Time squeeze</b> Gender equality in the labor market is good for growth, but more market participation squeezes time and lowers human capacities production. <i>Growth is elusive or unstable.</i>	<b>Mutual</b> Gender equality in the labor market is good for growth, and more market participation increases human capacities production. <i>Growth and social reproduction reinforce one another.</i>
Inequality-led: Weak caring spirits	<b>Exploitation</b> More gender equality in the labor market lowers growth, and more market participation squeezes time and lowers human capacities production. <i>Growth is partly based on exploiting women's labor and human resources.</i>	<b>Wage squeeze</b> More gender equality in the labor market squeezes growth, but more market participation enhances human capacities production. <i>Growth is elusive or unstable.</i>

## Time paths of social reproduction regimes, 1990-2015

### Wage squeeze:

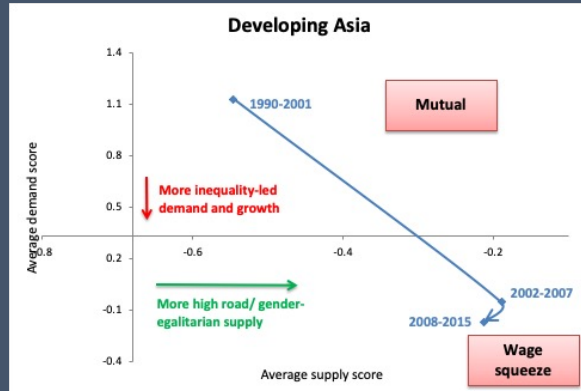
#### Inequality-led demand + high road distribution of social reproduction

More gender equality in the labor market squeezes growth, but more market participation enhances human capacities production.

*Growth is elusive or unstable.*

Wage squeeze → Mutual  
Inequality-led → Care-led demand

- Expand paid care services
- Higher wages for care workers
- Lower gender wage gap



## Some takeaways & open questions

1. Including **social reproduction** as a source of **current consumption** and **future productivity growth** is essential to understanding how macro policy affects growth and development
  - *Gender inequality in providing care is then central to that potential*
2. **Short- and long-term drivers of 'extended' investment**
  - Consumption and time as investment in human capacities
3. **Feminist perspectives can improve macro policy effectiveness**

Thank you!

# CONNECTING CARE ECONOMY, GENDER EQUALITY, AND A SUSTAINABLE FUTURE: towards a more sustainable care worker migration

Ito Peng

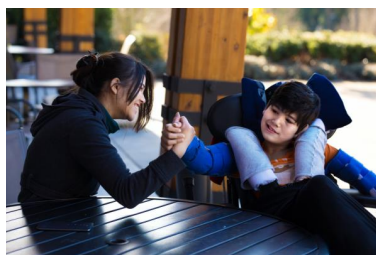
University of Toronto

presented via zoom at THE CARE ECONOMY IN KOREA: Beyond COVID-19 and Towards a Sustainable Caring Society  
Seoul, Korea.

1-3 June 2021 (North America)/2-4 June 2021 (Korea)



***COVID-19 pandemic has exposed the importance of care and care work, and how our economies and social functioning depend on the invisible work of care.***



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***But as we begin contemplating the post-COVID future, policy conversations are beginning to focus on pathways to recovery and systemic resilience.***



**Systemic resilience:** the potential or ability of social and economic systems to rebound after endogenous and/or exogenous shocks.

A systemic shock can crack open social and economic fault-lines leading to disruptions and collapse of functions that cascade down the social and economic chains, but it also creates openings for change.

A resilient systemic response must capitalize on these openings to rebuild.

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## **Impacts of the pandemic on care, care work and care migration**

- studies show that women, people of colour, Indigenous people, immigrants and low-income families have been disproportionately and adversely affected.
  - **USA** – the rates of age-adjusted COVID deaths amongst Indigenous, Black and Latino peoples are more than twice that of the White population (AMP Research Lab, 2021; CDC, 2021).
  - **Canada** – In Toronto, racialized group make up 52% of total population, yet they accounted for 77% of reported COVID cases. In particular, South and Southeast Asians and Indo Caribbean people make up 20% of total population, but they accounted for 39% of total reported COVID cases (City of Toronto, 2021; Etowa and Hyman, 2021).
  - **UK** – COVID-19 case and death rates are significantly higher among Black and Asian populations than White population (Public Health England, 2020).

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**There are also a growing research on the impact of the COVID pandemic on care workers.**

But there is a group care workers whose situations and conditions during the pandemic are much less known - migrant care workers.

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**We know little about the impacts of the pandemic on migrant workers, particularly female migrant workers.**

This is because of scarce data and difficulties collecting data on these workers due to geographic and housing isolation and the restrictions in their mobilities and access to resources.



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## **Asia Pacific is an important region in relation to care migration because...**

- It has the world's largest population: 4.6 billion people—60% of world's population (UNESCAP, 2020).
  - has the world's largest number of 65+ population – 260 million in East and Southeastern Asia vs 200 million in Europe (UNDESA, 2020)
- 93 million international migrants (34% of global migrant stock) (UNDESA, 2019)
- The world's largest supplier of foreign healthcare and careworkers, and the largest recipient of care and domestic workers.

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## **Impacts of the pandemic on migrant care workers in the Asia Pacific region**

- Migrant workers
  - mobility restrictions and confinements.
    - e.g. Case of migrant direct care workers in Wuhan (Yang, 2020).
  - increased work, increased employer demands, reduced wage, wage cuts, unemployment, less food (UNESCAP, 2020; HOME, 2020; Antona, 2020).
  - mental health concerns, gender-based violence (Summers, 2020; UNESCAP, 2020).
  - travel bans and stranded in the airports and shelters.
- Migrant workers' families and sending countries
  - decline in remittances
    - estimated global remittances drop of \$57.6 billion (9.7%) in 2020 as a result of COVID (ADB, 2020)
    - Asia-Pacific region to see a decline by \$31.4 billion (ADB, 2020)

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# Systemic resilience

## *The good news, sort of...*

Some receiving country governments are adjusting policies to retain, recruit and increase the supply of care workers.

- **Europe** – some governments have extended work visas, made exceptions to travel bans, and/or granted temporary status to migrants if they work or will work in essential sectors (Anderson, et al. 2020).
- **Canada** – call in the Army to help out in LTC homes; established paid training programs for LTC workers with assured employment plus a COVID-emergency wage premium upon obtaining a certificate; inviting domestic and foreign students, unemployed, immigrants, and refugees and asylum seekers to take the training with and offer of employment once they complete their training (Canada-National Defence, 2020; CBC, 2020).

## *The bad news..*

There are shortages of essential care workers almost everywhere despite the effort.

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# What's wrong with our current global care system?

Our current care systems are heavily dependent on global care worker supply chain.

- same concept as Hochschild's (2000) global care chain, but we need to pay attention to the tensivity and multiple global actors involved in the supply chain.
  - individuals, organizations, businesses, and states all contribute to shaping and maintaining the types of care migration, and the who, how and where of migrations.
  - efficiency-driven premise of the global care worker supply chain has made it tight and bare-bone lean, leaving no room for flexible response to systemic shocks.
- the COVID lockdown and border closures = the global care worker supply chain paralysis.
  - cascading social and economic impacts of the systemic paralysis for both sending and receiving countries, and intensifying global care crisis.

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# **Towards a more sustainable, resilient global care worker migration system**

1. build local and national care capacities (redundancies) in both receiving and sending countries.
  - invest in human capital and social infrastructures for care, including more standardized and better training, and even certification for careworkers, if necessary.
  - less dependence of global care worker pipeline.
2. multilateral accord requiring both receiving and sending countries to adhere.
  - basic labour standards for and treatment of domestic and foreign care workforces, including recognizing training requirements and certification, wage levels, and employment standards.
  - e.g. modified version of Japan's EPA for care workers.

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## **Can we do this?**

- The moment is right
  - COVID has opened eyes to the care issue and its importance in supporting healthy economy and society.
  - political support for big government
- Continuing demands for care workers in both receiving and sending countries.
- Some positive signs
  - US – Biden administration's \$1.9 trillion COVID relief bill + commitment for \$775 billion in care over 10 years.
  - Canada – intention to spend 3-4% GDP (\$70 – \$100 billion) between 2021 and 2024 on childcare and green recovery initiatives.
  - New understanding about employment generation, gender equality and inclusion through investment in social infrastructures.

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## What about Korea?

- There is a renewed government interest and commitment to investing in social infrastructure and the care economy.
  - The key issue is to move from provision to quality, inclusion and governance
  - It has to be more than Ministry of Gender Equality and Family mandate: need to include other sectors of the government, including Office of Government Policy Coordination, and Ministries of Economy and Finance, Employment and Labor, Health and Welfare, justice and Education.
- There is a potential for government, business and civil society collaborations and partnerships in the care economy in Korea.
  - e.g. POSCO
- There is already a large population of migrant care workers working in the field and contributing to the economy, and who are ethnic Koreans, who speak Korean, and who know Korean culture and context.
  - This is an opportunity to include them in the economy and society.

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For an article on this, please see: Peng, Ito. 2021. "Systemic Resilience and Carework: An Asia-Pacific Perspective"  
<https://migrationpolicycentre.eu/docs/migreshub/MigResHub-think-piece-No7.pdf>

## Thank you!

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Project Website: <https://cgsp-cpsm.ca/>

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## Socialization of Care: gender and social class implication

Jiyeun Chang  
Korea Labor Institute

### Socialization of care

Economic Value & Social Contribution of Care Work

⇒ Socialization of Care: gender and social stratificational impact

Social disregard for care work and low wages for paid care work are closely related and reinforcing each other.

Socialization of care(state intervention) is necessary to avoid a society where only a low level of care remains.

## Socialization of care

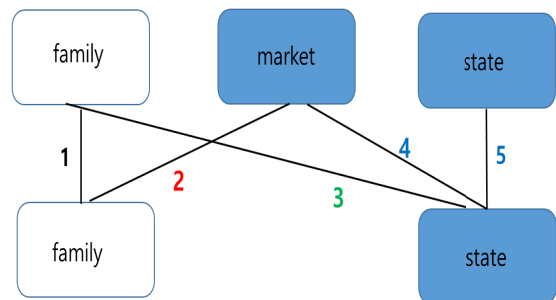
Two dimensions of socialization of care:

- Socialization of care **cost**
- Socialization of care **work**

Two strategies of socialization of care work

- ① re-commodification + de-familization of care work *type 4 or 5*
- ② re-familization *type 3*

Care **Work**: familization → socialization



Care **Cost**: familization → socialization

## Socialization of care

Which path of socialization of care?

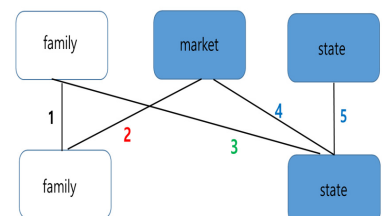
Two criteria:

- ① Which method is more helpful for **gender equality**?
- ② Which method is more helpful in expanding the options of **the low-income class**?

Research questions:

- ① Under what conditions does the market wage for care work increase?
- ② Which income class is most benefited with the socialization of care policy?

Care **Work**: familization → socialization



Care **Cost**: familization → socialization

## Market wage of care work

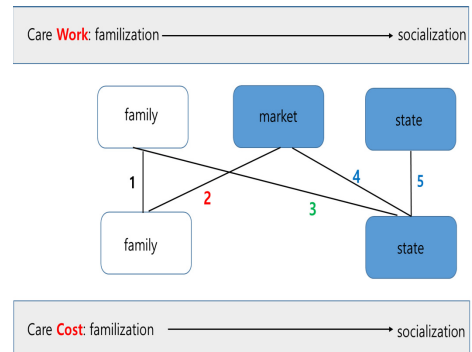
### Under what conditions does the market wage for care work increase?

Q 1. Even after controlling for human capital variables such as educational background and tenure, do caregiving jobs have lower wages compared to other jobs? **Yes**

Q 2. Has the relative wage level of caring jobs been trending up?

Q 3. In the health and social welfare service industry, are the wages of care workers higher than those of domestic care workers? Does socialization of care costs improve the market value of care jobs? **Yes**

This question is to compare **type 2** vs. **type 4 or 5**.

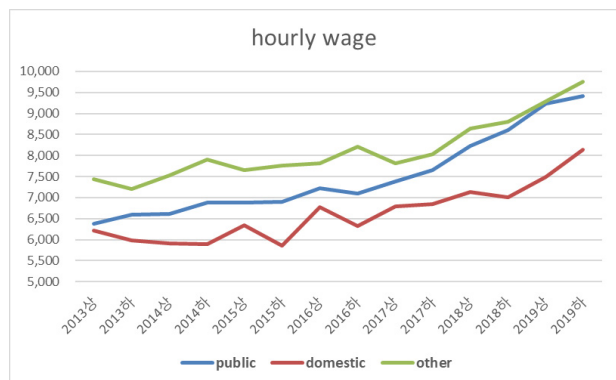
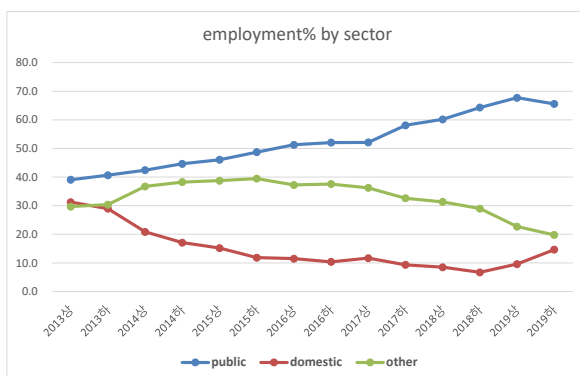


## Market wage of care work

composition of care workers by sectors: increase of public sector from 40% to 65% (2012-2019)

hourly wage of care workers:

public == health & social welfare service industry





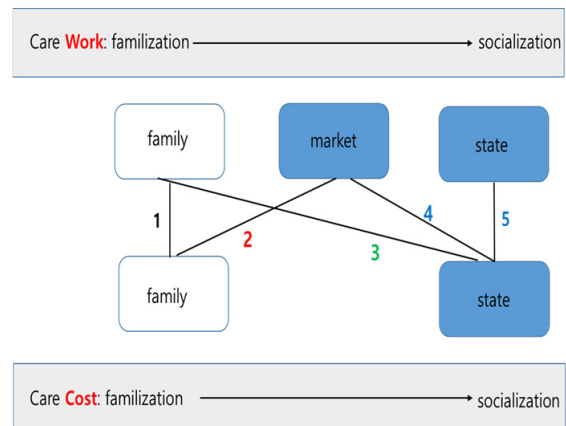
## Social class implication

Which income class is most benefited with the socialization of care policy?

**Parental Leave Benefits (Type 3-1):**  
Type 3 & paid only to wage-earners

**Family Childcare Allowance (Type 3-2):**  
Type 3 & benefits for family not using daycare

**Childcare Service (Type 4 or 5):**



## Social class implication

Which income class is most benefited with the socialization of care policy?

1. The sum of all three benefits
2. Which income class does intensively use each type of care socialization?

**Parental Leave Benefits (Type 3-1): Type 3 & paid only to wage-earners**

Although it is difficult to say that there is a linear relationship with the income level, high income households are more likely to receive benefits than low income HH.

**Family Childcare Allowance (Type 3-2): Type 3 & benefits for family not using daycare**

The lower your income, the higher your chances of receiving it.

Childcare/education opportunities for low-income children can be limited. It can also negatively affect the mother's job search opportunities.

**Childcare Service (Type 4 or 5):**

Higher-income HHs are more likely to receive it, but it depends on the mother's employment status. HHs with not-employed mothers from low-income families are the most passive in using childcare services.

## Summary

- An approach that distinguishes between the socialization of **care costs** and the socialization of **care work** is useful.
- I propose to consider what will help **expand gender equality and the options of the low-income class** as important criteria when deciding what kind of combination to carry out caring socialization.





3 June 2021

## 저출산·고령화, 젠더평등, 그리고 지속가능한 돌봄사회

ENVISIONING GENDER EQUALITY AND A SUSTAINABLE,  
CARING SOCIETY FOR THE POST-PANDEMIC FUTURE

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### 세션 2 젠더평등과 코로나19 이후의 돌봄사회

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#### 기조발표

에미코 오치아이

일본 교토대학교 사회학과 교수 / 아시아공간연구센터 센터장

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### SESSION 2 IMAGINING THE TRANSFORMATION TOWARDS A GENDER-EQUAL, CARING SOCIETY

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#### Keynote speech

Emiko Ochiai

Professor of Sociology and Director of Asian Research Center for  
Intimate & Public Spheres, Kyoto University



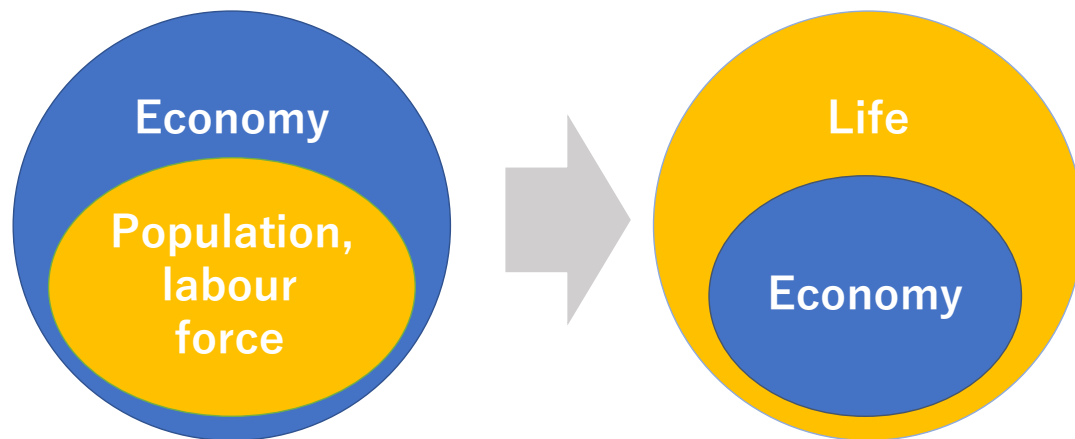
# Gender Issues and the Care Crisis as Revealed by COVID-19

OCHIAI Emiko  
Kyoto University

## Caring Society

Society and Social Science That Embraces Life

## Life before Economy



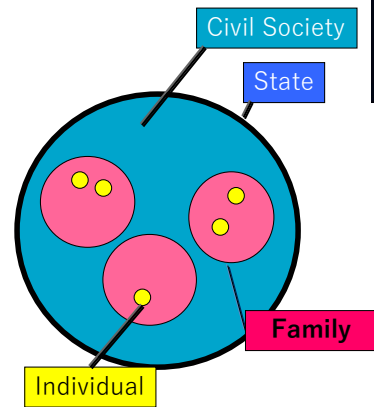
## Invisible life and care

- Life
- Care=the activities to support life
- Carers who take care of vulnerable others are also vulnerable in the society where care is not valued.
- Life and care are not visible and not valued in the modern society.

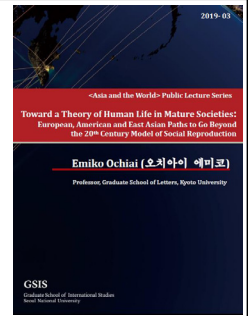
## The 20<sup>th</sup>-century system of social reproduction (Ochiai 2019)

- (1) Keynesian welfare state
- (2) Fordist production system
- (3) Modern family with the “male breadwinner-female housewife” type gender division

- Human reproduction was outsourced to the family.
- Familialization of care



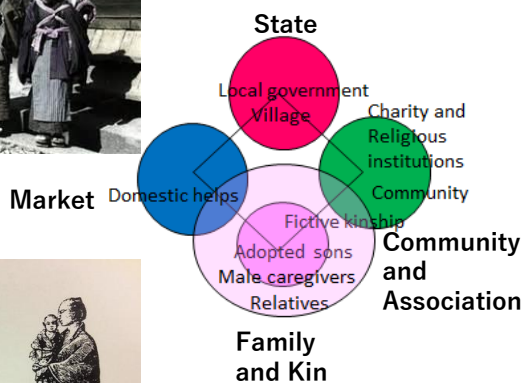
The Hegelian Modernity (Ochiai 2014)



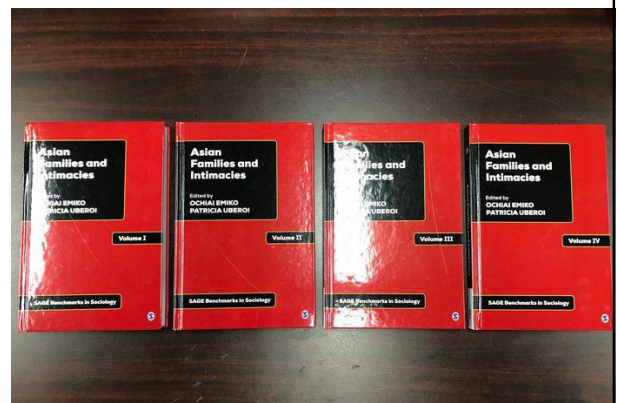
## Care provision before the “20<sup>th</sup>-century system”



Care Diamond in Asian History



Ochiai and Uberoi eds.  
*Asian Families and Intimacies*  
(Sage, 2021)



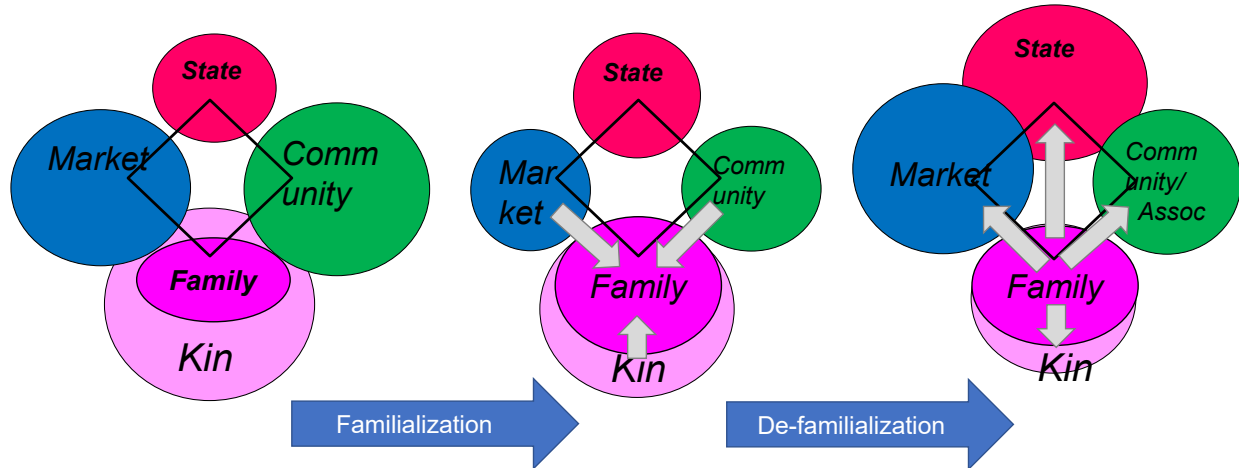


## Familialization and Defamilialization of Care

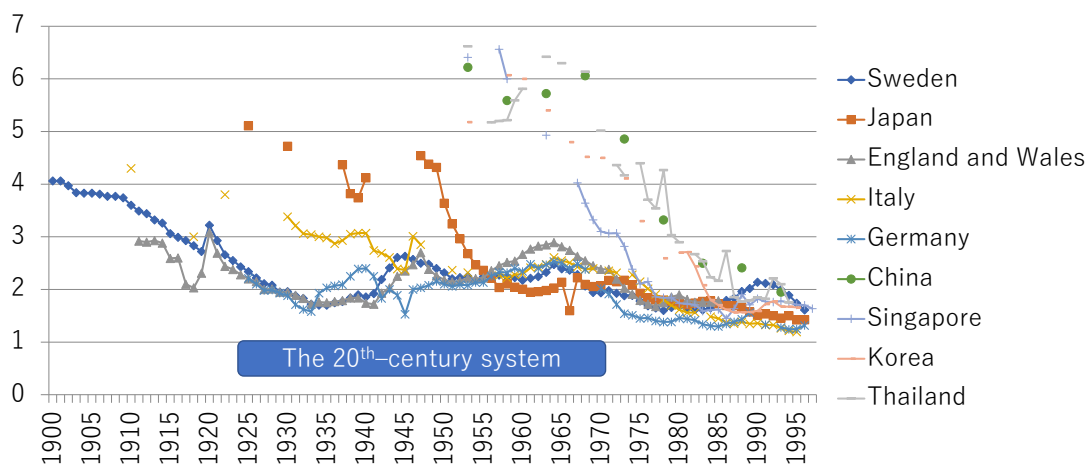
Pre-modernity

First Modernity

Second Modernity



## Demographic transitions and the transformation of modernity



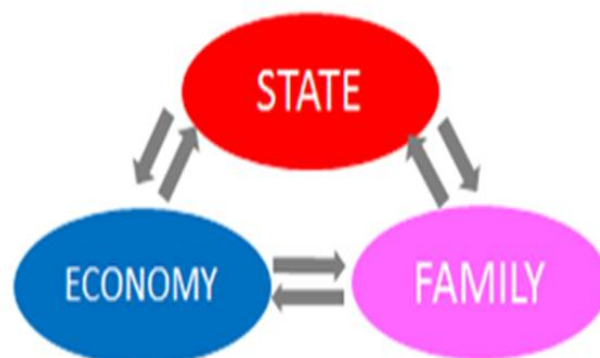
## Caring Economy

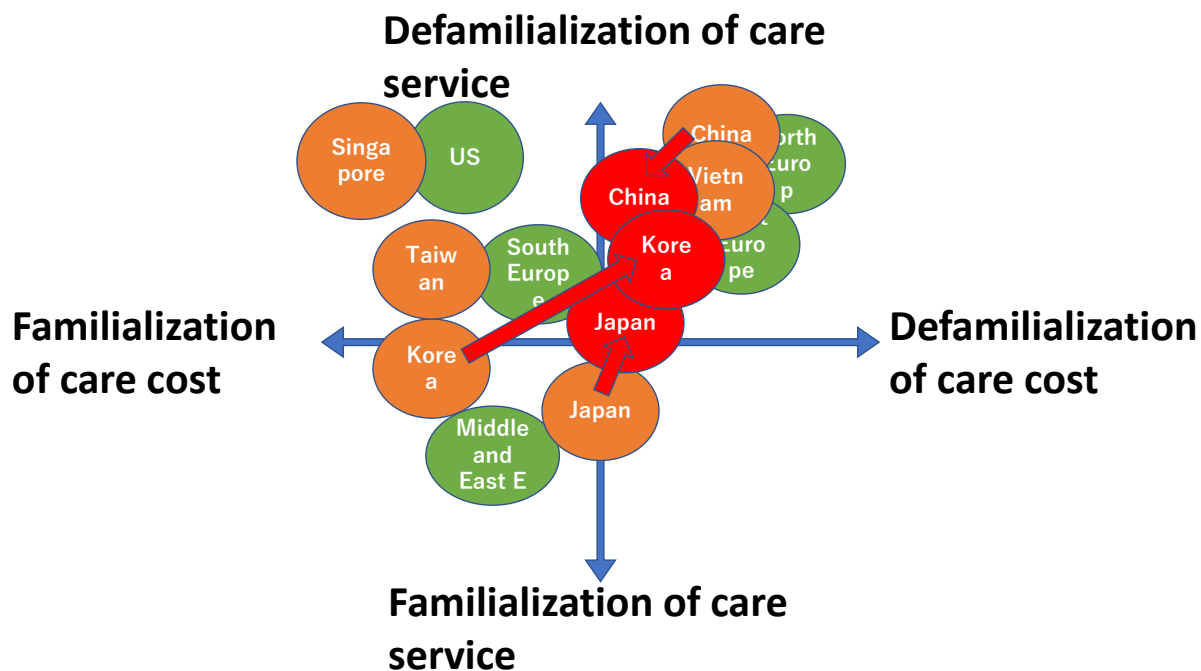
“The system of relations, institutions, and processes concerned with the production, consumption, distribution, and circulation of goods and services to support human life. ”

“The concept of economy needs to be widened so as to include not only **marketized activities**, but also **domestic labor** and **state welfare**.”

(Sylvia Walby 2009)

## Three sector model of social reproduction

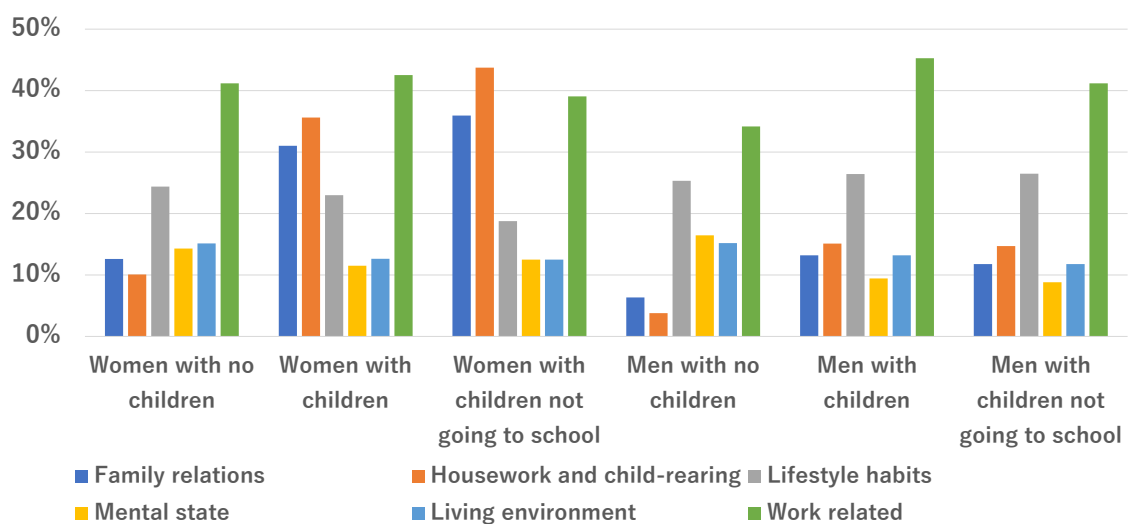




Gender Issues and the Care Crisis  
as Revealed by COVID-19

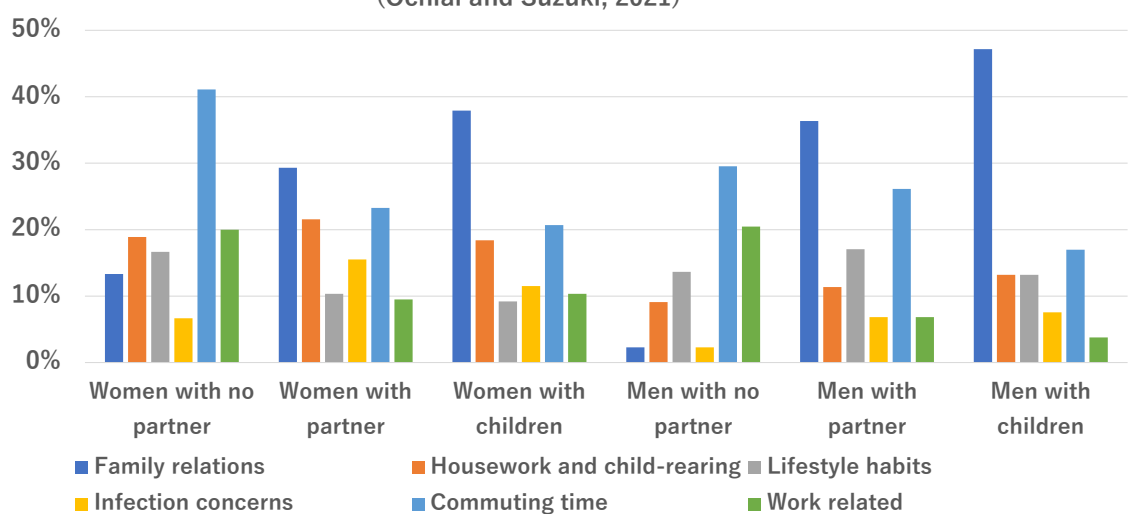
## Problems Caused by Working From Home

(Ochiai and Suzuki, 2021)



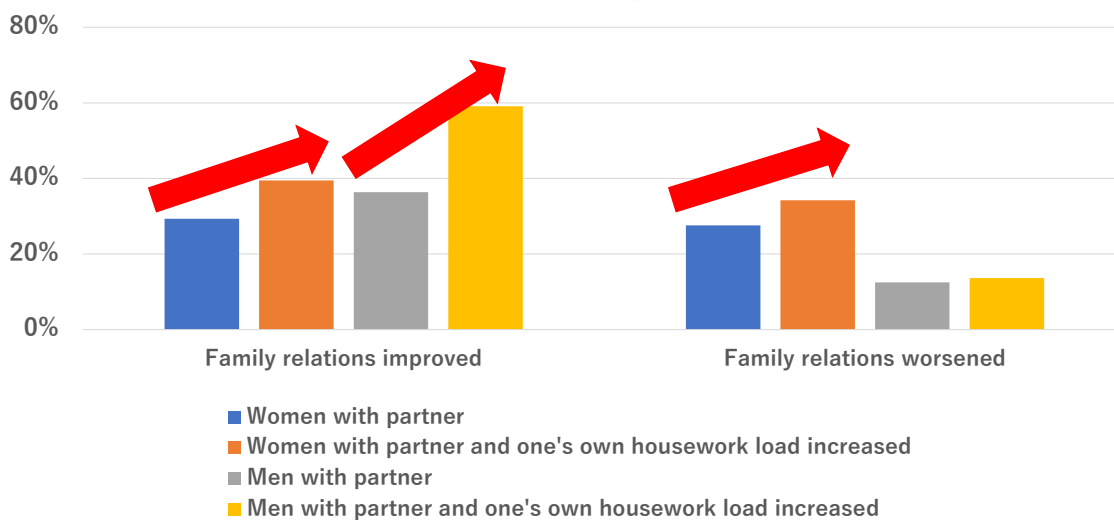
## Advantages of Working From Home

(Ochiai and Suzuki, 2021)



### Increased Housework Loads and Perception of Improving/Worsening Family Relations

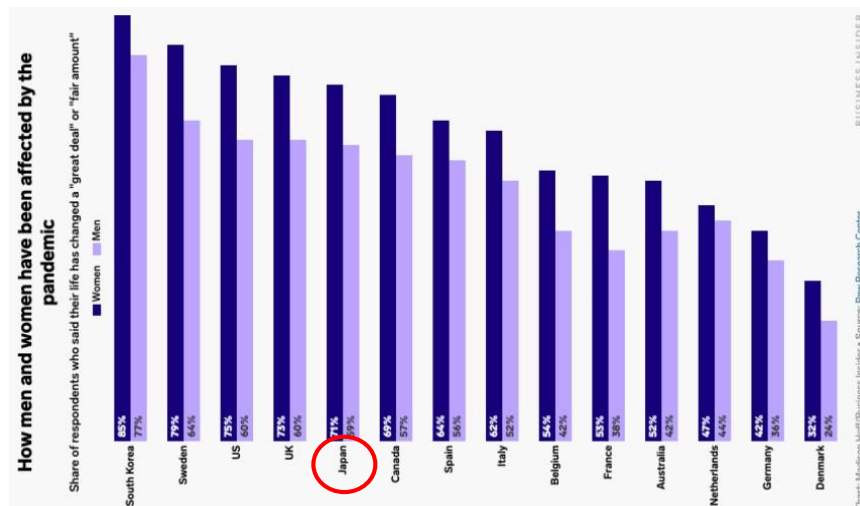
(Ochiai and Suzuki, 2021)



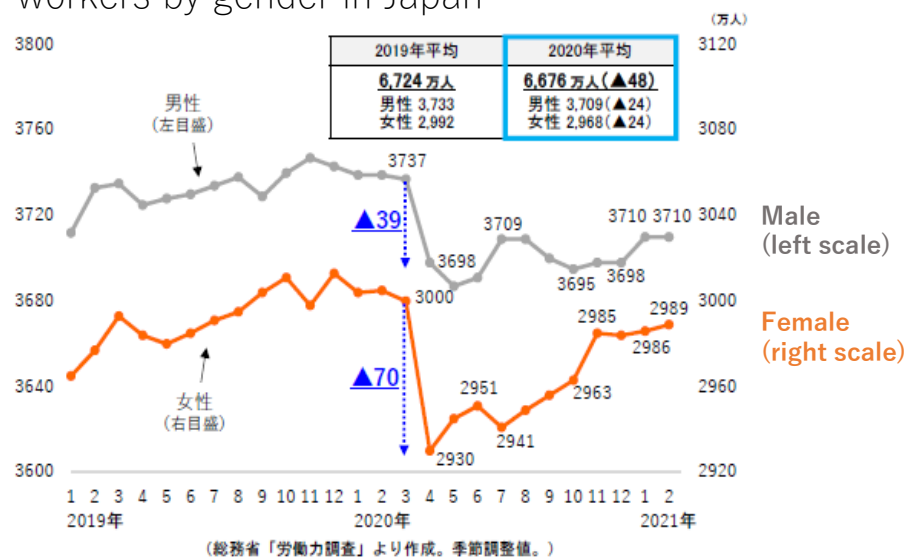
## Gender and care issues at home

- The COVID-19 pandemic has caused the “refamilization of care” on a large scale, thanks to a retreat by social care (school and kindergarten closures, reductions in care services, etc.) and an increase in housework (more eating at home, recuperating at home, etc.).
- We seem to have regressed somewhat from the defamilization of care that started in the 1970s
- The uneven distribution by gender of unpaid labour at home.
- On the other hand, not a few men and women saw the modest increase in housework and child-rearing time positively. Housework and care are labour, but also a major part of life.

- The ratio of people responding “Majorly” or “Fairly” to how much the COVID-19 pandemic had affected their own lives was always higher for women than men in all 14 countries surveyed (Pew Research Center)



## Number of workers by gender in Japan



The Cabinet Office's Gender Equality, the Research Society for Effects and Issues of COVID-19 on Women

## Stronger impacts on women's employment

She-  
cession

- Three reasons;

(1) The type of industries where many women work--restaurants, lifestyle and leisure, and accommodation

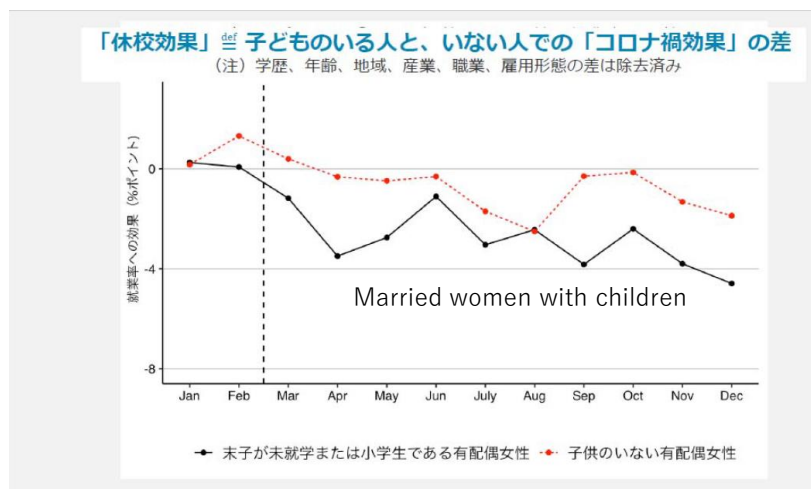
\*Medical treatment and welfare—increasing employment but at high risk for infection

(2) Non-standard employment

(3) The effect of increased housework and care burden

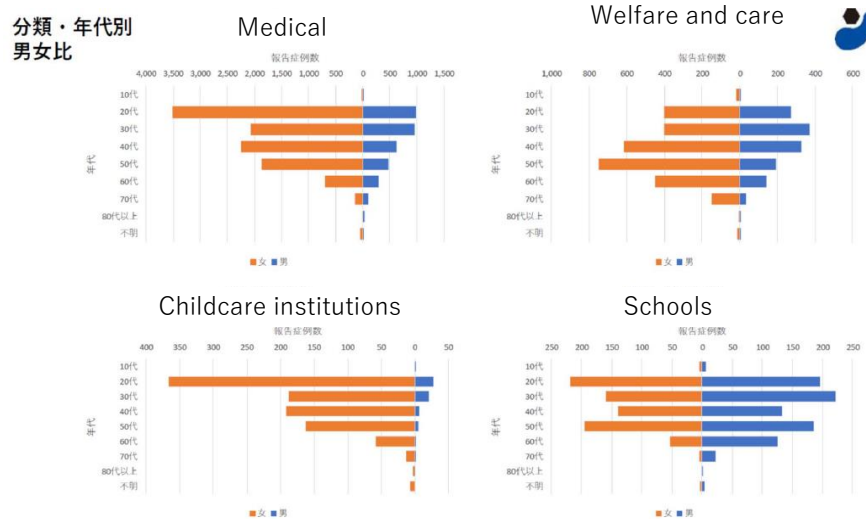
Women  
as  
carers

Married women's employment rates by the presence of children in elementary school or younger



The Cabinet Office's Gender Equality, the Research Society for Effects and Issues of COVID-19 on Women

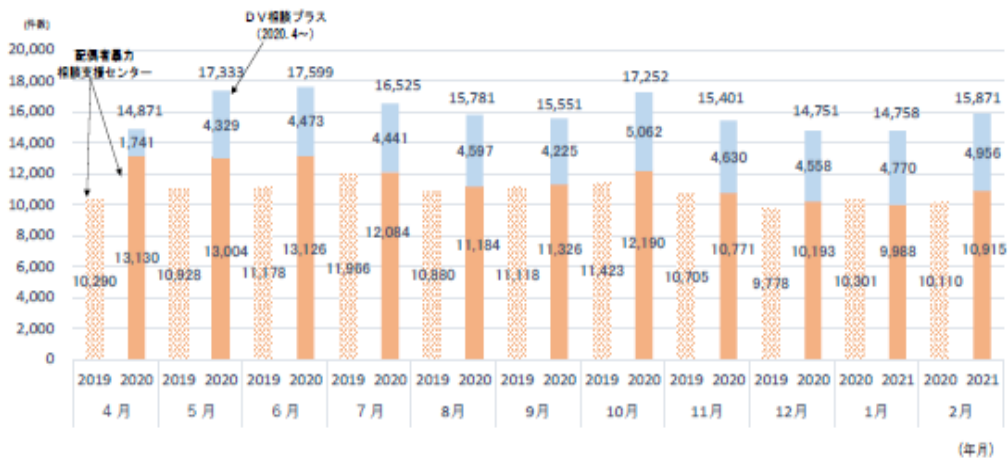
## COVID-19 Infections by occupation, gender and age



The Cabinet Office's Gender Equality, the Research Society for Effects and Issues of COVID-19 on Women

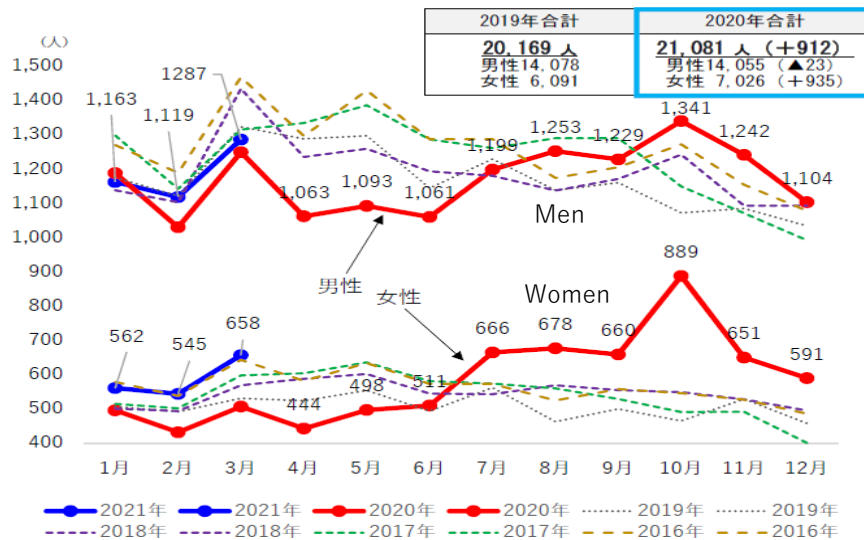
## Reported DV cases

The number of consultations between April 2020 and February 2021 was about 1.5 times that of the previous year.





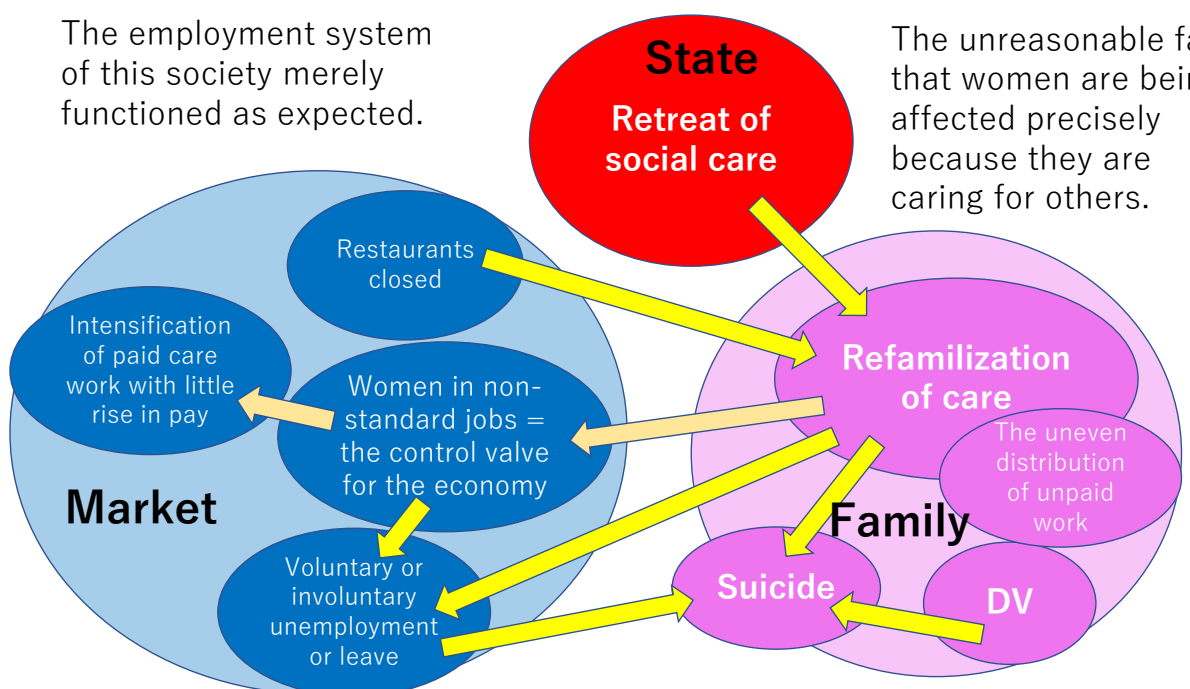
## Suicide cases: 83% increase for women in October



- “Housewives”
- “People living on pensions or employment insurance, etc.”
- “High school students”
- the large increase in suicides among women living with someone

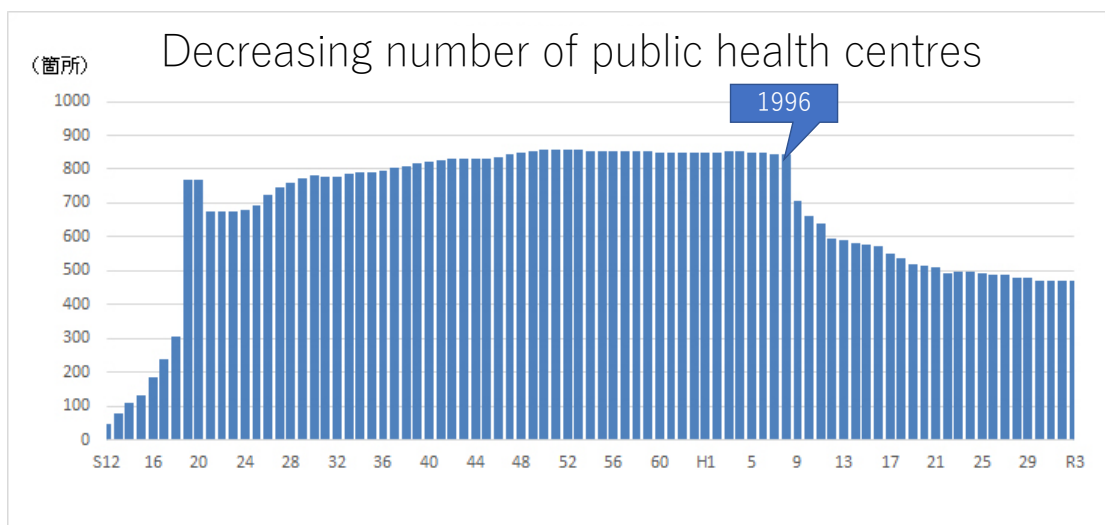
The Cabinet Office's Gender Equality, the Research Society for Effects and Issues of COVID-19 on Women

The employment system of this society merely functioned as expected.



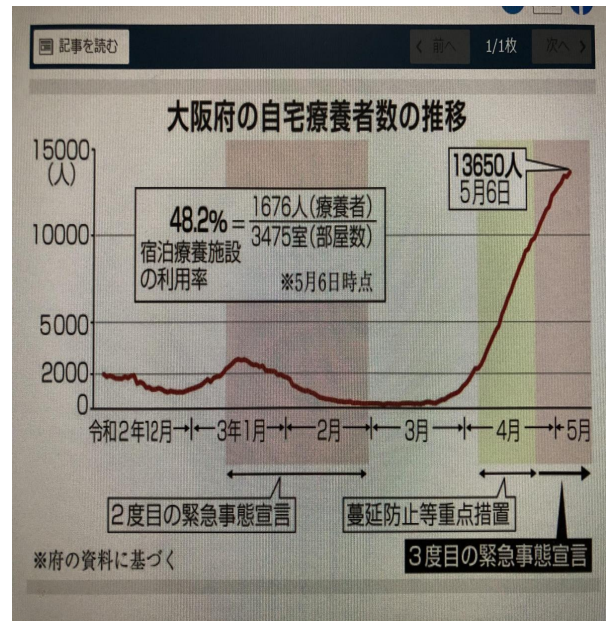
# Gender Issues in Public Services and Public Labour

## Impacts of “administrative reforms” on public services



## Osaka as a case

- The number of patients being treated at home as of 10th May 2021 was 14,504.
- The usage rate of accommodation-based recuperation facilities remains low, at 43.4% because the office work at public health centres to assign people to these hotels cannot keep up with the expanding numbers of patients.

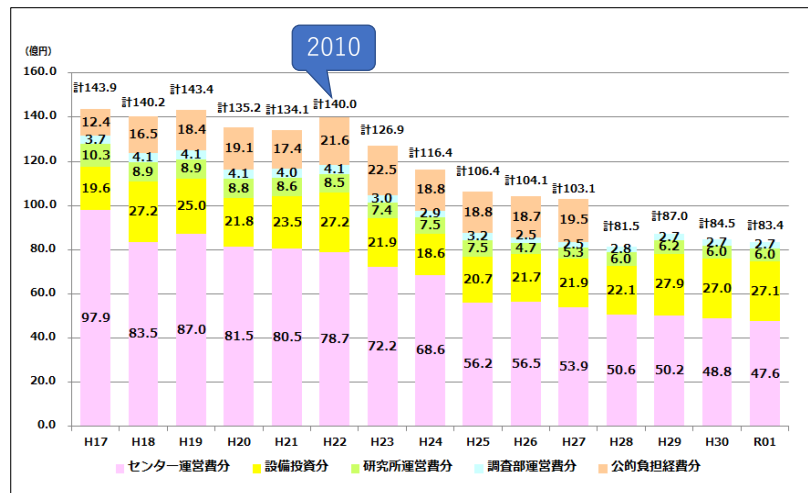


## A personal experience of a patient in Osaka

- 16 April: Got a message from the city's Health and Welfare Department saying that today was the end of my recuperation period. Later, the food to help me in my recuperation period was finally delivered.
- In contrast to the efficient delivery in Korea ⇒

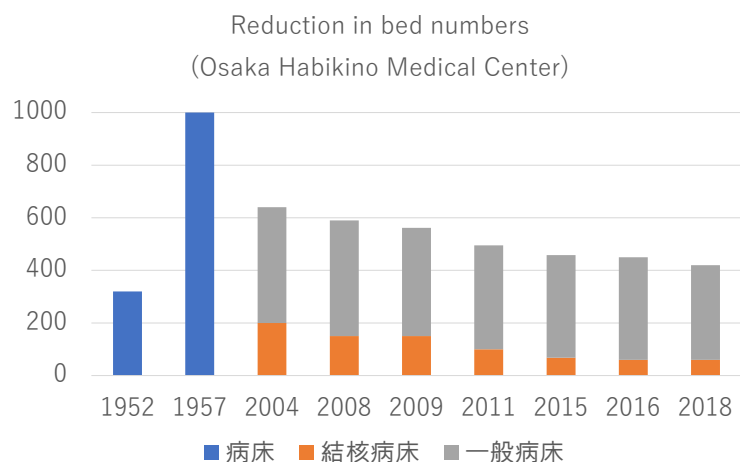


## Reduction in the budget from Osaka City to the Osaka Prefectural Hospital Organization



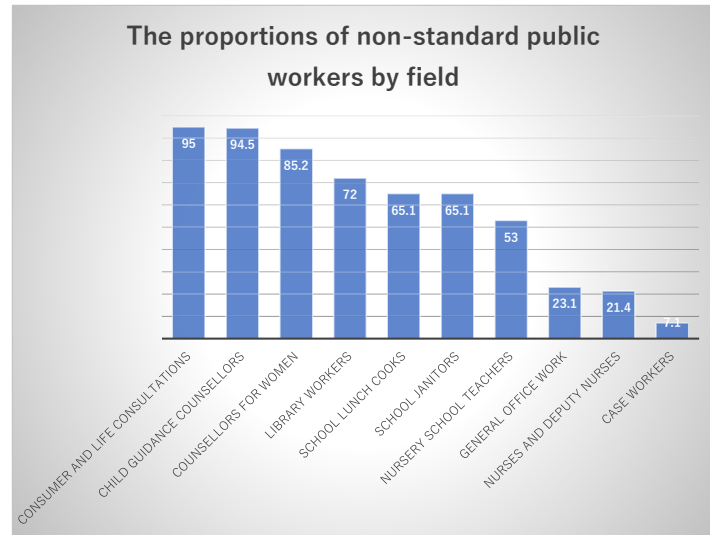
## The reduction in bed numbers in public hospitals as a national policy

- a specialist hospital focusing on respiratory diseases and infections established in 1952.



## Gender Issues in Public Services

- Public services relying on female non-standard workers
- About 40% of official work carried out by local authorities is actually done by non-standard workers.
- 75% of them are female.



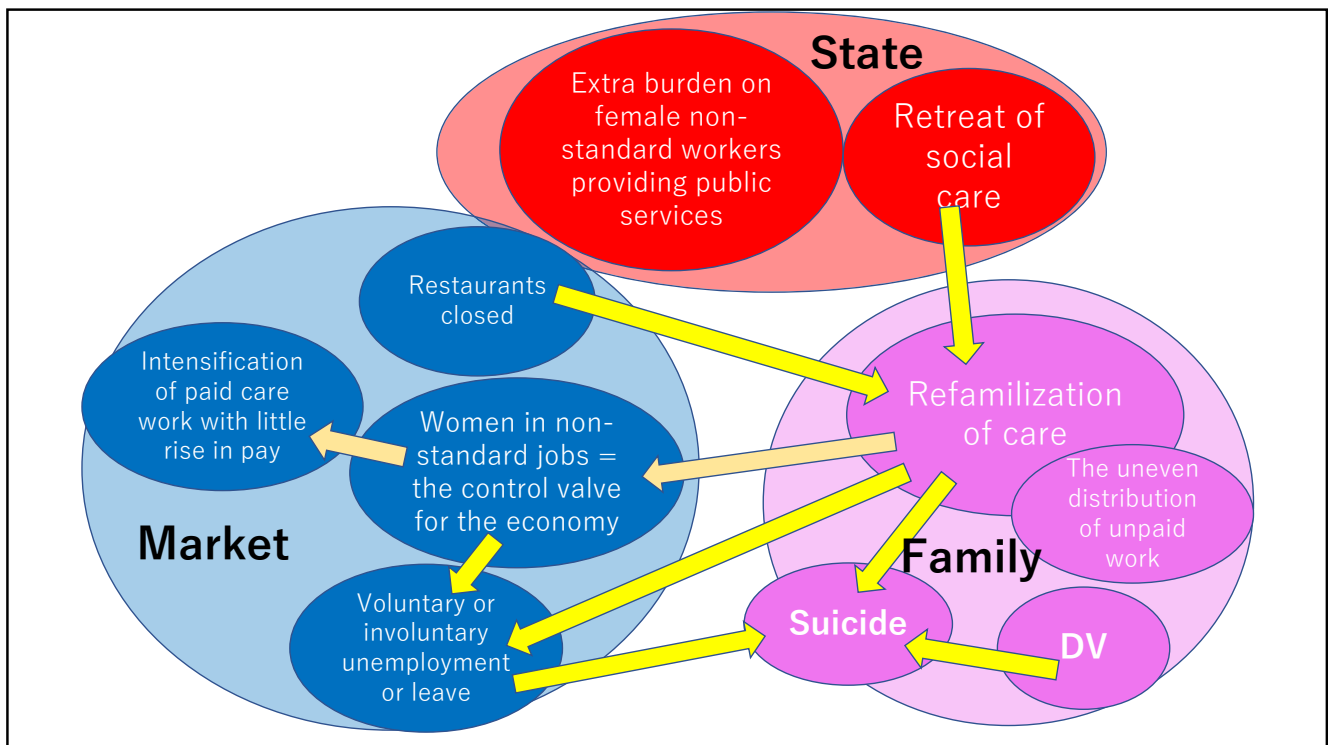
## Female non-standard workers providing support for those suffered from COVID-19

- The public workers who supported those who suffered from COVID-19 were mostly female non-standard workers.
- The inefficient and insufficient public services are the result of the budget cut and downsizing of the public sector.
- The job-placement office staff who helped people who lost their jobs thanks to COVID-19
- The nursery school teachers and after-school childcare staff who maintained social care while exposing themselves to the risk of infection
- The women's issues counsellors who did their best to support women subjected to domestic violence
- The community centre workers who did their best to help old people maintain their muscle tone as opportunities for exercise diminished.

## Cases of women's issues counsellors

- Even though a salary of 100,000 yen a month, without being able to have a second job, is unliveable, many women's issues counsellors were going without necessities to buy books and take training. The pandemic has made consultations from women more common and more complex, and these counsellors had never worked as hard as now, and yet are paid no overtime at all. Over and above that, they had to serve as counsellors for women put into hotels under the Cabinet Office's Domestic Violence Plus system, but no additional counsellors were hired.

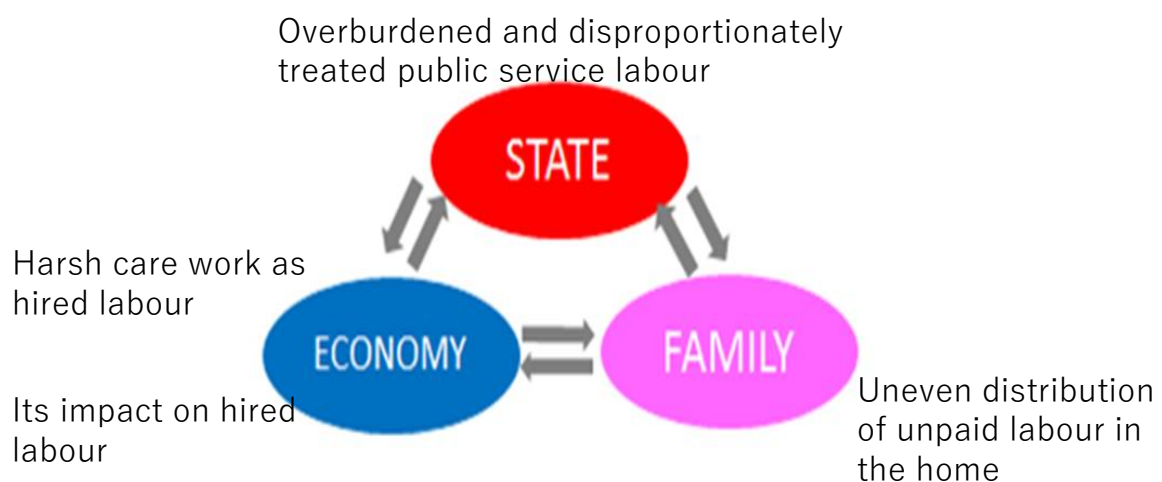
(From the emergency online meeting, "Civil Working Poor Women" held on 20 March 2021)



# Caring Society

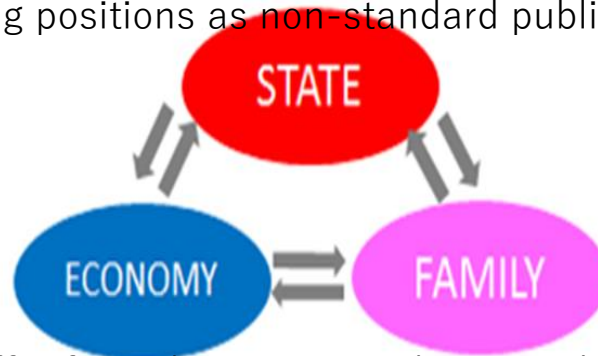
Society and Social Science That Embraces Life

## Multi-layered structure of gender issues revealed by COVID-19



## Multi-layered structure of gender issues revealed by COVID-19

- When they need public support, it is also women who try hard to provide public services in spite of their own unrewarding positions as non-standard public labourers.



Not only carers but also the supporters of carers are devalued and vulnerable in this society.

- Women suffer from the “intimacy disease” thanks to their roles in taking care of others in their families or workplaces.

## The wider sense of care as the necessary work for social reproduction

- Not only carers but also the supporters of carers in the public sector are devalued and vulnerable in this society.
- If we use the wider definition of care as “activities to support life”, we see that the value of care has not been properly appreciated, and so the time and effort spent on it are not considered as the necessary work hours to keep society moving.
- All the problems are accumulating on women.
- The wider sense of care should be considered as the necessary work for social reproduction.



## A rebuilding plan with a gender perspective

- A rebuilding plan with a gender perspective is necessary for the construction of the “new normal” after COVID-19.
- Gender equality is an indicator that measures whether care is positioned appropriately in society, and whether “a society that encompasses life” has been achieved.
- Gender statistics
- Gender assessment of policies

## Urgent issues

- Urgent issues
- ①The drop in female labour force participation
- ②The envisaged dangerously low fertility
- ③The refamilialization of care
- (1)The reconstruction of social care
- (2)New working styles that allow a work-life balance
- (3)Revision of neoliberal downsizing policies and the construction of decent public service labour

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3 June 2021

## 저출산·고령화, 젠더평등, 그리고 지속가능한 돌봄사회

ENVISIONING GENDER EQUALITY AND A SUSTAINABLE,  
CARING SOCIETY FOR THE POST-PANDEMIC FUTURE

### 세션 3 현장의 목소리: 코로나19의 현재와 돌봄의 미래

#### 사회

문현아 서울대학교 국제이주와 포용사회센터 책임연구원

#### 라운드 테이블

변혜진 연구공동체 건강과대안 상임연구위원  
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정슬아 한국여성민우회 여성노동팀 팀장  
조기현 전 청년불평등완화 대화기구 공동위원장 / <아빠의 아빠가 됐다> 저자  
허오영숙 한국이주여성인권센터 상임대표

#### 기획영상

강미정 & 김정덕 정치하는엄마들 활동가 | 정치하는엄마들 활동가  
강주성 간병시민연대 활동가  
김철수 애심간병인협회장  
이현림 민주노총 공공운수 보육지부 초대지부장  
전지현 전국요양서비스노동조합 사무처장

### SESSION 3 INFORMING THE CARE AGENDA IN SOUTH KOREA: VOICES FROM THE FIELD

#### Moderator

Hyuna Moon Senior Research Fellow, CTMS

#### Roundtable

Hye-Jin Byeon Senior Research Fellow, Center for Health and Social Change  
Kyoung Min Yi Manager, Committee for Fair Labor Society, People's Solidarity for Participatory Democracy  
Seulah Jung Manager, Women's Labor Team, Womenlink  
Gi-Hyun Jo Former Co-Chairman, Youth Inequality Council / Author of *The Narrative of a Young Carer: Becoming a Father of My Father*  
Young Sug Heo Representative, Women Migrants Human Rights Center of Korea



3 June 2021

## 저출산·고령화, 젠더평등, 그리고 지속가능한 돌봄사회

ENVISIONING GENDER EQUALITY AND A SUSTAINABLE,  
CARING SOCIETY FOR THE POST-PANDEMIC FUTURE

### Special clip

Mi-Jung Kang &  
Jeong-Duck Kim

Activist, Political Mamas |  
Activist, Political Mamas

Joo-Sung Kang

Activist, Caregiver Citizens' Solidarity / Former President, Health  
Right Network

Chul-Soo Kim

President, Aesim Association of Care Providers

Hyun Lim Lee

First Chairperson, National Childcare Workers' Union

Ji Hyeon Jeon

Secretary-General, National Union of Long-Term Care Workers

## 라운드 테이블 발언 메모

허오영숙

한국이주여성인권센터

Young Sug Heo

Representative, Women Migrants Human Rights Center of Korea

코로나 이전에도 이주민은 배제의 대상이었다. 코로나 팬더믹은 정부로 하여금 이주민 배제를 노골적으로 드러내게 하였다. 강력한 한국어 단일언어 사회인 한국사회에서 코로나와 관련 공식 정보는 모두 한국어로만 제공되었다. 국경폐쇄나 항공편 운항 중단 등으로 체류 상태나 비자 관련 변화 등 이주민에게 중요한 정보도 다 한국어로 제공되지 않았다.

이주민 학부모들은 갑자기 진행된 온라인 학습 전환 등의 정보 자체를 따라가기 힘들었고, 온라인 학습에 대한 지원을 받기도 어려웠다. 돌봄 공백이 생긴 모든 집에서 나타난 문제와 더불어 이주민 학부모들이 마주한 언어의 문제는 컸다.

한편 간병인, 요양보호사 등 돌봄 노동시장에서 일하는 이주민들에 대한 보호는 중요하게 인식되지 않았다. 코로나 상황에서 보건 의료 분야의 간호사나 의사 등 의료인은 필수인력으로 인식되었지만 간병인 등 돌봄 노동자는 관심밖이었다. 초기에는 이주민 간병인들에게 마스크조차 지급되지 않아 이주민 NGO들이 지급을 하기도 했다.

코로나 관련 국가 지원책에서 이주민은 제외되거나 일부만 수용되었다. 지원대상에 포함된 이주민은 주로 한국인과의 결혼으로 가족관계이거나 한국국적의 자녀를 양육하는 사람이었다. 지원대상이 된 이주민은 결혼이민비자와 영주권 소지자로 이들의 규모는 2020년말 기준 전체 외국인 204만명 중 15% 수준인 30만명 정도다.

한국에서 경제활동을 하는 이주민의 경우 납세의 대상이 된다. 세금을 내지만 기본적으로 사회보장 체계안에 들어가지 않는다. 한국 헌법의 주체는 '국민'으로 한국국적자이다. 때문에 외국인이 헌법이 보장한 기본권의 주체가 되는지는 따져보아야 한다. 기초생활을 보장받을 수 있는 수급권 역시 국민에 한정되는데, 외국인에 대해서는 특례 조항이 있다. 특례에 해당하는 경우는 한국인과 결혼하여 임신을 하거나 한국 국적의 미성년 자녀를 양육하는 외국인, 또는 배우자의 한국 국적 직계존속과 생계, 주거를 같이하는 외국인이다. 난민 인정을 받은 사람 역시 난민법에 의해

기초생활 보장을 받는다.

이주민은 소득에 따라 세금을 내야 하지만 기초생활을 보장받을 수 없다는 측면에서 불평등하다. 국가에 의한 이주민 지원 배제의 공식화는 시민들로 하여금 이주민 차별이 정당하다는 인식을 하게 만드는 신호와 같은 역할을 한다. 이주민뿐 아니라 사회적 소수자는 대부분 그러한 배제를 경험하고 있다.

한국의 사회복지 지원은 보편적 복지가 아니라 선별적 복지다. 따라서 누구를 지원하고, 누구를 지원하지 않을 것인가에 대한 세밀한 기준을 만들고 집행하느라 행정력을 소모한다. 그 과정에서 지원이가 필요한 사람들에게 가난을 입증하도록 만들어 모멸감을 준다. 이러한 방식은 이주민에게도 그대로 적용되고 있다.



4 June 2021

## 신진연구자 특별 심포지움: 코로나19 이후의 한국과 돌봄 사회

SYMPOSIUM FOR EMERGING SCHOLARS:  
BUILDING A CARING SOCIETY IN POST-COVID KOREA

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### 세션 1 / Session 1

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#### 사회

전지원                      서울대학교 국제이주와 포용사회센터 책임연구원

#### 발표

주익현                      광운대학교 연구교수  
이은정                      연세대학교 사회학과 박사과정  
전소현                      서울대학교 국제대학원 석사과정  
김은지                      연세대학교 사회학과 석사과정

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#### Moderator

Jiwon Jun                      Senior Research Fellow, CTMS

#### Presentation

Ik Hyun Joo                      Research Professor, Kwangwoon University  
Eunjung Lee                      Ph.D. student, Yonsei University  
Sohyun Jun                      Master's student, Graduate School of International Studies,  
Seoul National University  
Eunji Kim                      Master's student, Yonsei University

#### Panel

Maria Floro                      Professor of Economics, American University /  
Co-Principal Investigator, CWE-GAM Project  
Ito Peng                      Professor of Sociology and Public Policy and Director of Centre  
for Global Social Policy, University of Toronto

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# Age-Period-Cohort Effects on Dynamic Changes of Koreans Attitude towards Division of Housework:

Korean Social Survey 2010-2020 Family Module Analysis

Kwangwoon University  
Research Professor  
Ik Hyun Joo



## Contents

01

Intro

02

Research Question

03

Research Design

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Analysis Results

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Discussion





# 1. Intro

## 1. Intro



### Koreans Attitude towards Division of Housework

Some people said

*“In the Past, most Koreans agree with the statements that wife should do housework and husband do paid work because of Confucianism. However today in South Korea there are many people who believe that husband and wife should do housework equally”*

# 1. Intro



## Social Survey(2010, 2012, 2014, 2016, 2018, 2020) Questionnaire

“How do you think about  
division of housework?”

- ① wife should do that alone
- ② wife and husband should do that equally

### 가사 분담

53 귀하는 가사 분담을 어떻게 생각하십니까?

- ① 아내가 전적으로 책임져야 한다
- ② 부부가 공평하게 분담해야 한다

# 1. Intro



## Respondent(20~79 years of age)

proportion(② Wife and husband should do that equally)

Year	Male(%)	Female(%)
2010	27.9	39.3
2012	37.1	48.2
2014	39.9	50.2
2016	45.1	56.4
2018	51.6	61.6
2020	55.1	66.7



## 2. Research Question

## 2. Research Question



**How can those who agree with that husband and wife should do housework equally have doubled over the past 10 years?**

**The reason why is**

- 1. personal attitude change**
- 2. social environment change**
- 3. sample change**

## 2. Research Question



**Age Effect :** As time goes by, people change naturally. For example, the youth present go-ahead face but the elderly value stability.

**Period Effect :** Social environment affects on people at investigation period.

**Cohort Effect :** unchanging 'delay effect ' which is a carry-over from past experience

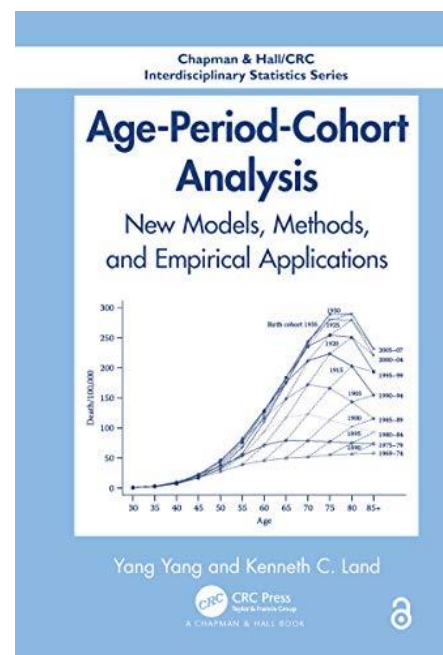
## 2. Research Question



**cohort = period – age**  
**identification problem**

**Age, Period, Cohort effect**  
**decomposing method**

1. APC-Intrinsic Estimate
2. Hierarchy-APC
3. APC-Detrended





## 3. Research Design

### 3. Research Design



**data : Social Survey(2010, 2012, 2014, 2016, 2018, 2020)**

**dependent variable :**

**attitude towards division of housework(0,1)**

**method : APC-D analysis**

**key independent variable : Age, Period, Cohort**

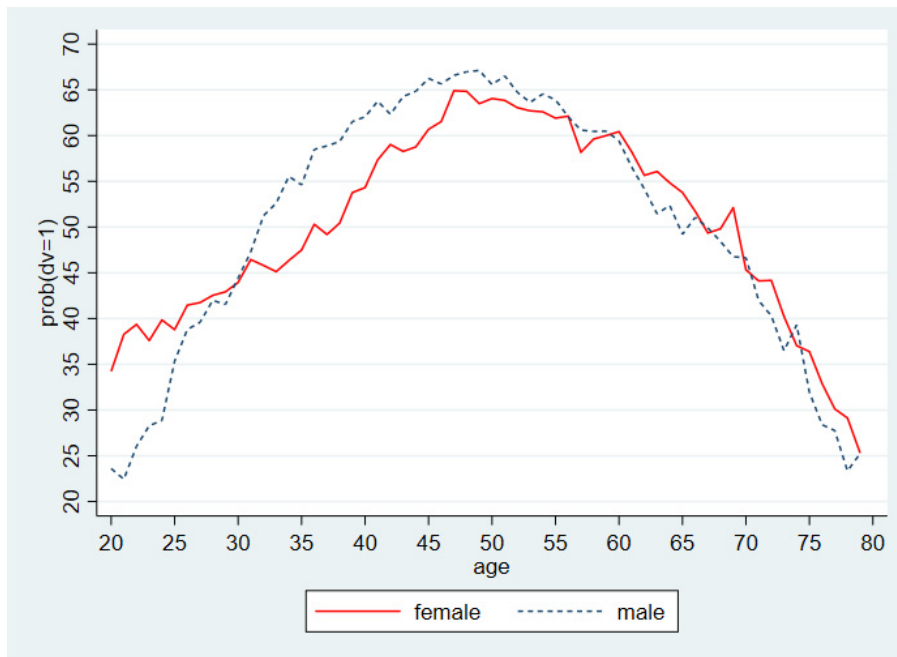
**control variable : gender, marital state, education, job,  
house income, number of family, region, real-estate, life  
satisfaction, subjective health, stress**





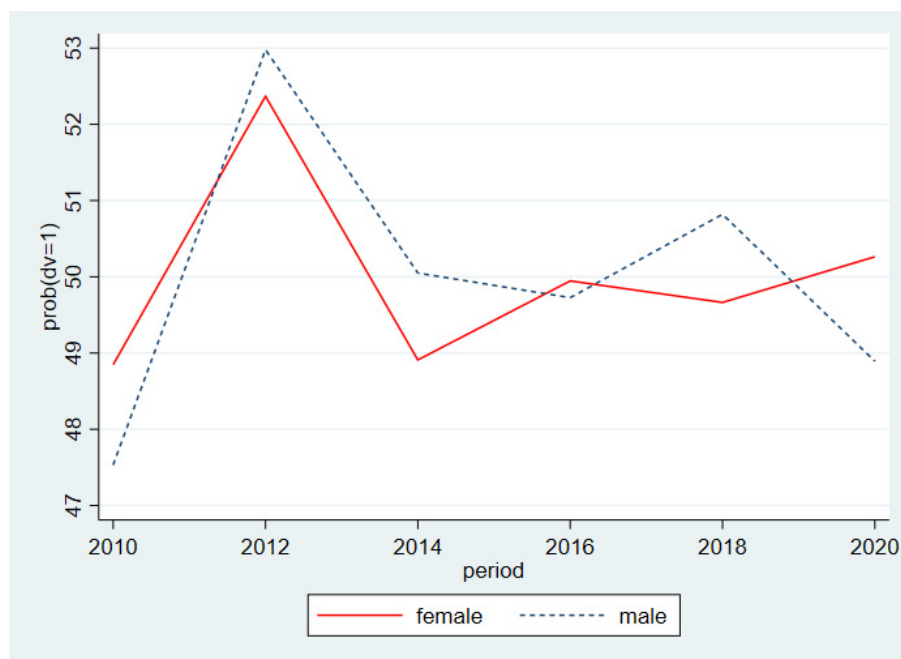
## 4. Analysis Results

## 4. Analysis Results

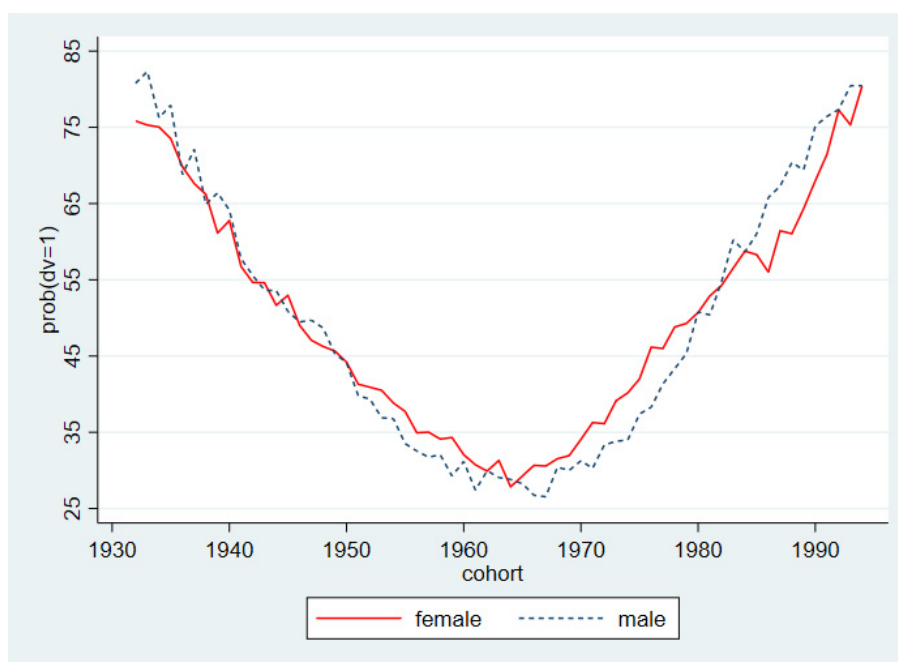




## 4. Analysis Results



## 4. Analysis Results



## 4. Analysis Results



	male		female	
	coef	se	coef	se
education	.009**	(.003)	.024***	(.003)
marital state(ref=unmarried)				
married	-.783***	(.020)	-.558***	(.018)
life satisfaction	.023*	(.009)	-.054***	(.009)
subjective health	.057***	(.009)	.002	(.009)
stress level	-.094***	(.011)	.045***	(.011)
house income(ln)	-.046***	(.013)	-.088***	(.011)
Job(ref=inoccupation)				
professional	.002	(.028)	.767***	(.026)
office job	-.056	(.029)	.692***	(.029)
sales and service	-.034	(.028)	.408***	(.021)
farmer/fisherman	.022	(.032)	.276***	(.031)
manufacturing	-.188***	(.022)	.319***	(.023)
soldier	-.288**	(.097)	1.033	(.603)

## 4. Analysis Results



	male		female	
	coef	se	coef	se
region(ref=capital area)				
metropolitan city	.051**	(.018)	-.019	(.017)
another region	-.115***	(.018)	-.110***	(.017)
house type(ref=townhouse)				
apartment	.123***	(.018)	.098***	(.017)
detached house	.141***	(.022)	.121***	(.021)
house own(ref=no)				
yes	-.058***	(.017)	.002	(.016)
number of family	-.044***	(.008)	.024**	(.008)
Constant	.624***	(.078)	.593***	(.072)
N	90,823		99,824	



## 5. Discussion

### 5. Discussion



**Patriarchal generation will fade away.**

**The generation seeking gender equality proportion will be increased.**

**As 20s grow old, they might emphasize equal division of housework between husband and wife.**

**However, when it comes to entering a super- aged society, Koreans attitude towards division of housework could be patriarchal.**



***Thank you very much.***



# Long-term Care Policy Introduction and the Elderly Women's Labor Market in Korea

Lee, Eunjung

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at Yonsei Univ. Seoul, South Korea

## Table of Contents

- I. Research Question
- II. Research Background
- III. Methods
- IV. Preliminary Findings
- V. Ideas for Further Analysis

## I. Research Question

How has the long-term care policy introduction affected the elderly women's labor market in South Korea?

## II. Research Background

### 1. Long-term Care Policy in Korea

- Introduced in 2008
  - to support the senior citizens' well-being and alleviate their family's burden of care
- 'Socialization' of the elderly care services in Korea
  - social insurance
  - universal
- Factors
  - aging population
  - women's increasing labor force participation
  - "changing norms about family and kin responsibilities" (Daly and Lewis 2000:288)



## 2. Long-term Care Workers in Korea

- Primary workers of the policy
  - 444,525
  - 90.3% of the service workers of the policy (National Health Insurance Service 2020)
- Services
  - support the patients' daily lives
  - care home / patient's home
- Gender and age segregation
  - elderly (>49) women: 87.6% (Statistics Korea 2020)

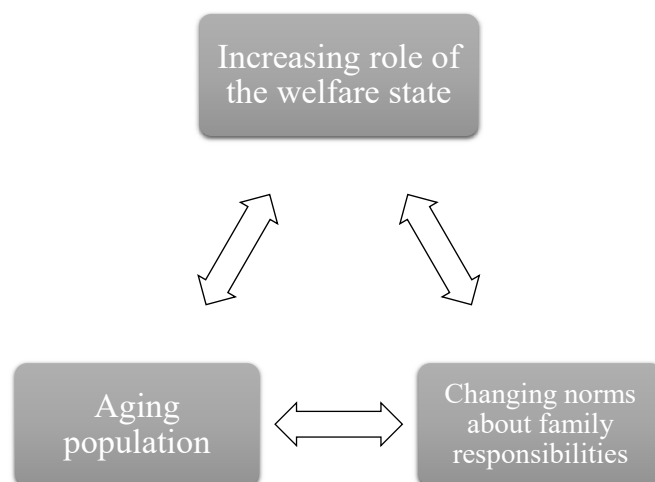
## 3. Long-term Care Workers' Working Conditions

- Low wages
  - the minimum wage
  - 4.3 hours per workday (Kuk and Ko 2018)
- Job insecurity
  - in-home workers' one-on-one services for the patients whose demand is unpredictable
- Factors
  - Korean society's devaluation on the elderly care work
  - the elderly women's disadvantaged position in Korean labor market
  - lack of the governmental role in the policy

## 4. The Study's Possible Contributions

- Limitations of the previous studies
  - lacking the perspectives on the long-term care workers' labor human rights
  - based on the surveys and interviews with a small number of participants
- Possible contributions
  - uses a method which can better generalize its analysis to the population
  - hopes to contribute to the literature on the long-term care workers' labor human rights

## Changes in today's Korean Society



### III. Methods

#### 1. Data & Sample

- Data
  - personal data from the total 22 waves of Korean Labor and Income Panel Study (1998~2019)
  - ten or more waves for each of the periods before and after the policy introduction
- Sample
  - 96,178 observations of 8,666 Korean women and men aged over 49
  - 20,809 observations of 3,755 employees

## 2. Analytic Technique

- Differences-in-Differences
  - exogenous shock: introduction of the long-term care policy in 2008
  - treatment & control group: Korean women aged over 49; their male counterpart
    - ✓ gender and age segregation of the long-term care workers

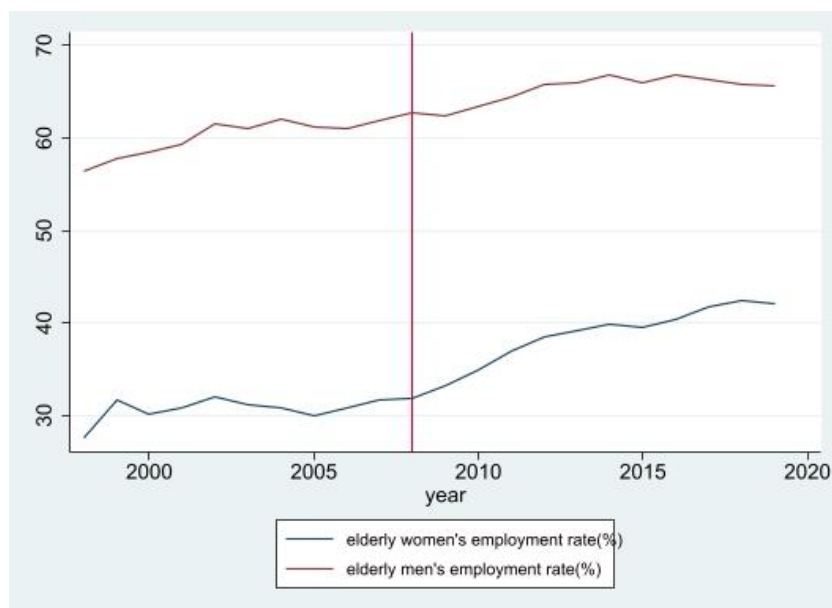
**Equation 1.**  $Y_{it} = did(afer\_2008_t \times women_i) + X_{it} + \alpha_i + \alpha_t + \varepsilon_{it}$

## 3. Measurement

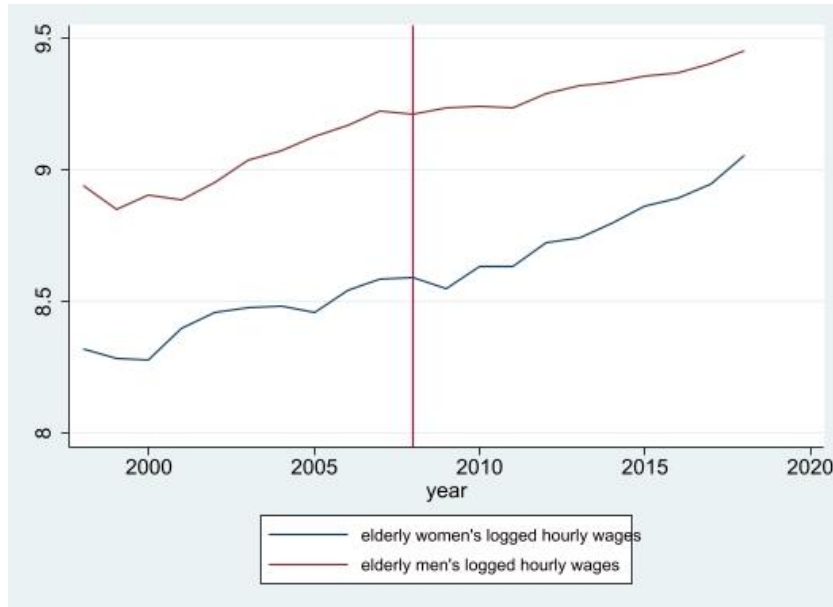
- Dependent
  - 1) dummy for participation in paid labor
  - 2) logged real hourly wage
- Independent
  - interaction between the dummy for women and that for the period after the year 2008
- Control
  - sociodemographic variables
  - regional, yearly, and individual fixed-effects
  - (wage) age<sup>2</sup>, seniority, employment type, firm size, union, industry, and occupation

## IV. Preliminary Findings

**Figure 1.** The elderly women and men's average employment rate (1998~2019)



**Figure 2.** The elderly women and men's average logged real hourly wages (1998~2018)



**Table 1.** Baseline results on employment

	(1)	(2)	(3)
After year 2008 × Women		.076*** (.010)	.091*** (.011)
After year 2008	.042*** (.005)	-.0002 (.007)	
Women	-.130*** (.017)	-.199*** (.018)	
Years of education	.004*** (.001)	.004*** (.001)	.004 (.011)
Married	.074*** (.016)	.061*** (.016)	.023 (.021)
Married × Women	-.127*** (.019)	-.099*** (.019)	-.037 (.025)
Age	-.018*** (.000)	-.018*** (.000)	
Regional f. e.	No	No	Yes
Yearly f. e.	No	No	Yes
Individual f. e.	No	No	Yes
Number of observations: 96,178		Number of respondents: 8,666	

*Notes:* Standard errors are in parentheses. In the model 3, 'after year 2008' and 'women' are not included as they are spanned by yearly and individual fixed effect, respectively. 'Age' is also not included in the model 3 as it is spanned by both yearly and individual fixed effect. Dependent variable is the employment status dummy.

\*  $p < .05$ ; \*\*  $p < .01$ ; \*\*\*  $p < .001$

**Table 2.** Baseline results on logged real hourly wages

	(1)	(2)	(3)
After year 2008 × Women		.033 (.020)	.059** (.022)
After year 2008	.115*** (.010)	.103*** (.013)	
Women	-.136*** (.029)	-.164*** (.032)	
Years of education	.052*** (.002)	.052*** (.002)	.004 (.019)
Married	.041 (.024)	.039 (.024)	.019 (.039)
Married × Women	-.078* (.030)	-.072* (.030)	-.032 (.052)
Age	.028** (.010)	.029** (.010)	
Age <sup>2</sup>	-.0003** (.000)	-.0003** (.000)	
Regular worker	.027* (.013)	.027* (.013)	.010 (.015)
Large or public firm	.060*** (.010)	.060*** (.010)	.042*** (.011)
Seniority	.015*** (.001)	.015*** (.001)	.013*** (.001)
Union	.071*** (.013)	.070*** (.013)	.042** (.013)
Regional f. e.	No	No	Yes
Yearly f. e.	No	No	Yes
Individual f. e.	No	No	Yes
Number of observations: 20,809		Number of respondents: 3,755	

*Notes:* Standard errors are in parentheses. In the model 3, 'after year 2008' and 'women' are not included as they are spanned by yearly and individual fixed effect, respectively. 'Age' is also not included in the model 3 as it is spanned by both yearly and individual fixed effect. Dependent variable is the logged real hourly wages.

\*  $p < .05$ ; \*\*  $p < .01$ ; \*\*\*  $p < .001$

- Findings

- the long-term care policy introduction may have increased the elderly women's employment (9.1%) and hourly wages (5.9%).

- Confounding factors

- economic difficulties in the aftermath of the Great Recession
- other types of social services begun in the late 2000s
- increasing labor force participation of elderly women who would otherwise have been outside the labor market due to their burden of caring for senior family members

## V. Ideas for Further Analysis

- What has happened to Korean elderly women's work-related experiences when a large number of jobs as a long-term care worker became available to them by the policy introduction?
  - ✓ Has the policy introduction increased (or decreased) inequalities in Korean labor market?
    - If so, how can such changes be measured?
    - e.g. wage gap among the women employees in Korea



Thank you.

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Cultural Approach to Changes of Demographic Behavior  
in Korea: Comparison with Europe based on Second  
Demographic Transition Theory  
**- A discrepancy between the behavior and attitude in Korea -**

Department of Sociology, Yonsei University  
Eunji Kim, Jieun Park, Youngmi Kim

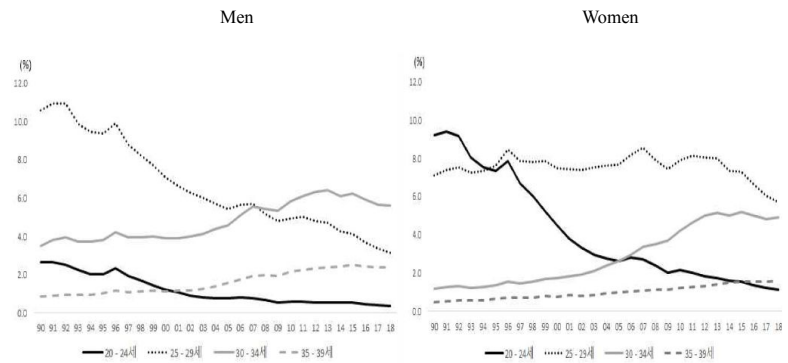
## Contents

- 1) Introduction
- 2) Theoretical Background
- 3) Previous Study
- 4) Data and Method
- 5) Results
- 6) Conclusion
- 7) Discussion

# Introduction

## ❖ Marriage rate in Korea

- Over the past 30 years, the marriage rate has decreased by 50%. The average age of first marriage for men was 27.8 years in 1990 and 33.4 years in 2019, and the average age of first marriage for women was 24.8 years in 1990 and 30.5 years in 2019.
- Before the mid-2010s, the marriage rate in 20s decreased and the marriage rate in 30s increased due to a phenomenon of delayed marriage for both men and women. After the mid-2010s, the low marriage rate in 20s continued while the increase of marriage rate in 30s disappeared, suggesting that most age groups are increasingly avoiding marriage.

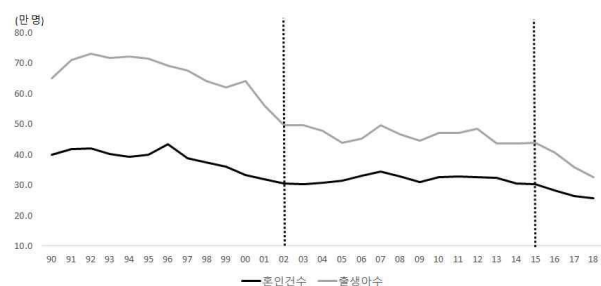


자료: 통계청, KOSIS

# Introduction

## ❖ Fertility rate in Korea

- Korea's total fertility rate(TFR) of 1.0 has collapsed since 2017 and has not yet recovered.
- A decrease in the fertility rate of married couples, the absence of catch-up after childbirth delay, and the absence (or worsening) of differential fertility by income level are observed.
- The phenomenon of low fertility in Korea is not simply caused by the delay in giving birth for young women in the family formation stage(tempo effect), but rather by the decline in the level of fertility itself(quantum effect).



자료: 통계청, KOSIS

## Theoretical Background

- ❖ Second Demographic Transition(SDT)
  - This theory was proposed by Lesthaeghe and Van de Kaa in 1986 as an alternative to overcome the limitations of the classical demographic transition theory.
  - This concept has characteristics such as fertility below the constant replacement level, various lifestyles other than marriage, severance between marriage and childbirth, and variability in population growth and decline.
  - Based on the change in values that emphasize individual rights and freedom of choice instead of sacrifice, the individualistic or egocentric trend that has been solidified due to the growing aspirations of self-realization, self-development, self-expression, and self-fulfillment attempts to explain the fluctuations in marriage rate and fertility rate.

## Previous Study

- ❖ 7 East and South-East Asian countries(Makoto et al., 2004)
  - Japan, Singapore, Hong Kong, South Korea, Taiwan, Thailand, China
  - A decline in low fertility rates, meaning postponement of marriage, was occurring in most of the 7 East and South-East Asian countries, and traditional family system could coexist with low fertility transitions in these countries.
- ❖ Canada and South Korea(Ravaneral et al., 1999)
  - As long as culture and religion play a decisive role, it seems that Second Demographic Transition will not occur in Korean society.
  - The long-established Confucian tradition in Korea would lead to a different demographic transition compared to that of Canada and other Western countries.
  - Changes in value dimension in Korea may appear in different ways.
- ❖ East Asian countries(Raymo et al., 2015)
  - Rapid socioeconomic changes similar to those observed in the European countries are found, but due to limited changes in family expectations and obligations, the Second Demographic Transition may not be suitable for understanding trends in East Asian society.

## Data and Method

### ❖ Data

- 2017, 2018 OECD family database
- 2017 European Values Study(EVS), KGSS 2018
- Austria, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Iceland, Italy, Lithuania, Netherlands, Norway, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, Republic of Korea (21 countries)

### ❖ By group

- Gender
  - Male/Female
- Age
  - 20s/30s/40s/50s/60s+
- Education
  - lower/medium/higher (KGSS:high school/junior college/4-year college, EVS:middle school/high school/junior college)
- Income
  - 20/40/60/80/100 percentile rank

## SDT1 index

SDT1 INDEX		
1	MAFB	Mean age of mother at birth of first child
2	TEENFERT	Sum of age-specific fertility rates below age 20, per 1,000 women
3	NONMAR	Percentage of non-marital births
4	TFMR	Total first marriage rate
5	MAFM	Mean age of first marriage
6	TDR	Total divorce rate

## SDT2 index

SDT2 INDEX		
1	LEISURE	"...how important it is in your life: leisure time" (% "very important")
2	CHURCH	"how often do you spend time in church, mosque, or synagogue" (% "every week")
3	CONTROL	"Please use the scale to indicate how much freedom of choice and control you feel you have over the way your life turns out?" (mean value on the scale of 1 to 10)
4	NEED_KIDS	"Do you think that a woman has to have children in order to be fulfilled or is this not necessary?" (% "not necessary")
5	MARRIAGE	"Marriage is an outdated institution" (% "agree")
6	F_HOME	"A job is alright, but what women really want is a home and children" (% "agree strongly")
7	PAR_RESPECT	"One does not have the duty to respect and love parents who have not earned it by their behavior and attitudes" (% "agree")
8	ABORTION	"Do you approve or disapprove abortion (...) where a married couple does not want to have any more children?" (% "approve")

Note: Need\_kids has been replaced by this question "Here is a list of things which some people think make for a successful marriage or partnership. Please tell me whether you think it is very important, rather important or not very important?-Children". Par\_respect was omitted because there was no substitute for it. Abortion of EVS 1999 responded with approve/disapprove, but abortion of EVS 2017 responded with never(1)-always(10), so we arbitrarily defined the excess of the median (5.5) as approve.

## SDT index score

Variable	Values of SDT scores		
	SDT score=0	SDT score=5	SDT score=10
Index SDT1			
MAFB	<24	27	>30
TEENFERT	>180	90	0
NONMAR	0	30	>60
TFMR	>0.80	0.60	<0.40
MAFM	<23	27	>31
TDR	<0.15	0.35	>0.55
Index SDT2			
LEISURE	<16	32	>48
CHURCH	>30	15	0
CONTROL	<5.3	6.4	>7.5
NEED_KIDS	<5	45	>85
MARRIAGE	<6	20	>34
F_HOME	>35	20	<5
ABORTION	<20	55	>90

[Example]

MAFB:  $30-24=6$ ,  $6/100=0.06$ ,  $y=24+0.06x$

("Observed value"-24)/[(30-24)/100]/10

=("Observed value"-24)/0.06/10

TEENFERT:  $180-0=180$ ,  $180/100=1.8$ ,

$y=180-1.8x$

(180-"Observed value")/[(180-0)/100]/10

=(180-"Observed value")/1.8/10

Source: Sobotka, T. 2008. "Does persistent low fertility threaten the future of European populations?" In: J. Surkyn, P. Deboosere and J. van Bavel and (eds.) Demographic challenges for the 21<sup>st</sup> Century. Table AP-1, pp. 86-87.

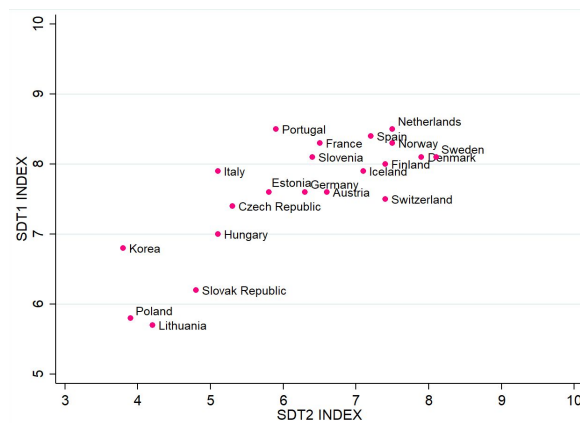
## Descriptive Analysis

Variable	Obs	Mean	Std. Dev.	Min	Max	Korea
MAFB	21	8.14	1.62	5.2	10	10
TEENFERT	21	9.55	0.37	8.5	9.9	9.9
NONMAR	21	7.3	2.44	0.4	10	0.4
TFMR	21	7.87	2.04	1.3	10	7
MAFM_M	21	9.89	0.39	8.3	10	10
MAFM_W	21	9.03	1.43	5.4	10	9
TDR	21	1.40	0.97	0	3.8	1.5
SDT1	21	7.59	0.84	5.7	8.5	6.8

Note: Total First Marriage Rate variable was measured by Crude Marriage Rate and Total Divorce Rate was measured by Crude Divorce Rate.

Variable	Obs	Mean	Std. Dev.	Min	Max	Korea
LEISURE	21	8.42	1.75	3.4	10	8.9
CHURCH	21	5.93	2.77	0	9.2	2.8
CONTROL	21	8.59	1.83	1.6	10	1.6
NEED_KIDS	21	1.51	1.37	0	4.1	4
MARRIAGE	21	5.83	2.31	2.4	10	2.6
F_HOME	21	8.19	2.09	3.8	10	3.8
ABORTION	21	4.83	2.25	0.8	9.2	3.2
SDT2	21	6.18	1.33	3.8	8.1	3.8

## Result 1) Different Trend



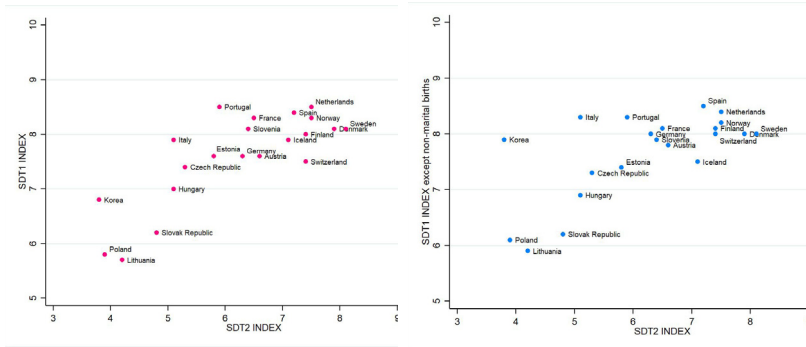
### ❖ Europe

- When countries have a higher score of value dimension(SDT2), they also have a higher score of behavior dimension(SDT1)
- When countries have a lower score of value dimension(SDT2), they also have a lower score of behavior dimension(SDT1)
- So, European countries accord with the SDT theory.

### ❖ Korea

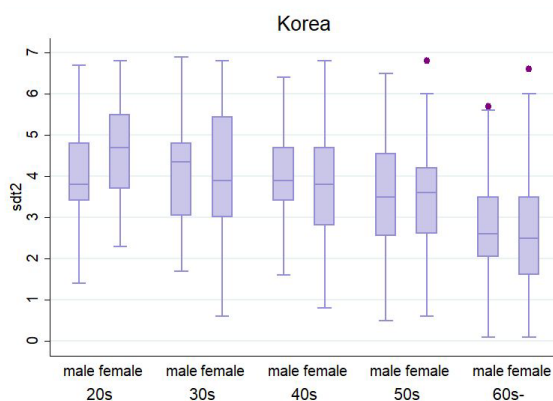
- Even though Korea has the lowest score of value dimension(SDT2), Korea has a pretty higher score of behavioral dimension(SDT1)
- Changes of value dimension are not relatively large and changes in behavior dimension are preceding
- In the case of Korea, it is not consistent with the Second Demographic Transition theory, explaining that changes in attitudes and values are strongly correlated with changes in family formation and reproductive behavior and both changes occur together.

## Result 2)Effect of Non-marital Births



- ❖ As in most East Asian countries, the meaning of non-marital births in Korea is also very different from that in European countries.
- ❖ Excluding the non-marital births of the behavior dimension(SDT1), Korea's value dimension score is low, but Korea's behavior dimension score is as high as other European countries.
- ❖ What makes the obvious difference between SDT in European countries and SDT in Korea is non-marital births.

## Result 3)Gender difference among the youth generation in Korea



Note: T-test result,  $p < 0.05$

- ❖ In order to examine the characteristics of value dimension in Korea, we compared by 4 groups(education, age, gender, and income).
- ❖ When looking at the gender and age group together in the value dimension(SDT2), in Korea, there is a large gender gap among the young generation(20s) compared to other European countries, and women have a higher level of value dimension(SDT2) than men.



## Result 4) Individualistic but not defamilialization

Variable	Obs	Mean	Std. Dev.	Min	Max
SDT2	73	4.66	1.14	2.3	6.8
MARRIAGE	73	0.26	0.44	0	1
LEISURE	73	0.58	0.50	0	1
CHURCH	73	0.89	0.31	0	1
CONTROL	73	0.58	0.20	0.2	1
NEED_KIDS	73	0.75	0.43	0	1
F_HOME	73	0.99	0.12	0	1
ABORTION	73	0.62	0.49	0	1

- ❖ In the case of Korea, it has a lower level of 'marriage' in the attitude dimension.
- ❖ In particular, according to the SDT2 index details of women in 20s, 'marriage' is much lower than others.
- ❖ It means that people tend to pursue individualism, but does not mean they pursue defamilialization.

## Conclusion

- ❖ Although there have been studies examining the Second Demographic Transition in East Asia countries, we measured behavior and attitude dimensions separately by assigning them an SDT index score and compared Korea to Europe in more detail.
- ❖ From the perspective of the Second Demographic Transition theory, Korea is like a puzzle.
- ❖ There is a change of behavior dimension without a change of value dimension.
- ❖ It is not that there is no ideational change at all, but it is appearing in a unique way in Korea.

## Discussion

- ❖ Although the ideational change is limited in Korea, the demographic transition is noticeably appearing.
- ❖ How should we view this phenomenon?
- ❖ Is there really no ideational change in Korea?
- ❖ There is the individualistic value with familial value. Mixed?
- ❖ Gender difference in 20s' attitude dimension?





**코로나19와 돌봄경제: 지속가능한 돌봄사회로의 전환**  
THE CARE ECONOMY IN KOREA:  
BEYOND COVID-19 AND TOWARDS A SUSTAINABLE CARING SOCIETY

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## 폐회식

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### 맺음말

루스 레빈	IDInsight 대표 / 전 휴렛재단 국제인구와개발 디렉터
이토 펑	캐나다 토론토대학교 사회학·공공정책학과 교수 / 글로벌사회정책센터 센터장
은기수	서울대학교 국제대학원 교수 / 국제이주와 포용사회센터 센터장

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## CLOSING

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### Closing remarks

Ruth Levine	CEO and Partner, IDinsight / Former Program Director of Global Development and Population, William and Flora Hewlett Foundation
Ito Peng	Professor of Sociology and Public Policy and Director of Centre for Global Social Policy, University of Toronto
Ki-Soo Eun	Professor and Director of CTMS, GSIS, Seoul National University



Hello, I am delighted to have the opportunity to speak with you today and to recognize the remarkable work that you're doing to advance the understanding of what the right policies are for the families of today and the generations to come.

Elizabeth King asked me to share a few words about why the William and Flora Hewlett Foundation supported this work starting in 2017 when I was Director of the Global Development and Population Program, and I reflected a little bit and realized that the reasons fall into kind of three categories: passion, potential, and people.

Let's start with passion. One of the worst kept secrets in private philanthropy is that program staff who are making grants have the latitude to direct support to topics they themselves care a lot about. So there are limits, of course, there are strategies that are approved by the board, and those establish some basic parameters, but there's actually a lot of freedom to follow your own interests. So, when we, at the Hewlett Foundation, were developing a strategy to advance women's economic empowerment, I had the chance to build on a long standing area of intellectual and personal interest. And that is: the linkages across childbearing women's labor force participation and economic development. So this interest of mine actually dates back to my doctoral dissertation in economics more than 30 years ago, on the relationship between occupational segregation by gender and patterns of childbearing in urban Mexico.

Let me just say that this was an unusual topic, at the Johns Hopkins graduate program and it wasn't easy to find mentors in economics and in fact, more than once I was told I should just switch to sociology. So in my doctoral studies, I dug into feminist economics in a big way and I read and reread the work of Nancy Folbre, Carmen Diana Deere, Diane Elson, Lourdes Beneria, Brígida Garcia, Orlandina de Oliveira and many others. And I remember many, many happy days and evenings in the stacks of Eisenhower Library on the Johns Hopkins campus. And the stacks in the beautiful library at the Coahuila, Mexico where I had a chance to spend a year, at least a few very happy months. You know, those stats where the end caps are in the, you know, kind of 300 part of the Dewey Decimal call numbers, sitting there amongst these authors, and listening in on a conversation among scholars and sisters.


Both conceptually and empirically, in my own work, which was using household survey data, I tried to understand and model who entered and exited formal employment and what the relationship was to their childbearing patterns. And I also looked at the presence of other women in the household, as a kind of either driver or consequence of women returning to formal labor, and formal employment. So, at the start of my doctoral work, I had a very high hopes, and I thought I'd be, I'd be able to get an unpacked authority

question of whether women concentrated in certain occupations, because of discrimination or because of preference, and whether they moved from formal to informal employment and back and forth because of pull to the family or push from discriminatory employers.

Now, you may have noticed that I did not succeed at arriving at a kind of universal theory and empirical proof about any of that, they still remain very much of interest to both earlier and subsequent generations of economists, sociologists, and demographers. For a variety of reasons, ironically, mostly having to do with my husband and children, I didn't end up pursuing an academic career and instead was, you know, have really had a lot of opportunities to work in the kind of scrum of policy and funding agencies, but the fascination with these deep questions have always, to me, it seemed like the absolute heart of economics and have never really left me. And so it was really exciting to be able, from the perspective of the Hewlett Foundation, to support people who have dedicated their whole careers to deep research on these topics.

So the second reason was potential. When we were developing our women's economic empowerment strategy, there were hints in the era that the care economy and care work might be rising in policy salience. The convention on domestic workers had been ratified in 2011, and that was a sign that a range of paid care work was being recognized as an important labor category. And in addition, there were people at the within the World Bank, the International Monetary Fund, and other bilateral and multilateral agencies, who were starting to talk about the importance of the care economy. There were also a range of NGOs that were doing some quite careful measurement, and advocacy around the unequal burden of unpaid care between men and women. So, in short, we thought that at that time, investments in excellent scholarship might combine with support to advocacy groups, to propel forward some real world policy solutions, and there might be people in the policy community who were ready, willing and able to move them forward.

So finally, the people. And let me name a few. So before joining the World Bank, Caren Grown, who is a long-standing friend and colleague of mine, was a consultant to the Hewlett Foundation and helped us think through how to support research and of course, she had had an incredible influence, earlier in the research network that the MacArthur Foundation funded when she was a program officer there. She introduced me and my colleagues to Maria Floro, and in speaking with her, it was really blindingly obvious that she shared a vision around integrating the crucial dimensions of gender and caregiving into macro modeling and policy, and that she'd worked tirelessly to do the work in a collaborative manner. And I have to say in the 8 years at the Hewlett Foundation, I had rarely met somebody who brought this kind of strength of conviction, brilliance, and kind of warm energy into the conversation, and it was really a privilege to be able to provide



support. And then, you know, the project was just taking off, and it was clear that Elizabeth King was joining, and that was absolutely a wonderful addition that I had known Elizabeth from my time at the World Bank, and I had always been in awe of her work. So it was a great, great team and continues to kind of build a community around this project. So every grant is a bet.

And even when there is a combination of kind of passion and potential in people, some bets don't pay off. But I will tell you, as I have looked at the work of this group, and particularly how it is meeting the moment of renewed or new policy interest in the question of how care interacts with economic opportunity and growth, that this is, really a remarkably impressive project, both in terms of the scholarship and the potential for policy impact, and I'm just so inspired by what you are doing. So the bet was clearly in this case on a winning team.

Many, many thanks for letting me be a small part of this, and all the best for a really fruitful conference that you're having over the days that you're together here.



This has been a great conference. I have enjoyed it very much and I am so happy to be a part of this.

I am also truly honoured to be asked to give a closing remark, and I am sorry that I have to deliver this remark virtually. I would have loved to be in Seoul in person to participate in the conference. But unfortunately, due to the COVID many of us will have to participate from distance. Let's hope we will be able to have a real in-person conferences and meetings in future.


I'd like to begin my remark by thanking, first, the organizers of this conference, the CTMS team at the Seoul National University in Korea and the Care Work and the Economy Project team in North America, for their amazing work in putting together this conference and bringing us together to discuss this important issue of the care economy and our post-pandemic future.

Having organized international conferences before, I know well how much time, effort and commitment it takes to organize an event like this. But this event is extra-ordinary because adding to the complexity of bringing amazing set of global researchers, thought leaders, policy leaders, organizations and activists, they also had to deal with the challenges of having to do it in a hybrid form! So I am very impressed and inspired by this collective endeavour. Thank you, team, for the great work.

I also want to thank the sponsors, funders, and supporters of this conference. What is amazing about this conference is that it has been supported by a huge number of local, national and international sponsors. This demonstrates the importance of the care economy that has been highlighted by the COVID pandemic. And your great support is also sending the message that we must act individually and collectively to build back better our future in the post-pandemic world.

And finally, I want to thank the presenters and keynote speakers for their thoughtful and inspiring presentations, and all the participants in this conference for your active and engaging discussions.

As many of the keynote speakers and presenters said throughout the conference, the COVID pandemic has exposed a wide-ranging and intersecting inequalities, and I say, not just in Korea but also across the globe. This has forced us to examine our ways of thinking and to reorient and reform our systems. But at the same time, it has also opened a window of opportunity for us to make changes and to rebuild better future. I think this is very important.



As the presentations and discussions in this conference have shown, we have much reason to focus on the care economy, and to pay attention to some of the shortcomings of our existing policies and systems – for example, our fixations with economic growth based on very narrow ideas about productivity, our failure to consider, let alone account for the contributions of informal and unpaid care work for our national economy, and our lack of investment in social infrastructure, be it childcare, long-term care, health care, or any other forms of social and community support to enable individuals and families to lead active and healthy family and work lives. And what the pandemic has shown is that these systemic failures have hampered our societies' creativity and resilience.

But, we are also learning from these challenges, and I think we are beginning to understand what needs to be done. As this conference has made it clear, we need to pay more attention to care, care work and the care economy. We need to rethink economy and social and economic policies. We need to invest in both social and physical infrastructures because they underpin our economy and society. And we need to understand the strong linkages between healthy society and healthy economy on the one hand, and gender, race and other forms of equality, environmental sustainability, and intergenerational collaboration, on the other.

The COVID pandemic has opened a rare window of opportunity for us to correct and improve on our existing systems. But this window is not large nor will it stay open for long. So we must not miss this important moment; we must act now and quickly. We must work together – governments, businesses, civil society groups, and research and academic communities – to share our knowledge, to reform our policies and systems, and to build a better future.

So in closing, I want to say again, that this has been a great conference and thank you all for making this conference a success. I have learned a lot, and I am excited to apply this learning and knowledge in my future work. And I hope that we will continue to work together to achieve our common, healthy and better future.

Thank you, and good afternoon, good evening, and good morning.

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안녕하십니까,

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또한, 이토펡, 김영옥, 한스 로프그렌, 마팅 시코비츠, 엘리스 브라운스타인, 낸시 폴브레, 캐런 그라운, 다이앤 엘슨, 에미코 오차아이, 그리고 전 세계에 있는 모든 지인과 동료들에게 이번 CWE-GAM 프로젝트와 서울 돌봄경제 컨퍼런스를 한 노고에 감사를 표합니다. 모든 발표자와 토론자들의 큰 기여와 특히나 일상에서 쉽게 접할 수 없는 의견을 제시해주신 국내 지지단체들에게 깊은 감사를 표합니다.

또한 이토 팽, 김영옥, 한스 로프그렌, 마틴 시코비츠, 엘리스 브라운스타인, 낸시 폴브레, 캐런 그라운,

다이앤 엘슨, 에미코 오차아이, 그리고 모든 지인과 동료들의 CWE-GAM 프로젝트와 서울 돌봄 경제 컨퍼런스를 위한 노력에 감사드립니다. 또한 모든 발표자와 토론자들의 큰 공헌과 특히 일상에서 쉽게 들을 수 없는 의견을 제시해주신 한국 지지그룹에게 깊은 감사를 표합니다.

이 순간을 빌어 센터의 후원자들과 지지자들이 없었다면 이번 컨퍼런스는 가능치 못했을 것이라는 말과 함께 감사의 인사를 전합니다. 오픈소사이어티재단과 휴렛재단의 재정적인 지원과 큰 관심을 통해 이번 기회를 마련할 수 있었습니다. 특히, Women's Rights Program의 디렉터인 카비타 람디스와 오픈소사이어티재단의 시니어 프로그램 담당관인 마리나 두라노에게 큰 감사의 말씀을 드립니다. 저는 종종 그들에게 경제적 지원뿐만 아니라 마치 가족같이 깊고 가까운 관심을 보내주어서 고맙다고 말하곤 합니다. 그렇습니다. 저희는 이번 CWE-GAM 프로젝트를 통해 매우 가까운 친구가 되었습니다.

여성가족부 정영애 장관님, 포스코 최정우 회장님, PC 데렉트 서대식 대표님께도 아낌없는 지원과 후원을 해주시고 한국의 돌봄사회 발전을 위해 크게 기여를 해주심에 깊은 감사를 표합니다. 또한, 이번 컨퍼런스의 성공적인 운영에 도움을 주신 인벤투와 인벤투 직원분들에게 감사드리며, 훌륭한 통역과 지원을 해주신 두 분의 동시통역가분들에게도 진심으로 감사드립니다.

마지막으로 서울대학교 국제이주와포용사회센터의 동료들에게도 진심으로 감사를 표하고 싶습니다. 지원, 현아, 주현, 은혜, 승은, 강지남, 소연, 민지, 매튜, 예슬, 수민, 슬아, 정아, 케이트 모두 언제 어디서나 기적을 만들어내는 놀라운 사람들입니다. 국제이주와포용사회센터에서 함께 일할 수 있어 너무 기쁘고, 감사하며 그들의 노력과 노고에 항상 감사합니다.

다시 한번, 이번 돌봄경제 컨퍼런스에 참가해주셔서 감사합니다. 앞으로도 행운이 함께하시길 바랍니다!

Good afternoon!

We have reached the end of the Care Economy conference in Seoul. It is a great pleasure to be able to report that the conference over the last two days has been a great success introducing the new and rather strange concept of “Care Economy”, and discussing more practical and necessary care economy policy alternatives to attendees from academia, government, corporations, advocacy groups, and civil society in general.

To my knowledge, this concept, “Care Economy” is very new and fresh in Korean society although every Korean clearly acknowledges the importance of childcare, elderly care, disability care, and any types of care in our daily lives. In particular, care crisis caused by COVID-19 pandemic has made Koreans realize even more how important and significant it is for care services to be provided by family caregivers who are usually invisible, unrecognized and unpaid for their care work, and paid care providers without any delay if we want to sustain a decent family and social life individually, to keep corporations and business going well without any interruptions, and to maintain a social order at the societal level.

However, more comprehensive understanding of care from the perspective of care economy has not been tried in Korean society. Thus, the introduction and efforts to make this new concept Care Economy familiar to Koreans and Korean society are one of the most important contribution of our Care Economy conference in Seoul to academia, government, advocacy groups, corporations and civil society in Korea.

I believe the contribution of this conference extends far beyond the introduction of the new concept Care Economy to Korean society. Keynote speeches by renowned scholars and policy-makers, macroeconomic modeling incorporating care sector, research findings from surveys and scientific research, panel presentations and discussions, and voices of advocacy groups informed us that care economy should be pursued in the real field of care provision and throughout subsequent scientific research, and practiced by designing, planning and implementing macroeconomic financial policies by government right now. All presentations and discussions in this care economy conference urge us, and especially the Korean government, to consider Care Economy more seriously if we really want to overcome great demographic challenges of lowering fertility and rapid aging, and ensure the sustainability of our society.

This Care Economy conference is a final concluding meeting of CWE-GAM international project led by renowned economists, Professor Maria Floro at American University and Dr. Elizabeth King at Brookings Institutions. This very tough three year journey of Care Work



and Economy project could not reach here without their professional, and good-minded leadership, and I want to sincerely thank them for their endless efforts and sacrifices for the success of CWE-GAM project.

Ito Peng, Young-Ock Kim, Hans Lofgren, Martin Cicowiez, Elissa Braunstein, Nancy Folbre, Caren Grown, Diane Elson and Ochiai Emiko in East and West, all my close friends and colleagues also deserve credit for CWE-GAM project and Care Economy conference in Seoul. I would like to extend my deepest gratitude to all presenters and discussants for their great contributions, and especially Korean advocacy groups for their voices which cannot be heard easily in our daily lives.

I want to take this moment to thank our sponsors and supporters, for without them this conference could not have happened. Financial support and great interest from Open Society Foundations and Hewlett Foundation enabled us to come to this moment. I would like to especially express my great gratitude to Kavita Ramdas, Director of Women's Rights Program, and Marina Durano, Senior Program Officer at Open Society Foundations. I often tell them that I really appreciate not just for their financial support but for their very deep and close concerns for us as if we are all family members. Yes, we became very close friends throughout this CWE-GAM project.

Ms. Chung Young-Ai, Minister of Gender Equality and Family, Mr. Choi Jeongwoo, President of POSCO, and Mr. Seo Dae-Sik, President of PC Direct, thank you very much for your extremely generous support and sponsorship, and contribution to the development of caring society in Korea.

I also extend sincere thanks to Invento and staffs for the successful management of the conference, and two simultaneous translators for their excellent works and assistance.

Last but not least, I don't know how to express my sincere thanks to my colleagues at CTMS, Seoul National University. Jiweon Jun, Hyuna Moon, Joohyun Lee, Eunhye Kang, Seung-Eun Cha, Jeenam Kang, Soyeun Kim, Minji Kang, Matthew Jang, Yeseul Park, Sumin Yoon, Seul-a Lee, Jung-a Pyun, Kate Small: you are all small giants who create miracles always and everywhere.

Thank you all again very much for your participation in the Care Economy Conference and God bless you!