2022 INTERNATIONAL CARE CONFERENCE

Aging Societies and Care Economy: Gender, Transnational Migration, and Development

2022.11.16 (WED)
International Conference Hall,
Seoul National University Graduate School of
International Studies

2022.11.17 (THU)
Mugunghwa Hall, Hoam Faculty House,
Seoul National University

2022 국제 돌봄 컨퍼런스

초저출생 고령화 사회와 돌봄경제: 젠더, 국제이주, 개발

2022.11.16 (수)
서울대학교 국제대학원 국제컨퍼런스홀

2022.11.17 (목)
서울대학교 호암교수회관 무궁화홀

주최 | Hosts

서울대학교 국제이주와포용사회센터
SNU Center for Transnational Migration and
Social Inclusion

서울대학교 국제대학원−코이카
개발협력정책과정
SNU GSIS - KOICA
Development Cooperation Policy Program

한국여성학회
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초대의 글

한국을 비롯한 세계 여러 국가는 저출생과 고령화로 인한 돌봄의 위기를 맞고 있습니다. 급격한 인구 구조 변화에 잘 대처하기 위해서는 보다 나은 돌봄을 위한 정책을 개발하고 돌봄경제를 활성화해야 합니다. 또한 국제이주 인구를 수용하고 다문화 가치를 포용해야 합니다.

서울대학교 국제이주와포용사회센터, 서울대학교 국제대학원–코이카 개발협력정책과정, 그리고 한국여성학회는 세계 유수의 전문가들을 모시고 젠더, 국제이주, 개발의 관점에서 돌봄경제를 논의하는 자리를 마련했습니다. 부디 이번 국제 컨퍼런스에 참석하셔서 지속가능한 돌봄을 위한 혜안을 나눠주시기 바랍니다.

2022년 11월
서울대학교 국제이주와포용사회센터
센터장 은기수

INVITATION

The Center for Transnational Migration and Social Inclusion (CTMS), in partnership with Seoul National University Graduate School of International Studies - Korea International Cooperation Agency (SNU GSIS-KOICA) Development Cooperation Policy Program (DCPP) and Korean Association of Women's Studies (KAWS), is pleased to announce the 2022 International Care Conference on "Aging Societies and Care Economy: Gender, Transnational Migration, and Development". We bring together world-renowned experts to address the demographic security crisis that looms over countries in Asia and beyond. We cordially invite you to join us as we deep dive into the 'care crisis' exacerbated by declining fertility rates and increasing population aging, and discuss the future of care economy through the lenses of gender, transnational migration and development.

November 2022
Ki-Soo Eun
Director of Center for Transnational Migration and Social Inclusion,
Seoul National University

프로그램

13:00~13:30   등록   서울대학교 국제대학원 국제컨퍼런스홀

13:30~13:40   개회사   **은기수**   서울대 국제대학원 교수·국제이주와포용사회센터장

13:40~14:30   **세션 1**   **아시아의 돌봄경제**

사회   **엘리자베스 킹**   미국 브루킹스연구소 선임연구위원

발표   **글로벌 돌봄경제: 9개국 비교 연구**
      이토 펭   캐나다 토론토대 사회학·공공정책학과 교수

      몽골의 돌봄경제 규모와 현황
      어윤투구스 방즈락츠   몽골국립대 경제학과 교수

      돌봄노동과 경제: 스리랑카 사례 연구
      딜레니 구네와르데나   스리랑카 페라데니야대 경제학과 교수

14:40~16:30   **세션 2**   **라운드테이블**

사회   **김영옥** 한국고용복지연금연구원 이사

종합토론   **어윤투구스 방즈락츠**   몽골국립대 경제학과 교수
      마리나 두라노   국제노동조합네트워크UNI Global Union 자문관
      마리아 플로로   미국 아메리칸대 경제학과 명예교수
      딜레니 구네와르데나   스리랑카 페라데니야대 경제학과 교수
      엘리자베스 킹   미국 브루킹스연구소 선임연구위원
      이토 펭   캐나다 토론토대 사회학·공공정책학과 교수
      은기수   서울대 국제대학원 교수·국제이주와포용사회센터장
      문현아   서울대 국제이주와포용사회센터 책임연구원
      전지원   서울대 국제이주와포용사회센터 책임연구원
      서주연   영국 런던대UCL 생활시간연구소CTUR 연구원

2022.11.16.

13:00~13:30 **Registration** International Conference Hall, Seoul National University
Graduate School of International Studies

13:30~13:40 **Opening** **Ki-Soo Eun** Professor of Sociology and Demography, SNU GSIS; Director, Center for Transnational Migration and Social Inclusion

13:40~14:30 ## Session 1. Care Economies in the Asian Context

Moderator **Elizabeth King** Nonresident Senior Fellow, Brookings Institution, US

Presentation **A Comparative Study of Nine Countries**
Ito Peng Professor of Sociology and Public Policy, University of Toronto, Canada

Measuring the Care Economy in Mongolia
Otgontugs Banzragch Professor of Economics, National University of Mongolia, Mongolia

Care Work and the Economy in Sri Lanka
Dileni Gunewardena Professor of Economics, University of Peradeniya, Sri Lanka

14:40~16:30 ## Session 2. Roundtable Discussion

Moderator **Young Ock Kim** Non-Executive Director, Korean Employment Welfare Pension Institute

Roundtable Discussion **Otgontugs Banzragch** Professor of Economics, National University of Mongolia, Mongolia
Marina Durano Adviser on Care Economy and Partnership Engagement, UNI Global Union
Maria Floro Professor Emerita of Economics, American University, US
Dileni Gunewardena Professor of Economics, University of Peradeniya, Sri Lanka
Elizabeth King Nonresident Senior Fellow, Brookings Institution, US
Ito Peng Professor of Sociology and Public Policy, University of Toronto, Canada
Ki-Soo Eun Professor of Sociology and Demography, SNU GSIS; Director, Center for Transnational Migration and Social Inclusion
Hyuna Moon Senior Research Fellow, Center for Transnational Migration and Social Inclusion
Jiweon Jun Senior Research Fellow, Center for Transnational Migration and Social Inclusion
Joo Yeoun Suh Research Associate, Centre for Time Use Research, University College London, UK

프로그램

목요일 | 관심있는 분 누구나

13:00~13:30
등록
서울대학교 호암교수회관 무궁화홀

13:30~13:40
환영사
박태균
서울대 국제대학원 교수·전 서울대 국제대학원장
이현재
서울시립대 교수·한국여성학회 부회장

축사
천성현 포스코 기업시민실장

세션 1　젠더, 개발, 청년 세대와 돌봄

13:40~15:30
사회
차승은 수원대 아동가족복지학과 교수

기조발표
페미니즘적 개발 정책과 돌봄경제: 전망과 제언
마리나 두라노
국제노동조합네트워크UNI Global Union 자문관

발표
청년세대 돌봄의 실태와 전망*
문현아 서울대 국제이주와포용사회센터 책임연구원

젠더, 개발, 그리고 돌봄경제: 스리랑카의 도전
딜레니 구네와르데나 스리랑카 페라데니야대 경제학과 교수

몽골 사회에서 돌봄경제가 갖는 의미
어윤투구스 방즈락츠 몽골국립대 경제학과 교수

토론
에미코 오치아이 일본 교토대 사회학과 교수
마리아 플로로 미국 아메리칸대 경제학과 명예교수
김태균 서울대 국제대학원 교수
문경희 창원대 국제관계학과 교수

2022.11.17.

**세션 2　　한국 사회 돌봄 위기와
　　　　　이주돌봄노동**

15:45~17:25

사회
김경민　서울대 아동가족학과 교수

기조발표
초국적 이주돌봄노동자에 대한 사회경제적 접근*
이토 펭　캐나다 토론토대 사회학·공공정책학과 교수

발표
이주돌봄노동의 경제적 의미: 해외 사례를 중심으로*
서주연　영국 런던대UCL 생활시간연구소CTUR 연구원

**한국 가정 내 돌봄과 이주돌봄노동 수요:
2022 한국의 아동·노인 돌봄 조사 결과를 바탕으로***
전지원　서울대 국제이주와포용사회센터 책임연구원

토론
엘리자베스 킹　미국 브루킹스연구소 선임연구위원
김현미　연세대 문화인류학과 교수·한국여성학회장
최서리　이민정책연구원 연구위원
허오영숙　한국이주여성인권센터 상임대표

17:25~17:30
폐회사
은기수
서울대 국제대학원 교수·국제이주와포용사회센터장

* 표 과제는 포스코가 지원한 '인구 안보를 위한 한국형 돌봄 모델 구축 연구:
초저출산 사회 맞춤형 돌봄 시스템 모색' 연구 과제의 일환입니다.

13:00~13:30

Registration
Mugunghwa Hall, Hoam Faculty House,
Seoul National University

13:30~13:40

Opening
Tae-Gyun Park
Professor of Korean Studies & Former Dean, SNU GSIS
Hyun-Jae Lee
Professor, University of Seoul; Vice President, KAWS

Congratulatory remarks
Seonghyun Cheon
Head, Corporate Citizenship Office, POSCO

Session 1. Gender, development, young generation, and care

13:40~15:30

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

Keynote Speech
Care Economies in Feminist Development Policies: Prospects and Forewarnings
Marina Durano
Adviser on Care Economy and Partnership Engagement, UNI Global Union

Presentation
The Present and Future of Young Adults' Engagement with Care*
Hyuna Moon
Senior Research Fellow, Center for Transnational Migration and Social Inclusion

Gender, Development, and the Care Economy in Sri Lanka: Challenges and Opportunities
Dileni Gunewardena
Professor of Economics, University of Peradeniya, Sri Lanka

The Significance of Care Economy in Mongolia
Otgontugs Banzragch
Professor of Economics, National University of Mongolia, Mongolia

Discussion
Emiko Ochiai
Professor of Sociology, Kyoto University, Japan
Maria Floro
Professor Emerita of Economics, American University, US
Taekyoon Kim
Professor of International Development, SNU GSIS
Kyounghee Moon
Professor of International Relations, Changwon National University

Session 2.　Care crisis in Korea and migrant care work

15:45~17:25

Moderator
Kyungmin Kim
Professor of Child Development & Family Studies, SNU

Keynote Speech
Transnational and Global Migration of Care Workers: Social and Economic Perspectives*
Ito Peng
Professor of Sociology and Public Policy, University of Toronto, Canada

Presentation
The Economic Significance of Migrant Care Work*
Joo Yeoun Suh
Research Associate, Centre for Time Use Research,
University College London, UK

What Do Families with Care Responsibilities Want? Korean People's Perspectives on Migrant Care Workers*
Jiweon Jun
Senior Research Fellow, Center for Transnational Migration and
Social Inclusion

Discussion
Elizabeth King
Nonresident Senior Fellow, Brookings Institution, US
Hyun Mee Kim
Professor of Cultural Anthropology, Yonsei University; President, KAWS
Seori Choi
Senior Policy Researcher, Migration Research and Training Centre
Young Sug Heo
Representative, Women Migrants Human Rights Center of Korea

17:25~17:30

Closing
Ki-Soo Eun
Professor of Sociology and Demography, SNU GSIS; Director,
Center for Transnational Migration and Social Inclusion

＊These works are a part of the research on 'Developing a Korean Care Model in Response to the Demographic Crisis' supported by a generous grant from POSCO.

2022.11.17.

목 차

Contents

Profile

김경민

서울대 아동가족학과 교수

Kyungmin Kim

Professor of Child Development & Family Studies, Seoul National University

서울대학교 아동가족학과 조교수로 재직하고 있으며, 현재 생활과학대학 웰에이징·시니어산업 최고위과정 부주임교수를 맡고 있다. Research on Aging의 부편집장 및 Journal of Marriage and Family, Aging & Mental Health, Journal of Aging & Social Policy의 편집위원으로 활동하고 있다. 노년기 세대관계, 가족 부양, 가족관계의 문화적 맥락 및 건강과의 연관에 대한 연구들을 수행하여 왔으며, 현재 미국 국립노화연구소(National Institute on Aging; NIA)의 지원을 받아 치매노인 및 가족부양에 관련된 연구과제들을 진행하고 있다.

김영옥

한국고용복지연금연구원 이사

Young Ock Kim

Non-Executive Director, Korea Employment Welfare Pension Institute

한국고용복지연금연구원의 비상임 이사이다. 한국여성정책연구원에서 노동시장 연구를 오랫동안 수행하였고, 최저임금위원회 및 중앙노동위원회의 공익위원으로도 활동하였다. 2017-2021년에 걸쳐 4년간 진행된 돌봄노동과 경제(Care Work and the Economy) 국제 프로젝트에 참여하면서 "한국 돌봄정책이 가야 할 길" 글을 발표하는 등 코로나19 이후 돌봄 중심의 한국 사회를 어떻게 건설할지에 대해 관심을 갖고 있다. 얼마 전 오스트리아 잘츠부르크에서 열린 "Health and Economic Wellbeing" 세미나에 참여하여 돌봄경제에 대한 경험을 공유하였다.

김태균

서울대 국제대학원 교수

Taekyoon Kim

Professor of International Development, Seoul National University Graduate School of International Studies

2012년부터 서울대학교 국제대학원 교수를 역임해 왔으며, 서울대학교 이전에는 와세다대학교와 이화여자대학교에서 조교수를 역임한 바 있다. 서울대학교에서 사회학 학사와 국제학 석사를 받고, 옥스퍼드 대학에서 국제관계학 석사와 사회정책학 박사를, 그리고 존스홉킨스대학 고등국제학대학원에서 국제관계학 박사를 취득하였다. 현재 한국국제협력단 자문위원, 국가지속가능발전위원회 위원, 국제개발협력위원회 위원 등으로 활동하고 있으며, UNESCO 컨설턴트, UNRISD 협력연구원, Woodrow Wilson International Center for Scholars 풀브라이트 연구원, 튀빙겐대학교와 파리4대학 방문연구원 등을 역임하였다. 주요 연구 분야는 국제개발, 국제정치사회학, 평화학, 글로벌 남반구 연구, 글로벌 거버넌스 등이며, 다양한 연구논문과 단행본을 출판하여 왔다.

김현미

연세대 문화인류학과 교수
한국여성학회장

Hyun Mee Kim

Professor of Cultural Anthropology, Yonsei University; President, Korean Association of Women's Studies

현재 연세대학교 문화인류학과 교수이다. 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.

Profile

문경희

창원대 국제관계학과 교수

Kyounghee Moon

Professor of International Relations, Changwon National University

창원대학교 국제관계학과 교수. 2005년 호주국립대학교(The Australian National University)에서 국제관계학 박사 학위를 취득했다. 부산대 여성연구소와 숙명여대 아시아여성연구소 연구원, 충남여성정책개발원 인력개발팀장 등을 지냈으며, 국무총리실 산하 경제·인문사회연구회 선임이사, 경상남도 지방재정심의위원회 위원 등으로 활동했다. 최근 국제관계학 분야에서 국제이주, 시각 정치 등의 프로젝트를 젠더 관점에서 진행하고 있다. 저서로는『경계를 넘는 한인들: 이주, 젠더, 세대와 귀속의 정치』(2021, 공저), 『공공외교 이론과 사례』(2020, 공저), 『다문화주의와 페미니즘』(2017, 공저) 등이 있다.

문현아

서울대 국제이주와포용사회센터 책임연구원

Hyuna Moon

Senior Research Fellow, CTMS

정치학으로 박사 학위를 받은 이후 페미니즘 연구로 관심을 확대해 인권 운동, 젠더 쟁점, 시민사회 운동을 경험하며 이론과 실천에 대한 고민을 이어가고 있다. 최근에는 돌봄과 이주 쟁점을 중심으로 연구하고 있다. 덧붙여 건강, 기후변화 등에 대한 관심과 의미 있는 사회변화로 연결될 다학문적 연구를 진행 중이다. 주요 저서로『돌봄노동자는 누가 돌봐주나』(공저),『페미니즘의 개념들』(공저),『공감대화』(공저) 등이 있다. 역서로『커밍업 쇼트』(공역),『자본주의의 병적 징후들』(공역),『경계없는 페미니즘』 등이 있다.

박태균

서울대 국제대학원 교수 전 서울대 국제대학원장

Tae-Gyun Park

Professor of Korean Studies & Former Dean, Seoul National University Graduate School of International Studies

2000년부터 서울대학교 국제대학원에서 교수로 재직하고 있으며 2022년 상반기까지 국제대학원 원장을 맡은 바 있다. 서울대학교 통일평화연구원 출판자료실장, 규장각한국학연구원 국제한국학센터 소장, 국제대학원 부원장, 서울대학교 대학신문사 주간을 역임했으며, 통일부 정책자문위원, 외교부 산하기관 감사위원, 민주평통 상임위원, 대통령직속 정책기획위원회 미래전략연구단장 등으로 활동했다. 문재인 정부의 2050 미래비전 작업에 참여하여 미래의 건강과 복지에 대한 비전을 만드는데 참여하였다. "한국전쟁", "베트남 전쟁" 등 다수의 저서가 있다. 현재 중앙일보와 한겨레신문에 기명칼럼을 기고하고 있다.

서주연

영국 런던대 UCL 생활시간연구소
CTUR 연구원

Joo Yeoun Suh

Research Associate, Centre for Time
Use Research, University College
London, UK

영국씨티대학교 생활시간연구소의
펠로우다. 주요 연구 분야는 육아와 노인
돌봄을 포함한 무급 가족 돌봄, 일하는
가족에 대한 시간 압박, 그리고 국민계정에
집안과 돌봄의 가치를 더하는 위성 계정
구축과 관련한 측정과 평가 문제다.
매사추세츠대학교 에머스트에서 경제학
박사 학위를 받은 후 옥스퍼드대학교
생활시간연구소(Centre for Time Use
Research), 미국 여성정책연구소,
미국은퇴자협회(AARP),
아메리칸대학교에서 근무했다.

은기수

서울대 국제대학원 교수
국제이주와포용사회센터장

Ki-Soo Eun

Professor of Sociology and Demography,
Seoul National University Graduate School of
International Studies; Director, CTMS

서울대학교 사회학과를 졸업하고 미국
펜실베니아대학교에서 인구학 석사 및 사회학 박사
학위를 취득했다. 한국사회사학회 회장,
한국인구학회 회장을 역임하고
저출산ㆍ고령사회정책운영회 위원,
국제생활시간연구협회(International Association
for Time Use Research) 부회장으로 활동하고
있다. 휴렛재단이 후원한 돌봄노동과 경제(Care
Work and the Economy) 국제 공동
프로젝트(2017~2021)의 한국팀 연구 책임자로
활동했고, 캐나다 토론토대학교 이토 펭 교수가
연구 책임자를 맡고 선진국과 개발도상국 9개국이
참여하는 글로벌 돌봄경제(Care Economies in
Context) 프로젝트의 한국팀 연구책임자 겸 Project
Coordination Team 위원으로 해당 프로젝트를
전반적으로 관장, 감독하고 있다. 현재 서울대학교
국제대학원 교수이자 국제이주와
포용사회센터장으로 재직 중이다.

Profile

국내 참여자 성(last name) 가나다순, 해외 참여자 성(last name) ABC 순

전지원

서울대 국제이주와포용사회센터
책임연구원

Jiweon Jun

Senior Research Fellow, CTMS

서울대 국제이주와포용사회센터
책임연구원. 영국 옥스퍼드대학교에서
노년의 시간 사용과 웰빙을 주제로 사회학
박사 학위를 받았다. 옥스퍼드대학교
(현 UCL) 생활시간연구소(Centre for
Time Use Research)에서 근무하며 국제
비교 연구를 통해 일–가정 양립의 문제를
들여다보았다. 캐나다 토론토대학교
글로벌 사회정책센터, 서울대학교
국제대학원 연구원으로 근무하며 〈2018,
2022 한국의 돌봄조사〉, 〈코로나19와
한국의 아동돌봄〉 데이터를 수집,
분석하는 등 실증적인 자료를 바탕으로
한국 사회의 유·무급 돌봄에 대한 이해를
넓히고 돌봄의 가치에 대한 사회의
패러다임을 바꿔나가기 위한 연구를
진행하고 있다.

이현재

서울시립대 교수
한국여성학회 부회장

Hyun-Jae Lee

Professor, University of Seoul; Vice
President, Korean Association of
Women's Studies

여성철학의 전문가로서, 인정이론의 토대
위에서 타자를 배제하지 않는 여성주의적
정체성 개념을 재구성하는 일에 몰두해
왔다. 최근에는 도시화 및 지구화와 더불어
새롭게 나타나는 성적 실천 및 성규범을
분석하는 데 초점을 맞추고 있다. 특히
최근의 논문 「매춘의 도시지리학과
공간생산을 위한 투쟁」에서는 근대국가의
성규범에 의해 도시 공간이 어떻게
배치되었는가를 분석하고 나아가
매춘이라는 성적 실천을 통해 이러한
공간분할의 규칙이 어떻게
교란되었는가를 연구하였다.

차승은

수원대 아동가족복지학과 교수

Seung-Eun Cha

Professor of Child & Family Welfare,
University of Suwon

현재 수원대학교 아동가족복지학과에
재직 중이며, 경기도사회적경제위원,
서울대학교 국제이주와포용사회센터
운영위원, 한국가족학회 편집위원 등으로
활동하고 있다. 중고령자의 생애과정,
젠더, 건강, 생활시간에 대한 주제로
연구를 진행해 왔는데 최근에는 시간압박,
돌봄문제에서 시간활용 문제, 아동과
노인을 돌보는 가족돌봄자에 관한 연구를
집중적으로 수행하고 있다.

천성현
포스코 기업시민실장

Seonghyun Cheon

Head, Corporate Citizenship Office,
POSCO

산업·조직심리 석사/박사를 수료한 뒤
2000년부터 11년 동안 PwC컨설팅
인사조직 수석컨설턴트, Deloitte 컨설팅
Human Consulting 이사, LG경제연구원
인사조직실 연구위원, AT Kearney
Associate Partner 등을 역임한 인사
컨설팅 전문가이다. 이후
포스코그룹에서 POSRI 수석연구원과
포스코 인재경영실 HR전략그룹장을
두루 거쳐, 2021년부터 포스코
기업시민실장으로서, 포스코의
경영이념인 '기업시민'을 문화화하고
확산하는 활동을 추진하여 회사의
이해관계자 중심 경영·ESG경영을
지원하고 있다. 저서로는 『HR
메가트렌드』가 있다.

최서리
이민정책연구원 연구위원

Seori Choi

Senior Policy Researcher, Migration
Research and Training Centre

이민정책연구원
연구위원(2012~현재)으로 아시아
노동이주, 특히 한국행 노동이주에 관한
연구를 주로 하였다. 제조업에서부터
농어업, 건설업, 서비스업에 이르기까지
여러 업종에서 노동이주를 둘러싼 다양한
이해관계자들의 입장과 관련 제도가
설계되는 방식, 그리고 이로 인한
한국사회의 변화에 관심을 갖고 있다.
최근에는 이주노동자의 국내 정착에
주목하여 국내 영주이민제도를 분석하고,
재설계하기 위한 연구를 진행하고 있다.
외국인의 취업이나 고용 관련하여 한국
정부에 정책 자문을 해왔으며, OECD, ILO
등 국제기구 회의체에 한국 이민정책을
소개하는 역할을 하고 있다.

Profile

허오영숙

한국이주여성인권센터 상임대표

Young Sug Heo

Representative, Women Migrants Human Rights Center of Korea

2007년부터 한국이주여성인권센터에서 활동하고 있으며, 실무책임자를 거쳐 2016년부터 대표로 일하고 있다. 『결혼이주여성의 본국 가족지원』(2013)을 썼으며, 한국이주여성인권센터에서 기획한 『아무도 몰랐던 이야기: 폭력 피해 여성들의 생존 분투기』(2018)와 『한국사회가 답하지 못한 것들: 이주여성의 귀환이후 한국사회가 답해야 할 것』(2021)을 같이 썼다. 한국이주여성인권센터는 이주여성이 한국사회 구성원으로서 인간의 기본권리를 보장받고 당당히 설 수 있도록 돕는 비영리 민간단체로 2000년에 창립, 한국에서 처음으로 이주여성 쉼터를 만들고 운영하였다. 현재 3개의 이주여성 쉼터와 더불어 이주여성상담소와 이주여성교육훈련시설을 운영하며, 매년 1만 건 이상의 이주여성을 상담, 지원한다.

Otgontugs Banzragch

Professor of Economics, National University of Mongolia, Mongolia

어윤투구스 방즈락츠

몽골국립대 경제학과 교수

Otgontugs Banzragch is Professor of Economics at National University of Mongolia. She received her Ph.D from Columbia University in the City of New York, and her M.A. from the University of Manchester in UK and her B.A. from Moscow State University named after M. V. Lomonosov. She has held previous visiting appointments at Columbia university and American University in Washington, DC. Dr. Banzragch worked as a Vice-Dean and Dean at the National University of Mongolia for about 6 years and has recently taught graduate courses on Gender Economics and Economics of Education, and undergraduate courses on Introduction to Microeconomics and Microeconomics Analysis. Her research and publications are mainly in the area of economics of education, household consumption, poverty, inequality and gender bargaining power.

Marina Durano

Adviser on Care Economy and Partnership Engagement, UNI Global Union

마리아 두라노
국제노동조합네트워크UNI Global Union 돌봄경제 및 파트너십 개발 자문관

Marina Durano is Adviser on Care Economy and Partnership Engagement at the UNI Global Union, which represents more than 20 million workers in the private services sector. Previously, she was a Senior Program Officer at the Open Society Foundations, where she managed a grant making portfolio that invested more than USD$15 million supporting women's rights organizations, academic researchers, and labor unions to build care economies around the world. She has a long history in advocacy work in the United Nations raising gender issues in financing development, international trade policies, official development assistance, and global economic governance. She has a Ph.D in economics from the University of Manchester in the UK.

Maria Floro

Professor Emerita of Economics, American University, US

마리아 플로로
미국 아메리칸대 경제학과 명예교수

Maria S. Floro is Professor Emerita of Economics at American University in Washington, DC. She served as 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) as well as monographs and journal articles on gender, vulnerability, informal employment, food security, care work, time use and well – being, and climate change. She led the Care Work and the Economy (www.careworkeconomy.org) project from 2017–2021. Currently, she serves as Advisor and co-Investigator of the Care Economies in Context Project and the Care Economy Africa Project.

Profile

Dileni Gunewardena
Professor of Economics,
University of Peradeniya, Sri Lanka

딜레니 구네와르데나
스리랑카 페라데니야대 경제학과 교수

Dileni Gunewardena is Professor of Economics (Chair) at the University of Peradeniya, Sri Lanka and a Non-Resident Fellow at Verité Research. She has a doctorate from American University. Her research includes analysis of gender and ethnic wage gaps, child nutrition, poverty and economic valuations of unpaid work. She has been a Fulbright Scholar, a Brookings Institute Echidna Global Scholar, a visiting scholar at American University's Programme in Gender Analysis in Economics, and has twice won Global Development Network awards. She has also consulted for the World Bank. She is a scientific mentor in Gender Analysis with the Partnership for Economic Policy (PEP) Research Network and a PEP research fellow. She leads the initiative to promote graduate teaching and research in Gender Economics at the University of Peradeniya, an initiative supported by OSF and American University.

Elizabeth King
Nonresident Senior Fellow,
Brookings Institution, US

엘리자베스 킹
미국 브루킹스연구소 선임연구위원

Elizabeth M. King is a Nonresident Senior Fellow of the Brookings Institution, Adjunct Professor of Georgetown University, Editor of the Journal of Development Effectiveness, and a board member of several global NGOs. She was the co-Principal Investigator of the Care Work and the Economy Project based in American University. She was also the World Bank's senior manager, spokesperson, and professional head for global policy and strategic issues related to education and human development. Her latest book Human Capital and Gender Inequality in Low-Income Countries, co-authored with Dileni Gunewardena and published by Routledge, will be available in late 2022. She has a Ph.D. in Economics from Yale University.

Emiko Ochiai
Professor of Sociology,
Kyoto University, Japan

에미코 오치아이
일본 교토대 사회학과 교수

Emiko Ochiai (落合恵美子) 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. She is the series editor of The Intimate and the Public in Asian and Global Perspectives from Brill.

Ito Peng
Professor of Sociology and Public Policy,
University of Toronto, Canada

이토 펭
캐나다 토론토대 사회학 · 공공정책학과 교수

Ito Peng is a Canada Research Chair in Global Social Policy and the Director of the Centre for Global Social Policy at the Department of Sociology, and the Munk School of Global Affairs and Public Policy at the University of Toronto. She is an expert in global social policy, specializing in gender, migration and care policies, and the care economy. She has written extensively on social policies and political economy of care. She currently leads a Social Sciences and Humanities Research Council of Canada, William and Flora Hewlett Foundation, and Open Society Foundations supported global partnership research project, Care Economies in Context: Towards Sustainable Social and Economic Development (2021–2028); and the Canada team of the Rockefeller Brothers Fund supported Comparing Child Care Initiatives in a World of Climate Change (C5) Project (2022–2023). For more information, see: https://munkschool.utoronto.ca/profile/peng-ito/ and http://cgsp.ca/.

2022.11.16.

CENTRE FOR GLOBAL SOCIAL POLICY

CARE ECONOMIES IN CONTEXT:
A COMPARATIVE STUDY OF NINE COUNTRIES

Ito Peng
University of Toronto
presented at
International Care Conference
Aging Societies and Care Economy: Gender,
Transnational Migration and Development
CTMS, Seoul National University
November 16-17, 2022

CENTRE FOR GLOBAL SOCIAL POLICY

Outline of presentation

1. The project overview
2. Project update for Canada

The Project Overview

Objectives:

1. Map, measure, and compare the care economies of nine countries from four global regions

2. Develop new macroeconomic models

3. Translate research knowledge into policy tools

* For this project we focus on childcare, elder care and care of disabled

Update since April 2021

- Put together the Care Economies in Context admin and research teams
- Convened virtual project meeting in August 2021
- Convened hybrid Canada team meeting in October 2021
- Undertook background research on childcare and LTC and policies in Canada
- Developed harmonized questionnaires for quantitative unpaid childcare and LTC
- Completed the national survey of unpaid childcare and LTC
- Convened hybrid team meeting in September 2022

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Update since April 2021

- Working to support different country teams secure external grants
- Reorganizing and updating the website
  - changing the look and configuration
  - RA policy briefs and think pieces
- Developing communication strategies
- Working with some institutional partners on data collections and policy discussions
- Student workshops and training plans
- Put together a management and governance team

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What still needs to be done

Organization/Administration
- Increase communications with country teams and partners
- Continue to develop website and communication strategies

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What still needs to be done

Research
- Data analyses for the quantitative survey
  - October 2022 – March 2023
- Complete interview survey questionnaires
  - December 2022
- Undertake interview surveys
  - December 2022 – February 2023
- Analyze surveys
  - October 2022 – May 2023

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What still needs to be done

Research
- Continue background research
  - Ongoing till January 2023
- CIHR research project on mental health impacts of double care in Canada
- Continue to support other country teams on grant applications

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What still needs to be done

Partnership/Collaborations
- New partners
  - Oxfam Canada, Ontario Nonprofit Network
- Ongoing data collaboration and harmonization with Statistics Canada
- Potential data collaboration with UN Statistical Department

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What still needs to be done

Student Training and KM
- Establish more regular workshops/seminars for students and young scholars
- Establish student mobility
- Strengthen communication and dialogues with institutional partners and policy actors
- Connecting with other country teams

Highlight from the national survey of unpaid childcare

- Survey conducted by Angus Reid in August
- nationally representative sample, n=1000
- online survey
- these are some of the preliminary results

The primary or shared caregiver of a child or children aged 15 or younger	Male	Female
	40.30%	59.70%

Number of children in HH	% Household
1	46
2	39.4
3	10.6
4	2.8
5+	1.2

Number of people currently working in your household by age of the children
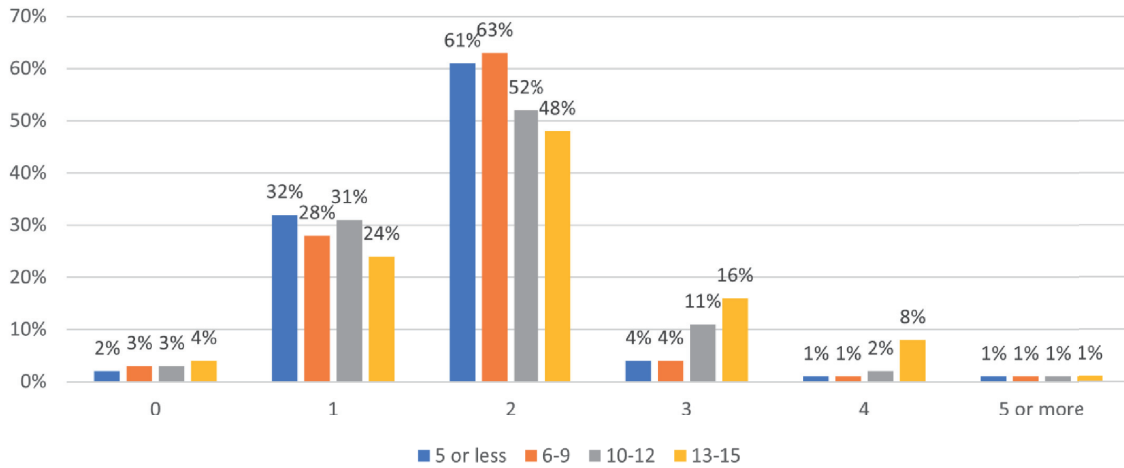
Number of child(dren) of 15 or younger in the household by household income
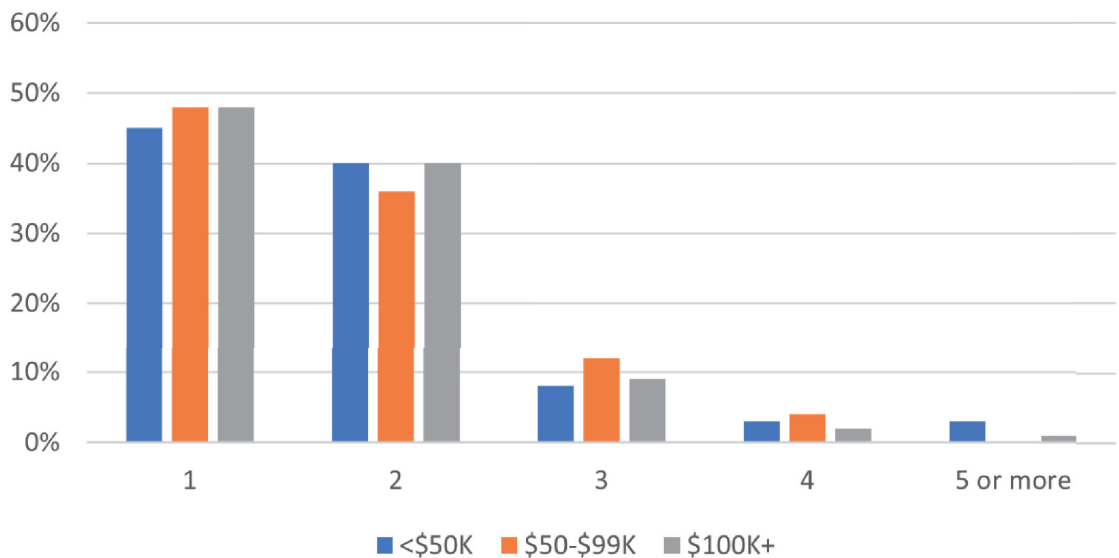
Number of people currently employed or working by marital status and gender
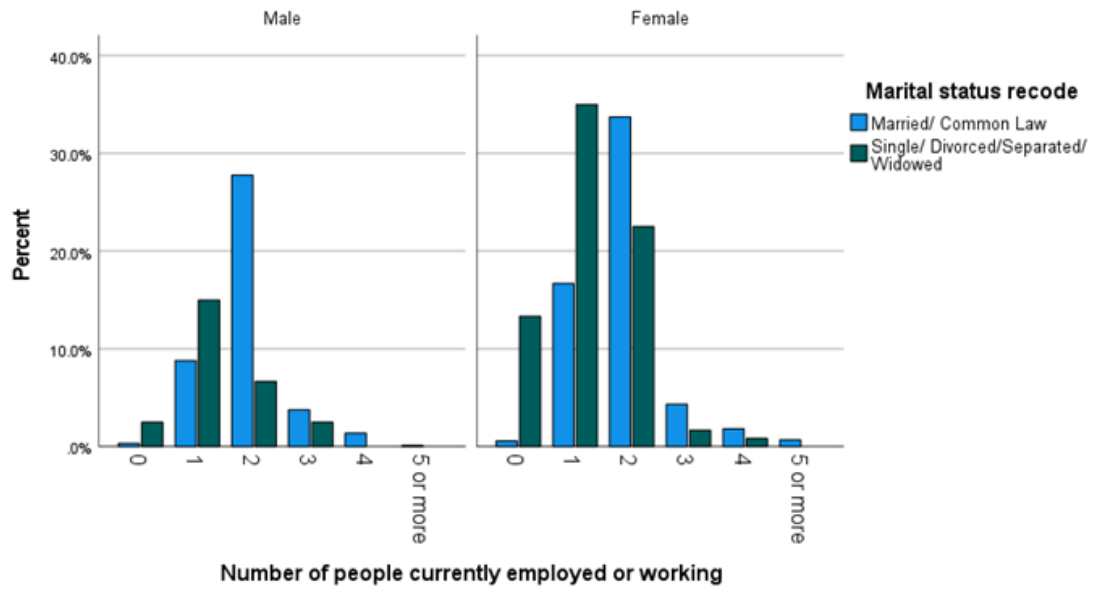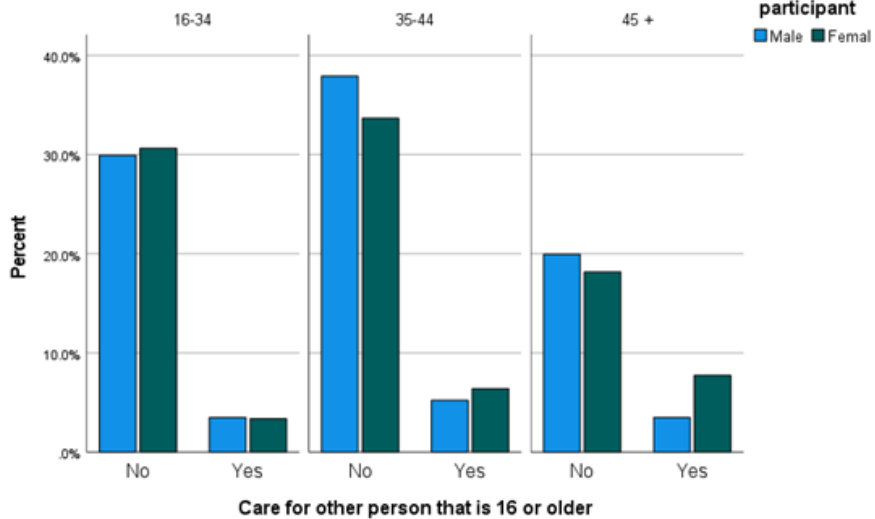
Do you use paid childcare services?

		Frequency	Percent
Valid	**Yes**	**356**	**35.6**
	No	**644**	**64.4**
	Total	**1000**	**100.0**

Main Reason for not using Paid Childcare Services by Child's Age
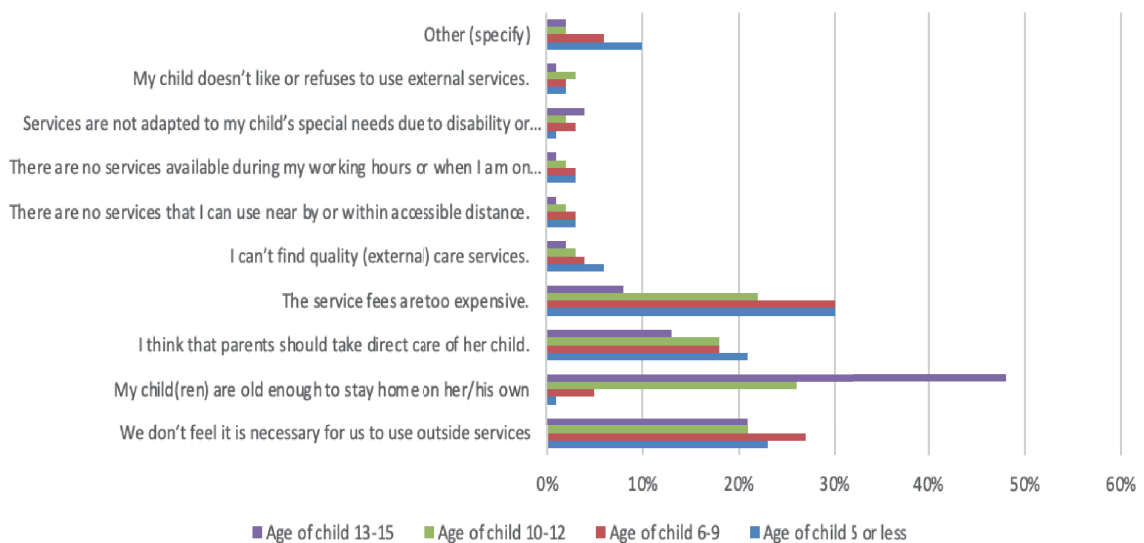
Most Frequently used Paid Care Services by Child's Age
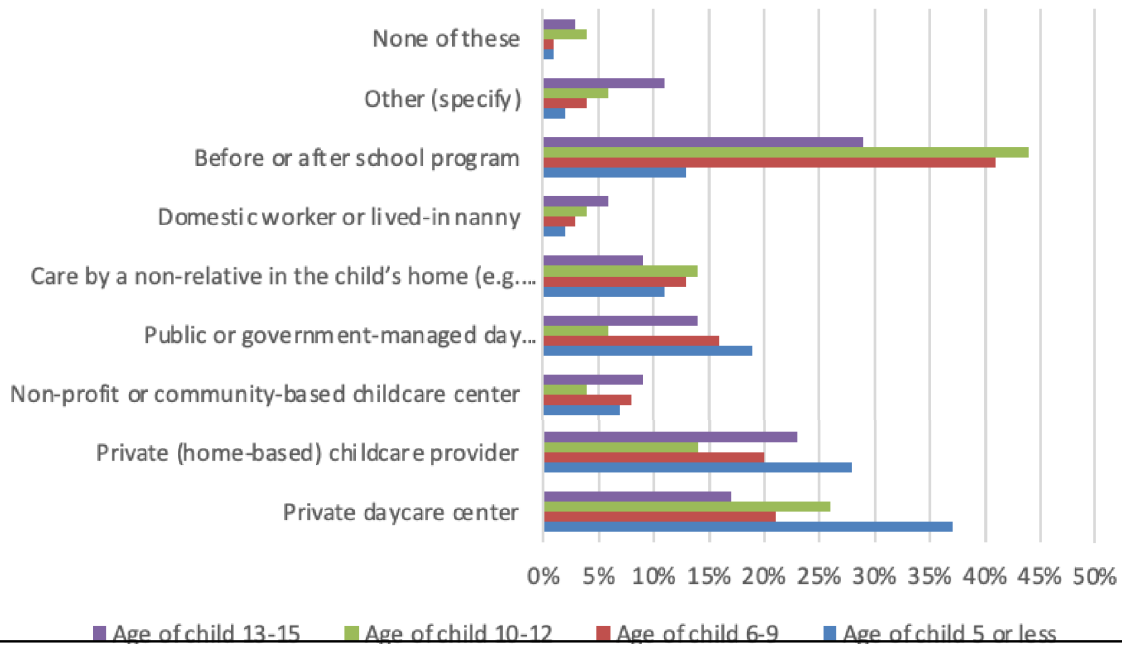
Use of paid childcare services by household income
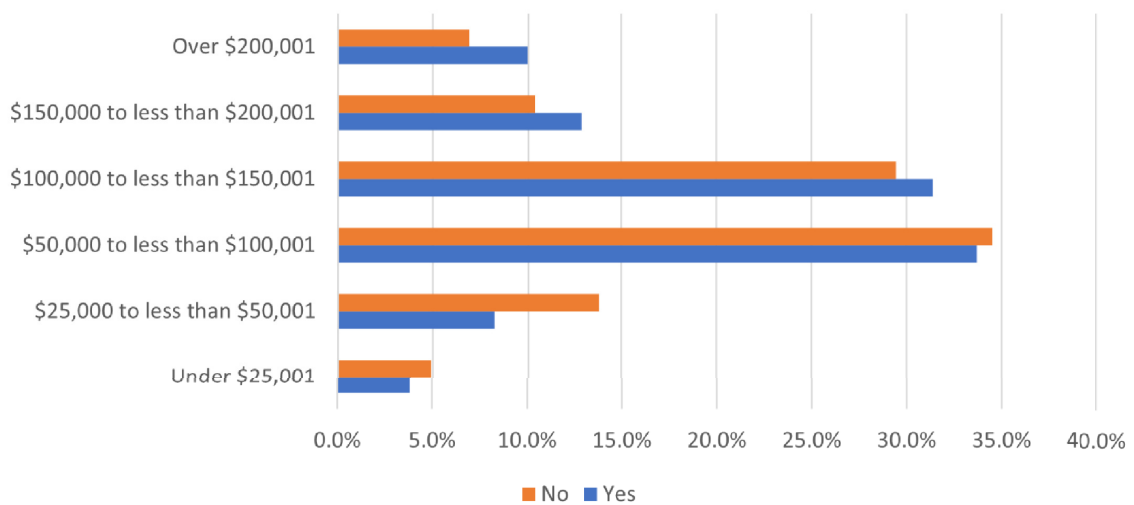
		Gender		Age			Region						Education		
	Total	Male	Female	18-34	35-44	45+	BC	AB	SK/MB	ON	QC	Atlantic	<=HS	Post Sec/College	Univ+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
BASE: All Respondents	1000	401	594	335	411	248	133	143	82	391	143	104	238	361	401
I can eat my meals without distraction.	404	192	211	101	162	138	45	59	37	167	61	35	92	150	162
	40%	48%	36%	30%	39%	56%	34%	41%	45%	43%	43%	34%	39%	42%	40%
			C		D	DE									
There are times when I have to do multiple tasks at once while taking care of the children.	898	352	541	310	372	210	114	129	77	347	128	99	207	316	375
	90%	88%	91%	93%	91%	85%	86%	90%	94%	89%	90%	95%	87%	88%	94%
				F	F				G			GJ			MN
I feel stressed at the end of the day.	589	202	383	203	242	140	77	86	38	235	86	63	142	204	243
	59%	50%	64%	61%	59%	56%	58%	60%	46%	60%	60%	61%	60%	57%	61%
			B							I	I				
I feel exhausted at the end of the day	728	270	453	259	306	158	92	101	57	286	109	80	168	264	296
	73%	67%	76%	77%	74%	64%	69%	71%	70%	73%	76%	77%	71%	73%	74%
			B	F	F										
I am satisfied with the division or distribution of the care work within the household (especially with	562	281	279	203	225	131	64	83	44	223	85	63	112	208	242
	56%	70%	47%	61%	55%	53%	48%	58%	54%	57%	59%	61%	47%	58%	60%
		C												M	M

Comparison Groups: BC/DEF/GHIJKL/MNO/PQR/STUVW/XY/ZA1
Independent T-Test for Means (unequal variances), Independent Z-Test for Percentages (unpooled proportions)
Uppercase letters indicate significance at the 95% level.

Estimating the changes of unpaid care work during Covid-19 : The case of Mongolia

Presenter:

Otgontugs Banzragch

(National University of Mongolia)

Content:
- The background information
- Research questions
- Literature review
- Data and methodology
- Descriptive statistics
- Estimation results
- Conclusion

The background information on Covid-19 situation

987K cases, 2,131 deaths (https://covid19.who.int/region/wpro/country/mn)
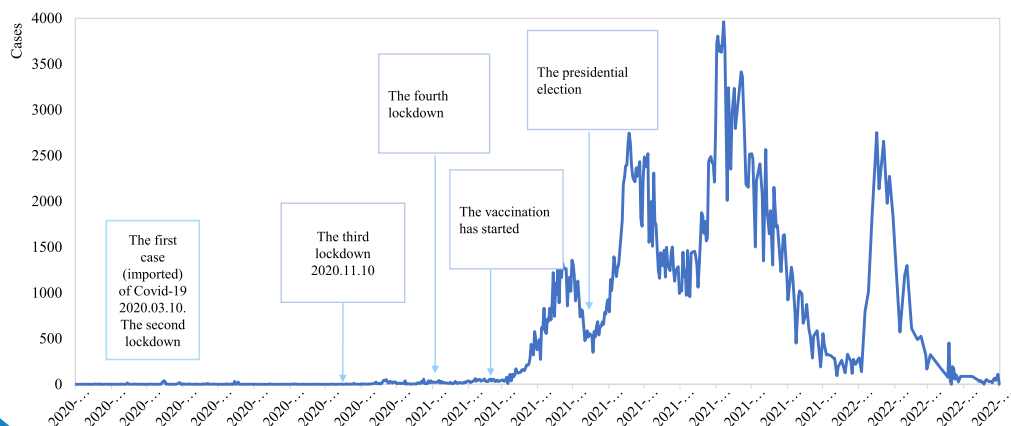
Background information (NSO, 2021)

Pre-pandemic and during pandemic LFPR in Mongolia, by gender
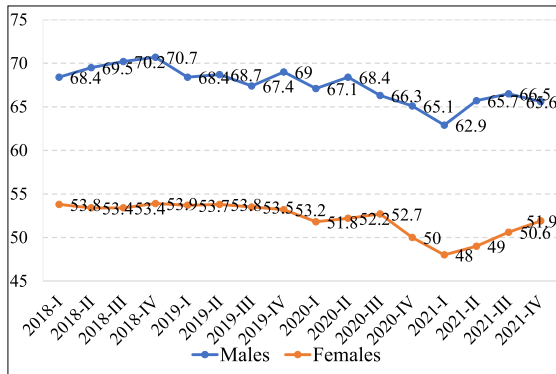
Pre and during pandemic employment rate in Mongolia, by gender
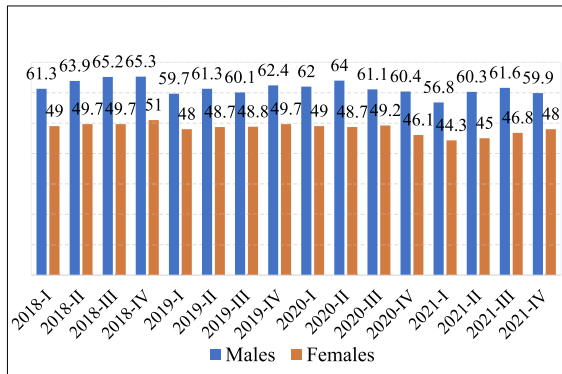
Research questions and data

- Research questions:

1. How did LFP has changed in 2020 by gender and age?
2. How did time spent on unpaid care work has changed in 2020?
3. What factors have affected time spent on unpaid care work during Covid-19?

Data:

- We use the Labor Force Survey 2019-2020 data conducted by the NSO of Mongolia.
- Sample is 13, 920 households in 2019 and 13, 879 in 2020.
- Not panel but separate cross-section data
- The samples for the research are 10, 452 individuals (aged 15 and above) in 2019 and 11,370 in 2020.
- Average time spent on unpaid care for 0-17 aged children, disabled and elderly

Research literature:

- Albanesi, Stefania, and Jiyeon Kim. (2021). "The Gendered Impact of the COVID-19 Recession on the US Labor Market." NBER Working Paper No. 28505. March.

- Alison, A., Cattan,S., Costa Dias,M., Christine, F., Kraftman,L., Krutikova, S., Phimister, A., and Sevilla, A. (2020). "How Are Mothers and Fathers Balancing Work and Family under Lockdown?" IFS, London, England.

- McKinsey & Company, LeanIn. 2020. Women in the Workplace. https://wiwreport.s3.amazonaws.com/Women_in_the_Workplace_2020.pdf

- Goldin, C. (2022) Understanding the Economic Impact of COVID-19 on Women. Brookings Papers on Economic Activity

- The consensus includes the following 5 points:

1. FLFP had been flat for some time, and MLFP decreased.

2. The big divide is less between men and women and more between the more-educated and the less-educated.

3. Childcare time ↗ as well as for custodial fathers.

4. Labor market outcomes for women with young children were more affected than for others, but all women were greatly impacted by the pandemic.

5. Occupation and industry mattered considerably to women's employment.

Methodology

- Estimate minutes on unpaid child, elder and care for disabled in 2019 and 2020.

- Determine factors that affect the time spent on unpaid care:

$$y_{it} = \alpha + \beta_1 Employment_{it} + \beta_2 X_{it} + \varepsilon_{it}$$

- The dependent variable y_{it} is the time spent by person i on unpaid care for period t.
- $Employment_{it}$ is a dummy variable for employment
- X_{it} is a set of explanatory variables of individual and household characteristics that affect people's unpaid care.
- The characteristics included: gender, age, age square, employment and marital status, education level, household size, location (rural).

Descriptive statistics: Changes in LFPR pre and during pandemic: by age and gender (4Q 2021 compared 1Q of 2019)
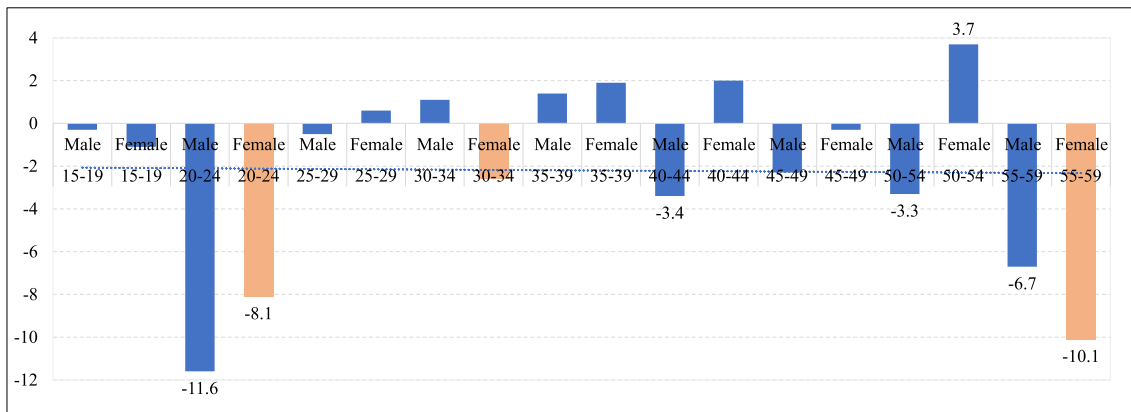
- During the pandemic women mostly remained in the labor force.
- They stayed on their jobs, as much as they could, and persevered.

Average weekly time spent on unpaid childcare by location and gender
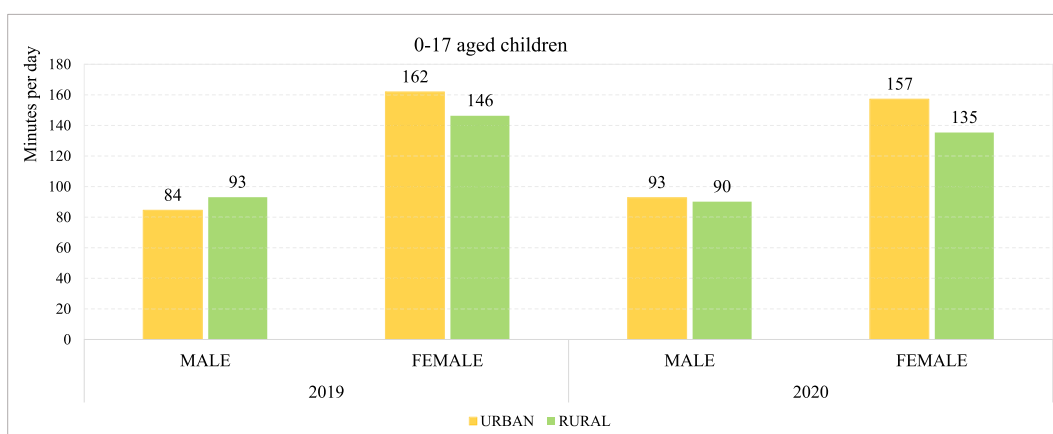
Descriptive statistics: Average daily time spent on unpaid care for disabled and older people, by gender,
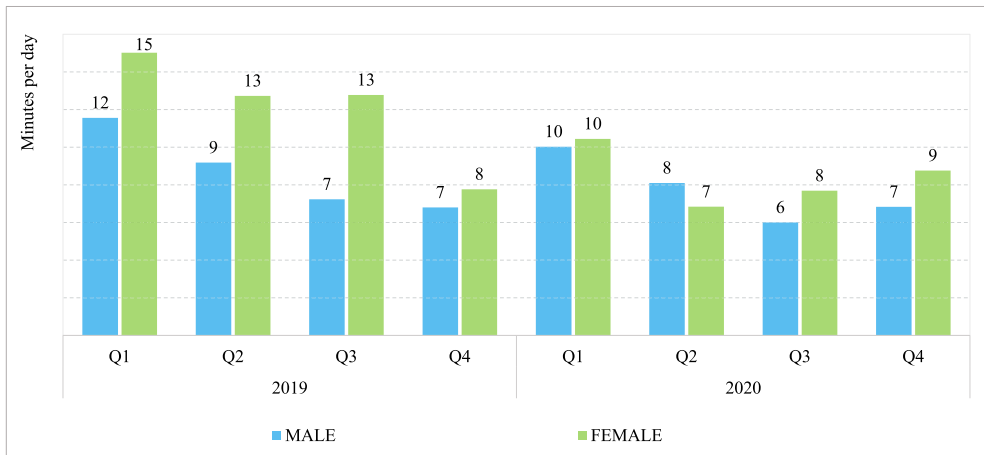
Average weekly time spent on unpaid care for disabled, elderly people, by location and gender
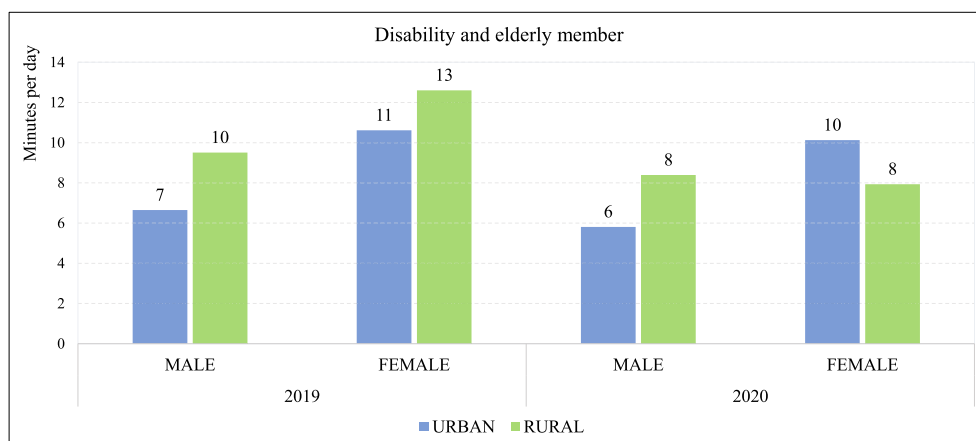
Average weekly time spent on unpaid care for disabled and elderly people, by education level

Disability and elderly member					
	2019			2020	
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
None	20	13	25	10	11	9 ↘
Preschool	12	7	18	11	8	14 ↘
Primary	10	10	11	10	10	10 ↘
High	11	8	12	9	11	8 ↘
Vocational	14	12	15	9	6	11 ↘
Higher education	7	5	8	5	3	5 ↘
0-17 aged children						
None	120	91	144	113	90	135 ↘
Preschool	111	88	132	111	91	132 ↘
Primary	108	85	126	103	85	117 ↘
High	133	92	155	124	88	147 ↘
Vocational	123	91	147	118	91	137 ↘
Higher education	144	96	167	138	100	154 ↘

- Before Covid-19, females with lower level of education were doing more elder and disability care, but during Covid-19 care work ↘ for all females.
- Before Covid-19, college educated mothers spent more time on childcare, it ↘ for them but not for college graduated fathers in 2020.
- Since many of these households had both parents at home full time, parental sharing may have ↗ .
- Consequently, the fraction of care performed by females ↘ ,

Average weekly time spent on unpaid care for disabled and elderly people, by caregivers' marital status

Disability and elderly member
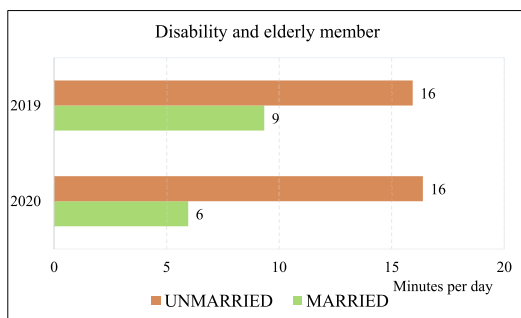
Average weekly time spent on unpaid care for children aged 0-17, by marital status

0-17 aged children
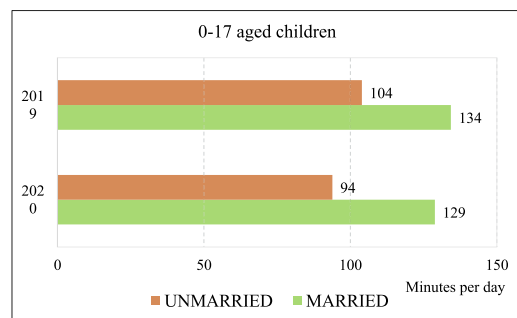
- Married people spent more time on childcare before and during Covid-19, but it ↘ during Covid-19.
- Unmarried people spent more time on elder care and care for disabled than married
- Time spent on eldercare and care for disabled by unmarried people did not decrease during Covid-19.

Average weekly time spent on unpaid care by caregivers' employment status, gender
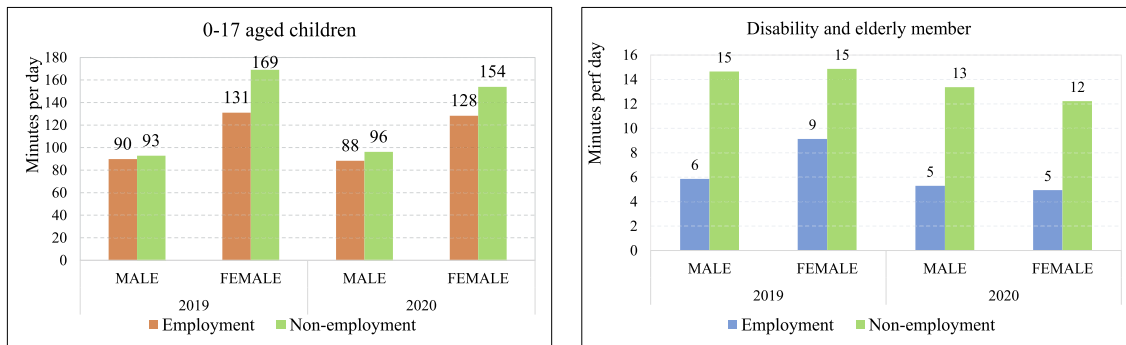
- Females spend more time on unpaid care than males before and during Covid-19.
- Mothers spend more time on unpaid childcare than fathers before and during Covid-19.
- Stay at home mothers spend more time on unpaid childcare than stay at home fathers.
- Average weekly time on unpaid care ↘ for employed & non-employed female caregivers.

Estimation results: OLS regression results of the determinant of the time spent on unpaid care for 0-17 aged children

Variables	2019		2020	
	Coefficient	Robust Std. Err.	Coefficient	Robust Std. Err.
Employment	-0.2673***	0.0186	-0.2547***	0.0163
Female	0.4734***	0.0181	0.4261***	0.0159
Married	0.3294***	0.0253	0.3760***	0.0229
Household size	-0.0103*	0.0058	-0.0002	0.0052
Age	0.0083**	0.0043	0.0039	0.0036
Age square	-0.0002 ***	0.0001	-0.0001***	0.0001
Primary	-0.1409***	0.0481	0.0189	0.0462
Secondary education	-0.2405***	0.0429	-0.0646	0.0394
High education	-0.1219***	0.0423	0.0115	0.0388
Technical and vocational education	-0.0734**	0.0398	0.0182	0.0386
Higher education	-0.0113	0.0398	0.0795**	0.0384
Rural	0.0859***	0.0203	-0.0299*	0.0177
Constant	2.0345***	.0925	2.0303***	0.0804
Observation	9,829		10,763	
R2	0.1226		0.1262	
Prob > chi2	0.0000		0.0000	
Multicollinear test	7.95		7.73	

Note: ***, **, **- Significant at the levels of 1%, 5% and 10%.

Impact on unpaid childcare, education, age, gender, employment, marital status, location before, and during the pandemic: putting it all together

Relative to omitted groups, gender, marital status, college education, location have an additional impact from the shift into the pandemic.

Estimation results:OLS regression results of the determinant of the time spent on unpaid care for disability and elderly member

Variables	2019		2020	
	Coefficient	*Std. Err.*	*Coefficient*	*Std. Err.*
Employment	-0.3661***	0.0662	-0.3619***	0.0586
Female	0.3038***	0.0637	0.1087**	0.0565
Married	0.2074***	0.0731	-0.1488**	0.0633
Household size	-0.0861*	0.0192	-0.0189	0.0148
Age	0.0085	0.0103	0.0666***	0.0092
Age square	-0.0001**	0.0001	-0.0006***	0.0001
Primary	-0.3372**	0.1574	-0.2453*	0.1453
Secondary education	-0.2808**	0.1407	-0.1424	0.1245
High education	-0.2421*	0.1412	-0.1594	0.1255
Technical and vocational education	-0.0139	0.1338	-0.1594	0.1268
Higher education	-0.1889	0.1436	-0.3404***	0.1299
Rural	0.4754***	0.0773	0.0001	0.0688
Constant	2.0338***	0.2721	1.0228***	0.2431
Observation	925		986	
Adj-R2	0.1390		0.1022	
Prob > chi2	0.0000		0.0000	
Heteroscedasticity test	0.3242		0.5358	
Multicollinear test	6.68		6.95	

Note: ***, **, **- Significant at the levels of 1%, 5% and 10%.
Relative to omitted groups, females, married, college education have an additional impact from the shift into the pandemic.

Conclusion

- LFP fell during the pandemic is incorrect in the case of Mongolia.
- LFPR fell more for 20-24 & 55-59 years old males and females.
- During 2020, an average daily time spent on unpaid care declined.
- Average daily time spent on unpaid childcare declined for rural men & women, urban women but for urban men.
- Before Covid-19, females with lower level of education were doing more elder and disability care, but during Covid-19 the care work ↘ for all females.
- Before Covid-19, college educated mothers were doing the most childcare, it ↘ for college educated mothers but not for college educated fathers in 2020.
- Average weekly time on unpaid care ↘ for employed & non-employed female caregivers.
- Relative to omitted groups, gender, employment & marital status, college education, location have an additional impact on childcare from the shift into the pandemic.
- Relative to omitted groups, females, employment & marital status, college education have an additional impact on eldercare and care for disabled from the shift into the pandemic.

Thank you and Questions?

Care work and the Economy in Sri Lanka

DILENI GUNEWARDENA, UNIVERSITY OF PERADENIYA, SRI LANKA

2022 INTERNATIONAL CARE CONFERENCE AGING SOCIETIES AND CARE ECONOMY: GENDER, TRANSNATIONAL MIGRATION, AND DEVELOPMENT

NOVEMBER 16TH, 2022, SEOUL, KOREA

Outline

Significance of the care economy in Sri Lanka

Proposed overall project

Estimating the value of unpaid work and care in Sri Lanka
◦ Data and methodology
◦ Results
◦ Conclusions and Policy implications

Next steps

Care Economy in Sri Lanka

Care Economy: structures and institutions of paid and unpaid work that contribute to the nurturing and reproduction of present and future populations

Care provided by four institutions – family, community, market and state – **"care diamond"** (Razavi, 2007).

Care perceptions – altruism and self-sacrifice, gender division of labour **Work perceptions –** "income" "job" "employment" (Kottegoda, 2017)

Women's work **invisible or underreported** (Discenza, 2021)

Many women sandwiched between **dual care responsibilities** – looking after children and parents (ADB 2020, 2021)

87% of time spent in unpaid work – women's; but FLFP 32% ; 60% of inactive women are engaged in housework

Many women migrate for care work – bottom of the **global care chain**
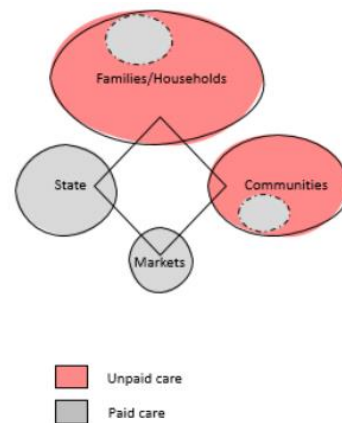
The Proposed Plan

- Undertake a **status review** of existing policies, literature, and data to understand current state of knowledge on the care economy in Sri Lanka
- Undertake a **field survey** to understand and map the various childcare and eldercare arrangements in Sri Lanka
- Use **qualitative methods** to map the social landscape of the care economy
- **Measure/estimate** the size and **value of the unpaid and paid care sectors** of Sri Lanka (using the national time use survey, and other household survey datasets)
- **Engendering policy tools** used by Sri Lankan policymakers (e.g. Central Bank, Ministry of National Planning, etc.) for policy analysis such as Computable General Equilibrium (CGE) model for policy simulations

Review Status   **Collect Data**   **Measure**   **Develop Tools**

Next Steps Overview

Securing funding for the harmonized surveys and qualitative research

Begin the qualitative and quantitative data collection process

CGE model capacity building

Begin working on analysing paid care work using the HIES and Time Use data

Qualitative Data Collection: Proposed Approach

Key Informant Interview → **Focus Group Discussions** → **Survey** → **In-depth Interviews** → **Life Histories** → **Case Studies**

Key Informant Interview	Focus Group Discussions	Survey	In-depth Interviews	Life Histories	Case Studies
Eliciting expert opinions on state infrastructure and policy landscape	A community-based approach to understanding the provision of care in different parts of Sri Lanka	Understanding the care economy at a household level	Exploring key themes in the narratives of persons working in the care economy (formal and informal sectors)	Understanding the lived experience of those working in the care economy; the interplay of structure vs agency	Contributing learnings from Sri Lanka to inform what works and why in a variety of local contexts

Quantitative Data Collection: Harmonized Surveys

Eldercare – unpaid family/household caregiving survey

Focusing on household/family configurations, care arrangements and conditions (esp. LFP), decision making, time and form, and conditions of older care recipients. In addition to the harmonized survey questions, we would like to understand the link between labor supply choice and caregiving obligations, as well as potential (cultural/attitudinal/norms) barriers to substitution of family care with social/market care.

Childcare – unpaid family/household caregiving survey w/ qns on paid care

Childcare configurations – who looks after children, for how long, pecuniary and other costs of childcare, demand for paid childcare, use of paid childcare – we are also interested in effects of childcare obligations on mother's labor supply choice, as well as potential (cultural/attitudinal/norms) barriers to substitution of family care with social/market care.

Valuing unpaid care work using NTUS 2017

(WITH ASHVIN PERERA, RESEARCH ANALYST, VERITE RESEARCH)

Valuing unpaid care work is important because it

(1) renders visible and *recognizes* the worth of unpaid care, and highlights how misleading estimates of GDP can be

(2) promotes more "accurate and comprehensive" valuation of the work that takes place in economies (UNDP 1995) and

(3) strengthens the argument that those who provide unpaid work to family or household members are entitled to a fair share and control over income generated by those members (Budlender 2013)

And in all of this, supports the right to care and be cared for

National Time Use Survey 2017

First ever National Time Use Survey for Sri Lanka

17,376 persons > 10 years of age from 6,440 housing units selected for the Labour Force Survey 4th quarter of the same year – October – December 2017, sample of a PSU spread over 7 days

2 PAPI (paper based) questionnaires: Household survey and Time Diary – every 15 minutes within a 24 hour period

90.8 % diary completion response rate (15,451) – 15,451 respondents

Table 1.1: Sample allocation by sector for TUS - 2017

	Number of housing units
Sri Lanka	**6,440**
Urban	1,000
Rural	5,140
Estate	300

Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Description of respondents – age, sex

Figure 2.3: Age distribution of respondents by age group and sex
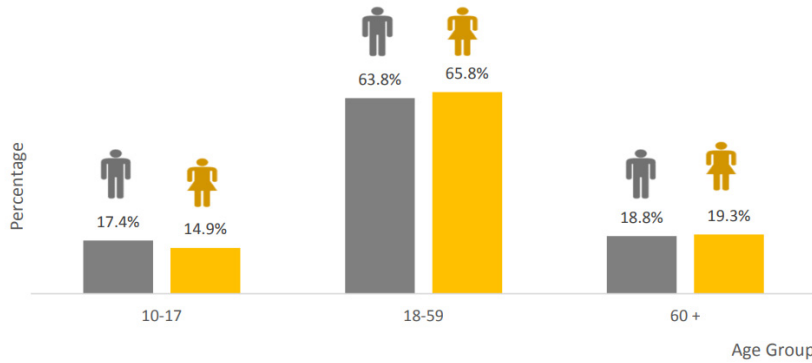
53.6 % female
46.4% male

16% 10-17 yrs
64.9% 18-59 yrs
19.1% 60+ yrs

Percentage

17.4%	14.9%	(10-17)
63.8%	65.8%	(18-59)
18.8%	19.3%	(60 +)

Age Group

Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Time	What was the main activity? *Eg. Preparing dinner, Child caring etc.*	Code	What else were you doing at the same time? Eg. Watching TV, Listening radio etc.	Code	Where were you? Place/mode of transport Eg. home, in car, in bus, on foot etc.	Code	Who were with you? (Put X mark in the box)		
							Alone	With House-hold members	With Other known persons
6.00-6.15							☐	☐	☐
6.15-6.30							☐	☐	☐
6.30-6.45							☐	☐	☐
6.45-7.00							☐	☐	☐
7.00-7.15							☐	☐	☐
7.15-7.30							☐	☐	☐
7.30-7.45							☐	☐	☐
7.45-8.00							☐	☐	☐
8.00-8.15							☐	☐	☐
8.15-8.30							☐	☐	☐

D. Please read the following example.

Eg: The day of filling the diary Mala spent her time from 3.00 p.m. to 6.00 p.m. as follows.

➢ Mala got a nap with her child from 3.00 p.m. to 4 p.m. and got up at 4.00 p.m.
➢ Then she sew cloths (as her economic activity) up to 5.00 p.m. while looking after her child.
➢ While she was sewing one of her neighbor visited and she was chatting with her from 4.15 p.m. to 4.25 p.m., but she was continuing her both activities while chatting.
➢ Mala's mother took the child with her to home at 4.30 p.m..
➢ Then from 5.00 p.m. to 6.00 p.m. Mala was preparing dinner while watching the T.V..
➢ Incidentally she remembered that coconut for cooking has finished and she went to the boutique at 5.20 p.m. and bought coconut and came home at 5.30 p.m.
➢ Then she started cooking and watching the T.V. again and her husband joined with her chatting on 5.50 p.m.

Time	What was the main activity? Eg. Preparing dinner, Child caring etc.	Code	What else were you doing at the same time? Eg. Watching TV, Listening radio etc.	Code	Where were you? Place/mode of transport Eg. home, in car, in bus, on foot etc.	Code	Who was with you? (Put X mark in the box)		
							Alone	House-hold members	Other known persons
3.00-3.15	Sleeping				home		☐	☐	☐
3.15-3.30	,,				,,		☐	☐	☐
3.30-3.45	,,				,,		☐	☐	☐
3.45-4.00	,,				,,		☐	☐	☐
4.00-4.15	Sewing cloths as		Looking after		home		☐	⊗	
4.15-4.30	her economic		her child		,,		☐	⊗	⊗
4.30-4.45	activity				,,		⊗		
4.45-5.00	,,				,,		⊗		
5.00-5.15	Preparing dinner		Watching T.V.		home		⊗		
5.15-5.30	Went to boutique to buy coconut				On foot		⊗		
5.30-5.45	Preparing dinner		Watching T.V.		home		⊗		
5.45-6.00	,,		,,		,,		☐	⊗	
1	2	3	4	5	6	7	8	9	10

Categorization according to ICATUS 2016

Productive

SNA
1. Employment and related activities
2. Production of goods for own final use

Non-SNA
3. Unpaid domestic services for household and family members
4. Unpaid caregiving services for household and family members ◀ **Unpaid care work**
5. Unpaid volunteer, trainee and other unpaid work

Non-Productive
6. Learning
7. Socializing and communication, community participation and religious practice ◀ **Third person criteria: Cannot be performed for a person by someone else.**
8. Culture, leisure, mass-media and sports practices
9. Self-care and maintenance

Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Figure 4.1: Participation rates in nine major activity categories by sex

	Male	Female
Employment and related activities	60.8%	27.7%
Production of goods for own final use	6.9%	10.8%
Unpaid domestic services for household and family members	54.0%	86.4%
Unpaid caregiving services for household and family members	19.5%	38.4%
Unpaid volunteer, trainee and other unpaid work	3.7%	5.6%
Learning	20.2%	19.9%
Socializing and communication, community participation and religious practice	48.6%	63.3%
Culture, leisure, mass-media and sports practices	90.6%	88.4%
Self-care and maintenance	100.0%	100.0%

Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Figure 6.2: Participation rates in both house work and care work activities for 10 years and above population by sex (in one-digit level of ICATUS 2016)

59.7%

59.7% of 10 years and above men participate house work and care work activities

87.3%

87.3% of 10 years and above women participate house work and care work activities

Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Figure 6.7: Mean actor time spent in both house work and care work activities for 10 years and above population by sex (in one-digit level of ICATUS 2016)
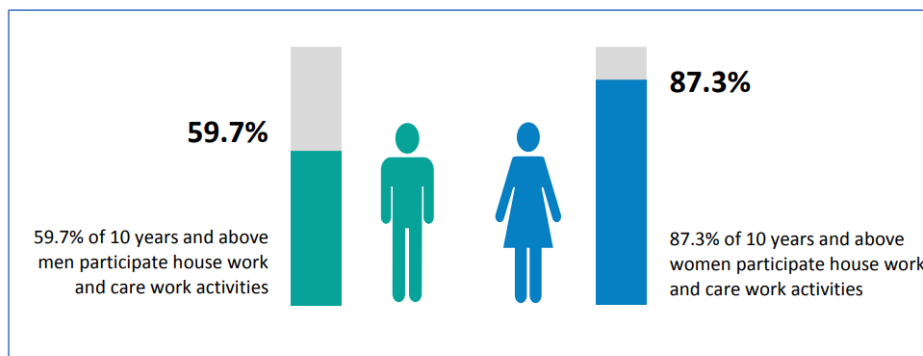
Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Figure 6.13: Mean population time per day spent in both unpaid domestic activities and caregiving activities for population aged 10 years and above by sex (in one-digit level of ICATUS 2016)

Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Women were more likely than men to participate & spend more time in non-SNA productive activities, e.g. food preparation

76.4 percent of **women** spent **3 hours** per day in food preparation and management
15.4 percent of **men** spent **1 hour 18 minutes** per day in the same

The average Sri Lankan woman spent **1 hour 54 minutes** in food preparation and management
The average Sri Lankan man spent **12 minutes** on the same
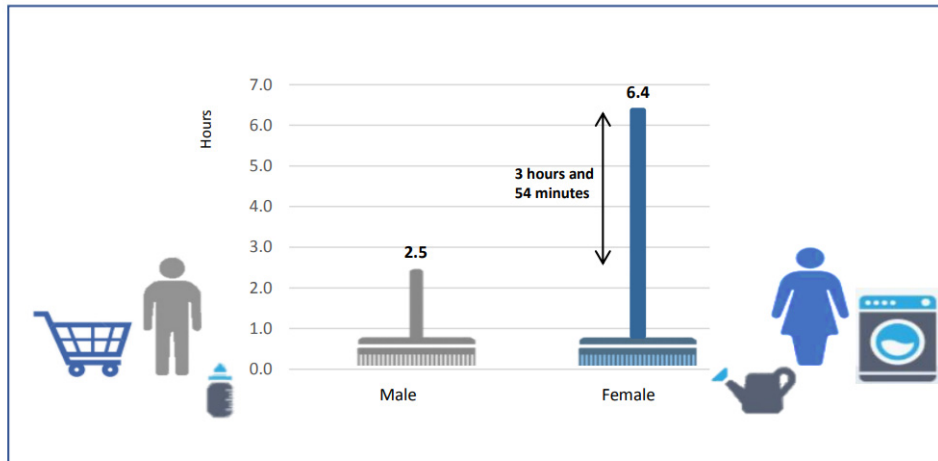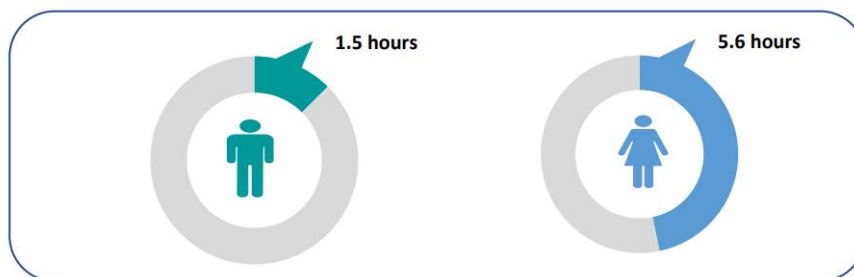
Source: Department of Census and Statistics, 2020. *Sri Lanka Time Use Survey Final Report – 2017,* Colombo.

Figure 2: Methodology for Valuing Unpaid Care Work
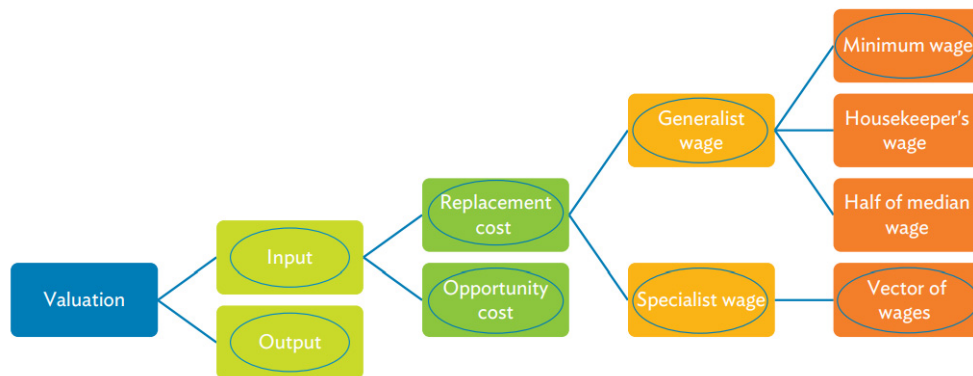
a "Vector of wages" refers to the wage distribution across specializations.
Source: Authors' illustration.

Source: Suh et al., 2020, Valuing Unpaid Care Work in Bhutan, *ADB Economics Working Paper Series No. 624,* Figure 2, p. 12

Specialist wages
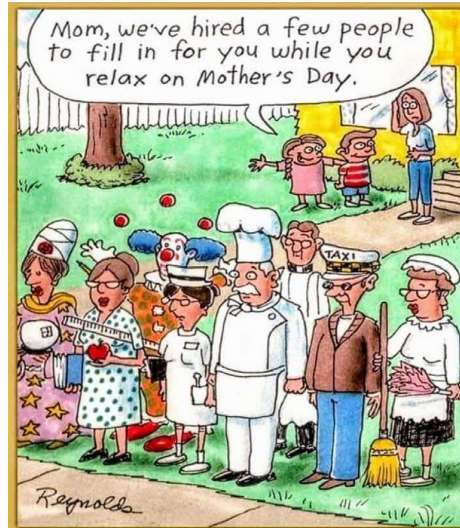
Wage data are derived from Labour Force Survey 2019

Table 1: Occupations used to calculate generalist wages

Generalist Wage Method	Occupation Used	Occupation Code
Lower Bound: Domestic and House Keeping[1]	Domestic Cleaners and Helpers	9111
Upper Bound: Specialist Teaching Jobs	Primary School Teachers	2341
	Early Childhood Educators	2342

Note 1: There is only one value for the category of domestic housekeeper in the LFS2019, so we only use the category of domestic cleaner/helper for the lower bound estimate of the generalist wage.

Occupation codes are derived from ISCO-08

Applying generalist wages

Table 2: Generalist wages for Sri Lanka (daily wage rate), national estimates.

	Male	Female	All	Sample size
Lower Bound – domestic cleaners	824.18	600.00	615.38	255
Upper Bound – primary school teachers	1,951.65	2,051.28	2,030.77	304
Upper Bound – early childhood educators	1819.78	923.08	923.08	121
Minimum wage	500.00	500.00	500.00	-

Source: Research team calculations using unit data from LFS 2019; minimum wage from National Minimum Wage of Workers Act (Amendment) Act No. 16 of 2021

Though we present male and female wages here, we use the pooled wage to value unpaid care work – because we are interested in the job/task and not the gender of the person who does it. Also, male and female wages will embody market biases.

Applying generalist wages

Table 3: Unpaid Housework and Caregiving Activities, and Corresponding Occupations

ICATUS code	Activity description	Occupation	ISCO-08 Code
3	Unpaid domestic services for household and family members		
31	Food and meals management and preparation	Fast food preparers [a]	9411
32	Cleaning and maintaining of own dwelling and surroundings	Domestic cleaners [b]	5131
33	Do-it-yourself decoration, maintenance and repair	Domestic cleaners [b]	9111
34	Care and maintenance of textiles and footwear	Domestic cleaners [b]	9111
35	Household management for own final use	Office clerks	4110
36	Pet care	Pet groomers	5164
37	Shopping for own household and family members	Office helpers [c]	9112
38	Travelling, moving, transporting or accompanying goods or persons related to unpaid domestic services for household and family members	Office helpers [c]	9112
39	Other unpaid domestic services for household and family members	Domestic cleaners [b]	9111

Applying Specialist wages – matching ICATUS activities with ISCO codes – ICATUS code 3

4	*Unpaid caregiving services for household and family members*		
41	Childcare and instruction	Childcare workers [d]	5311
42	Care for dependent adults	Health care assistants [e]	5321
43	Help to non-dependent adult household and family members	Health care assistants [e]	5321
44	Travelling, moving, transporting or accompanying goods or persons related to unpaid caregiving services for household and family members	Health care assistants [e]	5321
49	Other activities related to unpaid caregiving services for household and family members	Health care assistants [e]	5321
5	*Unpaid volunteer, trainee and other unpaid work*		
51	Unpaid direct volunteering for other households	Domestic cleaners [b]	9111
52	Unpaid community and organization-based volunteering	Office helpers [c]	9112
53	Unpaid trainee work and related activities	Primary school teachers	2341

Table 4: Specialist wages for Sri Lanka (daily wage rate), national estimates.

	Male	Female	All	Sample size
Fast food preparers	1500	600	975.82	34
Domestic cleaners	824.18	600	615.38	253
Office helpers	1,153.85	820.51	1,054.95	577
Health care assistants	1,457.69	1,230.77	1,257.86	100
Childcare workers	854.70	553.85	570.00	40
Primary school teachers	1951.65	2051.28	2030.77	304
Pet groomers and animal care workers	996.86	553.85	800	04[1]

Source: Research team calculations using unit data from LFS 2019.

1. Sample size for pet groomers in the LFS 2019 was very small, hence estimates of wages are likely to be imprecise. However, in the absence of a close substitute we use the wages estimated from this data.

Calculating the value of unpaid work and care

$$V = \sum_{i=1}^{N} \; \sum_{j=1}^{M} P_i T_{ij} W_j$$

where

V = Annual monetary value of unpaid housework and caregiving services;

N = Sample size;

M = Number of unpaid housework and caregiving activities;

P_i = Sampling weight to extrapolate to the whole target population;

T_{ij} = Number of hours spent on unpaid housework and caregiving activities from the group of activities j per 24-hour period, scaled up to annually for the individual i;

W_j = Hourly wage of the specialized occupations in group j for the valuations, using the generalist wage or specialist wage.

Source: Suh et al., 2020, Valuing Unpaid Care Work in Bhutan, *ADB Economics Working Paper Series No. 624,* Figure 2, p. 12

Table 5: Value of care work in Sri Lanka

	Male	*Female*	*All*
Average daily value in rupees			
Generalist wage			
Lower bound – Domestic cleaner	121.79	441.02	248.72
Upper bound – Primary school teacher	401.92	1455.39	820.77
Upper bound – Early childhood educator	182.69	661.54	373.08
Minimum wage	98.96	358.33	204.17
Specialist wage	164.90	577.01	322.15
Total annual value, as a % of GDP*			
Generalist wage			
Lower bound – Domestic cleaner	2.4	10.3	12.7
Upper bound – Primary school teacher	8.1	33.8	41.9
Upper bound – Early childhood educator	3.7	15.4	19.0
Minimum wage	2.0	8.3	10.3
Specialist wage	2.1	12.0	14.1

Source: Research team calculations using reported data from NTUS2017 and estimates from LFS2019. GDP estimate of Rs. 15,016 billion in 2019 was obtained from Central Bank (2021) at https://www.cbsl.gov.lk/en/sri-lanka-economy-snapshot

International Estimates of the Value of Unpaid Care Work

Country	Year	Methodology	% of GDP	Source
Nepal	1991	OB, GW, OC	47	Acharya (1993)
People's Republic of China		OB, HW, RC	33	National Statistical Office
El Salvador	1999	GW, RC	30	Dúran and Milosavljevicc (2012)
Gujarat State, India	1988	GW, RC	26	Hirway (2016)
Nicaragua	1999	GW, RC	23	Dúran and Milosavljevicc (2012)
France	2009–2010	OB, GW, RC	20	OECD and NSO
United Kingdom	2014-2015	OB, GW, RC	18	OECD and NSO
United States	2016	OB, GW, RC	16	TUS and BEA
Japan	2016	OB, GW, RC	16	OECD and NSO
Canada	2015	OB, GW, RC	14	OECD and Statistics Canada
South Africa	2010	OB, GW, RC	14	OECD and NSO
Germany	2012-2013	OB, GW, RC	14	OECD and NSO
Bhutan	2015	IB, GW, RC	10	Suh et al., 2020
Bhutan	2015	IB, GW, RC	15	Suh et al., 2020
Bhutan	2015	IB, SW, RC	16	Suh et al., 2020

Source: Suh, et. al., 2020

Conclusions and policy implications

The value of unpaid house work, care work and voluntary work that is conducted in Sri Lanka is by no means negligible
◦ 10.3 percent of GDP in the lowest scenario (minimum wage valuation), and 42 percent of GDP in the highest scenario.

The vast majority of this work is conducted by women
◦ 8.6 percent (lowest case) to 35 percent (best case) of GDP

Highlights the importance of this work and suggests the importance of policies that support, facilitate and complement this work
◦ Infrastructure – physical, like water, fuel, transport,
◦ and social – care infrastructure – market and state.

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Photocredit: Charmi Basnayake

Thank you!

2022.11.17.

안녕하십니까.

우선 이렇게 중요한 국제회의를 개최하게 된 것을 축하드립니다.

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이렇게 사회 각 분야가 나서서 해결해야 하는 것이 돌봄이 문제라고 생각합니다.

마지막으로 이번 학회를 개최하기 위해 많은 도움을 주신 한국여성학회와 포스코, 그리고 국제이주와포용사회센터를 물심양면으로 지원해 주고 계신 Open Society Foundations 에 진심으로 감사의 말씀을 드립니다. 앞으로도 저희 서울대학교 국제대학원의 국제이주와포용사회센터가 더 큰 일을 할 수 있도록 많이 도와주십시오.

이번 회의를 조직하고 진행을 해주신 모든 분들께 감사인사를 드립니다.

감사합니다.

서울대 국제대학원 교수

박 태 균

안녕하세요? 한국여성학회 부회장 이현재입니다.

최근 마를린 호리스 감독의 영화 〈안토니아스 라인〉을 다시 보게 될 기회가 있었습니다. 안토니아가 만든 공동체는 여성들이 '성공'하는 공동체가 아니라 공동체의 구성원들과 아웃사이더들이 서로를 '돌보는' 공동체였습니다. 세계 대전으로 피폐해진 세계를 대신하는 새로운 패러다임을 '돌봄'에서 찾고 있는 이 영화는 여성주의의 원리가 새로운 대안이 될 수 있음을 시사해 주는 의미 있는 영화라고 할 수 있습니다. 최근 '돌봄'은 인간중심적 문명이 가져온 사회와 지구의 위기를 돌파하기 위한 키워드로 등장하고 다시 있습니다. 독일의 더 케어 콜렉티브(the Care collective)를 중심으로 형성된 돌봄 네트워크는 분과 정책이 아니라 전 사회의 정책방향을 돌봄으로 전환시킬 것을 제안하는 돌봄 혁명을 주장합니다. 기후위기와 경쟁으로 인한 타자 혐오의 시대에 무엇보다도 중요한 것은 성공이 아니라 인간과 비인간을 모두 공동체의 구성원으로 인정하는 돌봄 사회로의 전환이 아닐까 하는 생각이 들었습니다.

하지만 돌봄 사회로의 전환이라는 이 키워드가 오늘날 청년세대에게도 울림을 줄 수 있을지를 모르겠습니다. 청년들은 그 누구보다도 신자유주의적 경쟁으로 인한 피로를 느끼고 이러한 삶으로부터 탈출하고 싶어 하지만, 또 다른 한 편으로는 개인의 성공을 지향하는 삶에 너무 익숙하기 때문입니다. 경쟁으로 인한 불안은 노인이나 난민과 같은 사회적 약자에 대한 혐오로 나아가기도 합니다. 이러한 시대에 '돌봄 경제'를 중심으로 젠더, 사회 나아가 전체 사회의 문제를 재구성해보는 이 컨퍼런스는 너무나도 귀중한 화두를 던지고 있다고 생각합니다.

이 훌륭한 컨퍼런스의 기획을 주도해 주신 서울대학교 국제이주와 포용사회센터 센터장 은기수 선생님과 한국여성학회와의 공동주최를 위해 중간에서 애를 써 주신 문현아 선생님 그리고 실무를 담당하신 연구원 및 조교 선생님들에게 깊은 감사를 드립니다. 글로벌 돌봄경제, 젠더와 돌봄, 그리고 한국의 돌봄위기 진단 세션에서 발표된 글들은 이 시대의 문제를 고민하는 데 너무나도 귀한 자료가 될 것 같습니다. 감사합니다.

<div style="text-align: right">

한국여성학회 부회장

이 현 재

</div>

2022 국제 돌봄 컨퍼런스 개최를 진심으로 축하 드립니다.

포스코 기업시민실장 천성현 입니다.

금년에 네번째를 맞이하는 국제 돌봄 컨퍼런스에 포스코가 작년에 이어 올해도 함께할 수 있어서 매우 영광스럽게 생각합니다.

이번 국제 돌봄 컨퍼런스 개최에 도움을 주신 박태균 서울대 국제대학원 DCPP 사업단장님, 이현재 한국여성학회 부회장님을 비롯한 국내외 학계 및 시민단체의 전문가분들을 이렇게 한자리에서 직접 뵙게 되어 그 의미가 남다른 것 같습니다.

아울러 저출생·고령화의 대안으로서 돌봄정책에 대해 연구하고 논의할 수 있는 場을 매년 만들어주고 계신 은기수 센터장님께도 깊은 감사와 축하의 말씀을 드립니다.

지난 7월, UN이 세계인구의 날에 발표한 보고서에 따르면, 1960년 이후 처음으로 2020년 세계 인구 증가율이 1% 미만을 기록했으며, OECD 국가의 합계출산율도 1960년 3.2명에서 2020년 1.6명으로 하락했습니다.

반면, OECD 국가 중 13곳의 '여성 경제활동 참여율'과 '합계출산율'의 상관관계를 연구한 내용을 보면, 여성의 경제활동 참여율이 높은 국가인 미국, 노르웨이 등에서 상대적으로 합계출산율도 높게 나타났습니다.

즉, '워킹맘'이 육아와 돌봄에 대한 고민 없이 행복하게 일할 수 있는 문화를 조성하는 것이 출산율에 긍정적인 영향을 미친다는 것을 연구결과를 통해 알 수 있습니다.

한국의 경우, 20~30대 여성의 대학 졸업 비율이 76%로 OECD국가 중 최고 수준이며, 경제적 자립도 또한 매우 높습니다.

하지만 합계출산율은 '21년 0.81명, '22년 2분기는 0.75명으로 최저 기록을 경신하였고, 여성들은 일과 육아를 동시에 감내해야만 하는 부담감으로 출산은 물론 결혼도 기피하고 있어

저출생 문제는 더욱 심각해지고 있습니다.

포스코는, 2018년 '기업시민'을 경영이념으로 선포하고 기업이 사회공동체 일원으로서 해결해야 할 대표적인 사회문제의 하나로 저출생을 선정하여, 기업차원의 저출생 해법 롤모델을 제시하기 위해 다양한 노력을 해 왔습니다.

내부적으로는, 「경력단절 없는 육아기 재택근무제」를 신설하여, 남녀직원 모두 휴직을 하지 않고도 재택근무를 통해 육아와 업무를 병행할 수 있도록 기반을 마련하여 큰 호응을 받은 바 있습니다.

뿐만 아니라, 난임치료 및 임신기에 있는 여직원과 배우자의 출산이 임박한 남직원, 그리고 가족 돌봄이 필요한 모든 직원들이 재택근무제를 사용할 수 있습니다.

국회에서도 육아기 재택근무 제도를 법제화하기 위해 발의가 되었고, 환경노동위원회에서 심사가 진행중 입니다.

포스코의 협력사 등 중소기업 직원들의 돌봄 지원과 양육 부담 완화를 위해서도 '상생형 공동직장 어린이집' 운영과 '포스코 상생협력 전액 장학금'제도 등을 함께 시행하고 있습니다.

또한, 한국인구학회, 서울대 국제이주와포용사회센터 등 한국을 대표하는 인구관련 전문 학계, 정부부처와 함께 '2020 저출산 심포지엄', '2021 인구정책 세미나'를 개최하여, 인구문제에 대한 사회적 공감대 형성과 이주돌봄노동자의 법적 지위, 자격 인증제도 도입 등을 국가정책으로 연결하기 위한 기반도 마련한 바 있습니다.

포스코는 기업시민으로서 앞으로도 지속적으로 저출생 문제에 있어 사회구성원의 협력을 도모하고, 다양한 분야에서 가시적인 성과를 창출할 수 있도록 최선을 다할 것입니다.

오늘 이 자리에 모이신 전문가들의 통찰력과 해법이 저출생·고령화와 돌봄경제에 실질적인 대안으로 연결되기를 기대하며, 다시 한번 2022 국제 돌봄 컨퍼런스 개최를 진심으로 축하 드립니다.

감사합니다.

포스코 기업시민실장

천 성 현

Care Economy and Feminist Development Policy

Promises and Forewarnings

Federal Ministry
for Economic Cooperation
and Development

Annalena Baerbock

———

"A feminist foreign policy is not about excluding, but about including.It's not about hearing fewer voices, but MORE voices."

If large parts of the population are unable to participate as equals, no society can reach its full potential. And if large parts of the world's population are excluded, we cannot achieve sustainable peace and security.

A feminist foreign policy is not a topic; it is a comprehensive approach to our foreign policy. And we want the development of this policy approach to be comprehensive too.

Therefore, we will spend the next few months consulting with international partners, civil society, with colleagues at the Federal Foreign Office.

To me, that's another major tenet of a feminist foreign policy: not to claim the truth for oneself, but to be willing to listen.

Annalena Baerbock

Svenja Schulze

———

"This includes critically questioning our own structures and recognizing where misogyny, continuing colonialism and racist ways of thinking have become entrenched."

Federal Ministry
for Economic Cooperation
and Development

FEMINIST DEVELOPMENT POLICY

Transforming International Cooperation

The purpose of feminist development policy is a society of the free and the equal – a society in which all people enjoy equal participation in social, political and economic life and are able to exercise their human rights. So this is far more than a "policy by women for women." It is about equal opportunities and justice. And this benefits everyone – including men.

Svenja Schulze

Feminist Foreign Policy

Countries and year declared

Sweden in 2014

Canada in 2017
Luxembourg in 2018

France in 2018, updated in 2019
Mexico in 2019
Spain in 2021
Libya in 2021, during the Generation Equality Forum

Critiques

Feminism is undefined, vaguely defined, or narrowly defined.

———

Women and girls are beneficiaries.

Addresses:

- Gender-based violence and harassment
- Sexual and reproductive health and rights, or more broadly, women's health
- LGBTQI+ rights
- Women, peace and security agenda, including SC Resolution No. 1325
- Women's and girls education

Practicing intersectionality is unclear.

———

Intersecting forms of discrimination and marginalization are applied inconsistently.

When applied, these are used to identify target beneficiaries, e.g. funding for LGBTQI+.

Rather than applying an intersectional lens for understanding issues and, then, designing appropriate interventions.

Militarization and colonization have been ignored.

— — —

Arms trade by Sweden and Canada have been called out as anti-feminist.

Ironically, the early days of implementation for the Swedish Feminist Foreign policy had a heavy focus on the women, peace, and security agenda as well as the implementation of UN Security Council Resolution 1325.

Disconnection with domestic policies on gender equality.

— — —

Mexico, for example, has high rates of GBV and femicides.

Why not fix domestic problems before going fixing foreign issues?

Absence of systemic issues in global economic governance.

— — —

As if feminists have no interest in this arena: global macroeconomic imbalances, currency reserves and exchange rates, financial crisis, climate change finance, international trade, interest rates and debt crisis, foreign direct investment and portfolio flows, international taxation, just transition.

Even, the notion of women's economic empowerment has seen narrow interpretations.

Feminist alternatives are left untested, unexplored.

— — —

But attempts at bringing feminist alternatives into the realm of macroeconomics have failed or fallen onto deaf ears.

Women's economic empowerment has also been defined narrowly: microfinance, women's entrepreneurship, women's business leadership, cash transfer programs, local employment programs.

It's not just the feminists having a hard time, even UNCTAD gets shut out, to a lesser extent UNDP, and ILO is hardly ever a player in this field.

Multilaterals have increasingly paid attention to gender equality.

— — —

World Bank Group: Gender Equality as Smart Economics, 2007

World Trade Organization: Buenos Aires Declaration on Trade and Women's Economic Empowerment, 2017

International Monetary Fund: IMF Strategy Toward Mainstreaming Gender, 2022

Promises

Care Economy Commitments

Federal Ministry
for Economic Cooperation
and Development

Global Affairs
Canada
Affaires mondiales
Canada

SRE
SECRETARÍA
DE RELACIONES
EXTERIORES

ESTADOS UNIDOS MEXICANOS

iNSTiTUTO NACiONAL
DE LAS MUJERES
MÉXICO

Liberté • Égalité • Fraternité
RÉPUBLIQUE FRANÇAISE
MINISTÈRE
DE L'EUROPE ET DES
AFFAIRES ÉTRANGÈRES

What is the promise of the care economy?
———

Care economy challenges mainstream economics, both as a field of inquiry, and as a policy arena.

A care economy has a different set of goals and motivations–social provisioning for well-being–implying a different development strategy.
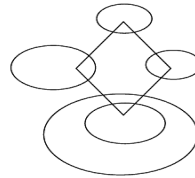
A care economy can propose a different way of organizing societies and a different configuration of institutions.
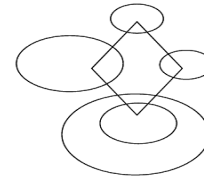
Institutional Configurations
— — —

01	**Finance**
02	**Production**
03	**Social Reproduction**
04	**Resource Extraction**

The care diamonds in Taiwan
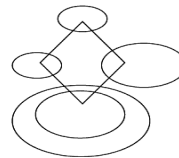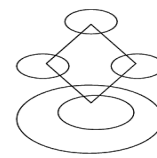
Childcare   Elderly care

The care diamonds in Thailand

Childcare   Elderly care

What can a care economy say about...
— — —

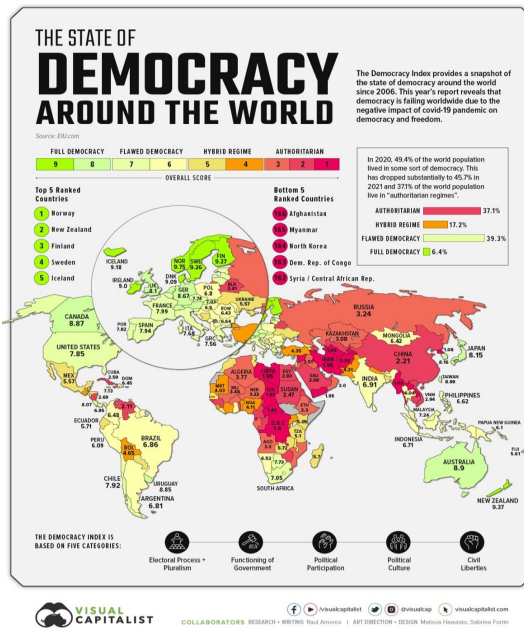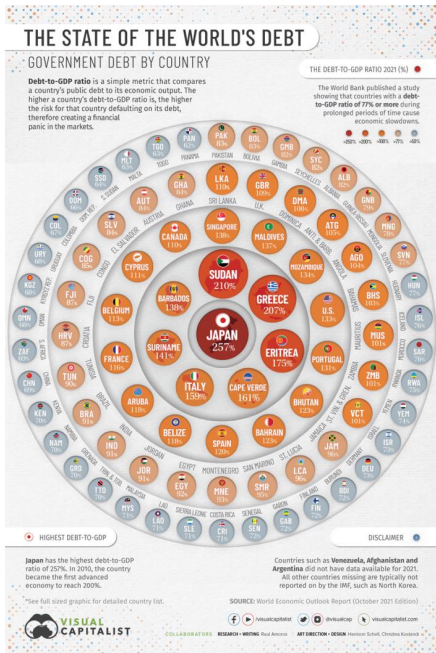Just transitions in light of climate change and processes of digitalisation?

Humanitarian support and responses to refugees, asylum seekers, and the stateless?

Transitional justice, peace building and post-conflict reconstruction?

Illicit markets, criminalization and incarceration, and militarized violence?

Forewarnings

REJECT
IMF'S GENDER
STRATEGY

#NotInOurName

Care economies are radical.

The Present and Future of

Young Adults' Engagement with Care

(청년세대 돌봄의 실태와 전망)

Hyuna Moon
(Senior Research Fellow, CTMS)

2022. 11. 17

2022 International Care Conference
Aging Societies and Care Economy: Gender, Transnational Migration, and Development

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Research on "Young People's Attitudes Toward Care in South Korea and Its Social Implications"

Overview of research

- Subject of study:
  - men and women aged 20 to 39
  - no children
  - not continuously nursing or looking after their parents
  - with an interest in the care agenda
- Methodology: In-depth and focus group interviews (30~40 interviews)
- Collection of data: March 2022 ~ March 2023

Today's presentation is focused on one of the focus-group interviews that was held on Oct. 21, 2022.

오늘의 발제는 센터에서 진행중인 연구 과제 〈한국사회 청년세대 돌봄 현황과 대한 모색을 위한 연구〉의 일환으로 진행된 FGI 참여자들의 내용이 중심입니다.

2

Our Research Team

Ki-Soo Eun, PI
- Prof. of Sociology and Demography, SNU GSIS
- Director, CTMS

Hyuna Moon
- Leading Researcher
- Senior Research Fellow, CTMS

Gihyun Jo
- Co-researcher
- Co-Chairman, Youth Inequality Council
- Author of "The Narrative of Young Carers"

Joyce Lee
- Co-researcher
- Program Manager, CTMS
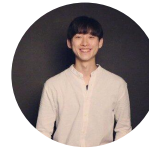
Minseok Kang
- Co-researcher
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Contents

I. **Introduction:** Care for our sustainable future

II. **Literature review:** The Lives of Korean young adults today

III. **Findings:** Young adults speak out on care

IV. **Conclusion:** Envisioning care with the future generation

I. Introduction: Care for our sustainable future

"Care runs through the lives of all people. And all people, at all stages of life, require care" (Bango and Cossani, 2021)

"We need to look at how care, compassion, and responsibility are mobilized in particular ways in particular contexts – sometimes for, sometimes against certain groups" (Dowling, 2021)

"Citizens must become more committed to producing the kinds of values, practices, and institutions that will allow democratic society to more coherently provide for its democratic caring citizens" (Tronto, 2013: 44)

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"Care is our individual and common ability to provide the political, social, material, and emotional conditions that allow the vast majority of people and living creatures on this planet to thrive – along with the planet itself." (The Care Collective, 2020)

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II.
Literature Review:
The lives of Korean
young adults today

Young Adults' Attitudes on Marriage and Childbirth

Do you want to get married?

⊘ 결혼 의향

있음 **51.0%**

YES
👩 44.0%
🧑 57.0%

없음 **49.0%**

NO
👩 56.0%
🧑 43.0%
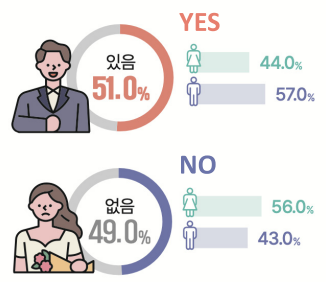
Do you want to have children?

⊘ 출산의향

있음 **43.7%**

YES
👩 34.6%
🧑 51.7%

없음 **56.3%**

NO
👩 65.4%
🧑 48.3%
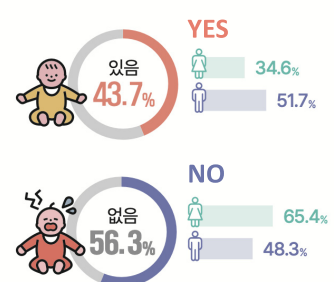
Source: Korea Population, Health and Welfare Association. 2022. *Survey on Young Adults' Perception on Dating, Marriage, and Sex*
출처: 인구보건복지협회. 2022.7. 〈청년의 연애, 결혼 그리고 성 인식 조사〉. 19-39세 비혼 1,047명 대상

8

In Korea and Japan, the stronger one supports the **traditional gender division of labor** (i.e. male breadwinner, female caretaker), the higher the probability of marriage transition (Lee and Kim, 2022).

한/일 모두 성별분업에 찬성할수록 결혼으로 이행할 확률 높다.

However, in Korea, we observe a decrease in support for the traditional gender division of labor.

그러나 한국의 경우 성별분업에 찬성하는 비율이 낮아지고 있다.

Being a housewife just as fulfilling

Display: Show Column % (all responses) — Compare Countries by Category

동의 / 비동의

Japan	1989-1993	1994-1998	1999-2004	2005-2009	2010-2014	2017-2022
Agree strongly	14%	17%	14%	17%	14%	16%
Agree	49%	59%	58%	59%	52%	51%
Disagree	11%	8%	8%	6%	7%	14%
Strongly disagree	2%	1%	1%	0%	1%	1%
Don't know	25%	16%	19%	-	27%	18%
No answer	-	-	-	17%	-	0%
(N)	1,011	1,054	1,362	1,096	2,443	1,353

동의 / 비동의

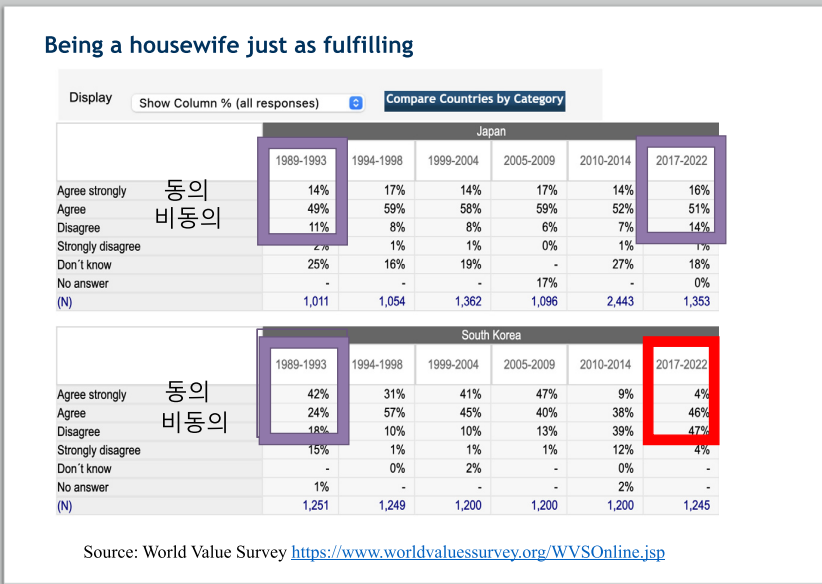| South Korea	1989-1993	1994-1998	1999-2004	2005-2009	2010-2014	2017-2022
Agree strongly	42%	31%	41%	47%	9%	4%
Agree	24%	57%	45%	40%	38%	46%
Disagree	18%	10%	10%	13%	39%	47%
Strongly disagree	15%	1%	1%	1%	12%	4%
Don't know	-	0%	2%	-	0%	-
No answer	1%	-	-	-	2%	-
(N)	1,251	1,249	1,200	1,200	1,200	1,245

Source: World Value Survey https://www.worldvaluessurvey.org/WVSOnline.jsp

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…Caught between their career aspirations, responsibility as a mother, and the disproportionate burden of housework and childcare, single women in their 20s are forced to struggle in finding a work-life balance (Lee and Gu, **2008**).

결국 자기 일에 대한 애착과 엄마로서의 책임감, 여성에게만 지워진 가사와 육아의 짐이 여성들에게 일과 가정 사이에서 갈등을 일으키게 할 수 있는 것이다. 결국 20대 여성들은 결혼에 대해서 이중적이고 상충적인 생각을 갖게 된 것이다.

Single women's intention to marry is higher among those who carry traditional family values (Lim and Seo, **2021**).

미혼 여성은 전통적 가족가치관에 긍정적일수록 결혼의향이 높았다.

Amid these currents, South Korean women are increasingly postponing or avoiding marriage.

최근 들어 이런 갈등은 점점 더 여성들은 결혼을 선택하지 않는 방향으로 이어지고 있다.

The challenge of achieving work-life balance is more likely to be accountable for low fertility than women's participation in economic activity (Tak, 2020).

저출산은 여성의 경제활동 [참여] 자체보다는 일가정 양립이 어려운 여건 때문에 나타날 가능성이 높다.

Indicators

Employees working very long hours ⓘ
~19.7%

Rank: 37 / 41

Time devoted to leisure and personal care ⓘ
14.8 hours

Rank: 25 / 41

Gender Inequality ⓘ
1.04   men   women

Rank: 13 / 22

In Korea, **the percentage of employees that work very long hours in paid work** is much higher than the OECD average of 10%

Source: OECD. 2022 Better Life Index; "Work-Life Balance" of Korea. https://www.oecdbetterlifeindex.org/countries/korea/

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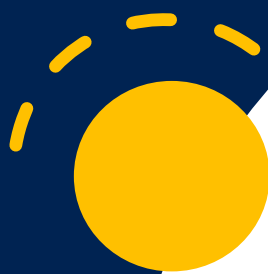
One of the participants said,
"These days, people value the quality of life. Everybody wants to live the life they want. The low-fertility phenomenon is the consequence, so I think it should be respected. I think the government should rather concentrate on providing policies to assist people who experience difficulties in giving birth, such as infertility or sterility."

"요즘은 삶의 질을 추구하잖아요. 내가 원하는 삶을 살고 싶어 하고, 그렇게 변하다 보니 저출산이 따라오는 거라서 그걸 존중해줬으면 좋겠고, 국가는 난임, 불임처럼 아이를 갖고 싶은데 어려운 사람에게 정책을 올인하면 좋겠어요." (참여자 한마디)

Source: "A Conversation with Young Adults: Do it or Don't, Either is Fine" hosted by the Presidential Committee on Aging Society and Population Policy. 2018. https://www.yna.co.kr/view/AKR20180901018400017.
출처: 저출산고령사회위원회 주관 '해도 좋고 안해도 좋고', 청년토크' 2018.9.2.
https://www.yna.co.kr/view/AKR20180901018400017.

12

Innovative Ideas and Policies Needed

2019년 제3차 저출산고령사회 수정 기본계획 마련을 통해 저출산 정책의 패러다임 출산율 제고에서 삶의 질 제고로 전환.

출산 장려가 아닌 저출산으로 이어진 사회구조적 '원인'에 집중하고 그 원인을 해소함으로써 전체적인 삶의 질 제고를 추구.

결혼, 출산, 가족 구성 등 삶의 양식을 둘러싼 시대 변화, 청년의 가치관 변화를 반영한 혁신적인 정책 필요.

- From the "3rd Revised Basic Plan for the Low-fertility and Aging Society"(2019), change in policy focus from simply 'increasing the fertility rate' to 'enhancing the quality of life.'
- Enhancing the overall quality of life not by promoting childbirth but by tackling the fundamental socio-structural cause behind low fertility
- Need for innovative policies that reflect the change in lifestyles and values of young people, especially with respect to marriage, childbirth, and family composition

Source: The Ministry of Health and Welfare (2020)
출처: 보건복지부. 2020. 『제4차 저출산 • 고령사회 기본계획』

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III.
Findings: Young adults speak out on care

We invited 6 young adults, using a purposeful sampling method, considering the balance of regional, educational, and occupational backgrounds as well as gender.

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	Nickname	Current location	Gender	Year of Birth	Current Status	Location of College	Education
1	Sehyun	Cheonan/ Suncheon	M	1998	Research Assistant	Gyeongsang Province	University Student
2	Taehun	Busan	M	2000	College Student	Gyeongsang Province	University Student
3	Jongsu	Seoul	M	1985	Lecturer/Freelance Artist	Seoul	MA
4	Expression	Seoul	F	1997	Litigation Office Employee	Chungcheong Province	College Withdrawal
5	Happiness	Daejon	F	1997	NGO Employee	Chungcheong Province	BA
6	Morning	Daegu	F	1993	Private Company Employee	Gyeongsang Province	BA

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	별명	현거주지	성별	출생연도	현직	출신대학 지역	교육정도
1	세현	천안/순천	남	1998	연구지원	경상도	대학 휴학 중
2	태훈	부산	남	2000	대학생	경상도	대학 재학 중
3	종수	서울	남	1985	강사 및 예술가	서울	석사
4	표정	서울	여	1997	송무차장	충청도	대학 중퇴
5	행복	대전	여	1997	NGO 단체 상근	충청도	대졸
6	아침	대구	여	1993	회사원	경상도	대졸

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Focus Group Interview on Care

Q1: What is care?

Q2: What is marriage?
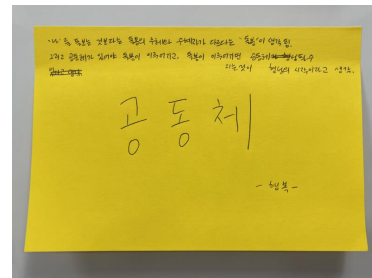
Q3: Is low-fertility a problem?

Q4: Young generation and care

18

Q1: What is care?

- A necessity
- Something that someone must do
- A community
- Labor
- Sacrifice
- Related to giving birth? A gift with an exchange value

- 'Care' is also a social capacity and activity involving the nurturing of all that is necessary for the welfare and flourishing of life. Above all, to put care center stage means recognizing and embracing our *interdependencies.* (The Care Collective, 2020)

Slide 21

Q2: What is marriage?

It is a product of patriarchy

"Although it is a topic that always troubles me, in the current social context, I can say it is a product of patriarchy."

"If gender equality is achieved, same-sex marriage is permitted, and no legal or institutional discrimination against unmarried people exists-- then I think I can consider getting married."

- Expression

"늘 고민되는 주제지만, 현 시대 사회적 의미로서는 가부장제의 산물이다."

"성평등이 이루어지고, 동성혼이나 성소수자들의 혼인이 가능하고, 비혼자들의 어떤 출생이나 이런 부분에서 법적, 제도적인 차별이 없는 사회라면 할 수 있을 것 같다."
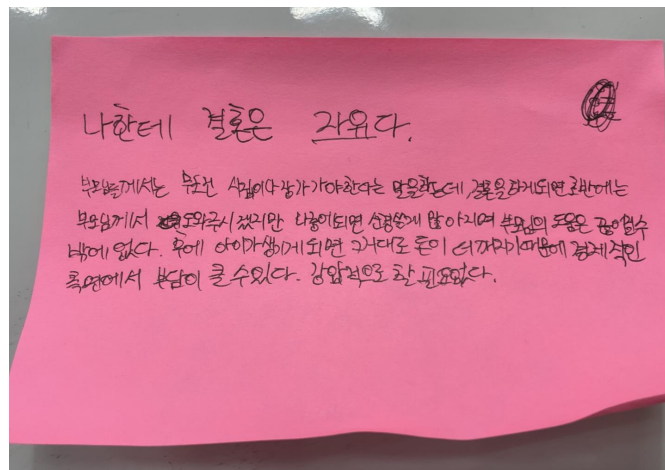
〈표정〉

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Slide 22

Freedom

"It is freedom for me. Marriage [should be decided freely!"

- I feel sad because, in this society, people around me consider it as a 'must' and it is still emphasized that way.

- Marriage is not a child-making factory.

- Whenever I decide to, I can get married, but if not, I have the freedom not to. It should be like that.

-Taehun

22

A shackle
"Because I may not be able to live my life the way I had thought it would"

- I saw and learned a lot from my parents' experience that they have lost many things by getting married.
- When making a decision, you should consider your husband's parents and other family members.
- I will be confined in my choices
- People still think marriage equates to having children

- Happiness
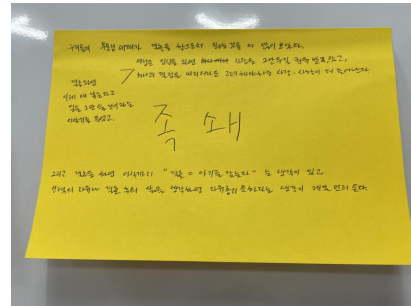
23

Single women at workplaces where the work-life balance policies are effectively being practiced, the burden of getting married and giving birth was relatively low (Park HY et al, 2020).

일-가정 양립을 위한 제도들이 실질적으로 잘 활용되고 있는 직장에서의 미혼여성의 경우 결혼 및 출산에 대한 부담이 상대적으로 적었다.

- I may not be ready yet. It is not a must, right? I don't know.
- My friends seem to be running towards the goal of getting married, but my biggest concern is more about my career.
- I am thinking about moving to Seoul to build up my career.
- Having a baby may lead to career disruption.

- Morning

- 아직은 아닌 것도 같고 필수는 아니지 않나 라는 생각도 하는데, 잘 모르겠다.
- 친구들이 결혼이라는 목적을 향해 달려가는 것 같은데, 나는 커리어에 대해 고민하고 있다.
- 서울로 직장을 옮겨볼까 하는 생각도 한다.
- 애를 낳으면 경력이 단절될 수도 있고

<아침>

24

In most countries, the degree of work-life balance for the young generation was better than that of the other generations. Korea is the only country where the young generation spends less time on personal maintenance and leisure than the other generations.
(Park MS et al, 2019)
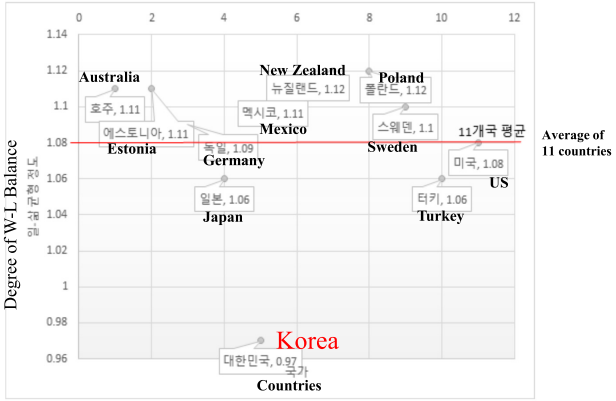
〈그림 1〉 11개국 청년세대의 일-삶 균형 정도
Degree of Work-Life Balance of Young Generation in 11 countries

25

Childcare, who is responsible?

Male participants emphasized economic responsibility

"But I would like to give my baby more chances to hear the sound of her/his father's heartbeat."
–Jongsu

- 경제적 책임에 더 집중하고자 한다 〈세현, 태훈〉
- 많이 생각해보지는 않았지만, 아버지의 심장 소리는 좀 자주 들려주고 싶다 〈종수〉

Female participants emphasized "equal share of responsibility" between mothers and fathers

- An equal share of care time is more important than the economic contribution
- Gender-equal culture at the workplace and relevant policies are important to enable an equal share of childcare inside the household.

  - Expression and Morning

- 경제적인 부분보다 엄마/아빠 동일한 시간 보장이 필요. 직장문화가 중요 〈표정〉
- 평등 분담, 직장문화, 국가의 법이 중요 〈아침〉

26

Q3:
Is low fertility a problem?

YES

- If it is a national problem, efforts should be directed toward improving the work environment and conditions. - Expression

- If (as a result of low fertility) jobs are cut and the economy collapses, it is a national problem and the government should take responsibility. - Sehyun

- As a country in an armistice, Korea will face challenges in its national defense strategy. The increasing education fee is also a problem. The government should solve these problems. -Taehun

NO

- A natural phenomenon from the perspective of the Earth and humans to survive. – Happiness

- Rather than obsessing over the fertility rate, support single-person households and non-married people. –Expression

- The nation-state-based approach is the problem. Look at the globe, and the population can be managed by considering migrants, no? Why not imagine a global community? -Jongsu

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YES

- 만일 국가적 문제라면, 노동시장, 노동환경 개선이 절실하다(표정)

- 일자리 줄고 경제가 망하면 국가적 문제고 정부가 책임져야 한다(세현)

- 분단국가에서 국방력 문제와 교육비가 너무 비싸서 정부가 해결해야 하는 문제다(태훈)

NO

- 지구가 살려고 혹은 인간이 앞으로 살아갈 터전을 지키기 위한 자연스러운 현상(행복)

- 출생율에 집착하지 말고 비혼, 1인가구 지원이 필요(표정)

- 국가 단위로만 생각하는 것이 문제다. 지구본을 놓고 봤을 때, 유동적으로 인구 유지하는 상상 필요. 이를 테면 세계공동체? (종수)

"From the standpoint of an ethic of care, citizens should be able to expect more from the state and civil society in guaranteeing that their caring needs, and those of their loved ones, will be met" (Tronto, 2013).

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Q4: Young generation and care

"What surprised me the most when I came to the metropolitan area was that there was a wide variety of services for care. I've seen campaign posters on billboards or inside buses advertising 'Emergency Care Services', but I've never seen them in my hometown of Yeosu, where I have lived for more than 20 years. It may be because the population is concentrated in the metropolitan area, but I thought it would be good to work on improving the awareness in the provinces, starting from the provincial areas. I now understand why people so eagerly want to move to Seoul" - Sehyun

"여기 수도권 와서 제일 놀란 것이 돌봄에 대한 서비스가 되게 다양하더라구요. 버스나 전광판에도 긴급돌봄서비스 이런 문구를 봤는데, 제 고향 여수에서 20년 넘게 사는 동안 단 한번도 본 적이 없어요. 수도권에 인구가 밀집되어 그렇겠지만, 지방부터, 지방의 인식 개선에도 힘을 써주면 좋겠다는 생각이 들었습니다. 사람들이 왜 서울, 서울하는지 알겠더라구요." <세현>

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"My friend in Seoul receives [child]care allowances while taking care of her grandchildren. Why do we not have this in Daegu?"

- overheard by Morning

Policy proposals (suggested by Morning)

1. Extend the periods of care leave and leave of absence for caring.

2. The grandparent childcare allowance policy must be expanded to other regions.

3. Government support for caretakers of people with dementia must be expanded.

4. Childcare leave must be mandatory: all fathers and mothers must use it.

+ Apply recommendation 4 to small size workplaces with under 5 employees (suggested by Expression)

"저는 네가지 '정책'제안으로 정리해보았는데,

1. 돌봄휴가와 휴직 제도에서 '기간' 늘리기

2. (조부모) 돌봄수당이 서울시에만 집중되어 있는데, 다른 지역으로 확대

3. 간병,치매돌봄은 국가 차원에서 확대해서 지원 필요

4. 육아휴직 의무화해서 남/여 모두 무조건 사용하게 해야 돌봄이 수월해질 듯" <아침>

+ "육아휴직 5인 미만 사업장으로도 확대"<표정>

31

Young people hope to be able to maintain a stable work life and not be subject to disadvantages in the labor market due to marriage and childbirth

청년은 자신의 **노동 생애가 안정적으로** 유지되고 결혼과 출산으로 인해 **노동시장에서 불이익을 받지 않는** 사회 희망.

Source: Ministry of Health and Welfare, 2020
출처: 보건복지부, 2020

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Universal Basic Income
(보편적) 기본소득

Half of the participants emphasized **UBI**

- Care can be performed only when there is money –Taehun

- The burden of care can be relieved if everyone receives equal basic income -Expression

- Adding to basic income, I anticipate a system in which we can exchange the rewards for 'non-mainstream' labor in the form of gifts or coupons -Jongsu

Future changes: Less importance placed on work

Source: World Value Survey
https://www.worldvaluessurvey.org/WVSOnline.jsp
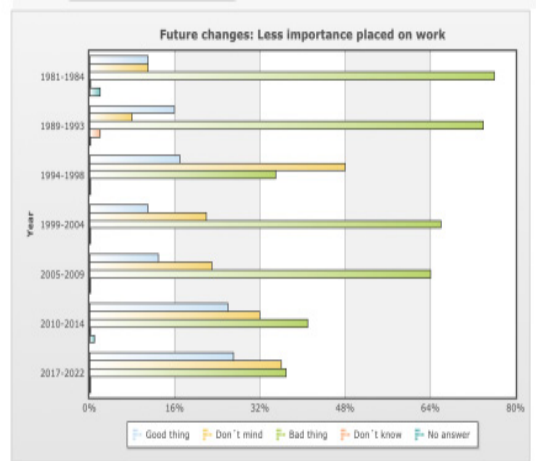
33

기본소득
Universal Basic Income

- 참가자 6인 중 절반이 '기본소득'에 대해 언급

- 돌봄 자체가 돈이 있어야만 할 수 있다. 〈태훈〉
- 모두에게 평등한 일정 소득이 지급되면 돌봄에 대한 부담을 해소할 수 있다. 〈표정〉
- 기본 최소 급여가 있고, '비주류노동'에 대한 몫을 각자 서로 쿠폰처럼 교환, 선물할 수 있는 시스템. 〈종수〉

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Education on care and community should be strengthened by the government…. there also must be a system to filter the deluge of information so that people are not overwhelmed when they are faced with urgent care demands…. Through these efforts, the government should support the building of trust between people. -Happiness

국가에서 공동체나 돌봄에 대한 교육을 강화해야 한다…. 돌봄에 대해 막막한 마음이 들지 않도록, 관련 정보도 제대로 잘 걸러낼 수 있게…. ….서로가 서로에 대한 믿음을 갖도록 국가가 해야 한다. <행복>

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IV.
Conclusion: Envisioning care with the future generation

Calling for a fundamental shift in policymaking perspectives

"Universal care means that care—in all its various manifestations – is our priority not only in the domestic sphere but in all spheres." (The Care Collective, 2020: 19)

"I dream of a society that presupposes where everyone cares and is cared for! A society where everyone is engaged in labor and care work." (Jo Gihyun)

The young generation is the main agent of developing the care economy and caring society. Care policies must clearly identify and faithfully incorporate their needs and demands. And this calls for a fundamental shift in perspectives in policymaking.

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Gender, Development, and the Care Economy in Sri Lanka:
Challenges and Opportunities

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(with inputs from Ashvin Perera and Hasna Munas, Verite Research)

2022 INTERNATIONAL CARE CONFERENCE: Aging Societies and Care Economy: Gender, Transnational Migration, and Development, November 17, 2022, Seoul, Korea

Outline

• Gender inequality in Sri Lanka: some indicators

• Care work in Sri Lanka: perceptions and issues

• Intra-household allocation of unpaid work and care work – evidence from the National Time Use Survey 2017

• Influencing policy – the task, challenges and opportunities

Gender Inequality in Sri Lanka

Sri Lanka has achieved near gender equity in health and education, but economic opportunity lags behind

- Low FLFP (32%) compared to MLFP (72%)
- Gender earnings inequality
- Horizontal and vertical gender segregation
  - Occupational segregation – macro (not in entrepreneurship, heavily concentrated as contributing family workers)
  - Vertical segregation – few women in leadership
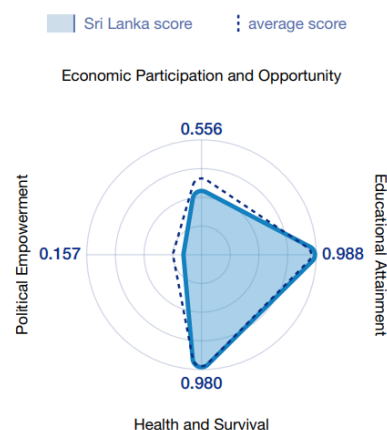
Source: World Economic Forum, Global Gender Gap Index, 2022 edition

Sri Lanka's low LFP and emerging market and ASEAN peers
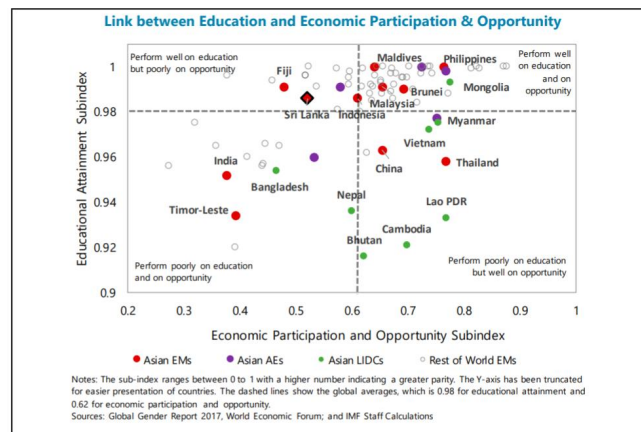
Source: IMF, 2018

Employment

52% of the **population** are women

30% of the **labour force** are women

34% of the **employed** are women

41% of the **emp. estate sector** are women

41% of the **private sector** are women

23% of the **public sector** are women
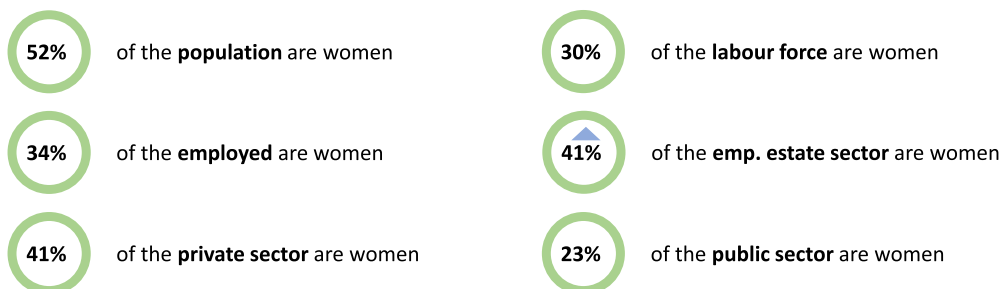
Source: Department of Census and Statistics – www.statistics.gov.lk

Estate Sector: Consists of all plantations which are 20 acres or more in extent and with ten or more resident labourers

Informal Sector Employment

40% of the **formal sector** are women

30% of the **informal sector** are women

22% of **employees** are women

13% of **employers** are women

27% of **own account workers** are women

80% of **unpaid family workers** are women
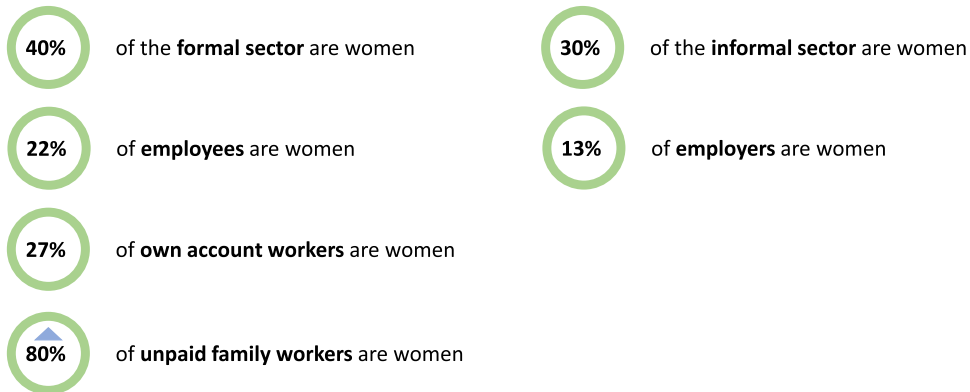
Source: Department of Census and Statistics – www.statistics.gov.lk

Unemployment & Inactivity

06% female **unemployment rate**

03% male **unemployment rate**

56% of the **unemployed** are women

70% of the **inactive** are women

50% of inactive women are **household workers**
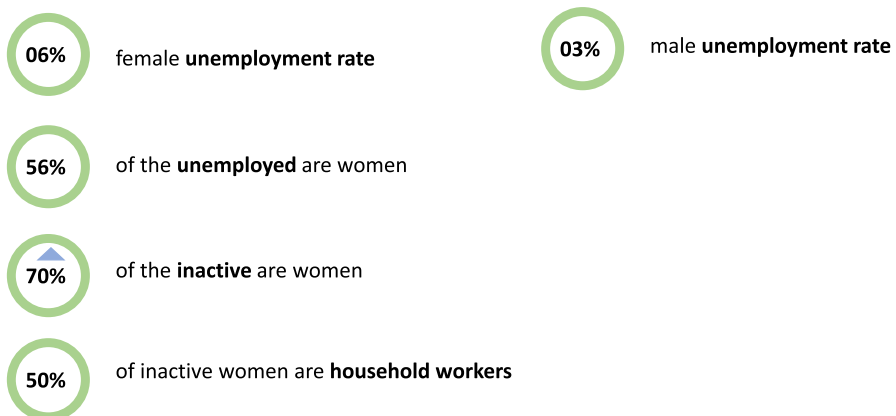
Source: Department of Census and Statistics – www.statistics.gov.lk

Gender Wage Gap

22%   overall **wage gap**

78%   **overall** relative earnings for women

87%   relative earnings for women among **formal employees**

65%   relative earnings for women among **informal employees**

77%   relative earnings for women among **self-employed**
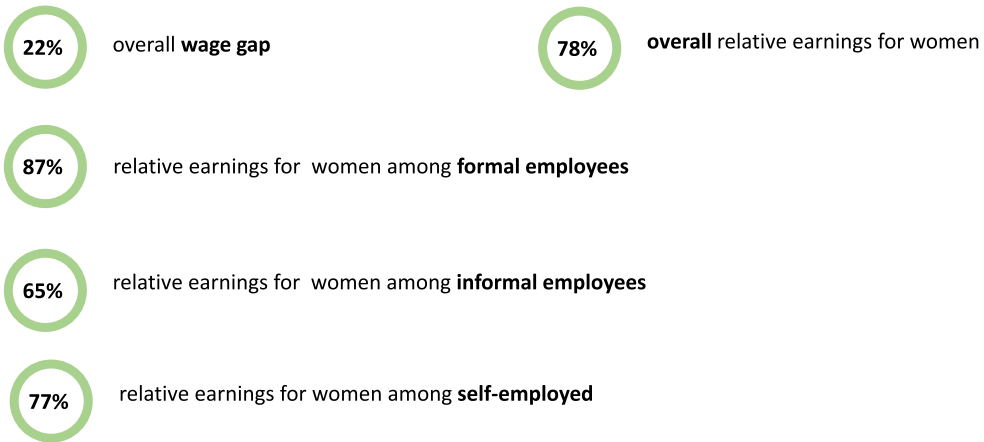
Source: King and Gunewardena (2022) extracted from Skills Towards Employment and Productivity (STEP)

The Care Economy in Sri Lanka

Perceptions and issues

Care economy in Sri Lanka

- The gendered nature of care work in Sri Lanka:
  - Women are more likely to be responsible for tasks like childcare and instruction, food preparation, and cleaning, while men are more likely to be involved in tasks like shopping or providing transport.
- Women also dominate paid care work in terms of occupations/industries, e.g. domestic helpers and cleaners, nursing and pre-primary teaching professionals and associate professionals.
- Sri Lankan women are also providers of care to households in other countries – and are increasingly becoming part of a global care chain.
  - 82% of Sri Lankan women migrating overseas are working as domestic workers (CBSL 2013), most on temporary contracts.

Care is not considered work and women's work is invisible, though considerable

- 'Care' is often conflated with notions of **altruism** or unselfishness and self-sacrifice rooted in the family and related to a system of a gender division of labour where women are seen to play the key role as care givers, while 'work' is commonly understood as activity that brings in monetary income; 'having a job', 'looking for or engaged in employment' (Kottegoda, 2017).
- Discenza et al (2021) highlights, a much larger part of women's (compared to men's) work tends to be **invisible** or at risk of being underreported or simply not measured at all in official statistics.
- Many women are sandwiched between **dual care responsibilities**, looking after both their children and parents (Asian Development Bank, 2020, 2021).

Invisibility of unpaid work

- Withers (2017) also argues that since informal employment accounting for nearly two-thirds of all economic activity in Sri Lanka, productive and reproductive life is frequently interwoven, and many women categorised as 'economically inactive' also perform informal productive labour; similarly women categorised as 'economically active' are equally involved in the demands of reproductive labour.

- According to the Annual Labour Force Survey 2020, 76.6% of contributing family workers are female (DCS, 2021). Hence, a neat delineation between work and care roles based on the assumption of mutual exclusivity renders much of the work performed by Sri Lankan women – paid or unpaid, productive or reproductive – largely invisible.

Working outside the home does not reduce the care burden and migration creates a care deficit

- Jeyasankar and Ganhewa (2018) find that the burden of domestic and care work remains the domain of women even when they shoulder the burden of primary income has shifted onto women. The reality of such gendered expectations of care is especially apparent in the case of female migrant workers.

- Historically, women have made up most of Sri Lanka's labour migrants through the commodification of care as a valuable foreign exchange earner. However, the sheer number of migrant care workers complicates the work/care nexus by creating a commensurate local care deficit in the wake of women's physical absence (Withers 2017).

Women are symbols – bearers of national culture

- Withers (2017) argues that in Sri Lanka, the politics of women's work and care are deeply embedded in the concept of nationhood with women traditionally being portrayed as nurturers and caregivers to the nation.
- Gunawardana (2018) suggests that in post-war contexts, there is often a push to deepen traditional or 'pre-war' gender norms, meanings, and practices.
- In Sri Lanka, these norms are centred on women's roles as 'respectable' wives and mothers, as well as their symbolic status as bearers of national culture but despite the veneration of women's caring roles, the disproportionate labour of care work remains under-recognized.

Care constraints affect the economy as well as women's agency

- The losses to the economy from persisting gender inequality are considerable, amounting to 20 percent of per capita income (Cuberes and Teigner, 2014).
- Care/unpaid work constraints and norms can limit FLFP expansion – married women are much less likely to be paid employees than unmarried women (Gunewardena 2015; Solotaroff et al. 2020; Seneviratne, 2019)
- The dominance of unpaid caregiving in Sri Lankas care economy keeps women out of productive economic labor (International Labour Organization 2016), limits their career advancement (Kailasapathy and Metz, 2012; Kailasapathy, Kraimer and Metz, 2014) and leadership potential (International Finance Corporation, 2019)

Benefits of reducing or redistributing care work

- **Increases female labour force participation:**
  - The amount of time devoted to unpaid care work is negatively correlated with female labour force participation (OECD,2014)
- **Increases women's financial independence and access to the social protection**:
  - women earn only 65% of what their male counterparts earn for the same job in countries where they spend twice as much time as men on unpaid care work (OECD 2014).
  - Women who forgo gainful employment or spend intermittent periods of time in the labour force accumulate less savings, lose access to vital social protection (such as pensions) in the long-run, and are at a much higher risk of poverty at old age.
- **Increase returns on education and reduce wage-inequalities:**
  - The burden of unpaid care work also leads to lower returns on education for women. In Sri Lanka, female graduates outnumber male graduates at the tertiary level, but constitute just over a third of the labour force (Perera, A., 2017).
- **Increases women's quality of life**:
  - Unequal care responsibilities contribute to time-poverty, limited mobility, and poor well-being among women.
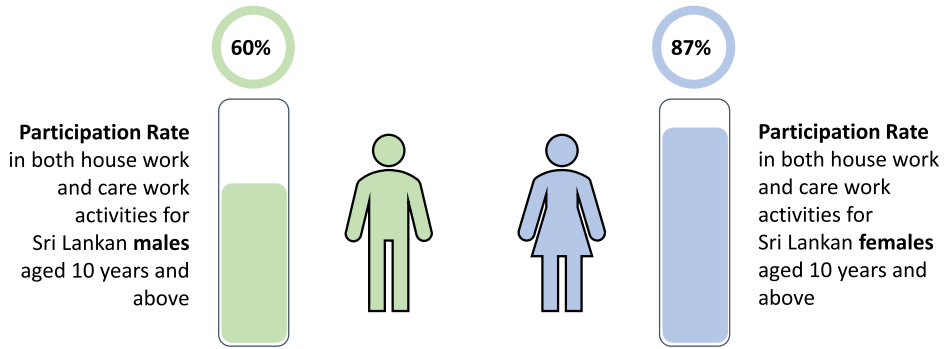
National Time Use Survey 2017

(Department of Census and Statistics)

Care Economy Participation

As reported in DCS Time Use Survey 2017 Final Report (one-digit level of ICATUS 2016)

60%

Participation Rate
in both house work
and care work
activities for
Sri Lankan **males**
aged 10 years and
above

87%

Participation Rate
in both house work
and care work
activities for
Sri Lankan **females**
aged 10 years and
above

Participation Rate: Proportion of persons in the survey who took part in a specific activity (in selected group)

Housework Participation

As reported in DCS Time Use Survey 2017 Final Report (two-digit level of ICATUS 2016)

15%   **23%**   **12%**   **76%**   **61%**   **48%**

**meal
management and
prep**

**cleaning and
maintenance of
own house**

**care and
maintenance of
clothing**

**meal
management and
prep**

**cleaning and
maintenance of
own house**

**care and
maintenance of
clothing**

Care Work Participation

As reported in DCS Time Use Survey 2017 Final Report (two-digit level of ICATUS 2016)

14%

01%

35%

02%

childcare and
instruction

care of dependent
adults

childcare and
instruction

care of dependent
adults
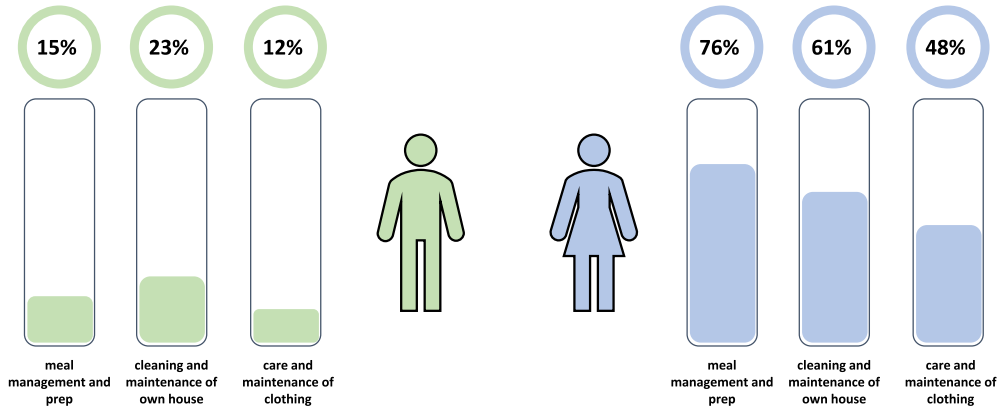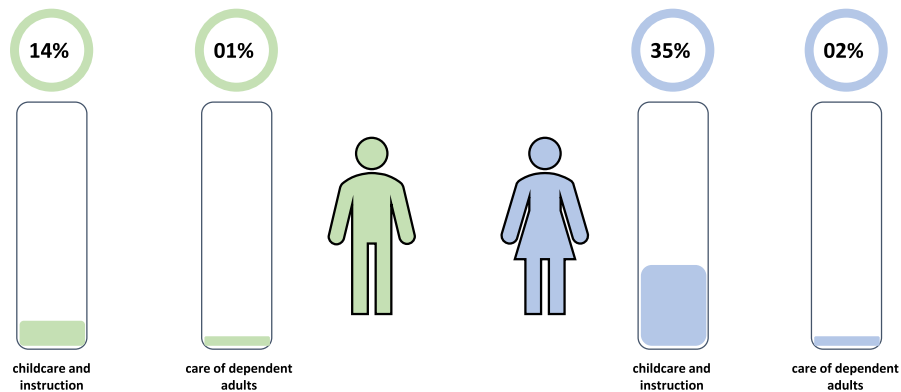
Care Economy Time Spent

As reported in DCS Time Use Survey 2017 Final Report (one-digit level of ICATUS 2016)

2.5hr

6.4hr

Mean Actor Time
in both house work
and care work
activities for
Sri Lankan **males**
aged 10 years and
above

Mean Actor Time
in both house work
and care work
activities for
Sri Lankan **females**
aged 10 years and
above
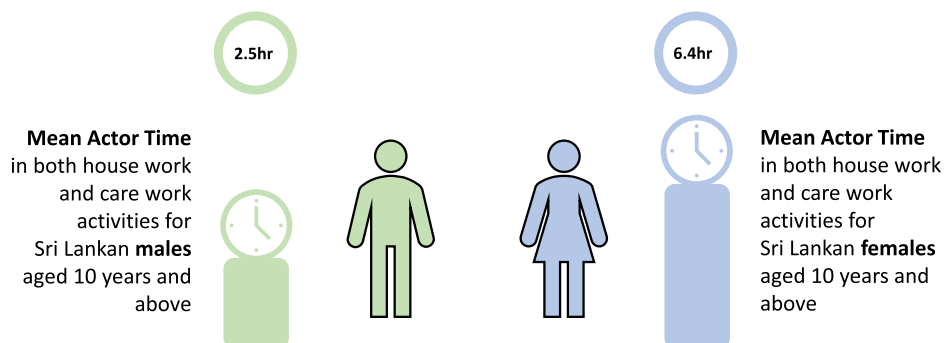
Mean Actor Time: Dividing the sum of all hours by the total number of actors for the specific activity (in selected group)

Interesting Trends - 1

Participation rates of individuals 10 years and above in unpaid domestic services for household and family members by age
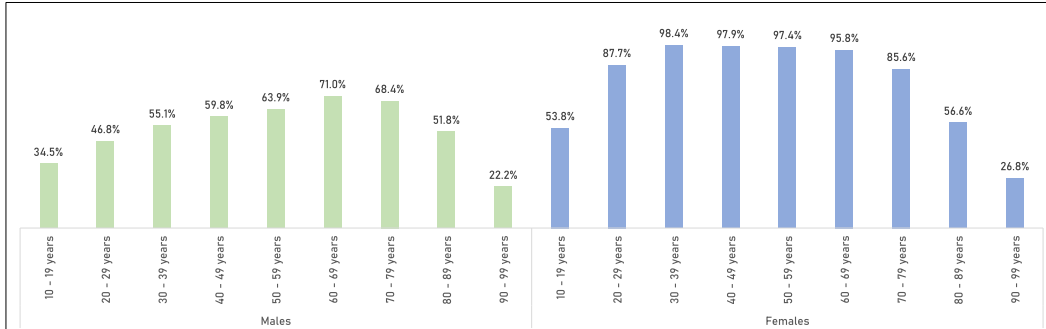
- The burden of domestic work affects nearly all women aged 20 and above
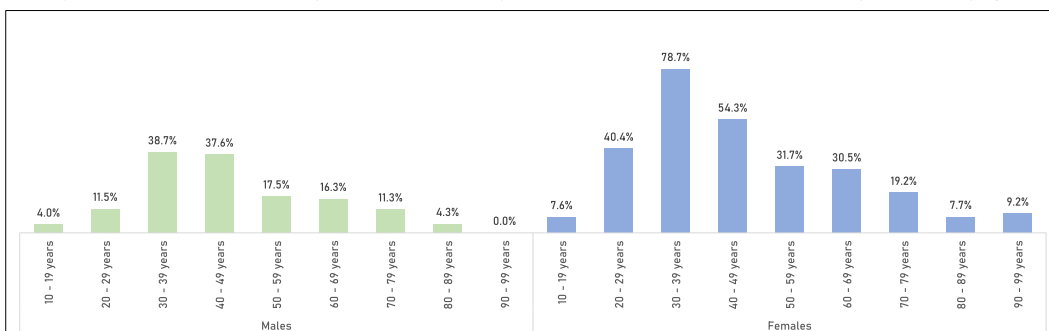- Participation rates for men increase more gradually corresponding with marital status

Interesting Trends - 2

Participation rates of individuals 10 years and above in unpaid care services for household and family members by age

- Participation rates in unpaid caregiving are much more concentrated among those aged 30-49 years, which corresponds to the years in which adults are more likely to be engaged in childrearing

Interesting Trends - 3

Participation rates of individuals 10 years and above in unpaid domestic and caregiving services by marital status
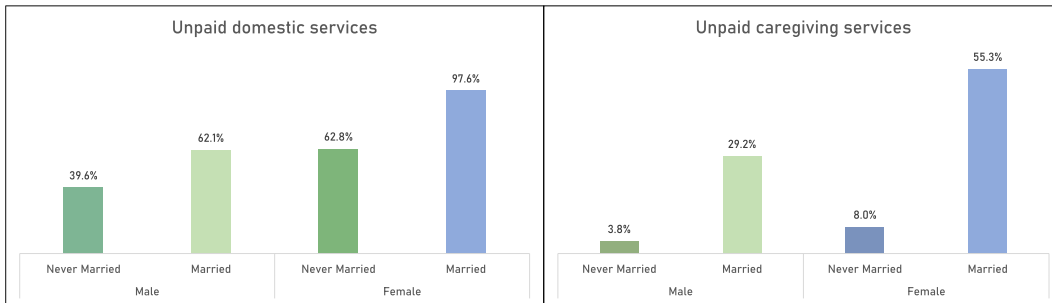
- Married men and women are more likely to spend time in unpaid domestic and caregiving services

Interesting Trends - 4

Mean actor time spent by participants per day by sex and marital status (15 years and above)

- Time spent by women more than doubles, but not for men

Changing the shape of the care diamond: the task of influencing policy
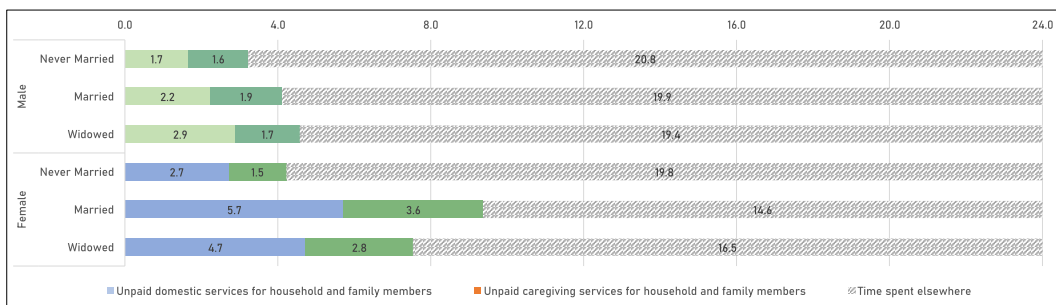
Generate evidence and increase awareness of the problem by mapping out the extent and shape of the care economy among policymakers

⬇

Engage relevant stakeholders to highlight aspects of the current systems in place for care provisioning need to be addressed

⬇

Work with policymakers to design and propose solutions that ensure a more balanced distribution of care across the care diamond

Families/Households

State

Communities

Markets

☐ Current

⬚ Proposed
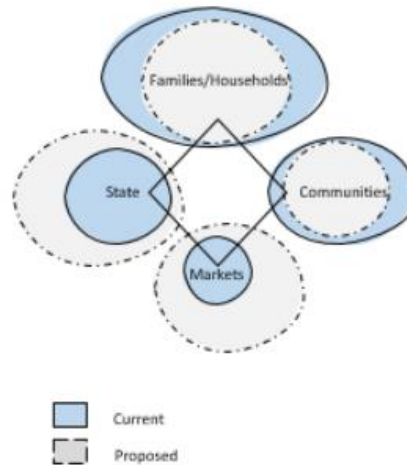
The way forward

Challenges
- Economic crisis (following on covid19 induced "recession")
- Entrenched social norms and gender role attitudes

Opportunities
- FLFP as a key ingredient in economic recovery
- Care economy as an "engine of growth"
- National ECCD policy (2018) for children 0-5
- Importance of social protection
- Policymakers as "champions"

The significance of Care Economy in Mongolia

Otgontugs Banzragch
Department of economics,
National University of Mongolia

About Mongolia and Mongolians

- Mongolia is a landlocked country sandwiched between China and Russia.

- 3.5 million in population and a land area of 1,565,000 square kilometers.

- Nomadic herder families represent 28% of the country's total population (NSO, 2021)

- The capital city houses about 47% of the population

- Pre-school enrollments are at 70 % for 3-5 years old, 47% in rural areas (NSO,2022)

- Primary school enrollments are at 97% (NSO, 2022)

- Infant mortality rate per 1,000 live births declining to 11.6 in 2021 (World Bank, 2022)

- Maternal mortality rate per 100,000 live births increased from 26.9 in 2017 and to 45 in 2021 (UN Women, 2022)

- Retirement age for men 60 and for women 55.

- The average life expectancy for women- 76 years, for men -66 (Tsogtsaikhan, 2018).

Population growth rate

Year	Rate
2014	2
2015	1.96
2016	1.91
2017	1.86
2018	1.8
2019	1.72
2020	1.63
2021	1.54
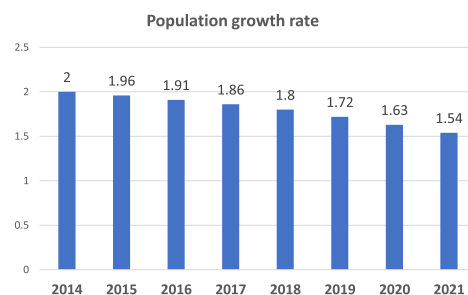
About Mongolian economy

- Per capita GDP is about 4,534 in current USD in 2021. (World Bank, 2022)

- GDP growth rate in the first half of 2022 is 1.9% (NSO, 2022)

- Poverty level - 27.8 % in 2020 (HSES-2020)

- Gini Coefficient - 0.32 in 2018 (HSES-2018)

- Macroeconomy situation is worsening (Covid-19, high external debt, war in Ukraine)
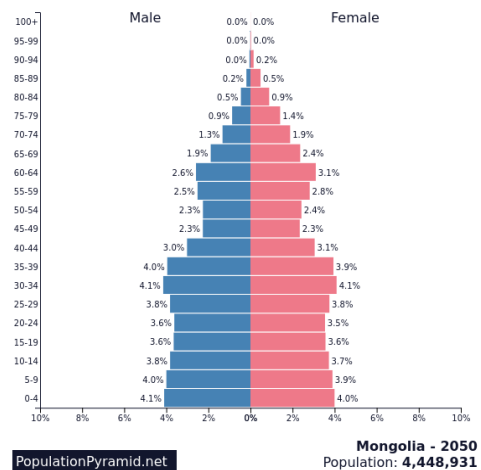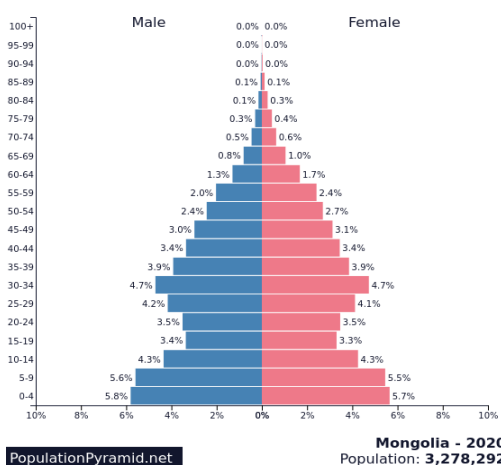
- Mongolia's economic growth is projected at 2.4% in 2022 (World Bank, 2022)

- Low economic diversification, a shortage of productive employment, and a poor business environment for SME (corruption) limit labor market opportunities for women and men in urban and rural areas.

- Female LFPR 49%, male LFPR 66% and the labor market is occupationally segmented by gender. (Tsogtsaikhan, 2018)

- Gender wage gap is about 16-20%.

Mongolia: Growth rate of real gross domestic product (GDP) from 2017 to 2027 (compared to the previous year)

Year	Growth
2017	5.64%
2018	7.75%
2019	5.6%
2020	-4.56%
2021	1.42%
2022*	2%
2023*	7%
2024*	6.5%
2025*	6%
2026*	5.5%
2027*	5%

Source
IMF
© Statista 2022

Additional Information:
Mongolia; IMF
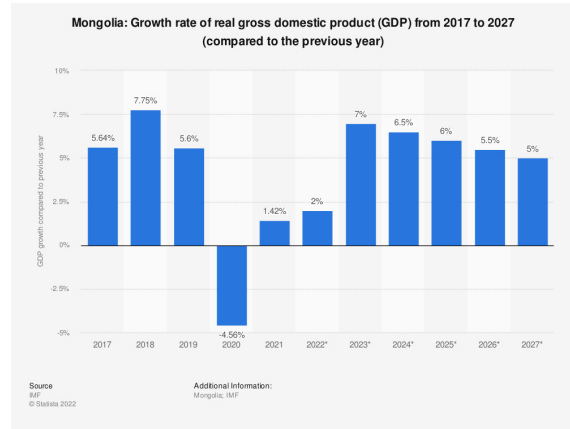
Population pyramid → demand for care ↗

1. Demographic shifts, 2. Rapid urbanization, 3. Better education for women (FLFP ↗, women's unpaid care work ↘) (ILO, 2018)

Mongolia - 2020
Population: 3,278,292

Age	Male	Female
100+	0.0%	0.0%
95-99	0.0%	0.0%
90-94	0.0%	0.0%
85-89	0.1%	0.1%
80-84	0.1%	0.3%
75-79	0.3%	0.4%
70-74	0.5%	0.6%
65-69	0.8%	1.0%
60-64	1.3%	1.7%
55-59	2.0%	2.4%
50-54	2.4%	2.7%
45-49	3.0%	3.1%
40-44	3.4%	3.4%
35-39	3.9%	3.9%
30-34	4.7%	4.7%
25-29	4.2%	4.1%
20-24	3.5%	3.5%
15-19	3.4%	3.3%
10-14	4.3%	4.3%
5-9	5.6%	5.5%
0-4	5.8%	5.7%

PopulationPyramid.net

Mongolia - 2050
Population: 4,448,931

Age	Male	Female
100+	0.0%	0.0%
95-99	0.0%	0.0%
90-94	0.0%	0.2%
85-89	0.2%	0.5%
80-84	0.5%	0.9%
75-79	0.9%	1.4%
70-74	1.3%	1.9%
65-69	1.9%	2.4%
60-64	2.6%	3.1%
55-59	2.5%	2.8%
50-54	2.3%	2.4%
45-49	2.3%	2.3%
40-44	3.0%	3.1%
35-39	4.0%	3.9%
30-34	4.1%	4.1%
25-29	3.8%	3.8%
20-24	3.6%	3.5%
15-19	3.6%	3.6%
10-14	3.8%	3.7%
5-9	4.0%	3.9%
0-4	4.1%	4.0%

PopulationPyramid.net

Demography: Mongolia has high fertility rate and it is increasing since 2005.

Total fertility rate, Mongolia, 1963-2020
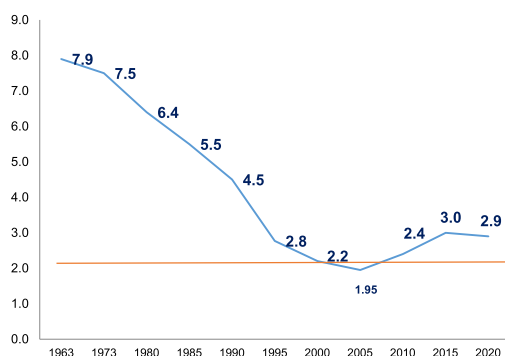
Changes in fertility

- Government "pro-natalist" policies in 1950-1980s resulted in a high rate of population growth.

- Mongolian fertility peaked at 7-8 children per woman in the 1960s-early 1970s.

- Fertility decline in Mongolia began in the mid-1970s.

- Since 1976, the strong pro-natalist policy was relaxed.

- In 1989, all restrictions on abortion and contraceptives access, were removed.

- The transition to democracy and market economy in early the 1990s, uncertainty.

- Fertility dropped to reach 2.8 children per woman in 1995,

- 1.95 children per woman in 2005

- Since 2008, fertility is on the rise.

Data on care economy in Mongolia

- **On unpaid care sector:**

  - Mongolian Time Use Surveys (MTUS) in 2000, 2007, 2011, 2015, 2019 are the main data source for the unpaid care sector.
  - Multiple Indicator Cluster Surveys (MICS) in 2013, 2018 are another data source (unpaid care work done by children aged 5-18).
  - Labor Force Surveys (LFS) in 2003, 2007, annually in 2009-2021 are frequent source of data on care work, whether it is paid or unpaid,
  - Definition of care economy by ILO:

- **On paid care sector:**

  - On care for children are from the Ministry of Education and Science (MES)
  - On care for elderly, disabled from the Ministry of Labor and Social Protection of Mongolia.
  - On health from the Ministry of Health (MOF) data
  - On budget spending the Ministry of Finance data
  - The National Statistics Office (NSO) data is available on the open data platform 1212.mn
  - The Household Socio-Economic Surveys (HSES) in 2003, 2007, biannually 2009-2021 has data on tuition fee and after school activities, information on paid care givers for a household member
 - The LFSs give information on wages of domestic workers

Paid care sector

Social protection categories	Types of programs
Social insurance programs	Pensions Unemployment benefits Health insurance Other social insurance (maternity, disability insurance)
Social assistance	Assistance for the elderly Child protection (school feeding, scholarships, fee waivers, allowances for orphans) Family allowances (Child money program) Welfare and social services targeted at the sick, the poor, the disabled, and other vulnerable groups Disaster relief and assistance Cash/in-kind transfer (e.g., food stamps, food aid)
Labor market programs	Unemployment benefits Skills development and training (for the unemployed or disadvantaged children and youth)

Education and Health	Types of services and programs
2-5 years	Free pre-school education in kindergartens with breakfast, lunch and afternoon tea
6-18 years	Primary, secondary education with free lunch, textbooks and school buses (in some UB schools)
0-18 years	All children are insured by the government and in-patient and outpatient health care in public hospitals is free of charge.
60 and above years	The community-based welfare services program (CBWS)
60 and above years	All elderly are insured by the government and in-patient and outpatient health care in public hospitals is free of charge.

Unpaid care givers

- Mongolian Time Use Survey 2007, 2011, 2015, 2019
- MTUS 2019 has sample of 3,372 households, 13,499 individuals
- Dairy of 6,312 individuals (aged 12 and above) or 46.7%
- In 2019, the population 12 years and above was 2, 263, 278 (NSO, 2020)
- 2, 533 individuals (or 18.7% of the total sample) - care givers.
- 70% of them women and 30% men.
- Children aged 12-17 do care for other family members.
- Thus means 423,232 individuals in the country do unpaid care work.
- 50 minutes*30 days per month=25 hours per month on the average

Daily time spent in minutes on unpaid work by individuals aged 12 and above, by gender and by type of work (from TUS-2019 data):
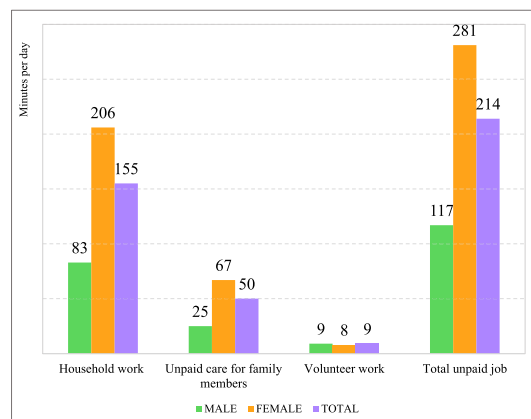
Unpaid care for elderly

- The population of Mongolia is growing at average by 1.8% between 2016-2021.

- But the growth rate of elderly population is about 6.0% annually.

- In 2010, elderly population consisted only 7.3% of the total population and in 2021 it is 10.1%.

- In 2021, 18.5% of the total elderly population is living alone.

Daily time spent in minutes on unpaid care work by individuals aged 12 and above for elderly people by care givers' gender and location:
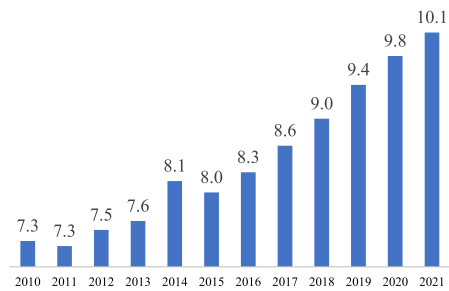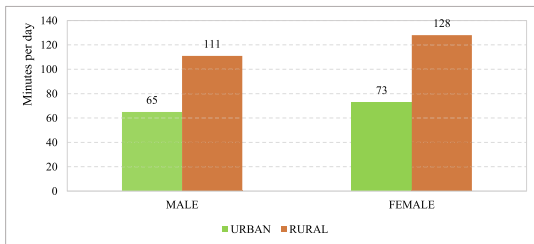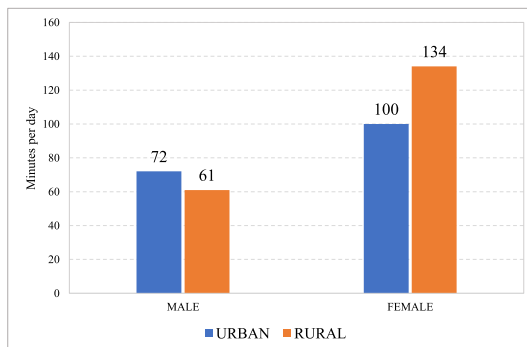

Unpaid care of people with disabilities

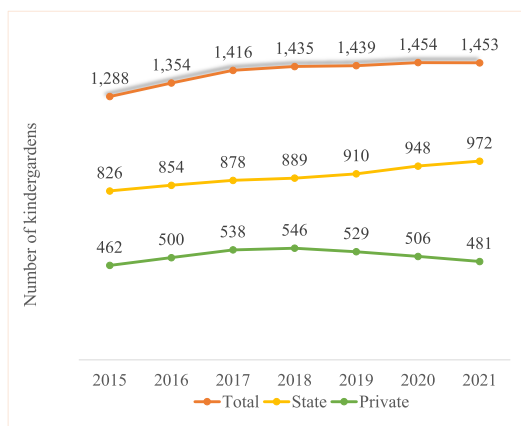- Number of people with disabilities in Mongolia

Gender	2016	2017	2018	2019	2020	2021
Total	100,993	103,630	105,730	107,075	108,399	106,169
Male	55,758	57,310	59,691	61,095	61,209	60,247
Female	45,235	46,320	46,039	45,980	47,190	45,922

- There is a lack of data on care for people with disabilities (including children with disabilities) in the country.
- The majority of the care for these people taken by family members, mothers.
- Care giving time and caring activities are not fully specified in MTUS 2019.
- In MTUS 2019, cases of elder and person with disability care were limited.

Daily time spent in minutes on unpaid care work for disabled people by care givers' gender and location: Women, especially rural women spending more time on care for people with disabilities.

Paid care sector for children (2-5 years old)

Number of kindergardens

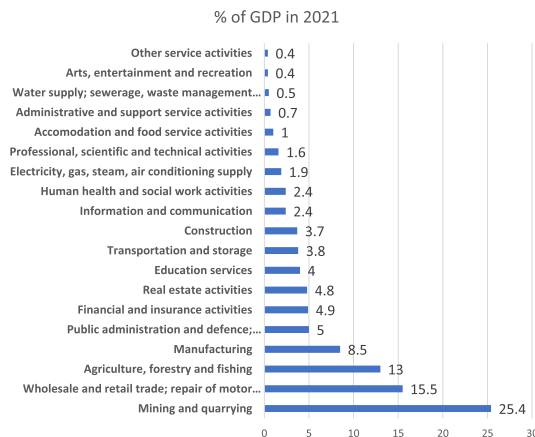| Year	2015	2016	2017	2018	2019	2020	2021
Total	1,288	1,354	1,416	1,435	1,439	1,454	1,453
State	826	854	878	889	910	948	972
Private	462	500	538	546	529	506	481

- Law of preschool education, Law of general education
- Children aged 2-5 are eligible for pre-school education
- Children under 2 years old are cared for by their parents, other family members, other certified caregivers such as public and private day care centers.
- 13.7% of the total population is under 5 years old
- There are 972 (67%) public and 481 (23%) private kindergartens.
- 47% is located in urban areas and 53% in rural areas.
- Public kindergartens are free of charge, financed fully by the government.
- Kindergartens operate from 8.00 am- 6pm through Monday to Friday from 1st September to 1 June of each year.
- For herders' children there are mobile teachers', ger and a short day kindergartens.
- 78% of urban, 47 % of rural children are enrolled in kindergartens6
- Private kindergartens' charge a monthly fee between 150-500 USD.

Significance of Care economy in Mongolia

Paid care size (proxy)	2023 budget (in current MNT)
Ministry of Education and Science	2,698,241,400,000
Ministry of Labor and Social Protection	2,757,275,700,000
Ministry of Health	1,261,205,400,000
Pensions and other social insurance	3,338,800,000,000
Health insurance	229,981,200,000
Social assistance	1,481,369,200,000
Total	11,766,872,900,000
GDP	54,514,611,600,000
% of GDP (current prices)	21.58

- These figures are the budget expenditure in 2023.
- The total expenditure in education, health, pensions, social assistances is 21.5% of GDP.
- For unpaid childcare: MTUS 2019 estimated a person spends on care for 0-2 years old children about 147 minutes per day, or 73.5 hours per month.
- For unpaid eldercare: MTUS 2019 estimated a person spends 128 minutes per day or 63.9 hours per month.
- Wage rate of domestic worker: LFS 2019 estimated about 5,000 MNT per hour, so childcare giver's unpaid work is worth 4,428,000 MNT per year.
- Elder care giver's unpaid work is worth 3,834,000 MNT per year.
- 18.7% of individuals aged 12 and above engaged in unpaid care work.

Significance of Care economy in Mongolia

% of GDP in 2021

Sector	%
Other service activities	0.4
Arts, entertainment and recreation	0.4
Water supply; sewerage, waste management…	0.5
Administrative and support service activities	0.7
Accomodation and food service activities	1
Professional, scientific and technical activities	1.6
Electricity, gas, steam, air conditioning supply	1.9
Human health and social work activities	2.4
Information and communication	2.4
Construction	3.7
Transportation and storage	3.8
Education services	4
Real estate activities	4.8
Financial and insurance activities	4.9
Public administration and defence;…	5
Manufacturing	8.5
Agriculture, forestry and fishing	13
Wholesale and retail trade; repair of motor…	15.5
Mining and quarrying	25.4

- MTUS 2019: 18.7% of the adult population work in unpaid care sector.
- Paid care in education, health, pensions, social assistances- 21.5% of GDP.
- "Valuing Unpaid Care Work in Sri Lanka using the National Time Use Survey 2017: First Estimates" Dileni Gunewardena1 and Ashvin Perera
- We estimated from budget 2020 and 2021, paid care service expenditure is about 4.6% & 5.1% of GDP.
- In Colombia, the care economy would equal around 20% of its GDP in 2014 (WEF, 2022)

Significance of Care economy in Mongolia

- Whether **paid or unpaid**, direct or indirect, care work is vital for human well-being and economies (ILO).

- Eliminating gender inequality at work and at home in Mongolia could increase female LFPR to 63.2%. (ADB, 2020)

- It will increase annual per capita growth rate by 0.5 pp, increasing GDP per capita by 16.1 pp overall in 30 years. (ADB, 2020)

- Countries which invest in a care economy have a higher maternal employment to population ratio (ILO.

- To achieve this, progress on female LFPR ↗, on unpaid care work ↘ is essential.

- **5R Framework: Recognition, Reduction, Redistribution** of unpaid care work, + to promote **Rewarding** care workers with more and decent work and + to enable their **Representation** in social dialogue and collective bargaining.(ILO)
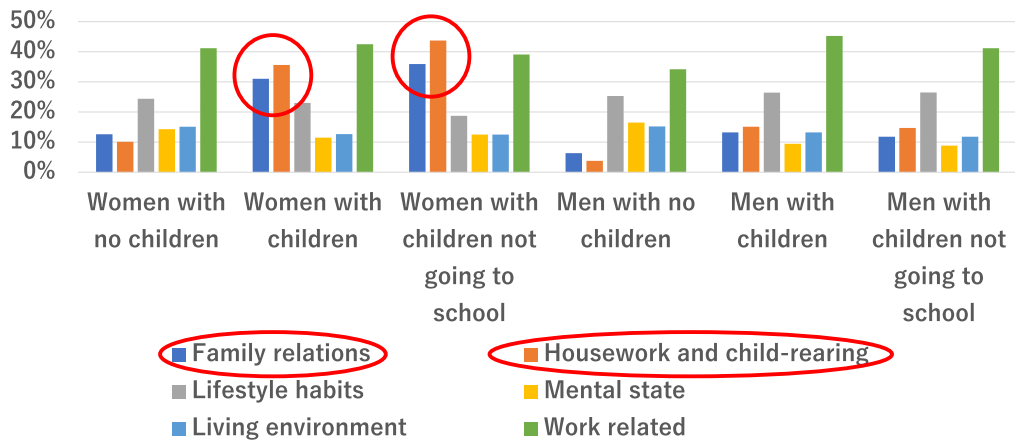
Session 1
Discussion

Emiko Ochiai

Problems Caused by Working From Home under the COVID-19 Pandemic
(By gender/presence of children/presence of children not going to school)
"Working from home" survey (April 2000) by Emiko Ochiai and Nanami Suzuki

COVID-19 Patients at Home Care and their Caretakers (by gender)
"Home care" survey (March 2022) by Emiko Ochiai and Ayami Kinoshita with other sociologists and medical scientists
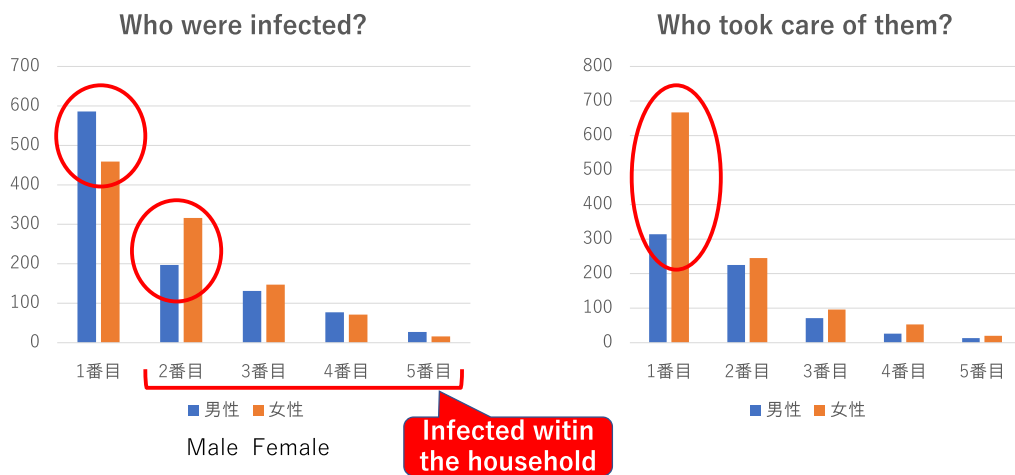
Work and payment for caretakers by gender
"Home care" survey

Part-timers

paid work from home	paid annual leave	unpaid absence

■ Male ■ Female

COVID-19 only revealed and magnified the problems of our society.

Care responsibility at home

Regretting Motherhood
Regretting Marriage

Economic dependence on partner

Care Penalty
Gender Inequality

Part-time jobs

No paid leave

Comments on Dr. Moon's presentation

- The proportions of men and women who do not want to get married among unmarried people 18-34 in Japan in 2021   (The 16th Basic Survey on Childbirth Trend, Survey of Singles)
- Men 81%, Women 84% --- Much higher than Koreans
- Advantage of marriage: economic advantage ↑   Having children ↓
- "Housewife" became a symbol of middle class again.
- Economic background in Korea?

- To maintain a stable work life and not to be subject to disadvantages due to marriage and childbirth
- Gender difference?   Biased sample?
- Paid care leave? Exemption of pension premium?

Comments on Prof. Dileni Gunewardena

- Notions of altruism or unselfishness and self-sacrifice

Session 1 Discussion

Maria Floro (American University)

Professor Gunewardena's presentation on "Gender, Development and the Care Economy in Sri Lanka, provides a good overview of the Care Economy in her country and other salient facts such as the extent of progress towards attaining gender equality as well as areas where gender inequalities continue to persist. While government's investment in education has brought about gender equality at all levels, for example, gender gaps in labor force participation and earnings indicate the presence of constraints and structural barriers such as gender biases and social norms that keep women's labor force participation to be low, majority of whom are engaging in the informal sector. Prof. Gunewardena explains the large presence of women in the informal sector: it is in this type of employment that women are able to combine their responsibilities as income earners and as primary caregivers. But as studies on home-based informal work have shown, such work involves very long working hours for little pay and with no benefits such as health insurance and pension.

One of these constraints is highlighted in her presentation: the unequal burden of care within the households. Underlying tensions are experienced by women daily in terms of balancing the time demands of their roles as care providers and as income earners. Such tensions have led to chronic stress as well as difficult choices and compromises many women inevitably make. They particularly experience these strains in their search for jobs, participating in the labor market as well as in accessing credit, learning new skills and technology, developing market networks, etc.

Prof. Gunewardena's description of the care economy in Sri Lanka points to the inequalities that permeate the care system in her country. Income disparities have created different types of care arrangements. Those who have the private means or income rely on domestic workers, or use day care centers and nursing facilities, where care workers are lowly paid. For the working poor, hiring domestic help or use of private care facilities is simply unaffordable and they are compelled to rely on their own labor or kinship networks or engage their children in domestic work. Evidence in Thailand shows that it is typically girls who are removed from school in order to care for younger siblings; they contribute to household survival at the expense of getting more education, or they are sent to the cities as domestic help. In the case of Sri Lanka, a growing number of women are part of the global care chain. The intersection of gender, care and migration is an important part of the narrative of the care economy in Sri Lanka.

Her presentation also raises the question as to why the pressing care issues in Sri Lanka are not have been ignored by policymakers until recently. One reason for care's absence is that so much of the work involved is unpaid. Unpaid work, is predominantly done by women, and is not included in the system of national accounts and in GDP. Economists who pioneered the discipline, most of whom are men, mainly focused on activities in the market. This perspective, which ignores the contributions of women, has been institutionalized in conventional

economic analysis and statistics. Until recently (2014), the conventional definition of 'work' is defined at the 1954 International Conference of Labor force Statisticians (ICLS) as being engaged in work "for pay or profit.' This concept eventually became the norm in economic analysis and in formulation of policies and development strategies. In 2014, the ICLS has expanded the definition of work to include also those that are unpaid such as household work and volunteer work.

There have been excuses as to why the growing strains faced by many families to meet their care needs is deemed by policymakers to be not as important as attracting foreign investment, or promoting trade. One excuse is that care is assumed to be a family or private matter. This is based on a prevailing notion that family-dominated care provision is in accord with values of family solidarity and women's time in caregiving fulfills their socially-ascribed role.

But this assumption is deeply flawed. It ignores the realities brought about by the decades-long war in Sri Lanka as well as economic, social and demographic changes. Demographic projections show rapidly aging populations throughout the world. In absolute numbers, older persons will rise more sharply than any other age cohorts, with large numbers unable to perform basic tasks of living: dressing, taking a bath, eating etc. Women's strain in caring for children, the aged, sick and disabled is further exacerbated by other trends: increasing rates of urbanization, migration and the nuclearization of households, especially in urban areas. These trends undermine the traditional caregiving support provided by kinship so that families are further stressed to meet their care needs. One of the legacies of the decades-long conflict in Sri Lanka is that large segments of the population have to care for a disabled family member. These realities highlight the major faults in family-dominated caregiving.

The national care policy on early childhood care and development in Sri Lanka mentioned by Prof Gunewardena shows promise in helping reduce the burden of care shouldered by women and it is important to monitor and evaluate this new policy. Such policy initiative is likely to be more effective in increasing women's labor force participation if it is accompanied by complementary employment and social policies that induce men to take on more of the household and care work as well as policies that address gender biases in labor market.

Hyuna Moon et al's study on "Young People's Attitudes Toward Care in South Korea and Its Social Implications" is highly relevant to the current policy discourse around the very low fertility rate problem faced by Korea today. The introduction makes the strong case as to why we should care about care. It would also be good to mention in this part the main hypothesis or research question that the insights from the interviews can help examine or answer.

The trends and patterns shared in the literature review indicate that social norms are not static; they are dynamic and evolving. For example, the World Value Survey results show the gradual shift towards a more egalitarian view of household division of labor in Japan and Korea. It would be good if Dr Moon and her team can also show the gender differences among the WVS respondents regarding their acceptance and support for the traditional gender roles as well. If

possible, gender and age cohort disaggregation of the WVS data would be even more telling and relevant to their study of young people's attitudes.

Dr. Moon provides some explanation for this shift in attitude towards gender roles in their literature review. I encourage her team to develop a conceptual framework that connects the responses to their chosen interview questions to tell a compelling, coherent story. I also would like to know more of: a)what the authors think are the factors that likely influence the attitudes of young people towards, care, marriage, having children, and b) what are the specific social implications of such attitudes that they would like to explore further. Perhaps I have missed them as I am only relying on the slides for my discussion.

The results of the interviews of a selected sample of 6 young adults, most of whom are college education are interesting. It would be good to compare these results with the responses to the same questions from other interviewees with different backgrounds. This would help them analyze further the determinants and/or the implications of the young adults' attitudes. I also hope that there would be some probing follow up questions in their interviews such as: how would you describe the division of labor in your household? Why do you agree or disagree with your father (your mother)'s views?

I hope that these comments are helpful.

To Hyuna Moon, Dileni Gunewardena, and
Otgontugs Banzragch

Possibilities of Politicization?

Security

Care economy or feminist development policy is
securitized by state's top-down intervention, rather than
bottom-up demands of localities.

Politics

To what degree is the windows of political opportunities for
care economy guaranteed in your society?

Is there any contentious politics to achieve care economy?

Democracy: Civic Engagement

"Citizens must become more committed to producing the kinds of
values, practices, and institutions that will allow democratic
society to more coherently provide for its democratic caring
citizens" (Tronto, 2013: 44)

How to Define 'Care'?

- "Care is our individual and common ability to provide the political, social, material, and emotional conditions that allow the vast majority of people and living creatures on this planet to thrive – along with the planet itself." (The Care Collective, 2020)

- 'Care' is also a social capacity and activity involving the nurturing of all that is necessary for the welfare and flourishing of life. Above all, to put care center stage means recognizing and embracing our *interdependencies*. (The Care Collective, 2020)

- Ironically, care is another expression of dependencies on somebody else..

Polishing Care Economy in Enabling Environements

- Find a best practice of care economy in a real society
- Enhancing the overall quality of life not by promoting childbirth but by tackling the fundamental socio-structural cause behind low fertility
- However, envisioning the concept of care economy should be contextualized in different settings of history and culture.

제1세션 토론문

문경희 (창원대학교)

안녕하십니까? 오늘 토론을 맡은 창원대학교 국제관계학과의 문경희라고 합니다. 이렇게 중요하고 의미 있는 발표들을 듣고 토론할 기회를 주신 주최 측에 감사하다는 말씀부터 드립니다. 페미니스트 국제관계학을 연구하고 있는 학자로서 이번 세션에 발표된 젠더와 발전, 돌봄 경제에 대한 다양한 논의를 듣고 배울 수 있어서 참 행운이라고 생각합니다.

마리나 두리노 선생님의 발표를 들으면서 많이 공감했습니다. 대외정책, 특히 공적개발원조 정책에 페미니스트 비평과 분석, 대안, 실천이 충분히 이뤄지지 않고 있다는 부분에 전적으로 동의합니다. 그리고 페미니즘, 젠더에 기반한 정책이 도입된다고 하더라도 여성을 수혜자로 대상화하는 경향이 있다는 점, 그리고 교차적 접근이 결여되어 여성 중에 소수자 여성들은 여전히 소외되고 차별의 대상이 되고 있다는 지적은 지극히 타당하다고 생각합니다.

또한 페미니스트 대외정책을 일찍부터 도입한 것으로 알려진 스웨덴에서 무기 거래 등 군사화, 식민화 영역에 대해 소홀했다는 점은 다른 국가에도 시사하는 바가 큽니다. 국가 간 경제적 양극화 현상이 심화되고 있지만 금융, 과세, 무역, 투자 등 거시경제정책 영역에서 페미니스트 비평과 논의가 결여되어 있다는 지적 또한 매우 지당합니다. 많은 국가에서 국내 젠더 평등정책과 대외정책 사이에 간극이 크다는 점에 매우 공감하며, 그러한 문제는 전 세계 모든 국가가 직면한 문제라고 생각합니다.

위와 같은 문제들을 지적하며, 마리나 두리노 선생님께서는 돌봄경제가 페미니스트 대외정책과 개발정책을 고민하는 데에 대안적 시각 또는 접근이 될 수 있다는 점을 제안하고 있습니다. 최근 몇 년 사이에 프랑스와 멕시코, 독일 등이 페미니스트 개발정책 논의에 돌봄경제를 포함시키고 있다고 말씀하셨는데, 그 부분에 대해 자세한 내용을 듣고 싶습니다. 구체적으로, 어떤 사안에 무슨 정책을 만들어서, 예산을 어떻게 사용할 계획을 만들고 있는지 궁금합니다.

그리고 한 가지 더 궁금한 사안은 적자생존, 힘의 지배에 기반한 국제질서는 군사화, 식민화의 논리를 국가의 합리적 판단으로 여기게 만들기도 합니다. 페미니스트 대외정책이 국가 간 무기 거래를 문제시하는 것도 중요하지만, 국제사회에서 전쟁과 살상, 폭력이 용인되면 안 된다고 생각하는 사람들이 최고 의사결정과정에 더 많이 참여해서 국가적 합의를 이끌어내고 규범을 제도화하는 것이 더 중요하다고 생각합니다. 아마 여기에 계신 많은 분들이 저처럼 유엔 안보리 결의안 1325가 있어도 러시아-우크라이나 전쟁 중 발생하는 젠더에 기반한 폭력을 방지할 수 없는 현실에 절망과 무기력감을 느끼고 있지 않을까 생각합니다. 이는 오랜 기간 국제사회가 빈곤퇴치를 위해 저개발국 또는 파트너국에 엄청난 재정자원을 쏟아부었지만, 국가 간 경제권력의 불균형 문제가 약화되기는 커녕 심화되고 있는 현실을 볼 때 느끼는 감정과도 유사할 것입니다. 게다가 최근에는 전 세계 곳곳에서 페미니스트 백래쉬 현상이 벌어지고 있습니다. 이런 상황 속에서, 페미니스트들은 앞으로 국제관계, 즉 군사안보와 거시경제 이슈에 어떻게 대응해야 좋을까요? 기존에 해 왔던 페미니스트 비평과 대안 제시가 충분하지 않았고,

효과적이지 않았다면, 오늘 이 자리에서 논의되고 있는 돌봄경제는 군사화, 식민화, 경제권력의 불균형 문제를 어떻게 문제시하고, 대안으로 제시되고 있으며, 또한 정책화되고 있는지 궁금합니다. 발표에서 언급되지 않은 내용이 있다면 좀 더 자세한 설명을 부탁드립니다.

다음으로, 문현아 선생님의 "청년세대 돌봄의 실태와 전망"에 대한 발표문을 읽고 질문을 드리고 싶습니다. 우선, 한국 사회의 중요한 현안인 결혼, 출생, 돌봄의 문제를 청년의 관점에서 연구분석 해 주셔서 대단히 감사합니다. 발표 내용을 보면서 많이 공감했고, 또한 많이 배웠습니다. 인상적이었던 내용을 꼽자면, 슬라이드 11쪽에서 언급하신 "저출산(또는 저출생)은 여성의 경제활동〔참여〕자체보다는 일 가정 양립이 어려운 여건 때문에 나타날 가능성이 높다"는 부분입니다. 그리고 한국이 OECD 국가 중에 전체 국가 평균보다 일하는 시간이 길다는 것은 익히 들어서 알고 있었습니다만, 평균보다 10% 이상 더 길게 일한다는 사실이 놀랍습니다.

더욱이 슬라이드 25쪽에서 일과 삶의 균형에 대한 국제 비교 자료가 제시되었는데, 11개 국가 중에 부모 세대보다 자녀 세대의 일-삶 불균형 문제가 가장 심각한 것이 한국이라는 사실입니다. 사실, 정확히 무엇에 놀랐는지 잘 모르겠습니다. 한국 청년들의 일과 삶의 불균형이 다른 국가 청년들의 그것보다 심한 것에 놀란 것인지, 아니면 부모 세대와의 간극이 국제 비교에서 가장 크다는 것에 놀란 것인지 잘 모르겠습니다. 저는 몇 년 전에 호주의 한인 이민자 중에 청년세대를 대상으로 이민 동기에 대해 물어본 적이 있습니다. 그때 가장 많이 들었던 이야기가 한국에서는 일과 삶을 양립하기 어렵기 때문에 호주 이민을 결심했고, 그 관점에서 면담자들이 이민 생활에 만족스러워 하고 있다는 것을 알게 되었습니다. 역시 <그림 1>에서 호주가 상위권에 있습니다. 이와 관련해서, 문현아 선생님께 드리고 싶은 질문은 <그림 1>이 보여주는 11개국 청년세대의 일-삶 균형정도는 어떤 지표를 통해 분석된 것인가요? 일하는 시간과 하지 않는 시간 단순 비교인지, 아니면 다른 변수가 포함된 것인지 궁금합니다.

그리고 청년인구 유출 및 저출생 문제는 수도권보다 비수도권 지방에서 더욱 심각한 문제로 나타납니다. 창원에서 청년들을 가르치며 살고 있는 저에게도 청년의 결혼과 출생, 삶의 질 문제가 매우 중요한 화두입니다. 발표 말미에 기본소득과 돌봄에 대한 교육 및 대안적 정책 접근에 대한 의견을 제시하셨습니다. 이 부분과 연결되는 질문이라고 생각되는데, 저는 선생님께서 5쪽에 인용한 Dowling(2021)의 글을 보고 질문 드리고 싶습니다. "We need to look at how care, compassion, and responsibility are mobilized in particular ways in particular context-sometimes for, sometimes against groups." 제가 Dowling의 글을 읽지 않았다는 말씀을 미리 드리며, 위 내용을 선생님께서 연구를 통해 발견한 한국 청년 사례에 접목해 본다면, 어떤 해석과 (정책) 제안이 가능할까요? 선생님의 의견의 여쭤보며, 토론을 마치겠습니다.

감사합니다.

세션 2 　　　　한국 사회 돌봄 위기와 이주돌봄노동

Session 2 　　　Care crisis in Korea and migrant care work

2022.11.17.

CENTRE FOR GLOBAL SOCIAL POLICY

Transnational and Global Migration of Care Workers: Social and Economic Perspectives

Ito Peng
University of Toronto
presented at 2022 International Care Conference
Aging Societies and Care Economy: Gender, Transnational
Migration, and Development
Seoul National University, 16-17 November 2022

Outline of the presentation

1. A quick overview of the current care situation

2. The pandemic's impacts on care work and care migration

3. Social and economic perspectives on the transnational and global migration of care workers

4. Moving forward - towards a fairer and more sustainable global care migration
   - Think 5Rs of the care economy
   - Canadian example

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Current situation 1:
# huge and growing demand for care

Demand for care has been growing and will continue to grow

- ageing population
  - # of people 60+ is expected to increase from 962 million to 2.1 billion between 2017 and 2050
  - 65% of this global increase in Asia, 14% in Africa, 11% in Latin America and the Caribbean
  - people 80+ to triple from 137 million to 425 million (2017 - 2050) globally (UN 2017).
- women's labour force participation
  - women's LFPR - about 53% compared to 80% for men (global)
  - Korean women's LFPR - 47% (1990) - 54% (2019)
- new norms about childcare investment
  - children's human capital investment
  - intensive mothering

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Percentage of population aged 60 years or over by region, from 1980 to 2050
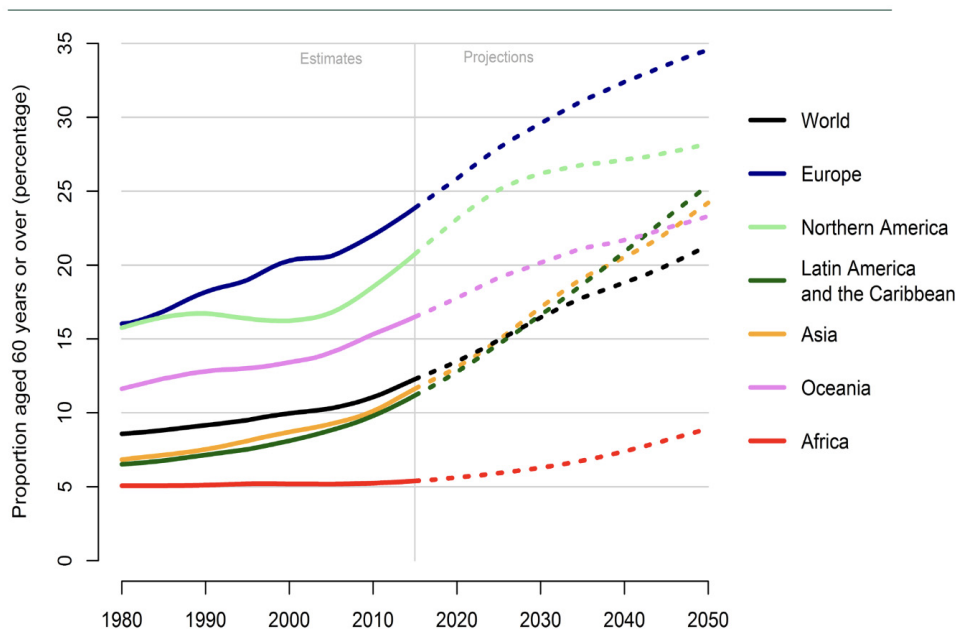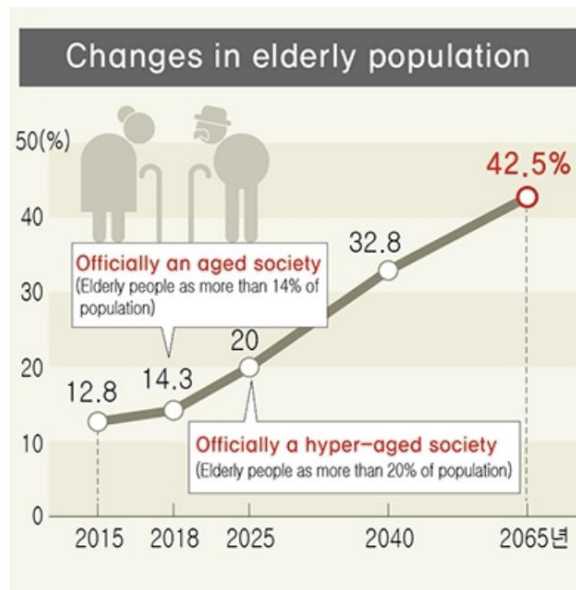

Data source: United Nations (2017). World Population Prospects: the 2017 Revision.

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Korea will be the most aged country by 2050

(source: Hankyoreh 2016)

Changes in elderly population

50(%)

42.5%

40

32.8

Officially an aged society
(Elderly people as more than 14% of population)

30

20

20

14.3

12.8

10

Officially a hyper−aged society
(Elderly people as more than 20% of population)

0

2015   2018   2025   2040   2065년

Current situation 2: There is a perilous shortage of care workers worldwide

Care work is skilled work that is rewarding, but it is also...

• physically and emotionally demanding

• comes with physical and health risks

• often low wage, poor working conditions, low occupational status, and little career advancement

• highly gendered and over-represented by racialized, immigrant and migrant women.

Over-representation of immigrant and racialized women in care work sector

- Across the globe, 70% of the care workforce are women (ILO 2018; UN Women 2020).
- US - >85% of health care and childcare workers are women (BLS 2021).
    - immigrants make up 38% of home health aides, even though they account for only 17% of the overall workforce.
    - 33% of nursing assistants and 32% of orderlies and psychiatric aides are Black/African Americans, even though they make up 13.6% of population.
    - 48% of maids and housekeeping cleaners are Hispanic/Latino, even though they represent 18.9% of population.
- Canada - 82% of the total health care and social assistance workforce are women (Moyser 2017).
    - immigrants account for 35% of nurse aides and related workers; but they represent 22% of population (Bhaskar 2020).

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Over-representation of immigrant and racialized women in care work sector

- World Health Organization estimates a shortage of 2.3 million formal LTC workers in Europe alone (WHO 2017) .
- Across OECD, already 29% of the home-based caregiver workforce are foreign born
    - 89% in Italy
    - 75% in Greece
    - 67% in Spain
    - 50% in Luxembourg

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Occupations with the largest two-year increases in job vacancies and average offered hourly wages, Q4 2019 to Q4 2021

Occupations	Number of job vacancies		Two-year-change—job vacancies		Average offered hourly wage ($)		Two-year-change—hourly wage		Percent change minus inflation (5.5%)	Female share (%)
	Fourth quarter 2019	Fourth quarter 2021	number	percent	Fourth quarter 2019	Fourth quarter 2021	dollar	percent		
Registered nurses and registered psychiatric nurses	10,575	22,955	12,380	117.1%	$31.45	$32.55	$1.10	3.5%	-2.0%	92%
Medical laboratory technicians and pathologists' assistants	300	700	400	133.3%	$25.45	$24.70	-$0.75	-2.9%	-8.4%	96%
Construction trades helpers and labourers	6,980	18,035	11,055	158.4%	$19.25	$22.05	$2.80	14.5%	9.0%	7%
Social and community service workers	5,545	14,405	8,860	159.8%	$20.20	$20.55	$0.35	1.7%	-3.8%	78%
Nurse aides, orderlies and patient service associates	11,300	20,490	9,190	81.3%	$18.35	$20.10	$1.75	9.5%	4.0%	87%
Home care providers and educational support occupations	6,690	12,610	5,920	88.5%	$17.65	$18.95	$1.30	7.4%	1.9%	83%
Early childhood educators and assistants	4,950	9,470	4,520	91.3%	$17.55	$18.40	$0.85	4.8%	-0.7%	92%
Light duty cleaners	6,430	15,485	9,055	140.8%	$15.80	$17.30	$1.50	9.5%	4.0%	70%
Cooks	12,760	24,090	11,330	88.8%	$15.55	$16.80	$1.25	8.0%	2.5%	41%
Retail salespersons	34,355	51,150	16,795	48.9%	$14.10	$15.45	$1.35	9.6%	4.1%	57%
Food counter attendants, kitchen helpers & related support occupations	32,095	70,415	38,320	119.4%	$13.85	$14.90	$1.05	7.6%	2.1%	63%
Store shelf stockers, clerks and order fillers	10,455	19,495	9,040	86.5%	$13.85	$14.40	$0.55	4.0%	-1.5%	35%
Food and beverage servers	8,765	21,465	12,700	144.9%	$12.90	$13.85	$0.95	7.4%	1.9%	60%

Source Statistics Canada. Table 14-10-0328-01 Job vacancies, proportion of job vacancies and average offered hourly wage by selected characteristics, quarterly, unadjusted for seasonality

source: Scott, K. (2022)

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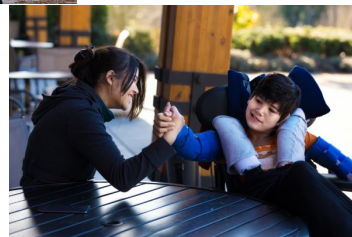
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But, COVID-19 pandemic has exposed the importance of care and care work...

...and how our economies and social functioning depend on the invisible work of care.

and in many countries, this has intensified calls for bringing in migrant care workers.

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**The pandemic's impacts on
care work and care migration**

For native-born care workers:
- increased demand for care - both paid and unpaid care work
- increased workload
- increased work-related stress
- increased risks of contracting disease
- labour shortage - burn out, exit
- recruitment problems

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**The pandemic's impacts on
care work and care migration**

For migrant care workers:
- mobility restrictions and confinements.
- increased workload, increased employer demands, reduced wage, wage cuts, unemployment, less food (UNESCAP 2020; HOME 2020; Antona 2020).
- but also wage increase in some cases (e.g. Singapore).
- mental health concerns, gender-based violence (Summers 2020; UNESCAP 2020).
- travel bans and stranded in the airports and shelters.
- 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)

Social and economic perspectives on the transnational and global migration of care workers

- Foreign care workers are a form of global service supply chain
  - global care chain (Hochschild 2000; Parrenas 2000; Yeates 2012)
- It benefits families, women, and economies in the receiving countries
  - ability to outsource care, fills the labour needs, enable family and women balance work and care
- It can benefit migrant care workers and their families in the sending countries
  - remittance, migrant care workers' own agency
- **But** unlike commodity supply chain, migrant care workers' labour is often invisible, their work often undervalued, it ignores the care needs of the care workers' own families, and migrant care workers are prone to exploitation and human rights abuse

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Moving forward: towards a fairer and more sustainable global care migration

Global migration of care workers will continue because the demand for care will continue to outstrip the supply of care workers.
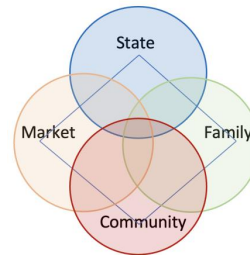
What countries and employers must do is to make it fairer and more sustainable by applying the principle of 5 Rs of the care economy:

Recognize   Reduce   Redistribute   Reward   Representation

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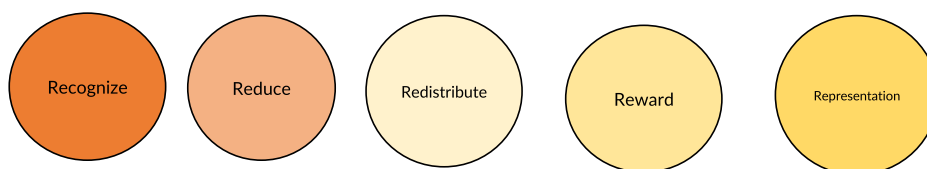
What does it mean?

The State/Government
- invest in care - not just as a tool of economic growth
  - national public care systems (South Korea is an example)
  - income support for carers
- focus on quality of care, not just quantity of care
  - raise wages and improve working conditions of care workers
  - education and training for care workers
  - respite services/support for carers
- see the intersectoral dimension of investment in care
  - more coherent systems approach to care policy
  - reform immigration and labour market policies
- use intergenerational perspective

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What does it mean?
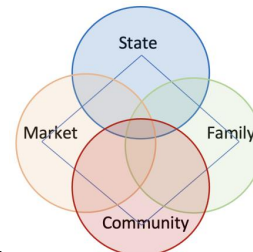
Market (Business and Employers)
- invest in employees' family and personal care needs
  - extend care leaves beyond maternity and parental leaves, and to non-regular workers
  - workplace/employer care service
- focus on women - yes; but also men
  - support women's career and employment
  - more effective and longer paternity leave
  - male workers' care leave?
  - workplace training about care and the value of care work for managers as well as workers
- focus on equity and inclusion

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What does it mean?
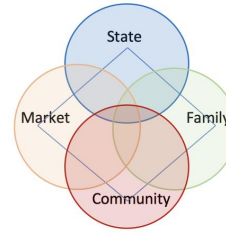
The Family
- share unpaid direct and indirect care work between women and men
    - take paternity leaves and other care leaves
- educate children about care and the value of care work
- advocate for gender equality

The Community/NGO
- strengthen community/neighbourhood social network
- advocate for care services and programs in community
- advocate for equality and inclusion
- advocate for workers' right

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What about migrant care workers?

Need for migrant care workers will continue
- Better wages and working conditions to ensure quality care
    - Employment legislation on fair wages, working conditions and labour rights
- Different options/pathways for migrant care workers
    - childcare, long-term care, or disability care
    - Live-in or live-out
    - bring family or no family
    - temporary worker or pathway to permanent residency

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Canada as an example

Canada has been experimenting migrant care worker policies since the 1990s
- Live-in caregiver program - 1992
  - pathway to permanent residency after 2-years of employment
  - mainly childcare
- Immigration reform to foreign caregivers program in 2014
  - end of automatic pathway to permanent residency
  - two tracks - childcare or long-term care
  - annual quota for permanent residency
  - live-in or live-out options
  - family or no family members options
- Highly educated and skilled care workers - mainly women
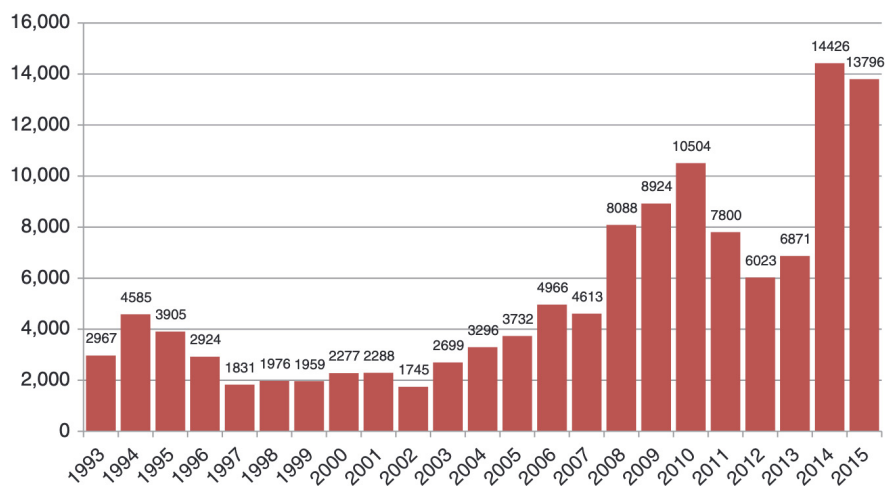- Positive public attitude towards migrant care workers

Fig. 8.2 Number of Annual Permanent Resident Admissions from the LCP, Principal Applicants, Canada 1993–2015

Source: Immigration, Refugee and Citizenship Canada. Permanent Residents as of March 31, 2016. http://open.canada.ca/data/en/dataset/ad975a26-df23-456a-8ada-756191a23695-en/dataset/67fd1fae-4950-4018-a491-62e60cbd6974

Source: Boyd, M. (2017) "Closing the Open Door? Canada's Changing Policy for Migrant Caregivers" in Michel and Peng eds. *Gender, Migration and the Work of Care,* New York: Palgrave
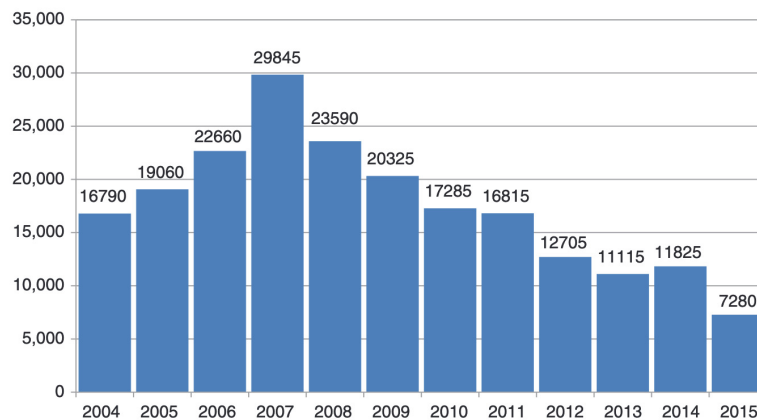
Fig. 8.1 Number of temporary worker permits in the Live-in Care Program, by the year in which the permits became effective, Canada (excluding the Yukon), 2004–2015

Source: Immigration, Refugees and Citizenship Canada, Temporary Residents as of March 31, 2016. http://open.canada.ca/data/en/dataset/67fd1fae-4950-4018-a491-62e60cbd697

Source: Boyd, M. (2017) "Closing the Open Door? Canada's Changing Policy for Migrant Caregivers" in Michel and Peng eds. *Gender, Migration and the Work of Care,* New York: Palgrave

Canada plans to bring in 1.45 million immigrants by 2025

- During COVID, some provinces tried to recruit LTC workers by providing paid training and guarantee employment in LTC to anybody, including refugees, asylum seekers and foreign students to address labour shortage, particularly in LTC sector
- Canada is also becoming increasingly concerned about its ageing population and long-term demographic outcome
- 405,000 immigrants in 2021 ➡ 465,000 in 2023 ➡ 485,000 in 2024 ➡ 500,000 in 2025.
  - demographic ageing and labour shortage are the main reasons
  - most of this will be through Provincial Nominee Program
  - discussions about rethinking the points system, and care workers are one of the key groups considered

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Conclusion

1. Given the demographic and socio-economic contexts in many countries, demand for care will continue to grow, and global migration of care workers will continue.

2. Current arrangement for migrant care workers is unfair and unsustainable in the long run.

3. Fairer and more sustainable approach to global migration of care workers would be to:
   - Apply 5 R principle of the care economy
   - rethink government, employer, family and community approach to migrant care workers.

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Thank you!

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

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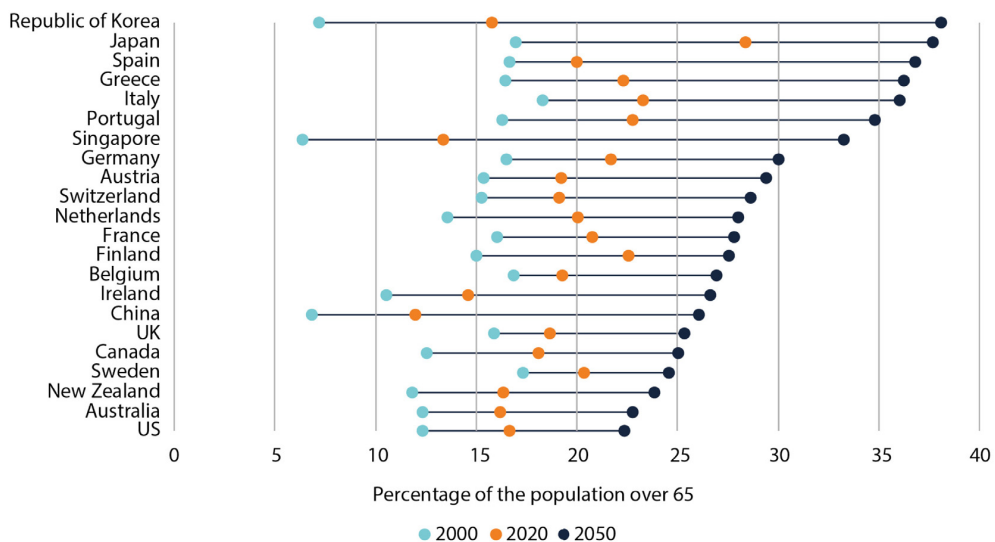# Economic Significance of Migrant Care Workers

Jooyeoun Suh

University College London, CTUR

2022 International Care Conference:
Aging Societies and Care Economy

November 17, 2022

Aging Trend 2020-2050

Percentage of the population over 65

● 2000 ● 2020 ● 2050

Goal: the Visibility of Migrant Care Workers

. . . to demonstrate the quantitative significance of migrant care workers and help motivate a more unified framework and vision of priorities for the development of care policy for migrant care workers

What is Care Sector?

► Paid and unpaid work that involves personal interaction and emotional attachment.
► Concern for the well-being of the care recipient is likely to affect the quality of the services provided.
► Human capabilities – in health, education, and social services
► Women are heavily concentrated.
► Disadvantaged racial and ethnic groups.

Why Care is Undervalued

- ► Historically, women's opportunities to specialize in anything BUT care work were restricted.
- ► Commitments to care are costly and reduce economic bargaining power.
- ► Care provision imposes private costs but yields public benefits.

ILO Definition, 2018

- ► Paid Care Work is performed for pay or profit by care workers.
- ► All occupations in the "health and social work" and "education" sectors.
- ► They comprise a wide range of personal service workers, such as *nurses, teachers, doctors, and personal care workers*.
- ► Domestics workers, who provide both direct and indirect care in households, are also part of the care workforce.

Predominently Women in Paid Care Sector

GLOBAL CARE WORKFORCE

WORKERS IN CARE JOBS OR CARE SECTORS

381 million

MEN 1/3

WOMEN 2/3

CARE JOBS AND SECTORS INCLUDE:

Domestic Work   Education   Health   Social Work   Care Service

SOURCE | Care Work and Care Jobs for the Future of Decent Work, ILO, 2018

UN WOMEN
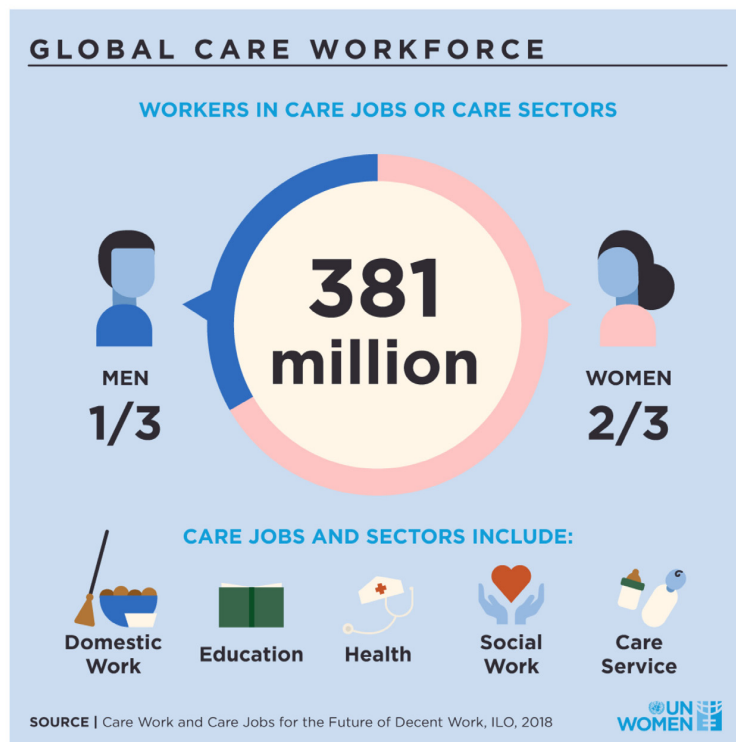
Care Work as a Source of Employment

Figure 4.1. Care employment as a proportion of total employment, by sex and region

Percentages

	World			Africa			Americas			Arab States			Asia and the Pacific			Europe and Central Asia		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women

World — Total 11.5 (2.2 / 0.7 / 2.1 / 6.5); Men 6.6 (1.4 / 0.5 / 1.0 / 3.6); Women 19.3 (3.3 / 1.1 / 3.8 / 11.1)

Africa — Total 7.7 (1.0 / 0.3 / 2.6 / 3.8); Men 5.4 (0.9 / 0.3 / 0.5 / 3.2); Women 10.7 (1.1 / 0.3 / 4.8 / 4.4)

Americas — Total 19.5 (4.4 / 1.3 / 3.6 / 10.3); Men 8.1 (2.5 / 0.8 / 0.5 / 4.3); Women 35.0 (7.0 / 2.0 / 7.7 / 18.3)

Arab States — Total 16.5 (2.3 / 0.9 / 5.8 / 7.6); Men 10.2 (1.8 / 0.7 / 3.1 / 4.6); Women 52.8 (5.0 / 1.8 / 21.2 / 24.8)

Asia and the Pacific — Total 8.7 (1.5 / 0.5 / 1.9 / 4.8); Men 6.0 (1.1 / 0.4 / 1.3 / 3.2); Women 13.3 (2.0 / 0.7 / 2.9 / 7.6)

Europe and Central Asia — Total 19.5 (4.3 / 1.5 / 0.7 / 13.1); Men 8.4 (2.4 / 0.8 / 0.1 / 5.0); Women 33.1 (6.6 / 2.3 / 1.4 / 22.8)

- Care workers in care sectors
- Domestic workers (employed by households)
- Care workers in non-care sectors
- Non-care workers in care sectors

Care Employment Model: Cluster Analysis

Figure 7. Models of care employment
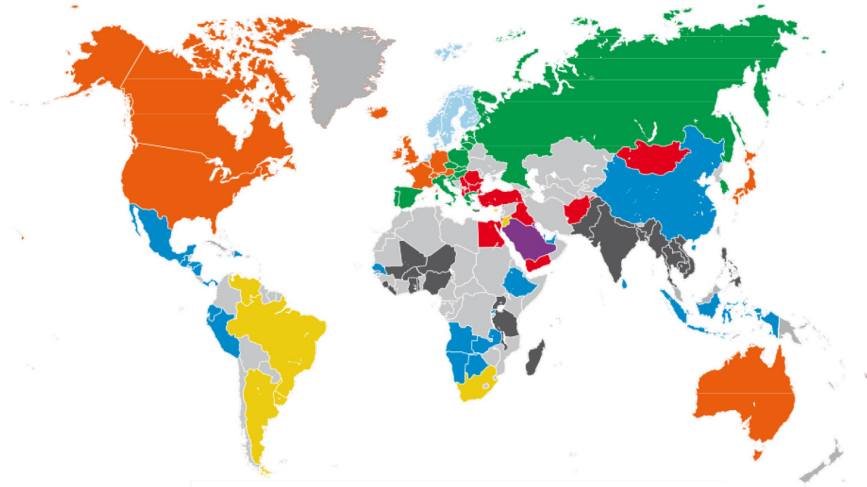
- 1 – Very high levels of employment in the care sector
- 2.1 – High levels of employment in the care sector with very low proportion of domestic workers
- 2.2 – Mid to high levels of employment in the care sector with a low but significant proportion of domestic workers
- 3.1 – Mid levels of employment in the care sector with a very high proportion of domestic workers
- 3.2 – Mid to high levels of employment in the care sector with a high proportion of domestic workers
- 3.3 – Low levels of employment in care sectors with a high proportion of domestic workers
- 4.1 – Mid levels of employment in care sector with a very low proportion of domestic workers
- 4.2 – Low levels of care employment
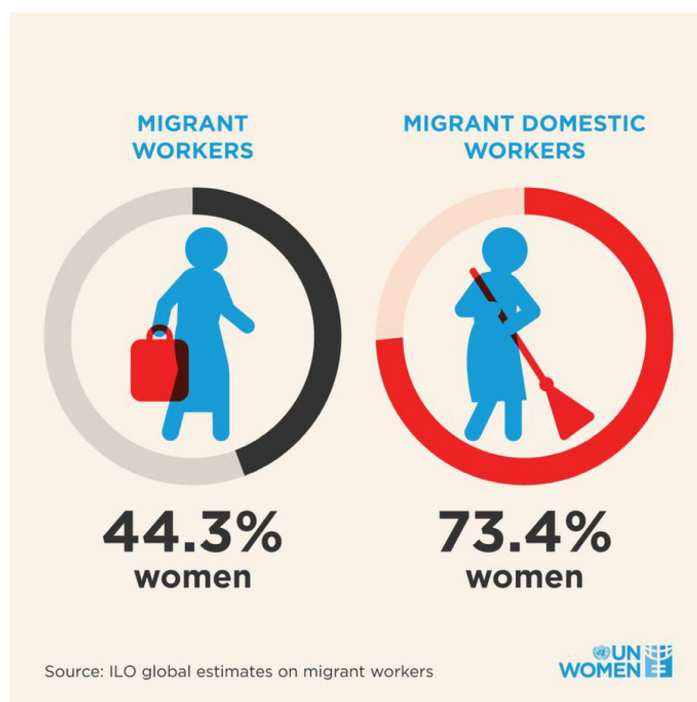- No data

Global Care Chain

Global Care Chain

... are "a series of personal links between people across the globe based on the paid or unpaid work of caring."

Hochschild, Arlie R. 2000. "Global care chains and emotional surplus value." In On the Edge: Living with Global Capitalism, edited by Will Hutton and Anthony Giddens, 130–46. London: Jonathan Cape

Migrant Workers

MIGRANT WORKERS

MIGRANT DOMESTIC WORKERS

44.3% women

73.4% women

Source: ILO global estimates on migrant workers

UN WOMEN

Feminization of Migration

- ► In 1960s, the rates were similar.
- ► But, women are independent migrants and primary economic providers.
- ► Growing demand for care, women from the Global South migrating to do care work for women in the Global North.

Domestic Workers, ILO, 2021

- ► Provides global and regional estimates on the number of domestic workers
- ► Provides information on labor and social security laws
- ► Provides infomration on implmentation of those laws

► Making decent work a reality for domestic workers

Progress and prospects ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189)
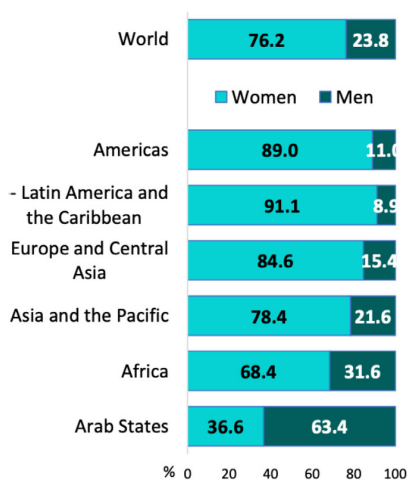
Domestic Workers, ILO, 2021

- ▶ Defines domestic work as work performed in or for a household or households, within an employment relationship and on an occupational basis.
- ▶ Cleaning, cooking, care for children and elderly, people with disabilities, gardening, driving, guarding private households.
- ▶ At least 75.6 million domestic workers (aged 15 and older) around world.
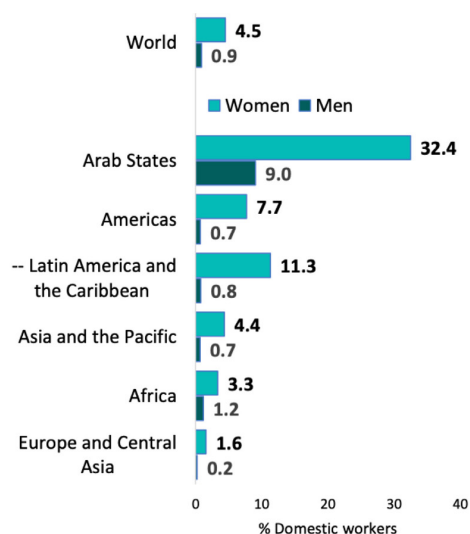- ▶ Majority – Women (about 76 percent)

   Source: ILO, 2021, Making Decent Work a Reality for Domestic Workers

Domestic Work: Gender Dimension
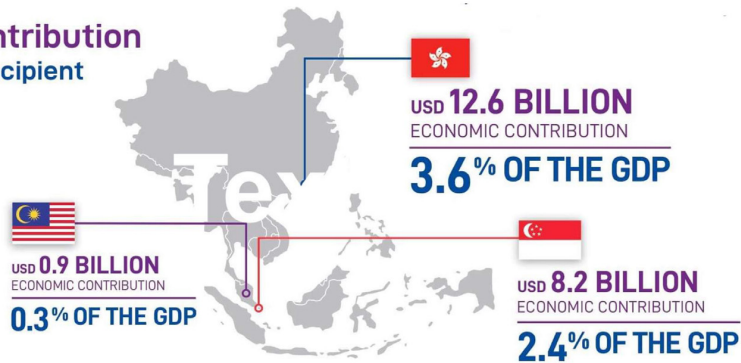

Distribution of domestic workers by sex, 2019

Region	Women	Men
World	76.2	23.8
Americas	89.0	11.0
- Latin America and the Caribbean	91.1	8.9
Europe and Central Asia	84.6	15.4
Asia and the Pacific	78.4	21.6
Africa	68.4	31.6
Arab States	36.6	63.4

Percentage of domestic workers in total employment by sex, 2019

Region	Women	Men
World	4.5	0.9
Arab States	32.4	9.0
Americas	7.7	0.7
-- Latin America and the Caribbean	11.3	0.8
Asia and the Pacific	4.4	0.7
Africa	3.3	1.2
Europe and Central Asia	1.6	0.2

Migrant Care Workers' Values in HK

Economic Contribution
of MDWs to the recipient
countries in 2018

According to Frost &
Sullivan, the economic
contribution of MDWs
has been calculated to
include absolute value
(personal spending),
real value of paid
domestic work and
value of freed-up time.

USD **12.6 BILLION**
ECONOMIC CONTRIBUTION
3.6% **OF THE GDP**

USD **0.9 BILLION**
ECONOMIC CONTRIBUTION
0.3% **OF THE GDP**

USD **8.2 BILLION**
ECONOMIC CONTRIBUTION
2.4% **OF THE GDP**

Migrant Care Workers' Values in the UK

► UK GDP would take 4%
hit if all migrant workers
stopped work for the day.

**REVEALED: THE £328M COST
IF MIGRANTS DOWNED
TOOLS FOR THE DAY**

The UK economy would grind to a halt without the
contribution of migrant workers

BY **WILL BRETT**
20 FEBRUARY 2017
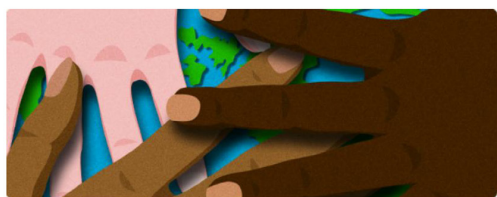
One Day without US

Migrant Care Workers in Korea

► Migrant care workers - an ethno-specific migration regime

► About 15.8 percent of the total unskilled co-ethnic migrant workers in 2012 ($=$ 37,642): service sector

► Estimated about 60,000 – 80,000 migrant care workers (Mo and Park 2017)

► 50s and 60s

► Live-in personal care workers

► Overwork, 16 hours a day or more

Things to Discuss

- ► How do we measure and value the size of informal employment and migrant care workers?
- ► What do you think the consequences of the global care chain for development at a global level?
- ► What do you think the impacts of degmoraphic change (e.g., population aging) on paid care sector in general?
- ► Making care more visible in the global development agenda, what care systems do you envision?
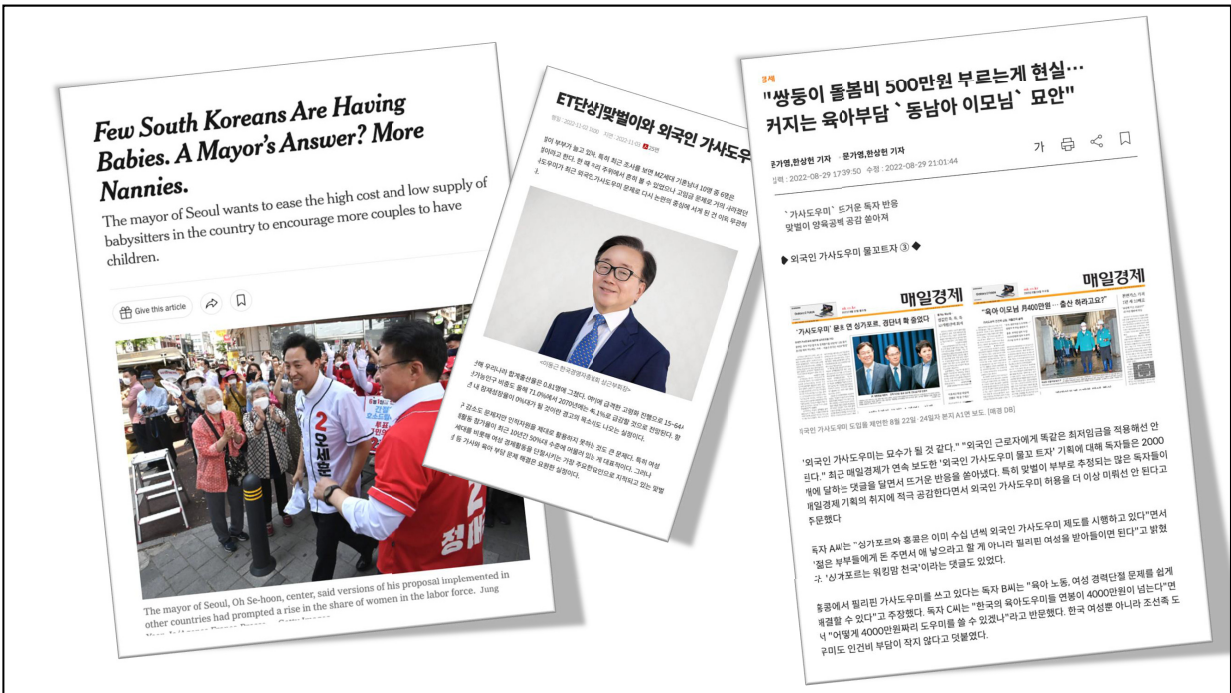
# Any questions?

jooyeouns@gmail.com

한국 가정 내 돌봄과 이주돌봄노동 수요:
2022 한국의 아동•노인 돌봄 조사 결과를 바탕으로

서울대 국제이주와포용사회센터, 전지원
Jiweon Jun, Senior Research Fellow, CTMS, SNU

오세훈 서울시장 - 한국사회에서 이주돌봄인력도입이 주로 제기되는 맥락
### The Mayor's proposal

- "인구구조 변화와 대응방안" raised in response to the population structural change
- "합계출산율은 0.81이고 그 중에서도 서울의 합계출산율은 0.61" The TFR in 2021 for Korea was 0.81, Seoul 0.61
- "홍콩과 싱가포르는 1970년대부터 이 제도를 도입했고 여성의 경제활동 참가율은 뚜렷한 상승세, 출산율 하향세 둔화" Hongkong and Singapore – implemented migrant care worker system since 1970, resulting in the increase of female labour force participation rate and slowing down the decline rate of the TFR
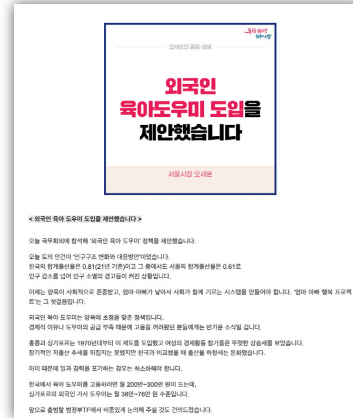
(오세훈 서울시장, facebook)

한국사회에서 이주돌봄인력도입이 주로 제기되는 맥락
The Mayor's proposal

- 한국에서 육아 도우미를 고용하면 월 200만~300만원 Cost of nannies in Korea KRW 2,000,000~3,000,000
- 싱가포르의 외국인 가사도우미는 월 38만~76만원 수준 In Singapore, KRW 380,000~760,000 per month
- "경제적 이유나 도우미의 공급 부족 때문에 고용을 꺼려왔던 분들에게는 반가운 소식일 것" "It will be good news to those weren't able to hire nannies due to high cost or lack of supply of such nannies"
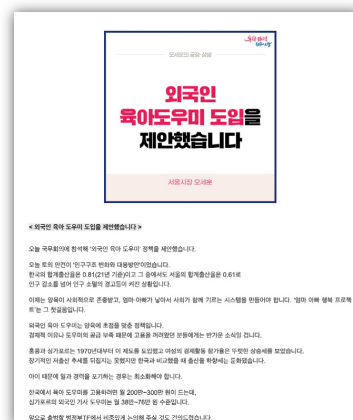
(오세훈 서울시장, facebook)

This is our research team:

은기수 Ki-Soo Eun, PI
- Prof. of Sociology and Demography, SNU GSIS
- Director, CTMS, Seoul National University

전지원 Jiweon Jun
- Senior Research Fellow, CTMS, Seoul National University

이토 펭 Ito Peng
- Prof. of Sociology University of Toronto
- Director, Centre for Global Social Policy

And we started with the following questions:

- 실제로 어린 자녀를 돌보는 부모들은 '외국인 육아도우미' 이용을 원하는가? Do parents with young child(ren) want to hire the foreign migrant childcare workers (nannies)?

- 원한다면 어떠한 형태, 이를테면 홍콩, 싱가포르와 같이 '입주' 도우미의 이용을 희망하는가? 아니면 '출퇴근 형식을 선호하는가? If they do, which type would they want to use – is it the 'live-in' nannies like Singapore, Hongkong, or live-out & commuting nannies?

- 얼마의 비용을 지불하고자 하는가? How much would they willing to pay?

- 부모들이 외국인 육아 도우미 고용을 고려할 때. 가장 중요하게 여기는 부분은 무엇인가? What is the most important factor that parents with young child(ren) consider when thinking of hiring the migrant care worker?

5

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And we started with the following questions:

- 만약 이용을 원하지 않는다면, 그 이유는 무엇인가? If parents do not want to hire migrant nannies, why?

- 이용 의향과 관계 없이, 외국인 이주 돌봄인력에게 적정하다고 생각하는 임금 수준은 어느 정도인가? Regardless of the intension of using, what are the appropriate wage rage for migrant care workers?

- 싱가포르, 홍콩, 캐나다 등 다른 나라에서 실제로 이주 돌봄 노동자에게 가정에서 지급하는 비용은 얼마인가? How much people actually pay to migrant care workers in Singapore, Hongkong, and Canada?

- And we asked the same questions for eldercare.

6

2022 **한국의 돌봄 조사**
2022 Care Work in Korea Survey

- 조사시행: 한국갤럽
- 조사기간: 2022년 7월-11월 Jul-Nov 2022
- 2018 한국의 돌봄 조사 + 이주돌봄노동에 대한 가족 돌봄제공자들의 생각 조사 Added Questions on Perspectives on migrant care workers
- 아동 돌봄 조사 Childcare Module
  - 만 12세 이하 자녀를 둔 부 또는 모 1000명 father or mother with child(ren) aged 12 or younger, n=1000
- 노인 돌봄 조사 Eldercare Module
  - 노화나 질환으로 인해 혼자서 일상생활이 어려운 가족 내 노인(만 65세 이상)을 보살피는 주돌봄자 1002명
    - 주돌봄자: 일상생활에서 보살핌이 필요한 노인과 함께 살거나, 함께 살지는 않지만 가족 중 노인을 가장 많이 돌보고 노인의 전반적인 돌봄 상황에 대해 책임지는 사람
    - Households with an older person aged 65 or above who either has the Long-Term Care Insurance Grade or who needs regular ADL/IADL-related help due to a geriatric/chronic condition, or households with care responsibility of such an older person even though they do not live together (n=1002)

이주돌보미 제도 이용 의향
Intention of hiring migrant caregivers

노인돌봄 ELDERCARE

■ Yes ■ No ■ Not Sure

- 9%
- 23%
- 68%

아동돌봄 CHILDCARE

■ Yes ■ No ■ Not Sure

- 7%
- 11%
- 82%
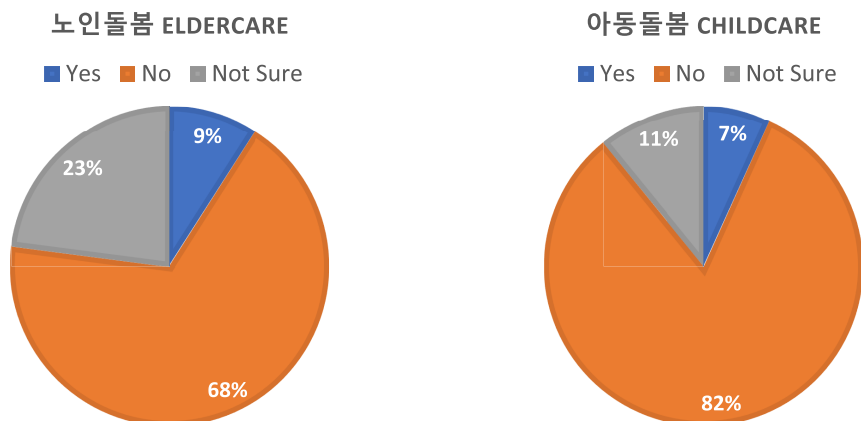
이주돌보미 제도 이용 의향: 노인돌봄
Intention of hiring migrant caregivers, Eldercare, by LTCI levels

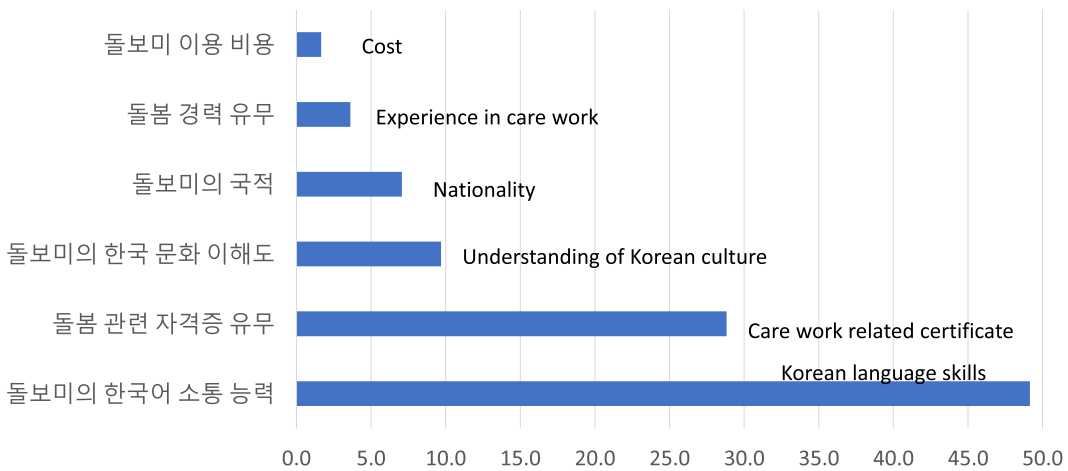돌봄대상 노인 장기요양등급별 이주돌보미 제도 의향 (Yes, %)
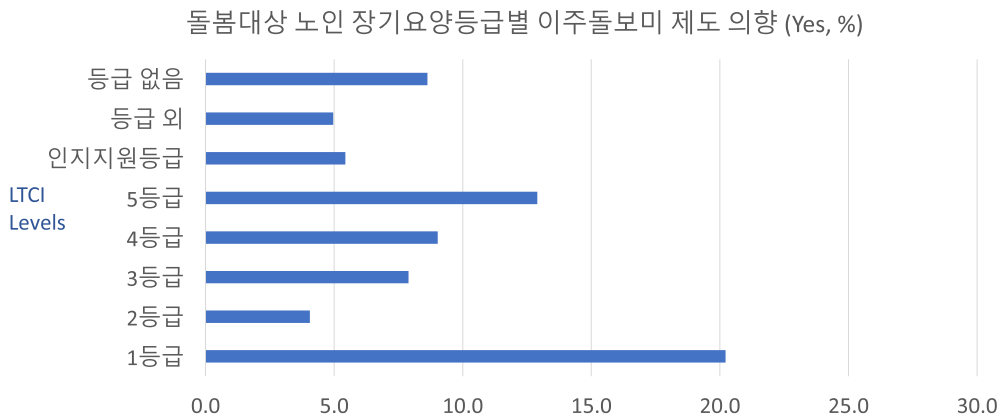
이주돌보미 제도 이용 의향: 아동돌봄
Intention of hiring migrant caregivers, Childcare, by age of the youngest child & number of children
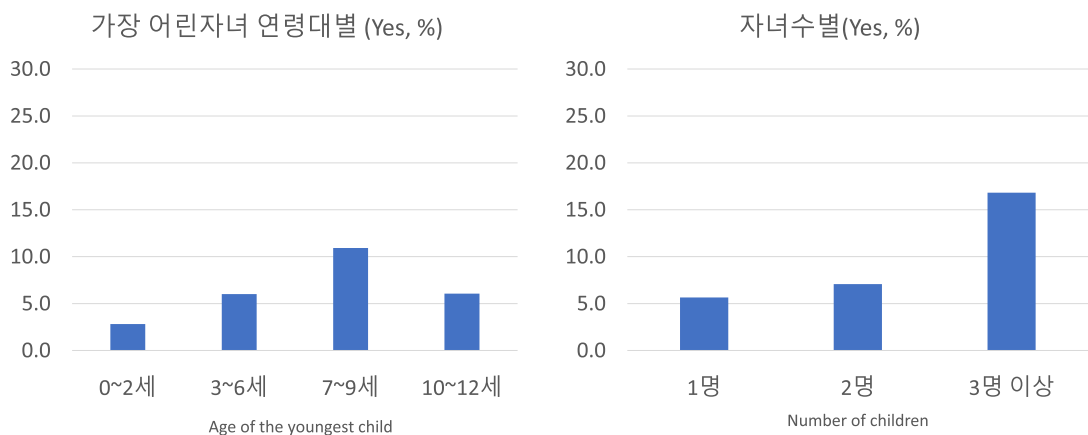
외국인 **이주어르신돌보미** 이용 결정시 가장 중요하게 고려하는 요소 (1순위, %)
Most important factor to consider when hiring a migrant caregiver for older people
(1st choice, %)

항목	
돌보미의 국적	Nationality
돌봄 관련 자격증 유무	Care work related certificate
돌보미 이용 비용	Cost
돌보미의 한국 문화 이해도	Understanding of Korean culture
돌봄 경력 유무	Experience in care work
돌보미의 한국어 소통 능력	Korean language skills

0.0 5.0 10.0 15.0 20.0 25.0 30.0 35.0 40.0 45.0 50.0
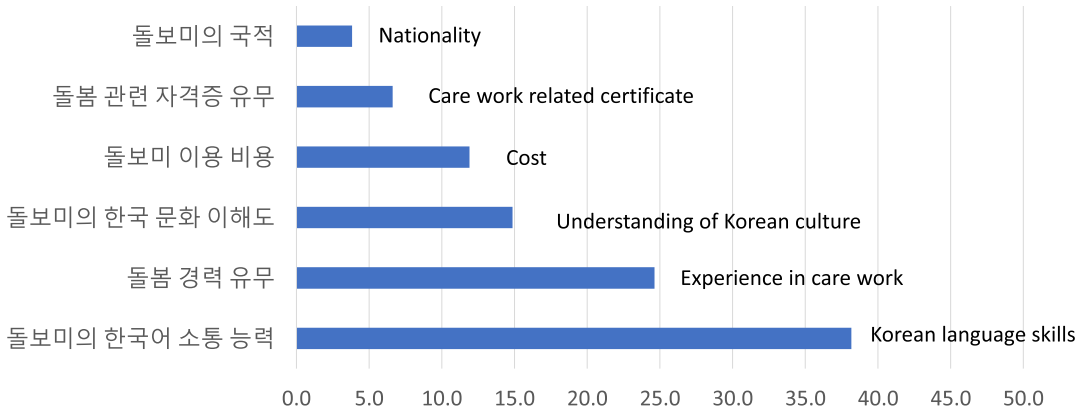
외국인 **이주아동돌보미** 이용 결정시 가장 중요하게 고려하는 요소 (1순위, %)
Most important factor to consider when hiring a migrant caregiver for child(ren)
(1st choice, %)

항목	
돌보미 이용 비용	Cost
돌봄 경력 유무	Experience in care work
돌보미의 국적	Nationality
돌보미의 한국 문화 이해도	Understanding of Korean culture
돌봄 관련 자격증 유무	Care work related certificate
돌보미의 한국어 소통 능력	Korean language skills

0.0 5.0 10.0 15.0 20.0 25.0 30.0 35.0 40.0 45.0 50.0

외국인 **이주아동돌보미** 이용을 고려하는 이유 (복수응답, %)
Reasons for positively considering using migrant caregiver service

가사일 등 요구 사항을 더 편하게 요청할 수 있을 것 같아서
It may be easier to make requests than Korean care workers

언어가 달라 함께 거주하더라도 사생활 침해가 덜할 것 같아서
Less intrusive to privacy due to the language difference

한국인 돌보미를 구하기 어려워서
Difficult to find Korean caregivers

이용 비용이 저렴할 것 같아서
It may be cheaper

영어, 중국어 등 아이의 언어교육에 도움이 될 것 같아서
It may be helpful for my child's language education such as English, Chinese etc

0.0 10.0 20.0 30.0 40.0 50.0 60.0 70.0 80.0 90.0

선호하는 이주돌보미 이용 형태
Preferred types of migrant caregivers

노인돌봄 ELDERCARE
■ 입주형(Live-in) ■ 출퇴근형(Commuting)

12%

88%

아동돌봄 CHILDCARE
■ 입주형 (Live-in) ■ 출·퇴근형(Communiting)

10%

90%
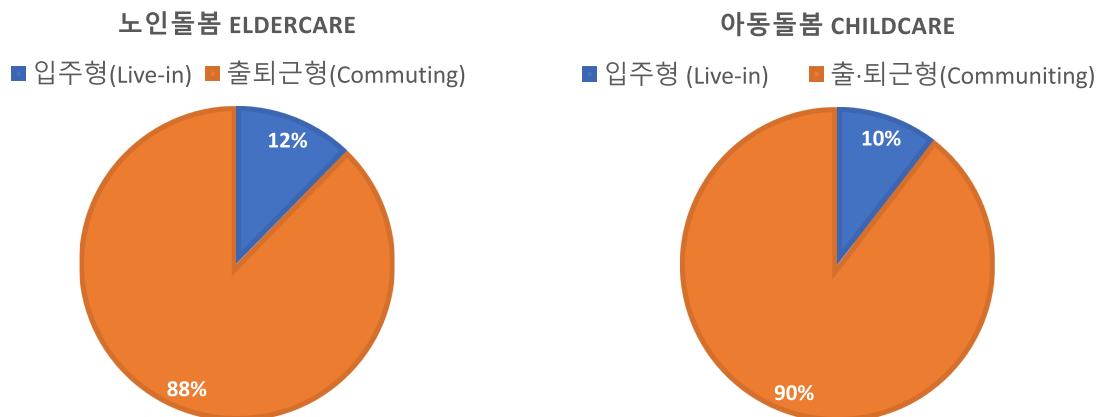
출퇴근형 이주돌보미 이용 희망 일수 및 시간
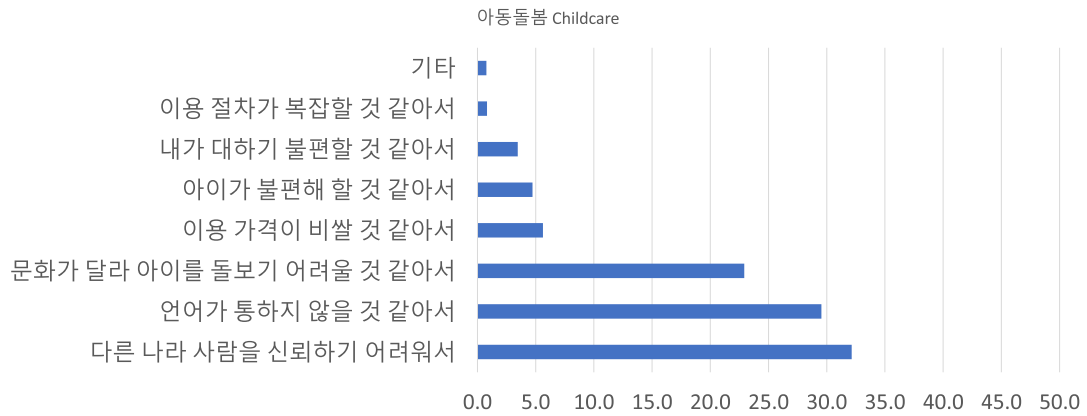### Preferred number of days and hours of using the commuting caregivers

- 이주어르신돌보미 Eldercare
  - 주5일 (56.5%), 주3일 (14.6%) 주 6일(13.9%) Days per week
  - 하루 평균 5 시간(21.7%), 4시간(19.2%), 6시간(17.1%) =평균 5.1 시간 Average hours per day
  - 평균 희망 이용 비용 시간당 KRW7823 (Median =KRW 10000) Average payment per hour

- 이주아동돌보미 Childcare
  - 주 5일 (54.4%). 주 3일 (27.2%) Days per week
  - 하루 평균 2시간 (31.2%), 5시간 (17.4%), 3시간(25.9%) = 평균 3.4시간 Average hours per day
  - 평균 희망 이용 비용 시간당 KRW 10500 (Median= KRW10000) Average payment per hour

외국인 이주어르신돌보미 이용을 고려하지 않는 이유 (1순위, %)
Reasons for negatively considering (or not sure about) using migrant caregiver service, Eldercare
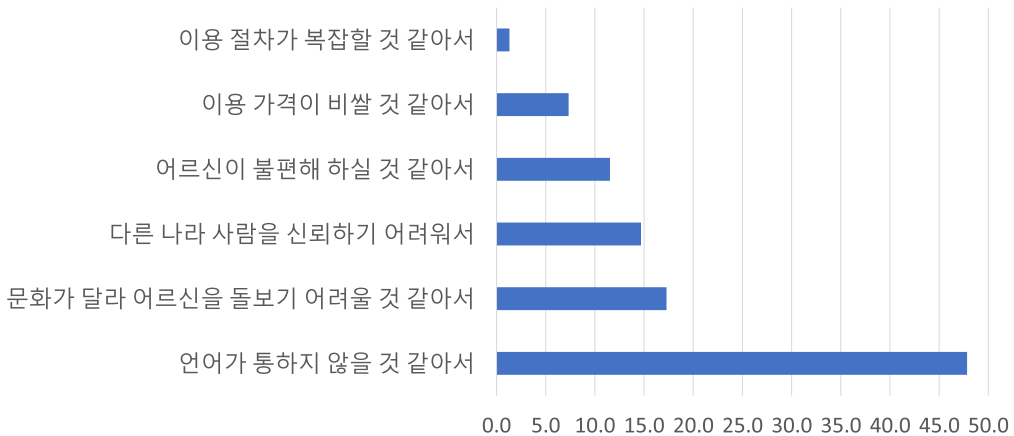
외국인 이주아동돌보미 이용을 고려하지 않는 이유 (1순위, %)
Reasons for negatively considering (or not sure about) using migrant caregiver service, Childcare

아동돌봄 Childcare

항목	
기타	
이용 절차가 복잡할 것 같아서	
내가 대하기 불편할 것 같아서	
아이가 불편해 할 것 같아서	
이용 가격이 비쌀 것 같아서	
문화가 달라 아이를 돌보기 어려울 것 같아서	
언어가 통하지 않을 것 같아서	
다른 나라 사람을 신뢰하기 어려워서	

0.0   5.0   10.0   15.0   20.0   25.0   30.0   35.0   40.0   45.0   50.0

외국인이주돌보미 임금 지불 기준에 대한 생각, 전체 응답자(%)
Thoughts on Appropriate level of payment for migrant caregiver in relation to the payment level in origin country

아동돌봄 Childcare				
출신 국가 임금 ① Origin Country Wage	◄－－ ②	중간 ③ Middle	－－► ④	⑤한국 돌보미 임금 Korean Caregiver Wage
6.2 %	23.3 %	38.3 %	22.8 %	9.5 %

노인돌봄 Eldercare				
① 출신 국가 임금 Origin Country Wage	②	중간③ Middle	④	⑤ 한국 돌보미 임금 Korea Caregiver Wage
4.3 %	21.2 %	32.4 %	32.4 %	9.7 %

각국 이주 돌봄 노동자 임금 및 고용비용

(김진리 최정화 CTMS)

입주이주돌봄노동자 고용 비용 추산 (최소 기준)

- 임금

영국: 최저임금 기준 내외국인 동일, 약 252만원/월

캐나다: 최저임금기준 내외국인 동일, 약 289만원/월

싱가포르: 내국인 보다 낮음. 약 73만원/월(아동) 약 84만원(노인)

홍콩: 내국인보다 낮음 (이주돌봄노동자 월 최저임금 보장). 약 83만원/월(아동), 약 105만원(노인)

대만: 내국인보다 낮음. 약 86만원/월(아동), 약 150만원(노인)

= 돌봄노동자 임금 + 고용주 매월 부담비용(세금+보험+식사비 등, 싱가포르 기준 약 30~50만원)
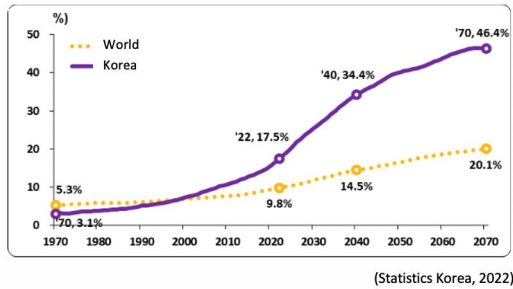
+ 건강검진, 의료비용, 여행비용, 보증금, 에이전시 비용 등 지출

일본 – 비입주/출퇴근 –연수입 3050만원정도, 내외국인 동일

이주 돌봄노동 인력 도입을 바라보는 시각 전환

한국은 이주돌봄노동자에게 매력적인 Destination 일까?

Is South Korea a Desirable Destination for Migrant Caregiver? Can We Bring In and Sustain/Retain Good Caregivers at an Affordable Cost?

외국인 육아도우미? 이주노인돌봄인력 확보 및
적절한 시스템 마련이 보다 중요할 수 있음

%)

| World | Korea |

'70, 46.4%
'40, 34.4%
'22, 17.5%
'70, 3.1%
5.3%
9.8%
14.5%
20.1%

(Statistics Korea, 2022)

Estimated % of Population Aged 65+

Community-dwelling older people with long-term care needs

(Hu et al., 2022)

1,294,000
2020

4,064,000
2067

Prevalence of care needs:
16.4% in 2020 to 23.4% in 2067

Projected Care needs

Demand for long-term care services, as well as costs for eldercare will increase rapidly

21

돌봄 인력에 대한 국제적 수요 및 돌봄송출국의 경제성장-인구구조변화
Increase in the demand for migrant care givers, economic growth &
Ageing of the sending countries themselves

"다른 나라의 아이들을 돌보기 위해 필리핀 엄마가 떠난 자리에
필리핀 아이들이 돌봄 없이 남겨진다.
필리핀 정부에 국내 일자리 마련과
아이돌보미 해외 송출을 줄일 것을 지속적으로 요청하고 있다"

경쟁력있는 돌봄 인력 -
"좋은 일자리"를 제공하는 국가를 선택해서 이동할 가능성
Competitive Care Workers – may choose countries that offer
decent working conditions and incentives

Shiella Estrada
the chair of Progressive Labor Union of DomesBc Workers in Hong Kong

이주 돌봄 인력 도입 문제를 바라보는 기본 시각 전환
Need to change the way we approach the issue of migrant care worker implementation

- 저출생, 아동 돌봄 중심 ➜ 노인돌봄인력 중심 From childcare oriented approach to focusing more on securing eldercare labour force
- 저가 노동력 (X) ➜ 양질의 돌봄인력을 지속적으로 공급할 수 있는 방안에 대한 고민 (O) No more talking of "cheap labour" – how to secure good quality care work labour force and sustain, train them
- " 안심하고" 내 사랑하는 가족 (혹은 나 자신)을 맡길 수 있어야 의미가 있음. It is only meaningful if we can trust the caregiver the wellbeing of my loved ones
- 그 어느 영역보다도 '양질'의 노동과 일하는 사람에 대한 '존중'이 필요한 영역이 아닌가.

한국의 상황과 기대에 맞는 이주 돌봄 인력 시스템 모색
Building a system that works for Korea, meets the expectations of Korean families

- 지속가능한 양질의 돌봄 인력 수급의 관점에서 접근 sustainable system for securing skilled and reliable care workers
  - 어떤 인력을 어떻게 유치할 것인가? Bring whom, and how to retain them
    - 한국은 매력적인 Destination 으로서 경쟁력이 있는가? Is South Korea a Desirable Destination for Migrant Caregiver?
    - 한국어 능력, 돌봄 관련 역량 갖춰야 – 현지 돌봄인력 양성? 체류 자격 등 장기 근무 인센티브? Korean language skills, care work experience and related skills – e.g., setting a system to provide training, either in sending countries or in Korea? Providing incentives to stay long-term, visa conditions?

한국의 상황과 기대에 맞는 이주 돌봄 인력 시스템 모색
Building a system that works for Korea, meets the expectations of
Korean families

- 한국 상황에 맞는 근무, 거주 형태, 비용의 문제 연구 Type, living arrangements, costs that
works for Korea
    - 입주 비선호, 출퇴근 선호 – 기숙사 마련해서 비용을 낮추는 방안? Prefers commuting
    services – providing subsidized accommodations for care workers to make the system
    affortable?
    - 노인의 가정 내 돌봄을 가능하게하는 이주어르신돌봄인력 – 비용보조? The benefit
    of caring at home (not institutionalized) – support for hiring caregivers at home

한국의 상황과 기대에 맞는 이주 돌봄 인력 시스템 모색
Building a system that works for Korea, meets the expectations of
Korean families

- 원활한 적응, 문제 발생시 대응을 위한 절차와 프로그램 마련 Program both for care workers
and employers (care recipient and families)
    - e.g., 싱가포르 – 고용주 상당 기간의 교육 필수 참석 ("음식"에 관한 갈등 등 방지) –
    Singapore – employers must complete a program to hire migrant workers
    - 이주돌봄노동자와 돌봄대상자 모두를 위한 모니터링/상담/문제해결 시스템
    Monitoring system both for care workers and care recipients
- 향후 10년-15년 이후 상황을 고려 준비 필요 must plan ahead
    - 일본- 10년 이상 준비 기간을 가지고 시작 (최서리) Japan – prepared more than 10 years
    - 캐나다 – 돌봄인력제도 마련을 위해 수년에 걸쳐 비자 및 고용방식, 유치방식 등 여러
    정책들 시행/폐기/개발 Canada – development of migrant care worker system, trial and
    error, policies on visa, living/employment arrangements across several years

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Session 2 Discussion

Elizabeth King (Brookings Institution)

UN 2020 estimates: 281 mil international migrants (3.6 % world population)

Factual nugget: More than 40% of international migrants were born in Asia.

Why do people migrate?

- *Pull factors*. Search for work or economic opportunities, to join family, or to study. include higher wages, better employment opportunities, a higher standard of living and educational opportunities
- *Push factors*: Escape conflict, persecution, terrorism, or human rights violations, and others, in response to adverse effects of climate change or natural disasters.

Economics of migration: people migrate when the benefits of moving exceed costs of staying.
Note that global remittances: from $126 billion in 2000 to $702 billion in 2020., India, China, Mexico, the Philippines and Egypt were the top five remittance recipient countries

Global supply chain of migrant care workers

Important to understand cause of migration in order to design, implement and evaluate migrant care policy

- Transnational migration can be voluntary (pull factors) or involuntary (push factors) – and can be permanent or transitory (contractual).
- Migrants do not necessarily migrate into the care sector, but the care sector could be the first job especially for female migrants, so job churning quite likely.
- Formal recruitment into the care sectors as policy (e.g., Saudi Arabia, Singapore for domestic or care workers; US for health care workers); export of care workers as policy (e.g., Philippines in the case of nurses).
  - Bilateral migration agreements can facilitate supply and can sldo be more protective of migrant care workers
  - But can affect care supply in origin country: E.g., in the Philippines, a paradox of outmigration of care workers and underservice, especially in rural and remote areas

Global supply chain of migrant care workers

Important to understand cause of migration in order to design, implement and evaluate migrant care policy

  - Policy at country of origin not only at country of destination can improve the quality of care workers, while protecting care workers (e.g., access to health care services, judicial protection from mistreatment, possibility of extradition)
- Regional, not just bilateral, migration agreements can also facilitate mobility to enrich the supply chain (e.g., within Asia and the Pacific or within ASEAN)
- Do not forget: migrant care can also be about rural-urban migrants

Session 2 Discussion

Seori Choi (IOM Migration Research and Training Centre)

Care Worker Migration Programme for Korea?

- Debates over further opening of the care labour market to migrants over the past years
  - Currently, those of Korean ethnicity have exclusive access to the care laborur market in Korea
  - Some suggest to reduce care costs by bringing in cheap workers from abroad like in Singapore & Hong Kong ⇔ Most experts are against the admission of migrant workers paid lower than the minimum wage
- Within the government, debates thus far focus on the negative impact on the care labour market
  - Protectionist approach: Concerns over the job loss of local women workers
  - No attempts to design and launch a care worker migration programme
  - But, concerns over the supply of quality elderly care services in the informal sector
- Labour migration expected to provide opportunities to (women) migrants in low-income countries
  - Do care jobs need to be reserved for middle aged local women without formal qualifications?

Seori Choi, Migration Research and Training Centre

Care Worker Migration Programme for Korea?

- "What Do Families with Care Responsibilities Want?" by Jiweon Jun
  - Timely, important research for evidence-based policy-making
  - Further analysis of the responses by household income, occupation, gender, etc.
- "Transnational and Global Migration of Care Workers" by Ito Peng
  - Background of the Canadian government to allow the settlement of migrant care workers?
  - Roles of business and employers? Workplace care facilities hiring migrant care workers?
- Korea's labour migration policies
  - G2G labour migration programme dominant
  - Limited opportunities to settle, points-based immigration system (education, income, Korean language, etc.)
  - Only "skilled workers" earning high wages allowed to settle
- How to assess and recognize the skills of care workers
- Better governance through the implementation of the care worker migration programme

Seori Choi, Migration Research and Training Centre

김현미

연세대학교 문화인류학과 교수

기조발제(Ito Peng)와 서주연, 전지원 선생님의 발표에서 주요하게 다루는 의제는

돌봄 노동의 '재분배'와 재평가를 위한 돌봄 전환 사회의 조건들임

1) 현재 여성/이주자가 담당하는 돌봄 노동의 불균형성

2) 돌봄 노동의 질과 지속가능성을 위한 전지구적 개입, 국가, 기업, 시민사회, NGO의 역할

3) 돌봄 노동자의 '재생산'을 위해 고려해야 할 돌봄 노동 환경의 조건임

구체적으로

전지원선생님의 연구팀은 최초로 한국 가족 내 외국인 입주 돌봄 노동 수요를 조사한 것으로 의의가 큼. 특히 한국인들의 경제적 이해보다는 한국어, 한국 문화에 대한 이해를 돌봄 노동자를 고용하는 데 있어 주요한 조건으로 선택하고 있다는 점. 홍콩, 싱가포르처럼 아파트가 주요 주거형태임에도 '입주'보다는 출퇴근형을 선호한다는 점이 두드러짐. 이 조사를 통해 한국형 돌봄 정책을 구성해가야 함.

서주연 선생님의 연구- 무엇보다 전 지구적인 돌봄 노동의 불평등한 집중과 부족의 문제를 고려하며 글로벌 돌봄 체인의 관점으로 돌봄 체계를 덜 불평등한 방식으로 구성해 가야 함.

좀 더 설명을 붙이고 싶은 주제는

1) 여성의 경제 참여와 이주 돌봄 노동의 수요가 항상 비례하는 것은 아님. 아랍 걸프국가의 높은 이주노동 고용율- 신분제의 성격. 자국 여성의 경제 참여와 큰 상관관계가 없음.

여성경제 참여와 경력단절을 막기 위해서는 무엇보다도 노동 시장과 기업 관행에서의 성불평등이 개선되어야 함. 기업도 중요한 사회적 행위자임- 임금노동/돌봄 노동의 균형을 위한 고용인의 건강한 재생산을 위해 좋은 모델을 만들어가야 할 책무가 있음. 기존의 핵가족의 단위로는 현재의 돌봄 요구를 수행하기 어렵고 여성에게 돌봄 책임이 가중되고 있음. 무엇보다 질 좋은 돌봄을 제공하기 위한 '협력적 돌봄 모델'의 상을 마련해가야 함.

2) 돌봄은 지극히 사적이고 동시에 사회적이고, 전지구적 차원의 이주를 요청하기 때문에, 정교한 돌봄 모델이 개발되어야 함. 무임/여성성의 본질화를 통한 돌봄 노동의 여성화, 여성, 이주자와 사회적 약자에게 떠맡겨진 돌봄의 임금화(시장화), 돌봄 노동을 사적인 관계에서의 고용/피고용으로 유도하는 국가의 방관주의 정책에 대한 사회적 논의가 필요함. 가족 내 돌봄 노동의 공유와 공정한 분배가 필수적이고, 국가의 재원 투입을 통해 돌봄 노동자의 훈련, 경력, 재생산을 체계적으로 관리하고 돌봄 노동의 보상 체제를 잘 갖추어야 함.

모든 국가는 '모든 이가 돌봄 받을 자격(deservingness)이 있고, 동시에 돌봄 노동을 수행해야 한다'
는 보편적 돌봄 모델의 지향을 가지고 정책 구성을 해야 함. 이를 위해서는 이토 펭 선생님이 제안
한 5R 모델에 의거한 돌봄 수요와 돌봄의 공정한 재분배를 위한 장기적 정책 개발이 필요함.

3) 마지막으로 향후 돌봄 노동이 수행되는 공간에 대한 인식과 '비인격화'에 대한 고찰이 필요함– 현
재 한국의 요양병원, 요양원에서 노인 돌봄의 질, 돌봄노동자의 비인간적 근로 상황 등 돌봄이 아닌
'생명' 관리의 장소가 된 상황에 대한 돌봄의 시장화, 의료화 등에 대한 고찰이 필요함.