

# Demographic Changes and Work– Family Balance Policies in East Asia

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Good Practices in Family Policy Making

# Purposes of This Presentation

- To explain how demographic changes facilitate the development of work-family policies in East Asia
- To discuss the lessons learned from the East Asian experiences

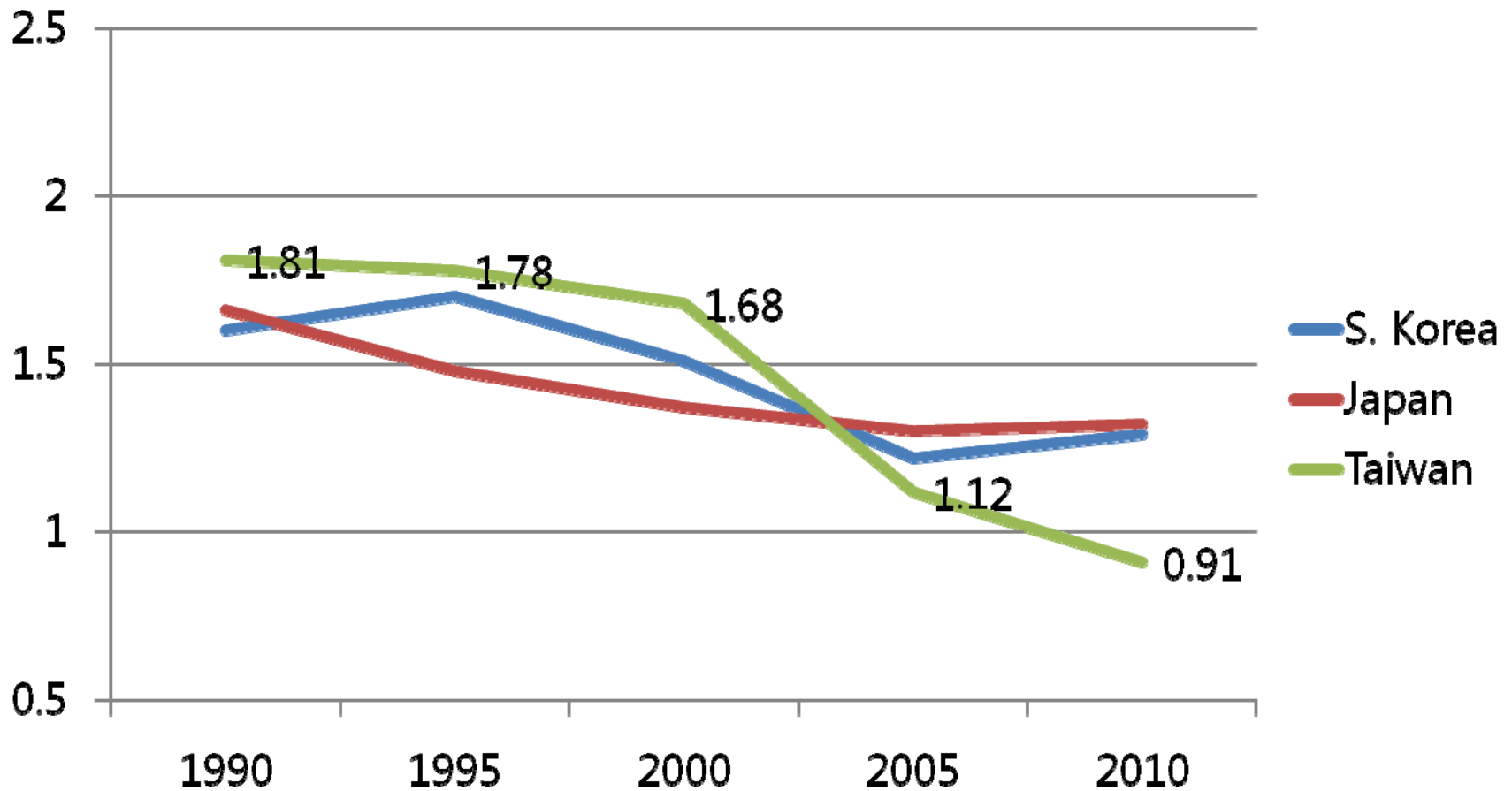
# East Asian Countries Share

- the common cultural backgrounds
- recent demographic changes in fertility trends
- a similar pattern in the process of family policy development

# Social and Cultural Backgrounds

- East Asian countries are described as developmental states (Chang, 2010)
- Social policy has been subordinated to economic policy
- Family-reliant welfare states based on the tradition of Confucianism (Goodman & Peng, 1996)

# TFRs of Three East Asian Countries



# Governments' Policy Responses

- To expand childcare services
- To introduce work-family balance policies including leaves and family-friendly workplace practices

# Childcare Services

- Increase accessibility to childcare services by increasing the number of childcare facilities
- Increase the number of children who are eligible for childcare subsidies and make the childcare as universal services

# Maternity and Parental Leave Policies

	Korea	Japan	Taiwan, Province of China
Act	Equal Employment and Support for Work-Family Balance	National Labor Standard Law	Gender Equality in Employment Act
Maternity leave	90 day paid leave (full)	14 week paid leave (60 % of the usual pay)	5 days ~ 8 weeks (full)
Parental leave	Up to 1 year until the child reaches 6 <sup>th</sup> birthday (40 % of usual pay)	Up to 52 weeks until the child reaches 1 <sup>st</sup> birthday (30 ~ 60 % of usual pay)	Up to 2 years until the child reaches 3 <sup>rd</sup> birthday (60 % of usual pay)
Source	Employment Insurance	Labor Insurance	Employment Insurance



# Family Friendly Workplace Policies

- Reduced working hours for workers who eligible for parental leave
- Flex time policies for start and finishing times

# Experiences of the East Asian Countries

- Universal childcare but low quality of care
- Good family-friendly workplace policies but low utilization
- Failed to increase TFR but could develop family policy

## Good Practice of W-F Balance Policy in Korea

- Framework Act on Healthy Families of 2004
- Promoting Family Friendly Society Act of 2008
- To change work-oriented culture into family friendly culture by reducing working hours
- To involve more men in family life

## Good Practice of W-F Balance Policy in Korea

- Provide fatherhood education and FF programs at workplaces
- Provide family programs at local Healthy Family Support Centers (HFSC)
- Launch a national family campaign on Family Day (every Wednesday)

# Recommendations

- Attempt to change workplace culture
- Target men and provide workplace-based education and services
- Equip various types of policy instruments including childcare services, leaves, and family friendly workplace policies
- Increase collaboration across the government ministries