

# 2019 Korean Longitudinal Survey of Women & Families

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Women & Families**



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## I . Introduction

### 1. Necessity and Purpose of the Research

As Korea becomes a low-fertility and ageing society, we experience rapid structural changes in its overall economic and social spheres. These changes will bring a big change on the overall lives of its members, bringing a greater impact on women's lives than men's. This is because issues in women's lives are simultaneously related to each other in various areas rather than restricted to particular areas. For example, issues in women's economic activity are not simply related to internal factors of the labor market, but they are also closely related to changes

in external factors of the labor market, such as family type, the structure of decision-making in the family, and social and cultural perceptions and practices.

In general, a database on women's overall lives is established in time series through a cross-section or life-cycle survey based on specific time points. This method of building a database can well represent the current state of women's lives and rapidly provide statistical data needed for implementing policies. However, because women's individual characteristics cannot be controlled when a database is built through a cross-section survey, it is difficult to exactly calculate the effects of variables concerned and thus the survey has limitations in establishing and evaluating women's policies. For this reason, a database on changes in their individual lives should be established through a longitudinal survey to accurately identify not only their unique characteristics – with their heterogeneity removed – but also policy effects and changes in their lives.

A longitudinal analysis of changes in women's lives has already been conducted in existing panel surveys in such areas as labor and welfare. However, these panel surveys did not consider gender characteristics in their design or lacked the number of women respondents, so they had limitations in conducting an in-depth analysis of women's unique experiences and sub-groups. Moreover, as these surveys were not equipped with diverse question structures to analyze women's diverse lives, they had difficulty providing multifaceted and comprehensive information on changes and conditions in women's lives.

As such, the Korean Women's Development Institute identified the need to overcome such limitations of existing longitudinal surveys, and began to conduct research in 2006 in order to establish a longitudinal database that complements them. Through this research, the KWDI



performed its first-wave Korean Longitudinal Survey of Women & Families (KLoWF) in 2007. The KLoWF is a nationwide panel survey that investigates changes in women's lives by life cycle, family structure, family formation process and daily living, family relations and values, and economic activity.

Beginning with its first wave in 2007 to survey samples of 9,997 women, ages between 19 and 64 years old, in 9,068 households across the nation, the KLoWF completed its second wave in 2008, third wave<sup>1)</sup> in 2010, fourth wave in 2012, fifth wave in 2014, sixth wave in 2016, and seventh wave in 2018.

The 2019 KLoWF consists largely of three types of research content. First, we completed the main survey of the seventh wave KLoWF and held the 2019 KLoWF Symposium for experts. Second, we conducted rudimentary and in-depth analyses using the results of the seventh wave survey. The in-depth study includes analysis of changes in families, jobs, individual lives and values, and provides implications on them. Third, we published a working paper to promote the use of the KLoWF data, and implemented data standardization, panel data workshop, and website update.

## 2. Overview of the Seventh Wave KLoWF

### 1) Subjects of the Survey

The subjects of the seventh wave KLoWF comprised the existing panel of 2007 and newly added panel in 2017, specifically including the

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1) The Korean Longitudinal Survey of Women & Families was changed to be conducted every other year beginning in 2010 because of the management issue of the large-scale survey as well as budget and manpower issues.

following:

First, the existing panel consisted of 12,904 female eligible household members, ages between 19 and 64 in 9,787 households nationwide surveyed from the first to sixth wave surveys. The households included 9,068 original households surveyed in the first wave, 100 split-off households in the second wave, 161 split-off households in the third wave, 148 split-off households in the fourth wave, 129 split-off households in the fifth wave, 105 split-off households in the sixth wave, and 76 split-off households in the seventh wave. The households surveyed were 1,222 households in Gyeonggi Province, which represents the largest in number, followed by 1,174 households in Seoul, 733 households in Busan, 701 households in Gyeongnam Province, and 289 households in Jeju Province, which represents the smallest in number. The 12,904 female eligible household members included 10,446 female household members ages between 19 and 64 in the 9,787 households, 2,132 household members who were excluded from the surveys of existing original eligible household members, 311 new eligible household members who became 19 due to an increase in age in the sixth wave survey, and 15 new eligible household members who entered the households in the seventh wave survey.

Second, the newly added panel comprised 2,095 households, including 2,049 households that were newly added in the sixth wave survey and 47 split-off households in the seventh wave survey. Also, surveyed were 2,621 female original eligible household members, including 2,531 female original eligible household members in 2,049 households from the sixth wave survey, 76 new eligible household members who became 19 due to an increase in age in the sixth wave survey, and 14 new eligible household members who entered the households in the seventh wave

survey. The new panel was added to secure representation of the 2017 KLoWF and to take into account the dropout level in the follow-up surveys in the future. The follow-up surveys of this new panel will be conducted in the same way as with the existing panel.

## 2) Sampling

The population of the KLoWF was based on approximately 260,000 enumeration districts (ED) of the 2005 Population and Housing Census with the following sampling methods:

“For the primary sampling units (PSU), 1,700 EDs were selected from the EDs of the 2005 Population and Housing Census by applying the probability proportional to size (PPS) sampling. This sampling method is to select EDs in proportion to the size of households in the EDs from the stratified EDs by city and by province using the urbanization level, the proportion of workers by industry, the proportion of households by housing type, the distribution of households by household members, the age of the head of households, and the gender of the head of households as variables”. In distributing the number of sampled EDs by city and by province, this survey employed the method of distribution in proportion to the square root of the household number by region rather than simple proportional distribution methods.

For the secondary sampling units (SSU), households were selected by systematic sampling from those who lived in the 1,700 EDs selected for the primary sampling units (Su-mi Park et al., 2007). Although five households were selected from one sampled ED through systematic sampling to survey female household members as the final targets, four to seven households were selected from each ED in this survey.

### 3) Survey Method

The seventh wave survey employed the methods of computer assisted personal interview (CAPI) and tablet assisted personal interview (TAPI) as well.

For the TAPI, about 5 percent of all the panel was surveyed using tablet PCs by introducing blaise, a Web survey program developed by Hankook Research. The survey method of TAPI has the strengths of high readability of the questionnaire compared to the existing blaise, being able to implement the question survey in various ways, and easy to use. The seventh wave TAPI was conducted on a pilot basis to prepare for a rapidly changing survey environment. As the survey environment has rapidly changed along with a recent increase in one-person households and frequent changes of dwelling places mostly concentrated in large cities, we judged it difficult to retain the panel through face-to-face interviewing only. In other words, as an attempt to take into account a Web-based survey environment and the scalability of question implementation as well, we conducted the TAPI survey in order to prepare for a survey environment that we may encounter in the future. By establishing the TAPI questionnaire implementation in almost the same way as the existing blaise, we tried to reduce the confusion of respondents who answered the questions in the existing manner. The differences in the two survey methods had almost no impact on the responses.

### 4) Principles for Tracking and Succeeding to the Original Households

The KLoWF is an individual panel survey to track eligible household members of the original sample households from the first wave survey.

The survey has principles for tracking as follows: First, as the KLoWF tracks individual women who live in the households, we surveyed all original eligible household members ages between 19 and 64 in the first wave whether they were successfully surveyed or lived together or not, or temporarily absent, or established split-off households in the following surveys. Second, for the new eligible household members who entered the households after the first wave survey, we surveyed only if they lived with the original eligible household members in the first wave survey (household members who lived together or were temporarily absent) and split-off households who were included in the original eligible households. Therefore, if they did not live together with the original eligible household members, this female panel was excluded from this survey.

As the KLoWF tracks not only the original sample households but also split-off households, the survey has principles for split-off households to succeed to the original households if eligible household members set up a branch family. In general, split-off households include any household if an eligible household member of the household moves out to form a branch family for the reasons of marriage, divorce, and financial independence. Specifically, this survey has principles for succeeding to the original households in the following order. First, a woman who is the head of a household or the spouse of the head of a household among the original eligible household members succeeds to the original household. For example, if a mother, her son-in-law, daughter, and grandson live together, her son-in-law is the head of the household, and the mother and her daughter are surveyed as original eligible household members. Suppose that her daughter moved out with the son-in-law and that the mother came to live together with her second daughter. In this

case, the daughter who is the spouse of the head of the household succeeds to the original household and the mother is deemed to have established a branch family. Second, if the original eligible household member is not the head of a household or the spouse of the head of a household, a woman who is older in the household succeeds to the original household. For example, if two daughters who live with their father are eligible household members, the older sister succeeds to the original household.

### 5) Composition of the Questionnaire

Like the first to sixth wave survey, the seventh wave survey is composed of questionnaires for households, individual women (existing, new), and jobs (existing, new). No big change was made in the areas of each questionnaire,<sup>2)</sup> but some of the existing questions were revised or complemented considering certain policy interest and future changes in women's lives. The composition of the seventh wave KLoWF is shown in <Table 1>. The seventh wave survey added a complementary survey. When the respondents newly entered the panel, the KLoWF asked them to answer questions in the following four areas: 7A. First Job Experience, 7B. Job Experience at First Marriage, 7C. Job Experience at First Childbirth, and 7D. Job Experience at Second Childbirth. The complementary survey was conducted to make up for those respondents who did not answer the questions because the question areas were not applicable to them when they newly entered (answered) the survey.

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2) For the detail of the questionnaire changed from the previous surveys, see pp. 33-37 of the 2018 KLoWF.

〈Table 1〉 Composition of the seventh wave KLoWF questionnaire

Questionnaire		Area	Remarks
For Households		① Household members and family, ② Housing status, ③ Household income, ④ Household spending, ⑤ Assets and debts	
For Individuals		① School life, ② Confirmation of marriage experience, ③ Unmarried women, ④ Marriage and marital life, ⑤ Housework, ⑥ Husband's job, ⑦ Couple living temporarily apart, ⑧ Separated, ⑨ Divorced, ⑩ Widowed, ⑪ Pregnancy and childbirth experience, and family planning, ⑫ Children's education [preschool children], ⑬ Children's education [primary and secondary school ages], ⑭ Relationship with unmarried adult children, ⑮ Relationship with married adult children, ⑯ Relationship with my parents, ⑰ Relationship with husband's parents, ⑱ My siblings, ⑲ Husband's siblings, ⑳ Family-related values, ㉑ Health, leisure, life satisfaction	
		〈Complementary survey〉 7A. First job experience 7B. Job experience at first marriage 7C. Job experience at first childbirth 7D. Job experience at second childbirth	7 <sup>th</sup> wave survey
F o r J o b s	Jobs (basic)	① Jobs I had during the last survey ② Jobs I still have since the last survey : wage workers, non-wage workers, special-type workers ③ Jobs I have quit now since the last survey : wage workers, non-wage workers, special-type workers ④ New jobs I have had since the last survey ⑤ New jobs I still have now since the last survey : wage workers, non-wage workers, special-type workers ⑥ New jobs I have quit now since the last survey : wage workers, non-wage workers, special-type workers ⑦ Current economic activity	
	Jobs (other)	⑧ Job-search experience ⑨ Job satisfaction ⑩ Education and training ⑪ Social insurance ⑫ Work and family life ⑬ Discrimination ⑭ Maternity protection system	

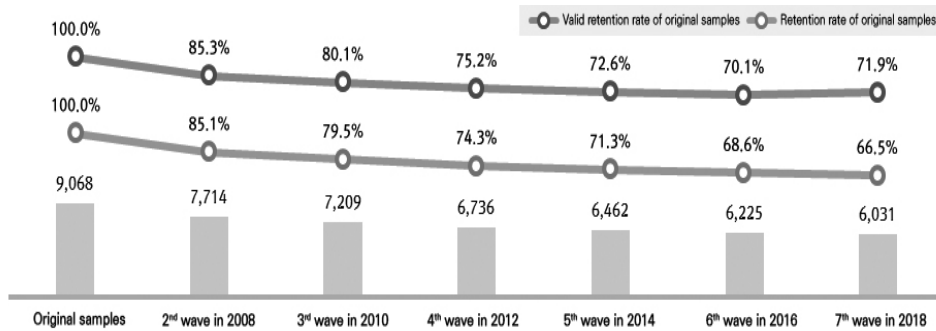
## 6) Retention Rate of Original Samples

The valid retention rate of the KLoWF is “calculated based on the (9,068) original sample households, excluding households that were impossible to survey for the reasons of death and missing, study abroad, long-term business trip, illness and accidents, or their request to drop out of the panel” (Jae-seon Joo et al., 2018). The seventh wave survey was conducted of 6,031 households among 8,384 households, excluding from the 9,068 original households 158 households that were impossible to survey and 526 households that requested to drop out of the panel. Therefore, the final valid retention rate of original samples in the seventh wave was 71.9%. The valid retention rate sharply dropped to 85.3% in the second wave survey, to 80.1% in the third wave, and to 75.2% in the fourth wave, approximately 5 percentage points down every year. However, the retention rate fell by a mere 2.5 percentage points in the sixth wave from 72.6% in the fifth wave, showing that the rate gradually entered a stable phase. However, the valid retention rate of the seventh wave survey increased in spite of a decrease in the number of the successfully surveyed compared to that of sixth wave survey. This is because of a sharp increase in the households that requested to drop out of the panel from 63 households in the sixth wave survey to 526 household s<sup>3)</sup> in the seventh wave. Therefore, this study presented the retention rate of original samples, including these households that were impossible to survey, together with the valid retention rate. When examined by the retention rate of original samples, the retention rate of the seventh wave survey was 66.5%, 2.1 percentage points down from the sixth wave.

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3) The number of households that requested to drop out of the panel in the seventh wave survey sharply increased because we allowed the drop-out of those whose address or contact number could not be confirmed for six years or longer and of those who strongly refused to the survey to the extent of accusation or charge with no response for six years or longer.





[Figure 1] Retention rates of household samples by wave

Meanwhile, the panel retention rates of the seventh wave survey were managed with integrated weights, including the newly added panel in 2017. After completing the seventh wave survey, the integrated panel retention rate reached 74.4%, and successfully-surveyed original samples turned out to be 7,751 households among 10,417 households excluding from 11,117 original sample households the households that were impossible to survey and the households that requested to drop out of the panel.

<Table 2> Panel retention rates of the seventh wave survey

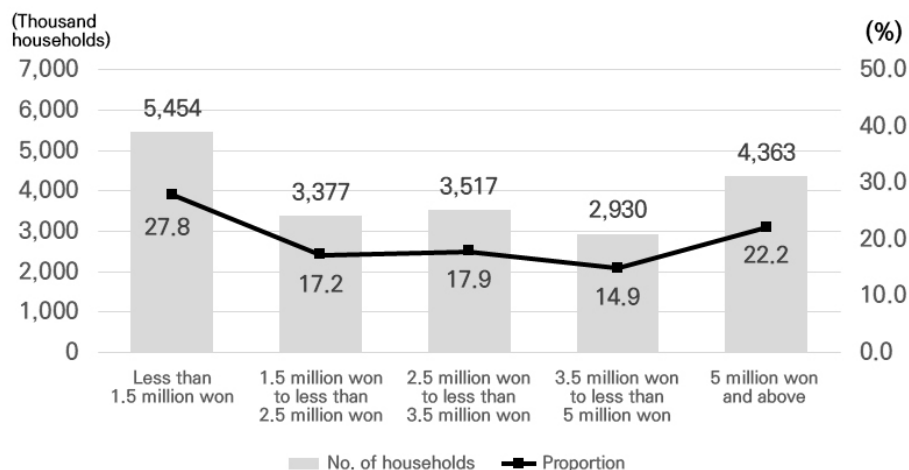
Category	Total households	Valid households	Successfully surveyed	Retention rates
Existing panel	9,068	8,384	6,031	71.9%
Added panel	2,049	2,033	1,720	84.6%
Integrated panel	11,117	10,417	7,751	74.4%

## II . Rudimentary Analysis of the Seventh Wave KLoWF<sup>4)</sup>

### 1. General Characteristics of Households

According to the distribution of household members of the households surveyed in the seventh wave KLoWF, one-person households (30.2%) accounted for the highest proportion, followed by two-person households (27.2%), three-person households (20.9%), four-person households (16.5%), five-person households (4.0%), and six-person or more households (1.2%) in that order. And the average number of household members was 2.4 persons.

When the economic situations of households were examined by their average monthly income (before tax), less than 1.5 million won (27.8%) made up the largest proportion, followed by 5 million won and above (22.2%), 2.5 million won to less than 3.5 million won (17.9%), 1.5 million

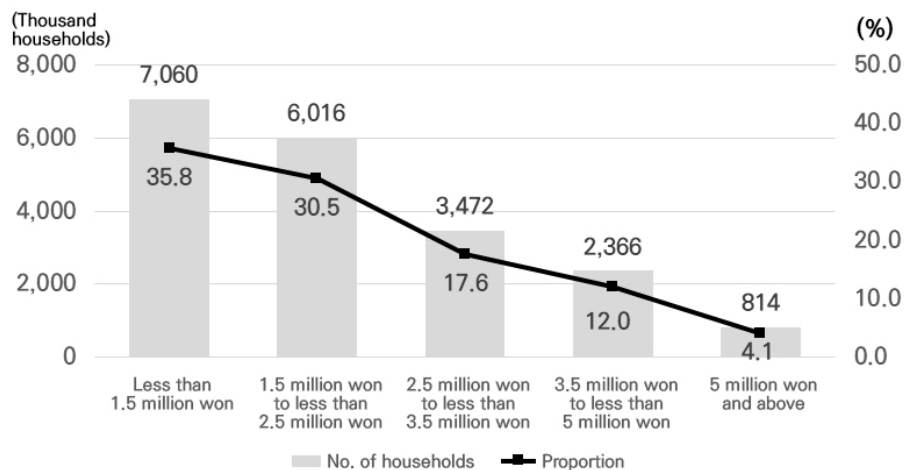


[Figure 2] Average monthly income of households

4) The rudimentary analysis of the seventh wave KLoWF was prepared with weights granted.

won to less than 2.5 million won (17.2%), and 3.5 million won to less than 5 million won (14.9%) in that order. And the mean of the average monthly income (before tax) was approximately 3.19 million won.

The average monthly living costs of households showed that less than 1.5 million won (35.8%) accounted for the largest proportion, followed by 1.5 million won to less than 2.5 million won (30.5%), 2.5 million won to less than 3.5 million won (17.6%), 3.5 million won to less than 5 million won (12.0%), and 5 million won and above (4.1%) in that order. And the mean was approximately 2.19 million won.



[Figure 3] Average monthly living costs of households

Regarding the households' current financial situations, the highest proportion of the respondents answered 'average' (61.1%), followed by 'slightly difficult' (20.5%), 'slightly well-to-do' (12.4%), 'very difficult' (5.3%), and 'very well-to-do' (0.7%) in that order. And the recipient households of the national basic livelihood security made up 4.1%. When the most burdensome household expenditure was surveyed of those respondents who answered their households' financial situations were

‘difficult’ and of the recipient households of the national basic livelihood security, food (grocery) expenses (27.3%) came first, followed by housing expenses (strata fees, rent, etc.) (19.6%), repayment of the principal and interest of debts (liabilities) (15.9%), education costs (10.9%), and medical expenses (9.6%) in that order. The housing occupation types of households showed that the largest proportion of the respondents owned their house (62.9%), while the remaining proportion had a lease with a large-sum deposit called *jeonse* (15.4%), monthly rent with a deposit (14.8%), and monthly rent, free housing and other (5.5%).

## 2. Family Life and Values of Women with Spouse

### 1) Marital Life

Regarding marital satisfaction, the respondents surveyed scored an average of 6.80 points (10 points for the highest satisfaction). By age, women in their 30s or younger scored the highest, 7.21 points, followed by those in their 40s (6.90 points), 50s (6.70 points), and 60s or older (6.44 points). This showed the characteristic of marital satisfaction that the older women become, the lower their satisfaction with marriage. By educational level, graduates of a two-year college or higher school were among the most satisfied with marital life scoring 7.17 points, followed by high school graduates 6.67 points, graduates of middle school or below 6.29 points, showing the characteristic of marital satisfaction that the higher the education level, the higher the satisfaction with marriage. Because educational levels, in general, tend to be lower as the age is higher, this characteristic of marriage satisfaction by age was likely to have been shown in the same way as that of educational level. By employment status, the unemployed scored 6.82 points, showing a higher marriage satisfaction than the employed who scored 6.78 points.

〈Table 3〉 Female respondents' satisfaction with marriage by demographic feature

(Unit: points)

Category		Average
Age	30s or younger	7.21
	40s	6.90
	50s	6.70
	60s or older	6.44
Educational level	Middle school graduation or below	6.29
	High school graduation	6.67
	Two-year college graduation or above	7.17
Employment status	Employed	6.78
	Unemployed	6.82
Total		6.80

Note: The employed include wage workers, self-employed, unpaid family workers who work shorter than 18 hours a week, unpaid family workers who work 18 hours or longer a week, and special-type workers.

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF (with weights given).

When couple activities were surveyed, walking, jogging, and other exercises (43.7%) showed the highest frequency, followed by meeting with respondents' parents or their husband's parents (40.6%, 40.1%). On the other hand, participation in volunteer services and community activities together showed the lowest frequency, with 88.9% of the couples answering that they did not do such activities together even once a month. Regarding marital conflict, 78.3% of the female respondents did not experience any conflict, showing that there were more respondents who did not have conflict than those who had. The biggest cause for marital conflict, if any, was financial issues accounting for 7.5%, followed by the respondent's or her husband's daily habit 6.7% and children's education 3.2%.

Regarding the decision-making between a couple, the areas where the respondents themselves mostly made decisions included living expense management (71.1%), the respondent's getting a job (53.6%), and the respondent's changing jobs (48.5%). The areas where their husbands mostly made a decision included husband's getting a job (62.6%) and husband's changing jobs (59.5%). The areas where the couple made a decision together included leisure activity in the family (67.9%), investment and property management (58.7%), and children's education (36.8%).

〈Table 4〉 Decision-making between the couple

(Unit: %, thousand persons (%))

Category	Mostly myself	Mostly husband	Couple together	Together with other family member	Not applicable	Total
Children's education	29.0	1.8	36.8	1.1	31.2	12,237(100.0)
My getting a job	53.6	2.1	25.4	0.3	18.6	12,237(100.0)
Husband's getting a job	2.3	62.6	26.3	0.2	8.6	12,237(100.0)
My changing jobs	48.5	3.3	25.4	0.4	22.3	12,237(100.0)
Husband's changing jobs	2.1	59.5	27.7	0.3	10.5	12,237(100.0)
Investment and property management	24.3	16.2	58.7	0.8	–	12,237(100.0)
Living expense management	71.1	4.8	23.7	0.4	–	12,237(100.0)
Living expense management	20.9	4.2	67.9	7.1	–	12,237(100.0)

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF (with weights given).

Regarding the exchange of financial assistance with adult children, the proportion of providing financial assistance to unmarried adult children was higher at 35.1% than that to married adult children at 12.5%. The average monthly assistance to unmarried adult children also was larger, amounting to 626,000 won, than that to married adult children 377,000 won. On the other hand, the proportion of receiving financial assistance from married adult children was higher at 30.8% than that from unmarried adult children at 14.1%. However, the average monthly assistance from unmarried adult children was slightly larger, amounting to 553,000 won, than that from married adult children 421,000 won.

〈Table 5〉 Exchange of financial assistance with adult children and its amount

(Unit: %, 10 thousand won)

Category		Whether provided financial assistance		Whether received finance assistance	
		Yes	No	Yes	No
Unmarried <sup>1)</sup>	assistance	35.1	64.8	14.1	85.8
	average monthly amount	62.6	–	55.3	–
Married <sup>2)</sup>	assistance	12.5	86.9	30.8	68.6
	average monthly amount	37.7	–	42.1	–

Note: 1) Don't know/ no response accounted for 0.1%.

2) Don't know/ no response accounted for 0.6%.

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF.

## 2) Values

Values on marriage comprised 14 questions, focusing on the proportion of respondents who agreed to the statements posed in the questions. The lowest proportion of agreement ('strongly agree' plus 'slightly agree')

was 18.7% to the statement “An opposite-sex friend other than husband is needed”. The second lowest proportion of agreement was to the statement “Having child/ren is permissible even without getting married (19.3%)”, followed by “Cohabitation is permissible even without a plan for marriage (35.4%)”, and “It is good to marry young (37.6%)”. On the other hand, statements with a high proportion of agreement included “Sexual satisfaction is important in marital life (79.7%)”, “Marriage will bring restrictions on my own life (75.9%)”, and “Should marry someone with similar family backgrounds (73.4%)” in the descending order.

In addition, statements with a proportion of agreement at 50% or above included “Having child/ren is a must (64.9%)”, “Can divorce even if I have child/ren (62.3%)”, and “It is good to have children early in marriage (59.5%)”. In sum, a high proportion of respondents disagreed to the statements about cohabitation or having children without marriage. It was also found that respondents had mixed opinions about marriage, because a high proportion of respondents thought that marriage hindered self-realization and at the same time that marriage and childbirth were a must.

〈Table 6〉 View on marriage and having children

(Unit: %, thousand persons (%))

Category	Strongly agree	Slightly agree	Slightly disagree	Strongly disagree
Marriage is a must.	13.9	39.9	37.2	9.0
Should marry someone with similar family backgrounds.	13.9	59.5	22.9	3.7
It is good to marry young.	6.8	30.8	50.0	12.4
It is good to have children early in marriage.	13.8	45.7	33.2	7.3
Having child/ren is a must.	18.9	46.0	30.1	5.0
Can divorce even if I have child/ren.	9.5	52.8	30.2	7.5



Category	Strongly agree	Slightly agree	Slightly disagree	Strongly disagree
Sexual relations are permissible even without a plan for marriage.	5.1	42.1	38.4	14.4
Cohabitation is permissible even without a plan for marriage.	3.8	31.6	40.7	23.9
Having and raising child/ren is permissible even without getting married.	1.5	17.8	40.8	39.9
My own self-achievement is more important than marriage.	10.3	43.1	40.5	6.2
Marriage will bring restrictions on my own life.	14.2	61.7	20.7	3.4
Sexual satisfaction is important in marital life.	14.3	65.4	17.7	2.7
An opposite-sex friend other than husband is needed.	1.4	17.3	52.3	29.0
Must divorce when husband has an affair.	14.5	43.2	34.5	7.8

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF.

With two more questions<sup>5)</sup> added in the seventh wave survey to the previous six questions, values on sharing roles in the family consisted of eight questions. To the statement “It is ideal for men to get a job and for women to make home”, 44.8% of respondents agreed while 55.2% disagreed, showing the proportion of agreement lower than that of disagreement by 10.4 percentage points. To the statement “Wife’s getting a job makes equal relationship with husband”, the proportion of agreement, at 54.6%, was higher than that of disagreement, at 45.4%. To the statement “Wife’s getting a job will have a negative impact on preschool child/ren”, the proportion of agreement, at 54.4%, was higher than that of disagreement, at 45.6%. To the statement “A working couple should share housework equally”, a very high proportion of respondents,

5) Two more questions were added to the statements “Father has the same responsibility for taking care of children as mother” and “Woman has the same responsibility for supporting family as man”.

85.5%, agreed. To the statement “Even as a couple, each should manage his/her income”, the proportion of disagreement, at 56.2%, was higher than that of agreement, at 43.9%, by 12.3 percentage points. To the statement “A house should be registered in couple’s joint name”, a higher proportion of respondents, at 71.3%, agreed than that of those who disagreed. According to the result of answering the two added questions, the proportion of agreement to the statements “Father has the same responsibility for taking care of children as mother”, at 89.6%, and “Woman has the same responsibility for supporting family as man”, at 89.5%, was higher than that of disagreement.

〈Table 7〉 Perception of gender roles in the family

(Unit: %, thousand persons (%))

Category	Strongly agree	Slightly agree	Slightly disagree	Strongly disagree
It is ideal for men to get a job and for women to make home.	7.9	36.9	43.1	12.1
Wife’s getting a job makes equal relationship with husband.	9.3	45.3	39.7	5.7
Wife’s getting a job will have a negative impact on preschool child/ren.	7.8	46.6	40.6	5.0
A working couple should share housework equally.	28.3	57.2	12.8	1.7
Even as a couple, each should manage his/her income.	7.9	36.0	46.8	9.4
A house should be registered in couple’s joint name.	18.8	52.5	25.5	3.2
Father has the same responsibility for taking care of children as mother.	38.5	51.1	9.0	1.4
Woman has the same responsibility for supporting family as man.	31.6	57.9	9.5	1.1

Source: Korean Women’s Development Institute (2019). Analysis of raw data of the KLoWF.

Values on supporting family members consisted of three questions about supporting children and one question about supporting parents. To the statement “Parents should prepare college tuition fees for child/ren”, 88.9% of respondents agreed. To the statement “Parents should prepare marriage funds for child/ren”, 62.6% agreed, which means about six out of ten agreed to supporting funds for children’s marriage. To the statement “Parents should support adult child/ren in financial difficulties”, a high proportion, 70.1%, agreed. On the other hand, to the statement “Child/ren should live with parents when parents get old”, 30.1% agreed, while a higher proportion disagreed. This reveals differences in opinion about supporting children or parents: while a high proportion of respondents thought that they should support children even when they become adults, a high proportion disagreed to the opinion about supporting parents by living together with them when they get old.

〈Table 8〉 Opinion about providing support

(Unit: %, thousand persons (%))

Category	Strongly agree	Slightly agree	Slightly disagree	Strongly disagree
Parents should prepare college tuition fees for child/ren.	27.1	61.8	10.1	1.0
Parents should prepare marriage funds for child/ren.	7.7	54.9	34.1	3.3
Parents should support adult child/ren in financial difficulties	7.5	62.6	26.5	3.4
Child/ren should live together with parents when parents get old.	1.8	28.3	56.0	14.0

Source: Korean Women’s Development Institute (2019). Analysis of raw data of the KLoWF.

### 3. Women's Economic Activity

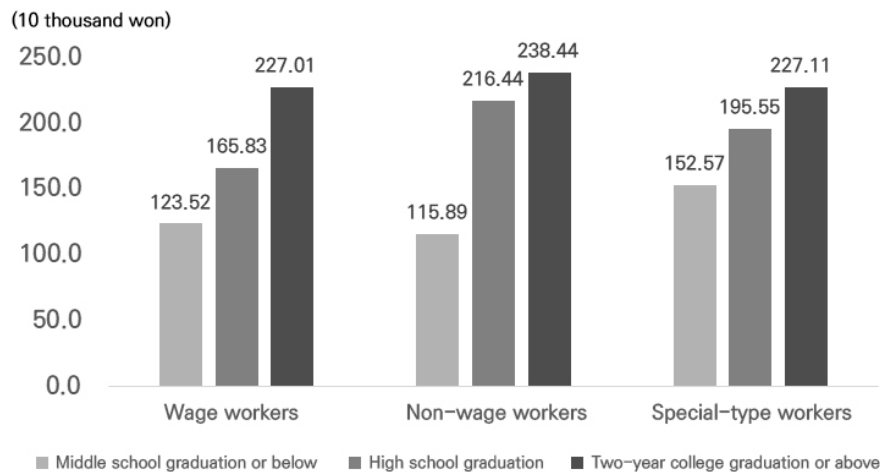
The KLoWF has extended the scope of the definition of “the employed” beyond that of the definition made by Korea Statistics considering that the proportion of women as unpaid family workers is higher than that of men due to the characteristics of women's work and a lack of statistical data on them. To define unpaid family workers as the employed, those who work 18 hours or longer per week are usually counted among the employed, but this survey includes unpaid family workers who work shorter than 18 hours a week as well in the category of the employed. When women's employment status is examined in the seventh wave survey based on this definition, wage workers accounted for 67.1% of the employed, employers and the self-employed 19.5%, unpaid family workers who work 18 hours or longer per week 9.5%, unpaid family workers who work shorter than 18 hours a week 0.7%, and special-type workers 3.2%.

When examined by average monthly income, the average income of special-type workers was the highest, amounting to approximately 2.04 million won, followed by that of non-wage workers 2.01 million won, and wage workers 1.92<sup>6)</sup> million won. By education level, the average monthly income increased regardless of their employment status as their education level became higher. Non-wage workers did not show a wide gap between high school graduates and two-year college graduates or above, but there was a big gap between these two groups (high school graduates plus two-year college graduates or above) and middle school

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6) According to the Survey on Labor Conditions by Employment Type conducted by the Ministry of Employment and Labor, female wage workers at businesses with one employee or more earned approximately 2.09 million won per month, while wage workers of the KLoWF panel earned about 164,000 won less than them because of the characteristics of ageing and individual responses of the KLoWF panel.

graduates or below. As for wage workers, two-year college graduates or above had approximately 1.00 million won higher income than middle school graduates or below. In the case of non-wage workers, high school graduates had approximately 1.00 million won higher income and two-year college graduates or above approximately 1.23 million won higher income than middle school graduates or below. This shows that when their employment status is the same, non-wage workers had the biggest income gap depending on education level.



[Figure 4] Average monthly income by education level (with weights given)

As for the average weekly work hours, non-wage workers including the self-employed whose working hours were irregular worked the longest with 43.3 hours, followed by wage workers 38.8 hours and special-type workers 37.7 hours. Regarding commute time, however, wage workers spent the longest time on commuting with 49.72 minutes per day, followed by special-type workers 47.87 minutes, and non-wage workers having a high proportion of the self-employed spent the shortest 23.82 minutes.

When the employed of the KLoWF panel were asked if they intended to continue working at their current job, over 97% of all three types of wage workers, non-wage workers, and special-type workers answered they had the intention to continue. According to the survey of less than 3% of respondents who intended to change their jobs regarding their future plans, approximately 67% of wage workers answered they would “get a new job”, 30.6% “had no intention to start business or get a job”, and 2.5% “intended to start business”. According to the survey of non-wage workers and special-type workers who did not intend to continue working at the current job, the largest proportion of these two groups, 70.4% and 89.8%, respectively, answered they “had no intention to start business or get a job”, followed by 26.7% and 10.2%, respectively, who answered they would “get a new job”.

〈Table 9〉 Intention to continue working at the current job

(Unit: %, thousand persons (%))

Category	Wage workers	Non-wage workers	Special-type workers	Total
Intend to continue	97.4	97.2	97.2	9,302(97.4)
Don't intend to continue	2.6	2.8	2.8	250(2.6)
Start business	2.5	2.9	0.0	6(2.5)
Get a new job	66.9	26.7	10.2	138(55.4)
Don't intend to start business or get a job	30.6	70.4	89.8	105(42.1)
Total	7,140(100.0)	2,074(100.0)	338(100.0)	9,552(100.0)

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF (with weights given).

We surveyed women who currently had a job to examine the impact of their work on family life. According to the result of the survey, the largest proportion of them, at 92.2%, answered “agree”(“strongly agree”

plus “moderately agree”) to the statement “Working gives rewarding experience and vitality in my life”, and a high proportion, at 85.1%, agreed to the statement “I can get recognition from the family by working” and 85.6% to the statement “My family life is more satisfying when I work”. On the other hand, 30.9% of them answered “agree” (“strongly agree” plus “moderately agree”) to the statement “My family life suffers because of long working hours”, and 22.5% to the statement “My family life suffers because of irregular working hours”, showing that 20 to 30% of working women had a negative impact of work on family life.

〈Table 10〉 Impact of work on family life

(unit: %, thousand persons (%))

Category	Strongly agree	Moderately agree	Moderately disagree	Strongly disagree	No applicable
Working gives rewarding experience and vitality in my life.	24.9	67.3	7.4	0.4	—
I can get recognition from the family by working.	20.3	64.8	13.5	1.4	—
My family life is more satisfying when I work.	17.6	68.0	13.3	1.1	—
My work has a positive impact on children.	9.3	49.1	18.9	5.8	17.0
My family life suffers because of long working hours.	2.7	28.2	44.6	24.5	—
My family life suffers because of irregular working hours.	1.8	20.7	47.9	29.5	—

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF (with weights given).

〈Table 11〉 Impact of family life on work

(unit: %, thousand persons (%))

Category	Strongly agree	Moderately agree	Moderately disagree	Strongly disagree	Not applicable
I work harder because of responsibility for supporting family.	10.0	45.3	24.9	5.4	14.5
I work harder because family members give recognition to my work.	10.7	64.0	21.1	4.2	–
It was often difficult to balance work and family due to the burden of child care.	3.5	26.0	21.5	11.2	37.9
It was often difficult to do work at company due to heavy housework.	2.6	27.1	42.0	28.3	–
I have thought of quitting my job due to a patient in the family.	0.8	12.5	15.6	15.0	56.1

Source: Korean Women's Development Institute (2019). Analysis of raw data of the KLoWF (with weights given).

We surveyed wage workers to ask if they experienced gender discrimination in their workplaces upon recruitment, promotion, pay, allocation of job duties, education and training opportunities, and restructuring. The proportion of respondents who answered “agree” (including “strongly agree” and “moderately agree”) to the statements was high with discrimination upon allocation of job duties (20.7%), discrimination upon promotion (19.6%), discrimination upon recruitment (19.2%), discrimination in pay (19.1%), discrimination upon restructuring (17.3%), and discrimination in education and training opportunities (17.1%) in that order.



### III. In-depth Analysis and Policy Implications

#### 1. Factor Analysis of Career-interrupted Married Women's Reemployment

Using the period from married women's career interruption to reemployment as a dependent variable, this study analyzed the determinants of reemployment using women's demographic factors, jobs at the time of their career interruption, husband's jobs and perceptions, and household factors. According to the result of the analysis, it is believed that the possibility of career-interrupted women's reemployment increased when their age and education level were low, when they had less professional jobs such as agriculture, forestry, mechanic and elementary workers at the time of their career interruption, when husband's support for their job was strong, when their household income was low, and when they did not have preschool children. In other words, the result showed that when career-interrupted women had a high educational level and worked in a highly professional job, the possibility of their reemployment decreased.

Therefore, this study has the following policy implications: First, employment support and policy for career-interrupted women should be implemented by taking their group characteristics into consideration. In particular, when they had preschool children, it is important not only to expand child-care services but also diversify the services in order to retain their employment. Second, while it is necessary to support their reemployment, it is more important to make efforts and policies to prevent their career break.

## **2. Married women's opinion about divorce and factors influencing transition to divorce: focusing on women's financial ability**

This study analyzed the impact of married women's financial ability on their opinion about divorce and actual transition into divorce to see if the impact was significant.

From the result of the analysis, the following implications were drawn out. First, women's financial ability was a major factor influencing their transition to divorce. The earned income and eligibility of pension benefits had a positive impact on their transition to divorce, suggesting that possessing the ability as a breadwinner was a precondition for transition to divorce. Second, securing practical conditions was more important for transition to divorce than values. Although the value on marriage had a significant impact on the opinion about divorce, its impact on transition to divorce partially reduced depending on the group, showing a result contrary to the impact of women's financial ability. This means that rather than their opinion about divorce, practical conditions such as women's making livelihood or financial ability are more important for actually ending their marriage.

## **3. Comparison of the time spent on housework by marital status**

This study analyzed factors influencing the time spent on housework by marital status through comparison of the first and seventh wave surveys, then presented their implications.

According to the result of the analysis of reduction in married women's time spent on housework, the time decreased the most for women who 'graduated from university' and those who strongly disagreed to 'gender

division of work'. When they did not live with their husband, their housework time shortened by about 100 minutes in the seventh wave survey. On the other hand, when they lived with their husband, their housework time shortened by about 67 minutes. Also, working couples' housework time sharply decreased probably owing to the distribution of home meal replacement, spread of eating-out culture, and a decrease in the required maintenance time for daily living due to the couple's working.

What is remarkable about the change in women's housework time from the first to seventh wave was that there was a relatively small decrease in the housework time of women in their 30s and 40s and that the housework time of women who worked 40 to 51 hours per week decreased by a mere 5.8 minutes. When compared to the largest drop in the housework time of those who worked 52 hours or longer, this implies that married women still undertook domestic work themselves except when they had no spare time due to long working hours.

Married women who had preschool children or who worked 40 to 51 hours per week within the scope of statutory working hours showed a relatively small drop in the housework time. The small decrease in the housework time of married women with spouse who worked within the statutory working hours implies that implementing the work-life balance policies was effective mostly for workers with long working hours, but had an insignificant effect on supporting married women with spouse who had both family and work while working within the statutory working hours.

Also, when this study analyzed factors influencing housework time by marital status, including unmarried, married with spouse, and divorced/separated/widowed, it was noteworthy that unmarried women

and divorced/separated/widowed women spent more time on domestic work when they lived with their father than with their mother. This seems to have resulted from the fixed idea of gender role that women should carry out housework.

#### **4. Analysis of economic activity and employment determinants of women with children**

Focusing on women who had children, this study analyzed how their economic activity changed depending on whether they had children or on the age of the youngest child, and which job they were engaged in if they had a job.

Although the employment rate of women ages between 25 and 54 was 63.3%, the rate sharply dropped to 41.4% if the youngest child was an infant younger than two years old. As the age of the youngest child became higher, their employment rate tended to go up, but it was still at a low level. This was found to have resulted from reflecting the structural characteristic of Korea where the burden of childcare and housework was heavily placed on women, unlike in other countries.

According to the result of analyzing the job characteristics of female workers who had children, there was a definite difference between those who had preschool children under 6 years old and those who had school-age children between 7 and 18 years old. More than anything else, those women with 7-year-old to 18-year-old children were about 7 years older on average than those with preschoolers. Under this influence, women with school-age children put more importance on qualitative conditions related to job security such as regular, professional, or clerical jobs than on wage level when choosing their job. On the other hand,

wage level acted more importantly for women with preschoolers.

When women with children chose whether to get a job, the age and number of children, spouse's income, and care support (from parents or public care) were the common variables that had a very strong impact on their choice. The younger their children and the higher their spouse's income, the more negative impact on their job choice. However, when the youngest child was under 6 years old, private or public care increased the probability of women's choosing their employment. Also, when their children aged 13 to 18 had private lessons, the probability of women's choosing to get a job went up compared to the case where their children did not have private lessons. This is understood to have reflected women's choice depending on the age of the youngest child, choosing not to get a job when the child was in elementary school, but choosing to get a job when the child was in secondary school.

These findings of the study show that the current childcare policies need to secure universality through the expansion of their targets and support and the connection between systems. so that the core age (25-64) group of women with children can actively participate in the labor market and retain their jobs. It is also necessary to expand jobs that can back up work-life balance policies.

Women in their 20s actively entered the labor market in 2018, with their employment rate exceeding 70% and surpassing that of men. But as they entered the childrearing and childcare period, they experienced career interruption. As a result, women's employment rate remarkably dropped when they had preschool children under six years old, particularly 0 to 2 year-old infants and 3 to 5 year-old children. To prevent such career interruption, childcare leave and childcare systems should be connected to enable them to continue their work and childcare.

In other words, it is necessary to actively improve the systems, so that they can continue to work and raise children at the same time rather than choosing either taking leave and devoting themselves to childcare or leaving their children in private or public care facilities to work.

When their children grow to be a school age from 7 to 18, women mostly want a job that enables work-family balance rather than wage level, and job security is the most important condition for choosing employment. To this end, it is necessary to prepare a regular part-time work system that can adjust working hours in a stable manner and to expand and spread flexible work arrangements that enable them to use the system flexibly.

### **5. Difference in social determinants of women's depressive symptoms by age: focusing on multiple roles**

This study attempted to identify social determinants of women's symptoms of depression from the perspective of their life cycle.

When the prevalence rates of depression were examined according to the points of depressive symptoms by age, the rates of women in their 20s and 30s were 8.1% and 12.2%, respectively, but then as women entered their 40s, the rate sharply rose to 28.3% and continued to be high from then on. The periods with the highest depression point were slightly different from the prevalence rates. The highest point was 7.11 with women in their 50s, and the second highest was 6.61 with women in their 60s or older.

An increase in the number of roles that women performed had an effect of lowering CES-D10, or depression. The analysis of the impact of role combination on depression showed that the role group with a combination

of roles was less depressed than the role group without roles. The least depressed group was the role group with the combination of worker, spouse, and house worker (W-S-H), followed by the role group with the combination of parent, spouse, and house worker (P-S-H), the role group with the combination of parent, worker, spouse, and house worker (P-W-S-H), the role group with the combination of spouse and house worker (S-H), and the role group with the combination of worker and spouse (W-S).







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