



The Future of the Family and Foresight for Women and Family Policies in Korea (Ⅱ) :

Five 2030 Scenarios
for the Family and Related
Policy Implications

Researcher in-charge

Hyekyung Chang (Senior Research
Fellow, KWDI)

Co-researchers

Eunji Kim (Research Fellow, KWDI)
Youngran Kim (Research Fellow, KWDI)
Soyoung Kim (Research Fellow, KWDI)
Boyoung Sun (Senior Researcher, KWDI)
Jinhee Choi (Researcher, KWDI)

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The Future of the Family and Foresight for Women and Family Policies in Korea (II): Five 2030 Scenarios for the Family and Related Policy Implications

I . Introduction

I. Necessity and goals of research

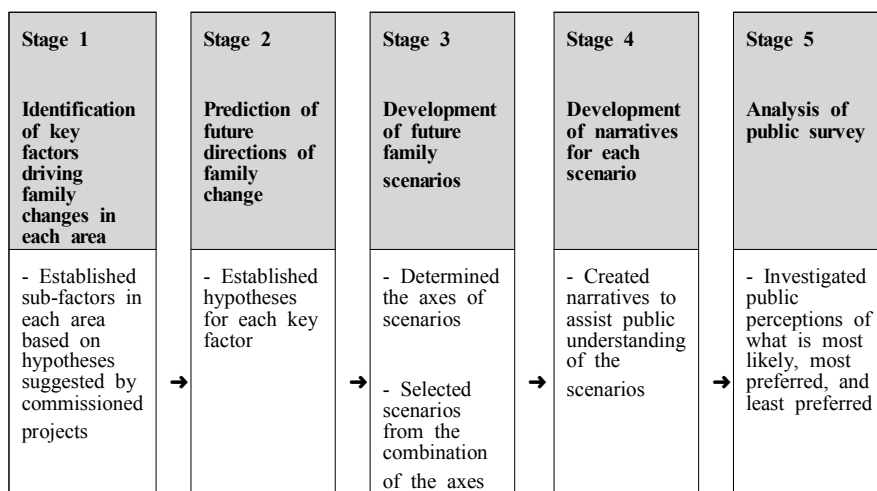
- ☐ The contemporary process of accelerated change being experienced by South Korean families is intensifying generational gaps and complicating public understanding and perceptions of the family. As it erodes the foundation for social consensus regarding the conception and functions of family, the current instability attests to the value and necessity of both defining contemporary trends and predicting the future directions of change in the family.
- ☐ Entering the second of four consecutive years of research (2011-2014), the current project applies the predictive factors for the future of the family that were identified in the first year's effort, with a goal of forecasting the future directions of change for each factor and developing scenarios for the future of the family. To this end, this project focuses on major areas of change in the family environment in order to examine their impact on the evolution of the family.

2. Research content

- ☐ The basic research on the development of the scenarios includes analyses of both domestic and international investigations into future prospects, previous research on scenarios for future families, and trends in and characteristics of changes in South Korean families. Details will be discussed in relevant sections.

- ☐ The process of this research for the development of scenarios was as:
 - ☐ First, the results of the first-year research were used to determine four major areas that affect family changes, based on their degree of impact: labor and the economy; science and technology; political environment; and perception of the family. Predictions regarding the future of each area were provided through commissioned projects. As a result, future trends in major environments surrounding the family were projected and hypotheses were established as to how these changes will impact the lives of both women and families.
 - ☐ Second, scenarios were developed linking major environmental changes to the potential outlooks of future families. Delphi surveys were used to identify key factors driving family-related changes in each area and predict the directions of these changes. Next, care, inequality, and family values were determined as the main axes for the scenarios and then, a total of five scenarios were selected from among eight potential scenarios revealed from the juxtaposition of the three axes.

- Finally, narratives for each of the five scenarios were developed in order to facilitate an intuitive understanding by the general public. In addition, a public survey was conducted with an aim to reveal the most likely, the preferred, and the least-favored scenario according to the general public. The socio-demographic and family-related attributes of survey respondents were reviewed and the results were reflected in the policy agenda produced based on these predictions for the future family.
- The research flow for the development of scenarios was as the following:



3. Research methods

- ☐ Trend extrapolation
- ☐ Delphi surveys
- ☐ Scenarios

- ☐ Public surveys
- ☐ International literature review and in-depth interviews
- ☐ Operation of Future Forum and hosting of academic seminars

II. Domestic and international research on the future of the family

I. Domestic and international research on the future

- ☐ Government agencies and research institutions related to futures studies in European and selected Asian countries, including Japan, and international organizations including the OECD and EU have all undertaken investigations into the future and potential responses. While the topics are mainly clustered in science and technology or economy, a growing body of research is addressing societal fields. Family changes and their future prospects are reflected in conjunction with transformations in demographics and welfare policies.
- ☐ Countries including Sweden, Finland, the United Kingdom, and France have established government committees and/or private research institutions with an aim to predict and aptly respond to social evolution including the economy, environment, demographics, and labor.
- ☐ Since 2009 the European Union has conducted its Family Platform project through the participation of family-focused research institutions, government agencies, and family-related organizations. The OECD's International Futures Programme has also studied families as projected in the year 2030.
- ☐ Compared to European and other Western countries, the field

of futures studies is generally less active in Asia. Japan, Singapore, and South Korea are undertaking future studies at the government level.

2. Future family scenarios

- The EU, OECD, the United States, and Germany have developed future-family scenarios through a similar process of meetings and discussions among a diverse range of experts and stakeholders intended to identify key factors driving family change and develop predictive scenarios.
- These scenarios were developed by reflecting, to the greatest extent possible, the country's unique features in terms of culture, values, and economy. The EU mainly took into account the values related to the social and economic risk factors facing European societies (inequality, diversity, privatization of care labor, etc.) as well as the openness of migration. Meanwhile, the United States selected more controversial family issues such as women's reproductive rights, same-sex marriage, and gender roles as the main axes for the construction of scenarios.
- Differences are observed in terms of the approaches taken in the development of scenarios. While both the EU and OECD predict the future and related policy implications from the perspective of family welfare, US and German researchers have taken a more feministic stance to examine family changes and gender dynamics.

A. The EU' s Family Platform project (2011)

- ☐ The EU has conducted its Family Platform project with a goal to determine policy issues and a research agenda related to the family by developing predictive scenarios for diverse types of family living arrangements in 2035.
- ☐ The scenarios were developed through the following four steps:
 - The first step was to identify key factors driving family changes. Four factors including equality, migration, education and values in society, and care systems were selected through expert brainstorming sessions.
 - The second step was to erect a frame for scenarios. This was created by juxtaposing the four factors and family-related changes.
 - The third step was to define scenarios. A total of four scenarios were established including the most favored scenario, the opposing scenario, and a scenario falling in between the two extremes.
 - The final step was to develop narratives. In this step, social contexts and family situations were described in detail for each scenario.
- ☐ The four scenarios for the future family thus revealed are as follows:
 - Equal opportunity - open migration - diverse education and values - combination of private and public care services (most favored)
 - Increased inequality - very limited opportunity for migration - private education and threatened values - privatization of care services (least favored)

- Increased inequality - limited migration - private education and increased endorsement of diverse values - privatization of care services
- Low level of equality - limited migration - strict public education and increased endorsement of diverse values - public care services

B. OECD research on the future family

- The OECD relied on a similar approach to that taken in the EU research in order to develop scenarios for the future family for 2030 by using predictions on family-related and socio-environmental changes as well as expert discussions and workshops. Two main axes, which include sustainability of economic growth and the embracement of technologies that would assist human lives in such areas as education and growth, were selected to build a scenario matrix. A process of developing four scenarios and then integrating the similar scenarios resulted in two final scenarios with contrasting perspectives.
- In developing scenarios, the OECD researchers considered the unique features of each country, policy-orientation, scenario consistency, the importance of the scenario-developing process itself, and the expansion of the scope of family policy.
- The two scenarios are the following:
 - The Golden Age scenario: this scenario predicts an elevated level of sustainability in economic growth and the embracement of science and technology. Flexible work arrangements allow more women and elderly individuals to

participate in the labor market. The likelihood of state care is not high and the market price for care services rises.

- The Back to the Basics scenario: a worldwide economic crisis threatens economic stability and the level of embracement of science and technology is low. Families feel under increased financial pressure due to an unstable economy and high unemployment rate. Social values return to be more traditional and become more conservative.

C. US scenarios for 2025

- As in the two studies mentioned above, the US scenarios for the future family of 2025 were also established through the combined efforts of a diverse range of experts. These specialists predicted directions of change in American families and the consequent impact on men, women, and children. They invested particular attention in the relationships between gender and marriage, reproduction, childhood, and parenting, all from a feminist perspective.
- Two expert workshops were held, with the first involving brainstorming, research on family-related trends, and discussion on current issues while the second developed scenarios. As a result, economic status (poverty vs. long-term prosperity) and culture (liberalism vs. conservative/traditional family values) were confirmed to be the main axes of the scenarios.
- The four scenarios are as follows:
 - Mr. and Mrs. Right Now: characterized by temporary spousal relationships and equal economic partnerships.
 - The Marriage Marketplace: a contract-based partnership for

marriage, reproduction, and parenting is determined upon each member's market competitiveness.

- The New Waltons for the 21st Century: arranged marriages and polygamy threaten women's autonomy. Extended families are responsible for family livelihood.
- Desperate Housewives: an explicitly patriarchal society in which women's reproductive freedom, economic participation, and rights to divorce are at risk.

D. German scenarios for the future family

- Germany has similarly pursued future scenarios for how families would respond to internal and external environmental changes. Four scenarios from a feminist point of view were created as follows:
 - Equal family: the traditional gender division of labor which sees men as breadwinners and women as care providers no longer exists. Equal partnership becomes the core of family life.
 - Resurrection of patriarchy in the family: the traditional gender division of labor is re-established and heightened.
 - Women undertaking men's roles: women's rising level of education shifts gender roles within the family as well as in the labor market.
 - Polarization of family life: the gap between social classes grows large.

III. The trends in changes in South Korean families

I. Changes in family-related indices

- ☐ Overall, family formation and relationships are experiencing the increase in flexibility and equality in their direction of change, and this trend is expected to continue through 2030.

A. Changes in indices related to family formation

- ☐ The overall number of marriages has plummeted and age at first marriage has risen over the past three decades. The total number of marriages and the crude marriage rate continue to decline, while the average age at first marriage is on a constant increase. This indicates that the formation of new families is less active and is postponed until a later age. This trend is projected to continue, heightening the “marriage tension” caused by the imbalance between the numbers of men and women at marriage age.
- ☐ In the early 2000s, the number of international marriages among South Koreans surged, leading to a more active formation of multicultural families than ever before. According to a 2010 survey by Statistics Korea, multicultural households accounted for 2.2% of total households.
- ☐ The remarriage rate has steadily grown against the backdrop of the declining number of marriages, implying that the number of first marriages has declined by a much greater margin than has the number of total marriages. All in all, young South Koreans

are gradually growing less inclined to start a family and the manners in which a family is formed have become more varied.

- ☐ The total fertility rate has continued to shrink since the mid 1990s. The low birthrate has become one of the most serious social concerns, with South Korea in the 2000s joining the group of countries with extremely low birthrates. Along with the numbers related to marriage, this minimal birthrate also reflects increasing difficulties in forming a family.

B. Changes in family type

- ☐ The number of multi-generational households has constantly diminished, while the number of single-person households has noticeably increased.
- ☐ South Korean families have shrunk in terms of both size and the number of generations living together. The changes in family type over the past 30 years are characterized by an increase in the number of couple-only households, single-generation households, and non-families, such as single-person households.

C. Changes in family relationships and life

- ☐ As to family life and spousal relationships, the level of satisfaction increased in both genders in the early 2000s, with men expressing greater satisfaction than women do (2011 Gender Statistics in South Korea, KWDI).
- ☐ According to time use surveys (1999, 2000, and 2004) by Statistics Korea, married women spend about four hours on

household labor every day, while married men spend merely 40 minutes. Married women devote much greater hours to housework compared not only to both single and married men, but also to single women. This implies that women are responsible for the bulk of care work in the family, including childcare and housework. Among married couples, women's employment rarely affects their husbands' time spent on household labor.

2. Characteristics of and prospects for changes in family values and perceptions

A. Perceptions of marriage, divorce, and remarriage

- ☐ As to South Koreans' attitudes toward marriage, social surveys (1998, 2006, 2008, and 2010) by Statistics Korea demonstrate that the necessity of marriage has gradually reduced over time while the number of people who express opposition or reluctance regarding marriage has been on the rise.
- ☐ The proportion of those who express a strong opposition to divorce fell, while that of those who are positioned in the middle or who are supportive continued to increase, albeit slowly. More people expressed positive attitudes toward remarriage.

B. Married life and the perception of sex

- ☐ According to the 2008 and 2010 social surveys by Statistics Korea, South Koreans' endorsement of non-marital partnerships is growing.

- ☐ When it comes to attitudes toward the division of gender roles in household labor, South Koreans have witnessed a massive change over the past ten years. Compared to 1998, when a dominant majority of people believed housework to be women's responsibility, the number dropped significantly by 2010. Meanwhile, the number of those who support an equal division of household chores grew seven-fold.

C. Perception of care for aged parents

- ☐ The social surveys by Statistics Korea indicate that the proportion of parents living with their grown children is declining, while that of aged parents living on their own is witnessing steady growth.
- ☐ Among those coresiding with adult children, the proportion of those living with their eldest son's family is falling, albeit still making up the greatest share, while that of those living with a daughter is on the rise.
- ☐ The largest number of South Korean respondents believes the burden of care for aged parents should be shared by families, government, and society, suggesting that the need for social responsibility is growing among South Koreans.

3. Prospects for the family by area

A. Changes in politics and the future of the family

1) Prospects for South Korea's political landscape in 2030

- ☐ In 2030, South Korea is predicted to have an expanded, advanced level of participatory democracy in place featuring

communication, diversity, and flexibility. The key driving forces behind this change would include a deepening of participatory democracy and enhanced decentralization.

- ☐ While South Korean politics will still be based on a representative democracy, it is expected that more elements of a participatory democracy, including diverse channels of direct democracy, active civic participation, and politicians' prompt response to public opinions, and policy suggestions through civic participation, will be seen.
- ☐ Participatory democracy focusing on issues of life politics is more closely associated with local governments, which have more direct impacts on the lives and wellbeing of individuals, than a central government focusing on macro-politics. Given that the lower the level of government the more directly impacts the lives of people, local politics rather than central will exert a greater influence on family life.

2) Changes in political environments and prospects for the family

- ☐ In 2030, South Korea's politics will include increased political participation of minority groups including women, elders, adolescents, and immigrants. This will greatly contribute to the creation of family culture more embracing toward diverse family types and cultural relativism.
- ☐ Meanwhile, the future of civic movements can be forecasted in two ways. First, the demographic shift will lead to reduced ideological confrontation. With the possibility of deepening economic conflict across society, however, there may be growth in civic activism pursuing group interests rather than

ideology-oriented groups. In this case, escalated demands for socialized childcare, education, and elderly care will put an increased burden on the government. This also means a weakening of the roles of traditional families.

- Creation of cooperative networks through small local communities will be enhanced. Amidst the growing diversification of family types including single-person households, couples without children, single-parent households, and children raised by grandparents, cooperative networks established around small communities will supplant traditional kinship-based extended families, constituting a new type of family life.

B. Changes in economy and labor and prospects for the family

1) Prospects for South Korea's economy and labor in 2030

- The demographic transformation, driven by the acceleration of population-aging compounded by a low fertility rate and increased life expectancy, is predicted to bring negative consequences to the long-term growth of South Korea's economy. Capital accumulation will slow down as investments in physical capital shrink over time.
- In terms of human capital, South Koreans currently have a very high level of education compared to their counterparts in other countries. In the future, the country expects accumulation of creative human capital which can lead innovation in terms of quality rather than quantity. Factors related to social stability in such aspects as politics and social polarization will also play a crucial role in the country's economic growth.

- ☐ Given the predictions about these growth-determining factors, South Korea's economy in 2030 is expected to grow at a rate of less than 2%.

2) Changes in economy and labor and prospects for the family

- ☐ The accumulation of female human capital is expected to further intensify in terms of both qualitative and quantitative aspects.
- ☐ Currently, South Korean women's economic participation is significantly low compared to the country's per capital income due to insufficient maternity protection, lack of policies for work-home balance, disproportionate housework burden, and lack of childcare infrastructure.
- ☐ The trend of low fertility is expected to continue for the foreseeable future given women's current preference for delayed marriage and childbirth.
- ☐ Diverse types of care work, including childcare, will be socialized.
- ☐ Women's increasing labor force participation will bring significant changes to the division of roles within a family.
- ☐ Increased flexibility in the labor market will provide more opportunities for women's economic participation.
- ☐ Although the level of gender inequality is expected to be reduced, it will remain persistent in some critical areas.
- ☐ The improvement in the quality of jobs for women is likely to be accompanied with the feminization of work.
- ☐ As women's retirement age goes up, their career will be extended into later in their life.

C. Changes in science and technology and prospects for the family

1) Prospects for changes in science and technology in 2030

- ☐ In an effort to predict the future of the family in conjunction with the development of science and technology, environmental scanning, technology classification, and system mapping were used based on the socio-technical views with an aim to identify influential factors by socio-technical element of each technology group.
- ☐ Ten major future technologies were categorized into three groups: the biotechnology group (technology cluster), the IT group, and the green technology group. Then, environmental scanning was conducted with each group in order to determine influential factors by socio-technical element of each technology group. Then, the correlations between the socio-technical elements were established through causal mapping. Causal mapping enables the deduction of the center points between causes for change, or in the case of this research, the core factors driving the changes in family environment between the three technology groups.

2) Changes in science and technology and prospects for the family

- ☐ It is predicted that the ten major future technologies will bring various consequences to future families in terms of type, function, relationship, and the roles of family members. Development of assisted reproductive technology of the biotechnology group will transform traditional gender roles as

well as increase new types of family by enabling same-sex couples, older couples, and infertile couples to reproduce.

- ☐ The advancement of smart home technologies, which belong to the IT group, will affect the family in various ways, including reduction in family size, increase in the number of single-person households, reduction in housework burden, and weakening of gender division in household labor.
- ☐ The expanded use of renewable energy and electric cars, which belong to the green technology group, are expected to bring about development of technologies targeting single-person households, increased cost of living for families with multiple children, and emergence of issues of energy management within a household.

4. Future family scenarios projected for the year 2030

A. Identification of key factors driving family-related changes by area and responding predictions for future families

- ☐ Key factors that would play a central role in future family change were identified by area and expert opinions were given on the results through four consecutive Delphi surveys.
 - The first and second surveys were used to determine the crucial driving factors by area in family changes. The same questionnaire was used in the two surveys in order to obtain a consensus among the panel of experts. As a result, the standard deviation among responses was significantly reduced, resulting in an increased level of consensus among experts. After excluding those with least feasibility among the items

of feasibility prediction, three factors as for each of those items affecting the family were identified by area based on the order of ranking.

- The three factors identified for each item are the followings: as to demographics, increased number of elderly population, low birth rate, and reduced marriage rate; as to politics, women's increased economic participation, flourishing of small-scale local communities, and increased civic activism pursuing welfare issues closely attached to daily lives; as to economic activities, deepening of economic and social polarization, extended old-age labor due to delayed retirement, and women's economic participation rising up to 70%; and as to science and technology, development of computer and network technologies that will drive changes in the knowledge information environment, universalization of assisted reproductive technologies, and spread of smart home environments.

〈Table 1〉 Results of the first and second Delphi surveys of experts Item

Item	Sub-items	Impact on the family					
		1st survey			2nd survey		
		Avg	Stdev	Ranking	Avg	Stdev	Ranking
Demographics	Increased elderly population	6.28	0.8	1	6.38	0.7	1
	Low fertility rate	5.87	1.1	3	5.91	0.8	2
	Decreased marriage rate	5.77	1.1	4	5.89	0.8	3
	Increased divorce rate	5.92	0.9	2	5.80	0.9	4
	Increased number of immigrants	5.52	1.1	5	5.59	0.8	5
Politics	Women's increased political participation	5.25	1.1	1	5.27	0.8	1
	Flourishing of small-scale local communities	5.15	1.2	2	5.16	1.0	2
	Increased number of civic groups pursuing welfare issues closely attached to daily lives	5.02	1.2	3	5.11	0.9	3

Item	Sub-items	Impact on the family					
		1st survey			2nd survey		
		Avg	Stdev	Ranking	Avg	Stdev	Ranking
	Expansion of citizen rights of marriage immigrants	4.95	1.1	4	5.04	0.9	4
	Expansion of political rights of immigrants	4.83	1.1	5	4.89	0.9	5
	Emergence of a political party of the elderly	4.65	1.4	6	4.59	1.2	6
	Civic society pursuing group interests	4.60	1.3	7	4.55	1.0	7
Economy	Deepening of economic and social polarization	5.73	1.1	1	5.59	0.9	1
	Extended old-age labor due to delayed retirement	5.55	1.0	2	5.50	0.8	2
	Women's economic participation rising up to 70%	5.52	1.0	3	5.45	0.8	3
	Creation of knowledge-intensive, flexible jobs	5.12	1.2	5	5.14	0.9	4
	Accumulation of female human capital	5.13	1.1	4	5.14	0.7	5
	Improved quality of jobs for women	5.08	1.0	6	5.09	0.8	6
	Limited reduction in gender gap in wages	4.90	0.9	7	4.84	0.8	7
	Increased gender segregation in occupations	4.32	1.1	8	4.30	0.9	8
Science and technology	Development of computer and network technologies that lead changes in knowledge information environments	5.37	1.2	3	5.34	1.0	1
	Universalization of assisted reproductive technology	5.47	1.2	1	5.32	0.9	2
	Spread of smart home environments	5.40	1.3	2	5.30	0.9	3
	Development of social networking service technologies	5.33	1.2	4	5.29	0.9	4
	Expansion of eco-friendly living environments based on low pollution materials	4.97	1.3	5	4.91	1.0	5
	Development of user-centered designs	4.62	1.3	7	4.68	0.9	6
	Increased use of renewable energy and electric cars	4.67	1.3	6	4.63	1.0	7

Note: The items were arranged based on the results of the second survey of the impact on the family

- The assumptions on the future family changes were verified for each key factor in the third and fourth surveys. According to the results of these surveys, which contributed to the narrowing of the gap of opinions among experts, it turned out that the experts agreed on most of the hypotheses (4 points or higher on a 7-point scale). All the hypotheses, except one in the science and technology category that failed to obtain four points or higher, were adopted.

〈Table 2〉 Results of the third and fourth Delphi surveys

Item	Sub-items		3rd survey		4th survey	
			Avg.	Stdev	Avg.	Stdev
Demographics	1. If the number of senior population increases	(1) the conflict among family members over caring for the elderly will grow	5.9	1.0	5.8	0.9
		(2) the importance of emotional ties among family members will grow	4.6	1.3	4.7	1.0
		(3) the importance of social relationships outside of family will grow	5.5	1.1	5.4	0.9
	2. If the state of low fertility continues	(1) the quality of care for children will increase	5.4	1.2	5.5	0.9
		(2) the center of family relationship will shift from parents-children to the couple.	5.2	1.2	5.1	1.1
	3. If the marriage rate declines	(1) partner relationships will become diversified	5.5	1.0	5.4	0.9
(2) more people will have children outside of the marriage system		4.4	1.3	4.4	1.1	
Policy environment	4. If women's political participation increases	(1) policies for the socialization of family care will be expanded	5.5	1.0	5.5	0.9
		(2) gender equality policies will be expanded	5.6	1.0	5.6	0.9
	5. If small local communities become active and more civic groups pursue welfare issues closely attached to daily lives	(1) policies closely attached to daily lives will be expanded	5.3	0.8	5.3	0.8
		(2) policies for community solidarity will be expanded	5.2	1.0	5.0	0.9

Item	Sub-items		3rd survey		4th survey	
			Avg	Stdev	Avg	Stdev
Economic environment	6. If economic and social polarization intensifies	(1) the number of underprivileged households will increase	6.1	0.7	6.2	0.6
		(2) parental burden will increased due to their children's delayed independence	5.6	0.9	5.7	0.6
		(3) more people will delay or give up marriage	6.0	0.7	6.1	0.6
		(4) more people will delay or give up having children	6.0	0.7	6.0	0.5
	7. If old-age labor extends due to delayed retirement	(1) the burden on children to support their elderly parents will be reduced	4.7	1.4	4.6	1.0
		(2) grandparents' support for childcare will be reduced	4.6	1.4	4.7	0.9
		(3) the economic gap among seniors will widen	5.2	1.1	5.1	0.8
		(4) the household consumption on leisure- and culture activities rather than basic necessities will increase	4.4	1.1	4.5	1.0
	8. If women's economic participation increases to the OECD level	(1) men's participation in housework and childcare activities will increase	5.1	1.0	5.0	0.9
		(2) the family's role in childcare and socialization will decrease	4.5	1.1	4.5	0.9
		(3) the trend of individualization will intensify due to the reduced binding power of marriage	5.1	1.0	5.0	0.8
Science and technology	9. If computer and network technologies which lead changes in knowledge information environments further advance	(1) children will have more power than their parents due to their ability to acquire information (language, culture, technologies, etc.) independently	4.3	0.9	4.3	0.8
		(2) expansion of online learning will bring about reduced private education outside home	3.7	1.2	3.7	1.0
		(3) lifelong education will become common to all family members	4.5	1.2	4.5	0.8
	10. If assisted reproductive technologies become universalized	(1) new types of family (e.g. reproduction by same-sex couples and older couples) will increase	4.4	1.1	4.4	0.9
		(2) traditional gender/parenting roles will change in reproduction and childcare	4.2	1.2	4.1	1.0
		(3) kinship-based familism will decrease	4.3	1.2	4.3	1.0

Item	Sub-items		3rd survey		4th survey	
			Avg	Stdev	Avg	Stdev
	11. If smart home environments become ubiquitous	(1) the intensity of household labor will be reduced due to digitalization of housework	4.6	1.1	4.7	0.9
		(2) home management will become increasingly complicated and costly	4.4	1.2	4.4	0.9
		(3) the spatial boundaries between home and workplace will become loosened	4.9	1.1	4.9	0.9
		(4) men and children will increasingly participate in housework	4.5	1.2	4.5	0.9

B. Development of future family scenarios for 2030

- ☐ Three axes of scenarios were set up based on the results of the Delphi surveys and a total of five scenarios were selected.
 - Care, inequality, and family value were chosen as the main axes of scenarios, based on the hypotheses on future family changes adopted from the results of the third and fourth Delphi surveys.
 - Each axis was assumed to have two directions: the care axis toward either an increase or decrease in family care burden; the inequality axis toward an increase or decrease in socioeconomic inequality; and the family value axis toward a strengthening or weakening of individual values. Finally, a total of five scenarios were selected from the juxtaposition of the three axes and their possible directions.

〈Table 3〉 Five scenarios for the family of 2030

Number	Scenario	Inequality	Family care burden	Individual values	Feasibility
Scenario 1	Conflict between individual values and family life	Increase	Increase	Strengthen	Feasible 1
		(Family care)			
Scenario 2	Polarization of family life	Increase	Decrease	Strengthen	Feasible 2
		(Market care)			
Scenario 3	Loose but intimate family	Decrease	Decrease	Strengthen	Best
		(State care)			
Scenario 4	Coexistence of equal society and unequal family	Decrease	Decrease	Weaken	Second best
		(State care)			
Scenario 5	Maximized family burden	Increase	Increase	Weaken	Worst
		(Family care)			

- The narratives for each scenario were developed with the help of professional scenario writers. Based on the model families selected for the purpose of narrative development, a total of six types of family, which cover a range of social status and family types including a four-person household (low income), three-person household (high income), two-person household (senior-couple-only household, single-parent household), and single-person household (elderly single-person household, young (woman) single-person household), were included in each narrative.
- The conflict between individual values and family life scenario (Feasible scenario 1)
 - In this scenario, inequality and family care burden continues to rise while individual values grow in priority. There is a large gap in income and quality of life between social groups, the government fails to provide adequate care services, and personal life is more valued than the communal

interests of the family. This scenario foresees a competition or conflict between the burdens of family care and individualization of values.

〈Table 4〉 Scenario 1: Increased economic inequality – Increased family care burden – Strengthened individual values

Item		Description	Examples
Economic inequality	High level of inequality	<ul style="list-style-type: none"> • A large income gap depending on occupation and status of employment • A large gap in quality of life depending on income level 	<ul style="list-style-type: none"> • A large income gap between regular and irregular workers
Care provider	Family	<ul style="list-style-type: none"> • No or insufficient care services provided by the government and market 	<ul style="list-style-type: none"> • Families should take care of children due to insufficient public childcare support. • Families are responsible for caring for aged parents due to insufficient public eldercare support.
Family ties	Strengthened individual values	<ul style="list-style-type: none"> • It is believed that personal life is as important as spending time with family. • It is believed that family members should respect the beliefs and decisions of each other. • It is believed that personal interests should be more respected than family interests. 	<ul style="list-style-type: none"> • To many young people, marriage is not considered a necessity.

○ A narrative for the conflict between individual values and family life scenario

In Seoul in 2030. Kim Mi-rae (39 years old) is from a common 4-member household including her husband (Jang Dae-han) and two children (Jang Kim Cho-rong, and Jang Kim Ji-wu).

Her husband, Dae-han (42 years old), is a salesperson at Korea Automobile Co., assigned with the sales of Green Car, launched last year. While Green Car is highly energy-efficient as it is 100% solar-powered, its target clientele is very limited due to its high cost. With the continued fall in his sales performance, Dae-han's wage got slashed again. Concerned about their living cost, Mi-rae started working as a part-time worker at a big supermarket chain near her home. Tired of the instability of the job and petty salary, however, she is considering to change her job.

Dae-han's younger brother Jang Min-guk is a high-flying researcher at a research institute developing eco-friendly new materials. Thanks to his high income, his family lives in a luxurious apartment. His wife Ha In-gyeong, a full-time housewife, doesn't need to work but take care of her children. Mi-rae is envious of In-gyeong's affluence. However, In-gyeong, who quit her job upon marriage, has recently enrolled in an educational program hoping to resume her career.

Mi-rae's care burden has increased with her older daughter Cho-rong entering elementary school this year. Most elementary schools alternate on-campus and online learning using the e-learning social network system every other day. As Cho-rong is not used to the e-learning system, she needs help from a grown-up. Mi-rae has to change her work schedule based on Cho-rong's program but it's not easy. Her second child Ji-wu (six years old) comes home from preschool at 2 in the afternoon. Recently a housework/kids homework helper robot has been commercialized for working couples. But Mi-rae decides to ask her mother-in-law Park Seon-ju to take care of Ji-wu. Many working parents do not find the robot helper so useful in reducing their childcare burden in that first of all, it is very expensive and second, childcare is not simply about helping kids with homework but involves emotional interactions as well.

Ms. Yang Yeo-bun (67 years old) is living alone at a small, old house since her husband died five years ago. Suffering degenerative arthritis for a long time, she could barely walk now. She had a surgery to have an intelligent muscle support implanted. But as the surgery was not covered by the national insurance, her two daughters Mi-rae and Yeong-rae (35 years old) had to pay for it. The two daughters also should provide their mom with all the care and medical cost needed after the surgery including rehabilitation assistance. Already stretched so far with childcare and work, Mi-rae would like her unmarried sister to spend more time and money for their mother. But Yeong-rae, a manager at the planning and development department of a PC company, is working day and night these days in preparation for the launch of a new foldable tablet PC. Yeong-rae doesn't like her sister who doesn't seem to do a fair share of work for her mother. The two sisters have frequent conflicts.

Yeo-bun, fragile both physically and emotionally, would like her younger daughter Yeong-rae to start a family anytime soon. But Yong-rae is more interested in continuing her career. In fact, she is growing more negative about marriage whenever she watches her sister, who seems like having completely lost her own life upon marriage, and her divorced coworker Choi So-yeung (31 years old) struggling with childcare. She frequently hears So-yeung's complaints about raising a child as a single parent. So-yeung sends her 4-year-old daughter Min-ji to a small daycare. Min-ji still needs a lot of care from her mom but So-young also wants to pass the in-company exam for promotion scheduled next month. So-young's case shows how hard it is for a divorced woman to be financially independent and raise a child at the same time.

- ☐ The polarization of family life scenario (Feasible scenario 2)
 - ☐ In this scenario, economic inequality goes up while family care burden is reduced to an extent due to provisions of commercialized care services. Individual values are considered important. There is a large gap between social groups in terms of income and quality of life; the government fails to

provide sufficient care services; commercialized care services widen the gap between social groups; and personal life is considered more important than the communal interests of the family. Particularly noticeable in this scenario is increasing inequality.

〈Table 5〉 Scenario 2: Increased economic inequality – Reduced family care burden (commercial care services) – Strengthened individual values

Item		Description	Examples
Economic inequality	High level of inequality	<ul style="list-style-type: none"> • A large income gap depending on occupation and status of employment • A large gap in quality of life depending on income level 	<ul style="list-style-type: none"> • A large income gap between regular and irregular workers
Care provider	Market	<ul style="list-style-type: none"> • Commercial care services are available with diverse ranges of type and price. • Due to lack of government support for care services, individual families should bear the entire cost for the care services provided by for-profit companies. This results in a large gap in the quality of service based on the price. 	<ul style="list-style-type: none"> • Care service is provided as a product in the market. • Based on their financial capability, people purchase care services, which come in a diverse range of prices.
Family ties	Strengthened individual values	<ul style="list-style-type: none"> • It is believed that personal life is as important as spending time with family. • It is believed that family members should respect the beliefs and decisions of each other. • It is believed that personal interests should be more respected than family interests. 	<ul style="list-style-type: none"> • To many young people, marriage is not considered a necessity.

○ A narrative for the polarization of family life scenario

Jang Dae-han (42 years old) sells Green Car, a solar-powered automobile, for Korea Automobile Co.. Because the target clientele for Green Car is very limited due to its high cost, Dae-han works day and night and even without weekends to increase his sales. Despite such efforts, his sales performance stays at the lowest level in his team and his wage goes down every month. His wife Mi-rae works at a large supermarket chain as a part-time employee but she is considering changing her job, tired of unstable work conditions and low wage. Their daughter Cho-rong goes to school in the morning and after school hours, to an affordable hakwon (private cram school) until 4 in the afternoon. Their second kid Ji-wu spends all day at a home daycare. As soon as Mi-rae comes home from work, she has to take care of the two kids and housework. It is so stressful to her that she cannot have any time on her own. She would like to talk seriously with her husband about the division of roles in housework.

Dae-han's younger brother Jang Min-guk (36 years old) is a high-income researcher working at a research institute developing eco-friendly new materials. Recently, he has received an incentive bonus several times his wage for one of the new materials he developed being chosen for commercialization in partnership with a global apparel company. His family has recently moved to a 120-story apartment complex. This luxurious smart apartment is installed with an up-to-date housework support system. His 5-year-old son Beom goes to an expensive international preschool that has top-of-the-line facilities and then spends his afterschool hours safely at a play center made for the child residents of the apartment. His wife In-gyeong, free from the burden of childcare and housework, can spare enough time for her personal development and diverse leisure activities.

Mi-rae's parents-in-law live in a luxurious senior town in Namhae on the south coast of the peninsula. Her father-in-law Jang Tae-pyeong (75 years old) had an artificial kidney implanted a few years ago but recovered fast thanks to the clean, beautiful environment and advanced care services. His wife Park Seon-ju (70 years old), who's enjoying a relaxed life with her husband, frequently contacts with Dae-han. With special affection for her oldest son, she'd like his family to visit them

in Namhae at least once per month. Although the travel between Seoul and Namhae got a lot easier with the introduction of a magnetic levitation train between the two areas five years ago, Seon-ju's request is quite burdensome to Dae-han and Mi-rae, who would rather like to have their own personal time if they can afford any. Min-guk, who pays most for his parents' residence at the senior town, uses an expensive hologram message service to talk with his parents regularly through video conferencing.

Meanwhile, Mi-rae's mother Yang Yeo-bun has recently moved to a senior care facility after getting an intelligent muscle support implant for her degenerative arthritis. The old school-turned-senior care facility provides low-quality services with an old system and non-professional employees. But this is what her two daughters can afford. Yeo-bun thinks she is better than her friend who suffers from serious geriatric illnesses but has neither child nor money.

Yeong-rae, a manager at the planning and development department of a PC company, and her team have no time to waste ahead of the launch of a new foldable tablet PC. Everybody in her team feels exhausted from frequent overtime work but So-yeong feels even more so because of the burden of childcare and finance. The divorced mother has recently started sending her daughter to a daycare with safer and more modern facilities but this has increased her financial burden. Yeong-rae wants to help her out by exempting her from some work but So-yeong wants to take responsibility for her share of work. Watching So-yeong struggling between work and childcare, Yeong-rae realizes once again the gap between fantasy about marriage and the reality.

☐ The loose but intimate family scenario (Best)

- In this best possible scenario, if actualized, economic inequality and family care burdens decline while individual values are strengthened. The gap in the level of income and quality of life is not large between social groups; the government provides all the necessary care services; and the social norm is that individual values should be more

respected than the communal interests of the family. In this scenario, family members are less burdensome to each other and therefore can maintain more intimate relationships.

〈Table 6〉 Scenario 3: Reduced economic inequality – Reduced family care burden – Strengthened individual values

Item		Description	Examples
Economic inequality	Low level of inequality	<ul style="list-style-type: none"> • Employment is stable and the income gap between jobs is not large. • Housing is subsidized by the government. • There is an income gap but thanks to a number of wealth redistribution policies and affordable social services, the overall gap in quality of life is not large. 	<ul style="list-style-type: none"> • Reduced income gap between regular and irregular workers • Housing is relatively affordable thanks to the sufficient supply of long-term low-interest public housing
Care provider	Government	<ul style="list-style-type: none"> • The government provides childcare services. • The government provides free or affordable senior care services. 	<ul style="list-style-type: none"> • Provision of public childcare and eldercare services • Public care services are either free or affordable.
Family ties	Strengthened individual values	<ul style="list-style-type: none"> • It is believed that personal life is as important as spending time with family. • It is believed that family members should respect the beliefs and decisions of each other. • It is believed that personal interests should be more respected than family interests. 	<ul style="list-style-type: none"> • To many young people, marriage is not considered a necessity.

○ A narrative for the loose but intimate family scenario

Kim Mi-rae works part-time at a large supermarket chain. Although she works in an irregular position, she is very satisfied with her work which provides her with a number of benefits and leaves. Recently, she started taking a bellydance lesson by using the 50% discount benefit for the dance class provided to the employees. The dance class is great for losing weight, which has been her biggest concern these days, so she's looking forward to the evening class every day. Her husband Jang Dae-han is a salesperson at Korea Automobile Co., assigned with sales of Green Car, a solar-powered automobile. Despite its superb energy efficiency, he cannot sell as much as he'd like because of its high cost. Thanks to the minimum wage support system that the government has in place, he is not worried about his livelihood although his sales performance hit the lowest for the second quarter. He went on a weekend hiking trip, which is one of his favorite leisure activities, to relax and find a new sales strategy.

Mi-rae's unmarried sister Yeong-rae is a manager at the planning and development department of a PC company. She doesn't have a plan to marry anytime soon but is focused on building up her career. But with a sufficient social system in place to support the balance of work and family life, as evidenced by her sister, she is positively considering to start a family sometime in the future. She also feels so, watching her coworker Choi So-yeong, a divorcee with a young daughter. So-yeong seems to have no trouble balancing between work and childcare thanks to the 24-hour public daycare facility and the government subsidy for single-parent households. Yeong-rae travels around the world every weekend experiencing no language barrier thanks to a real-time interpretation program. She doesn't feel overworked at all and is very satisfied with her relaxed lifestyle.

Mi-rae's oldest child Cho-rong, a first grader, takes a ballet lesson and a writing class after her school at a public aptitude development institute. Her son Ji-wu, together with his cousin Beom, participates in a customized e-learning program and sports activities at a public child education center. When Cho-rong and Ji-wu come home around 4 p.m. the GPS chips attached on the kids' wrists report their locations to their parents. After coming back from work, the couple takes turns in taking

care of the children and housework. With the help of smart household equipment, family burden of housework has significantly been reduced.

Mi-rae's mother Yang Yeo-bun has recently received an intelligent muscle support implantation surgery because her degenerative arthritis worsened. The public eldercare insurance paid most of the cost for the surgery. The public eldercare facility where Yeo-bun is recovering, boasts a top-of-the-line system with a non-contact customized user interface that controls medical equipment by automatically identifying user intentions. Yeo-bun is recuperating fast in this comfortable and convenient environment without much relying on her family members.

Mi-rae's parents-in-law are also enjoying their retirement at a public eldercare facility at the outskirt of Seoul. This place, equipped with all sorts of facilities and programs for leisure activities, provides regular medical checkups to its residents through a healthcare program networked with the national medical center. They can also travel anywhere they want by renting a smart car with automated driving. Although her mother-in-law Seon-ju enjoys a family gathering, she doesn't put much pressure on her children as she understands and respects their busy lives and personal choices.

- The coexistence of equal society and unequal family scenario (2nd best)
- This scenario, which is thought to be the second best if actualized, expects reduced economic inequality and family care burden but weakened individual values. The gap in the level of income and quality of life between social groups is not large. The government provides care services to some extent but due to strong familism, women are expected to perform household labor and caring roles. In this scenario, the level of inequality between families may not be large but the gender inequality within the family is possible to increase.

〈Table 7〉 Scenario 4: Reduced economic inequality – Reduced family care burden – Weakened individual values

Item		Description	Examples
Economic inequality	Low level of inequality	<ul style="list-style-type: none"> • Employment is stable and the income gap between jobs is not large. • Housing is subsidized by the government. • There is an income gap but thanks to a number of income redistribution policies and affordable social services, the overall gap in quality of life is not large. 	<ul style="list-style-type: none"> • Reduced income gap between regular and irregular workers • Housing is relatively affordable thanks to the expansion of the supply of long-term low-interest public housing
Care provider	Government	<ul style="list-style-type: none"> • The government provides childcare services. • The government provides free or affordable senior care services. 	<ul style="list-style-type: none"> • Provision of public childcare and eldercare services • Public care services are either free or affordable.
Family ties	Weakened individual values	<ul style="list-style-type: none"> • There is a strong belief that family members should give in or sacrifice themselves for the happiness of the whole family. • It is believed that one should follow what the majority of family members want even if he/she doesn't want it. • Family comes before society. 	<ul style="list-style-type: none"> • If a family event and personal business fall on the same date, one is expected to give up his/her personal business. • Marriage is considered a normal thing to do.

○ A narrative for the coexistence of equal society and unequal family scenario

Jang Dae-han is a salesperson at Korea Automobile Co., assigned with sales of Green Car, a solar-powered automobile newly launched last year. Although he's struggling with selling the cars due to its high cost, he is making a relatively stable income thanks to the government's minimum wage support system. His wife Kim Mi-rae works part-time at a large supermarket chain. Since 2012 the work conditions for irregular workers have improved over stages and now her employment benefits such as employee discount benefits and leaves

are not so different from those for regular workers. While she is quite satisfied with her work, she feels stressed both physically and emotionally as she is solely responsible for housework and childcare at home. Her husband, simply busy with his own work, does not help Mi-rae at all with housework. As Mi-rae also believes women can do a better job in housework, she doesn't expect any help from her husband.

Dae-han's younger brother Jang Min-guk works at a world-renowned research institute for eco-friendly new materials. With one of the materials he developed having a commercial success, he's received a huge amount of incentive bonus from his company. His wife In-gyeong used to work as a real estate consultant but followed her husband's advice to quit the job after having her first child. She is a full-time housewife now. They live in a state-of-the-art smart apartment equipped with all the conveniences for everyday housework needs. But In-gyeong doesn't spare much time for herself but devotes her life on caring for her family. She doesn't complain about this as she thinks it's what she's supposed to do as a woman, especially when her husband brings home so much money. Her husband also takes for granted In-gyeong's complete devotion for the family.

Mi-rae's oldest child Cho-rong started elementary school this year. She takes a customized afterschool program, provided as part of the government's support for working couples. Her son Ji-wu, and his cousin Beom, participate in a customized e-learning program and sports activities at a public child education center. Despite her busy work schedule, Mi-rae frequently visits the center with her sister-in-law In-gyeong for a teacher-parent meeting and tries to stay up-to-date on child education.

Mi-rae's parents-in-law live in a house at the outskirts of Seoul. Her father-in-law Jang Tae-pyeong is recovering from an artificial kidney implantation surgery, which was insured by his senior pension. Because of the distance between his home and the national medical center, he uses the free telemedicine service based on the health nano chip inserted on the surgery site. Emotionally so much withdrawn after the surgery, he has become so dependent that his wife Seon-ju cannot find any time to make use of the wonderful public leisure facilities near her home. Seon-ju would like her children to visit and spend time with their father as much as possible. Her two sons feel stressed by such

expectations but feeling obliged, try to spare time to visit them.

Mi-rae's younger sister Yeong-rae is building a successful career as a manager at the planning and development department of a PC company. She has been dating a guy for two years now and is ready to marry. Recently, she's having trouble with Choi So-yeong, a new employee at work who has joined her project to develop a foldable tablet PC. After divorcing two years ago, So-yeong had to find a job again to raise her child. Because she was a full-time housewife for a long time, she is having hard time catching up with the level of professional expertise demanded at work. Because of the recent high-profile daycare abuse cases, however, she frequently drops all her work and runs to her daughter at a public daycare. Watching So-yeong, Yeong-rae decides to quit her job upon marriage because she isn't sure whether she can balance between work and childcare and her fiancé wants her to be a full-time housewife.

- ☐ The maximized family burden scenario (Worst)
- ☐ This scenario, worst among all, describes a situation in which both economic inequality and family care burden rise and individual values weaken. There is a large gap in income and quality of life between social groups; care work largely remains to be the responsibility of the family; and familism values are yet strong. In this scenario, individual families have to bear all the burdens and the society experiences significant class- and gender inequality.

〈Table 8〉 Scenario 5: Increased economic inequality – increased family care burden – Weakened individual values

Item		Description	Examples
Economic inequality	High level of inequality	<ul style="list-style-type: none"> • A large income gap depending on occupation and status of employment • A large gap in quality of life depending on income level 	<ul style="list-style-type: none"> • A large income gap between regular and irregular workers
Care provider	Family	<ul style="list-style-type: none"> • No or insufficient care services provided by the government and market 	<ul style="list-style-type: none"> • Families should take care of children due to insufficient public childcare support. • Families are responsible for caring for aged parents due to insufficient public eldercare support.
Family ties	Weakened individual values	<ul style="list-style-type: none"> • There is a strong belief that family members should give in or sacrifice themselves for the happiness of the whole family. • It is believed that one should follow what the majority of family members want even if he/she doesn't want it. • Family comes before society. 	<ul style="list-style-type: none"> • If a family event and personal business fall on the same date, one is expected to give up his/her personal business. • Marriage is considered a normal thing to do.

○ A narrative for the maximized family burden scenario

Kim Mi-rae works part-time at a large supermarket chain. As an irregular worker, she is under constant stress due to her unstable employment status and low wage but cannot speak out any complaint afraid of being laid off. She is even more stressed out this year with her daughter starting elementary school. With the introduction of the e-learning social network to elementary education, the proportion of at-home learning has significantly increased. As the e-learning requires a significant level of parental involvement in the child's learning, Mi-rae has to get her work schedule rearranged in line with her daughter's online class schedule but her boss doesn't seem to like it. Her son Ji-wu spends all day at an unlicensed daycare. Thinking about

Ji-wu's cousin who attends an expensive international aptitude development center, Mi-rae feels sorry every time she leaves her son at the shabby old daycare. As she is also solely responsible for childcare and housework she cannot even think about having a rest, let alone enjoying leisure activities. She once thought about buying a housework/kids homework helper robot available in the market but she decided not to given her financial situation.

Her husband Jang Dae-han is a salesperson at Korea Automobile Co. in charge of selling Green Car, a solar-powered automobile. Despite its superb energy efficiency, he doesn't have much luck (of) selling the cars because of its high cost. His sales performance hit lowest again and accordingly got his wage slashed. Short of this month's living cost for his family, he checked out the smart online banking service whether he could borrow from the livelihood loan for low-income families but received a negative answer from a hologram avatar because of the outstanding interests for his previous loan. As the last resort, he decided to ask his affluent brother Min-guk for help. Min-guk, a high-flying researcher at a research institute developing eco-friendly new materials, has recently received a huge amount of incentive bonus for the successful commercialization of the material he developed. As a full-time housewife, his wife In-gyeong is enjoying a relaxed and affluent life. Dae-han went to the 150-story luxurious apartment complex where his brother lives but eventually turned back.

Mi-rae's mother Yang Yeo-bun is living by herself at a shabby old house since her husband died five years ago. Suffering degenerative arthritis for a long time, she needs an intelligent muscle support implantation surgery. But as the surgery is not covered by the national insurance, her two daughters Mi-rae and Yeong-rae have to pay for the surgery as well as additional expenses needed for rehabilitation. As the oldest child, Mi-rae feels so much burden for caring for her mother. She has turned her work to part-time slots as much as possible to take care of her mother. As her time for housework and childcare is reduced as much, her husband's and children's grudges grow. Mi-rae feels completely exhausted both physically and emotionally but she believes that's what she is supposed to do for her family.

Yeong-rae, a manager at the planning and development department of a PC company, was asked to marry by her boyfriend. Her divorced

coworker Choi So-yeong is raising her young daughter all by herself and seems so struggled between work and childcare. So-young has to leave her crying daughter at the daycare every morning and cannot be fully focused on work because of concerns about her child. When she needs to work overtime she has to go a tremendous way to find someone who can babysit her daughter after daycare. Watching all the difficulties and stress that So-yeong has to bear, Yeong-rae is not sure whether she can manage both marriage and work.

5. Public survey of the 2030 family scenarios

- ☐ A public survey of the five scenarios was conducted.
- ☐ When asked which scenario was most likely to happen, 34.6% of respondents pointed to the conflict between individual values and family life scenario, 26.0% to the polarization of family life scenario, and 18.7% to the maximized family burden scenario.
- ☐ Nearly half of the respondents (48.4%) chose the loose but intimate family scenario as the most preferred one. This was followed by the coexistence of equal society and unequal family (32.0%). While the two scenarios share a common ground in terms of the fact that both assume reduced economic inequality and reduced family care burden, the former predicts the strengthening of family values and the latter the opposite. Despite such differences, the two scenarios were most preferred because of the positive prediction about economic situation and family care burden.
- ☐ The least favored scenario was the maximized family burden scenario (41.9%), followed by the conflict between individual values and family life scenario (29.5%). While both scenarios

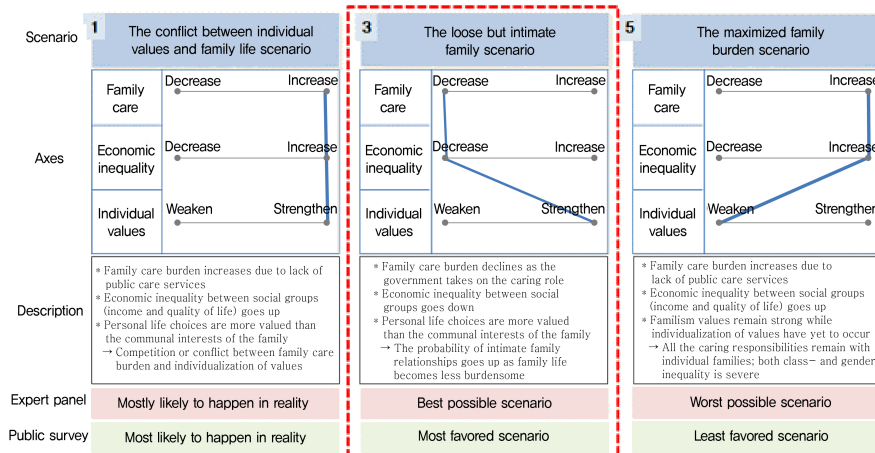
assume an increase in family care burdens and an increase in economic inequality, the former forecasts the weakening of individual values and the latter predicts the opposite. As in the most favored scenario, the negative prediction about economic situation and family care burden seemed to be less appealing to respondents.

- In sum, South Korean families as of 2012 feel a great deal of care burdens, economically unequal, and individual values more emphasized than the communal interests of the family. Given that the loose but intimate family scenario is most preferred, however, they hope to see strengthened individual values, reduced family care burden, and reduced economic inequality in the year 2030.

6. Implications of the research

- The predictions of the expert panel paralleled the opinions of the general public in terms of the most preferred scenario (the loose but intimate family), the worst possible scenario (the maximized family burden), and the scenario most likely to actualize in reality (the conflict between individual values and family life). Both the expert panel and general subjects pointed to the loose but intimate family as the ideal type of family life.
- In order to move toward the loose but intimate family scenario from the conflict between individual values and family life scenario, which was chosen by both experts and general citizens alike as what the reality is mostly likely to unfold, efforts to reduce family inequality, to increase social

responsibility for family care, and to revise laws and institutions in a way to embrace diverse lifestyles are recommended.



[Figure 1] Results of the surveys of experts and general citizens

7. Policy directions and agenda

☐ Revision of social security policies

- In order to steer the society from the conflict between individual values and family life scenario or the maximized family burden scenario toward the loose but intimate family scenario, it is essential to revise the country's social security policies. Important policy agendas may include measures to establish a multidimensional social security net through expansion of social insurance coverage and introduction of universal benefits. In terms of women and family policies, measures to support families vulnerable to poverty are

suggested.

- ☐ Reviewing and reorientation of care policies
 - It is necessary to review and reorient overall care policies in order to move toward the best or second best possible scenario. Men should be actively encouraged to share family care burdens with women. The government should expand its support for elderly care. Social perceptions need to be shifted toward supporting the balance between work and family care responsibilities.
- ☐ Improving family-related laws and institutions
 - Another important part of the future family changes favored both by the expert panel and general citizens is increased respect for individual values within the family. In establishing women- and family policies in the future, therefore, it seems necessary to reflect in laws and institutions the social impacts of projected changes such as promotion of individualized values and emergence of diverse types of family.
- ☐ The development of South Korea's future family scenarios is expected to be conducive to the establishment of mid- to long-term national strategies by enabling in-depth diagnoses of existing institutions and policies against projected changes in the family. In particular, reflections on the issues of economic inequality, care, and acceptance toward different life choices will allow reviewing of the appropriateness of South Korea's social and family policies, direct family support policies to aptly respond to family changes, and enable establishment of proper laws and institutions on social security, care, and family.