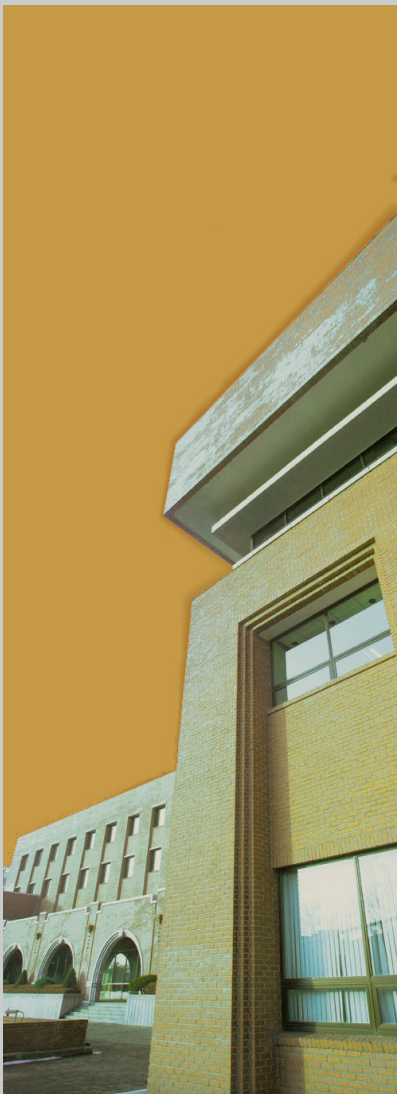
2016

English Research Paper –28

2015 KLoWF Annual Report

Jae Seon Joo
You Kyung Moon
Young Taek Kim
Young Ran Kim
Chi Seon Song
Yeon Gyu Lim
Byeong Hun Lee
Yun Suk Lee
Eun Sue Kang



Korean Women's Development Institute

2015 KLoWF Annual Report

©2016
Korean Women's Development Institute
225 Jinheung-ro Eunpyeong-gu
Seoul 03367
Korea
www.kwdi.re.kr

Contents

I. Overview of the 2015 KLoWF ····· 1

1. Necessity and Purpose of the KLoWF ····· 1

2. Overview of the Fifth Wave KLoWF ····· 3

II. Current State of Implementing the Fifth Wave KLoWF Research in 2015 ····· 13

1. Implemented the Panel Research ····· 13

2. Established the Panel Survey ····· 15

3. Held the 2015 Academic Symposium ····· 16

III. Descriptive Data Analysis of the Fifth Wave KLoFW ····· 17

1. Characteristics of Households ····· 17

2. Characteristics of Women's Lives and Families ····· 20

3. Women and Characteristics of Their Jobs ····· 28

Tables

<Table 1> Types of panel groups ····· 9

<Table 2> Average monthly income of households (before tax) ····· 17

<Table 3> Types of household income sources ····· 18

<Table 4> Average monthly living expenses of households ····· 19

<Table 5> Current economic conditions of households ····· 19

<Table 6> Burdensome household spending items ····· 20

<Table 7> Demographic characteristics of female respondents ····· 21

<Table 8> Female respondents' satisfaction with marriage by demographic feature (10-point scale) ····· 22

<Table 9> Frequency of couple's activities ····· 23

<Table 10> The time husbands spent with family after work ····· 24

<Table 11> The time preschool-aged children spent alone ····· 24

<Table 12> Topics for conversation with elementary and secondary school children ····· 25

<Table 13> Financial assistance to adult children or not and the average amount ····· 26

<Table 14> Care of grandchildren under 6 years old or not ····· 27

<Table 15> Daily average time of grandchild care and pay for care ····· 28

<Table 16> Distribution of the employment types of wage workers ····· 30

<Table 17> Average weekly working hours of wage workers ····· 30

<Table 18> Four major insurances and benefits from maternity protection system ····· 31

<Table 19> Average weekly working hours of non-wage workers ····· 33

<Table 20> Managerial difficulties of the self-employed ····· 34

<Table 21> Wanted job types ····· 35

<Table 22> Impact of work on family life ····· 36

<Table 23> Husbands' opinion about women (respondents)'s work ····· 37

<Table 24> Opinion about gender discrimination in the workplace ····· 38

www.kwdi.re.kr 한국여성정책연구원

Figures

[Figure 1] Distribution of panel management groups by type ····· 10

[Figure 2] Retention rate of original samples for the fifth wave survey ··· 11

[Figure 3] Retention rate of original samples by region in the fifth wave survey ····· 12

[Figure 4] Distribution of women's employment status ····· 29

2015 KLoWF Annual Report

Chief researcher:
Jae Seon Joo (Fellow researcher at the KWDI*)
Co-researchers:
You Kyung Moon (Senior fellow researcher at the KWDI)
Young Taek Kim (Fellow researcher at the KWDI)
Young Ran Kim (Fellow researcher at the KWDI)
Chi Seon Song (Senior researcher at the KWDI)
Yeon Gyu Lim (Researcher at the KWDI)
Byeong Hun Lee (Chungang University)
Yun Suk Lee (University of Seoul)
Research assistant:
Eun Sue Kang (Commissioned researcher at the KWDI)

Ⅰ. Overview of the 2015 KLoWF

1. Necessity and Purpose of the KLoWF

Various areas of women's lives have become main issues in establishing and evaluating gender-equality policies, and the areas are always closely related to each other. 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 external factors of the labor market, including the structure of families, decision-making structure and relationships in the family, and social and cultural rituals and practices.

This raises the need for conducting not merely a cross-section

www.kwdi.re.kr 한국여성정책연구원

survey but a longitudinal survey on a long-term basis when establishing a database on the overall areas of women's lives. In general, a cross-section survey cannot control unobservable heterogeneity, so it is difficult to exactly calculate the effect of women's policy and the policy impact on social changes. The cross-section survey also has difficulty solving the problem of endogeneity of independent variables, including the simultaneity between dependent and independent variables. Also, as the survey cannot grasp changes with the passage of time, it has big limitations in clearly analyzing the cause and effect relationship.

The Korean Women's Development Institute has conducted the Korean Longitudinal Survey of Women & Families (KLoWF), a nationwide panel survey, in order to investigate women's lives and the structure of families and changes in families since 2006. This longitudinal survey keeps track of changes in women's status in economic activities by life cycle and job experiences as well as changes in family relationships and values, family types, family formation process and events, and family structure.

Beginning with its first wave in 2007 to survey 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 in 2010, fourth wave in 2012, and fifth wave in 2015. The 2015 research was the 10th year project of the KLoWF and its major research contents included the following: we researchers released the results of the first through fifth wave surveys to experts, held academic symposiums, conducted policy analysis (in-depth analysis) and panel management using the KLoWF data, performed an interim fieldwork to prepare the sixth wave survey, analyzed the results of the fifth wave survey (descriptive analysis), complemented samples for the

sixth wave survey and devised sample design, published Women and Family Panel Brief for panel public relations and learning, and hosted panel forums.

2. Overview of the Fifth Wave KLoWF

A. Subjects and Method of the Survey

1) Subjects

The fifth wave survey was conducted of 12,285 eligible household members in 9,592 households. Subjects of the fifth wave survey included the original sample households and original eligible household members, ages between 19 and 64, from the first wave survey as well as split-off households and eligible household members of split-off households from the second through the fifth wave surveys. To be the subjects of this survey, eligible household members of the split-off households should live with original eligible household members according to the principles for tracking split-off households.

In detail, the subjects of households are the sum of 9,068 original households established in the first wave survey, 100 split-off households from the second wave survey, 161 split-off households from the third wave survey, 148 split-off households from the fourth wave survey, and 115 split-off households from the fifth wave survey. Individual subjects included 10,446 female household members, ages between 19 and 64, who lived in the original sample households of the first wave survey and all individuals who lived with eligible household members in the first wave survey among the newly eligible household members in the second wave survey.

www.kwdi.re.kr

2) Survey Method

The survey method of the KLoWF is a computer aided personal interview (CAPI) which complies with the following matters.

① The surveyor or interviewer, in principle, visits households, conducts a questionnaire survey, and has the interviewee enter responses directly on the computer.

② Even if the surveyor has difficulty meeting the subject of the survey, he or she is absolutely not allowed to survey a third-person instead of the subject or to leave the questionnaire with the third person and ask the subject to fill it out later.

③ If the subject cannot respond to the survey due to death, business trip, travel, hospitalization or missing during the survey period, the surveyor should observe the following principles:

- Conduct a direct survey of a person later when the person temporarily or completely returns during the survey period.
- Exclude from the survey those who are in social protection facilities, including jails and nursing homes, or who are on long-term business trips in Korea or abroad as of the survey date. However, identify their contact and personal information and record them in the questionnaire.

④ Consult researchers at the Korean Women's Development Institute if the surveyor should change the principles of ① through ③ by reasons of force majeure.

B. 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 of the 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 in the following surveys.

Second, for the newly 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 first wave survey (household members who lived together or were temporarily absent). However, we did not track them if they no longer lived with the first wave original eligible household members.

On the other hand, the KLoWF has principles for succeeding to split-off households. In general, establishing a branch family means a family member's moving out to establish a home for the reasons of marriage and other. Also, the concept of establishing a branch family refers to, in most cases, a son's forming a household after living together in a family and then getting married. However, as the subjects are women, the KLoWF has somewhat different criteria for establishing a branch family. In other words, a branch family in the KLoWF is defined as a family that is formed as a separate household for the reasons of divorce, marriage, and economic independence of an original eligible household member of a household

Therefore, the survey has principles for succeeding to original households, that is, who will succeed to the original household if a woman sets up a branch family.

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

www.kwdi.re.kr 한국여성정책연구원

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, supposing 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 succeed to the original household.

C. Sampling

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

1) Sampling method of the primary sampling unit

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 by using urbanization level, proportion of workers by industry, proportion of household by housing type, distribution of households by household members, the age of the head of households, and gender of the head of households as stratification 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 (Su-mi Park, et al. 2007).

D. Panel Management

1) Scope of panel management

Households subject to the fifth wave survey panel management were a total of 9,606 households, including 9,068 original households established in the first wave survey, 100 split-off households from the second wave survey, 161 split-off households from the third wave survey, 148 split-off households from the fourth wave survey, and 129 split-off households from the fifth wave survey. A total of 188 households were excluded[1] from the current panel management. Of this figure, it was impossible to survey 132 households for the reasons of death, illness and accidents, immigration, study abroad, long-term business trip, or other, and 56 households for the reason of their request to drop out of the panel. Meanwhile, eligible household members subject to the panel management included a total of 12,285 persons, and eligible household members in the households who were not successfully surveyed were also included in the subjects of the panel management[2].

1) Even though they were excluded from panel management activities, such as phone calls to give thanks and sending mail, their minimum information is separately kept and managed in the integrated panel management system.
2) However, for eligible household members who were excluded from panel management activities for the reasons of death, request to drop out of the panel, or impossibility of the survey, their minimum information is separately kept and managed in the integrated panel management system

www.kwdi.re.kr 한국여성정책연구원

2) Methods of panel management

Panel management is divided into management before the survey, during the survey, and after the survey, and regular management. The methods of panel management before the survey were to check the panel information over the phone prior to the fifth wave survey, to revise the info-sheet information, and to prepare and distribute survey promotion pamphlets. During the survey, we sent documents to promote cooperation for the survey and brought the promotion pamphlets with us to conduct the survey. In the initial stage of the survey, we sent letters to ask for cooperation for the survey and offered prizes to raise the participation in the survey. After the survey, we conducted lottery events for prizes and sent thank-you letters and gifts to update information for the Sixth wave survey. Lastly, as methods of regular panel management, we sent gifts for moving or cards for birthdays to update information of changes in the panel.

As the KLoWF was carried out every other year from the third wave survey, we conducted an interim fieldwork when there was no survey. As such, the interim fieldwork was conducted first in 2011, second in 2013, and third in 2015[3].

Since 2012, the KLoWF has divided the types of panel groups based on the results of the main survey and the interim fieldwork. Focusing on the question whether they recently participated in the survey or not, the panel groups are classified into four types, that is, the panel group with stable retention, the panel entry group with stable retention, the panel entry group with the risk of dropping out of the panel, and the panel group with the risk of dropping out of the panel. The types of panel groups are as shown in <Table 1> below.

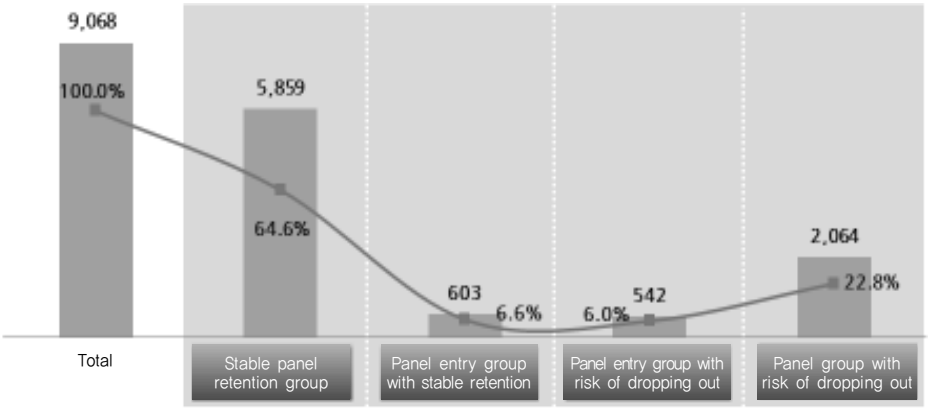
3) The interim fieldwork for 2015 was performed in November and December.

〈Table 1〉 Types of panel groups

Panel types	Description
Stable panel retention group	• Panel group which participated in the 1st, 2nd, 3rd, and 4th wave surveys and was friendly to the survey participation
Panel entry group with stable retention	• Panel group which successfully participated in the fourth wave survey and succeeded in the 1st to 4th wave surveys at least twice
Panel entry group with risk of dropping out	• Panel group which did not successfully participated in the 4th wave survey, and did not participate in the 1st to 4th wave surveys at least twice and therefore is expected to enter the panel group with the risk of dropping out
Panel group with risk of dropping out	• Panel group which entered the panel in the 1st wave survey, but strongly refused to participate in the 2nd, 3rd, and 4th surveys, and therefore is highly likely to drop out of the panel.

Source: Jae-seon Joo, et al. (2014). 2014 KLoWF Annual Report, p.30.

When we examined the distribution of panel management groups by type after completing the fifth wave survey, the 9,068 total original households were divided into the stable panel group that accounted for 64.6% with 5,859 households and the panel entry group with stable retention which took up 6.6% with 603 households. On the other hand, the panel entry group with the risk of dropping out turned out to be 6.0% with 542 households. The panel group with the risk of dropping out which we had been unable to survey due to their strong refusal since the first wave survey accounted for 22.8% with 2,064 households. Of the original sample households, households which were classified as the panel entry group with the risk of dropping out or as the panel group with the risk of dropping out accounted for 25.7% with 2,331 households.



[Figure 1] Distribution of panel management groups by type

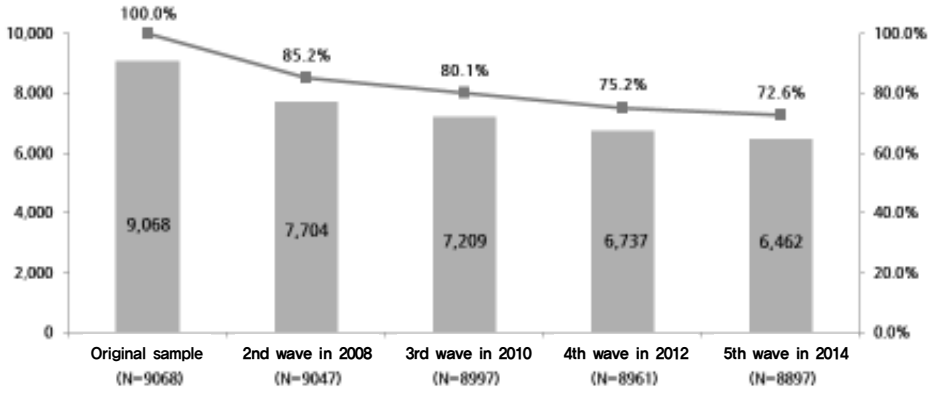
E. Retention Rate of Original Samples

The retention rate of the KLoWF is calculated based on the original sample households, excluding households that were impossible to survey for the reasons of death and missing, illness and accidents, immigration, study abroad, long-term business trip, or other and for the reason of their request to drop out of the panel. The fifth wave survey was conducted of a total of 9,606 households, including 9,068 original households and 538 split-off households that had occurred since the second wave. Of this figure, 6,718 households responded to the fifth wave survey. Of the 6,718 households,[4] 6,462 households were original households. Therefore, the retention rate of original samples in the fifth wave survey was 72.6%. Of the original households for the fifth wave survey, 117 households were impossible to survey and 54 households dropped out of the panel.

4) Of the 6,718 households, 6,462 original households and 256 split-off households (60 households from the second wave, 81 from the third wave, 65 households from the fourth wave, and 50 households from the fifth wave) responded to the survey.

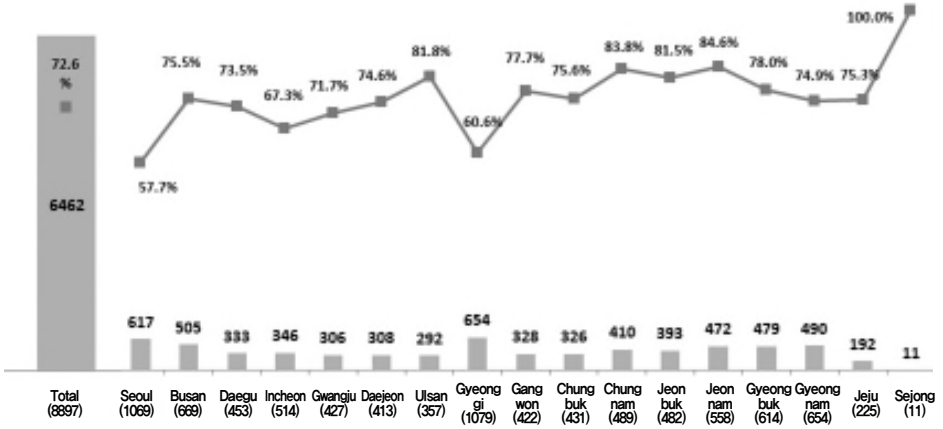
Specifically, the reasons for being unable to survey included death and missing with the largest number of 64 households, study abroad and long-term business trip for 21 households, illness and accidents for 20 households, and immigration for 12 households.

The retention rate of the KLoWF sharply dropped from 100% to 85.2% in the second wave survey, to 80.1% in the third wave, and to 75.2 % in the fourth wave, approximately 5 percentage point down every year. However, the retention rate fell by a mere 2.6 percentage point in the fifth wave, showing that the retention rate entered a stable phase.



[Figure 2] Retention rate of original samples for the fifth wave survey

By region, the success rate of surveying original households was highest in Sejong with 100%, followed by Jeonnam with 84.6% and Chungnam with 83.8%. Meanwhile, the success rate was relatively low in the metropolitan areas, including Seoul with 57.7%, Gyeonggi with 60.6%, and Incheon with 67.3%.



[Figure 3] Retention rate of original samples by region in the fifth wave survey

II. Current State of Implementing the Fifth Wave KLoWF Research in 2015

Contents of implementing the fifth wave KLoWF research in 2015 can be summarized[5] as follows:

1. Implemented the Panel Research

1) Held panel forums

○ The first KLoWF forum
- Date and venue: Feb. 25 (Wed.), Meeting Room (4F), Korean Women's Development Institute
- Theme: Study on Ways to Retain the Panel of the KLoWF

○ The second KLoWF forum
- Date and venue: Apr. 3 (Fri.), Small Meeting Room (B1), Korean Women's Development Institute
- Theme: Changes in Population and Households, and the KLoWF's Response Plans for the Future

○ The third KLoWF forum
- Date and venue: Apr. 16 (Thur.), Meeting Room (3F), Korean Women's Development Institute
- Theme: Changes in Population and Families, and the KLoWF's Response Plans in the Future

○ The fourth KLoWF forum
- Date and venue: Jun. 3 (Wed.), Meeting Room (3F), Korean Women's Development Institute

5) This summary is a partial re-edition of the current state of implementing the research as reported in *Women and Family Panel Brief* (1st half of the year) published by the Korean Women's Development Institute.

www.kwdi.re.kr 한국여성정책연구원

- Theme: Women's Employment Issues and Prospects, and KLoWF

2) Hosted the 2015 KLoWF interim report meeting

○ Date and venue: Jun. 12 (Fri.), Meeting Room (3F), Korean Women's Development Institute

3) Published *Women and Family Panel Brief*

○ Published and distributed Women and Family Panel Brief No. 17, No. 18

4) Discussed restructuring of the KLoWF questionnaire

○ Directions for restructuring
- Consider social and familial changes in a decade
- Apply changes in women's policy

○ Needs for changing the structure of the questionnaire survey for households, individual women, and jobs

○ Period: held consultation meetings and panel forums, etc. from Feb. to Aug.
- Consultation meetings: held consultation meetings for all or by area from Mar. to Jul.
- Panel forums: special lectures on women and families, jobs, and women's social and cultural changes

5) Published the descriptive analysis report on the fifth wave main survey

○ Analyzed the results of the fifth wave survey

○ In-depth analysis

2. Established the Panel Survey

1) Held a meeting for the fifth wave KLoWF fieldwork report

○ Date and venue: Apr. 27 (Mon.), Small Meeting Room (B1), Korean Women's Development Institute
○ Speaker: Hyeon-jeong Seong (deputy manager at Hankook Research)

2) Conducted the fifth wave KLoWF data cleaning

○ Conducted the fifth wave KLoWF data cross-sectional cleaning
○ Reviewed major wave-to-wave cleaning variables
○ Drew up a codebook and users' guide

3) Devised the sixth wave KLoWF sample design

○ Devised the sample design for panel surveys from 2016 to 2025
○ Commissioned the sample design
○ Public notice: around Apr. 20
- Selection of a contractor: late Apr. or early May
- Duration of research: approx. five months

4) Performed an interim fieldwork

○ Performed an interim fieldwork that is conducted every other year for the KLoWF management
○ Identified addresses, contacts, etc. of the panel for the sixth wave survey

5) Conducted the panel retention management

○ Awarded prizes through panel lottery

○ Managed the panel groups by type
○ Sent gifts for housewarming when the panel moved and cards for birthdays
○ Conducted regular panel management activities through the panel management program
○ Published and distributed promotional pamphlets, including panel newsletter for panel management

3. Held the 2015 Academic Symposium

1) Released the results of the first through fifth KLoWF main surveys to experts

○ Released to speakers at the KLoWF academic symposium (held in Sep.)

2) Held the fourth KLoWF academic symposium

○ Date and venue: Sep. 22 (Tues.), Conference Hall B, Korea Chamber of Commerce & Industry,
○ Theme: Women and Families, Economic Activity, Health, etc.
○ Hosted a panel academic symposium with domestic and international researchers through research cooperation of the KWDI's KLoWF and the Korean Women Manager Panel

www.kwdi.re.kr 한국여성정책연구원

III. Descriptive Data Analysis of the Fifth Wave KLoFW

1. Characteristics of Households

The questionnaire for households consists of five areas, including household members and family, housing status, household income and spending, assets and debts. When we examined characteristics of household income and spending among the five areas, household income accrued for a year from January 2013 until the end of December 2013 was 3.48 million Korean won on average per month. When examined by income brackets, households with average monthly income of 5 million won or above accounted for 23.0%, with 1,536 households of the total 6,693 households, the largest proportion, followed by households with average monthly income of 2.5 million won and less than 3.5 million won taking up 22.8%.

〈Table 2〉 Average monthly income of households (before tax)

(unit: households, %)

Average monthly income	No. of households	Proportion
Less than 1.5 million won	1,217	18.2
1.5 million won - less than 2.5 million won	1,085	16.2
2.5 million won - less than 3.5 million won	1,528	22.8
3.5 million won - less than 5.0 million won	1,327	19.8
5.0 million won and above	1,536	23.0
Total	6,693	100.0

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

www.kwdi.re.kr 한국여성정책연구원

When we examined the sources of household income, 6,183 households, or 92 % of the total 6718 households, had earned or business income. Also, 1,727 households received social insurance benefits that accounted for the largest proportion, followed by 1,724 households with transfer income and 683 households with financial income.

〈Table 3〉 Types of household income sources

(unit: households(%))

Category	Had	Did not have	Total
Earned or business income	6,183(92.0)	535(8.0)	6,718(100.0)
Financial income	683(10.2)	6,035(89.8)	6,718(100.0)
Real estate income	420(6.3)	6,298(93.7)	6,718(100.0)
Social insurance benefits	1,727(25.7)	4,991(74.3)	6,718(100.0)
Transfer income	1,724(25.7)	4,994(74.3)	6,718(100.0)
Other income	260(3.9)	6,458(96.1)	6,718(100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

When we looked into the average monthly living expenses of households, households with average monthly living expenses of 1.5 million won and less than 2.5 million won accounted for the largest proportion of 30.4%, followed by households with average monthly living expenses of less than 1.5 million won occupying 29.8%, and households with 2.5 million won and less than 3.5 million won 23.1%.

〈Table 4〉 Average monthly living expenses of households

(unit: households, %)

Average monthly living expenses	No. of households	Proportion
Less than 1.5 million won	1,999	29.8
1.5 million won - less than 2.5 million won	2,045	30.4
2.5 million won - less than 3.5 million won	1,552	23.1
3.5 million won - less than 5.0 million won	861	12.8
5.0 million won - less than 10 million won	261	3.9
Total	6,718	100.0

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

Regarding the current economic conditions of households, households in "average" conditions accounted for 59.0%, the largest proportion, followed by "slightly bad" taking up 23.4% and "fairly good" 10.9%.

〈Table 5〉 Current economic conditions of households

(unit: households, %)

Category	No. of households	Proportion
Very good	35	0.5
Fairly good	735	10.9
Average	3,960	59.0
Bad	1,575	23.4
Slightly Bad	413	6.2
Total	6,718	100.0

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

Of the household spending items, the most burdensome items were transportation/communications, taking up 20.3% of the respondents, followed by education cost (16.5%), food (15.7%), and housing cost (12%) in that order.

www.kwdi.re.kr 한국여성정책연구원

〈Table 6〉 Burdensome household spending items

(unit: households, %)

Category	No. of households	Proportion
Transportation/communications	2,570	20.3
Education cost	2,087	16.5
Food (including grocery)	1,979	15.7
Housing cost (strata fee, rent, etc.)	1,518	12.0
Not applicable	1,216	9.6
Repayment of principal and interest of debts (loans)	1,155	9.1
Medical cost	737	5.8
Insurance premiums	669	5.3
Expenses for family occasions	575	4.5
Savings for housing funds	107	0.8
Support for parents	7	0.1
Clothing expenses	6	0.0
Leisure expenses (travel, entertainment, etc.)	6	0.0
Other	6	0.0
Taxes	4	0.0
Total	12,642	100.0

Note: Multiple responses
Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

2. Characteristics of Women's Lives and Families

In order to examine women's personal lives, we surveyed characteristics of unmarried women, marriage, housework, pregnancy and childbirth, family relations, and health.

Individual female respondents who succeeded in the fifth wave survey were a total of 7,465 persons. By age, respondents in their 40s accounted for the largest proportion of 28.8%, followed by respondents in their 60s or older (24.5%), respondents in their 30s (23.5%), and respondents in their 50s (23.1%). By marital status, most of the respondents were married women accounting for 89.3%,

while unmarried women 10.7%. By employment status, employed women took up 56.3%, while unemployed women 43.7%.

〈Table 7〉 Demographic characteristics of female respondents

(unit: persons, %)

Category		Frequency	Proportion
Age	30s or younger	1,758	23.5
	40s	2,153	28.8
	50s	1,722	23.1
	60s or older	1,832	24.5
	Total	7,465	100.0
Marital status	Unmarried	801	10.7
	Married	6,664	89.3
	Total	7,658	100.0
Employment status	Employed	4,205	56.3
	Unemployed	3,260	43.7
	Total	7,465	100.0

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

When we surveyed women's happiness with their married life based on a 10-point scale, their average happiness turned out to be 6.84 points. When examined by age, women in their 30s or younger were happiest with 7.20 points, followed by women in their 40s (6.91 points), 50s (6.72 points), and 60s or older (6.59 points). By education level, respondents who had two-year college graduation or above were happiest with 7.20 points, followed by "high school graduation" with 6.76 points and "middle school graduation or below" with 6.58 points. By employment status, employed respondents' happiness with their marriage was 6.86 points, and that of unemployed respondents 6.82 points.

www.kwdi.re.kr 한국여성정책연구원

〈Table 8〉 Female respondents' satisfaction with marriage by demographic feature (10-point scale)

(unit: points)

Category		Average point
Age	30s or younger	7.20
	40s	6.91
	50s	6.72
	60s or older	6.59
Education level	Middle school graduation or below	6.58
	High school graduation	6.76
	Two-year college graduation or above	7.20
Employment status	Employed	6.86
	Unemployed	6.82

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

Couple's activities consisted of watching movies, performances or sports, exercise, participation in social volunteer service, and meeting with husband's or my (respondent's) family. First, couples who went out together for watching movies, performances or sports, etc. for less than once a month occupied the largest proportion of 73.6%, and couples who did so once a month accounted for 19.2%. This shows that most couples went out together for watching movies, performances or sports once a month or less than once a month. Second, couples who did physical activities together, including walking, jogging, mountain-climbing, exercising, etc. less than once a month took up 62.2 %; those who did so once a month, 15.2%; and those who did so once per two weeks, 9.3%. Third, most couples participated in social volunteer services or community activities together less than once a month, accounting for 91.9%. Fourth, the

proportion of couples who met together their parents or siblings on the husband's side less than once a month was 58.5%; those who met them once a month, 25.7%; and those who met them once per two weeks, 6.0%. Meanwhile, the proportion of couples who met together their parents or siblings on the wife's side less than once a month was 61.6%; and those who met them once a month, 25.1%.

〈Table 9〉 Frequency of couple's activities

(unit: persons (%))

Category	Two or more times per week	Once a week	Once per two weeks	Once a month	Less than once a month	Not applicable	Total
Went out together for watching movies, performances or sports, etc.	31 (0.5)	111 (1.9)	274 (4.8)	1,096 (19.2)	4,206 (73.6)	-	5,718 (100.0)
Walked, jogged, mountain-climbed, exercised, etc. together	262 (4.6)	496 (8.7)	534 (9.3)	868 (15.2)	3,558 (62.2)	-	5,718 (100.0)
Participated in social volunteer services or community activities together	24 (0.4)	111 (1.9)	58 (1.0)	272 (4.8)	5,253 (91.9)	-	5,718 (100.0)
Met husband's parents or siblings together	142 (2.5)	207 (3.6)	343 (6.0)	1,469 (25.7)	3,345 (58.5)	212 (3.7)	5,718 (100.0)
Met my parents or siblings together	127 (2.2)	177 (3.1)	308 (5.4)	1,434 (25.1)	3,522 (61.6)	150 (2.6)	5,718 (100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

The survey showed that husbands spent time with their family after work for 165 minutes per day on average. The time spent for two hours and less than four hours accounted for the largest proportion of 80.2%, followed by one hour and less than two hours occupying 12.1% and less than one hour, 6.4%

www.kwdi.re.kr

〈Table 10〉 The time husbands spent with family after work

(unit: persons (%))

Category	Less than 1 hour	1 hour and less than 2 hours	2 hours and less than 4 hours	4 hours and less than 6	6 hours or longer	Total
Distribution of time	294 (6.4)	561 (12.1)	3,708 (80.2)	59 (1.3)	2 (0.0)	4,624 (100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

If respondents had preschool-aged children, we surveyed the time the children spent alone during weekdays and on weekends. The first child spent time alone for 0.28 hour per day on average during weekdays and 0.19 hour on weekends. The second child spent time alone for 0.23 hour per day on average during weekdays and 0.15 hour on weekends. As both the first and the second child spent time alone longer during weekdays than on weekends, this implies that they need care services during weekdays.

〈Table 11〉 The time preschool-aged children spent alone

(unit: hour)

No. of children	Daily average time during weekdays	Daily average time on weekends
First child	0.28	0.19
Second child	0.23	0.15
Third	0.00	0.00

Note: The time children spent alone means the time they spent all alone without a parent or primary care giver at home or in an unspecific place other than home.

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

If respondents had elementary and secondary school children, we surveyed topics for their usual conversation with the children. The highest proportion of the topics was about their children's school

life that took up 36.0%. The second highest was about their children's academic performance and progress to higher-level school, which occupied 23.9%. The third was about their children's habits in daily life, with 17.9%. The topics a minority of them talked about included "children's same-sex friends (8.1%)" and "children's employment and career (5.0%)."

〈Table 12〉 Topics for conversation with elementary and secondary school children

(unit: persons, %)

Category	Frequency	Proportion
Children's employment or career	260	5.0
Children's academic performance and progress to higher-level school	1,241	23.9
Children's school life	1,873	36.0
Children's habits in daily life	933	17.9
Children's same-sex friends	419	8.1
Children's opposite-sex friends or marriage plan	27	0.5
Children's extracurricular activities (hobby, religion)	94	1.8
Current issues and fashions (broadcasting programs and electronic devices)	33	0.6
Parents and relatives	12	0.2
Children's future hopes	128	2.5
My (respondent's) worries or problems	18	0.3
Family's economic situations	11	0.2
Children's health issues	63	1.2
Almost no conversation	25	0.5
Not applicable	66	1.3
Total	5,203	100.0

Note: multiple responses.
Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

www.kwdi.re.kr 한국여성정책연구원

Regarding respondents' relationship with adult children, if they provided financial assistance to their children, the proportion of those who gave the assistance to unmarried children was higher than to married children. The average amount of the financial assistance given to unmarried children (588,500 won) was larger than the amount given to married children (305,800 won). On the other hand, if the respondents received financial assistance from their children, the proportion of those who received financial assistance from married children was higher than those who did from unmarried children. However, the amount of the assistance they received was smaller from married children (336,900 won) than that from unmarried children (398,500 won).

〈Table 13〉 Financial assistance to adult children or not and the average amount

(unit: persons (%), ten thousand won)

Category		Provided financial assistance		Received financial assistance	
		Gave	Did not give	Received	Did not receive
Unmarried	Gave or not	1,220 (42.3)	1,666 (57.7)	450 (15.6)	2,436 (84.4)
	Average amount	58.85	-	39.85	-
Married	Gave or not	447 (18.4)	1,985 (81.6)	907 (37.3)	1,525 (62.7)
	Average amount	30.58	-	33.69	-

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

Of all the respondents, 56.9% had married children and grandchildren under 6 years old as shown in <Table 14>. If the respondents had grandchildren, we asked them if they took care of them. Of these respondents, 87.3% did not take care of them, while 12.7% did. By

age, 13.1% of women in their 60s or older looked after their grandchildren, and 11.8% of women in their 50s did. By employment status, 7.7% of employed women answered they took care of their grandchildren, while 19.1 % of unemployed women did. This shows the proportion of unemployed women who looked after their grandchildren was higher than that of employed women.

〈Table 14〉 Care of grandchildren under 6 years old or not

(unit: persons (%))

Category		Have grandchildren(A)			Have no grandchildren (B)	Total (A+B)
		Total	Care	Not care		
Age	40s	12 (29.3)	2 (18.2)	9 (81.8)	29 (70.7)	41 (100.0)
	50s	451 (63.2)	53 (11.8)	397 (88.2)	263 (36.8)	714 (100.0)
	60s or older	920 (54.9)	120 (13.1)	795 (86.9)	757 (45.1)	1,677 (100.0)
	Total	1,383 (56.9)	175 (12.7)	1,201 (87.3)	1,049 (43.1)	2,432 (100.0)
Employment status	Employed	777 (57.9)	60 (7.7)	715 (92.3)	566 (42.1)	1,343 (100.0)
	Unemployed	606 (55.6)	115 (19.1)	486 (80.9)	483 (44.4)	1,089 (100.0)
	Total	1,383 (56.9)	175 (12.7)	1,201 (87.3)	1,049 (43.1)	2,432 (100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

<Table 15> shows the analysis of respondents' daily average time spent on grandchild care and pay for the care. A total of 175 respondents took care of grandchildren. Their daily average time spent on the care on weekdays was 5.31 hours and the daily average time on weekends was 2.41 hours. Those who were paid for the care of grandchildren accounted for 38.9%, or 68 persons of 175

www.kwdi.re.kr

persons. Their monthly average pay for the care was approximately 604,000 won.

〈Table 15〉 Daily average time of grandchild care and pay for care

(unit: persons, hours, ten thousand won)

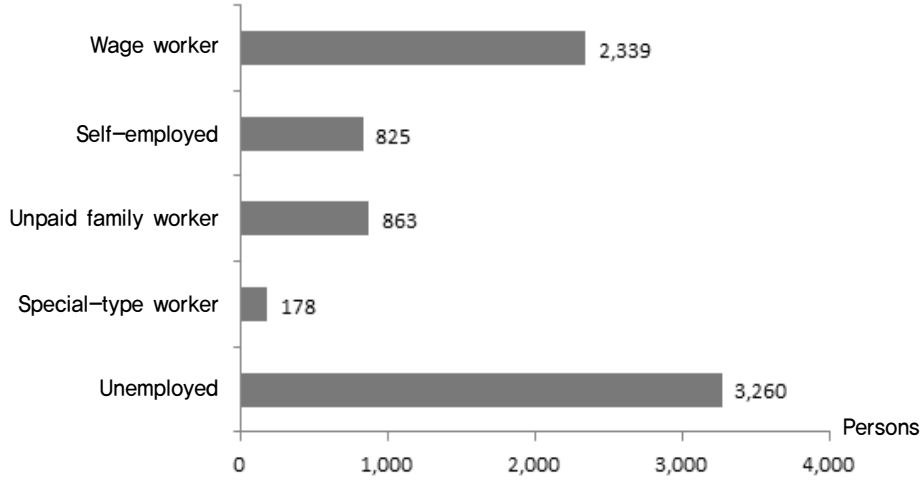
Category	Frequency of respondents	Average
Daily average time of care (weekdays)	175	5.31
Daily average time of care (weekends)	175	2.41
Monthly average pay for care	68	60.44

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

3. Women and Characteristics of Their Jobs

The questionnaire for jobs largely comprises changes in jobs, job-seeking experience, education and training, work and family life, discrimination, and maternity protection system. The fifth wave survey showed that of the total 7,465 female respondents, 4,205 women had a job. Compared to the fourth wave survey in 2012, the number of valid respondents decreased due to those who dropped out of the panel, but employed persons slightly increased. When examined by employment status, wage workers rose in number, while non-wage workers dropped compared to the fourth wave survey. Therefore, changes in economic activity since 2012 are reflected in the KLoWF as they are. Of the female respondents, 56.3% had a job and by status of workers, wage-workers were 2,339 persons, taking up 55.6% of all the jobs. The self-employed were 82 persons, accounting for 19.6%, and special-type workers, including insurance brokers, truck drivers for ready-mixed concrete (remicon), company-registered cargo vehicle drivers, and home visiting teachers, took up

4.2%. Unpaid family workers[6] slightly increased in number due to aging of the panel compared to the fourth wave survey, accounting for 20.5 % of all the employed.



Note: Unpaid family workers include unpaid family workers who work less than 18 hours per week.
Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

[Figure 4] Distribution of women's employment status

When we examined the employment types of wage workers, of the total 2,338 persons, those in directly employed status accounted for 94.4%, slightly up from 91.9% in the fourth wave survey.

6) In general, unpaid family workers who work less than 18 hours per week are classified as the unemployed. However, KLoWF divided them into those who work 18 hours or longer per week and who work less than 18 hours per week and classified them as the employed according to the researchers' research purpose.

www.kwdi.re.kr 한국여성정책연구원

〈Table 16〉 Distribution of the employment types of wage workers

(unit: persons (%))

Directly employed or not			Fully employed or not		
Indirectly employed	Directly employed	Total	Full-time	Part-time	Total
131 (5.6)	2,207 (94.4)	2,338 (100.0)	1,817 (77.7)	522 (22.3)	2,339 (100.0)

Note: "Unknown" is excluded from the distribution of employment types.
Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

When we looked into the average weekly working hours of wage workers, their average weekly working hours slightly went up to 40.2 hours from 40.0 hours as surveyed in the fourth wave survey. When examined by marital status, average weekly working hours of unmarried women were 41.8 hours, 1.9 hours longer than those of married women (39.9 hours). Also, female regular workers worked 42.8 hours a week on average, 4.5 hours longer than female non-regular workers.

〈Table 17〉 Average weekly working hours of wage workers

(unit: hours, persons)

Category		Average weekly working hours	No. of cases	Standard deviation
Marital status	Unmarried	41.8	422	7.27
	Married	39.9	1,917	13.26
Job classification	Regular	42.8	988	7.07
	Non-regular	38.3	1,351	14.89

The surveyed also asked respondents whether their workplace provided a maternity protection system for female wage workers and whether wage workers benefited from the system. As for maternity leave, 70.2% of wage workers answered their workplace did not provide

maternity leave, while 21.1% answered that even if the workplace provided the leave, they did not or could not benefit from the leave system. As for child care leave, 24.8% of female wage workers answered their workplace provided child care leave, while 23.0% answered that even if the business places provided the leave, they did not or could not benefit from the leave system.

Of the four major insurances provided by the business entities for female wage workers, national health insurance accounted for the largest proportion of 70.0%, followed by employment insurance (67.8%), national pension (64.9%), and workers' compensation (64.5%). Also, if the business places provided insurances, over 90% of employed women benefited from the insurance system.

〈Table 18〉 Four major insurances and benefits from maternity protection system

(unit: persons, %)

Category			Frequency	Proportion
Maternity leave	Workplace provided or not	Provided	563	24.1
		Not provided	1,641	70.2
		Don't know	135	5.8
		Total	2,339	100.0
	Respondent benefited or not	Did/could benefit	430	76.4
		Did not/could not benefit	119	21.1
		Don't know	14	2.5
		Total	563	100.0
Child care leave	Workplace provided or not	Provided	579	24.8
		Not provided	1,638	70.0
		Don't know	122	5.2
		Total	2,339	100.0
	Respondent benefited or not	Did/could benefit	426	73.6
		Did not/could not benefit	133	23.0
		Don't know	20	3.5
		Total	579	100.0

Category			Frequency	Proportion
National health insurance	Workplace provided or not	Provided	1,636	70.0
		Not provided	671	28.7
		Don't know	31	1.3
		Total	2,338	100.0
	Respondent benefited or not	Subscribed	1,543	94.3
		Not subscribed	89	5.4
		Don't know	4	0.2
		Total	1,636	100.0
Employment insurance	Workplace provided or not	Provided	1,569	67.8
		Not provided	716	30.9
		Don't know	30	1.3
		Total	2,315	100.0
	Respondent subscribed or not	Subscribed	1,476	94.1
		Not subscribed	90	5.7
		Don't know	3	0.2
		Total	1,569	100.0
National pension	Workplace provided or not	Provided	1,514	64.9
		Not provided	759	32.5
		Don't know	60	2.6
		Total	2,333	100.0
	Respondent subscribed or not	Subscribed	1,405	92.8
		Not subscribed	106	7.0
		Don't know	3	0.2
		Total	1,514	100.0
Workers' compensation	Workplace provided or no	Provided	1,507	64.5
		Not provided	747	32.0
		Don't know	82	3.5
		Total	2,336	100.0
	Respondent subscribed or not	Subscribed	1,427	94.7
		Not subscribed	76	5.0
		Don't know	4	0.3
		Total	1,507	100.0

Meanwhile, the average weekly working hours of non-wage workers were 47.1 hours, showing no change in working hours compared to

www.kwdi.re.kr 한국여성정책연구원

the fourth wave survey. When examined by marital status, unlike wage workers, the average weekly working hours of married non-wage workers (47.4 hours) were longer than those of unmarried non-wage workers (38.2 hours).

〈Table 19〉 Average weekly working hours of non-wage workers

(unit: hours, persons)

Category	Married or not	Average working hours	No. of cases	Standard deviation
Marital status	Unmarried	38.2	39	18.39
	Married	47.4	1,649	18.88
	Total	47.1	1,688	18.90

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

The biggest difficulty the self-employed or employers experienced in managing their business turned out to be "too small sales or profits." The proportion of the self-employed or employers who experienced difficulties with small sales or profits ("Strongly agree" and "Moderately agree") was 68.2%, up 0.9 percentage point from the fourth wave survey. In addition, the proportion of those who experienced managerial difficulties was higher than 40 % in such items as "Not bright business prospect" (44.9%), "Too long working hours" (41.9%), and "Not so rewarding job" (41.3%). The proportion was higher than 30% in such items as "Too expensive lease or rent" (38.7%) and "Difficult to do both housework and business" (34.5%). On the other hand, the self employed felt relatively little difficulty in such items as "Difficult to raise business funds" (20.2%) and "Difficult to manage workers, etc." (20.3%), showing a slight drop from the fourth wave survey.

www.kwdi.re.kr 한국여성정책연구원

〈Table 20〉 Managerial difficulties of the self-employed

(unit: persons (%))

Difficulties	Strongly agree	Moderately agree	Moderately disagree	Strongly disagree	Total
Too small sales or profits	140 (17.0)	422 (51.2)	246 (29.8)	17 (2.1)	825 (100.0)
Too expensive lease or rent	73 (8.8)	247 (29.9)	304 (36.8)	201 (24.4)	825 (100.0)
Too long working hours	73 (8.8)	273 (33.1)	378 (45.8)	101 (12.2)	825 (100.0)
Difficult to do both housework and business	34 (4.1)	251 (30.4)	391 (47.4)	149 (18.1)	825 (100.0)
Difficult to raise business funds	21 (2.5)	146 (17.7)	466 (56.5)	192 (23.3)	825 (100.0)
Not so rewarding job	53 (6.4)	288 (34.9)	412 (49.9)	72 (8.7)	825 (100.0)
Not bright business prospect	61 (7.4)	309 (37.5)	394 (47.8)	61 (7.4)	825 (100.0)
Difficult to manage workers, etc.	23 (2.8)	144 (17.5)	382 (46.3)	276 (33.5)	825 (100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

When the survey examined the jobs unemployed women hoped to have, 99% of them wanted to get a job, while an extremely low proportion of 1% wanted to start a business. By age, the proportion of unemployed women in their 30s or younger who started a business was 2.1%, which was higher than other age groups. By education level, the proportion of unemployed women who graduated from high school was high with 2.4%. By marital status, the proportion of unmarried unemployed women was high with 2.6%.

〈Table 21〉 Wanted job types

(unit: persons (%))

Category		Wanted to get a job	Wanted to start a business	Total
Age	30s or younger	47(97.9)	1(2.1)	48(100.0)
	40s	37(100.0)	0(0.0)	37(100.0)
	50s	9(100.0)	0(0.0)	9(100.0)
	60s or older	8(100.0)	0(0.0)	8(100.0)
	Total	101(99.0)	1(1.0)	102(100.0)
Education level	Middle school graduation or below	13(100.0)	0(0.0)	13(100.0)
	High school graduation	41(97.6)	1(2.4)	42(100.0)
	Two-year college graduation or above	47(100.0)	0(0.0)	47(100.0)
Marital status	Unmarried	38(97.4)	1(2.6)	39(100.0)
	Married	63(100.0)	0(0.0)	63(100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

We surveyed 4,205 women who currently had a job to examine the impact of their work on family life. According to the results of the survey, 64.6% of the respondents answered they "Moderately agreed" to the statement "My work gives me a sense of fulfillment and vitality in life" and 25.9% "Strongly agreed" to the statement.

As over 90% of them agreed to the statement, they showed a fairly positive response to work. To the similar statement "My family thinks more highly of me when I work," 83.9% agreed; and to the statement "My family life is more satisfying when I work," a high proportion of 84.4% agreed. However, to the statement "My work has a positive impact on children," 31.0 % disagreed, showing

www.kwdi.re.kr 한국여성정책연구원

a relatively negative response to work. To the statements “My family life suffers because of long working hours” and “My family life suffers because of irregular working hours,” 30.3% and 22.2% respectively agreed, showing a slightly negative stance toward work.

〈Table 22〉 Impact of work on family life

(unit: persons (%)

Category	Strongly agree	Moderately agree	Moderately disagree	Strongly disagree	Total
My work gives me a sense of fulfillment and vitality in life.	1,091 (25.9)	2,718 (64.6)	375 (8.9)	21 (0.5)	4,205 (100.0)
My family thinks more highly of me when I work.	799 (19.0)	2,730 (64.9)	622 (14.8)	54 (1.3)	4,205 (100.0)
My family life is more satisfying when I work.	782 (18.6)	2,768 (65.8)	608 (14.5)	47 (1.1)	4,205 (100.0)
My work has a positive impact on children.	494 (13.1)	2,105 (55.8)	928 (24.6)	243 (6.4)	3,770 (100.0)
My family life suffers because of long working hours.	95 (2.3)	1,179 (28.0)	1,977 (47.0)	954 (22.7)	4,205 (100.0)
My family life suffers because of irregular working hours.	48 (1.1)	889 (21.1)	2,178 (51.8)	1,090 (25.9)	4,205 (100.0)

Source: Korean Women’s Development Institute (2014). KLoWF Raw Data Analysis.

The survey asked women who currently had a spouse for their husbands’ opinion about their work. The results of the survey showed that 48.3% of the husbands agreed to their work, while 18.4% disagreed and 33.4% were neutral. This shows that husbands highly agreed to women’s work.

〈Table 23〉 Husbands' opinion about women (respondents)'s work

(unit: persons, %)

Category	Frequency	Proportion
Strongly disagree	194	3.4
Moderately disagree	865	15.0
Neutral	1,925	33.4
Moderately agree	2,151	37.3
Strongly agree	633	11.0
Total	5,768	100.0

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.

When the survey asked respondents if there was any type of gender discrimination in the workplace, 15% to 20% of them said there was discrimination, overall, regarding six types of discrimination. The proportion of discrimination in allocation of duties in their workplace was highest among the six types, with 1.8% "Strongly agree" and 18.5% "Moderately agree." When the positive responses were compared by combining "Strongly agree" and "Moderately agree," the proportion of discrimination in allocation of duties was highest with 20.3%, followed by discrimination in pay with 16.9%, and discrimination upon promotion with 15.9%. On the other hand, discrimination upon restructuring and discrimination in education and training opportunities were relatively low, with 14.1%, and 12.7%, respectively. However, because the respondents answered there was still discrimination in all the six types, measures for improvement need to be taken in the future.

www.kwdi.re.kr 한국여성정책연구원

〈Table 24〉 Opinion about gender discrimination in the workplace

(unit: persons (%))

Category	Strongly agree	Moderately agree	Moderately disagree	Strongly disagree	Total
Discrimination upon recruitment (Prefer men to women even with similar qualifications when recruiting people)	29 (1.1)	365 (14.0)	1,390 (53.4)	818 (31.4)	2,602 (100.0)
Discrimination upon promotion (More male workers get promotion than female workers even with same or similar career experiences)	26 (1.0)	387 (14.9)	1,356 (52.1)	833 (32.0)	2,602 (100.0)
Discrimination in pay (Male workers receive higher monthly pay or allowances than female workers even with same or similar position)	24 (0.9)	416 (16.0)	1,321 (50.8)	841 (32.3)	2,602 (100.0)
Discrimination in allocation of duties (Duties for male and female workers are fixed or customarily divided)	48 (1.8)	481 (18.5)	1,265 (48.6)	808 (31.1)	2,602 (100.0)
Discrimination in education and training opportunities (Male workers have more opportunities for education or training than female workers even with similar duties)	19 (0.7)	311 (12.0)	1,401 (53.8)	871 (33.5)	2,602 (100.0)
Discrimination upon restructuring (More female workers are laid off than male workers upon restructuring)	32 (1.2)	336 (12.9)	1,363 (52.4)	870 (33.4)	2,601 (100.0)

Source: Korean Women's Development Institute (2014). KLoWF Raw Data Analysis.