

2016 Work and Family Balance Indicators

I. Population

■ (Number of live births)

In 2015, the number of live births was 438 thousand, which increased by 2,958 persons from 2014.

■ (Desired number of children)

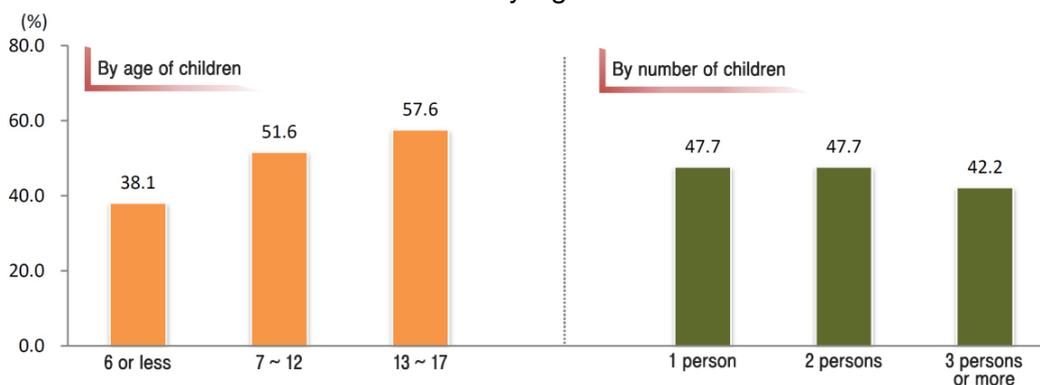
In 2015, the average desired number of children for married women aged 15 to 49 was 2.3 persons.

■ (Double income households)

As of October 2015, double income households with children aged 6 or less occupied the smallest share at 38.1 percent. In the meantime, double income households with elementary school children aged 7 to 12 accounted for 51.6 percent. Double income households with middle school children aged 13 to 17 accounted for 57.6 percent.

- ▶ The share of double income households with 3 children or more (42.2 percent) was lower than that of double income households with 1 ~ 2 children (47.7 percent).

< Share of double income households by age of children and number of children >



Source: KOSTAT, 「Local Labour Force Survey」

【 Double income households by age of children and number of children 】

(Unit: thousand households, %)

		2014			2015		
		Married couple household	Double income household	Share	Married couple household	Double income household	Share
Total		11,825	5,186	43.9	11,858	5,206	43.9
0 ~ 17 (Share)		4,838 (40.9)	2,286 (44.1)	-	4,701 (39.6)	2,222 (42.7)	-
By age of children	6 or less	2,131	797	37.4	2,084	794	38.1
	7 ~ 12	1,352	696	51.4	1,315	678	51.6
	13 ~ 17	1,335	793	58.6	1,303	750	57.6
By number of children	1 person	2,119	1,022	48.2	2,082	994	47.7
	2 persons	2,305	1,090	47.3	2,211	1,056	47.7
	3 persons or more	413	175	42.3	407	172	42.2

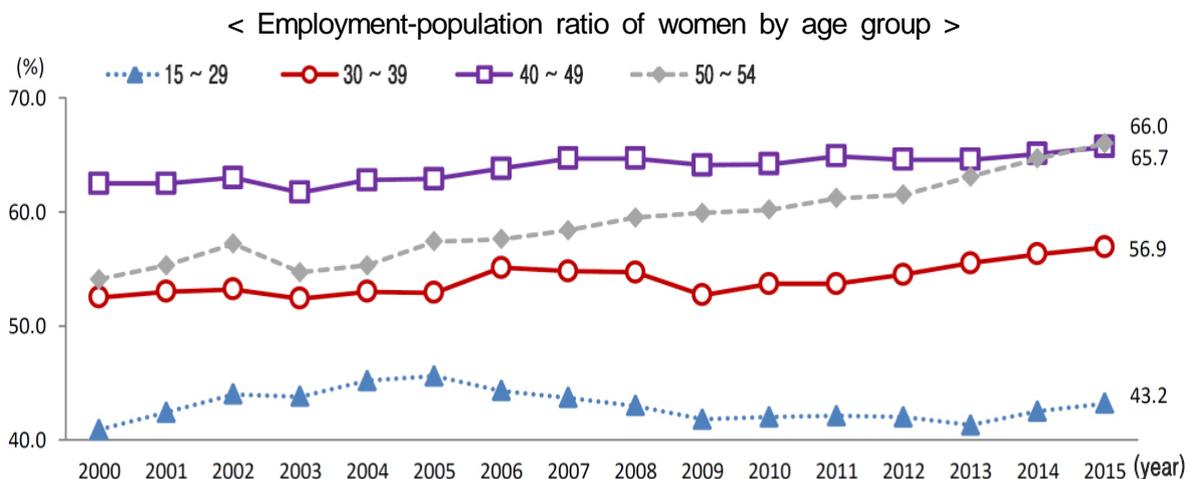
Source: KOSTAT, 「Local Labour Force Survey」

II. Labour

■ (Labor force participation rate and employment-population ratio)

In 2015, the labor force participation rate and the employment-population ratio showed the largest difference between men and women in their thirties.

- ▶ The employment-population ratio of women with children aged 6 or less recorded 43.9 percent, which marked an increase compared to the previous year (42.8 percent).



Source: KOSTAT, 「Economically Active Population Survey」

【 Labor force participation rate and employment-population ratio by sex 】

(Unit: %, %p)

	Labor force participation rate				Employment-population ratio			
	Men	Women	Difference (Men - Women)	Men	Women	Difference (Men - Women)		
2000	61.2	48.8	25.6	58.5	47.0	23.7		
2005	62.0	50.1	24.5	59.7	48.4	23.2		
2010	61.0	49.4	23.6	58.7	47.8	22.3		
2011	61.1	49.7	23.4	59.1	48.1	22.4		
2012	61.3	49.9	23.4	59.4	48.4	22.4		
2013	61.5	50.2	23.0	59.5	48.8	22.0		
2014	62.4	51.3	22.7	60.2	49.5	21.9		
2015	62.6	51.8	22.0	60.3	49.9	21.2		
15~29	45.7	46.9	-2.4	41.5	43.2	-3.4		
30~39	76.6	58.8	35.0	74.2	56.9	34.0		
40~49	81.0	67.6	26.5	79.1	65.7	26.5		
50~54	79.4	67.3	24.1	77.8	66.0	23.6		

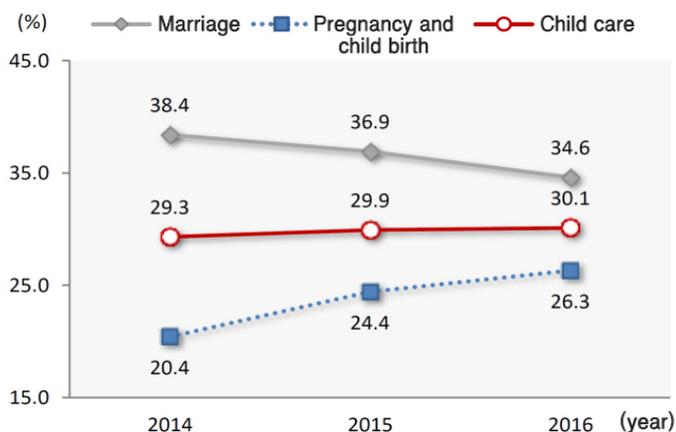
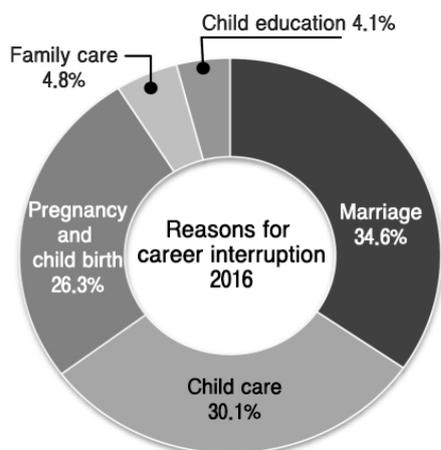
Source: KOSTAT, 「Economically Active Population Survey」

■ (Career interruption)

As of April 2016, the career interrupted women occupied 20.6 percent of the total married women aged 15 to 54.

- ▶ As reasons for career interruption, 'Marriage' occupied the largest share, which was followed by 'Child care' and 'Pregnancy & child birth'.

< Reasons for career interruption >



Source: KOSTAT, 「Local Labour Force Survey」

【 Reasons for career interruption 】

(Unit: thousand persons, %)

Age	Reasons for career interruption											
	Total	Share	Marriage		Pregnance and child birth		Child care		Child education		Family care	
			Share	Share	Share	Share	Share	Share				
2014	2,139	100.0	822	38.4	436	20.4	627	29.3	93	4.3	162	7.6
2015	2,053	100.0	757	36.9	501	24.4	614	29.9	80	3.9	101	4.9
2016	1,906	100.0	659	34.6	502	26.3	574	30.1	79	4.1	92	4.8
15~29	161	100.0	60	37.5	60	37.1	39	24.4	1	0.3	1	0.7
30~39	1,012	100.0	312	30.9	311	30.8	352	34.8	27	2.7	9	0.9
40~49	587	100.0	220	37.5	115	19.6	160	27.2	45	7.6	47	8.0
50~54	146	100.0	67	45.6	16	10.9	23	15.8	6	4.4	34	23.2

Source: KOSTAT, 「Local Labour Force Survey」

III. Working hours

■ (Working hours)

In 2015, the average working hours per week marked 43.6 hours. The average working hours per week recorded 46.0 hours for men and 40.4 hours for women.

- ▶ The younger children, the less working hours of double income households for both men and women.

< Parents' working hours by age of children >



Source: KOSTAT, 「Local Labour Force Survey」

【 Parents' working hours by age of children 】

(Unit: hour)

	2014				2015			
	0~17	6 or less	7~12	13~17	0~17	6 or less	7~12	13~17
Double income household	43.4	41.5	43.6	45.2	43.2	41.3	43.6	44.8
Men	47.3	46.9	47.2	47.7	47.2	47.0	47.1	47.5
Women	39.5	36.1	40.0	42.6	39.2	35.6	40.0	42.2
Difference (Men - Women)	7.8	10.8	7.2	5.1	8.0	11.4	7.1	5.3
Single income household and unemployed couple household	47.1	47.6	46.9	46.0	47.1	47.7	46.7	46.1
Men	47.4	47.9	47.2	46.3	47.5	48.1	47.1	46.5
Women	42.3	40.1	42.4	44.1	41.1	39.0	40.9	43.1
Difference (Men - Women)	5.1	7.8	4.8	2.2	6.4	9.1	6.2	3.4

Source: KOSTAT, 「Local Labour Force Survey」

■ **(Housework hours)**

In 2014, the housework hours of husbands in double income households increased by 3 minutes compared to five years ago. The housework hours of wives in double income households decreased by 6 minutes compared to five years ago.

- ▶ Women with spouses had more housework hours compared to single, widowed or divorced women.

■ **(Sharing of housework)**

In 2016, 53.5 percent of Koreans thought that husbands and wives should share their housework equally. In reality, 17.8 percent of husbands equally shared their housework with wives. And 17.7 percent of wives equally shared their housework with husbands.

IV. Child care

■ **(Status of child care)**

In 2015, children aged 1 or less were taken care of by mom. Children aged 2 or more were taken care of by care centers.

■ **(Hours of using infant care centers)**

In 2015, infants (0 ~ 5) used care centers for 7 hours and 16 minutes on daily average.

* In 2012, infants used care centers for 7 hours and 23 minutes.

■ **(Child care facilities)**

In 2015, day care centers amounted to 42,517, decreasing 1,225 from 2014. Whereas, kindergartens amounted to 8,930, increasing 104 from 2014.

- ▶ In 2015, 50.5 percent of work places set up day care centers within their establishment.

■ **(Child care finances)**

In 2015, child care finances accounted 0.89 percent of the GDP, which rose from 0.88 percent in 2014.

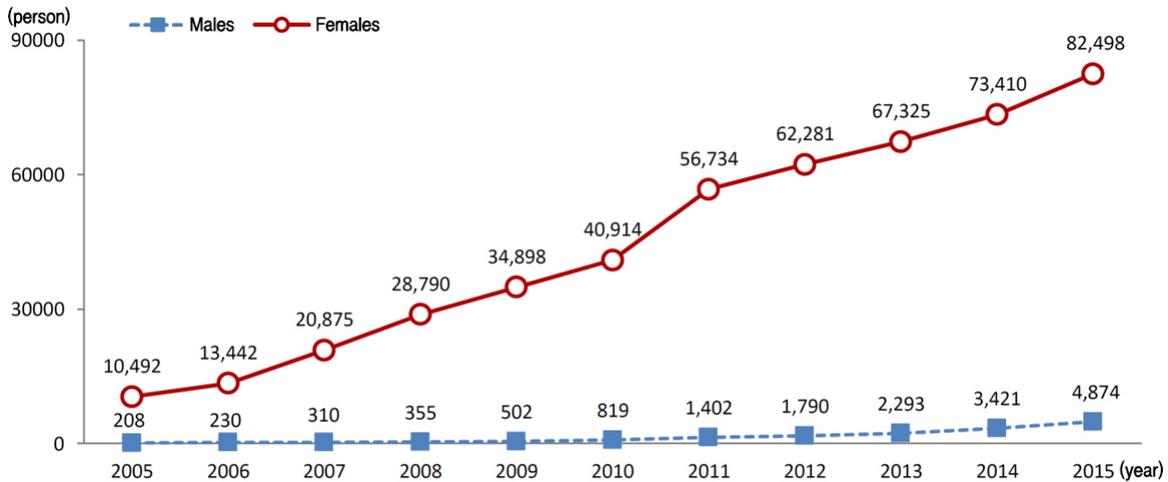
V. Social system

■ (Child care leave)

In 2015, child care leave users amounted to 87,372 persons, which rose by 13.7 percent from 2014.

- ▶ 76.4 percent of child care leave users worked for the same work places for 1 year or more after returning to work.

< Status of child care leaves by year >



Source: Korea Employment Information Service, 「Employment Insurance Statistics」

【 Child care leave by 】

(Unit: person, %, %p)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Percent change
Total	10,700	13,672	21,185	29,145	35,400	41,733	58,136	64,071	69,618	76,831	87,372	13.7
Males	208	230	310	355	502	819	1,402	1,790	2,293	3,421	4,874	42.5
Share	1.9	1.7	1.5	1.2	1.4	2.0	2.4	2.8	3.3	4.5	5.6	1.1
Females	10,492	13,442	20,875	28,790	34,898	40,914	56,734	62,281	67,325	73,410	82,498	12.4
Share	98.1	98.3	98.5	98.8	98.6	98.0	97.6	97.2	96.7	95.5	94.4	-1.1

Source: Korea Employment Information Service, 「Employment Insurance Statistics」

■ (Reducing work hours during the child care period)

In 2015, persons who reduced work hours during the child care period amounted to 2,061 persons, which increased by 2 times compared to 2014.

- ▶ In 2016, the difficulties of businesses implementing a system to reduce work hours during the child care period were listed as 'increasing workload of fellow workers' and 'securing alternative workers'.

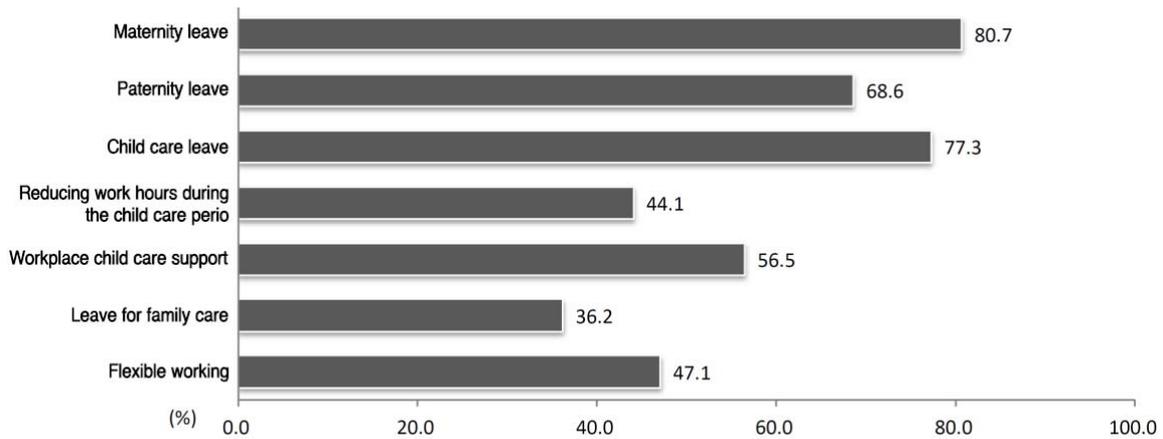
■ (Awareness of work and family balance system)

In 2015, the largest share of Koreans were aware of 'Maternity leave'.

■ (Implementation of a work and family balance system)

In 2016, the largest share of enterprises (80.2 percent) practiced 'Maternity leave', which was followed by 'Paternity leave' (60.8 percent) and 'Child care leave' (58.3 percent).

< Awareness of a work and family balance system >



Source: KOSTAT, 「Social Survey」

【 Awareness of a work and family balance system 】

(Unit: %)

	Be aware						
	Maternity leave	Paternity leave	Child care leave	Reducing work hours during the child care period	Workplace child care support	Leave for family care	Flexible working
2013	78.8	68.5	72.0	36.7	52.8	28.7	-
20~29	78.3	65.5	70.9	34.0	48.1	26.4	-
30~39	83.8	76.2	77.4	41.6	58.0	29.8	-
40~49	81.3	73.2	76.2	40.2	58.6	33.6	-
2015	80.7	68.6	77.3	44.1	56.5	36.2	47.1
20~29	77.3	62.9	73.0	38.9	49.2	30.5	44.6
30~39	87.2	77.0	84.5	51.4	61.2	38.9	52.6
40~49	84.7	76.1	82.1	48.8	62.5	40.9	51.6

Source: KOSTAT, 「Social Survey」

■ (Flexible working)

In 2016, 2 out of 10 establishments implemented one of the flexible working programs.

* Implementation ratio: Flex time work hours (12.5%), reducing work hours (11.6%), flexible work hours (11.6%)