

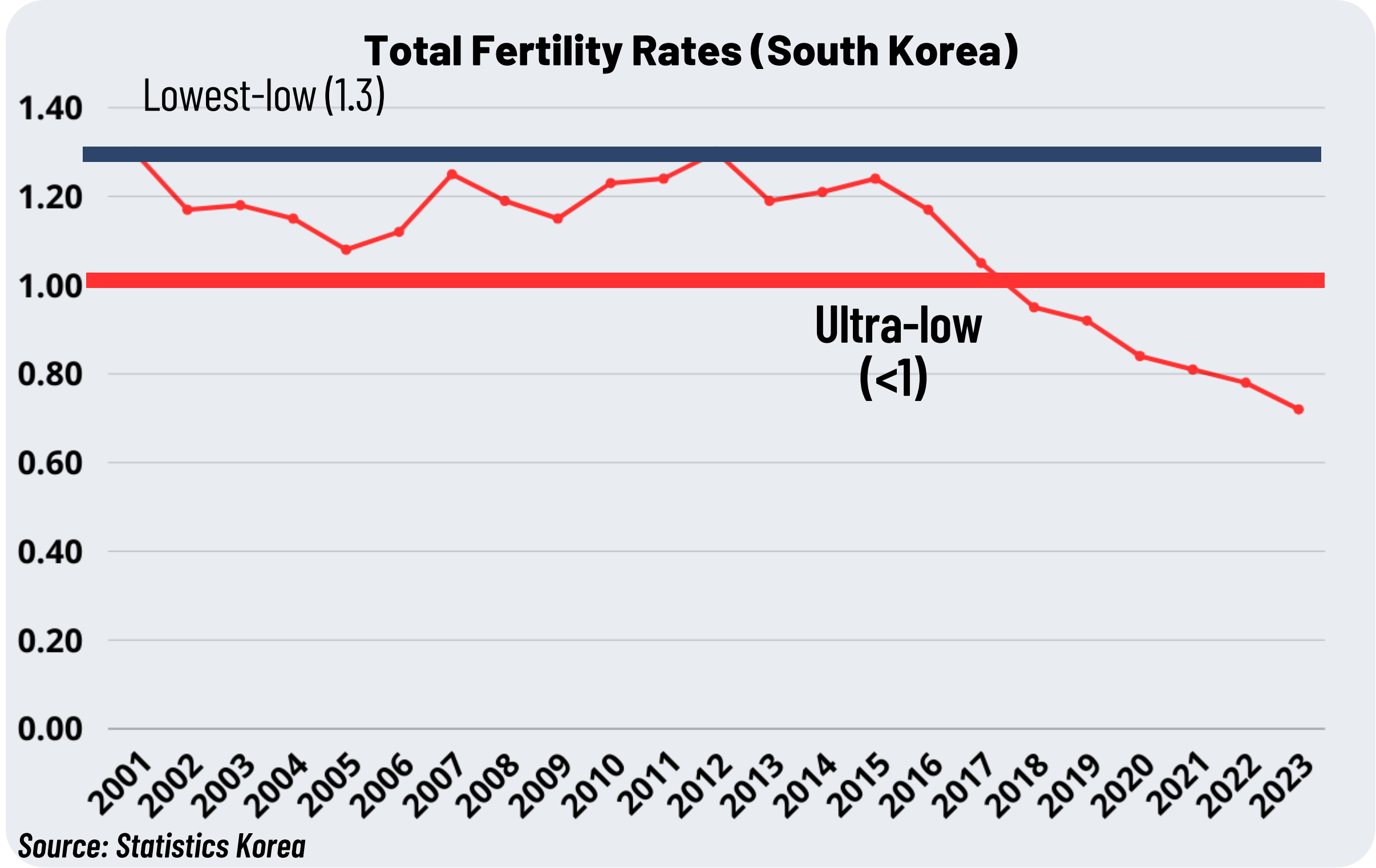
Urban Infra Forum (2024 Nov 27)

# Gender and Low Fertility

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KDI School of Public Policy and Management

# A Crisis of Family



# What is Going On? - Value Changed



The Second Demographic Transition theory (Lesthaghe)

As industrial society transitions into post-industrial society, people begin to pursue **more abstract values** beyond material ones (individual self-realization)

Postmaterialist value is the core reason for family changes

# What is Going On? (Media)

“The decline in family values contributing to low birth rates”

사회

1인 가구 증가 원인... "가족 가치 약화·  
개인주의 심화"

저출산은 가족 가치관의 문제



뉴스홈 | 최신기사

전통적 가족의 가치 사라진다... "가족보다 나, 결혼보다 동거"



포켓이슈

What Makes Life Meaningful?  
무엇이 삶을 의미있게 하는가?

삶의 최고 가치는...  
뭐니뭐니해도 머니?

# What Makes Life Meaningful?

	1st choice	2nd	3rd	4th	5th
Australia	Family	Occupation	Friends	Material well-being	Society
New Zealand	Family	Occupation	Friends	Material well-being	Society
Sweden	Family	Occupation	Friends	Material well-being/Health	
France	Family	Occupation	Health	Material well-being	Friends
Greece	Family	Occupation	Health	Friends	Hobbies
Germany	Family	Occupation/Health		Material well-being/General Positive	
Canada	Family	Occupation	Material well-being	Friends	Society
Singapore	Family	Occupation	Society	Material well-being	Friends
Italy	Family/Occupation		Material well-being	Health	Friends
Netherlands	Family	Material well-being	Health	Friends	Occupation
Belgium	Family	Material well-being	Occupation	Health	Friends
Japan	Family	Material well-being	Occupation/Health		Hobbies
UK	Family	Friends	Hobbies	Occupation	Health
U.S.	Family	Friends	Material well-being	Occupation	Faith
Spain	Health	Material well-being	Occupation	Family	Society
South Korea	Material well-being	Health	Family	General Positive	Society/Freedom
Taiwan	Society	Material well-being	Family	Freedom	Hobbies

Note: Open-ended question. Rank reflects where the topic fell in a list of 17 sources of meaning that were coded. See Appendix A for more information.

Source: Spring 2021 Global Attitudes Survey. Q36.

“What Makes Life Meaningful? Views From 17 Advanced Economies”

**PEW RESEARCH CENTER**

# Policy Response- Campaign



# Family Planning in the Past (Korea)

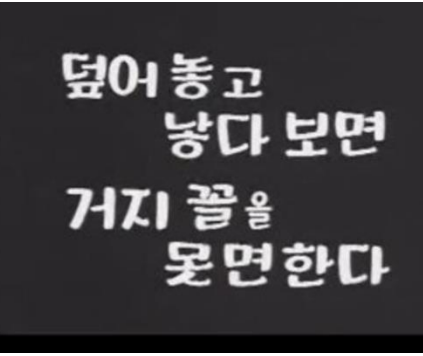
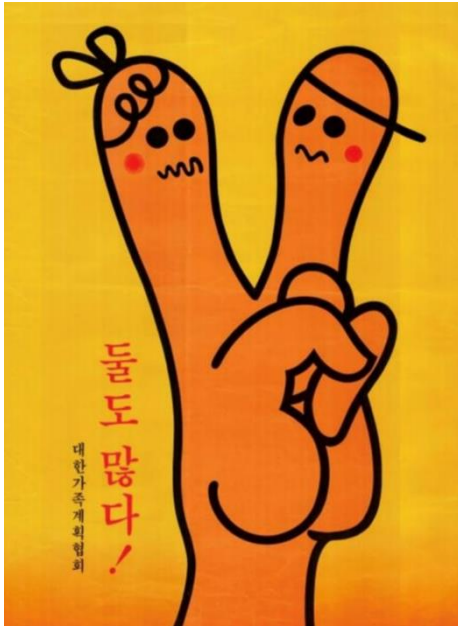
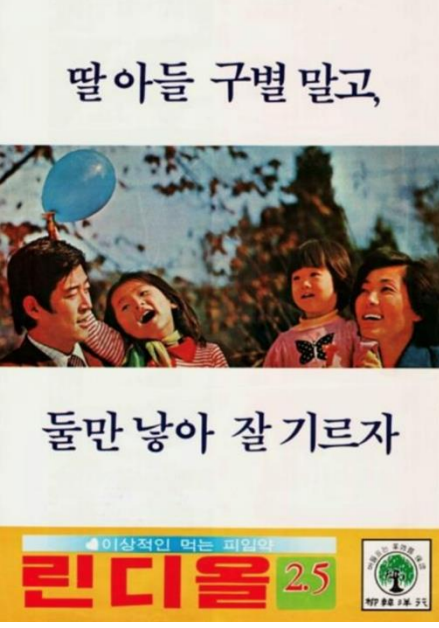
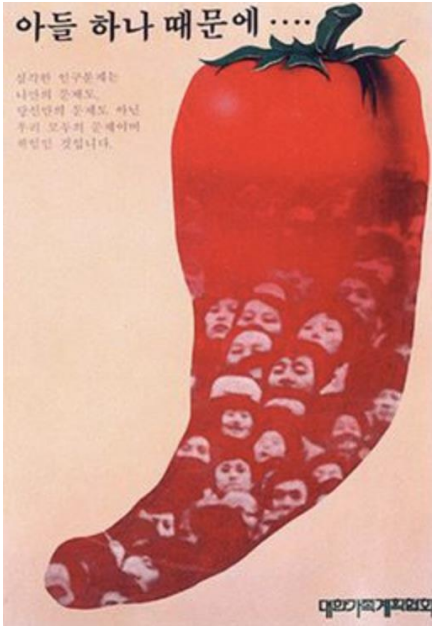
South Korea's fertility rate

(Unit: births per woman)



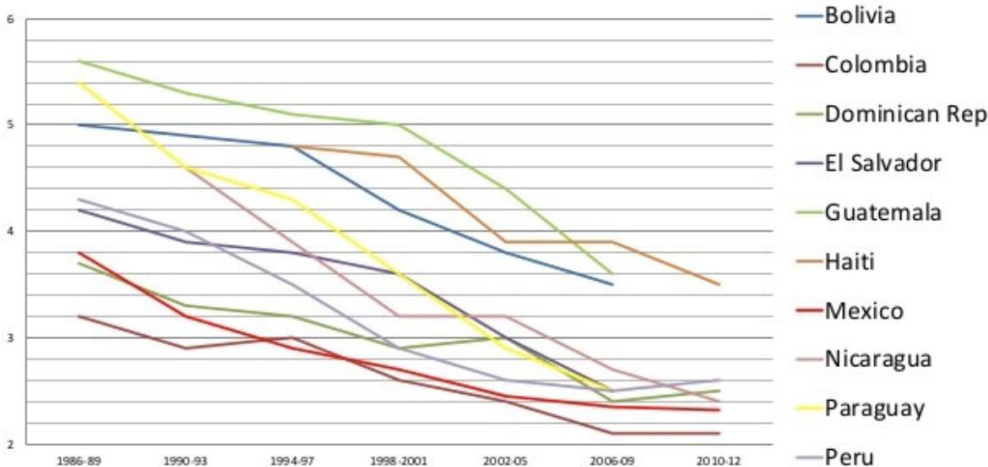
Source: Statistics Korea

1. The military government initiated a strong drive for economic growth and population control in 1962
2. The active participation of the public sector, which a top-down and authoritarian implementation



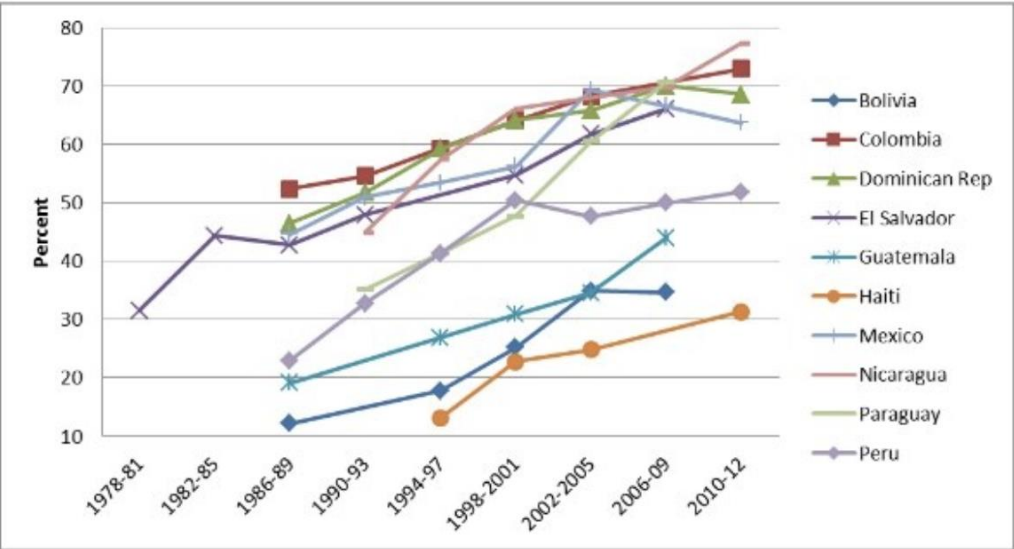
# Family Planning in the Past (Latin America)

## TRENDS IN TFR IN SELECTED LAC COUNTRIES 1986-2012



Source: Country Reports (DHS, RHS, and NS) and PRB data for 2012

## MODERN CPR IN SELECTED LAC COUNTRIES 1986-2012



Source: Country Reports (DHS, RHS, and NS) and PRB data for 2012

1. The strong opposition of socially conservative constituencies
2. Strong NGOs and Women's group implied a larger involvement of the private sector
3. Strategic communication
  - 1969: Colombia's use of radio
  - 1970s: telenovelas (Mexico)



# Limitations of campaigns

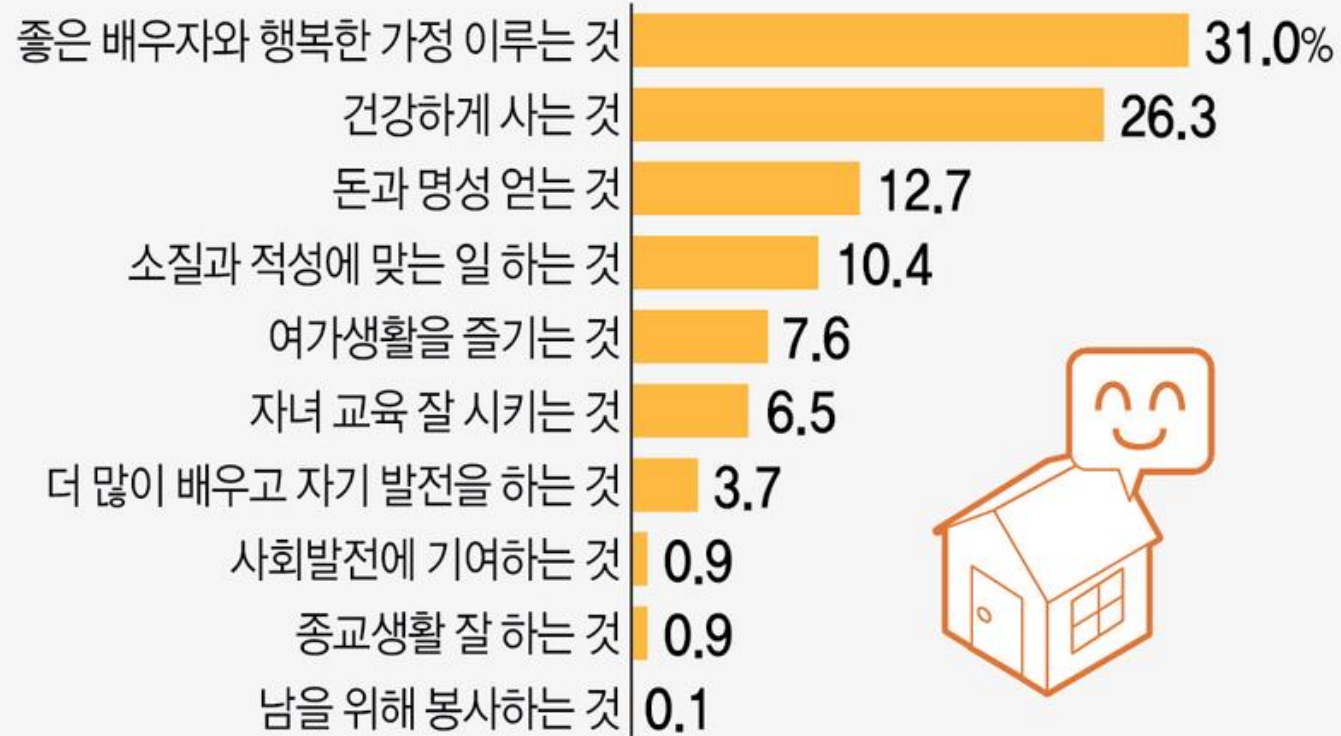
- Limited evidence on fertility boost
  - Studies on birth rate reduction effects do exist (e.g., MTV – decrease in teen pregnancies)
  - Perceived costs > perceived benefits
- Short-term effect: no attitudinal changes in the follow-up study
- Social media influence: mixed information

# Family still remains an important value in life

## 한국인 행복의 조건 조사 결과

2019년 5월 8일~6월 13일까지만 19~80세 5,020명 대상,  
어떤 조건이 더 충족되면 더 행복해질 것으로 생각하는지 설문 조사한 결과

Happy family  
Health  
Money and Fame



자료/ 보건사회연구원

※ 1순위 응답 전체 기준



김지영 인턴 / 20200429 트위터 @yonhap\_graphics 페이스북 tuney.kr/LeYN1

## 세대별 삶의 영역별 중요도

	20대	30대	40대	50대	60대
1	Leisure	Family Life	Family Life	Family Life	Family Life
2	Family Life	Leisure	Work	Work	Work
3	Work	Work	Leisure	Leisure	Leisure
4	학업 또는 능력개발	학업 또는 능력개발	학업 또는 능력개발	학업 또는 능력개발	학업 또는 능력개발
5	사회활동	사회활동	사회활동	사회활동	사회활동
6	종교활동	종교활동	종교활동	종교활동	종교활동

자료: 한국직업능력연구원  
'한국인의 직업의식 및 직업윤리(2022)'

The JoongAng



# Gender Egalitarianism, Low Fertility, Policy Responses

“저출산의 근본원인은

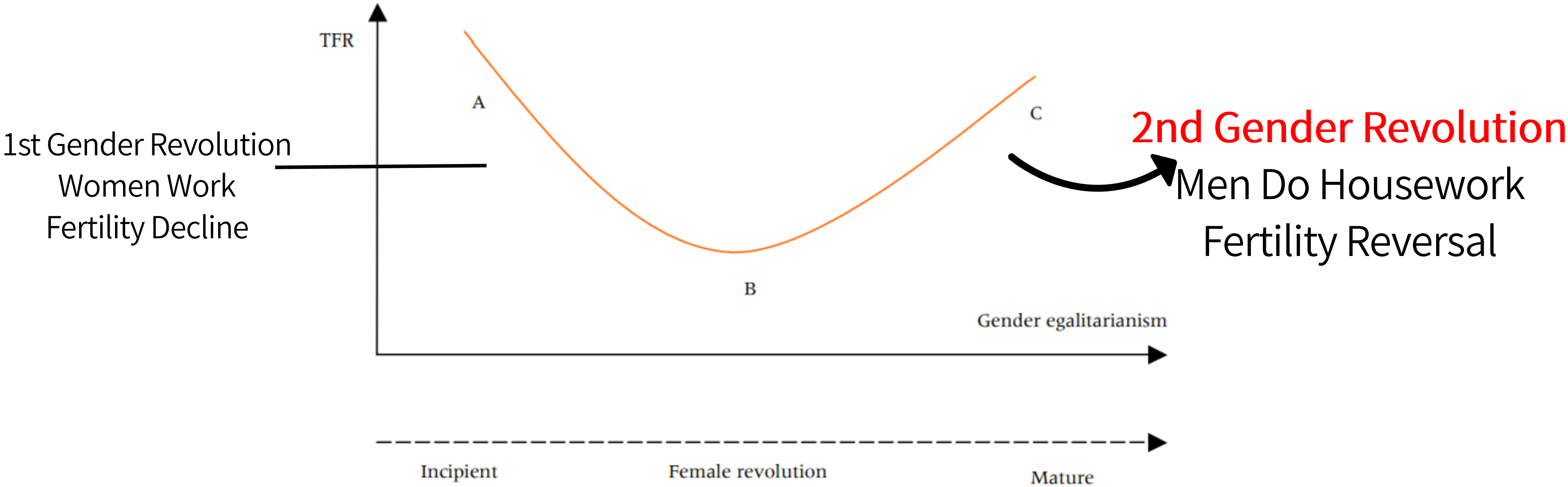
페미니즘입니다.”

가정을 파괴하고 해체하는 페미니즘을  
교육계에서 우선적으로 처내야 합니다.

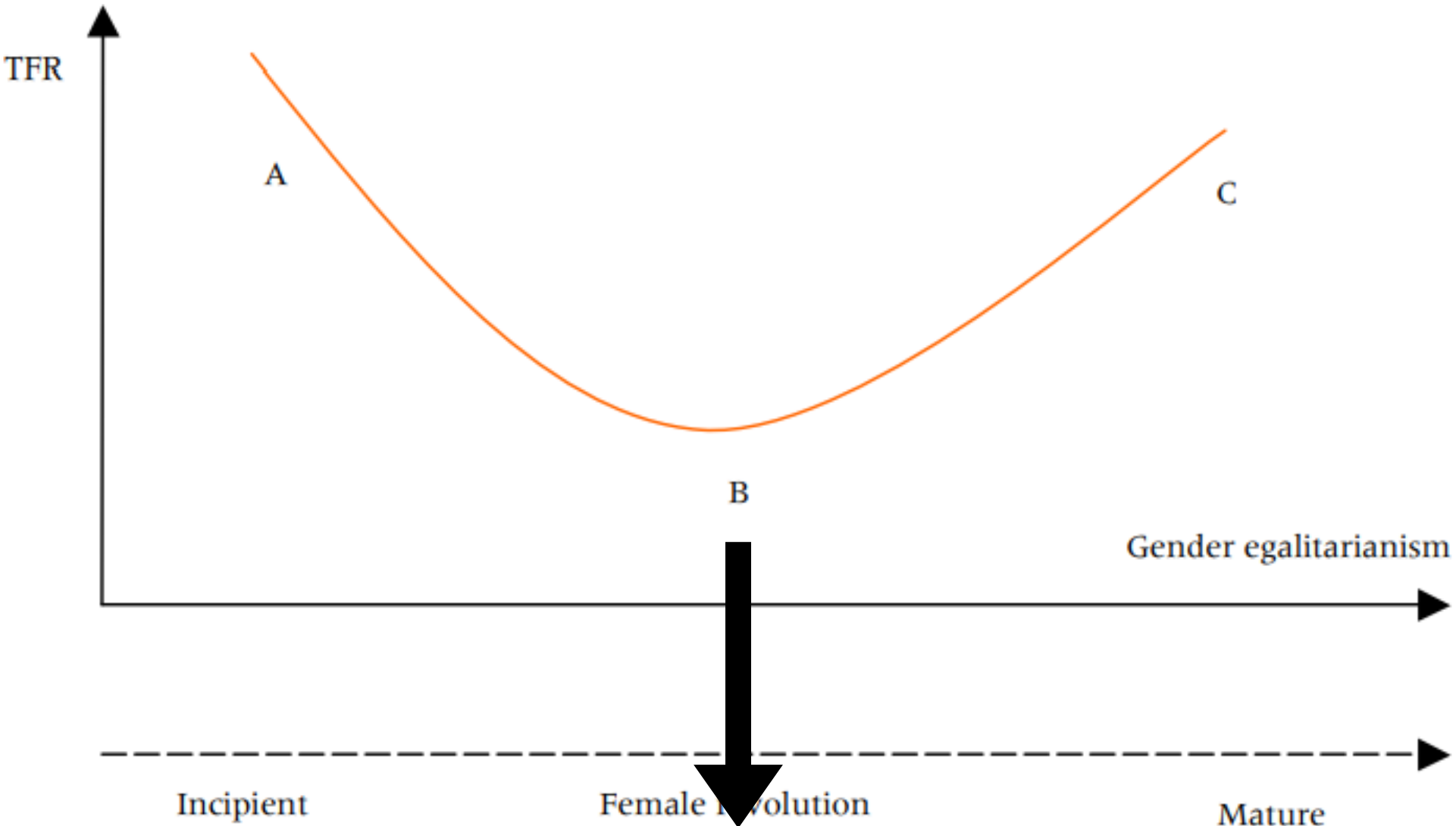
여성들의 자아실현이 아닌 가족에 가치와  
의미를 둔 교육이 절실히 필요한 시점입니다.”



# Gender Framework



# Gender Framework



Women should work  
Still, the primary caregiver should be women

# Experiments on Gender Egalitarianism

Which of the following options best describes how you would ideally structure your future work and family life?

## Group 1

- 1) I would like to maintain my personal independence and focus on my career, even if that means forgoing marriage or a lifelong partner.
- 2) I would like to have a lifelong marriage or committed relationship in which I would be primarily responsible for financially supporting the family, whereas my spouse or partner would be primarily responsible for managing the household (which may include house-work and/or childcare).
- 3) I would like to have a lifelong marriage or committed relationship in which I would be primarily responsible for managing the household (which may include housework and/or childcare), whereas my spouse or partner would be primarily responsible for financially supporting the family.

# Experiments on Gender Egalitarianism

Which of the following options best describes how you would ideally structure your future work and family life?

## Group 2

### Group 1 + Option added

4) I would like to have a lifelong marriage or committed relationship where financially supporting the family and managing the household (which may include housework and/or childcare) are equally shared between my spouse or partner and I.

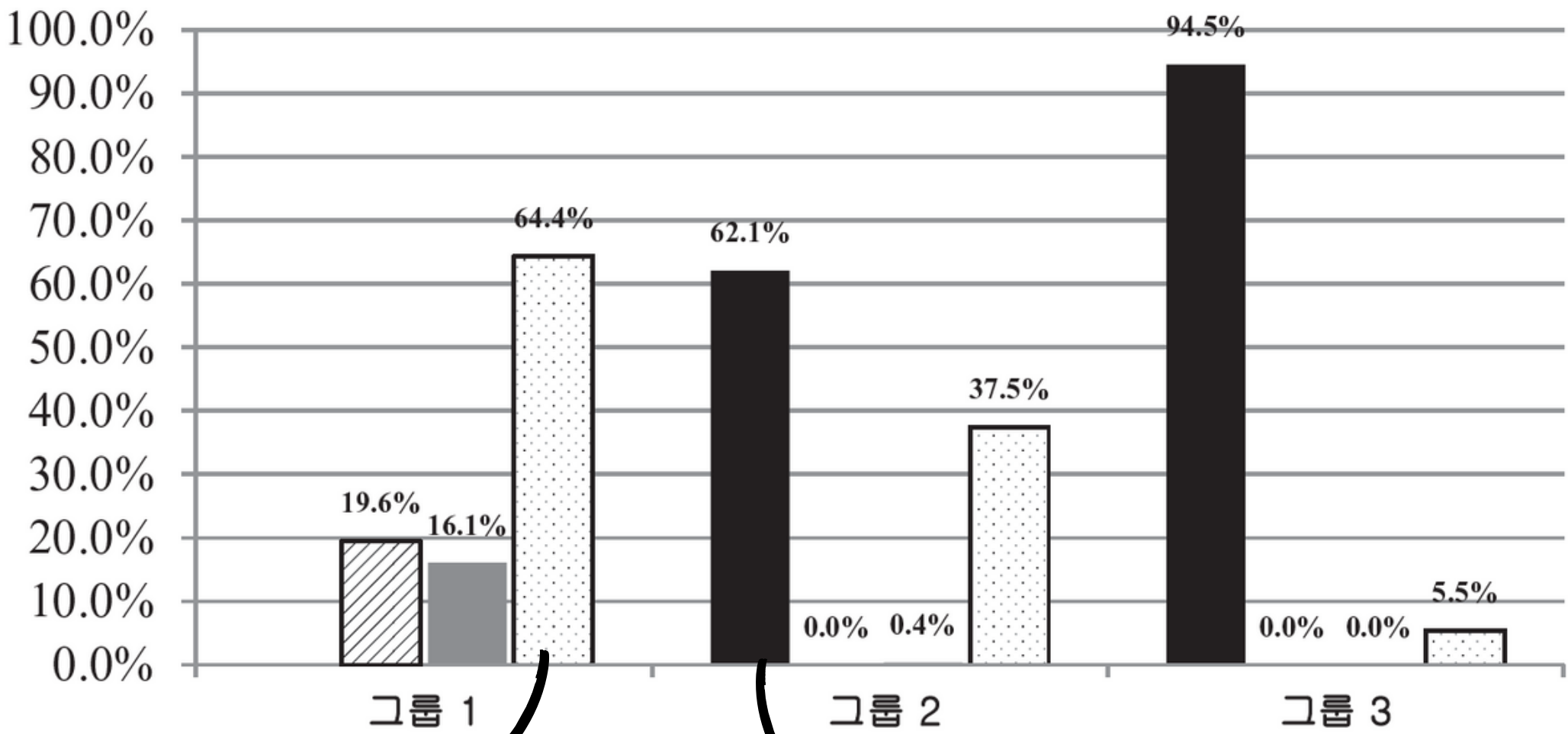
## Group 3

### Group 2 + Institutional Support added

In the United States, the cost of paying others to help with these responsibilities (such as childcare) is also high. However, if policies were in place that guaranteed all employees access to subsidized childcare, paid parental and family medical leave, and flexible scheduling (such as the ability to work from home one day per week), which of the following options best describes how you would ideally structure your future work and family life?

# Experiments on Gender Egalitarianism

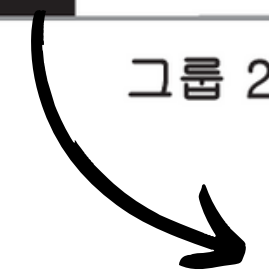
Which of the following options best describes how you would ideally structure your future work and family life?



Neotraditional  
-domestic work

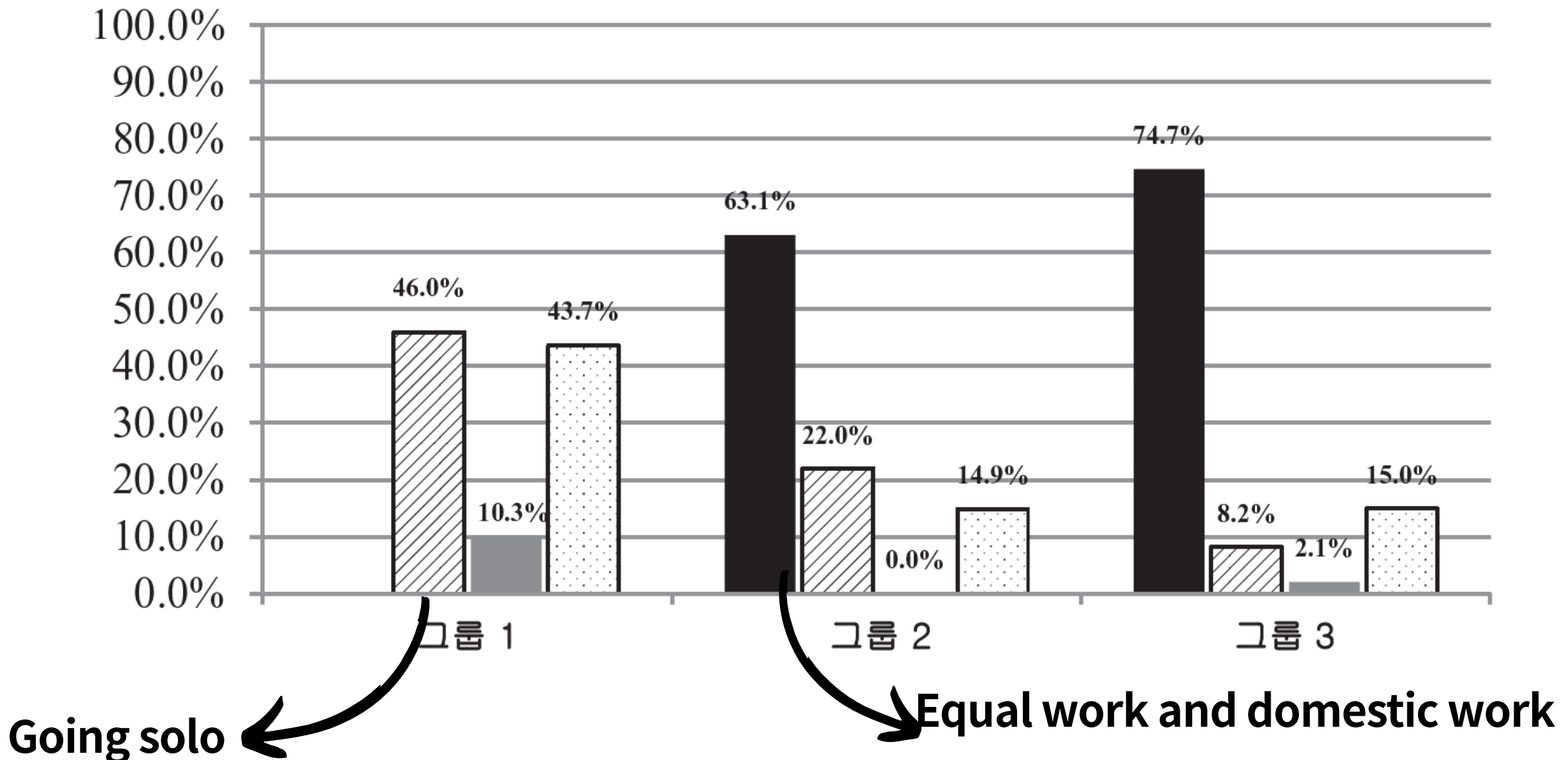


Equal work and domestic work



# Experiments on Gender Egalitarianism

Which of the following options best describes how you would ideally structure your future work and family life?



**Can We Finish the Gender Revolution?**

# Expansion on Parental Leave (Germany)

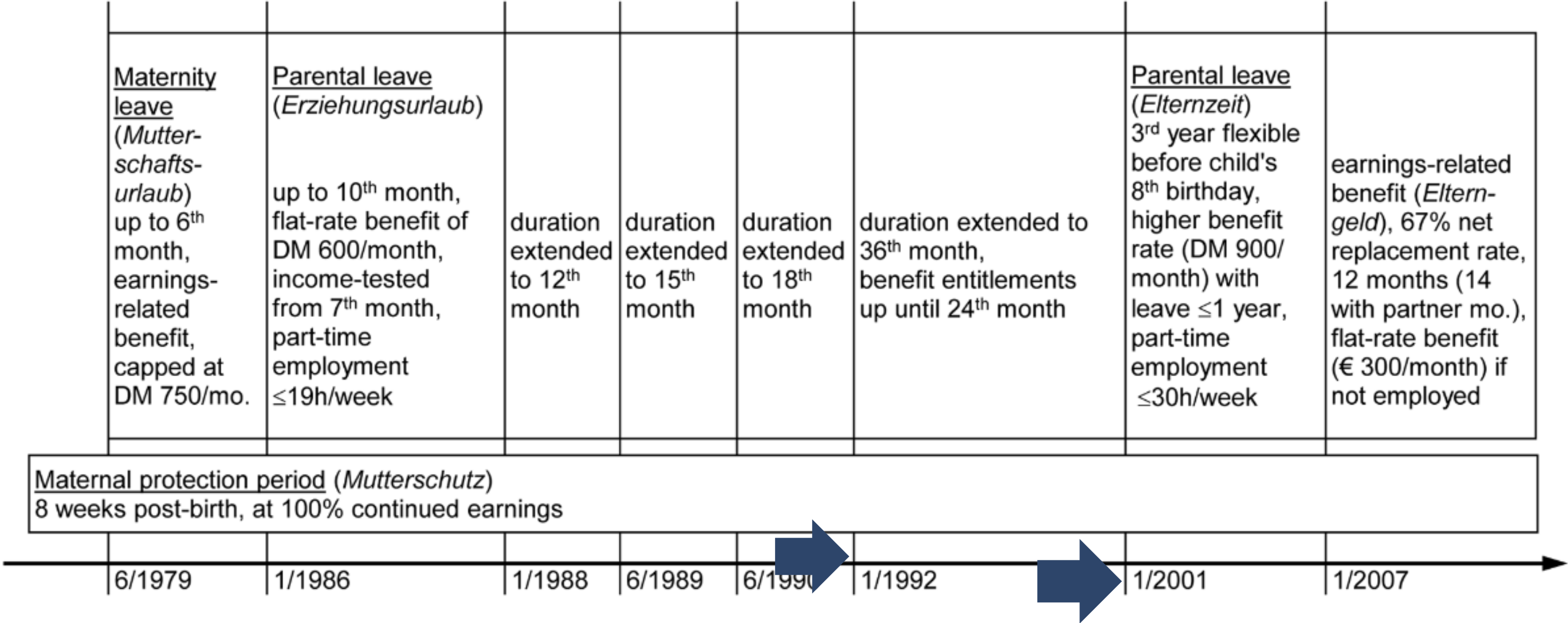
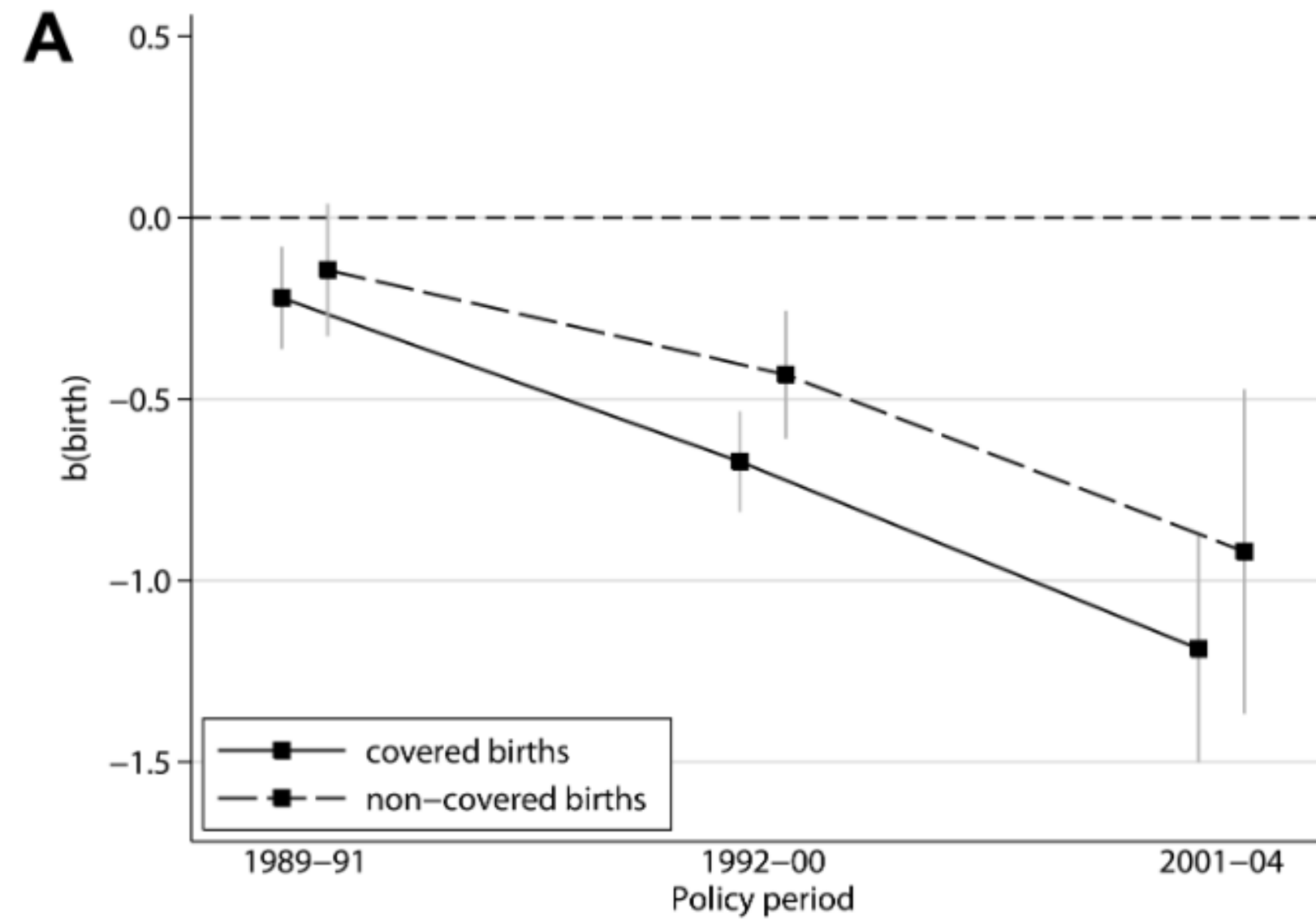


FIG. 1.—Maternity and parental leave entitlements in Germany, late 1970s–2010. Data are from Dienel (2002) and Bundesministerium Familie, Senioren, Frauen und Jugend (2008).

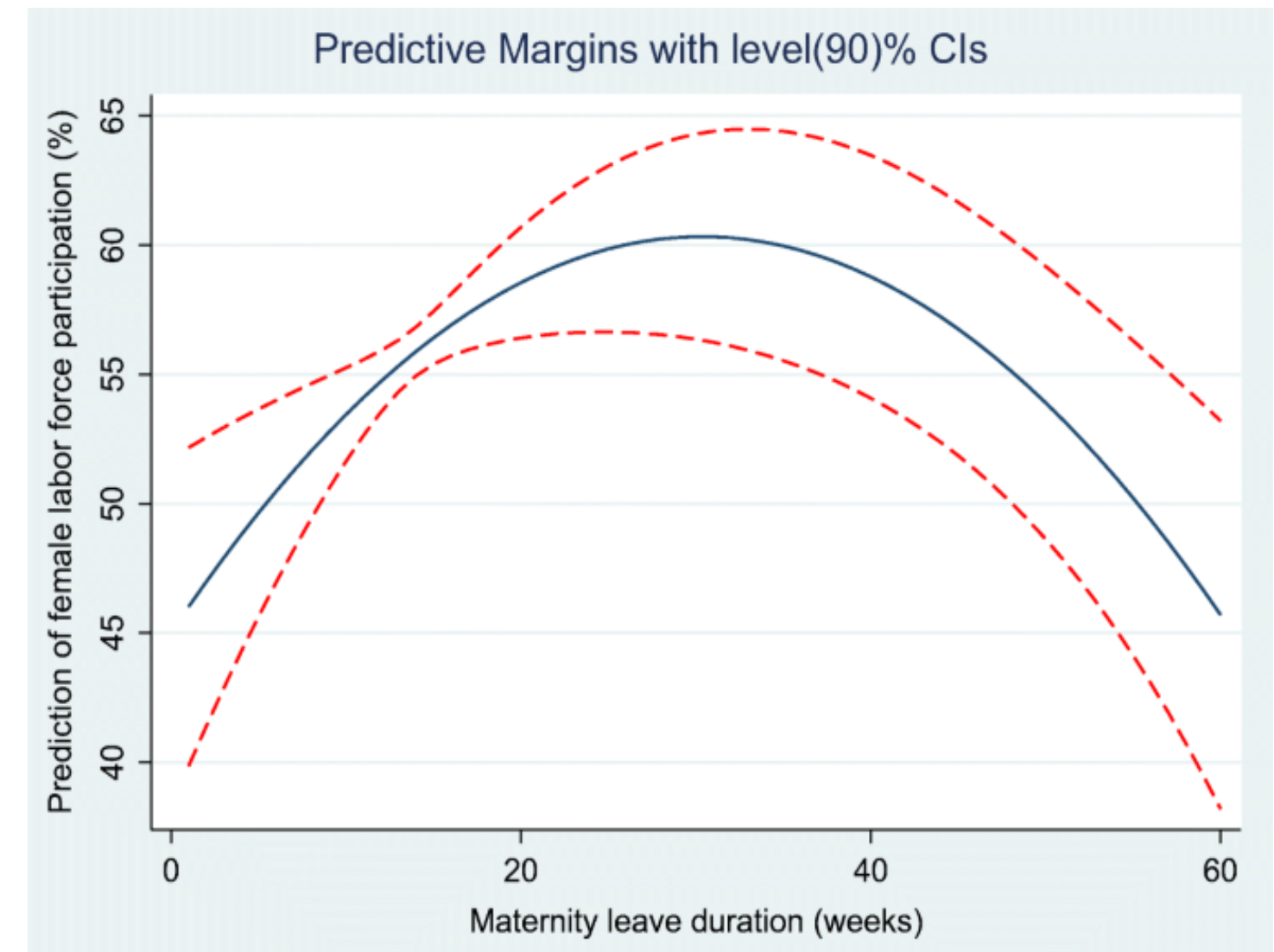
# Expansion on Parental Leave

- Women's work commitment



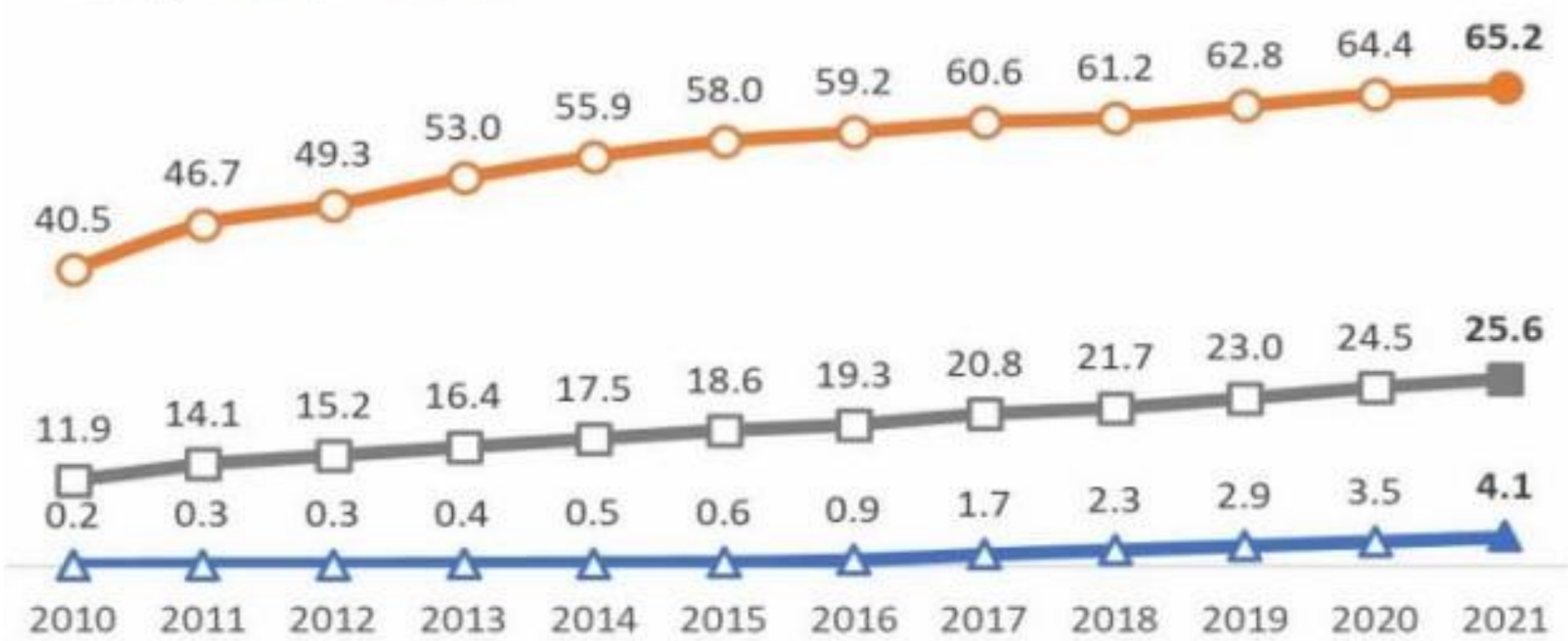
# Expansion on Parental Leave

- Extended parental leave policies can paradoxically depress women's labor force participation rates
  - Decrease women's skills
  - Increase statistical discrimination
- These reduced economic and career opportunities can depress women's childbearing intentions



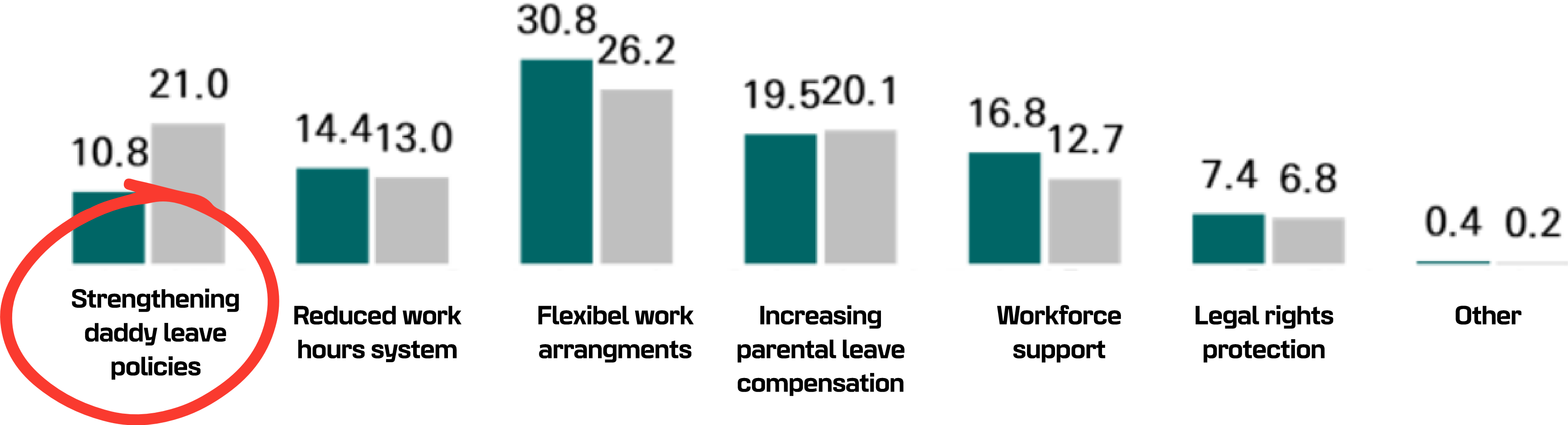
# Daddy Quota? (Korea)

- Utilization rates by gender



# Daddy Quota? (Korea)

The most important policy and system for work-life balance (top priority)



# Daddy Leave

Mixed evidence

Journal of Public Economics 172 (2019) 52–66

Contents lists available at ScienceDirect

**Journal of Public Economics**

journal homepage: [www.elsevier.com/locate/jpube](http://www.elsevier.com/locate/jpube)

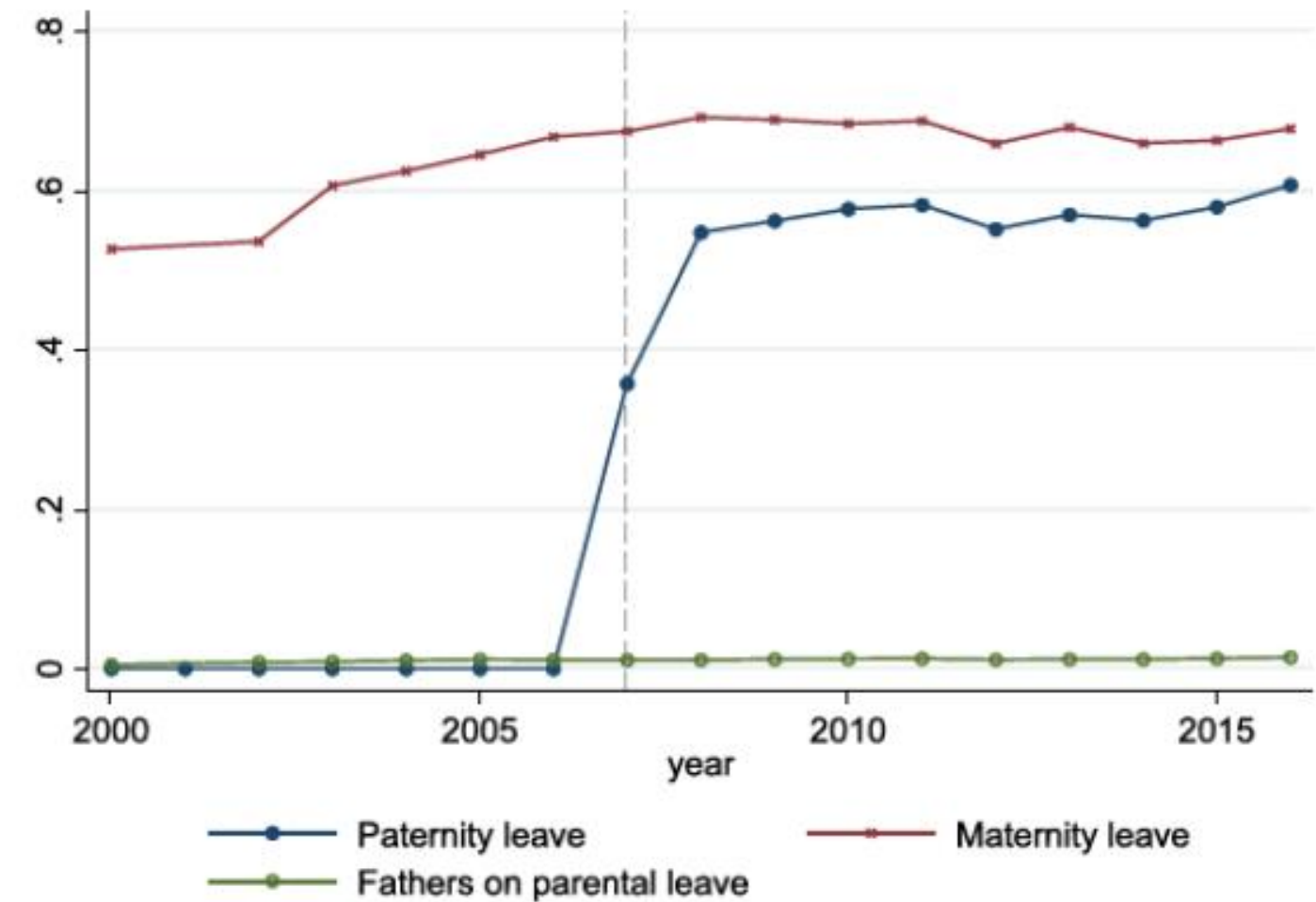
ELSEVIER

Does paternity leave reduce fertility? ☆

Lidia Farré <sup>a,b,c</sup>, Libertad González <sup>d,e,\*</sup>

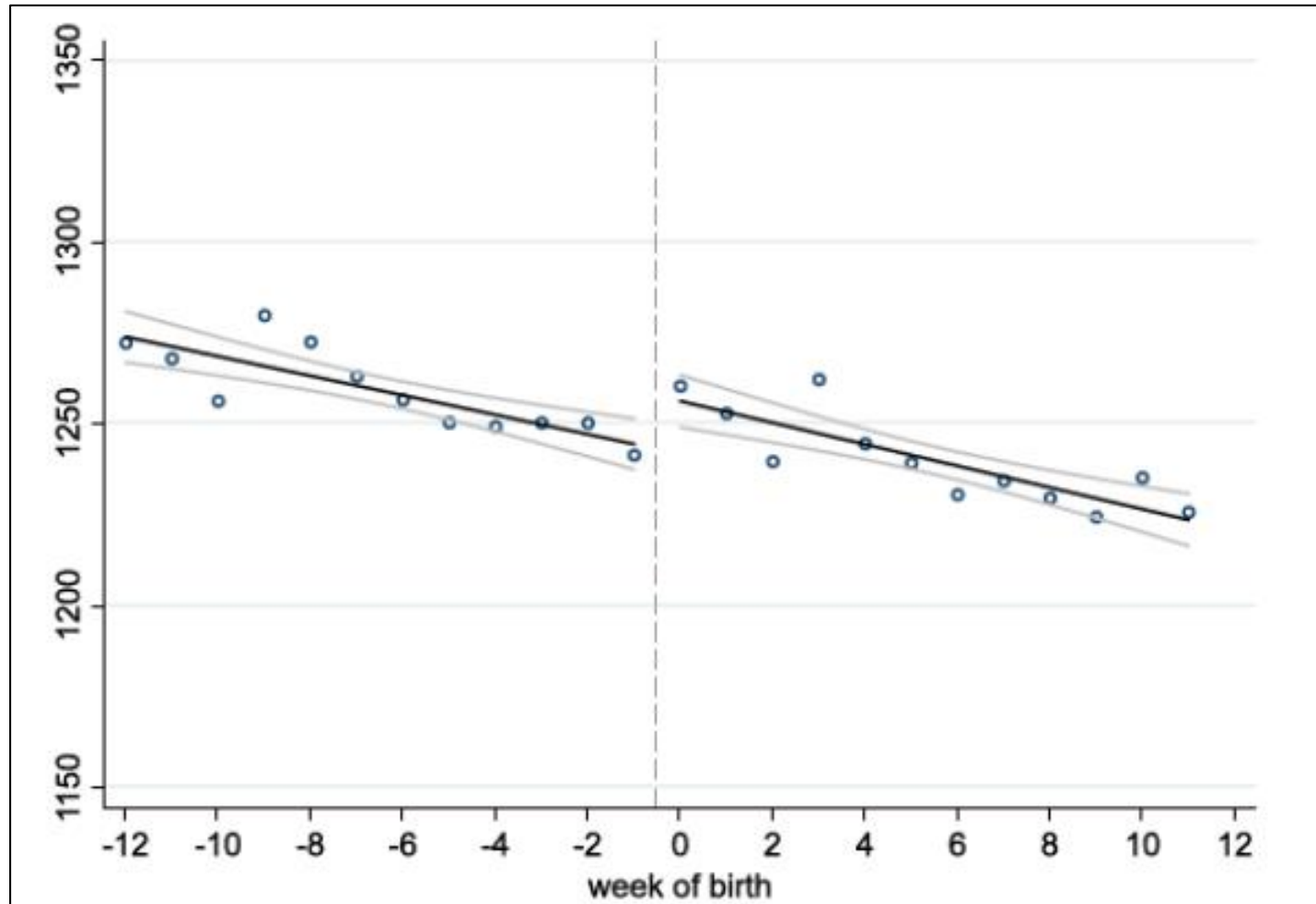
<sup>a</sup> University of Barcelona, Spain  
<sup>b</sup> IAE-CSIC, Spain  
<sup>c</sup> IZA, Germany  
<sup>d</sup> Universitat Pompeu Fabra, Spain  
<sup>e</sup> Barcelona GSE, Spain

Check for updates

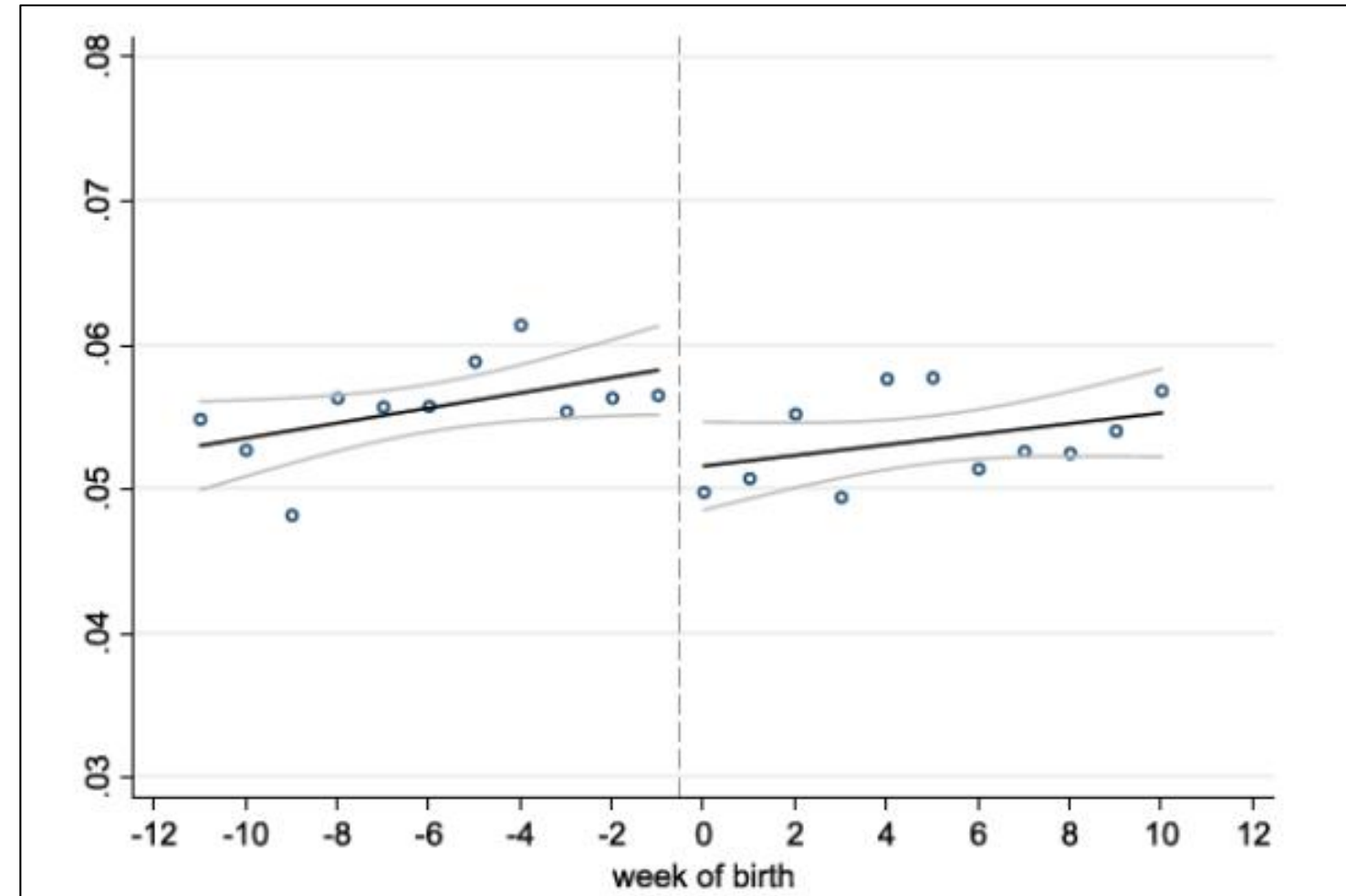


**Fig. 1.** Number of mothers and fathers taking maternity/paternity leave as a fraction of the annual number of births. Data sources: Social Security (annual number of leave-takers) and National Statistical Institute (annual number of births).

# Daddy Leave



**Fig. 2.** Days to next birth (birth spacing) by week of birth. Data source: National Statistical Institute, birth-certificate microdata. The sample includes all women who had a child around the threshold date and who had a subsequent child by the end of 2013. Week of birth is normalized to 0 for women who had the reference child in the week of March 24–30, 2007. The circles are averages within each bin, the black lines are linear fits, and the grey lines are 90% confidence intervals.



**Fig. 3.** Fraction of mothers having another child within the next 2 years (age over 30). Data source: National Statistical Institute, birth-certificate microdata 2007. Week of birth is normalized to 0 for women having the reference child in the week of March 24–30, 2007. The circles are averages within each bin, the black lines are linear fits, and the grey lines are 90% confidence intervals.

# Daddy Leave (Korea)

**Table 6** Relative risk ratio (RRR) of the couple's intention for another child by leave uptake and length

Variables	Parity one		Parity two	
	Yes	Unsure	Yes	Unsure
<i>Father's leave: (Reference: plan to take first leave shortly)</i>				
Currently on leave	0.83	0.48 <sup>+</sup>	0.07**	0.89*
Have taken short leave (~ 3 m)	0.62	0.71	0.04**	0.44
Have taken moderate leave (4~ 11 m)	0.45	0.60	0.04*	0.85
Have taken long leave (12~ m)	1.09	0.41	0.17 <sup>+</sup>	1.24
No experience, no plan	0.97	1.04	0.09***	0.82
Father age	0.97	0.98	0.89	0.98
Wife age	0.93*	0.92*	0.99	0.84**
Father university degree	1.10	1.01	0.76	0.68
Wife university degree	0.86	0.89	1.70	0.78
Household income	1.00	1.00	0.99**	1.00 <sup>+</sup>
Individual income	1.00	1.00	1.00	1.00
Age of youngest child	0.69***	0.74***	0.97	0.91
Wife is pregnant	0.70	0.17***	1.34	0.00
Observations	626		402	
Pseudo <i>R</i> -squared	0.11		0.15	

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$ , + $p < 0.1$

# Daddy Leave

- Paternity leave -> increased maternal work burden -> decreased birth rates
- Paternity leave -> experienced childcare costs -> focus on quality over quantity

# Labor Market in South Korea

- Strong “ideal worker norm”: deeply embedded workplace expectation that prizes employees who can demonstrate complete devotion to work without family interference, manifesting through constant availability, long hours, minimal leave-taking, and prioritizing work over personal obligations
  - Extremely long working hours
  - Total dedication
  - The career penalty for leave-taking
- The dual structure of the labor market with sharp divides between regular and non-regular workers

# Current Measures

## 6+6 부모육아휴직 급여가 확대됩니다

\* 6+6 부모육아휴직 시  
 통상임금 100%  
 (월 최대 450만원까지) 급여 지급

\* 자녀 생후 18개월 내 부모 모두 육아휴직 사용 시  
 첫 6개월에 대해 부모 각각의 육아휴직 급여를  
 통상임금의 100% 지원(월 최대 450만원)



**Parental leave  
 compensation  
 increased**

## 육아기 근로자를 위한 지원을 강화합니다

\* 육아기 근로자 시차출퇴근  
 장려금 월20만원 신설



**Workforce  
 monetary support**

## 아이 돌봄 지원을 확대합니다

\* 아이돌보미 이용가구  
 11만 가구까지 확대,  
 2자녀 이상 정부지원 대폭 확대



**Additional  
 childcare support**

**+ Extended to 3 years**

# Conclusion

- Enough with parental leave
- Important to challenge institutional norms
  - Results Only Work Environment (ROWE)
- Policy effectiveness should be tested