

Comparative Study on Family Policy in East Asia

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Plan for Project in 2014

Main outcome of study in 2013

Discussion Points

Further development



Plan for Project in 2014

Main outcome of study in 2013

Discussion Points

Further development

- ④ Economic development, population aging and low fertility in East Asia
 - Decrease in fertility and changes of family in the period of compressed development
 - Difficulties in dealing with these problems in a short period of time

- ④ Need to cope with needs of families in order to recover fertility
 - Preference for small size of family still exists due to strong family planning
 - Conservative socio-cultural characteristics remain

- ④ Importance in sharing experiences among countries in EA
 - East Asian countries have similar history, tradition, and culture
 - Possible to derive effective policy measure by exchanging knowledge

| Purpose of the study

- Compare features of families and female employment in EA
- Review characteristics of family policies and related issues
- Suggest policy implications for low fertility and population aging

➤ Objects of study: 7 countries in East Asia

- Korea, China, Japan, and Singapore for the project in 2013
- Add Hong-Kong China, Thailand, and Vietnam for the project in 2014
 - Countries experienced 1st and 2nd demographic transition in East Asia

➤ Indicators of OECD Family database

- Main indicators in Structure of Families(SF), Labor Market Position of Families(LMF), and Policies for families and Children(PF)
- Enable international comparison by using standard indicators not only among the Asian countries but also with European countries
 - Contribute to develop standardized indicators for non-OECD countries in EA

Project in 2013

- Number of requested indicators: 16
- The 12 indicators analyzed in 2013

Project in 2014

- Number of requested indicators: 31
 - Request to update the 12 analyzed indicators
 - Request additional 19 indicators for the project of 2014

Indicators: Structure of Families (SF)

Sub-dimensions	Indicator	Analyzed 12 measurements in 2013	Additional 19 measurements in 2014	
Families and Children	SF1.1: Family size and composition	Chart SF1.1A: Average house size	Table SF1.1C: Households by number of children	
		Table SF1.1A: Types of household		
		Table SF1.1B: Households with children		
	SF1.4: Population by age of children and youth dependency ratio		Chart SF1.4A: Total Population: Number of persons aged 0~17 Chart SF1.4B: Population distribution among children and young adults Chart SF1.4C: Trends in Child Population Chart SF1.4D: Trends and projections for youth-dependency ratio	
Fertility indicators	SF2.1: Fertility rates	Chart SF2.1A: Total fertility rate for OECD countries	Chart SF2.1B: Completed Fertility Rate of Women born in 1950 and 1965 Chart SF2.1C: Proportion of live births by rank of children Chart SF2.1D: Changes in the Distribution of births by rank of children Chart SF2.1E: Relationship between female employment rate and TFR	
		SF2.2: Ideal and actual number of children	Chart SF2.2A: Mean Personal ideal number of children	Chart SF2.2B: Ideal number of children
			Chart SF2.2D: Ideal and actual fertility rates, 2000 or around	Chart SF2.2C: Mean ultimately intended family size, women aged 25 to 39
		SF2.3: Mean age of mother at first birth	Chart SF2.3A: Mean age of women at the first birth	Chart SF2.3B: The postponement of the first childbirth in 2010
	SF2.4: Share of births outside marriage and teenage births		Chart SF2.4A: Proportion of births out of wedlock	Chart SF2.3C: Age specific profiles of fertility rates, 1970~2009
		Chart SF2.4B: Changes in the proportion of births out of wedlock		
		Chart SF2.4C: The share of births out of wedlock and the fertility rate Chart SF2.4D: Adolescent fertility rates		
	SF2.5: Childlessness		Chart SF2.5A: Trends in childlessness among women by cohort	
			Chart SF2.5B: Definitive childlessness	
			Chart SF2.5C: Definitive childlessness and fertility rate	
Marital and partnership status	SF3.1: Marriage and divorce rate	Chart SF3.1A: The decline in crude marriage rates (1970-2010)		
		Chart SF3.1C: Age at first marriage		
		Chart SF3.1E: The increase in crude divorce rates		
	SF3.2: Family dissolution and children	Table SF3.2A: Distribution of divorce by number of children		

source) OECD Family database (2014)

Project in 2013

- Number of requested indicators: 26
- 13 indicators analyzed in 2013

Project in 2014

- Number of requested indicators: 43
 - Request to update the 13 analyzed indicators
 - Request additional 30 indicators for project of 2014
- Description on the Family friendly workplace practices

Indicators: Labor Market Position of Families (LMF)

Sub-dimensions	Indicator	Analyzed 13 measurements in 2013	Additional 30 measurements in 2014
Families, children and employment status	LMF1.1: Children in families by employment status		Chart LMF1.1A: Children in couple households by parental employment status Chart LMF1.1B: Children in sole-parent households by parental employment
	LMF1.2: Maternal employment	Chart LMF1.2A: Maternal employment rates compared to female employment rates	Chart LMF1.2B: Maternal employment rates by age of youngest child Chart LMF1.2C: Maternal employment rates by number of children under 15 Chart LMF1.2D: Employment and maternity rates for mothers
	LMF1.3: Maternal employment rate by family status		Chart LMF1.3A: Sole mothers and partnered mothers in paid employment Table LMF1.3A: Sole-parents in paid employment by year, sex and age
	LMF1.4: Employment profiles over the life course	Chart LMF 1.4A: Age-employment profiles by gender Time series - employment/population ratio (1990-2011)	Chart LMF 1.4B: Age-unemployment profiles by gender
	LMF1.5: Gender pay gaps for full-time workers and earnings by educational attainment	Chart LMF1.5A: Gender gap in median earnings of full-time employees, 2009 Chart LMF1.5C: Gender gap in average earnings of full-time employees Time series - gender wage gap	Chart LMF1.5B: Gender pay gap in full-time earnings at the top and bottom Chart LMF1.5D: Trends in gender wage gap in median earnings Table LMF1.5A: Average annual earnings of female as a percentage of males Average annual earnings of women as a percentage of men's earnings
	LMF1.6: Gender differences in employment outcomes	Chart LMF1.6A: Incidence of part-time employment Chart LMF1.6B: Change in the percentage share of women's part-time Chart LMF1.6C: Gender differences in full-time employment rates, 2011 Time series - female FIPT and male FIPT Time series - employment rates and Temp employment	Chart LMF1.6D: Incidence of temporary employment in dependent employment Chart LMF1.6F: Proportion of women among managerial staff
Workplace hours and time for caring	LMF2.1: Usual weekly working hours among men and women by broad hours groups	Chart LMF2.1A: Distribution of the working population by usual working hours per week, by gender, 2011	Times series - working hours Chart LMF2.1B: Change working population working more than 40 hours
	LMF2.2: The distribution of working hours among couple families		Chart LMF2.2A: Employment patterns among couple families with children Chart LMF2.2B: Change in employment status among couple households Table LMF2.2A: Employment patterns among couple families by child
	LMF2.4: Family-friendly workplace practices		Chart LMF2.4A: Incidence of employer provided flexible working time Chart LMF2.4B: How working time arrangement are set Chart LMF2.4C: Gender gaps in opportunities to change working hours Chart LMF2.4D: Working from home Description of the policy
	LMF2.5: Time used for work, care and daily household chores	Chart LMF2.5A: Percentage of time dedicated to care work, by number of children under school age	Chart LMF2.5C: Care as a primary or joint activity Chart LMF2.5D: Average weekly hours allocated to care activities Chart LMF2.7A: Life satisfaction among persons aged 15 and over
	LMF2.7: Subjective well-being		Chart LMF2.7B: Life satisfaction among children aged 11 to 15 Chart LMF2.7C: Life satisfaction by gender Chart LMF2.8D: Life satisfaction by employment status

source) OECD Family database (2014)

Indicators: Public policies for families and children (PF)

Project in 2013

- Number of requested indicators: 36
 - Request policy description on 10 items
- 16 indicators analyzed in 2013

Project in 2014

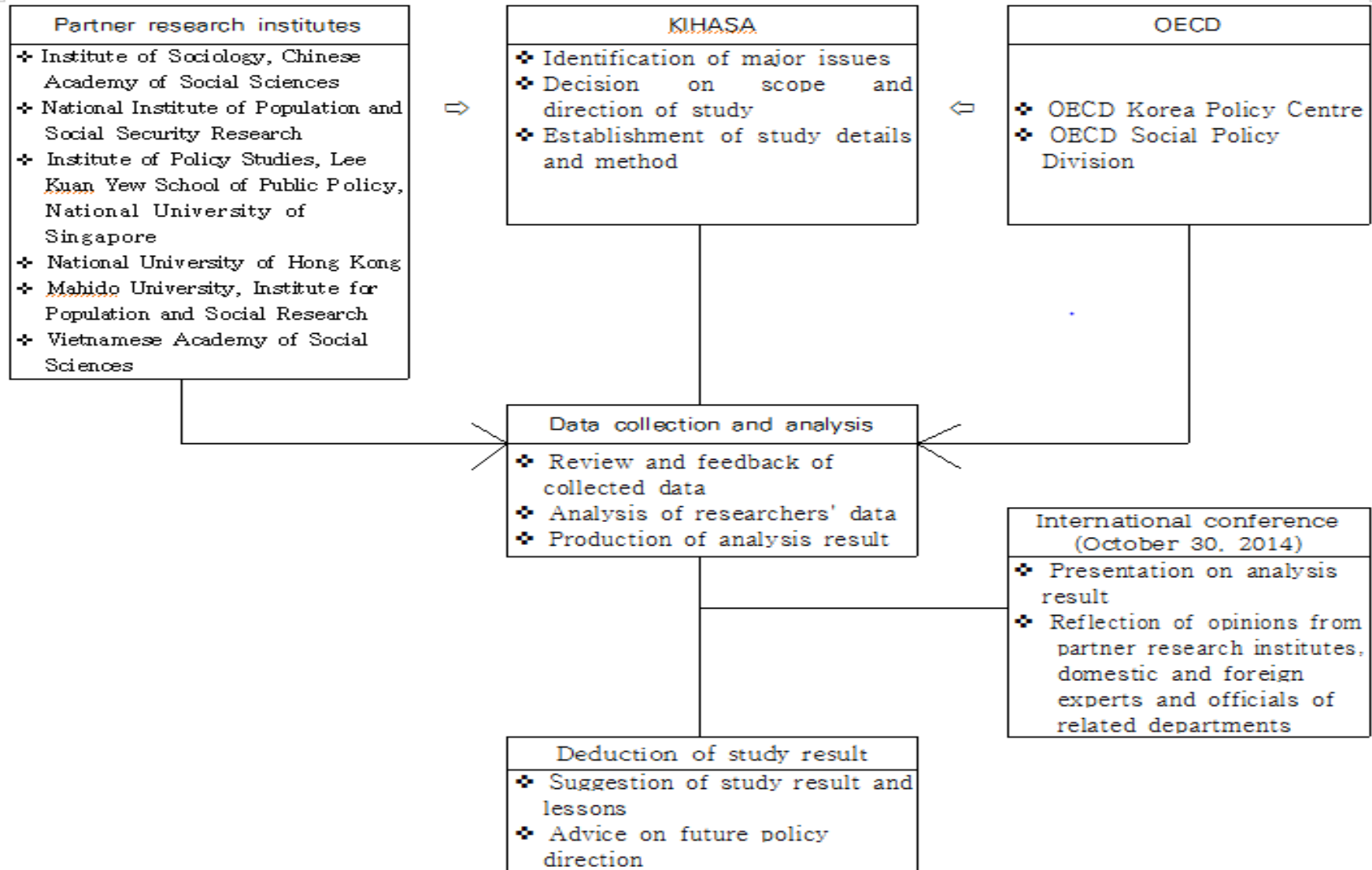
- Number of requested indicators: 39
 - Request to update the 16 analyzed indicators
 - Request additional 23 indicators for project of 2014

Indicators: Public policies for families and children(PF)

Sub-dimensions	Indicator	Analyzed 16 measurements in 2013	Additional 23 measurements in 2014
General tax/benefit support for families with children	PF1.1: Public spending on family benefits	Chart PF1.1A: Public spending on family benefits in percent of GDP	
	PF1.2: Public spending on education	Chart PF1.2A: Public expenditure on edu as a percentage of GDP	
	PF1.3: Family cash benefits	Table PF1.3A: Family cash benefits Description of the policy	
	PF1.4: Neutrality of tax benefits systems		Table 1.4A: Average payments to government Description on policy
	PF1.5: Child support (maintenance) systems		Table PF1.5A: Key characteristics of Child Support Regimes Table PF1.5B: Sole-Parents Receiving Child Maintenance Payments Table PF1.5C: Levels of Child Maintenance Payments: Panel A Description of the policy
	PF1.6: Public spending by age of children		Chart PF1.6B: Public social expenditure by age Chart PF1.6C: Cash benefits and tax breaks and childcare Chart PF1.6D: Education dominates in middle childhood (6-11 years) Chart PF1.6E: Education dominates in late childhood (12-17 years) Chart PF1.6F: Age-spending profiles
Child-related leave	PF2.1: parental leave	Table PF2.1A: Full-rate equivalent of paid leave Chart PF2.1A: Child-related leave periods by duration of unpaid leave Description of the policies	Chart PF2.1B: Spending on maternity and parental leave payments
	PF2.2: Use of childbirth related leave	Description on eligibility	Chart PF2.2A: Proportion of employed parents with a child Chart PF2.2B: Proportion of employed mothers with a child
	PF2.3: Additional leave entitlements	Table PF2.3B: Additional leave entitlements of working parents Description on leave entitlements	Table PF2.3A: Statutory and collectively agreed annual leave
	PF2.5: Trends in leave entitlements around childbirth Historical data	Figure PF2.5.1: Length in weeks of parental leave Figure PF2.5.2: Total duration of paid leave after childbirth Historical data	
Formal care and education for very young children	PF3.1: Public spending on childcare and early education	Chart PF3.1A: Public expenditure on childcare and early education services. Time series - Public expenditure on childcare and pre-school Description of the policy	Table PF3.1A: Employers' provision of childcare/other domestic support Chart PF3.1B: Public expenditure on childcare and pre-school, per child
	PF3.2: Enrolment in childcare and pre-schools	Chart PF3.2A: Enrolment rates of children under six Table PF3.2A: Participation rates in formal care and pre-school for children Chart PF3.2C: Participation in formal childcare by children not yet 3 years old Description of the childcare policy	Chart PF3.2B: Participation in formal childcare by children not yet 3 years old
	PF3.3: Informal childcare arrangements	Chart PF3.3A: Use of informal childcare arrangements during a typical week Description on informal childcare	Chart PF3.3B: Average number of hours during a typical week, children Chart PF3.3C: Children with no usual childcare arrangements by children's age
	PF3.4: Childcare support	Description on cost for using childcare services and its burden	Chart PF3.4A: Childcare fees per two-year old attending accredited services Chart PF3.4B: Net childcare costs for a dual earner family Chart PF3.4C: Net childcare costs for a sole-parent family
Typology of childcare benefits	PF4.1: Typology of childcare and early education services	Table 4.1: Typology of Childcare Description on the typology of childcare	
	PF4.2: Quality of childcare a	Description on regulation	Chart PF4.2A: Child-to-staff ratios in formal day-care services, average
	PF4.3: Out-of-school-hours care	Description on policy	Chart PF4.3A: Percentage of children enrolled in out-of-school-hours care Table PF4.3A: Key characteristics of out-of-school-hours care

source) OECD Family database (2014)

Process of Work



⑤ Family database of East Asian countries

- Compile the dataset according to the OECD Family database
- Open to public through the web site of OECD Korea Policy Centre

⑤ Research reports: “ Comparative Study of Family Policy in East Asia”

- Two volumes of the reports: Korean version and English version
- Expect to publish in the end of the 2014

⑤ Submit abstract for Asian Population Association(APA)

- 2014 APA meeting in Kuala Lumpur, Malaysia July 27~30, 2015
- Abstract is due Sept. 15, 2014

Plan of Project in 2014



Main outcome of study in 2013

Discussion Points

Further development

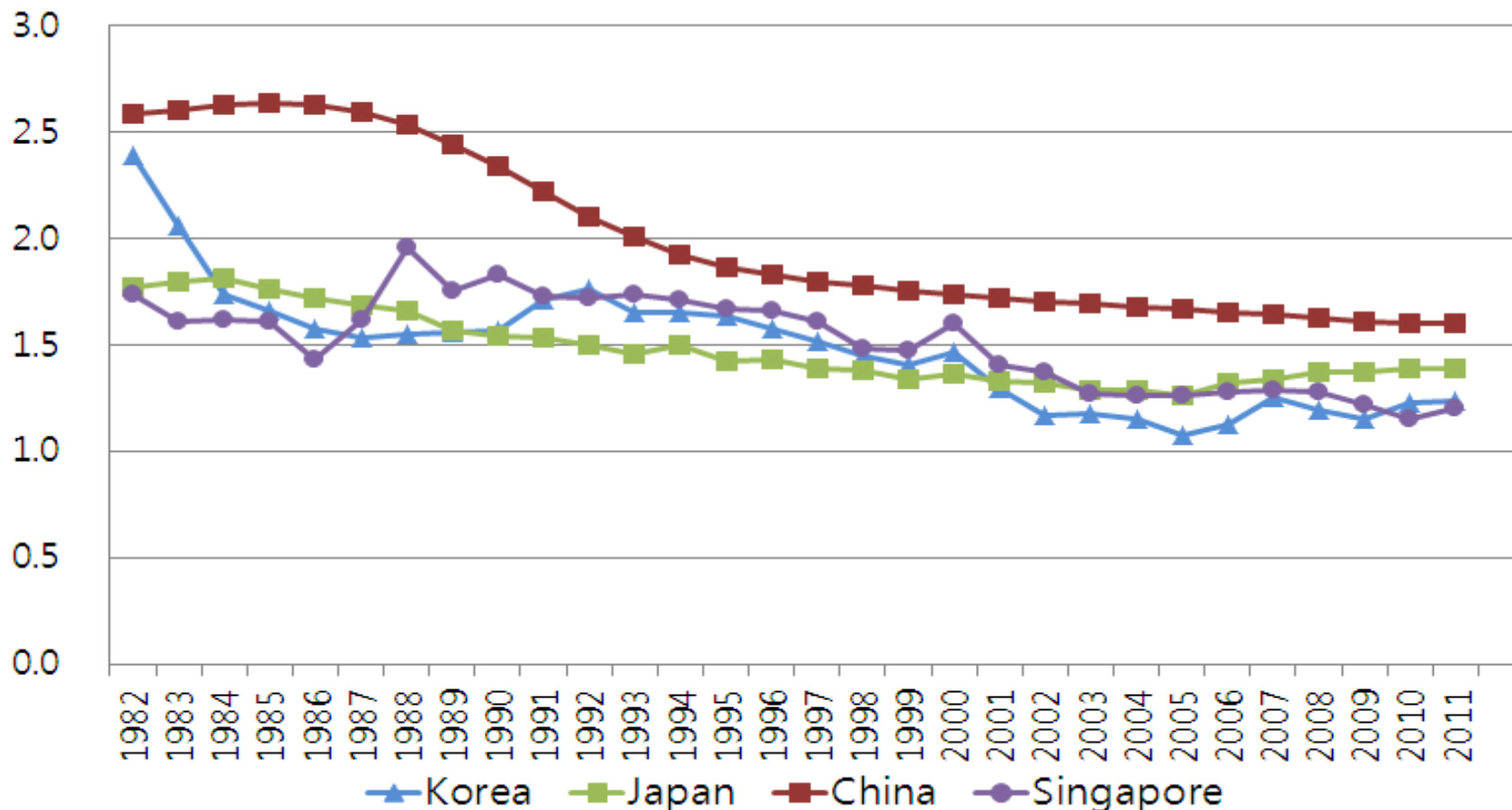
Main outcomes

- Similar traits of shrinking birth rates and household size in macroscopic perspective
- Different from each other as to the microscopic characteristics relevant to the family life such as the household size
- Especially China show different features compared with other countries

Implications

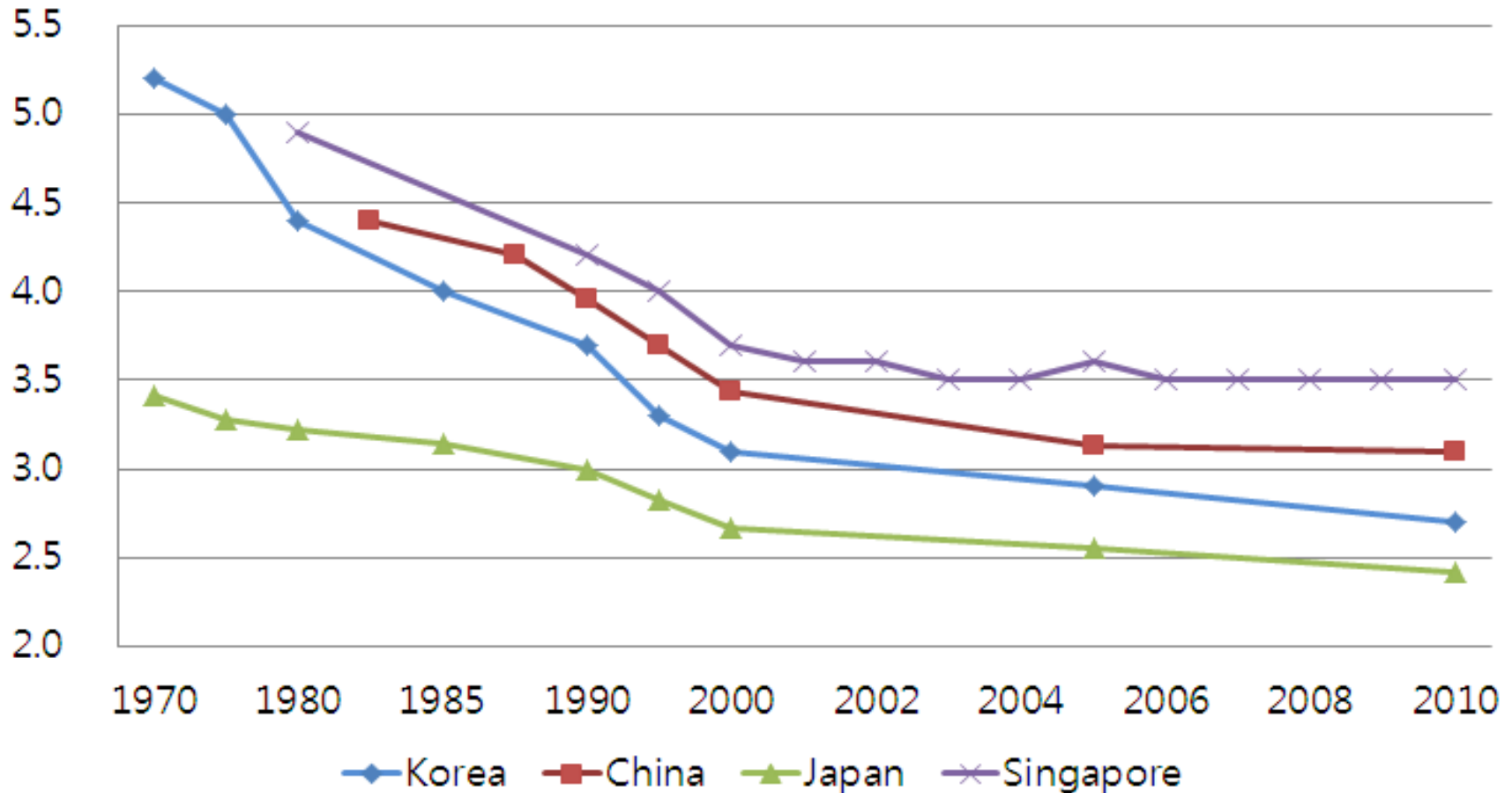
- Though the four countries originated the same cultural background,
- Economic developments was achieved based on different strategies
- Putting each countries at a different social development stage
- The family outcomes produced by the difference in their thought on the family and family related principle

SF: Trends of TFR (1982~2011)



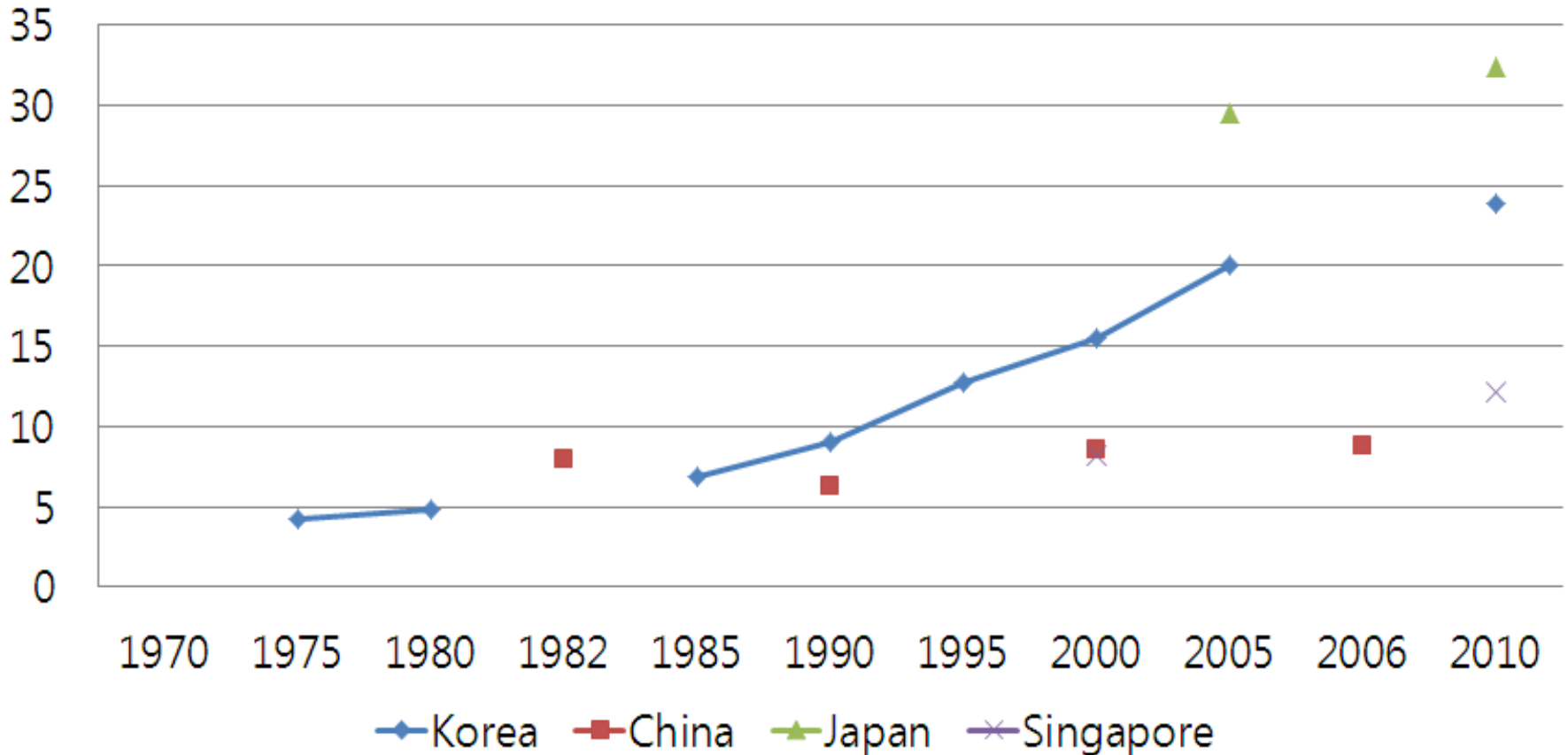
note) Indicators of OECD Family database: Chart SF2.1A. Total fertility rate
source) Yoon-Jeong Shin et al. (2013)

SF: Average of family size (1970~2010)



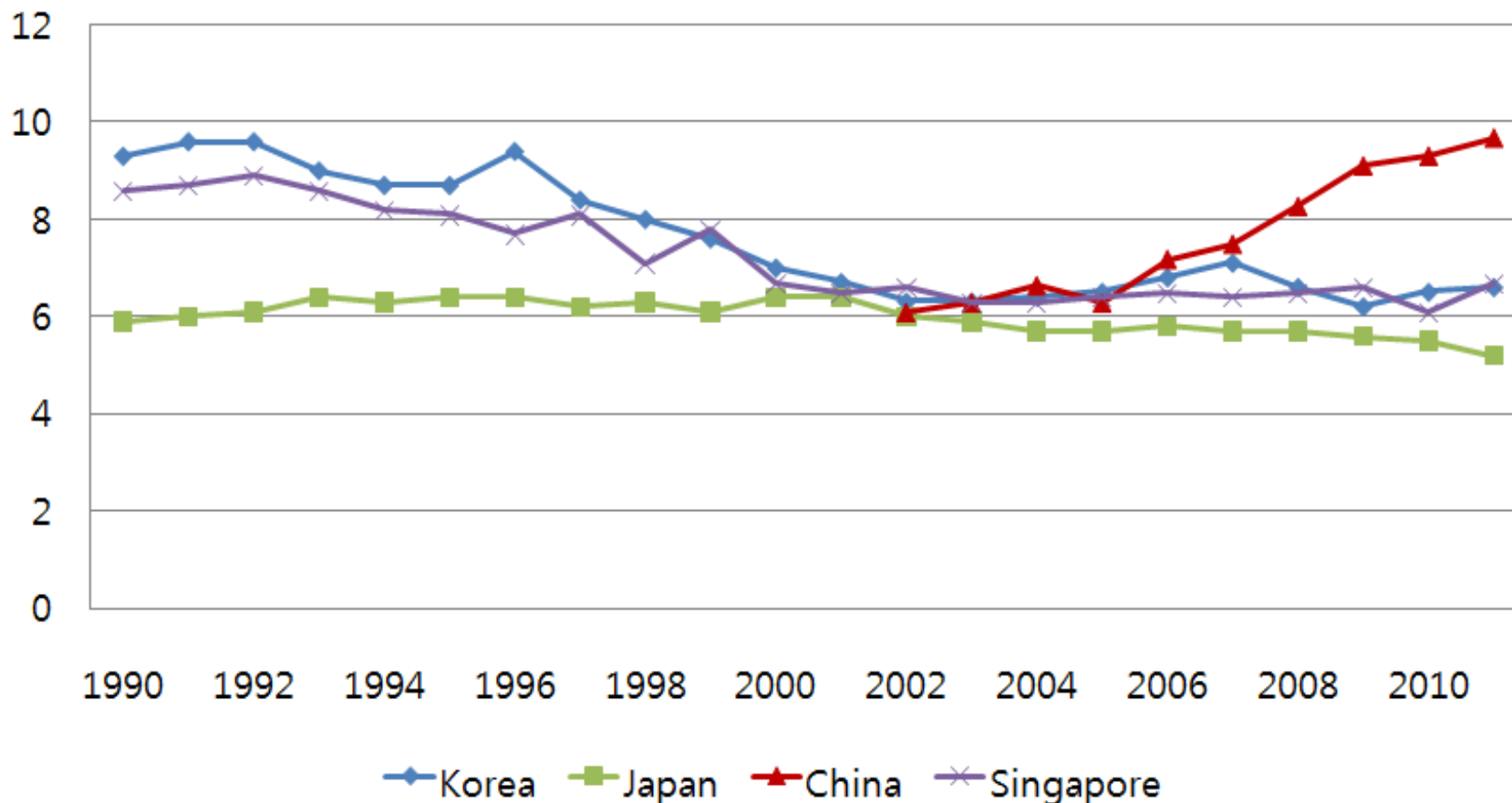
note) Indicators of OECD Family database: Chart SF1.1A. Average Household Size
source) Yoon-Jeong Shin et al. (2013)

SF: Proportion of single-person household (1970~2010)



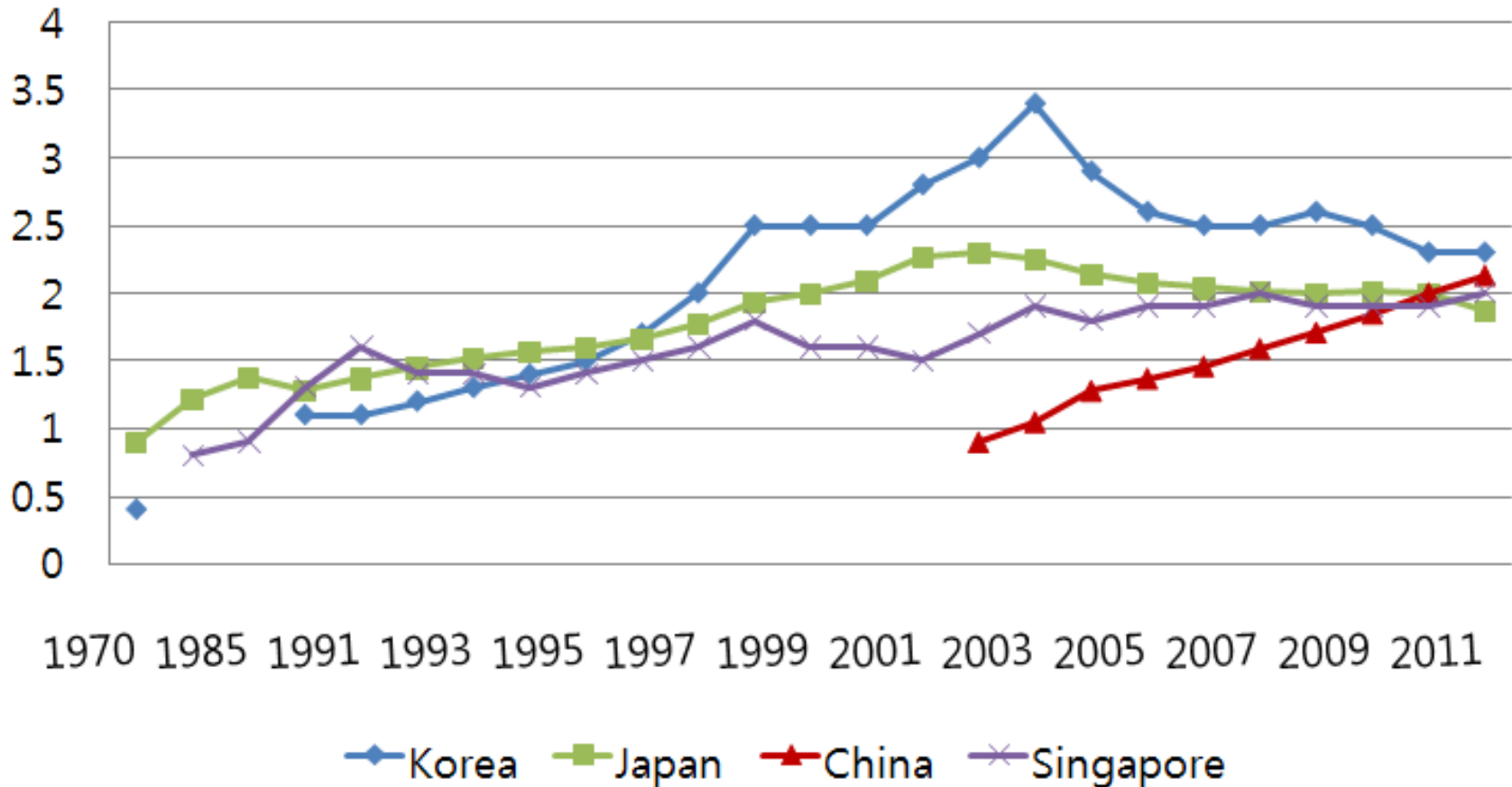
note) Indicators of OECD Family database: Chart SF1.1A. Types of Household
source) Yoon-Jeong Shin et al. (2013)

SF: Crude Marriage Rates (1990~2010)



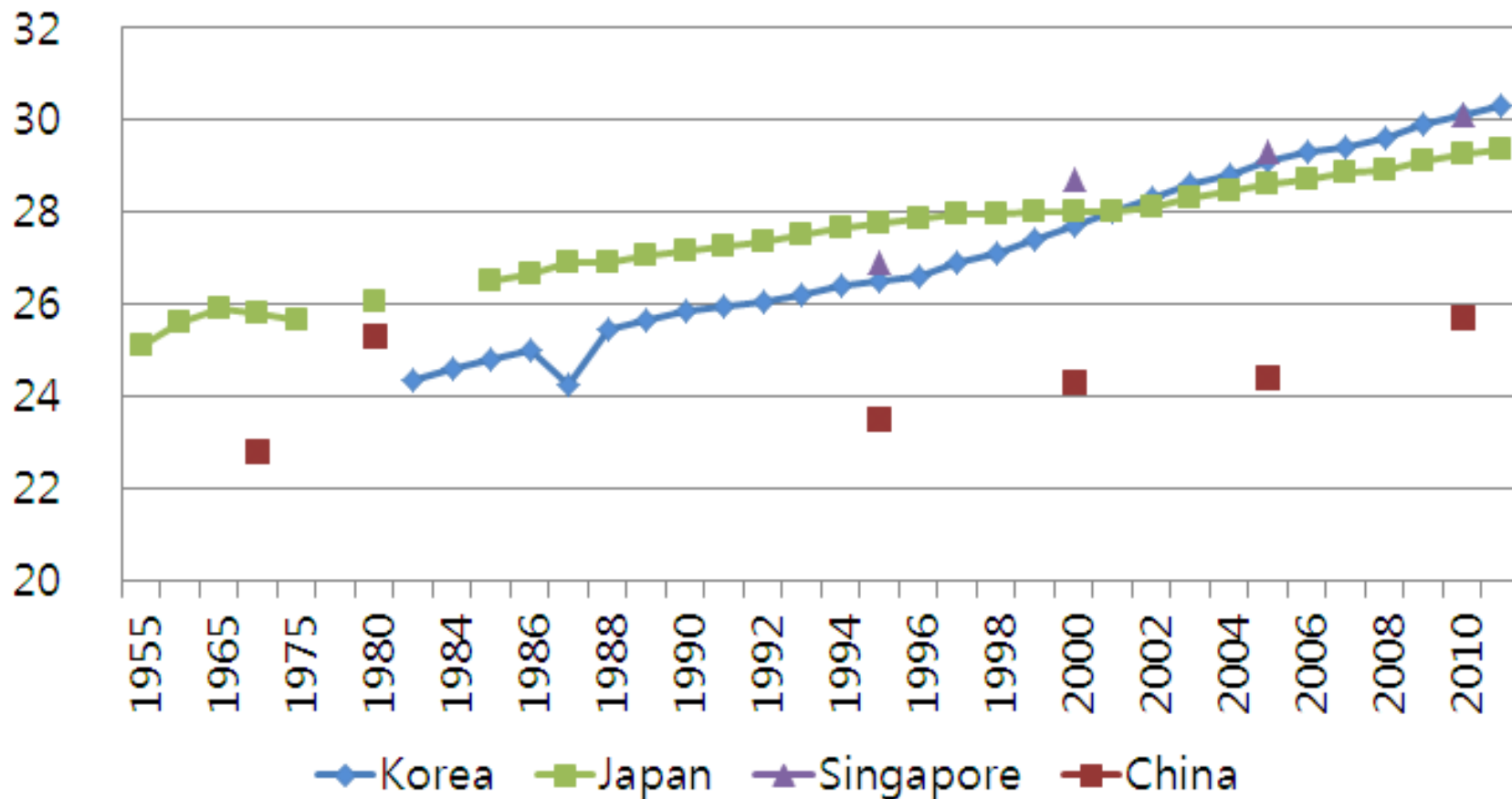
note) Indicators of OECD Family database: Chart SF3.1A. The decline in crude marriage rates source) Yoon-Jeong Shin et al. (2013)

SF: Crude divorce rates (1970~2011)



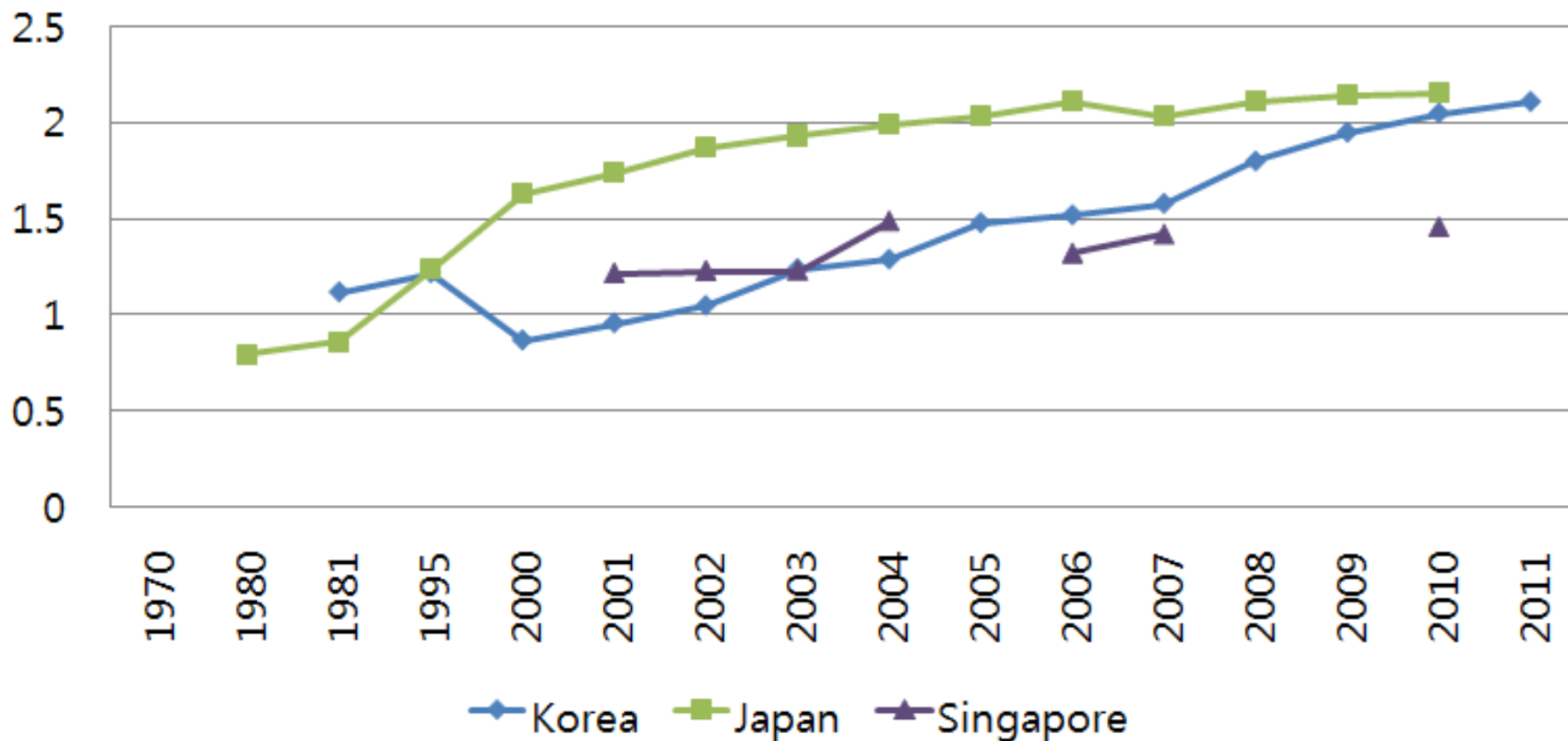
note) Indicators of OECD Family database: Chart SF3.1E. The increase in crude divorce rates source) Yoon-Jeong Shin et al. (2013)

SF: Average age at first childbirth (1955~2012)



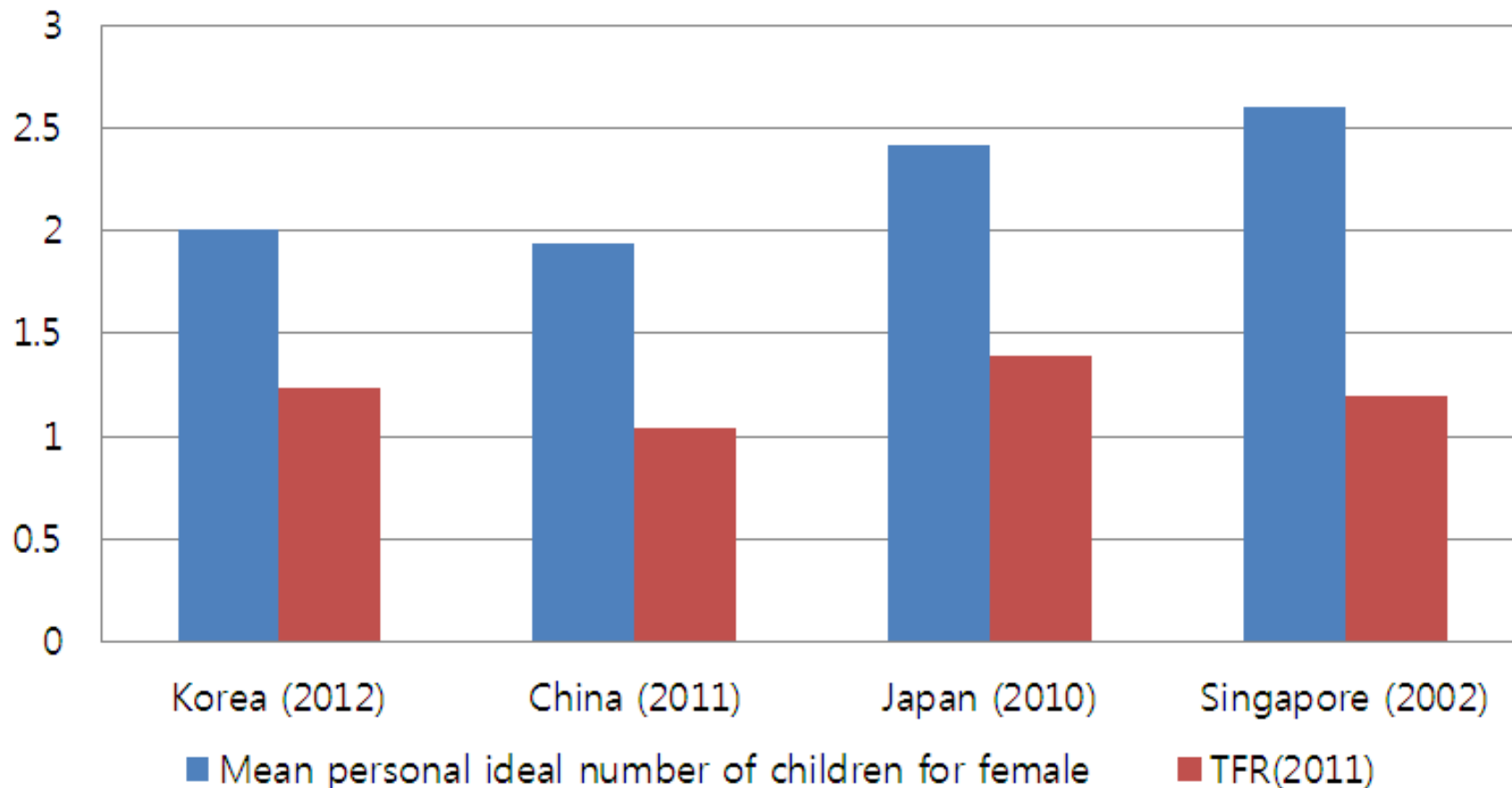
note) Indicators of OECD Family database: Chart SF2.3A. Mean age of women at the birth of the first child
source) Yoon-Jeong Shin et al. (2013)

SF: Share of births outside marriage (1970~2011)



note) Indicators of OECD Family database: Chart SF2.4A. Proportion of births out of wedlock
source) Yoon-Jeong Shin et al. (2013)

SF: Ideal number of children and TFR (2011)



note) Indicators of OECD Family database: Chart SF2.2D. Ideal and actual fertility rates
source) Yoon-Jeong Shin et al. (2013)

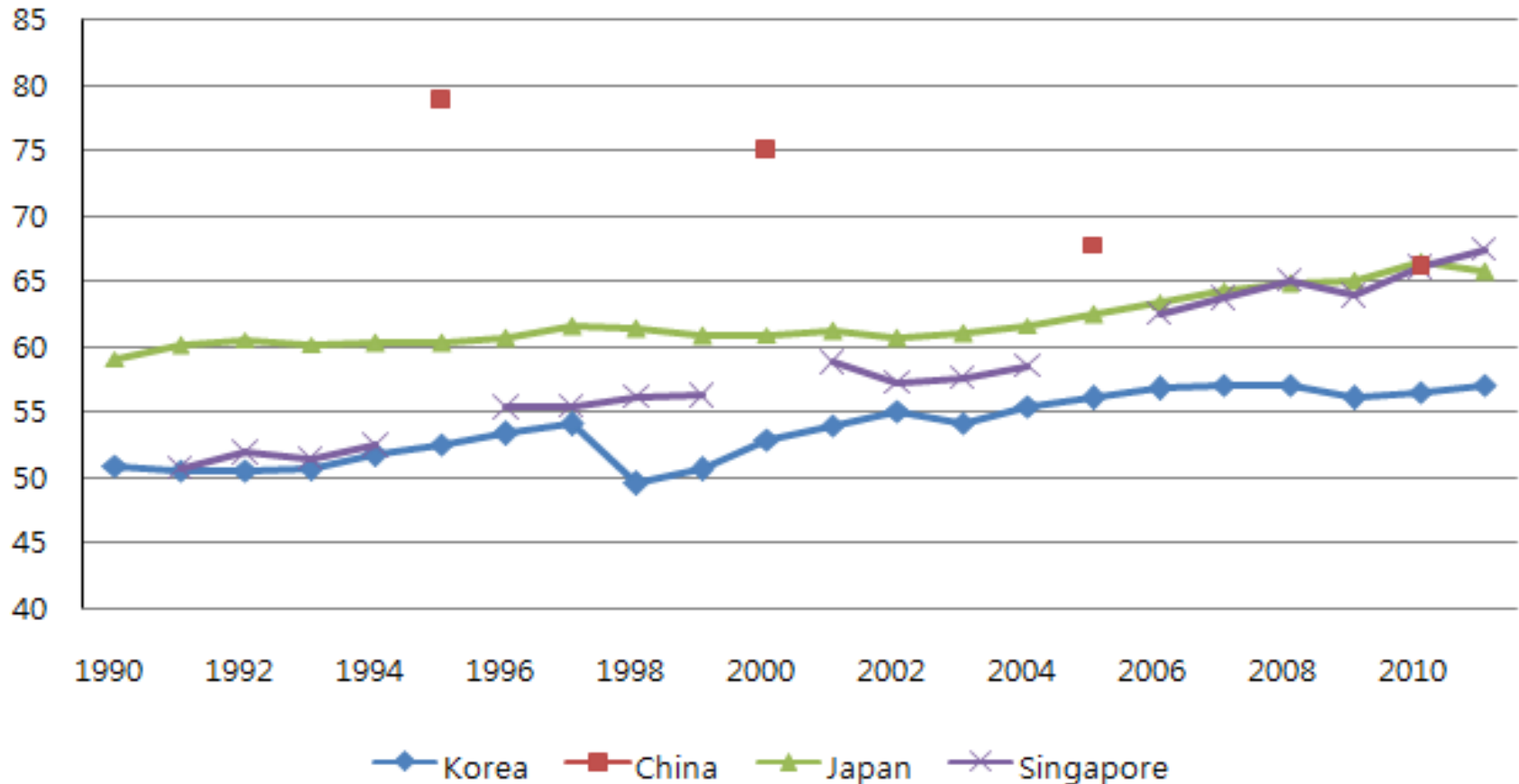
Main outcomes

- Increase in female employment and driving down the gender gap in the employment rate and salaries
- Differ in the proportion of female part-time workers and working hours
- In China gender discriminatory practice expands in terms of female employment rates and gender wage gap

Implications

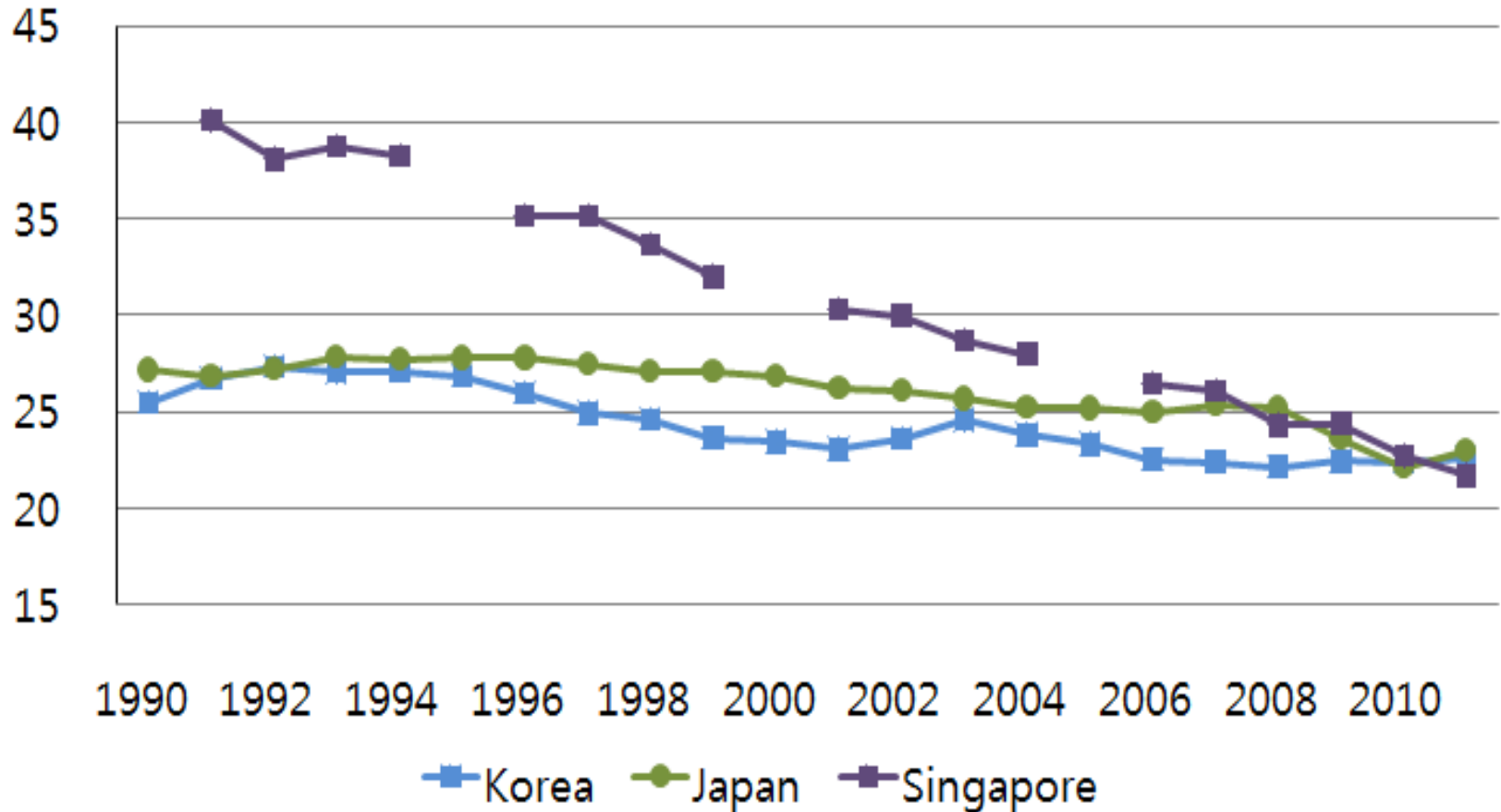
- Achievement in the labor market was produced based on economic strategies which are different by countries
- It results differences in qualitative aspects of the labor markets
- Gender gaps in the wage and care work still exist in most countries

LMF: Female employment rate (1990~2012)



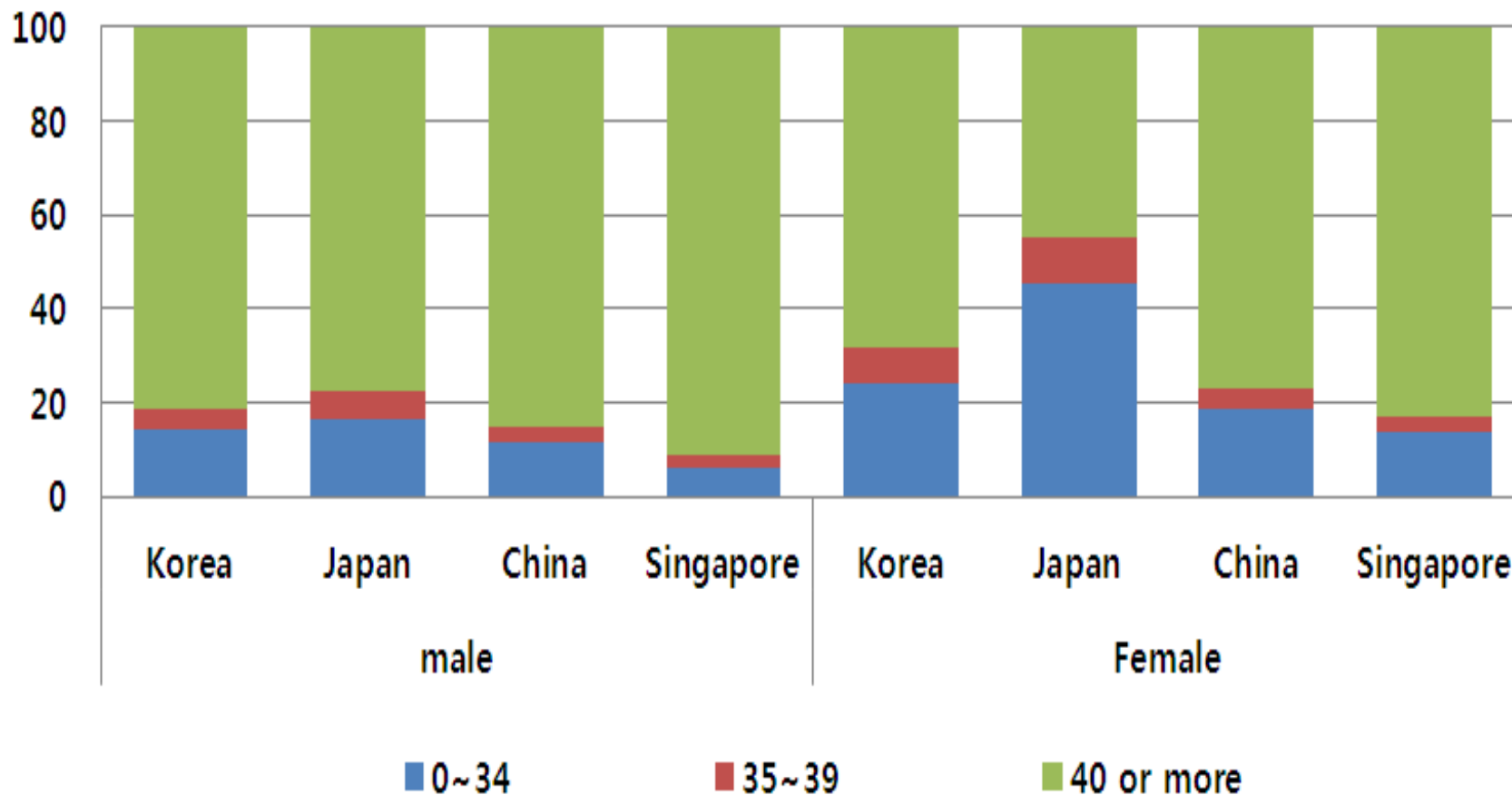
note) Indicators of OECD Family database: LMF1.6. Time series-female employment rates
source) Yoon-Jeong Shin et al. (2013)

LMF: Gender gap for employment rates (1990~2012)



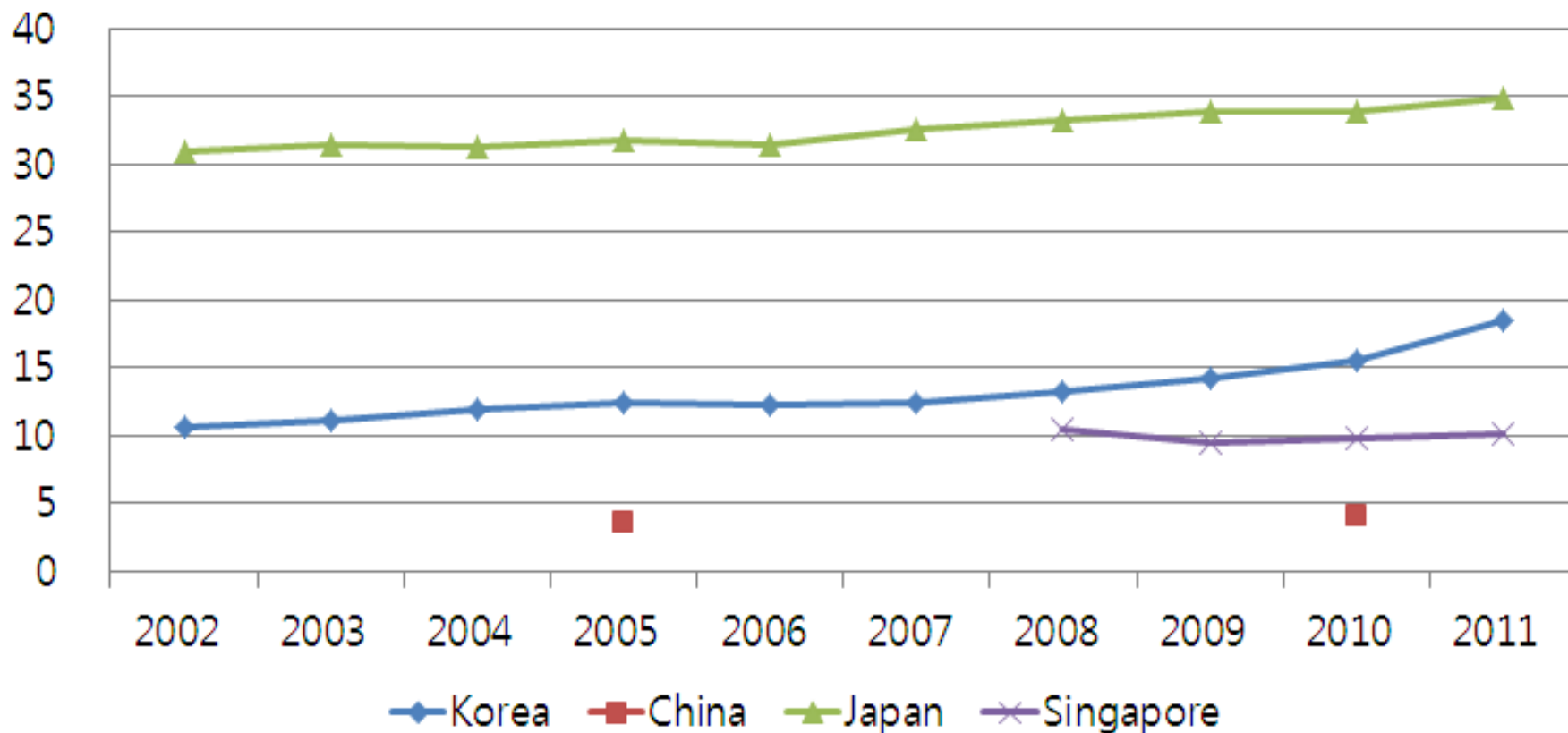
note) Indicators of OECD Family database: LMF1.6. Time series-female employment rates
 source) Yoon-Jeong Shin et al. (2013)

LMF: Usual working hours per week (2010~2012)



note) Indicators of OECD Family database: Chart LMF2.1A. Distribution of the working population by usual working hours per week, by gender source) Yoon-Jeong Shin et al. (2013)

LMF: Part time employment for female (2002~2012)

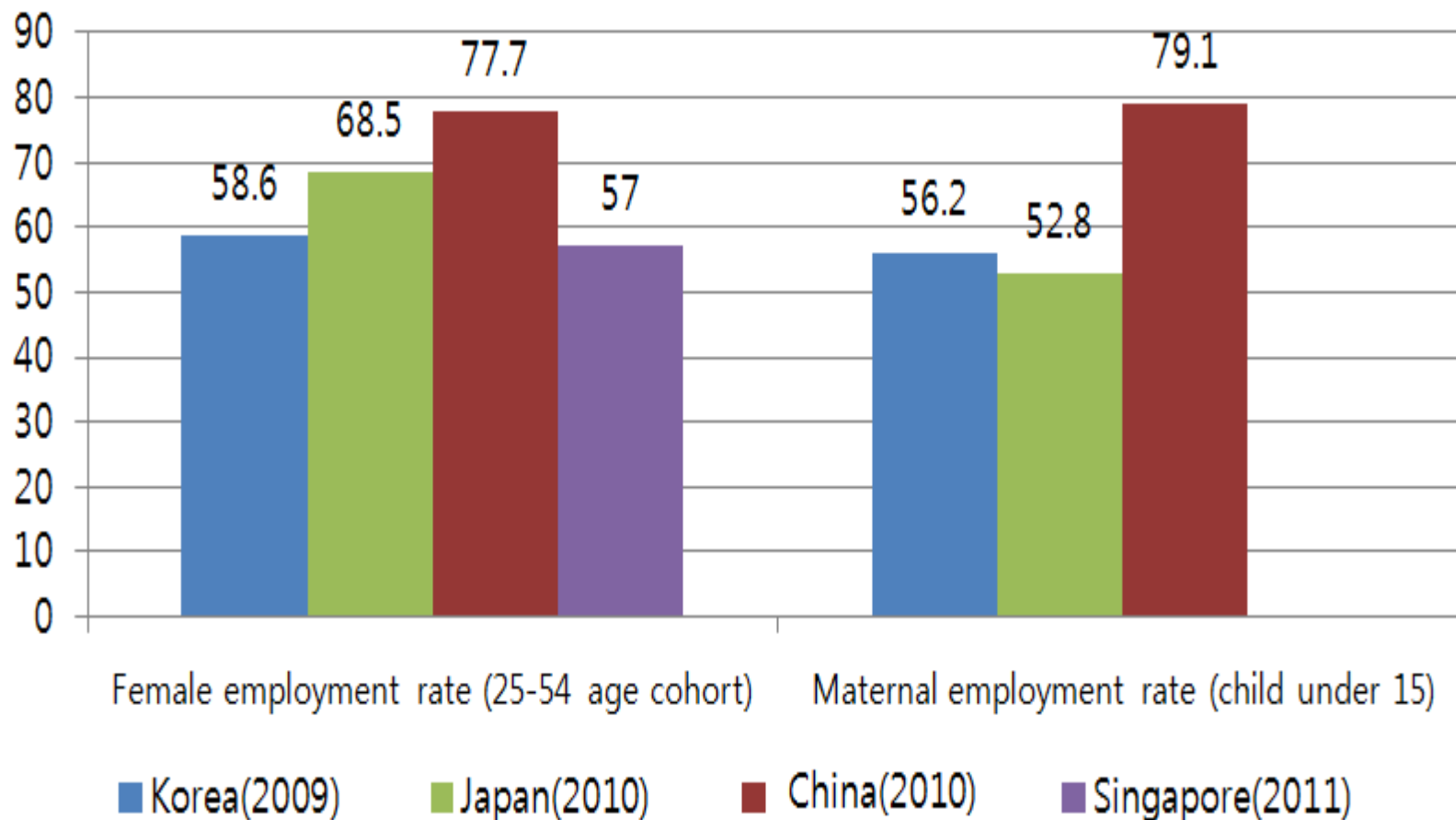


note) 1. For China part-time employment is the workers working less than 20 hours per week

2. Indicators of OECD Family database: Time series – female FTPT LMF1.6

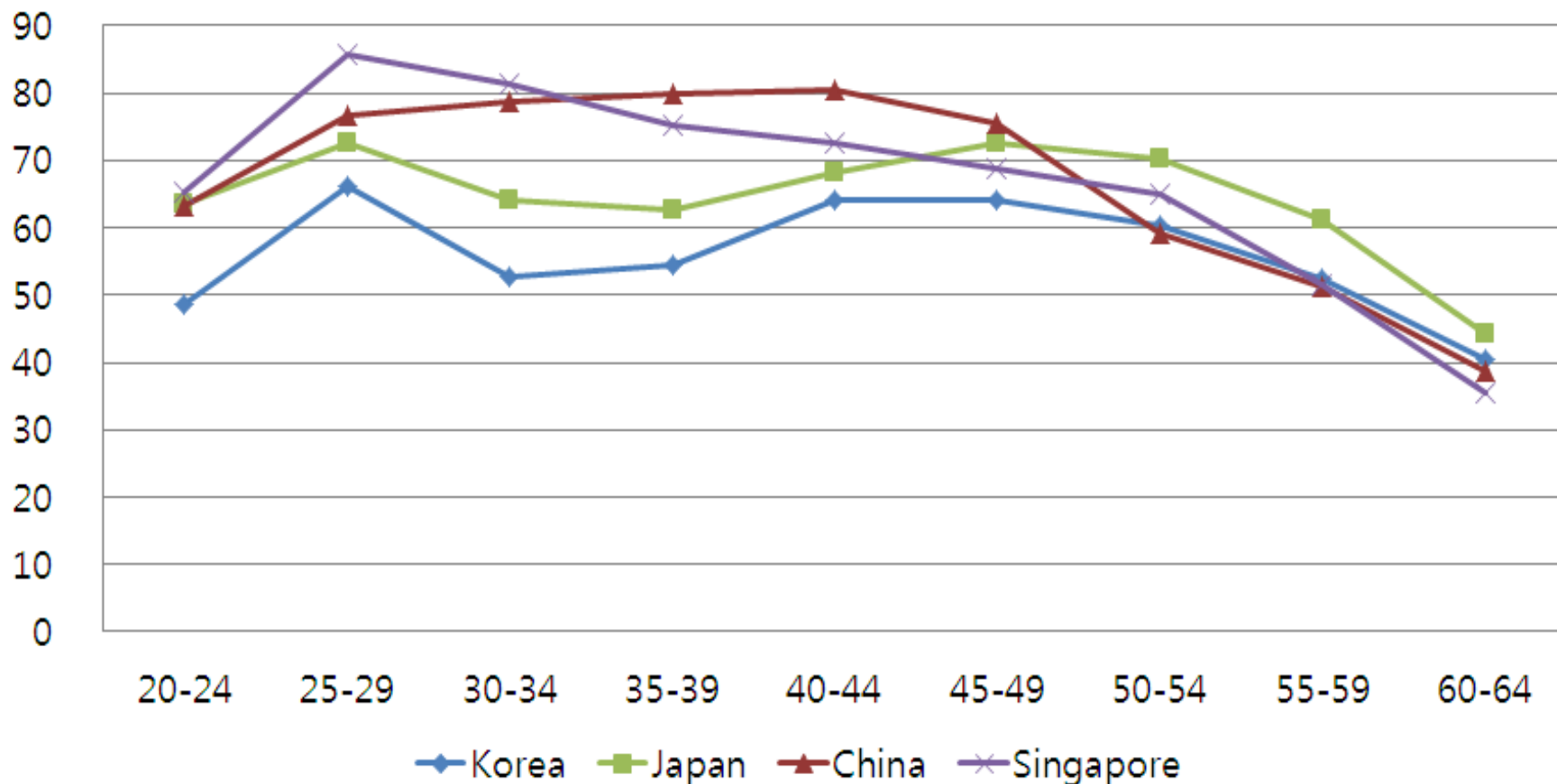
source) Yoon-Jeong Shin et al. (2013)

LMF: Maternal employment rates (2009~2011)



note) Indicators of OECD Family database: Chart LMF1.2A. Maternal employment rates compared to female employment rates
source) Yoon-Jeong Shin et al. (2013)

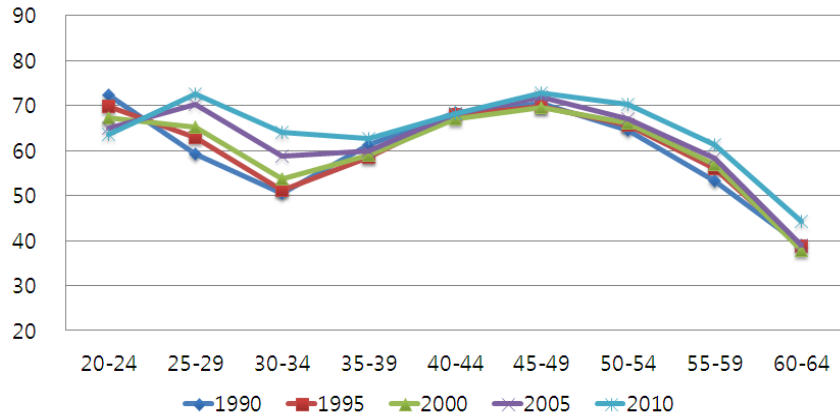
LMF: Female employment rate over life course (2011)



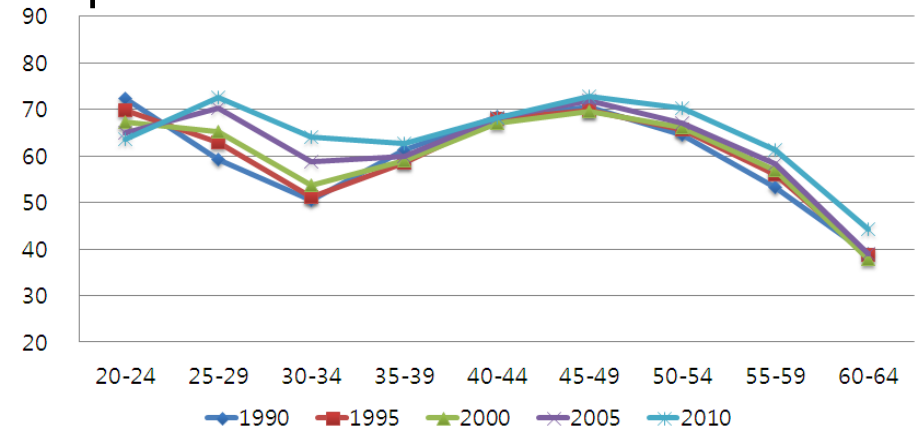
note) Indicators of OECD Family database: Chart LMF1.4A. Age-employment profiles by gender source) Yoon-Jeong Shin et al. (2013)

LMF: Female employment rate over life course

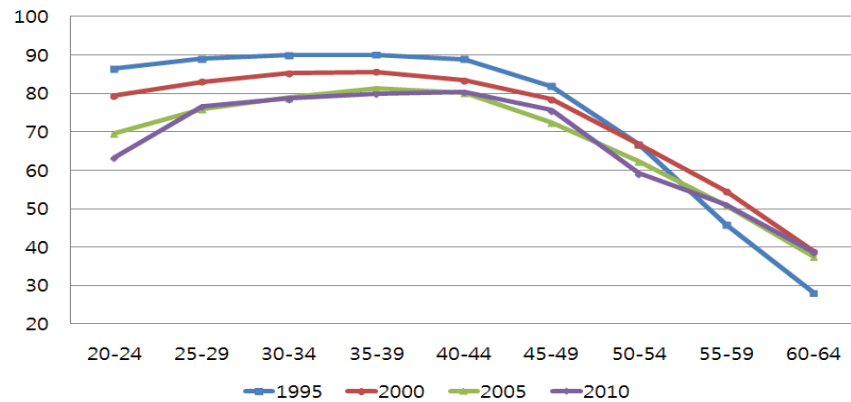
Korea



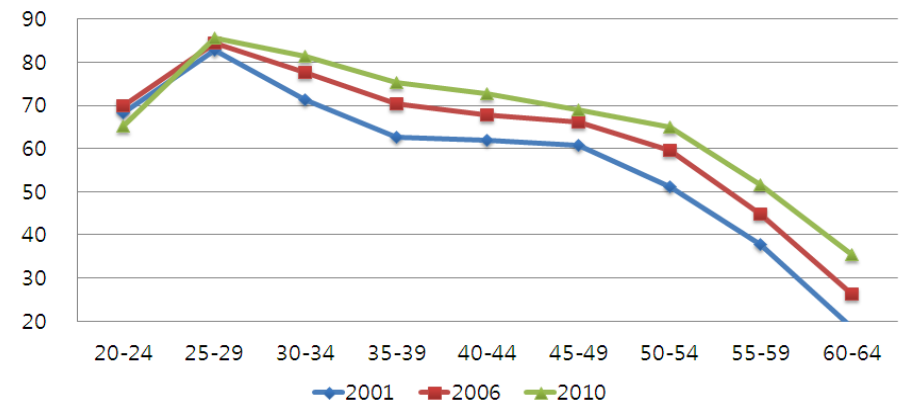
Japan



China

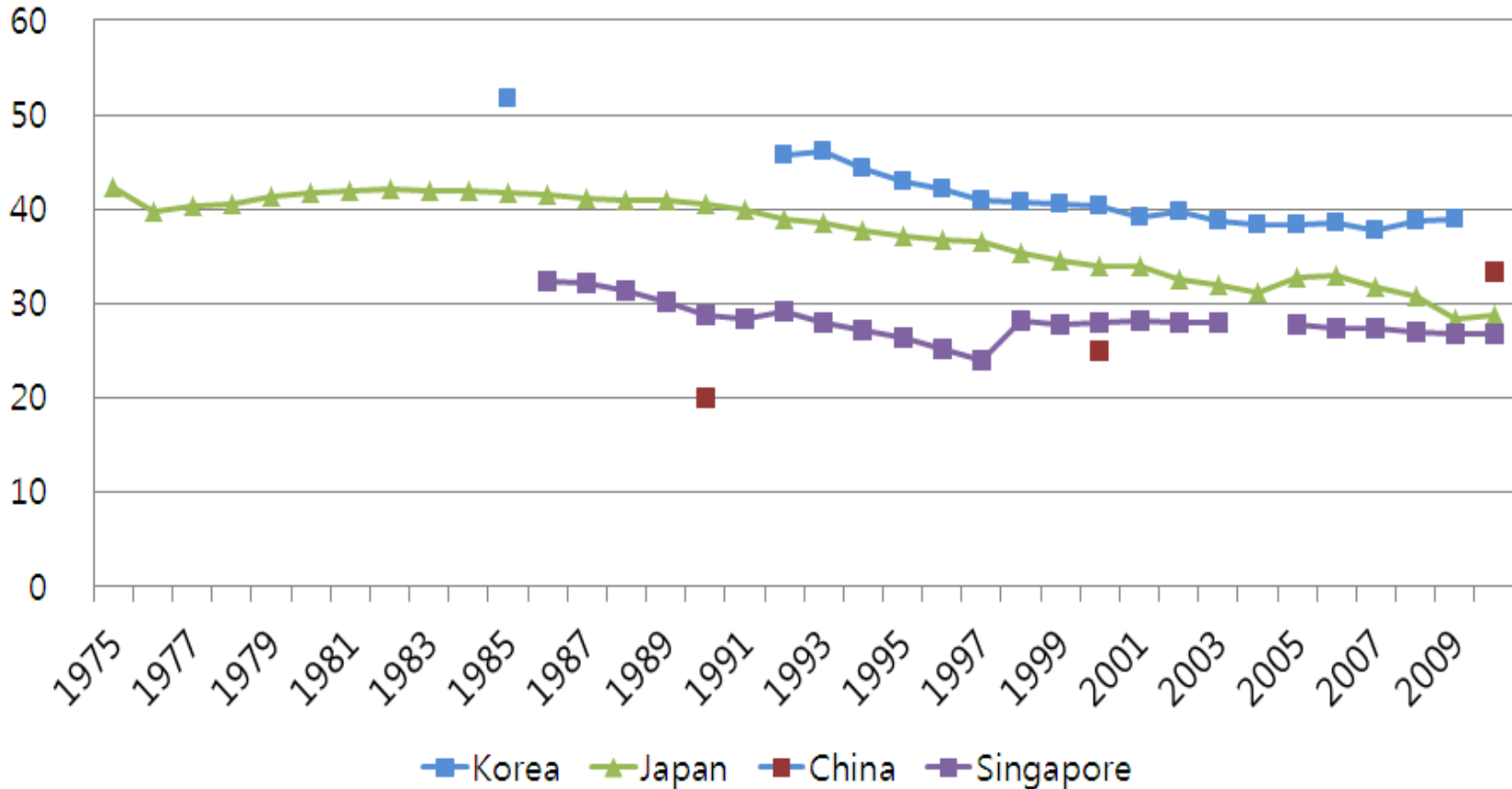


Singapore



note) Indicators of OECD Family database: LMF1.4 Time series source) Yoon-Jeong Shin et al. (2013)

LMF: Gender wage gap (1975~2010)



note) Indicators of OECD Family database: Time series-gender wage gap LMF1.5
source) Yoon-Jeong Shin et al. (2013)

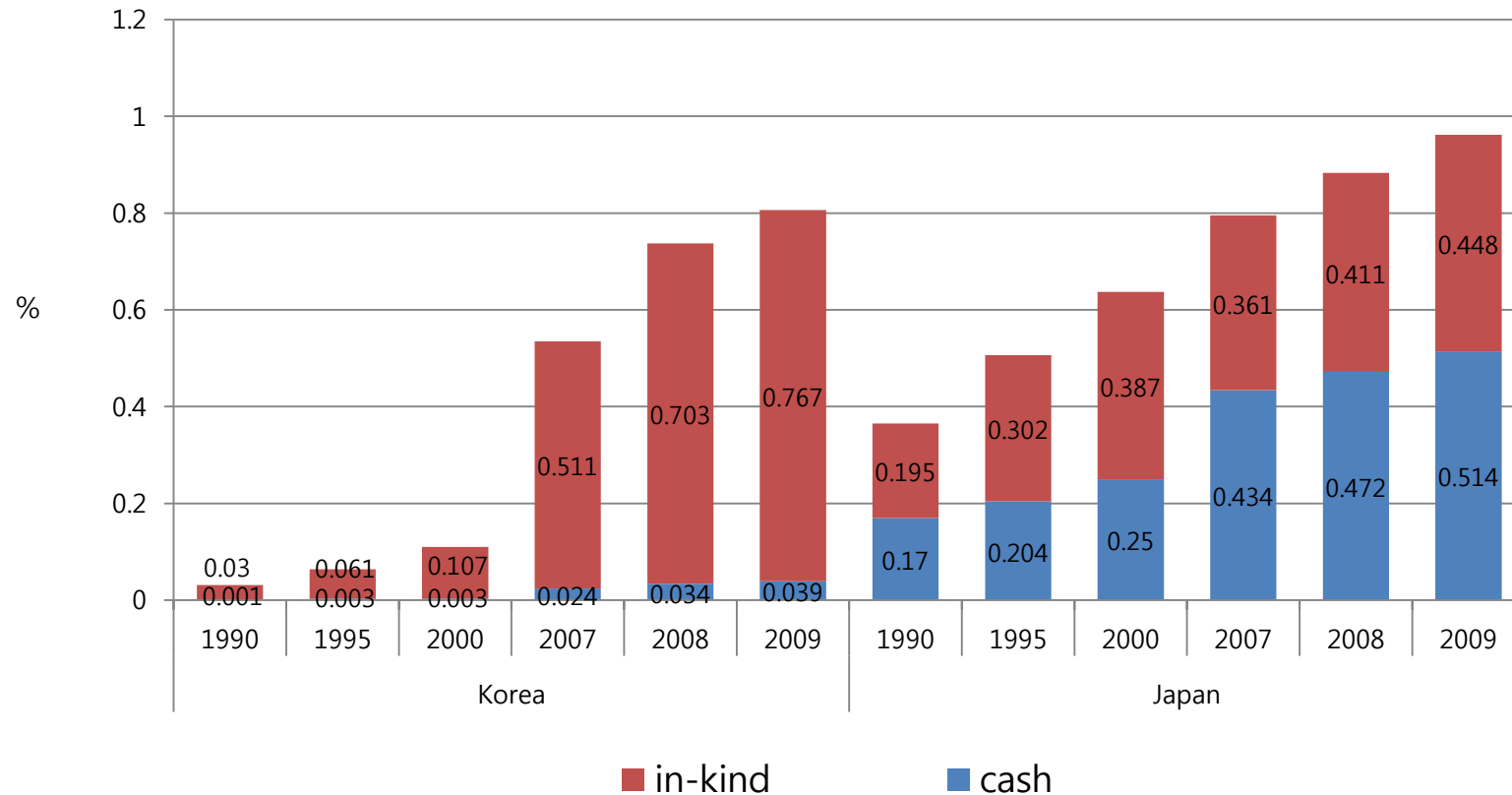
Main outcomes

- Public expenditures on family policy is growing, especially in a number of distinct policy areas
- China faces increasing needs but government expenditure is insufficient
- Family policy types are basically similar among the countries but the details are different

Implications

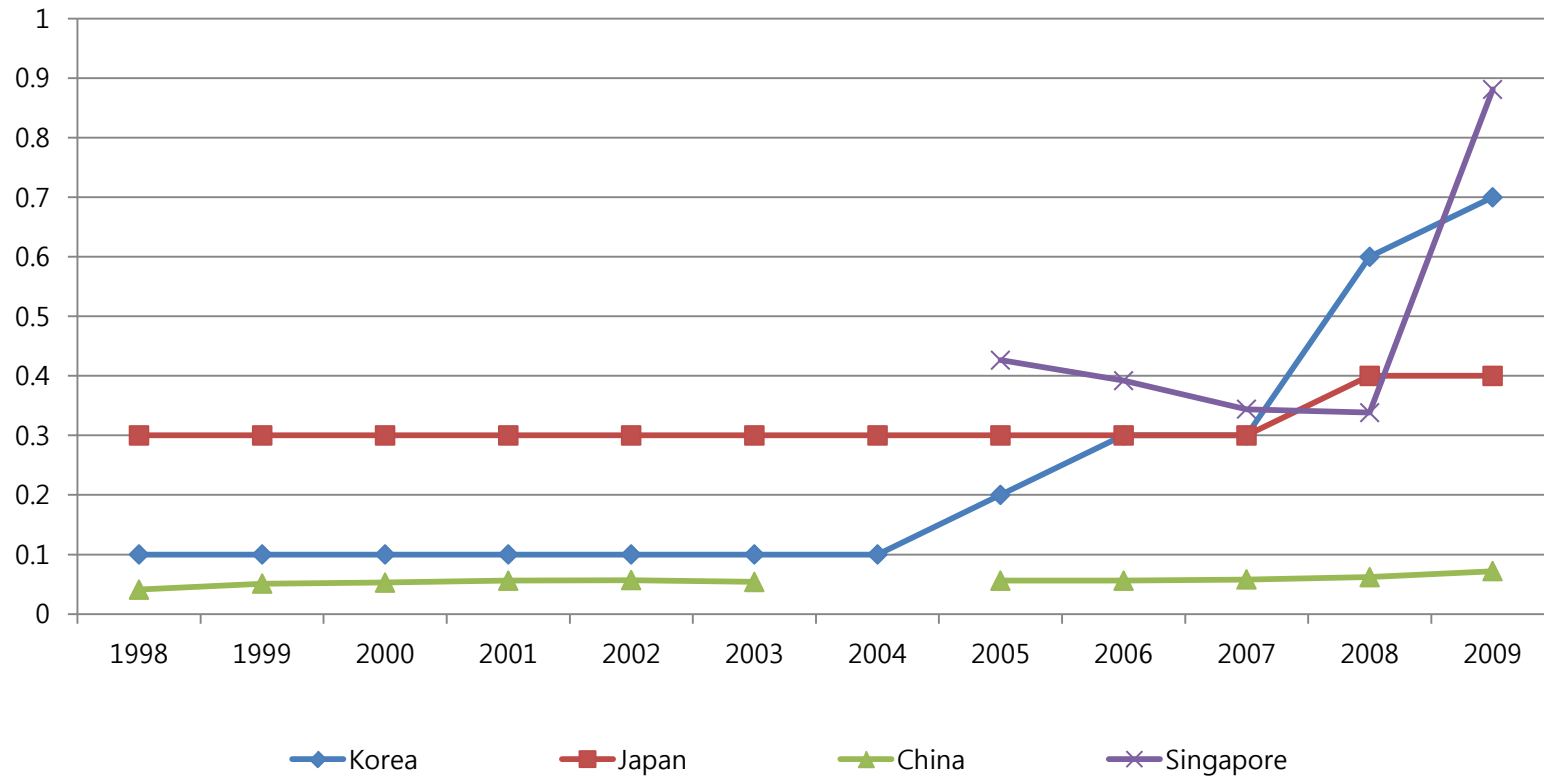
- Decisions on family policy were made according to political situations and circumstances each countries faces
- Conduct family policy based on its welfare regimes and familism

PF: Public expenditure on family



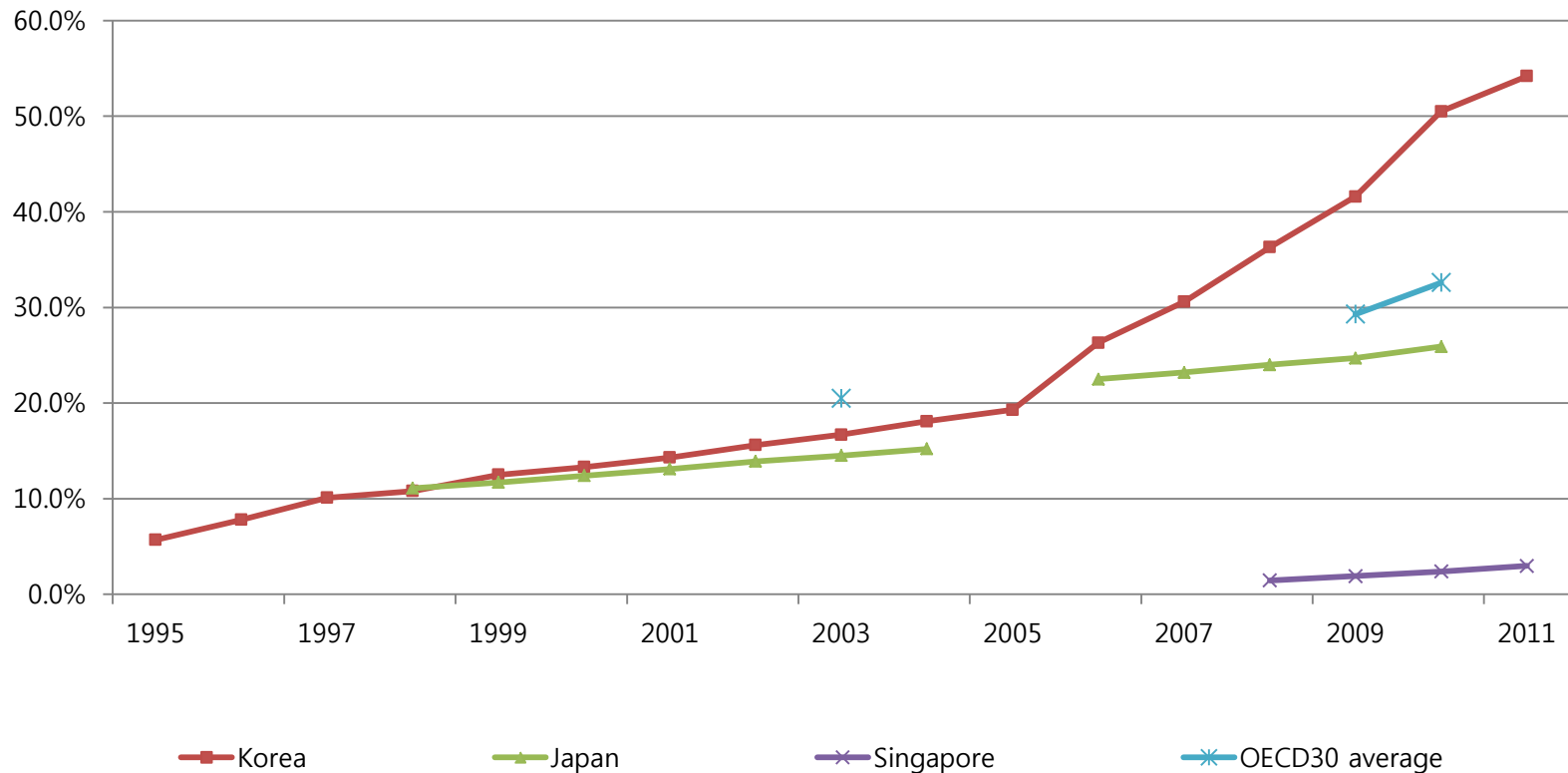
Note) Related indicators of OECD Family database: Chart PF1.1A. Public spending on family benefits in cash and services in percent of GDP source) OECD Social Expenditure (2013); quoted in Yoon-Jeong Shin et al. (2013)

PF: Public spending on childcare and preschool education



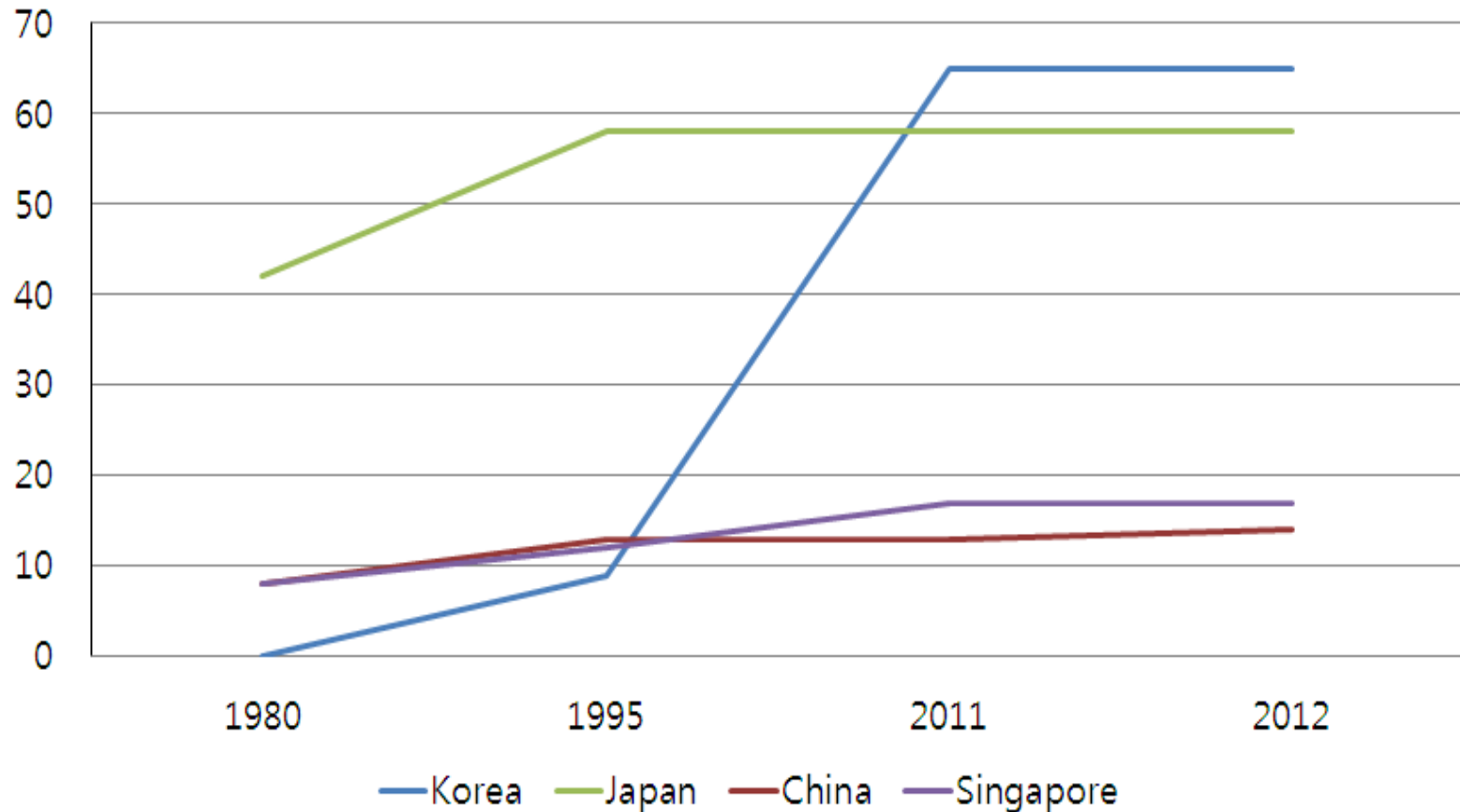
note) Indicators of OECD Family database: Chart PF1.2A. Public expenditure on education as a percentage of GDP source) Yoon-Jeong Shin et al. (2013)

PF: Participation in formal childcare for children 0~2 years



note) Indicators of OECD Family database: Chart PF3.2C. Participation in formal childcare by children not yet 3 years old (source) Yoon-Jeong Shin et al. (2013)

PF: Number of paid leaves after child birth



note) Indicators of OECD Family database: PF2.5 Trends in leave entitlement around, Historical data source) Yoon-Jeong Shin et al. (2013)

Korea

• Childcare allowance

- Introduced in July, 2009
- For all children aged 0~5 not using childcare service

China

• Subsidy for one-child family

- For families who follow the one child policy
- Support dependant children or parents for retirement
- Amounts vary by region

Japan

• Child allowance

- Introduced in May 1971 for third- born children aged less than 5 years olds
- Provide ¥ 13,000 per months for all children under 15 years olds

Singapore

• Baby Bonus

- Introduced in April 2001
- Cash Gift for children under 12 months
- Child Development Account (matching funds)

Korea

- **Maternity leave**
 - Paid leave for 12.9 weeks
- **Paternity leave**
 - Paid leave for 3 days (total 5 days)
- **Parental leave**
 - Paid leave for 52 weeks

China

- **Maternity leave**
 - Paid leave for 12.9 weeks
- **Leave for postpartum care**
 - Local government policy
 - 3~15 days vary by region

Japan

- **Maternity leave**
 - Paid leave for 14 weeks
- **Parental leave**
 - Paid leave for 44 weeks

Singapore

- **Maternity leave**
 - Paid leave for 16 weeks
- **Paternity leave**
 - Paid leave for 1 week
- **Childcare leave**
 - 6 days for children under 7 years olds
 - 2 days for children of 7~12 years

Korea

- **Childcare service**
 - Formal care for children from 0~2 years old
- **Child care and early education**
 - Children of 3~5 years old in childcare centers or kindergartens

China

- **Childcare service**
 - Informal care by grand parents or relatives
- **Early education**
 - Educate children from 3~5 years old in kindergarten

Japan

- **Childcare service**
 - Daycare centers for children from 0~6 years old
- **Early education**
 - Educate children from 3~6 years old in kindergartens

Singapore

- **Infant care service**
 - Children from 2~18 months olds
- **Childcare and early education**
 - Take care or educate children of 18 months~6 years old in childcare centers or kindergartens

Korea

- Low fertility even with recent policy efforts
- High cost for childcare and education
- Difficulties in work and life balance
- Low level of female employment

China

- Reconsider one child policy
- Need to establish family policy
- Burden of care for children and elderly
- Deterioration of gender equality

Japan

- Low fertility even with modern social policy
- Need reconciliation of work and family life
- Confront aging society and shrinking population

Singapore

- Deal with population issues with family policy and immigration
- Strengthens multi-ethnic society
 - Social cohesion and solidarity

Family policy in East Asia

Plan of Project in 2014

Main outcome of study in 2013



Discussion Points

Future development

➤ Main themes of family study in East Asia

- Comparative study based on theory of low fertility problem in East Asia
- Focusing on the main population and family issues in East Asian society
 - Work and life balance, gender inequality, son preference, intergenerational conflict, single households etc.

➤ Comparability and data issues

- OECD Family database reflect European family structure and policy
 - Difficulties in compiling data according to OECD standards for Asian countries
- Need to construct database which reflects unique culture of East Asian countries
 - Use data from other international sources such as ISSP, EASS
 - In the future, need to develop additional indicators reflecting Asian family culture

④ Reliability and validity of data

- ④ National data is preferable with clear identification of data sources
- ④ Need a meticulous cross-checking for data with other international dataset

④ Methodology for international comparison

- ④ Descriptive analysis on commonality and differences among the countries
- ④ Derive implication with contextual(socio-cultural) explanation

④ Policy implication

- ④ Caution need to be exercised in trying to retrieve the policy implication
- ④ Reflect the socio-economic and cultural characteristics unique to each society

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Discussion Points



Further development

➤ Expansion of the countries

- Include countries which experienced 1st population changes but not 2nd as yet
- Expand to countries in Oceania and Pacific including Australia and New Zealand

➤ Conduct in- depth analytical analysis

- Factor analysis for composite measures and multivariate analysis
- Imputation for missing indicators

➤ Strengthening international network

- Annual seminar on “Family policy network of East Asian countries”
 - The seminar will be hosted by OECD Korea Policy Centre and KIHASA
- Organize special sessions in APA or IUSSP

| Further development



Thank you
very much!

