

해외출장결과보고서

독일 베를린 심포지움/ 콜로키움 참석

I. 출장 개요

○ Japanese-German Center Berlin 주최 심포지움에 참석하여
심포지움과 콜로키움에서 두가지 주제로 발표

1) 심포지움(2017.11.30)

Democracy without Equality? : Gender Policies in Japan, Germany
and South Korea

- 발표제목

Challenges for Gender Equality in Family and Work: from the
Korean Experiences

2) 콜로키움(2017.12.1.)

Colloquium on Equal Participation and Diversity

- 발표제목

Reconciliation of Work and Family without Gender Equality:
South Korea's Dilemma

II. 출장 인력 구성

○ 출장자 : 홍승아 선임연구위원

III. 출장 기간 : '17. 11.29(수) ~ '17. 12. 3(일) (3박 5일)

IV. 비용: 주최측 부담

Challenges for Gender Equality in the Family and Work : from the Korean Experiences

In this presentation, I will explore the changes of family and labor market for last 20 years and the results what these have brought from the gender perspective. Although there has been a rapid increase in women's labor market participation, tasks to be tackled still remain : for example gendered labor market, gender pay gap, women's career break due to the childbirth and childrearing, and glass ceiling. Also we are experiencing various changes in family structure, formation, and relationship, etc. In a third section, I would like to propose several challenging issues about gender equality in the labor market and family. To understand the process of gender reforms, I suggest some ideas about the new paradigm shift of family change and labor market without gender inequality.

Reconciliation of Work and Family without Gender Equality: South Korea's Dilemma

The development of policies for reconciliation of work and family in Korea is rather focused on tackling low fertility than encouraging female labor participation. In other words, these policies concentrate not on achieving gender equality with an increasing of women's economic activity but on supporting women with respect to childbirth and childrearing. In this presentation, I will present Korea's policy development with focus on the leave and flexible workings. In a situation where men's parental leaves are extremely low(8.5%), motivation, experience of childcare and problems of using leave scheme will be examined by statements of male interviewees. Even though flexible workings are the most significant factor when it comes to work and family reconciliation, it has shown the slowest improvement in Korea. In additions, influence of flexible working on changes of family life and its gender aspects will be considered.

첨부: 심포지움 프로그램

콜로키움 프로그램