

經濟活動 雇傭政策

Economic Participations and Employment Policies for Women

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ABSTRACT

Lee, Kyung-Won

This study deals with the economic participations for women and the policy implications to stimulate women employments in Seoul. Recent economic downturn due to the foreign exchange crisis changes the structure of traditional labor market. Demand for full-time labor decreases drastically. It means that the labor market, focuses male labor forces, are broken down. Both, supply and demand for female labor forces, will increase very quickly. However, there are many barriers of women entering in labor market, such as marriages, childbirths, childcares, and explicit, or implicit discriminations of entering or staying in job markets, etc.

This study uses the indices to find out the degree of M-shaped economic participations for female labor forces. The results is that the M-shaped improved gradually over 17 year time period, and women's age, household income, children's age, and women's educational levels are important factors of women's employment in Seoul.

The suggested policy implications are followings. First, both quantities and qualities of child care system should be improved. Second, the female job search programs should be improved. Third, the various employment service programs should be supplied. Fourth, a support program for self-establishment of new businesses should be developed. Fifth, the job training programs should be reinforced. Women Progress Center should extend its programs to cover all of these suggested policies.

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序 論

IMF救濟金融體制 가 .

景氣下落 大量失業

雇傭調整 立法化 政策立案 가

景氣 循環 ,

雇傭 失業

柔軟性 , ,

失業 가 , ,

가

失職 가 市 ,

가 最低點 20% , , 低所得

常時職 雇傭

가

要

短時間 ,

非

가 潛在

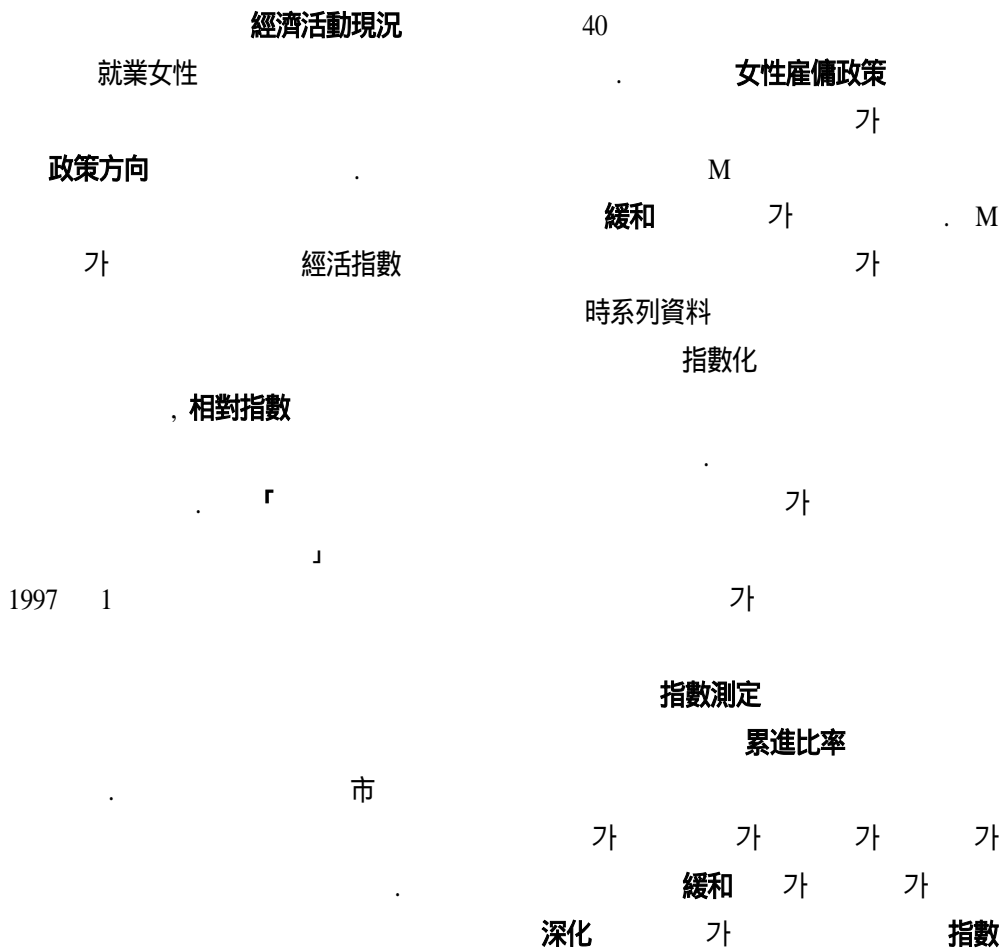
가 職種

超過 超

過

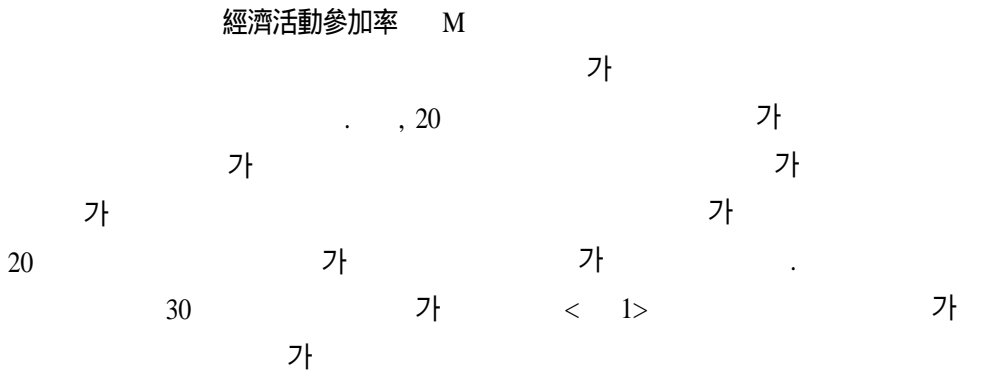
가

가



2. 女性經濟活動現況

(1) 年齡別 現況



< 1>

(: %)

	1981			1997		
15-19	5.11	13.03	7.81	1.41	3.10	2.09
20-24	16.06	37.01	23.20	7.75	19.17	12.33
25-29	34.77	48.03	39.29	23.23	33.08	27.17
30-34	52.14	59.11	54.52	39.58	45.00	41.75
35-39	66.47	69.63	67.55	56.29	59.56	57.60
40-44	78.91	80.22	79.36	69.91	73.08	71.18
45-49	88.48	88.92	88.63	80.19	82.26	81.02
50-54	94.30	94.49	94.36	88.28	88.99	88.57
55-59	97.71	97.80	97.74	94.54	94.25	94.43
60	100.00	100.00	100.00	100.00	100.00	100.00

累進的 . 低 20
年齡層 가 相對的 가
累進比率 退出
가 .
30 가가 <
1> . 低
가 . , 全
1997 가 體累積比率曲線 가
가 1981 . 가
OC'B
30 .
30 가 가 頂點
1997
가
가 . 가 OCB

가 OB
가 1
 $I = 1 - L/K$ (3)

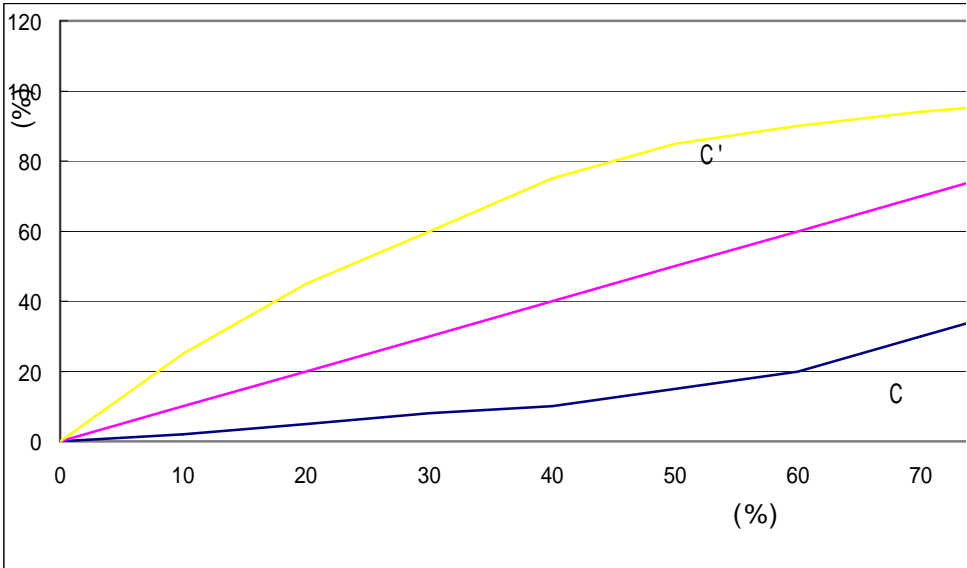
K 全體累進比率曲線

OAB K 가 가
1/2 0.5가 L K
L 男性 女性累進比率曲線 가 (3) (I)
OABC OABC' 陰數

가 陽數
 $y = T(y)$ (1)
+1 가 0 가 -1

$L = \int_0^{100} T(y)dy$ (2)
-1 가
+1 가

, 20



{ 1 } ,

가 20 가

30

가 . 1981 1997

20 1991 1993

-1

가 M 가가 20

가

. , 20

(3) 30

M 가

$I = 1 - (L/K)$

$= 1 - (1/K) \int_0^{100} T(y) dy.$ (4)

$T(y)$ 離散 가 가 가

的 (discrete value) . 가

1981 1997

L 가 M

2

$L = \int_0^{100} T(y) dy$

10 10 0

$= \sum_{i=2}^{10} [(y_i - y_{i-1}) \times T(y_{i-1})] + (1/2) [(y_i - y_{i-1}) \times (T(y_i) - T(y_{i-1}))].$

(5) 30

가가

< 1>

(5) (4)

< 2>

가

陰數 陽數

가 20

< 2>

1981	0.053	-0.104
1985	0.045	-0.079
1989	0.044	-0.069
1991	0.047	-0.073
1993	0.045	-0.072
1995	0.041	-0.064
1996	0.040	-0.062
1997	0.039	-0.058

가 20
가 20
30
가
가 計量的
核心가
가 20
가 可視的
가
敘述的 時系列
20
가
數值的
가

가 M ,
가
相對指數(Relative Index)
相對的
.
()
가 ()
가
가
.
.
$$r = \frac{() 가}{가} \quad (6)$$

(6)
$$r = \frac{w_i/W}{n_i/N} \quad (7)$$

$$w_i \quad ($$

$$W \quad ()$$

$$n_i$$

$$N$$

$$r \quad 0$$

() $r = 0$ 가가 가
 . $r = 1$. 1991
 15-24
 가 25-29
 가
 . $r = 1$. 30-44
 ,
 가가 1981 가
 . $r = 1$. 30
 가가
 .
 가 M
 가
 .
增減
 가 ,
 가
 가 ,
 가 가
 가
 , 가 **變動**
 가
 .
 가
 가
 가 **相對**
的 變化 가 .
 < 3>
 . 15-19,
 20-24, 60 1

< 3>

	1981	1985	1989	1991	1993	1995	1996	1997
15-19	1.668	1.624	1.531	1.582	1.574	1.567	1.557	1.486
20-24	1.558	1.595	1.628	1.639	1.637	1.618	1.581	1.569
25-29	0.684	0.775	0.816	0.791	0.843	0.879	0.910	0.936
30-34	0.727	0.758	0.802	0.803	0.801	0.794	0.816	0.818
35-39	0.807	0.877	0.909	0.915	0.914	0.914	0.917	0.918
40-44	0.896	0.927	0.913	0.939	0.950	0.974	0.974	0.996
45-49	0.937	0.931	0.923	0.896	0.927	0.920	0.924	0.933
50-54	0.971	0.904	0.917	0.908	0.913	0.914	0.910	0.891
55-59	0.978	1.032	0.930	0.917	0.895	0.909	0.908	0.897
60	0.974	1.135	1.239	1.147	1.071	1.076	1.033	1.031

相對指數 産業別

가

가

가

増減

與否

가

가

産業別 相對指數

가

變化推移

$$r = \frac{\quad}{\quad}$$

가

가

$$= \frac{v_i/V}{m_i/M} \quad (8)$$

$$\frac{v_i}{V} \quad ,$$

$$\frac{m_i}{M} \quad ,$$

(2) 産業別 現況

< 4>

	1992	1994	1995	1996	1997
	0.1624	0.1909	0.1882	0.2098	0.1844
	1.0231	0.9567	0.9349	0.9234	0.8871
가	0.3488	0.4301	0.4419	0.3742	0.3604
	0.2546	0.2306	0.2438	0.2547	0.2685
	1.1374	1.1175	1.1021	1.0998	1.1114
	1.7653	1.7371	1.7431	1.7249	1.7150
	0.2293	0.2679	0.2686	0.2764	0.2778
	1.3691	1.4324	1.4598	1.4297	1.4246
,	0.7132	0.8159	0.8295	0.8073	0.8343
	0.4868	0.5106	0.5476	0.5642	0.5610
	1.3752	1.3928	1.4353	1.4533	1.4424
	1.5385	1.6878	1.6914	1.6506	1.7003
,	1.2171	1.2501	1.2601	1.2685	1.2370
가	2.2284	2.4299	2.4349	2.4034	2.3923
	0.7461	0.5358	0.4765	0.5034	0.1915

: ,

M

4>가

.

.

가

0

가 가

指數가 1

1997

()

, 가

0.15%

가 1

.

0.40%

가

가

.

가

가

< 4>

5

<

가 , , 가 .
 , , 가 가
가
가

固定
가 가 .

相對指數

가
雇傭 質 가
看過
臨時職 非定規職 가
가

(3) 就業女性 特徵

가
가
가
柔軟化가
IMF
非正
景氣沈滯가
大量解雇
規勤勞가

< 5> 가		
	F (p)	가 (0.05)
	3.91(0.048)	
가	11.62(0.000)	
	5.41(0.020)	
	0.79(0.374)	
	24.97(0.000)	

1).
가 , 가 ,
35 49
가
5> 25
가 가 30
가
150 가
150
< 6> < 9> , , 150
가
25-29 30-34
가
19-59 가 母集團 14.4% 15-18 60 30%
가 , 가 母集團 14.4% 30%
偏向性(bias)

가 가 , 8
가 가 ,
8

가 가

< 6>

25	5.7%	5.8
25-29	9.1	13.3
30-34	14.9	22.1
35-39	25.3	20.2
40-44	22.3	16.3
45-49	12.6	7.5
50-54	6.6	8.1
55-59	3.6	6.7

< 7>

80	27.1%	8.1
80-120	15.7	12.7
120-150	10.0	8.6
150-200	19.7	25.4
200-250	14.4	23.6
250-300	4.8	7.8
300	8.3	13.7

< 8>

	1.7%	1.8
	10.6	8.3
	22.0	15.5
	43.5	51.1
	5.8	6.6
	14.9	16.4
	1.6	0.8

< 9>

3	17.5%	23.7
3-5	5.5	10.8
5-8	11.2	13.3
8-13	20.8	17.3
13	45.1	34.9

30
150
가

30

8

가

가

	50	50-100	100-150	150-200	200-250	250-300	300
	-	6.8	9	13.4	8.8	7.2	5.8
	42.8	48.2	45	35.1	39.7	36.3	33.8
	14.2	10.3	8	12.8	13.2	9.0	16.1
	28.5	20.6	25	20.1	21.3	27.2	20.5
	14.2	6.8	11	15.0	15.4	16.3	16.1
	-	6.8	2	2.2	1.4	-	4.4
	-	-	-	1.1	-	3.6	2.9

가

放課後

15%

150

48.2%

150-200

移職

가

300

高所

得

가

保育施

1.4-6.8%

設

20-28%

50

低所得

就業

< 11> 가

(: %)

	1	5	5-10	10-50	50-100	100-300	300-500	500
가	7.9	12.7	11.1	13.4	6.7	0.0	0.0	6.7
가	2.0	2.0	1.4	5.2	3.3	11.1	0.0	2.2
	6.9	8.6	9.7	9.3	3.3	11.1	16.7	11.1
	50.0	49.8	47.2	44.3	70.0	66.7	66.7	66.7
	23.1	13.2	19.4	21.7	10.0	11.1	0.0	6.7
	0.8	0.5	0.0	1.0	0.0	0.0	16.6	6.6

(< 11>)
가 保育施 外部勞動市場
設
가 100
育兒休職
가 100 가
育兒費用
가

3. 政策課題

(1) 基本方向

女性雇傭政策 가
就業 斷續性
(career interruption)
25-34
勞動市場 退出 가
生涯勤勞形態가 連續性 가

母性
非經濟活動化 就業 女性雇傭政策 , 女性就
斷切 留保賃 業 斷續性
金

女性雇傭 가

外部勞動市場

職業訓練制度 職業 加
業能力開發院 , 加
 , 出產休假給與
 , 加 賃
 . 女性發展 金
技術教育 , 職場保育施設
 ,
 .
女性採用差別 撤廢方案 採用目
標制, 昇進比例 ,
加算點 , 産業合
理化 中小企業
既婚
 , 母子加
 ,
女性職業訓練
 , 低所得層 民間職業
教育 .
 ,
 ,
 ,
加
 . 女性福祉費用
1 有給生理休暇, 有給出產休暇 , 加
60 , 無給育兒休職 1 ,
流産 死産 早産 加 ,
1 授乳 ,
 .
 . 加
延長勤勞
 ,

業務分擔 成果級 ,

가 . 가 가 가

勞動市場 가

4. 結論

가

가

供給

過剩

職種

分野

M

가

가

雇傭増進

30

가

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1. (1993),
2. (1996), `
3. ____ (1996a), `
4. ____ (1996b),
5. (1995), `
6. (1997),
7. 가 (1997),
8. (1997),
9. ____ (1997),
10. ____ (1997), 1997
11. ____ (1996), 3
12. ____ (1996), 1995
13. ____ (),
14. (1994),
15. (1991a),
16. (1995), `
17. (1995), `
18. (1996a), `
19. (1997),
20. (1997), 1995
21. ____ (1997), 1995
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< >

(: %)

	1985			1989		
15-19	3.22	8.20	5.05	2.72	6.32	4.13
20-24	11.95	29.51	18.40	9.80	25.65	16.00
25-29	32.78	43.80	36.83	29.16	39.80	33.32
30-34	50.36	55.50	52.25	48.98	53.91	50.91
35-39	65.12	67.59	66.03	62.62	65.63	63.80
40-44	76.88	78.06	77.32	75.12	76.44	75.64
45-49	86.96	87.09	87.01	85.17	85.30	85.22
50-54	93.69	92.86	93.39	92.77	91.92	92.44
55-59	97.25	96.61	97.02	97.15	95.83	96.44
60	100.00	100.00	100.00	100.00	100.00	100.00
	1991			1993		
15-19	2.31	5.86	3.70	1.77	4.37	2.78
20-24	9.55	26.01	16.00	8.97	24.13	14.84
25-29	27.41	38.47	31.74	25.53	36.83	29.91
30-34	46.69	52.23	48.86	45.21	50.84	47.39
35-39	61.58	65.15	62.98	61.86	65.29	63.19
40-44	73.87	76.27	74.81	73.49	76.00	74.46
45-49	83.83	84.64	84.15	83.08	84.51	83.63
50-54	91.52	91.24	91.41	90.88	91.26	91.03
55-59	96.54	95.62	96.18	96.18	95.71	96.00
60	100.00	100.00	100.00	100.00	100.00	100.00
	1995			1996		
15-19	1.46	3.60	2.30	1.37	3.36	2.16
20-24	8.29	21.95	13.64	8.11	20.54	13.02
25-29	24.26	34.99	28.46	23.72	33.98	27.77
30-34	42.56	47.83	44.62	40.84	46.45	43.06
35-39	59.66	62.66	60.84	57.94	61.33	59.28
40-44	72.11	74.59	73.08	71.16	74.01	72.28
45-49	82.09	83.32	82.57	81.41	83.04	82.05
50-54	89.95	90.14	90.03	89.26	89.80	89.47
55-59	95.51	94.91	95.28	95.02	94.73	94.91
60	100.00	100.00	100.00	100.00	100.00	100.00

