

Five 2030 Scenarios for the Family and Related Policy Implications¹

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Abstract

This research has been designed as the second-year project of the four-year Special Research (2011-2014) effort. The main purpose of this current project is to develop potential scenarios regarding families of the future by predicting directions of change. In order to elaborate these scenarios, the five areas of demographic environment, labor and economic environment, science and technology, political environment, and perceptions of the family were singled out as major areas affecting the outlook on the future family. Next, the Delphi technique was applied in order to identify key drivers behind future changes in the family for each respective area. Next, the trend in changes was forecasted for each area and hypotheses were crafted regarding the impact of these changes on the lives of women and their families. Caretaking, inequality, and family values were selected as the main axes of the scenarios, based on a combination of the hypotheses. Next, the three axes were juxtaposed, resulting in a total of eight scenarios from which five were selected. These five scenarios include the conflict between personal values and family life scenario, the polarization of family life scenario, the loose but intimate family scenario, the coexistence of equal society and unequal family scenario, and the maximized familial burden scenario. According to a nation-wide survey of 5,000 people regarding these five scenarios, the loose

¹ This paper is a summary of “The future of the family and foresight for women and family polices in South Korea (II)”, printed by the Korean Women’s Development Institute (2012).

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but intimate family scenario was identified as the most preferred. In order for South Korea to progress toward this scenario, this research suggests reinforcement of social security policy, evaluation of overall care policy and future directions, and refinement of laws and institutions in accordance with the strengthening perception of an individual-oriented family.

Keywords: five 2030 future family scenarios, main axes of family scenarios, family environment areas, delphi technique, nation-wide survey

Introduction

Necessity and Goals of Research

The contemporary process of accelerated change being experienced by South Korean families is intensifying generational gaps and complicating public understanding and perceptions of the family. Since it erodes the foundation for social consensus regarding the conception and functions of family, this current instability attests to the value and necessity of both defining contemporary trends and predicting future directions of change in the family.

Entering the second of four consecutive years of research (2011-2014), the current project applies the predictive factors for the future of the family that were identified in the inaugural year's effort, with a goal of forecasting future directions of change for each factor and developing scenarios for the future of the family. To this end, this project focuses on major areas of change in the family environment in order to examine their impact on the evolution of the family.

Research Content

The basic research on the development of the scenarios includes analyses of both domestic and international investigations into future prospects, previous research on scenarios for future families, and trends in and characteristics of change in South Korean families. Details will be discussed in the relevant sections.

The research for the development of scenarios proceeded as follows. First, the results of the first-year research were applied to determine four major areas that affect family changes, based on their degree of impact: Labor and the economy; science and technology; political environment; and perception of the family. Predictions regarding the future of each area were provided through commissioned projects. As a result, future trends in major environments surrounding the family were projected and hypotheses were established

regarding how these changes will impact the lives of both women and families. Second, scenarios were developed linking major environmental changes to these potential outlooks on future families. Delphi surveys were used to identify key factors driving family-related changes in each area and predict the directions of these changes. Next, care, inequality, and family values were determined as the main axes for the scenarios and a total of five scenarios were then selected from among eight potential scenarios created by the juxtaposition of the three axes. Finally, narratives for each of the five scenarios were developed in order to better facilitate an intuitive understanding by the general public. In addition, a survey was conducted with an aim to reveal the most likely, the preferred, and the least-favored scenario according to the views of the general public. The socio-demographic and family-related attributes of survey respondents were reviewed and the results were reflected in the policy agenda produced based on these predictions for the future family. The research flow for the development of scenarios was as the following. The major research methods applied were trend extrapolation, literature review, delphi surveys, scenarios, public surveys, and in-depth expert interviews.

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Identification of Key Factors Driving Family Changes in Each Area - Established sub-factors in each area based on hypotheses suggested by commissioned projects	Prediction of Future Directions of Family Change - Established hypotheses for each key factor	Development of Future Family Scenarios - Determined axes of scenarios - Selected scenarios through the combination of the axes	Development of Narratives for Each scenario - Created narratives to assist public understanding of the scenarios	Analysis of Public Survey - Investigated public perceptions of what is considered most likely, most preferred, and least preferred

Domestic and International Research on the Future of the Family

Domestic and International Research on the Future

Government agencies and research institutions related to futures studies in European and selected Asian countries, including Japan, and international organizations including the OECD and EU have all undertaken investigations into both the future and related potential

responses. While the topics concerned are mainly clustered in the fields of science and technology or economy, a growing body of research is addressing societal areas. Family changes and their future prospects are reflected in conjunction with transformations in demographics and welfare policies.

Countries including Sweden, Finland, the United Kingdom, and France have established government committees and/or private research institutions with an aim to predict and appropriately respond to social evolution in terms of the economy, environment, demographics, and labor. Since 2009 the European Union has conducted its Family Platform project with the participation of family-focused research institutions, government agencies, and family-related organizations. The OECD's International Futures Programme has also studied families as projected in the year 2030. Compared to European and other Western countries, the field of futures studies is generally less active in Asia. Japan, Singapore, and South Korea are all undertaking future studies at the governmental level.

Future Family Scenarios

The EU, OECD, United States, and Germany have developed future-family scenarios intended to identify key factors driving family change and foster predictive scenarios through a similar process of meetings and discussions among a diverse range of experts and stakeholders. These scenarios were developed by reflecting to the greatest extent possible the relevant country's unique features in terms of culture, values, and economy. The EU mainly took into account values related to the particular social and economic risk factors facing European societies (inequality, diversity, privatization of care labor, etc.) as well as openness of migration. Meanwhile, the United States selected more controversial family issues such as women's reproductive rights, same-sex marriage, and gender roles as the main axes for the construction of scenarios. Differences can be observed in terms of the approaches taken in the development of scenarios. While both the EU and OECD predict the future and related policy implications from the perspective of family welfare, US and German researchers have adopted a more feministic stance in the examination of family changes and gender dynamics.

The EU Family Platform Project (2011)

The EU conducted its Family Platform project with a goal to determine policy issues and a research agenda related to the family by developing predictive scenarios for diverse types of family living arrangements in 2035. The scenarios were developed through the following four steps. The first was to identify key factors driving family changes. The four factors of equality, migration, education and values in society, and care systems were selected

through expert brainstorming sessions. The second step was to erect a frame for the scenarios, which was created by juxtaposing these four factors and family-related changes. The third step was to define scenarios: A total of four were established including the most favored scenario, the opposing scenario, and a scenario falling between these two extremes. The final step was to develop narratives. In this step, social contexts and family situations were described in detail for each scenario.

The four scenarios for the future family thus revealed are as follows. The most favored scenario, the equal opportunity scenario, is characterized by open migration, diverse education and values and a combination of private and public care services. The increased inequality scenario is visualized as limited opportunity for migration, private education, threatened values and the privatization of care services. It was evaluated as the least favored. For the increased inequality scenario, limited migration, private education, increased endorsement of diverse values and the privatization of care services were envisioned. Projections for the low level of equality scenario included limited migration, strict public education and increased endorsement of diverse values and public care services.

OECD Research on the Future Family

In order to develop scenarios for the future family of 2030, the OECD relied on a similar approach to that taken in the EU, using predictions on family-related and socio-environmental changes as well as expert discussions and workshops. Two main axes, which include sustainability of economic growth and the embracing of technologies that would assist human lives in such areas as education and growth, were selected for building the scenario matrix. A process of developing four scenarios and then integrating similar scenarios resulted in two final scenarios from contrasting perspectives. In developing the scenarios, the OECD researchers considered the unique features of each country, policy orientation, scenario consistency, the importance of the scenario-development process itself, and the expansion of the scope of family policy.

The two scenarios are the following: The Golden Age scenario predicts an elevated level of sustained economic growth and the embracing of science and technology. Flexible work arrangements allow greater numbers of women and elderly individuals to participate in the labor market. The likelihood of state care is not high, and the market price for care services rises. The Back to the Basics scenario predicts a worldwide economic crisis that threatens economic stability and the level of embracing of science and technology is low. Thus, families feel increased financial pressure due to an unstable economy and high unemployment, and social values return to more traditional forms and grow more conservative.

US Scenarios for 2025

As in the two studies mentioned above, the US scenarios for the future family of 2025 were also established through the combined efforts of a diverse range of experts. These specialists predicted directions of change in American families and the consequent impact on men, women, and children. They invested particular attention in relationships between gender and marriage, reproduction, childhood, and parenting, all from a feminist perspective. Two expert workshops were held, with the first focusing on brainstorming, research into family-related trends and discussion of current issues, while the second developed scenarios. As a result, economic status (poverty vs. long-term prosperity) and culture (liberalism vs. conservative/traditional family values) were confirmed as the main axes of the scenarios.

The four scenarios are as follows. The scenario known as Mr. and Mrs. Right Now is characterized by temporary spousal relationships and equal economic partnerships. The scenario termed Marriage Marketplace envisions a contract-based partnership for marriage, reproduction, and parenting hinging upon each member's market competitiveness. In the New Waltons for the 21st Century scenario, arranged marriages and polygamy threaten women's autonomy and extended families are responsible for family livelihood. Desperate Housewives describes an explicitly patriarchal society in which women's reproductive freedom, economic participation, and rights to divorce are at risk.

German Scenarios for the Future Family

Germany has similarly posited future scenarios for how families would respond to internal and external environmental changes. Four scenarios grounded in a feminist perspective were described as follows. Equal family scenarios foresee the traditional gender division of labor of men as breadwinners and women as care providers as no longer existing. Equal partnership becomes the core of family life. Resurrection of patriarchy in the family scenarios imagine the traditional gender division of labor being re-established and heightened. Women assuming men's roles scenarios involve women's rising level of education shifting gender roles within both the family and the labor market; Polarization of family life scenarios describe a widening gap between social classes.

Trends in Changes in South Korean Families

Changes in Family-Related Indices

Overall, family formation and relationships are experiencing an increase in flexibility and equality in their direction of change, a trend that is expected to continue through 2030.

Changes in Indices Related to Family Formation

Over the past three decades, the overall number of marriages has plummeted while age at first marriage has risen. The total number of marriages and the crude marriage rate have continued to decline, while the average age at first marriage has been on a consistent increase. This indicates that the formation of new families is less active and is being postponed until a later age. This trend is projected to continue, heightening the “marriage tension” caused by the imbalance between the numbers of men and women of marriageable age.

In the early 2000s, the number of international marriages among South Koreans surged, leading to a more active formation of multicultural families than ever before witnessed. According to a 2010 survey by Statistics Korea, multicultural households accounted for 2.2% of total households. The remarriage rate has steadily grown against a backdrop of a declining number of marriages, implying that the number of first marriages has fallen by a much greater margin than has the number of total marriages. All in all, young South Koreans are gradually growing less inclined to start families, and the manners in which families are being formed have diversified. The total fertility rate has continued to shrink since the mid-1990s. The low birthrate has become one of the most serious social concerns, with South Korea in the 2000s joining the group of countries with extremely low birthrates. Together with the figures related to marriage, this minimal birthrate also reflects increasing difficulties in forming families.

Changes in Family Type

The number of multi-generational households has continuously diminished, while the number of single-person households has noticeably increased. South Korean families have shrunk in both overall size and in the number of cohabitating generations. The changes in family type over the past 30 years are characterized by an increase in the number of couple-only households, single-generation households, and non-families, such as single-person households.

Changes in Family Relationships and Life

As to family life and spousal relationships, the level of satisfaction increased for both genders in the early 2000s, with men expressing greater satisfaction than do women (2011 Gender Statistics in South Korea, KWDI). According to time use surveys (1999, 2000, and 2004) by Statistics Korea, married women spend about four hours every day on household labor, while married men spend a mere 40 minutes. Married women devote a much greater number of hours to housework compared not only to single and married men, but also to single women. This implies that women are responsible for the bulk of care work in the family, including childcare and housework. Among married couples, women’s employment rarely affects their husbands’ time spent on household labor.

Characteristics of and Prospects for Changes in Family Values and Perceptions

Perceptions of Marriage, Divorce, and Remarriage

As to South Koreans' attitudes toward marriage, social surveys (1998, 2006, 2008, and 2010) by Statistics Korea demonstrate that the perceived necessity of marriage has gradually eroded over time, while the number of people who express opposition or reluctance regarding marriage has been on the rise. The proportion of those who express a strong opposition to divorce has fallen, while that of those who are positioned in the middle or who are supportive of it has continued to increase, albeit slowly. More people expressed positive attitudes toward remarriage.

Married Life and the Perception of Sex

According to the 2008 and 2010 social surveys by Statistics Korea, South Koreans' endorsement of non-marital partnerships is expanding. When it comes to attitudes toward the division of gender roles in household labor, South Koreans have witnessed a massive shift over the past ten years. Compared to 1998, when a dominant majority of people considered housework to be women's responsibility, the number so believing had dropped significantly by 2010. Over the same period, the group of those who support an equal division of household chores grew seven-fold.

Perception of Care for Aged Parents

Social surveys by Statistics Korea indicate that the proportion of parents living with their grown children is on the decline, while that of aged parents living on their own is experiencing steady growth. Among those co-residing with adult children, the proportion living with their eldest son's family is falling, albeit still composing the greatest share, while that of those living with a daughter is on the rise. The largest cluster of South Korean respondents believes the burden of care for aged parents should be shared by families, the government, and society, suggesting that a perceived need for social responsibility is growing among South Koreans.

Prospects for the Family by Area

Changes in Politics and the Future of the Family

Prospects for South Korea's Political Landscape in 2030

In 2030, South Korea is predicted to have in place an expanded advanced level of participatory democracy featuring communication, diversity, and flexibility. The key

driving forces behind this change would include a deepening of participatory democracy and enhanced decentralization. While South Korean politics will still be based on representative democracy, it is expected that more elements of a participatory democracy, including diverse channels of direct democracy, active civic participation, prompt response by politicians to public opinion and policy suggestions through civic participation, will all be in practice. Participatory democracy focusing on issues of life politics is more closely associated with local government, which has a more direct impact on the lives and wellbeing of individuals than does a central government focusing on macro-politics. Given that the lower the level of government, the more directly it impacts the lives of people, local politics rather than central governance will exert a greater influence on family life.

Changes in Political Environments and Prospects for the Family

In 2030, South Korea's politics will include increased political participation of minority groups including women, elders, adolescents, and immigrants. This will greatly contribute to the establishment of a family culture more embracing of diverse family types and cultural relativism. Meanwhile, the future of civic movements can be forecasted in two ways. First, demographic shifts will lead to reduced ideological confrontation. With the potential for deepening economic conflict across society, however, there may be increased civic activism pursuing collective interests rather than ideology-oriented groups. In this case, escalated demands for socialized childcare, education, and elderly care will place an increased burden on the government. It also indicates a weakening of the roles of traditional families. The creation of cooperative networks through small local communities will be enhanced. Amidst the growing diversification of family types, including single-person households, couples without children, single-parent households, and children raised by grandparents, cooperative networks established around small communities will supplant traditional kinship-based extended families, and constitute a new type of family life.

Changes in the Economy and Labor and Prospects for the Family

Prospects for South Korea's Economy and Labor in 2030

The demographic transformation, driven by the acceleration of population aging and compounded by a low fertility rate and increased life expectancy, is predicted to bear negative consequences on the long-term growth of South Korea's economy. Capital accumulation will slow as investments in physical capital shrink over time. In terms of human capital, South Koreans currently demonstrate a remarkably high level of education compared to their counterparts in other countries. In the future, the country expects an accumulation of creative human capital able to drive innovation in terms of quality rather

than quantity. Factors related to social stability in such regards as politics and social polarization will also play a central role in the country's economic growth. Given the predictions for these growth-determining factors, South Korea's economy in 2030 is expected to expand at a rate of less than 2%.

Changes in the Economy and Labor and Prospects for the Family

The accumulation of female human capital is expected to further intensify in both qualitative and quantitative regards. Currently, South Korean women's economic participation is significantly low compared to the country's per capita income, due to insufficient maternity protection, lack of policies promoting work-home balance, disproportionate burden of housework, and lack of childcare infrastructure. Given women's current preference for delayed marriage and childbirth, the trend of a low fertility rate is expected to continue for the foreseeable future. Diverse types of care work, including childcare, will be socialized. Women's increasing labor force participation will bring out significant changes in the division of roles within the family. Increased flexibility in the labor market will provide greater opportunities for women's economic participation. Although the level of gender inequality is expected to be reduced, it will remain persistent in certain critical areas. The improvement in the quality of jobs available to women is likely to be accompanied by the feminization of work. As women's retirement age increases, their careers will be extended later into their lives.

Changes in Science and Technology and Prospects for the Family

Prospects for Changes in Science and Technology in 2030

In an effort to predict the future of the family in conjunction with the development of science and technology, environmental scanning, technology classification, and system mapping were applied based on socio-technical views with an aim to identify influential factors by the socio-technical elements of each technology group. Ten major future technologies were categorized into three classes: The biotechnology group (technology cluster), the IT group, and the green technology group. Next, environmental scanning was conducted on each group in order to determine influential factors by socio-technical element. Then, the correlations between the socio-technical elements were established through causal mapping. Causal mapping enables the deduction of center points between causes for change, or, in the case of this research, the core factors driving the changes in family environment between the three technology groups.

Changes in Science and Technology and Prospects for the Family

It is predicted that the major future technologies will hold a range of consequences for future

families in terms of type, function, relationship, and the roles of family members. The development of assisted reproductive technology in the biotechnology group will transform traditional gender roles and allow new types of family by enabling same-sex couples, older couples, and infertile couples to reproduce. The advancement of smart home technologies, which pertain to the IT group, will affect the family in varied ways, including reduction of family size, an increase in the number of single-person households, reduction of housework burden, and erosion of the gender division in household labor. The expanded use of renewable energy and electric cars, which are assigned to the green technology group, are expected to bring about the development of technologies targeting single-person households, an increase in the cost of living for families with multiple children, and emergence of issues of energy management within the household.

Future Family Scenarios Projected for the Year 2030

Identification of Key Factors Driving Family-Related Changes by Area and Corresponding Predictions for Future Families

Key factors expected to play a central role in future family change were identified by area and expert opinions were developed regarding the results through four consecutive Delphi surveys.

The first and second surveys were used to determine crucial driving factors in family changes by area. The same questionnaire was used in the two surveys in order to promote consensus among the panel of experts. As a result, the standard deviation among responses was significantly reduced, resulting in an increased level of unanimity among experts. After excluding those items of feasibility prediction with the least feasibility, three factors as for each of the items affecting the family were identified by area based on the order of ranking.

The three factors identified for each item are the following. In demographics, an increased elderly population, low birth rate, and reduced marriage rate are proposed. For politics, women's increased economic participation, the flourishing of small-scale local communities, and increased civic activism in pursuit of welfare issues closely attached to daily lives are expected. The items related to economic activities are deepening of economic and social polarization, extended old-age labor due to delayed retirement, and the women's economic participation rate rising to 70%. In the science and technology cluster the identified items include the development of computer and network technologies that will drive changes in the knowledge information environment, universalization of assisted reproductive technologies, and diffusion of smart home environments.

Table 1. Results of the First and Second Delphi Surveys of Experts

Item	Sub-Items	Impact on the Family					
		1st Survey			2nd Survey		
		Avg	Stdev	Ranking	Avg	Stdev	Ranking
Demographics	Increased elderly population	6.28	0.8	1	6.38	0.7	1
	Low fertility rate	5.87	1.1	3	5.91	0.8	2
	Decreased marriage rate	5.77	1.1	4	5.89	0.8	3
	Increased divorce rate	5.92	0.9	2	5.80	0.9	4
	Increased immigrant population	5.52	1.1	5	5.59	0.8	5
Politics	Women’s increased political participation	5.25	1.1	1	5.27	0.8	1
	Flourishing of small-scale local communities	5.15	1.2	2	5.16	1.0	2
	Increased number of civic groups pursuing welfare issues closely attached to daily lives	5.02	1.2	3	5.11	0.9	3
	Expansion of citizen rights of marriage immigrants	4.95	1.1	4	5.04	0.9	4
	Expansion of political rights of immigrants	4.83	1.1	5	4.89	0.9	5
	Emergence of a political party for the elderly	4.65	1.4	6	4.59	1.2	6
	Civic society pursuing group interests	4.60	1.3	7	4.55	1.0	7
Economy	Deepening of economic and social polarization	5.73	1.1	1	5.59	0.9	1
	Extended old-age labor due to delayed retirement	5.55	1.0	2	5.50	0.8	2
	Women’s economic participation rising to 70%	5.52	1.0	3	5.45	0.8	3
	Creation of knowledge-intensive, flexible jobs	5.12	1.2	5	5.14	0.9	4
	Accumulation of female human capital	5.13	1.1	4	5.14	0.7	5
	Improved quality of jobs for women	5.08	1.0	6	5.09	0.8	6
	Limited reduction in gender gap in wages	4.90	0.9	7	4.84	0.8	7
	Increased gender segregation in occupations	4.32	1.1	8	4.30	0.9	8

Item	Sub-Items	Impact on the Family					
		1st Survey			2nd Survey		
		Avg	Stdev	Ranking	Avg	Stdev	Ranking
Science and Technology	Development of computer and network technologies that lead changes in knowledge information environments	5.37	1.2	3	5.34	1.0	1
	Universalization of assisted reproductive technology	5.47	1.2	1	5.32	0.9	2
	Diffusion of smart home environments	5.40	1.3	2	5.30	0.9	3
	Development of social networking service technologies	5.33	1.2	4	5.29	0.9	4
	Expansion of eco-friendly living environments based on low-toxicity materials	4.97	1.3	5	4.91	1.0	5
	Development of user-centered designs	4.62	1.3	7	4.68	0.9	6
	Increased use of renewable energy and electric cars	4.67	1.3	6	4.63	1.0	7

Note: Items were arranged based on the results of the second survey on the impact on the family

The assumptions on future family changes were verified for each key factor in the third and fourth surveys. According to the results of these surveys, which contributed to narrowing the gaps in opinions among the experts, it turned out that they agreed on most of the hypotheses (4 points or higher on a 7-point scale). All of the hypotheses with the exception of one in the science and technology category that failed to obtain four points or higher, were adopted.

Table 2. Results of the Third and Fourth Delphi Surveys

Item	Sub-Items	3rd Survey		4th Survey	
		Avg	Stdev	Avg	Stdev
Demographics	(1) the conflict among family members over caring for the elderly will grow	5.9	1.0	5.8	0.9
	(2) the importance of emotional ties among family members will grow	4.6	1.3	4.7	1.0
	(3) the importance of social relationships outside of the family will grow	5.5	1.1	5.4	0.9

Item	Sub-Items		3rd Survey		4th Survey	
			Avg	Stdev	Avg	Stdev
Demographics	2. If the state of low fertility continues	(1) the quality of care for children will increase	5.4	1.2	5.5	0.9
		(2) the core of family relationships will shift from parents-children to the couple	5.2	1.2	5.1	1.1
	3. If the marriage rate declines	(1) partner relationships will diversify	5.5	1.0	5.4	0.9
		(2) more people will have children outside of the marriage system	4.4	1.3	4.4	1.1
Policy Environment	4. If women’s political participation increases	(1) policies for the socialization of family care will be expanded	5.5	1.0	5.5	0.9
		(2) gender equality policies will be expanded	5.6	1.0	5.6	0.9
	5. If small local communities become active and more civic groups pursue welfare issues closely attached to daily lives	(1) policies closely attached to daily lives will be expanded	5.3	0.8	5.3	0.8
		(2) policies for community solidarity will be expanded	5.2	1.0	5.0	0.9
Economic Environment	6. If economic and social polarization intensifies	(1) the number of underprivileged households will increase	6.1	0.7	6.2	0.6
		(2) parental burden will increase due to children’s delayed independence	5.6	0.9	5.7	0.6
		(3) more people will delay or forgo marriage	6.0	0.7	6.1	0.6
		(4) more people will delay or forgo having children	6.0	0.7	6.0	0.5
	7. If old-age labor extends due to delayed retirement	(1) the burden on children to support their elderly parents will be reduced	4.7	1.4	4.6	1.0
		(2) grandparents’ support for childcare will be reduced	4.6	1.4	4.7	0.9
		(3) the economic gap among seniors will widen	5.2	1.1	5.1	0.8
		(4) household consumption of leisure and cultural activities rather than basic necessities will increase	4.4	1.1	4.5	1.0
	8. If women’s economic participation increases to the OECD average	(1) men’s participation in housework and childcare activities will increase	5.1	1.0	5.0	0.9
		(2) the family’s role in childcare and socialization will decrease	4.5	1.1	4.5	0.9
		(3) the trend of individualization will intensify due to the reduced binding power of marriage	5.1	1.0	5.0	0.8

Item	Sub-Items	3rd Survey		4th Survey		
		Avg	Stdev	Avg	Stdev	
Science and Technology	9. If computer and network technologies which drive changes in knowledge information environments advance	(1) children will have greater power than their parents due to their ability to acquire information (language, culture, technologies, etc.) independently	4.3	0.9	4.3	0.8
		(2) expansion of online learning will bring about a reduction in private education outside the home	3.7	1.2	3.7	1.0
		(3) lifelong education will become common among all family members	4.5	1.2	4.5	0.8
	10. If assisted reproductive technologies become universal	(1) new types of family (e.g. reproduction by same-sex couples and older couples) will increase	4.4	1.1	4.4	0.9
		(2) traditional gender/parenting roles will shift in reproduction and childcare	4.2	1.2	4.1	1.0
		(3) kinship-based familism will decrease	4.3	1.2	4.3	1.0
	11. If smart home environments become ubiquitous	(1) the degree of household labor will be reduced due to digitalization of housework	4.6	1.1	4.7	0.9
		(2) home management will become increasingly complicated and costly	4.4	1.2	4.4	0.9
		(3) the spatial boundaries between the home and workplace will relax	4.9	1.1	4.9	0.9
		(4) men and children will increasingly participate in housework	4.5	1.2	4.5	0.9

Development of Future Family Scenarios for 2030

Three axes for scenarios were established based on the results of the Delphi surveys and five scenarios in total were selected. Care, inequality, and family values were identified as the main axes for the scenarios based on the hypotheses on future family changes adopted from the results of the third and fourth Delphi surveys. Each axis was assumed to have two directions: The care axis toward either an increase or decrease in family care burden; the inequality axis toward an increase or decrease in socioeconomic inequality; and the family value axis toward a strengthening or weakening of individual values. Finally, a total of five scenarios were selected through the juxtaposition of the three axes and their possible directions.

Table 3. Five Scenarios for the Family of 2030

Number	Scenario	Inequality	Family Care Burden	Individual Values	Feasibility
Scenario 1	Conflict between individual values and family life	Increase	Increase	Strengthen	Feasible 1
		(Family care)			
Scenario 2	Polarization of family life	Increase	Decrease	Strengthen	Feasible 2
		(Market care)			
Scenario 3	Loose but intimate family	Decrease	Decrease	Strengthen	Best
		(State care)			
Scenario 4	Coexistence of equal society and unequal family	Decrease	Decrease	Weaken	Second Best
		(State care)			
Scenario 5	Maximized family burden	Increase	Increase	Weaken	Worst
		(Family care)			

Narratives for each scenario were developed with the help of professional scenario writers. Based on model families selected for the purpose of narrative development, a total of six types of family spanning a range of social status and family types, including a four-person household (low income), three-person household (high income), two-person household (senior-couple-only household, single-parent household), and single-person household (elderly single-person household, young (woman) single-person household), were included in each narrative.

The conflict between individual values and family life scenario (Feasible scenario 1): In this scenario, inequality and the family care burden continues to rise while individual values grow in priority. There is a considerable gap in income and quality of life between social groups, the government fails to provide adequate care services, and personal life is valued over the communal interests of the family. This scenario foresees competition or conflict between the burden of family care and individualization of values.

Table 4. Scenario 1: Increased Economic Inequality - Increased Family Care Burden - Strengthened Individual Values

Item		Description	Examples
Economic Inequality	High Level of Inequality	<ul style="list-style-type: none"> • A large income gap according to occupation and status of employment • A large gap in quality of life according to income level 	<ul style="list-style-type: none"> • A large income gap between regular and irregular workers

Item		Description	Examples
Care Provider	Family	<ul style="list-style-type: none"> No or insufficient care services provided by the government or the market 	<ul style="list-style-type: none"> Families are required to take care of children due to insufficient public childcare support Families are responsible for caring for aged parents due to insufficient public eldercare support
Family Ties	Strengthened Individual Values	<ul style="list-style-type: none"> It is believed that personal life is as important as spending time with family It is believed that family members should respect each other's beliefs and decisions It is believed that personal interests should be respected over family interests 	<ul style="list-style-type: none"> To many young people, marriage is not considered a necessity

A narrative for the conflict between individual values and family life scenario was projected as follows:

In the Seoul of 2030, Kim Mi-rae (39 years old) is part of a typical four-member household which includes her husband (Jang Dae-han) and two children (Jang Kim Cho-rong, and Jang Kim Ji-wu).

Her husband Dae-han (42 years old) is a salesperson at Korea Automobile Co. assigned to the sales of Green Car, which was launched just last year. While Green Car is extremely energy-efficient due to being 100% solar-powered, its target clientele is limited by its elevated cost. With a continued decline in his sales performance, Dae-han's income has been repeatedly slashed. Concerned about meeting their living expenses, Mi-rae started working part-time at a large chain supermarket near her home. However, growing tired of the instability of the job and the minimal salary, she is considering seeking a new position.

Dae-han's younger brother Jang Min-guk is a leading researcher at an institute developing new eco-friendly materials. Thanks to his high income, his family resides in a luxurious apartment. His wife Ha In-gyeong, a full-time housewife, has no need to work, but instead devotes herself to taking care of her children. Mi-rae is envious of In-gyeong's affluence, but In-gyeong, who left her job when she first married, has recently enrolled in an educational program in the hope of resuming her career.

Mi-rae's care burden has increased with her older daughter Cho-rong entering

elementary school this year. Most elementary schools combine on-campus and online learning using an e-learning social network system on alternate days. As Cho-rong is not accustomed to the e-learning system, she requires adult assistance. Mi-rae has been forced to adjust her work schedule to suit Cho-rong's program, but it is no simple matter. Her second child, Ji-wu (six years old), comes home from preschool at two in the afternoon. Recently a housework/kids homework helper robot designed for working couples has been introduced. Mi-rae decides to instead ask her mother-in-law Park Seon-ju to take care of Ji-wu. Many working parents do not find the robot helper particularly useful in reducing their childcare burden since it is steeply expensive and childcare is not simply about helping kids with homework, but involves emotional interaction as well.

Ms. Yang Yeo-bun (67 years old) has been living alone in a small, older house since her husband died five years ago. Suffering from prolonged degenerative arthritis, she can now barely walk. She had an intelligent muscle support surgically implanted, but as the surgery was not covered by the national insurance system, her two daughters Mi-rae and Yeong-rae (35 years old) were forced to finance it. The two daughters were also required to provide the full care and medical costs incurred following the surgery, including rehabilitation therapy. Already stretched thin by childcare and work, Mi-rae would prefer that her unmarried sister devote a greater share of time and money to their mother. However, Yeong-rae, a manager in the planning and development department of a PC company, is currently working day and night in preparation for the launch of a new foldable tablet computer. Yeong-rae doesn't like her sister, who she sees as not shouldering her fair share of the work related to their mother. The two sisters are frequently in conflict.

Yeo-bun, both physically and emotionally fragile, would like her younger daughter Yeong-rae to start a family sometime soon. Yong-rae, in contrast, is more interested in continuing with her career. In fact, she is growing increasingly negative regarding marriage as she observes the childcare struggles faced by her sister, who seems to have completely abandoned any personal life upon marriage, and her divorced coworker Choi So-yeong (31 years old). She frequently listens to So-yeong's complaints about raising a child as a single parent. So-yeong sends her four-year-old daughter Min-ji to a small daycare. Min-ji still requires considerable care from her mother, but So-yeong also wants to pass the in-company promotion exam scheduled for the coming month. So-yeong's case shows how difficult it is for a divorced woman to be financially independent while raising a child.

The Polarization of Family Life Scenario (Feasible Scenario 2)

In this scenario, economic inequality rises while the family care burden is reduced to an

extent due to the provision of commercialized care service. Individual values are a priority. There is a large gap between social groups in terms of income and quality of life, the government fails to provide sufficient care services, commercialized care services widen the gap between social groups and personal life is considered more important than the shared interests of the family. Particularly noticeable in this scenario is increasing inequality.

Table 5. Scenario 2: Increased Economic Inequality - Reduced Family Care Burden (commercial care services) - Strengthened Individual Values

Item		Description	Examples
Economic Inequality	High Level of Inequality	<ul style="list-style-type: none"> • A large income gap according to occupation and employment status • A large gap in quality of life depending on income level 	<ul style="list-style-type: none"> • A large income gap between regular and irregular workers
Care Provider	Market	<ul style="list-style-type: none"> • Commercial care services are available in a diverse range of types and costs • Due to the lack of government support for care services, individual families must bear the full cost of care services provided by for-profit companies, resulting in a large price-based gap in the quality of service 	<ul style="list-style-type: none"> • Care service is provided as a product in the market • Based on their financial capacity, people purchase care services which come in a diverse range of prices
Family Ties	Strengthened Individual Values	<ul style="list-style-type: none"> • It is believed that personal life is as important as spending time with family • It is believed that family members should respect each other's beliefs and decisions • It is believed that personal interests should be respected over family interests 	<ul style="list-style-type: none"> • To many young people, marriage is not considered a necessity.

A narrative for the polarization of family life scenario was projected as follows:

Jang Dae-han (42 years old) sells the solar-powered Green Car for Korea Automobile Co. Since its target clientele is severely limited by its high cost, Dae-han works night and day seven days a week in order to increase his sales. Despite these efforts, his sales performance is at the bottom of his team and his wages have fallen every month. His wife Mi-rae works part-time for a large supermarket chain, but she has grown tired of the unstable work conditions and low wages and is considering changing jobs. Their daughter Cho-rong goes to school in the morning and to an affordable hakwon (private cram school) until four in the afternoon. Their second child,

Ji-wu, spends all day at a home-based daycare. As soon as Mi-rae returns from work, she has to take care of both the two kids and the housework. It is a major source of stress for her that she is unable to find any time of her own. She would like to talk seriously with her husband about their division of housework.

Dae-han's younger brother Jang Min-guk (36 years old) is a high-income researcher working at an institute developing eco-friendly materials. Recently, he received an incentive bonus several times his regular wage when one of the new materials he created was chosen for commercialization in partnership with a global apparel company. His family has moved to a 120-story apartment complex. Their luxurious smart apartment comes installed with a cutting-edge housework support system. His five-year-old son Beom attends an expensive international preschool with top-of-the-line facilities and spends his afterschool hours in safety at a play center designed for the young residents of the apartment complex. His wife In-gyeong, freed from the burden of childcare and housework, can spare time for personal development and a range of leisure activities.

Mi-rae's parents-in-law live in a luxurious retirement development in Namhae on the south coast of the peninsula. Her father-in-law Jang Tae-pyeong (75 years old) had an artificial kidney implanted a few years previously, but rapidly recovered thanks to the clean and beautiful environment and advanced care services available. His wife Park Seon-ju (70 years old), who's enjoying a relaxed life with her husband, is in frequent contact with Dae-han. She holds special affection for her oldest son and she'd like his family to visit them in Namhae at least once per month. Although travel between Seoul and Namhae has grown much easier since the introduction of a magnetic levitation train between the two areas five years ago, Seon-ju's request is considered troublesome by Dae-han and Mi-rae, who would prefer to enjoy some personal time if they could afford any. Min-guk, who contributes the greatest share for his parents' residence at the senior complex, uses an expensive hologram message service to regularly talk with his parents via video conferencing.

Meanwhile, Mi-rae's mother Yang Yeo-bun has recently moved to a senior care facility after receiving an intelligent muscle support implant to help with her degenerative arthritis. The former school converted into a senior care facility provides low-quality services with outdated systems and non-professional employees, but this is all her two daughters can afford. Yeo-bun considers herself to be better off than her friend who suffers from serious geriatric illnesses but has neither children nor money.

Yeong-rae, Mi-rae's sister and a manager in the planning and development department of a PC company, and her team have no time to spare ahead of the launch of a new foldable tablet computer. Everyone on her team is suffering exhaustion due

to frequent overtime work, but her friend So-yeong feels it even more due to the weight of childcare and finances. As a divorced mother, she has recently begun sending her daughter to a daycare with safer and more modern facilities, but this has increased her financial obligations. Yeong-rae would like to help her out by exempting her from some work, but So-yeong prefers to take responsibility for her full share. Watching So-yeong struggle to balance work and childcare, Yeong-rae realizes once again the gap between the dream and the reality of marriage.

The Loose but Intimate Family Scenario (Best)

In this ideal scenario, if actualized, economic inequality and family care burdens decline while individual values are strengthened. The gap in income level and quality of life between social groups is not extreme; the government provides all necessary care services, and the social norm is for individual values to be respected to a greater degree than the communal interests of the family. In this scenario, family members are less burdensome to each other, and can therefore maintain more intimate relationships.

Table 6. Scenario 3: Reduced Economic Inequality - Reduced Family Care Burden - Strengthened Individual Values

Item		Description	Examples
Economic Inequality	Low Level of Inequality	<ul style="list-style-type: none"> • Employment is stable and the income gap between jobs is not large • Housing is subsidized by the government • There is an income gap, but thanks to a number of wealth redistribution policies and affordable social services the overall gap in quality of life is not large 	<ul style="list-style-type: none"> • Reduced income gap between regular and irregular workers • Housing is relatively affordable thanks to a sufficient supply of long-term low-interest public housing
Care Provider	Government	<ul style="list-style-type: none"> • The government provides childcare services • The government provides free or affordable senior care services 	<ul style="list-style-type: none"> • Provision of public childcare and eldercare services • Public care services are either free or affordable
Family Ties	Strengthened Individual Values	<ul style="list-style-type: none"> • It is believed that attention to personal life is as important as spending time with family • It is believed that family members should respect the beliefs and decisions of one another • It is believed that personal interests should be respected over family interests. 	<ul style="list-style-type: none"> • To many young people, marriage is not considered a necessity

A narrative for the loose but intimate family scenario was projected as follows:

Kim Mi-rae works part-time at a large supermarket chain. Although she is employed in an irregular position, she is highly satisfied with her work as it provides her with a number of benefits and leave as needed. Recently, she started belly dance lessons by taking advantage of the 50% discount for a dance class provided to employees. The class is great for losing weight, which had been a concern for her recently, so every day she looks forward to the evening class. Her husband Jang Dae-han is a salesperson at Korea Automobile Co., tasked with the sales of Green Car, a solar-powered automobile. Despite its superb energy efficiency, he cannot sell as many units as he'd like due to the vehicles high price point. Thanks to the government minimum wage support system, however, he is not concerned about his livelihood despite his sales performance coming in last in the second quarter. He went on a weekend hiking trip, one of his favorite leisure activities, to try and relax and devise a new sales strategy.

Mi-rae's unmarried sister Yeong-rae is a manager in the planning and development department of a PC company. She doesn't have plans to marry any time soon, but is focused instead on developing her career. Given the satisfactory social system in place to support a balance between work and family life, as evidenced by her sister, she is positive about starting a family at some point in the future. She is also encouraged by observing her coworker Choi So-yeong, a divorcee with a young daughter. So-yeong seems to have no trouble balancing work and childcare thanks to a 24-hour public daycare facility and the government subsidy for single-parent households. Yeong-rae travels internationally nearly every month, experiencing no language barrier thanks to a real-time interpretation program. She doesn't feel overworked at all and is very satisfied with her relaxed lifestyle.

Mi-rae's oldest child Cho-rong, a first grader, takes ballet lessons and a writing class after school at a public aptitude development institute. Her son Ji-wu, together with his cousin Beom, participates in sports activities and a customized e-learning program at a public child education center. When Cho-rong and Ji-wu come home around 4 p.m. the GPS chips attached to the kids' wristbands report their locations to their parents. After returning from work, the couple takes turns taking care of the children and the housework. With the help of smart household appliances, the family burden of housework has been significantly reduced.

Mi-rae's mother Yang Yeo-bun recently received an intelligent muscle support implantation surgery to counter her worsening degenerative arthritis. Public eldercare insurance covered most of the cost of the surgery. The public eldercare facility where Yeo-bun is recovering boasts top-of-the-line equipment with a hands-

free customized user interface that controls the medical devices by automatically identifying user intentions. Yeo-bun is recuperating rapidly in this comfortable and convenient environment without needing to rely to a great extent on her family members.

Mi-rae’s parents-in-law are also enjoying their retirement at a public eldercare facility, this one on the outskirts of Seoul. Equipped with a wide variety of facilities and programs for leisure activities, the facility provides regular medical checkups to its residents through a healthcare program networked with the national medical center. They are able to travel anywhere they want simply by renting a smart car capable of automated driving. Although her mother-in-law Seon-ju enjoys family gatherings, she doesn’t put much pressure on her children since she understands and respects their busy lives and personal decisions.

The Coexistence of Equal Society and Unequal Family Scenario (Second Best)

This scenario, which is considered to be the second best option if actualized, projects a reduction in economic inequality and family care burden, but eroded individual values. The gap in levels of income and quality of life between social groups is not excessive. The government provides care services to some extent, but due to strong familism, women are expected to perform household labor and assume caring roles. In this scenario, the level of inequality between families may not be great, but gender inequality within the family is perhaps increased.

Table 7. Scenario 4: Reduced Economic Inequality - Reduced Family Care Burden - Weakened Individual Values

Item		Description	Examples
Economic Inequality	Low Level of Inequality	• Employment is stable and the income gap between different professions is not large	<ul style="list-style-type: none"> • Reduced income gap between regular and irregular workers • Housing is relatively affordable thanks to the expansion of the supply of long-term low-interest public housing
		• Housing is subsidized by the government	
		• There is an income gap, but thanks to a number of income redistribution policies and affordable social services, the overall gap in quality of life is not large	
Care Provider	Government	• The government provides childcare services	• Provision of public childcare and eldercare services
		• The government provides free or affordable senior care services	• Public care services are either free or affordable

Item		Description	Examples
Family Ties	Weakened Individual Values	<ul style="list-style-type: none"> • There is a strong belief that family members should submit or sacrifice themselves for the happiness of the whole family 	<ul style="list-style-type: none"> • If a family event and personal business fall on the same date, family members are expected to forgo the personal business • Marriage is considered a conventional part of life
		<ul style="list-style-type: none"> • It is believed that each member should follow the wishes of the majority of family members, even if he/she has different preferences 	
		<ul style="list-style-type: none"> • Family takes precedence over society 	

A narrative for the coexistence of equal society and unequal family scenario was projected as follows:

Jang Dae-han is a salesperson at Korea Automobile Co. assigned to sales of the solar-powered Green Car launched last year. Although he is struggling to sell the cars due to their high cost, he is bringing home a relatively stable income thanks to the governmental minimum wage support system. His wife Kim Mi-rae works part-time at a large supermarket chain. Since 2012, the work conditions for irregular workers have improved in stages and employment benefits such as employee discounts and allowed leaves are now not particularly different from those of regular workers. While she is quite satisfied with her work, she feels stressed both physically and emotionally due to being solely responsible for the housework and childcare at home. Her husband, feeling too busy with his own work, does not help Mi-rae at all with the housework. As Mi-rae also believes personally that women can do a better job with housework, she doesn't expect any help from her husband.

Dae-han's younger brother Jang Min-guk works at a world-renowned research institute pursuing new eco-friendly materials. With one of the materials he developed experiencing commercial success, he received a huge incentive bonus from his company. His wife In-gyeong used to work as a real estate consultant, but followed her husband's advice to quit after having their first child. She is currently a full-time housewife. They live in a state-of-the-art smart apartment equipped with all the available conveniences for everyday housework. However, In-gyeong does not take much time for herself, devoting her life to caring for her family instead. She never complains since she perceives this to be her duty as a woman, especially with her husband bringing home so much money. Her husband also takes In-gyeong's complete devotion to the family for granted.

Mi-rae's oldest child Cho-rong started elementary school this year. She participates in a customized afterschool program provided as part of the government's support for working couples. Her son Ji-wu and his cousin Beom take part in sports activities and a customized e-learning program at a public child education center. Despite her busy work schedule, Mi-rae frequently visits the center with her sister-in-law In-gyeong for parent-teacher meetings and tries to stay up-to-date on children's education.

Mi-rae's parents-in-law live in a house on the outskirts of Seoul. Her father-in-law Jang Tae-pyeong is recovering from an artificial kidney implantation surgery, which was covered by his senior pension. Because of the distance between his home and the national medical center, he uses the free telemedicine service based on a health nano-chip inserted at the surgery site. Emotionally withdrawn after the surgery, he has become so dependent that his wife Seon-ju cannot find time to make use of the wonderful public leisure facilities near her home. Seon-ju would like her children to visit and spend as much time as possible with their father. Her two sons are stressed by such expectations but, feeling obliged, try to make the time to visit them.

Mi-rae's younger sister Yeong-rae is building a successful career as a manager in the planning and development department of a PC company. She has been dating her boyfriend for two years now and feels ready to marry. Recently, she has been experiencing trouble with Choi So-yeong, a new employee at work who has joined her project developing a foldable tablet PC. After divorcing two years ago, So-yeong had to return to work in order to support her child. Because she was a full-time housewife for so long, she is facing difficulty catching up with the level of professional expertise demanded at work. Due to the recent high-profile daycare abuse cases, however, she frequently drops her work and rushes to her daughter at her public daycare. Observing So-yeong's experience, Yeong-rae decides to quit her job when she marries because she isn't sure whether she could strike a balance between work and childcare and her fiancé wants her to be a full-time housewife.

The Maximized Family Burden Scenario (Worst)

This scenario, considered the least ideal among all options, describes a situation in which both economic inequality and the family care burden rise and individual values deteriorate. There is a considerable gap in income and quality of life between social groups, care work largely remains the responsibility of the family and familism values are still strong. In this scenario, individual families are forced to shoulder all burdens and society manifests significant class and gender inequality.

Table 8. Scenario 5: Increased Economic Inequality - Increased Family Care Burden - Weakened Individual Values

Item		Description	Examples
Economic Inequality	High Level of Inequality	<ul style="list-style-type: none"> • A wide income gap based on occupation and status of employment • A considerable gap in quality of life according to income level 	<ul style="list-style-type: none"> • A large income gap between regular and irregular workers
Care Provider	Family	<ul style="list-style-type: none"> • No or insufficient care services provided by the government or the market 	<ul style="list-style-type: none"> • Families should take care of children due to insufficient public childcare support • Families are responsible for caring for aged parents due to insufficient public eldercare support
Family Ties	Weakened Individual Values	<ul style="list-style-type: none"> • There is a strong belief that family members should submit or sacrifice themselves for the happiness of the entire family • It is believed that each member should follow the wishes of the majority of family members, even if he/she has different preferences • Family takes precedence over society 	<ul style="list-style-type: none"> • If a family event and personal business fall on the same date, family members are expected to forgo the personal business • Marriage is considered a conventional part of life

A narrative for the maximized family burden scenario was projected as follows:

Kim Mi-rae works part-time at a large supermarket chain. As an irregular worker she is under constant pressure due to her unstable employment status and low wages, but cannot speak up out of fear of being laid off. She has become even further stressed this year with her daughter starting elementary school. Ever since the introduction of the e-learning social network in elementary education, the proportion of at-home learning has increased significantly. Since e-learning requires significant parental involvement in the child’s education, Mi-rae was forced to rearrange her work schedule in line with her daughter’s online class schedule, but her boss doesn’t seem to like it. Her son Ji-wu spends all day at an unlicensed daycare. Thinking about Ji-wu’s cousin attending an expensive international aptitude development center, Mi-rae feels shame every time she drops off her son at the shabby old daycare. As she is also solely responsible for childcare and housework, she cannot even consider taking a rest, let alone

enjoying leisure activities. She considered buying one of the housework/kids homework helper robots recently available in the market, but she chose not to given her financial situation.

Her husband Jang Dae-han is a salesperson at Korea Automobile Co. responsible for selling Green Car, a solar-powered vehicle. Despite its superb energy efficiency, he hasn't had much luck selling the cars due to their high price point. His sales performance ranked last again and his wages were slashed accordingly. Short on this month's living expenses for his family, he checked with a smart online banking service to see whether he could borrow from a livelihood loan for low-income families, but was denied by the hologram avatar because of outstanding interest on his existing loan. As a last resort, he decided to ask his affluent brother Min-guk for help. Min-guk, a top-ranked researcher at an institute developing new eco-friendly materials, recently received a huge incentive bonus for the successful commercialization of a material he developed. His full-time housewife wife In-gyeong is enjoying a relaxed and affluent life. Dae-han started out for the 150-story luxury apartment complex where his brother lives, but turned back before he got there.

Mi-rae's mother Yang Yeo-bun has been living alone in a run-down old house since her husband died five years ago. After an extended period suffering degenerative arthritis, she requires intelligent muscle support implantation surgery. However, since the surgery is not covered by national insurance, her two daughters Mi-rae and Yeong-rae would have to pay for the surgery and the additional expenses needed for rehabilitation. As the oldest child, Mi-rae feels a huge burden caring for her mother. She has scheduled her work hours in part-time shifts as much as possible to free up time to take care of her. However, her time for housework and childcare has been impacted and her husband and children are growing increasingly resentful. Mi-rae feels completely exhausted, both physically and emotionally, but she believes that this is merely what she is required to do for her family.

Yeong-rae, a manager in the planning and development department of a PC company, was just proposed to by her boyfriend. Her divorced coworker Choi So-yeong is raising her young daughter on her own and seems torn between work and childcare. So-yeong has to leave her crying daughter at a daycare every morning and cannot fully focus on work because of concerns about her child. When she is required to work overtime, she has to go to extremes to find someone to babysit her daughter after daycare. Seeing all the difficulties and stress that So-yeong is forced to bear, Yeong-rae is not sure whether she could manage both marriage and work.

Public Survey of the 2030 Family Scenarios and Its Implications

A public survey regarding the five scenarios was conducted. When queried as to which scenario was most likely to occur, 34.6% of respondents pointed to the conflict between individual values and family life scenario, 26.0% to the polarization of family life scenario, and 18.7% to the maximized family burden scenario. Nearly half of the respondents (48.4%) selected the loose but intimate family scenario as the most preferable, followed by the coexistence of equal society and unequal family (32.0%). While these two scenarios share a commonality in terms of both of them assuming reduced economic inequality and a lower family care burden, the former predicts a strengthening of family values while the latter does the opposite. Despite such differences, these two scenarios were most preferred due to their positive predictions on economic conditions and family care burden. The least-favored scenario was the maximized family burden scenario (41.9%), followed by the conflict between individual values and family life scenario (29.5%). While both assume an increase in the family care burden and in economic inequality, the former forecasts a weakening of individual values while the latter predicts the contrary. Contrasting with the most-favored scenarios, the negative predictions for economic situation and family care burden appeared to be less appealing to respondents.

In sum, South Korean families as of 2012 perceive a weighty care burden, economic inequality, and individual values being emphasized over the communal interests of the family. Given that the loose but intimate family scenario is the most preferred, however, they appear to hope to see by the year 2030 a strengthening of individual values, reduction in family care burden, and lessened economic inequality.

The predictions of the expert panel paralleled the opinions of the general public in terms of the most-preferred scenario (loose but intimate family), the worst possible scenario (maximized family burden), and the scenario most likely to actualize in reality (conflict between individual values and family life). Both the expert panel and general subjects pointed to the loose but intimate family as the ideal type of family life.

In order to progress toward this loose but intimate family scenario from the conflict between individual values and family life scenario, which was identified by both experts and the general public as the most likely to unfold, efforts are recommended to reduce family inequality, increase social responsibility for family care, and revise laws and institutions in a way that embraces diverse lifestyles.

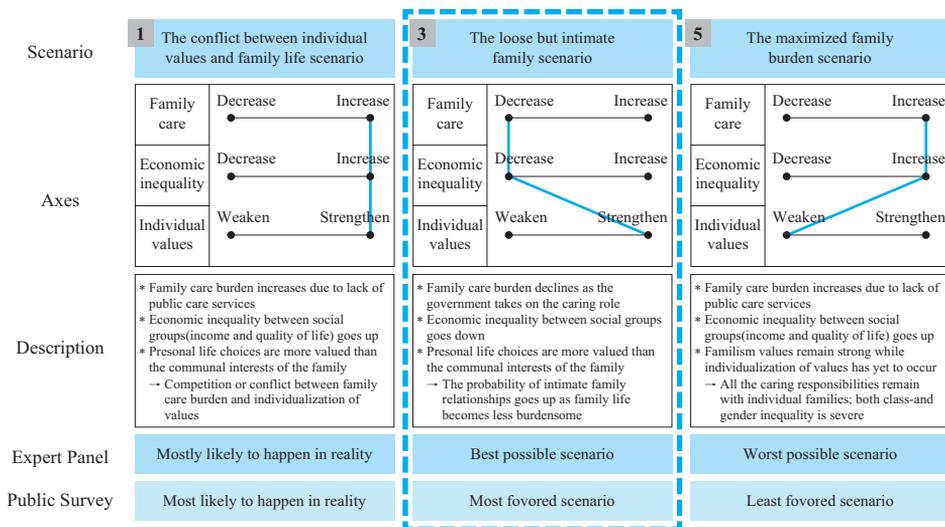


Figure 1. Results of the Surveys of Experts and the General Public

Policy Directions and Agenda

First, a revision of social security policies should be undertaken. In order to steer society away from the conflict between individual values and family life scenario and maximized family burden scenario and toward the loose but intimate family scenario, it is essential to revisit the country’s social security policies. Major policy agenda items should include measures to establish a multidimensional social security net through an expansion of social insurance coverage and introduction of universal benefits. In terms of women and family policies, measures to support families at risk of poverty are suggested.

Second, a review and reorientation of care policies should be conducted. It is necessary to examine and reorient overall care policies in order to move toward the ideal or second-best possible scenario. Men should be actively encouraged to share family care burdens with women and the government should expand its support for elderly care. Social perceptions need to be shifted toward supporting a balance between work and family-care responsibilities.

Lastly, family-related laws and institutions should be improved. Another important aspect of the future family changes favored both by the expert panel and general public is increased respect within the family for individual values. In establishing women- and family policies in the future, therefore, it appears necessary to reflect in laws and institutions the impacts of projected social changes such as the promotion of individualized values and

emergence of diverse types of family.

This development of future family scenarios for South Korea is expected to be conducive to the establishment of mid- to long-term national strategies by enabling in-depth diagnoses of existing institutions and policies addressing projected changes in the family. In particular, reflection upon issues of economic inequality, care, and acceptance of diverse life choices will allow the assessment of the appropriateness of South Korea's social and family policies, direct family support policies to more aptly respond to family changes, and enable the establishment of appropriate laws and institutions related to social security, care, and the family.

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