



KLI Korea Labor Institute

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Research Projects in 2010

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1. Labor Market and Social Policy
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1. Labor Market and Social Policy

- Measures for Reducing Blind Spots in the Employment Safety Net
- Study on the Work Life and Retirement of the Baby Boom Generation
- Current Conditions and Future Directions of Social Enterprises: with Focus on Employment
- A Study on the Substitutability of Employment among Cohorts
- Changes in the Female Labor Market after the Financial Crisis and Policy Issues

Measures for Reducing Blind Spots in the Employment Safety Net

Jiyeun Chang et al.

This study aims to identify gaps in the employment safety net (ESN) of Korea and present policy options for reducing them. The Korean ESN is based on Employment Insurance (EI), meaning that non-wage workers, including the self-employed, are precluded from the system by design. Moreover, EI coverage for wage workers is only 58.9%. Surveys on micro enterprises (the biggest blind spots in the ESN) reveal employer reluctance to provide EI coverage. One commonly used avoidance option is to register workers in employment types that are exempt from EI when they are in fact wage workers.

A review of the existing EI and its im-

pact at the level of individuals, companies and industries reveals ample grounds for strengthening policy support for the system, for it was found to produce social and economic benefits. To do so, two options are recommended. The first option is to waive the contribution payment for social insurance programs, a policy that is expected to produce clear improvements in job creation for low-wage workers and their transition to wage workers in micro enterprises. Second, a Korea-specific unemployment aid is recommended in order to fill the institutional gaps left uncovered by EI. These aid programs should combine monetary support with strong employment services.

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Study on the Work Life and Retirement of the Baby Boom Generation

Hanam Phang et al.

This study is a follow-up to “Study on the Work Life of Korean Baby Boom Generation (I),” also by Phang, Lee, Woo, Kim, and Kim (2009). The previous study analyzed the socio-economic characteristics of the baby boomer generation and their current position in the labor market from the perspective that this generation is a single population group. This study also examined the economic burdens of the baby boomer generation in that they have to support their parents, provide for their children's education, and prepare for their own lives after retirement.

Additionally, this study seeks to identify the diversity and differences that exist among the baby boomer generation on a micro level in terms of career paths and results of their work lives as well as in terms of the level of preparation for retirement in human/material resources such as income, assets, and health.

It can be said that most baby boomers, now in their late 40s to mid 50s, are now at the peak of their work life. Retracing their employment paths will help in examining how socio-economic development and changes over the past 40 years affected the life of the baby boomer generation and how these results are manifested.

In this context, this study analyzes the boomer generation's labor supply structure according to the current status of their assets, consumption tendencies, burden of support, and health. This study also examines the baby boomer generation's level of preparation for life after retirement.

Chapter 6 summarizes the results of the study on the baby boomer generation's work life and their preparations for retirement dealt with in Chapter 2 through Chapter 5. Finally, Chapter 6 presents the implications of the study in terms of labor and social policies as well as topics for future studies.

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Current Conditions and Future Directions of Social Enterprises: with Focus on Employment

Charnim Park et al.

Jobs and employment have become a hot issue in almost every country. Employment concerns are significantly related to increases in the number of chronically unemployed people. Moreover, welfare policies now do not exist by themselves. Rather, they form a strong nexus with employment policies. Previous welfare policies concentrated on providing cash welfare benefits. As the number of benefit recipients who are able to work increased rapidly, however, policies to help them return to the labor market have become more important. In this context, this study examines social enterprises from the perspective of employ-

ment policy. Chapter 2 examines the status of social enterprises within the employment policy framework. Chapter 3 examines the development and characteristics of Korea's welfare system, employment promotion schemes, and social enterprises. Chapter 4 examines the significance of work integration social enterprises as active labor market policy; these enterprises could function as "bridge" jobs for the unemployed in Korea. Chapter 5 discusses the policy direction for the development of work-integration social enterprises in Korea, while Chapter 6 summarizes the study and provides policy directions.

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A Study on the Substitutability of Employment among Cohorts

Joyup Ahn

As the 7.1 million baby-boomers born between 1955 and 1963 start to leave the labor market, it is expected that enormous changes will take place in the labor market, such as abrupt skill shortages. To alleviate such negative impacts, many ideas have been discussed about how to make the baby-boomers stay in the labor market longer by extending the retirement age along with initiating a wage-peak system and re-employment after retirement. However, arguments have been raised about measures involved in the “battle of cohorts on jobs” by reducing job opportunities for the young and raising their unemployment. It is a reality that no empirical study exists on the substitutability of employment among cohorts. This study has three objectives: first, it examines the hypothesis of the battle of cohorts on jobs from various aspects; second, it tests the hypothesis that more older workers in the labor market imply higher youth unemployment by using the

intergenerational occupation dissimilarity index; finally, an economically rational model is suggested for revising long-term employment contracts with late retirement to make the baby-boomers stay in the labor market at least until they are entitled to a pension. The simple time-series analysis using the data from the Economically Active Population Survey shows no evidence of a statistically significant negative relationship of employment indicators of the old and of the young, which rejects the hypothesis of the battle of cohorts on jobs. The intergenerational occupation dissimilarity index indicates a division of labor based on occupations rather than on competition over occupations, which supports the results from the time-series analysis. Based on the conclusion that there is no battle among cohorts on jobs, it is better to upgrade the mandatory retirement age in accordance with pension entitlement using measures like the wage-peak system for extended retirement, gradual retirement, or

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Changes in the Female Labor Market after the Financial Crisis and Policy Issues

Jae-Ho Keum et al.

Ever since the nation's liberation in 1945, the 1997 Asian financial crisis marked a turning point in Korea's employment history. Understanding the changes in the female labor market in the 12 years from the crisis is important not only for evaluating women's employment policies but also for developing policies for the future. It is from this perspective that the present study reviews changes in major aspects of the women's labor market including employment structure, labor supply, labor demand, occupational distribution, workplace experience and wages.

Chapter 2 focuses on changes in the employment structure from the 1997 crisis to 2009 using data from the Economically Active Population Survey conducted by the National Statistical Office (NSO). Female employment in this period appears to be "half success and half failure." Women's social and economic participation did increase significantly in driving job creation, but it does

far behind men's in terms of the quality of employment. In fact, the employment rate in Korea remains much lower than for other industrialized countries. If the current "jobless growth" continues, the mismatch between demand and supply of female labor can only worsen with possibilities for excluding women from key areas of employment.

Chapter 4 looks at the changes and characteristics of women's economic participation from the perspective of family labor. The Korean Labor and Income Panel Study (KLIPS) data are used to identify the changes in the supply of married women in the labor force as dual-income families continue to increase. As such incomes become the norm, deepening heterogeneity can be found between different groups. The economic participation of married women is closely related to the employment status of their husbands, and participation patterns will vary depending on the wage level of their spouses.

Chapter 5 reviews how certain enterprises manage female human resources and develop policies using the results of a status survey that was conducted on 800 enterprises with over 100 employees. It was found that both the gender ratio and the gender-discriminatory corporate culture have improved considerably in large enterprises with more than 500 employees; however, many smaller companies are mired in old practices. Maternity protection plans remain rare while gender-discriminatory practices linger to a significant extent in such areas as promotions, wages, positions and training.

Chapter 7 is a review of the extent of occupational gender separation and changes over the years, using data from the NSO's Economically Active Population Survey. In addition, a review of the gender employment ratio and wage gap by occupational category shows that the higher the female ratio in an occupation, the lower the wages. An additional review revealed no actual crowding-out effect.

In Chapter 8, data from the first through the tenth rounds of KLIPS are used to analyze the impact of the number of years of service on women's wages. It was found that in the same workplace, wage level rises with longer years of service. But when women change

their workplace, the years of service in the previous workplace have a positive impact on male wages but not on those of women.

In Chapter 9, changes in the gender wage gap since the financial crisis are analyzed in different contexts. Moreover, the reasons why the gap has remained almost unchanged in recent years are analyzed using 1998-2008 KLIPS data. Since the financial crisis, the wage gap has grown between standard and non-standard workers, and between large companies and SMEs. Consequently, this trend has led to relatively lower wages for women who are in non-standard jobs in SMEs. Although some highly educated women have made strides in technical, professional and managerial jobs, the gender wage gap remains largely unchanged.

As for the basic direction of women's employment policies, this study suggests improving social awareness of the importance of the female workforce through well-organized communication and network-building. In addition, it is recommended that such policies be run more independently and differentiated by group. In particular, given that HR for the female workforce significantly differs by company size, it is also important to differentiate support by company size.

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- Study on the Entrance of Youth into the Labor Market and Their Establishment
- Analysis of the Effect of Minimum Wage

Analysis of the Effect of Green Growth on Jobs: with Focus on Technological Innovation and Climate Change Convention

Sung-teak Kim et al.

The question of whether green growth actually does promote job creation is extremely important to Korea, for the nation has declared that it will change its economic paradigm to that of a green economy in order to claim leadership in this area in the international community. In countries that have achieved industrialization yet maintain a stable level of economic growth, job creation is a rather difficult policy task. Yet it is one that is still of utmost priority. Usually, green growth is thought of as growth realized through technological innovation. Such innovation leads to economic development that in turn brings about the creation of employment opportunities. The idea that green growth creates more employment has been criticized, however, from the following standpoints. First, can we really claim that technological innovation in the green sector promotes job creation when employment is actually decreasing in the manufacturing industry in which

technological innovations for this growth are centered? Second, will green growth not lead to a decrease in employment due to the heavier cost burden levied on businesses in the form of new regulations and environmental taxes along with the introduction of carbon emissions trading and other changes in the economic paradigm associated with green growth? And third, will employment actually decrease in industries that face restructuring pressures as the paradigm shifts towards green growth?

This report consists of six chapters elaborating on the aforementioned concerns about job creation as related to green growth. Chapter 2 discusses the relationship among green growth, green jobs and job creation and notes limitations to the analysis of these relationships. Chapter 3 views the example of Germany, a country that has pursued green growth for quite some time, and the German experience of creating jobs in this sector. The most notable positions in this

country have evolved through programs involving renewable energy and building retrofitting projects. Thus, this study seeks to analyze how education and training related to the process of green growth was utilized in Germany. Chapter 4 analyzes previous studies to examine the influence of technological innovation on economic growth and job creation. In so doing, our objective is to see whether green-technology innovation, an important key to green growth, does in fact ensure the creation of new jobs. Chapter 5 attempts to analyze the impact of the Climate Change Convention on jobs. The notion of green growth grew out of the need for countries to fulfill their carbon emission reduction obligations as agreed upon at this convention. The virtuous cycle of green growth leads to increased investment, the expansion of

new industries and rosy prospects for more jobs. On the other hand, the Climate Change Convention can lead to a vicious cycle of increased costs, decreased production and a smaller number of jobs in Korean businesses. The interaction of these two somewhat contradictory forces must be analyzed to foresee the influence of this interaction on job creation and destruction, and to identify other factors that can inspire job creation within the context of the interaction of these contradictory forces. Throughout this analysis, we seek to examine which approaches may be helpful for climate change and green growth policies to act as positive factors within Korea's labor market. Chapter 6 provides a final summary of the previous chapters and sets forth an overview of the policy implications of our analysis.

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An Analysis of Labor Market Mismatch by Educational Attainment and Measures for Improving the Education System: With a Focus on Institutions of Higher Education and Vocational High Schools

Se-Um Kim et al.

This study focuses on making changes to the formal schooling system as a long-term and fundamental solution to the mismatch in workforce supply-demand, the key culprit behind falling youth employment. The aim of the first section is to raise awareness about the need for university restructuring. In addition, future policy direction implications are presented in a quantitative assessment of the mismatch in Korea's labor market for university graduates. Also presented is an analysis of the cause for the slow progress of university restructuring despite the need for this change. The second section raises a call for fostering specialized high schools such as Meister schools by providing a quantitative assessment of the mismatch in the labor market for vocational high school graduates, as well as policy alternatives regarding methods of support. The final section is based on the finding that the workforce supply-demand mismatch observed in the Korean labor market is ultimately

caused by the trend of excessive emphasis on enrollment in post secondary schools. This cultural characteristic, unique to Korea, will be assessed quantitatively in the final section, which includes the social costs of the prevalence of such a trend and a review of the appropriateness of the current policy goal of reducing shadow education expenditures. Also examined will be the historical background of this trend, and based on the findings, a step-by-step policy approach will be presented for changing the culture in the long term. This study aims to establish awareness of the necessity of improving Korea's formal schooling system to resolve the mismatch in workforce supply-demand through empirical analysis. These disparities are regarded as an urgent issue in terms of national employment strategy. At the same time, insights will be provided on the policy measures required to facilitate institutional improvement. Finally, suggestions will be made for future studies.

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Study on the Entrance of Youth into the Labor Market and Their Establishment

Jaeryang Nam et al.

This study reviews the main characteristics of the youth labor market to deepen understanding of the youths and conducts an analysis that will help to develop appropriate policies. Specifically, this study raises the issue of the rapid increase in young interns, identifies some characteristic facts including increases in non-standard youth workers and evaluates the role and results of such internship programs to analyze their implications. Because the youth labor market is highly sensitive to business cycles and displays dynamic activities, this study also undertakes dynamic analysis on how the youth labor market reacts to cyclical changes. It also examines the rising educational level in Korea (evidenced by the high university enrollment rate),

which is leading to qualitative mismatches due to higher expectations as well as quantitative mismatches in labor supply and demand.

Because of the difficulties experienced by youth in entering and staying in the labor market, some may call for policies to protect youth livelihoods. As a result, this study builds a model to analyze the impact on youth employment of direct/indirect subsidies that may be made available for the youths under the minimum wage system, Earned Income Tax Credit or the Basic Livelihood Protection Program. Such an evaluation will help provide a more objective and broader understanding of youth and help develop more plausible solutions to their problems.

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Analysis of the Effect of Minimum Wage

Jin-Ho Jeong et al.

The minimum wage system, long considered to be the most effective policy measure to support the working poor, is in need of a more comprehensive analysis for enhancing its effectiveness. Its coverage has continued to expand since 1988, but in spite of a history of more than 20 years, research has not been conducted on the different effects of the minimum wage. Nevertheless, the minimum wage is still receiving great attention as a wage adjustment method, which is more significant than collective bargaining for SMEs, non-standard workers and migrant workers. Likewise, the Earned Income Tax Credit

(EITC) was introduced in 2009 to support the working-poor, and its policy effectiveness has not been analyzed.

Against this backdrop, this study aims to find ways to improve the minimum wage system based on an empirical analysis of its effectiveness. In particular, this study examines the effects of the minimum wage on employment; wage and earning distribution; and income distribution by means of a detailed categorization (e.g., skill level, income level, etc.) to identify policy targets and to offer specific policy measures for these targets.

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3. Industrial Relations and Workplace Innovation

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Comparative Study on Changes in Collective Bargaining after the Global Economic Crisis

Changwon Lee et al.

This study compares how labor, management and government in Korea and other industrialized countries have conducted concession bargaining or work-sharing in response to the global financial crisis, to see how it is associated with general concession bargaining and labor-management relations. It also reviews the different ways of work-sharing undertaken in Korea to identify relevant policy implications.

The patterns of concession bargaining since the global financial crisis can be largely defined as follows. First, concessions in wage and employee benefits have increased, along with work-sharing by reducing work hours, which until then had been implemented on a very limited basis. Second, pronounced cooperation has been growing among labor, management and government in response to the financial crisis. The government's role in particular is gaining more importance. Third, designing different solutions in accordance

with circumstances in individual companies has become more important than ever. Such trends are becoming stronger.

One pattern of response unique to Korea as opposed to other industrialized countries is that wage cuts, wage freezes or temporary leave have been used as important means to ride out the financial storm. Such measures were made available because of Korea's relatively healthy fiscal position and business environment along with the intent of government and individual companies to avoid restructuring, which has had a strong impact on their options.

During the financial crisis, an agreement was reached on implementing work-sharing through a government-labor-management-civil society pact, but the actual implementation and results were highly limited compared to what has been done in other industrialized countries. The reason can be found in Korea's reliance on long work hours in companies for their workers.

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Multiple Trade Unions and Full-Time Union Officials: Current Status and Policy Tasks

Sung-Hee Lee et al.

On January 1, 2010, a bill introducing multiple trade unions in an enterprise and prohibiting payment to full-time union officials was passed by the National Assembly; therefore, major changes will occur in industrial relations in Korea. Workers will be allowed to form more than one trade union in their workplaces, and companies will be prohibited from paying full-time union officials as the time-off system is introduced. Such institutional change is likely to bring about significant changes in a variety of issues in industrial relations including the establishment of trade unions, trade union activities, patterns of collective bargaining, and the characteristics of industrial relations.

Against such a backdrop, this study aims to provide an outlook for the changes in industrial relations following the approval of multiple trade unions and the introduction of the time-off system. Another objective of the study is to provide ways to ensure the

soft landing of these new systems, to find productive industrial relations practices, and to present policy alternatives for building a new framework in industrial relations.

To analyze how the establishment of multiple trade unions will affect industrial relations, employers and trade union members were surveyed. Based on the results, this study seeks to analyze the number of additional trade unions that will be formed, how the number of union members will change, how the nature of the collective bargaining system and industrial relations will be transformed, and what key issues will become prominent between labor and management when the bill takes effect in July 2011.

Based on these empirical analyses, this study provides an outlook for the changes in industrial relations following the introduction of multiple trade unions and the time-off system and suggests policy tasks for establishing productive labor-management relationships.

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Working Time Flexibility and How to Improve It

Kiu-Sik Bae et al.

This study looks at the characteristics, degree and background of working time flexibility in Korea, while exploring future directions for such flexibility. An extremely small number of Korean studies exist on working time flexibility, and Korean enterprises have not been able to utilize or explore this topic fully. This study approaches this topic through a comprehensive perspective based upon a critical analysis of previous studies dealing with working time flexibility from the viewpoints of changing external demand; family and employment institutions; work-life balance; life stages; and the sharing and creation of jobs. While based on a review of previous literature, also provided in this study are analyses and comparisons of working hour statistics from Korea and abroad, domestic case studies and examples of working time flexibility in the Netherlands, Germany and the UK.

Under the system of long working hours

established during Korea's industrialization process, working time flexibility has usually referred to the extension of working hours by adjusting overtime hours for a relatively small number of workers in accordance with changes in external demand. Working hours in Korea have decreased considerably over the past two decades with reductions to statutory working hours that have led to a decrease in both standard working hours and overtime hours. This reduction has brought considerable quantitative change to the system of long working hours in Korea.

Still, the system of long working hours in Korea has managed to retain its elemental characteristics as it adjusts to external change. Flexible working hours and other work practices involving flexibility have been used in very limited cases in Korean businesses, and the ratio of part-time work is also very low due to the prevalent model of long working hours for workers who are predominantly single-income men. Even in

workplaces involving occupations not affected by white collar exemptions that apply to clerical, technical, sales and professional positions (e.g., the banking industry), increasing the number of extra working hours by simply including overtime pay for a few hours each week in the basic wage is still prevalent. Also, the Special Provisions as to Working and Recess Hours as stated in Article 59 of the Labor Standards Act provide for exemptions from working time regulations for the transport industry and many other industries, thus providing life support to the system of long working hours in Korea. In addition, the automobile, shipbuilding, machinery and some other manufacturing industries also reinforce long working hours amidst labor and management collusion. The sustainability of long working hours is weakening, however, due to their failure to meet social demands for working hour distribution with regard to changes in the external environment; changing demographics; changes to the structure of the labor market; family and employment institutions; work-life balance; and life stages.

Countries such as the Netherlands, Germany and the UK are each utilizing unique models of working time flexibility according to the characteristics of their labor markets. The Netherlands has expanded the utilization of varied and individualized regular working hours to enhance working time flexibility in a model of “1.5 person per household employment” realized through a higher female em-

ployment rate and the sharing of social jobs. Germany has heightened working time flexibility by introducing a working time account system for workers to deposit or withdraw working time according to fluctuations in demand from businesses or as needed by the workers. Meanwhile, the UK has increased working time flexibility by expanding part-time work and by introducing several flexible types of work arrangements.

This study espouses the need to redesign the working hour system in Korea to enhance flexibility while still meeting demands related to changes in the external environment, changes to the structure of the labor market, changing demographics, work-life balance and different life stages. To this end, labor, management and the government need to work together to reduce working hours through statutory regulation, reforming the system of long working hours and establishing a regular part-time work model for the public sector. In addition, efforts should be made to introduce various flexible working time practices, transparently manage the working hours of clerical, technical, service and sales workers, and grant existing full-time workers the right to move to part-time work or other flexible work arrangements. Being exploratory in nature, this study aims to research working time flexibility in Korea systematically and to analyze various cases to identify exactly what aspects of this multifaceted working time flexibility are being

utilized and to examine why other aspects are limited in their use. Finally, the task of fur-

thering theoretical discussions on this topic is left to future studies.

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Chapter 6. Comparison of Flexible Working Hours in Three Countries and Implications

Chapter 7. Summary and Challenges for Flexible Working Hours

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A Study on Improving the Employee Representation Plan

Hoon Kim et al.

This study begins from the awareness that the collective determination system for working conditions has been stretched to its limits, and therefore some measures should be undertaken. The union organization rate has been on a declining trend, diminishing the scope of the collective bargaining system. Although the transition to industrial unions is underway, the existing paradigm of company-level unions, where wage and other working conditions are determined at individual companies, remains largely unchanged. On the other hand, the increased flexibility of the labor market has diversified employment types, creating different worker groups (regular/part-time/fixed-term/dispatch/in-house subcontracting) with different interests within the same company or workplace. In addition, because the HR

on performance, even workers in the same employment type have different working conditions (e.g., regular jobs).

As workers become more and more individualized in the labor market and even in the same workplace, questions arise on how effective the existing unions are led by regular workers in large companies in coordinating or representing the diverse interests of the worker groups. If the unions at the center of the collective determination system are not fully effective in defining working conditions and setting norms, an alternative may be found in the "employee representation system." It is within this context that this study reviews issues regarding the current employee representation system and analyzes how it can be adjusted or re-built for the better. This study also presents some principles for related legislation.

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Chapter 7. Conclusion: How to Re-build the Employee Representation System

References

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Labor-Management-Government Partnerships for Regional Employment and Measures for Advancement

Myung-Sook Jun et al.

To enable analysis of the current status of regional labor-management-government partnerships, this study will first examine theoretical discussions for conceptualizing such phenomena. Moreover, this study seeks to analyze the recent trend of increased participation of the stakeholders in a region: labor, employers, civic groups, and local governments in policy-making and execution processes through the concepts/theoretical tools of “Meso Corporatism”, “local pact”, and the “associational model”. By utilizing such theoretical tools, this study will analyze case examples of various regional labor-management-government partnerships that have recently been formed in Korea. In particular, topics will be analyzed including types of labor-management-government partnerships, governance, method of organization management, relationship with the central government, and problems.

Case examples involving regional labor-

management-government partnerships in Korea can be categorized according to broad and narrow definitions: 1) In a broad sense, regional labor-management-government partnerships refer to various policies and projects in which stake holders in the region participate—labor, employers, and local government—to strengthen partnerships. 2) In a narrow sense, regional labor-management-government partnerships refer to specific policies and projects, in particular the increasingly common “regional labor-management-civic groups-government partnership consultative bodies” along with projects conducted through such bodies.

In the case of the former, regional labor-management-government partnerships are realized by the stakeholders of a region participating in policy execution and forming a “local pact” to undertake projects. In the case of the latter, regional labor-management-government partnerships are realized through the “associational model” in which

the stakeholders of a region participate in policy-making and execution through an officialized governance system.

This study will analyze the current status

and present measures for advancement for both definitions of labor-management-government partnerships.

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References

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II.

Appendix

KOREA LABOR INSTITUTE

List of Planned Research Projects in 2011

List of Publications

Chronology

List of Planned Research Projects in 2011

✿ Research on Labor Market and Social Policy

- Marriage migrant families and labor market integration
- Worker household consumption and savings and the determination of labor supply
- Study on the fixed-term contractual labor market
- Compatibility between labor mobility and the social security system
- A study on job creations of care services sector
- Economic policies to improve job creation effect of growth
- Employment-oriented welfare strategies

✿ Research on Human Capital

- Study on wage system innovation in step with the aging population
- A study on changes in job preferences by generation

✿ Research on Industrial Relations and Workplace Innovation

- Study on measures for more active conciliation in individual labor disputes
- Developing a model to measure costs for collective bargaining and empirical analysis
- The social enterprise and human resource strategies
- Study on a model for workplace innovation in the services industry
- Managing working hours: shift from long to shorter working hours

List of Publications

✿ Periodicals

Monthly Labor Review (Monthly)
 International Labor Brief (Monthly)
 Quarterly Journal of Labor Policy (Quarterly)

✿ Publications in English

Beyond Flexibility: Roadmaps for Korean Labor Policy	August 29, 2008
Globalization and Changes in Employment Conditions in Asia and the Pacific	December 30, 2007
Longitudinal Analysis of Inter-Industry Wage Differentials in the Korean Labor Market	June 25, 2007
Employment Insurance in Korea: The First Ten Years	August 23, 2006
The Transformation of Industrial Relations in Large-size Enterprises in Korea	March 29, 2006
Recent Development in Employment Relations and Labor Market in Korea	December 31, 2005
A Comparative Study on Labor Migration Management in Selected Countries	November 15, 2004
Labor in Korea: 1987-2002	June 18, 2004
Disadvantaged Groups in the Labour Market and Employment Policy	March 11, 2003
Active Labor Market Policies and Unemployment Insurance in Selected Countries	December 23, 2002
Labor in Korea	December 12, 2002
North Korean Labor and Its Prospects	May 1, 2001
The Profile of Korean Human Assets: Labor Statistics 2001	May 1, 2001
Labor Market Reform in Korea: Policy Options for the Future	March 1, 2001
The Employment Insurance System in Korea	November 8, 1999

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Analysis of the Effect of Green Growth on Jobs with a Focus on Technological Innovation and the Climate Change Convention	December 30, 2010
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KLI Labor Statistics in Selected Countries 2008	December 31, 2008
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Basic Report on the 6th Annual Korean Labor and Income Panel Study	May 30, 2005
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Chronology

May 1988	Mooki Bai appointed the 1st President
Dec. 1988	Promulgation of the Law establishing the KLI (Law No.4078)
Sep. 1989	Establishment of the Advanced Labor-Management Relations Program
Dec. 1995	Establishment of the Employment Research Center
Feb. 1999	Establishment of the Research Center for Industrial Safety and Welfare
Mar. 2004	Establishment of the Labor Insurance Research Center which combined the Employment Insurance Research Center and the Research Center for Industrial Safety and Welfare
Mar. 2004	Establishment of the New Paradigm Center as an affiliated body
Jan. 2005	Establishment of the Data Center
Feb. 2005	Establishment of the Center for Wage and Job Research
Jun. 2006	Ranked first in annual evaluation among the 23 Research Institutes under the National Research Council for Economics, Humanities, and Social Sciences
Jun. 2007	Ranked second in annual evaluation among the 23 Research Institutes under the National Research Council for Economics, Humanities, and Social Sciences
Jan. 2009	New Paradigm Center changed to Korea Workplace Innovation Center

