

Job Quality Premium: Trend Changes in Job Quality in South Korea



23 January 2024

CGHE Webinars: Well welcome everyone to Cg's webinar. And today we have with us Sangwoo Li. and his topic is job quality premium

00:39:18.910 --> 00:39:22.550

CGHE Webinars: trend changes in job quality in South Korea. So I,

79

00:39:22.600 --> 00:39:35.010

CGHE Webinars: really looking forward to hearing from saying, we before I introduce him, we'll take you through the webinar protocols, and I'll start sharing my screen at this point, Chris. once I can do that. Yeah.

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00:39:37.200 --> 00:39:39.249

CGHE Webinars: here we are. Can you see that?

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00:39:40.770 --> 00:39:41.690

CGHE Webinars: Yes.

82

00:39:43.500 --> 00:40:01.480

CGHE Webinars: Now please remember that the webinar is being recorded, and your comments in the chat on the Q and I, and so on. All a part of that recording process. The chat we often include in on our website

83

00:40:01.490 --> 00:40:07.809

CGHE Webinars: after the Us. The event, we always include the the recording of the of the webinar. And

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00:40:07.980 --> 00:40:12.229

CGHE Webinars: by linking in through our website. You go to the Youtube channel

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00:40:12.260 --> 00:40:15.580

CGHE Webinars: which Cg has their archive of.

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00:40:15.650 --> 00:40:24.720

CGHE Webinars: 300 webinars. And you can, of course, go directly to that and see, today's webinar, and all agree the previous ones

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00:40:24.850 --> 00:40:45.410

CGHE Webinars: during during the webinar we advise you to keep muted because extraneous noise can interfere with the webinar. You don't need to have your camera on during the webinar. We, of course, wants you to turn on both your mic and your camera. If you, when you enter the QA part which is usually starts about halfway through.

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00:40:45.550 --> 00:40:52.399

CGHE Webinars: we advise you to use Speaker View in the top right hand corner. There you can then see exactly who's speaking

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00:40:52.470 --> 00:40:54.790

CGHE Webinars: at a given time in the Q. And a.

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00:40:55.250 --> 00:40:59.410

CGHE Webinars: Now to enter the discussion, and we really encourage you to do this

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00:40:59.590 --> 00:41:07.080

CGHE Webinars: use the chat function, post your intended comment or question for saying we're in the

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00:41:07.220 --> 00:41:16.140

CGHE Webinars: in the chat, and then I'll be able to select you into the webinar. From there we have a double stage process, simply because sometimes we get people

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00:41:16.210 --> 00:41:23.759

CGHE Webinars: coming into the webinar to sell products or whatever. And we have to make sure that the questions are going to be about the webinar topic.

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00:41:24.110 --> 00:41:29.690

CGHE Webinars: I will send you a little note in the chat, so probably not saying we're gonna I'm gonna call you in

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00:41:29.950 --> 00:41:39.059

CGHE Webinars: so and I'll usually take the speakers in the older room which I come forward. Sometimes we arrange that slightly cause of content.

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00:41:39.080 --> 00:41:42.500

CGHE Webinars: and and when you're invited to

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00:41:42.640 --> 00:41:45.110

CGHE Webinars: on camera to come in

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00:41:45.350 --> 00:41:49.289

CGHE Webinars: yourself into onto camera and in the webinar.

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00:41:49.310 --> 00:41:55.600

CGHE Webinars: turn on your Mike. Turn on your camera if you can, and then tell us who you are, where you're from, and then

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00:41:55.620 --> 00:42:00.379

CGHE Webinars: stage your question or your statement in relation to the webinar topic.

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00:42:00.450 --> 00:42:16.319

CGHE Webinars: So round about. Hop how fast to Uk, Tom, I'll start sending everyone notes in the chat, saying, it's time to think about your questions. So come in early, because if you come in light you might miss out speaking. This could be full by them.

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00:42:16.850 --> 00:42:19.030

CGHE Webinars: so I'll stop sharing at this point.

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00:42:20.380 --> 00:42:22.170

CGHE Webinars: Now same word.

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00:42:23.480 --> 00:42:25.979

CGHE Webinars: same was a researcher at the Institute

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00:42:26.130 --> 00:42:37.259

CGHE Webinars: for Employment Research at the University of Warwick. He was formerly University College in London, and his research focuses primarily on inequalities in higher education, in the labor market.

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00:42:37.680 --> 00:42:49.640

CGHE Webinars: Those issues, of course, of great interest to many people who turn into our webinar same work. And at this point I'm happy to hand over the screen to you. Alright. Thank you very much, Simon.

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00:42:49.980 --> 00:42:53.229

Sangwoo Lee: So I'm gonna share my screen. First.

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00:42:53.720 --> 00:42:55.469

Sangwoo Lee: give me a second, please.

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00:43:03.340 --> 00:43:13.919

Sangwoo Lee: Alright. First of all thanks for having me today. My name is Samuel Lee. I'm a researcher at the University of Oregon Employment Institute for implement Research.

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00:43:14.280 --> 00:43:20.949

Sangwoo Lee: My key research and interest include the inequalities in higher education and the labor market.

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00:43:20.990 --> 00:43:29.530

Sangwoo Lee: And within this broad theme, my, I'm particularly interested in the inequalities in access to and success in higher education

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00:43:29.620 --> 00:43:34.029

Sangwoo Lee: and the importance of job quality as credits labor market outcomes.

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00:43:34.070 --> 00:43:44.460

Sangwoo Lee: And today I'm gonna talk about. I'm gonna present one of my recent research papers focusing on job quality premium and the trend changing job quality in South Korea.

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00:43:45.850 --> 00:43:53.090

Sangwoo Lee: Let's begin. So here are some contents that my presentation will have today. So first.

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00:43:53.200 --> 00:44:08.439

Sangwoo Lee: as the job quality is a relatively new concept. I'm going to introduce the growing importance of job quality in society. in both research and policy sectors. And then I'm going to tell you about the definition of job quality.

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00:44:08.620 --> 00:44:23.049

Sangwoo Lee: So by this subsection, you will be able to understand what job quality means and why it is important in society. With this based knowledge in job quality, we are going to move on to the second part of the presentation.

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00:44:23.260 --> 00:44:40.019

Sangwoo Lee: which is about my paper job halting in South Korea. This paper also includes 2 different sections, first the trend of job quality in South Korea and the job quality premium for graduates along with the job quality gender Gap in South Korea.

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00:44:40.770 --> 00:44:43.290

Sangwoo Lee: and then in the third step section.

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00:44:43.910 --> 00:45:00.760

Sangwoo Lee: I'm gonna tell you a bit more about the importance of job quality as graduates labor market outcomes. So my base argument here in this subsection is that it is now time to broaden the definition of graduates. Labor market outcomes with the concept of job quality.

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00:45:02.070 --> 00:45:08.700

Sangwoo Lee: So here's the first subsection. So we've seen the growing importance of job quality

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00:45:08.720 --> 00:45:13.430

Sangwoo Lee: everywhere in society, in both research and policy sectors.

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00:45:14.020 --> 00:45:35.429

Sangwoo Lee: And indeed we there is increased policy discourse surrounding the objective of more and better jobs during the last 2 decades, and indeed, many governments, especially in the developed countries, have implemented many relevant policies, such as minimum wages or maximum working hours per week.

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00:45:36.290 --> 00:45:41.380

Sangwoo Lee: And along with this trend in policy sectors.

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00:45:41.410 --> 00:45:46.789

Sangwoo Lee: the volume of studies on job quality has substantially grown since.

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00:45:47.290 --> 00:45:54.439

Sangwoo Lee: and those studies have found the strong correlation between job quality and individuals, general well-being.

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00:45:55.790 --> 00:46:25.470

Sangwoo Lee: and in 2015 decent work another word for job quality became an element of the of the agenda for the United Nations Sustainable Development Goals. So now decent work is number 8, sustainable development goal set by the United Nations. So, as we can see from this slide, we've seen the growing importance of job quality in society everywhere, in each and every sector.

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00:46:28.230 --> 00:46:35.939

Sangwoo Lee: and this I drew this line graph which shows the number of publications on Job Quality since 1990 s.

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00:46:36.720 --> 00:46:53.880

Sangwoo Lee: The number of publication that has the phrase of drop quality in their titles, and before 2,000. Here the number of publication was very small, only a single digit, however, since 2,000, and especially since 2,010.

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00:46:54.220 --> 00:47:01.070

Sangwoo Lee: This specific number has substantially increased to more than 100 by 2,020.

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00:47:02.020 --> 00:47:03.320

Sangwoo Lee: In other words.

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00:47:03.790 --> 00:47:11.759

Sangwoo Lee: many more studies now focus on job quality and the relevant topics nowadays.

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00:47:14.110 --> 00:47:21.080

Sangwoo Lee: And here is us! Here is such an example showing the importance of job policy.

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00:47:22.050 --> 00:47:40.999

Sangwoo Lee: And this research is conducted by my me and my research team, and we have found that Jafka explains more variation of individuals well being than any other life related indicators such as meritor status. Better having a university degree without having a child age, and so on.

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00:47:41.620 --> 00:47:43.719

Sangwoo Lee: So, for instance.

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00:47:45.310 --> 00:47:46.880

Sangwoo Lee: in Europe.

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00:47:46.940 --> 00:47:59.600

Sangwoo Lee: jobcloth explains approximately 14% of variations of your well-being, which is as high as the explanatory power of your physical health.

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00:47:59.840 --> 00:48:19.920

Sangwoo Lee: In other words, job quality is as important as your physical health in explaining your well being. And this trend of the relative importance of job quality for URL being can be found in different contexts. For instance, in South Korea, in the United States.

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00:48:20.110 --> 00:48:26.689

Sangwoo Lee: So job quality is very important for your in your well-being.

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00:48:28.630 --> 00:48:37.910

Sangwoo Lee: So so far, I've introduced the growing importance of job quality in society and the relative importance of job quality for your well-being.

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00:48:37.980 --> 00:48:39.400

Sangwoo Lee: Then you may have

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00:48:39.470 --> 00:48:46.430

Sangwoo Lee: wonder, the definition of job quality at the moment. So here's the the answer. The definition of job quality.

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00:48:48.110 --> 00:49:06.070

Sangwoo Lee: First, job quality is a multi-dimensional concept encompassing 7 different domains. And those domains include earnings, prospect skills and discretion, working time, quality, social environment, fiscal environment and work intensity.

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00:49:06.830 --> 00:49:09.010

And so second.

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00:49:10.260 --> 00:49:33.429

Sangwoo Lee: job quality is an objective measure. So it's not like, what's your job quality score out of 100 this minus 60 or 70. This is not like this. So job quality is constructed, the indexes constructed, based on several different variables, objective measures. So, for instance, for the working time quality Index.

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00:49:33.980 --> 00:49:53.180

Sangwoo Lee: This index, this specific index, was constructed, based on your working hours, your scheduling control at work, and your short-term flexibility at work. So those objective measure were used to construct this specific working time called index.

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00:49:53.730 --> 00:50:00.179

Sangwoo Lee: So again, the job quality is a multi-dimensional concept. And this is an objective measure.

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00:50:01.840 --> 00:50:16.660

Sangwoo Lee: and this specific chapel to index can be found in various working condition survey data set, for instance, in the European Working Condition Survey, Korean working Conditions Survey and American working condition survey data set

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00:50:17.640 --> 00:50:23.949

Sangwoo Lee: and some other organizations such as Oecd haven't, has introduced

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00:50:23.960 --> 00:50:31.079

Sangwoo Lee: the other job quality indices to such as job quality by Oecd or good work. Index, by Cl. Pd.

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00:50:31.330 --> 00:50:44.310

Sangwoo Lee: Those chocolate indices have also the multi-dimensional dimensional concept, and those dimensions are very similar with the 7 different domains I introduced in the previous slide.

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00:50:47.450 --> 00:50:58.590

Sangwoo Lee: So by this subsection, the first subsection we are now. We now understand the definition of job quality and the growing importance of job quality in society.

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00:50:59.010 --> 00:51:08.870

Sangwoo Lee: So let's move on to our second subsection of all my paper. My paper is about chop quality in South Korea.

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00:51:09.280 --> 00:51:18.959

Sangwoo Lee: and it explores the trend of job quality in South Korea and the job quality premium for university graduates and gender job quality Gap.

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00:51:19.380 --> 00:51:26.320

Sangwoo Lee: And this paper is co-authored with Professor Francis Green at Ucl. Instit digital education.

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00:51:27.680 --> 00:51:33.710

Sangwoo Lee: So among many research questions that can be addressed with the concept of job policy.

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00:51:33.810 --> 00:51:45.139

Sangwoo Lee: we choose those 2 research questions. First, has South Korea become a better place for records, so by exploring 7 different domains of job quality.

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00:51:45.150 --> 00:51:50.160

Sangwoo Lee: we may be able to gain a deeper understanding of the labor market

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00:51:50.650 --> 00:51:53.799

and the trend change in the labor market in South Korea.

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00:51:54.030 --> 00:52:01.819

Sangwoo Lee: beyond the wages or incomes only, and second, has the job quality premium for higher education. Diminished

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00:52:02.510 --> 00:52:05.030

Sangwoo Lee: discussion is important, because

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00:52:05.100 --> 00:52:24.390

Sangwoo Lee: with this growing importance of job quality in society. we've seen the soaring number of tertiary educated population globally. especially in South Korea. So those 2 questions are the research question, specific research questions for this paper.

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00:52:26.440 --> 00:52:38.470

Sangwoo Lee: So obviously, the main context for this specific research paper is South Korea and South Korea is a very, very interesting context in terms of the labor market research.

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00:52:38.580 --> 00:52:41.289

Sangwoo Lee: particularly if it's a concept of job policy.

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00:52:42.130 --> 00:52:48.070

This is because South Korea shows both positive and negative aspects at the same time.

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00:52:48.100 --> 00:52:54.970

Sangwoo Lee: For instance, South Korea shows very high real Gdp per capita growth path during the last 2 decades.

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00:52:55.320 --> 00:53:03.140

Sangwoo Lee: and it shows around 63%. Increase during the 2 decades. and, as you may have already

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00:53:03.190 --> 00:53:17.720

Sangwoo Lee: known, South Korea shows very highly educated workers. For instance, around 69% of population, younger population, aged between 25 and 34 has a university degree.

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00:53:18.050 --> 00:53:27.980

Sangwoo Lee: So 7 out of 10 younger population have university degree in South Korea, which is much higher than the UK. More. The Us.

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00:53:29.080 --> 00:53:34.490

Sangwoo Lee: Despite those positive aspects in the labor Market, South Korea stands out

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00:53:34.510 --> 00:53:37.289

Sangwoo Lee: also stands out in a native manner.

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00:53:37.670 --> 00:53:45.379

Sangwoo Lee: For instance, South Korea has shown the highest gender pay gap among oysters for more than a decade.

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00:53:45.850 --> 00:53:52.180

Sangwoo Lee: and, according to the latest Oecd data, set males in South Korea than females

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00:53:52.360 --> 00:53:55.579

Sangwoo Lee: earn 31% more.

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00:53:56.910 --> 00:54:14.599

Sangwoo Lee: and South Korea also shows the longest working hours among richer nations. For instance, South Korean workers on average work for about 1,915 h per year, which is much higher than workers in the UK and Japan.

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00:54:15.590 --> 00:54:25.649

Sangwoo Lee: So as you can, we can see from this slide. South Korea is a very interesting context, as it shows both positive and negative aspects in the labor market.

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00:54:27.960 --> 00:54:41.929

Sangwoo Lee: So for this specific research paper, we use the Korean working conditions survey to Kwcs data which includes 7 different domains of job quality which I introduced in the previous slide.

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00:54:42.650 --> 00:54:52.950

Sangwoo Lee: The Kwca benchmarked the Ewcs. The European Working Engine Survey. So they have very similar questions in the survey data set.

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00:54:53.410 --> 00:54:59.579

Sangwoo Lee: So it is the comprehensive data and job quality which are available from 2,006.

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00:54:59.690 --> 00:55:02.199

Sangwoo Lee: So as of 2,020,

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00:55:03.390 --> 00:55:07.480

Sangwoo Lee: the Kwcs has 6 different waves

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00:55:07.790 --> 00:55:09.770

Sangwoo Lee: since 2,006.

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00:55:10.130 --> 00:55:15.039

Sangwoo Lee: So in 2,006, 1011, 1417, and 20,

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00:55:15.460 --> 00:55:23.969

Sangwoo Lee: it is a reputed cross sectional dataset, and its target population is individuals over 15 years old in employment.

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00:55:24.680 --> 00:55:35.089

Sangwoo Lee: and the number of samples. The number of samples was around 10,000 for the first 2 waves in 2,006 and 2,010.

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00:55:35.170 --> 00:55:44.049

Sangwoo Lee: However, that this number has increased to more than 50,000 since the third wave since 2,011.

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00:55:44.630 --> 00:55:58.890

Sangwoo Lee: So this specific survey data, the Kwcs enabled us to conduct the robust, robust research given the substantial number of samples in the survey data set.

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00:56:00.720 --> 00:56:07.369

Sangwoo Lee: So here's the first impure strategy we use to explore the trend of job quality.

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00:56:07.960 --> 00:56:26.669

Sangwoo Lee: We basically use the simple linear regression equation shown here where JQ indicates each job quality domain separately. So we use 7 different linear regression equation to explore the trend of job quality

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00:56:26.700 --> 00:56:32.590

Sangwoo Lee: by each domain and ear obviously represent the survey year.

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00:56:32.790 --> 00:56:40.719

Sangwoo Lee: So the main variable variable of interest here is the beta coefficient, which shows the trend of

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00:56:40.850 --> 00:56:43.810

Sangwoo Lee: job quality, each job quality domain.

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00:56:43.920 --> 00:56:48.570

Sangwoo Lee: So if the beta coefficient is positive. The

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00:56:48.770 --> 00:57:00.600

Sangwoo Lee: that specific Jacqueline domain has improved over time. There is if the coefficient is negative, that specific domain has worsened over time.

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00:57:00.990 --> 00:57:02.749

Sangwoo Lee: That's the basic

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00:57:02.830 --> 00:57:05.900

Sangwoo Lee: logistics here.

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00:57:07.160 --> 00:57:09.769

Sangwoo Lee: So here is a table

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00:57:10.090 --> 00:57:14.270

Sangwoo Lee: showing the result showing the trend of job quality in South Korea.

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00:57:14.580 --> 00:57:26.899

Sangwoo Lee: Here the 7 different domains, job quality domains are shown in the table. and each, of course, domain was normalized to 0 to 100,

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00:57:27.050 --> 00:57:29.510

Sangwoo Lee: except the logo of Ernens.

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00:57:29.550 --> 00:57:36.399

Sangwoo Lee: So basically, the higher the score the better job quality you have in that specific domain.

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00:57:37.060 --> 00:57:39.970

Sangwoo Lee: The only exception is work, intensity.

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00:57:40.390 --> 00:57:51.089

Sangwoo Lee: work. Intensity is a negative indicator. So if you have higher scores on work intensity. Your work is more intense, which is a bad thing.

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00:57:51.660 --> 00:57:56.189

Sangwoo Lee: and each row in this table represents the main value

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00:57:56.950 --> 00:58:01.179

Sangwoo Lee: by year from 2,006 to 2,020,

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00:58:01.370 --> 00:58:06.460

and some observations for prospects and social environments were omitted

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00:58:07.090 --> 00:58:18.400

Sangwoo Lee: because they had different response categories. So we omitted those observations from the analysis to conduct more robust analysis.

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00:58:19.300 --> 00:58:25.090

Sangwoo Lee: and the beta coefficients is shown in the last row in the table.

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00:58:25.790 --> 00:58:30.719

Sangwoo Lee: and, as you can see from this table. 3 coefficients.

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00:58:30.780 --> 00:58:39.579

Sangwoo Lee: trend coefficient showed a positive value. Those are earnings, intensity and working time quality.

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00:58:39.900 --> 00:58:45.009

Sangwoo Lee: However, as I mentioned briefly, work, intensity is a negative indicator.

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00:58:45.290 --> 00:58:46.330

Sangwoo Lee: So

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00:58:46.770 --> 00:58:58.519

Sangwoo Lee: by this measure we found only 2 out of 7 geopolitical domains which are earnings and working time quality have improved over time.

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00:58:59.730 --> 00:59:22.489

Sangwoo Lee: And here's the simpler version of the results. So, as I mentioned, only 2 have improved earnings and working time quality and the remaining 5 domains, including prospects, skills and description, social environment, fiscal environment and work intensity have worsened during the same period from 2,006 to 2,020.

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00:59:24.360 --> 00:59:41.100

Sangwoo Lee: Then what are the implications from the first result to be found first. Although South Korea has experienced economic growth during the last 2 decades, job quality has not necessarily improved over time.

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00:59:41.630 --> 00:59:53.549

Sangwoo Lee: This is important because many researchers often argue that economic growth and job quality go hand in hand. So if job if economic growth happened.

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00:59:53.620 --> 00:59:56.400

Sangwoo Lee: job quality utt improve.

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00:59:56.440 --> 01:00:06.259

Sangwoo Lee: That's many researchers. Argument or suggestion. However, it turns out that software is not the case at all.

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01:00:07.020 --> 01:00:26.480

Sangwoo Lee: and second job policy shows a quite different picture of the labor market than wages only, or earning zoning. as we saw in the previous slide. Wages, earnings, and working time quality have improved over time, however, the remaining 5 domains have worsened.

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01:00:27.430 --> 01:00:31.830

Sangwoo Lee: and this research can be relevant to our second research question.

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01:00:31.970 --> 01:00:41.019

Sangwoo Lee: the job quality premium for university graduates. And this is why we need to investigate graduate job quality as their labor market outcomes.

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01:00:42.670 --> 01:00:59.899

Sangwoo Lee: So let's move on to our second research question, has the drop quality premium for higher education diminished. As I briefly stated, this question is very, very timely given the soaring number of tertiary educated populations globally.

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01:01:00.680 --> 01:01:15.249

Sangwoo Lee: So here I drew 4 different line graphs based on the Oecd data set showing the proportion of tertiary educated population for individuals aged between 25 and 34

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01:01:15.740 --> 01:01:23.109

Sangwoo Lee: for 4 different countries, the yeah UK. Italy, U.S.A. and Korea.

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01:01:24.680 --> 01:01:30.320

Sangwoo Lee: and in 90 97, the UK. And the US. Have

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01:01:30.410 --> 01:01:42.490

Sangwoo Lee: about 25 or 30%. Of tertiary population. and those numbers have increased to about 50 to 60% by

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01:01:42.650 --> 01:01:54.309

Sangwoo Lee: 2,022, and South Korea is an exceptional case. In this case. South Korea starts at around 30% in 1997,

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01:01:54.900 --> 01:02:01.819

Sangwoo Lee: and it, the number has increased to about 70% in 2,022.

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01:02:02.200 --> 01:02:14.429

Sangwoo Lee: So again, we've seen the soaring number of tertiary educated populations globally, and it is important to look at the job quality premium for a university graduates

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01:02:14.530 --> 01:02:17.879

Sangwoo Lee: with the growing importance of job quality.

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01:02:20.140 --> 01:02:28.749

Sangwoo Lee: And here's the second implicit strategy we use to explore the gender job quality gap and job quality premium for university graduates.

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01:02:30.740 --> 01:02:32.070

Sangwoo Lee: Again.

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01:02:32.360 --> 01:02:49.370

Sangwoo Lee: the Jq indicates each job quality domain. So again, we use 7 different linear regression equation to explore those facts and year represent the survey year, and education indicates a binary variable.

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01:02:49.460 --> 01:02:51.619

Sangwoo Lee: whether having a university degree

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01:02:52.280 --> 01:03:00.299

Sangwoo Lee: and male indicates gender, and we also included age and age is squared in the in this linear regression.

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01:03:00.600 --> 01:03:10.830

Sangwoo Lee: So main, the prime variable of interest are beta 3 and beta 5 here, which show the trend of

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01:03:11.080 --> 01:03:18.260

Sangwoo Lee: job quality premium for university graduates and the gender job quality gap in South Korea.

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01:03:20.270 --> 01:03:25.010

Sangwoo Lee: So here's the first results for the graduate job quality premium

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01:03:26.550 --> 01:03:41.159

Sangwoo Lee: in South Korea graduates. The non graduates have better quality job, better job quality, and 6 out of 7 domains. The only exception was work intensity.

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01:03:41.960 --> 01:03:43.429

Sangwoo Lee: In other words.

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01:03:44.470 --> 01:03:52.450

Sangwoo Lee: non-graduates than graduates have lower work. Intensity, which is a good thing for non-graduates.

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01:03:53.770 --> 01:04:07.140

Sangwoo Lee: However, we have also found that interesting. for out of job quality domains, job quality premiums that university graduates enjoy showed on downward trend.

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01:04:07.670 --> 01:04:15.939

Sangwoo Lee: So earnings, feature, environment and prospects and social environment, those chocolate's premiums showed on downward trend.

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01:04:16.070 --> 01:04:32.329

Sangwoo Lee: And this may be relevant to the over-education theory. as we saw in the previous slide in South Korea, about 70%. Of younger population, aged between 25 and 34 have a university degree.

244

01:04:32.440 --> 01:04:37.789

Sangwoo Lee: In other words, more and more graduates are now in the labor market.

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01:04:37.830 --> 01:04:44.029

Sangwoo Lee: and so the the job quality premium, including the earnings premium

246

01:04:44.340 --> 01:04:47.730

Sangwoo Lee: show a downward trend overall.

247

01:04:49.870 --> 01:04:52.360

Sangwoo Lee: And here's the gender job quality Gap

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01:04:53.560 --> 01:04:54.900

Sangwoo Lee: and South Korea.

249

01:04:56.710 --> 01:05:13.499

Sangwoo Lee: Although South Korea shows gender discrimination in the labor market evidenced by the largest gender, pay gap, among which the countries males do not consistently show better job quality than than females.

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01:05:13.830 --> 01:05:20.940

Sangwoo Lee: For instance, males than females have better skills and description, better prospects and higher earnings.

251

01:05:21.690 --> 01:05:31.089

Sangwoo Lee: In other words, females than males have better fiscal environment, better social environment, better working time, quality

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01:05:31.170 --> 01:05:33.270

Sangwoo Lee: and lower work intensity.

253

01:05:35.660 --> 01:05:55.490

Sangwoo Lee: And unfortunately, we also found that the 4 in 4 different domains, the gender gap has widened over time. Those are fiscal environment, social environment, skills and discretion and prospects. This is not a good sign for social progress.

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01:05:58.050 --> 01:06:02.960

Sangwoo Lee: So here's the summary of our our results.

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01:06:03.090 --> 01:06:24.270

Sangwoo Lee: First, despite the rapid economic growth that Korea experienced in the past few decades only 2 out of 7 job quality domains improved along with the macroeconomic prosperity. Those are earnings and working time quality, and the remaining 5 domains have worsened over time

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01:06:25.270 --> 01:06:34.300

Sangwoo Lee: and second, in terms of drop quality. Premium for university graduates. Graduates in South Korea than Nongraduates

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01:06:34.710 --> 01:06:41.659

Sangwoo Lee: have job quality premium have better job quality in 6 out of 7 job quality domains.

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01:06:42.370 --> 01:06:45.010

The only exception was work intensity.

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01:06:45.390 --> 01:06:55.489

Sangwoo Lee: It implies that colleges or universities provide wider benefits for graduates in the labor market. Beyond the well documented wage premium.

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01:06:55.820 --> 01:06:57.080

However.

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01:06:57.390 --> 01:07:01.559

Sangwoo Lee: such chocolate premium shows a downward trend.

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01:07:02.180 --> 01:07:09.609

Sangwoo Lee: and this may be relevant to the high. The many numbers of university graduates in South Korea.

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01:07:10.520 --> 01:07:20.509

Sangwoo Lee: and finally, despite the well documented large gender pay gap in South Korea, males do not consistently show

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01:07:20.610 --> 01:07:22.370

Sangwoo Lee: higher job quality

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01:07:22.460 --> 01:07:27.120

Sangwoo Lee: or better job quality than females and gender give has been widening.

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01:07:27.190 --> 01:07:35.539

Sangwoo Lee: though the gender earnings gap has been falling. So those are the the main findings from our research papers.

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01:07:36.900 --> 01:07:44.989

Sangwoo Lee: So let's move on to our finer subsection. The third subsection, the importance of Job is graduates and labor market outcomes.

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01:07:45.550 --> 01:07:51.600

Sangwoo Lee: So throughout this subsection. My base argument is again. is that

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01:07:51.630 --> 01:07:58.849

Sangwoo Lee: it is now time to broaden the definition of credit's labor market outcomes with the Council of job quality premium

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01:07:59.500 --> 01:08:14.499

Sangwoo Lee: you can find my blog post at the University of Warwick. Ier web page. And you can Google it for job quality as graduates labor market outcomes. So you can. You can check my detailed argument here.

271

01:08:16.140 --> 01:08:19.319

Sangwoo Lee: So as we may have known

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01:08:20.319 --> 01:08:26.539

Sangwoo Lee: many researchers, we've been tracking graduates, labor market outcome for a long time.

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01:08:26.990 --> 01:08:35.370

Sangwoo Lee: and many researchers often and still use the traditional measurements, including wages or employment status.

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01:08:36.540 --> 01:08:37.560

Sangwoo Lee: Those

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01:08:37.770 --> 01:08:58.520

Sangwoo Lee: measurements are good, but my argument is that those measurements are not enough to gain a deeper understanding of graduates. Labor market outcomes. This is in part because more and more people nowadays consider trade offs between tangible and intangible benefit when choosing a career.

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01:08:59.510 --> 01:09:04.329

Sangwoo Lee: So, for instance, according to a business insider in 2,021

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01:09:04.439 --> 01:09:15.870

Sangwoo Lee: flexibility and autonomy, or not intangible benefits over the working day are now more important than than the conventional financial reward, including

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01:09:16.170 --> 01:09:18.729

Sangwoo Lee: wages for most workers.

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01:09:19.720 --> 01:09:29.079

Sangwoo Lee: And further, about 56 person of employees are willing to accept a lower paid job in exchange for a better work life balance.

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01:09:29.649 --> 01:09:42.219

Sangwoo Lee: So nowadays people are are considering trade off between tangible and intangible benefits when choosing a career. So we need to

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01:09:42.560 --> 01:09:51.490

Sangwoo Lee: take into account the various domains of job quality to gain a deeper understanding of the graduate's labor market outcomes.

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01:09:52.550 --> 01:10:00.359

Sangwoo Lee: So here I briefly estimated the job quality premium using the European working conditions survey in 2,015.

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01:10:00.670 --> 01:10:03.400

So this is a preliminary research

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01:10:03.450 --> 01:10:04.610

Sangwoo Lee: results.

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01:10:05.650 --> 01:10:09.560

Sangwoo Lee: However, it shows an important policy implication.

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01:10:09.700 --> 01:10:11.890

Sangwoo Lee: So here

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01:10:11.930 --> 01:10:14.740

Sangwoo Lee: again 7 different domains are shown.

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01:10:14.840 --> 01:10:21.219

Sangwoo Lee: and each domain was normalized to 0 to 100, including earnings at this time.

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01:10:22.370 --> 01:10:30.800

Sangwoo Lee: and the yellow bar represent the mean value for non-graduates and Green Bar represent the the mean value for graduates.

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01:10:31.780 --> 01:10:44.160

Sangwoo Lee: and, as you can see from this, this slide graduates in Europe than non-graduates have better job quality. 5 out of 7 job quality domains. Those are earnings.

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01:10:44.180 --> 01:10:48.420

Sangwoo Lee: prospects, skills and description, fiscal environment

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01:10:48.460 --> 01:10:50.470

Sangwoo Lee: and social environment.

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01:10:51.460 --> 01:10:58.349

Sangwoo Lee: The interesting 2 exceptions were work, work, intensity and working time quality.

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01:10:58.730 --> 01:11:07.120

Sangwoo Lee: In other words, nongrid than graduates have lower work, intensity and better working time quality.

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01:11:07.890 --> 01:11:09.230

Sangwoo Lee: This is an

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01:11:09.340 --> 01:11:24.429

Sangwoo Lee: interesting, interesting finding and important. because so far we've concluded that graduates than Nongraduates have better quality jobs based solely on this earnings information.

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01:11:24.810 --> 01:11:34.320

Sangwoo Lee: It is true that graduates than Nongraduates have higher earnings. And this is true for the European working Condition Survey data, too.

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01:11:35.600 --> 01:11:45.370

Sangwoo Lee: however, given the growing importance of job quality, and given the fact that many people value intangible benefits such as

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01:11:45.780 --> 01:11:59.970

Sangwoo Lee: working time quality more than the financial rewards. And given that the non-graduates have lower work intensity and better working time quality. We need to throw up questions like this.

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01:12:00.150 --> 01:12:17.180

Sangwoo Lee: So are we sure graduates have better quality jobs than non graduates. So by using this concept of job quality premium, we will. We will have to explore the graduates. Labor market outcomes more deeply.

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01:12:18.740 --> 01:12:28.889

Sangwoo Lee: However, we have some challenges at the moment we are facing first. Governments lack national level surveys, including a full range of job quality variables.

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01:12:28.910 --> 01:12:36.429

Sangwoo Lee: Hence it is hard for them to detect and address any existing inequalities in the quality of employment.

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01:12:36.770 --> 01:12:49.970

Sangwoo Lee: and, second, even in countries with national level surveys with job quality variables, it is still hard to combine job quality information with either socio-biographical or socioeconomic information.

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01:12:51.240 --> 01:12:52.740

Sangwoo Lee: Then what should I do?

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01:12:52.790 --> 01:13:17.300

Sangwoo Lee: First ability important for social science to keep pace with the changes of job quality and to embed inquiry into job quality within general social science. Further, more importantly, it is now time for designers of generous social surveys, panels, core studies and labor for surveys to allocate more resources, such as survey space

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01:13:17.340 --> 01:13:31.979

Sangwoo Lee: to measuring job quality for adult responses on graduates. And mark and third, again, dropbox information should be linked to more detailed information on sociobiographical and socioeconomic characteristics.

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01:13:32.580 --> 01:13:34.730

Sangwoo Lee: so that we can

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01:13:34.970 --> 01:13:40.930

Sangwoo Lee: explore who is having what kind of job policy into a market.

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01:13:42.680 --> 01:13:51.760

Sangwoo Lee: That was the end of my presentation today, and I'm more than happy to answer any following questions from the audience. Thank you.

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01:13:53.710 --> 01:14:07.979

CGHE Webinars: Well, secondly, well done. That was very clear and really beautifully presented. And and I think it's given us lots of hooks to, you know, to anchor a discussion around. I already go and check in. And, Georgiana.

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01:14:08.060 --> 01:14:20.240

CGHE Webinars: I'm into the chat and got questions, and I'll bring them in in that order. Let me ask you a couple of things first, just clarification. Really? First, I'm not quite clear on what's included

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01:14:20.240 --> 01:14:48.480

CGHE Webinars: under social environment. I'm interested in to see how important physical and social environment are not just in South Korea. What's I think we can work at what physical environment's likely to be the social environment? I'm not quite sure about really just to really get you to recap on the gender stuff. I mean it says rocking in South Korea. You know, I think, as I rated, I think you're saying job quality gap between men and women is growing

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01:14:48.590 --> 01:15:00.469

CGHE Webinars: earning step, which is high, is possibly declining. Is that right. Anyway, we you can maybe just just repeat that for us. But do tell us about social environment. Okay?

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01:15:00.750 --> 01:15:13.650

Sangwoo Lee: So first of all, the social environment includes here social support and absence of abuse. So it includes about the relationship between colleagues and your relationship between supervisor and and yourself.

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01:15:13.820 --> 01:15:17.419

So it includes that kind of relationship at work.

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01:15:17.450 --> 01:15:32.699

Sangwoo Lee: and it also includes, the the section of the abuse, physical or emotional abuse at work. So if you are, if you have experience some kind of sexual harassment at work. It can be included in the social environment, too.

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01:15:32.760 --> 01:15:35.509

Sangwoo Lee: and if you have any physical like

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01:15:36.260 --> 01:15:42.679

Sangwoo Lee: violence at work that can be accounted in the social environment, too.

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01:15:43.100 --> 01:15:52.669

CGHE Webinars: and discretion refers to autonomy. Yes, exactly so. How? How you can manage your work, or how? How can how can

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01:15:53.220 --> 01:16:04.269

Sangwoo Lee: your ho! Ca, how, if, whether or not you can control your work or your that kind of stuff, the autonomy that can be included in the skills and descriptions. Index.

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01:16:04.300 --> 01:16:08.210

CGHE Webinars: Yeah. Well, one last question for me, I mean, you show that the

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01:16:08.340 --> 01:16:12.520

CGHE Webinars: the premium or the advantage of being a graduate diminishes as

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01:16:12.570 --> 01:16:15.200

CGHE Webinars: presumably as more and more graduates.

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01:16:15.290 --> 01:16:23.170

CGHE Webinars: Work workforce as a proportion of a total workforce. And that. And you know, that shows itself in

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01:16:23.920 --> 01:16:50.370

CGHE Webinars: in many, but not all countries, not so much in the Us. And in terms of you know, in in pay. But it's also the case in job quality must be, you know, the prices whereby graduates become more like society as a whole. In a sense, you know, it's not surprising that the premium starts to diminish. But what's happening, do you think? In South Korea to the non graduate quite a small category is the I mean, it's their position deteriorating relative to what it was before.

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01:16:52.280 --> 01:16:53.220

Sangwoo Lee: So

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01:16:53.540 --> 01:17:12.029

Sangwoo Lee: in South Korea there are fewer number of non graduates given the growing population of graduates, and it turns out that South Korean university provide wider benefits for graduates. That means nongrid compared to graduates, have, like

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01:17:12.150 --> 01:17:21.969

Sangwoo Lee: some kind of disadvantage in the labor market, as you can see from here, graduates like enjoy better job quality in 6 out of 7 dot-page domains.

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01:17:21.990 --> 01:17:25.819

Sangwoo Lee: and the only one exception is work intensity. And this

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01:17:26.070 --> 01:17:32.480

Sangwoo Lee: trend can be found in different contexts, for instance, in the European countries. So

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01:17:32.980 --> 01:17:55.789

Sangwoo Lee: yes, non graduates in South Korea, kind of like have some kind of disadvantage in terms of job quality given. Given this situation, however, this chunk quality premium for graduates have decreased over time because more and more graduates are in the labor market. And that's what happening in in the labor market in South Korea for non graduates? Yes.

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01:17:58.120 --> 01:18:03.939

Now let's bring in our questions. First. Can you come in, please.

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01:18:07.590 --> 01:18:19.909

Golo Henseke: Hi, good to see you. Lovely present lovely presentation. Is a great, great, very clear, and very clear, and on the point. I think my questions are

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01:18:20.270 --> 01:18:31.780

Golo Henseke: not to bring out about trying to understand more what the mechanisms are. Why would we expect differences between graduates and Nongraduates in this

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01:18:32.020 --> 01:18:39.900

Golo Henseke: various job? Quality domains. Do you have any kind of answer there and then the second, and then none had a number of other

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01:18:40.200 --> 01:19:06.699

Golo Henseke: any other some more questions around. How this transplant out right? This kind of job quality improvements could happen because we see a churn in the nature of kind of jobs in in economy create so that new jobs are basically becoming more quality along several domains. Or is that something that happens within jobs so that jobs themselves become

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01:19:06.700 --> 01:19:20.369

Golo Henseke: better quality, and finally, the story on the over education or oversupply of of Christ. That's, of course, pertinent. And I wonder if he then had to look at maybe younger age groups where that

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01:19:21.250 --> 01:19:25.860

Golo Henseke: what would we? We might run, expect a sharper drop

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01:19:26.200 --> 01:19:37.400

Golo Henseke: and job quality along those domains among the younger and recent graduates when compared to older graduates. Have you had a look at at that at all?

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01:19:37.940 --> 01:20:06.530

Sangwoo Lee: Hmm! So first of all, the about the Age group difference. We couldn't see. We we didn't include the age. We couldn't see the difference between Ag groups in terms of the chocolate premium. Unfortunately, but I expect, as you expected, the the job premium for different age groups may vary, depending on the because of the difference in the proportion of the the graduates in the labor market by period

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01:20:06.770 --> 01:20:10.590

Sangwoo Lee: and for the mechanism for the credit struggles premium.

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01:20:11.190 --> 01:20:23.270

Sangwoo Lee: We couldn't see in detail why this happened for the graduates. As you can see from the slide graduates enjoy better job quality and 6 different domains.

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01:20:23.370 --> 01:20:33.189

Sangwoo Lee: The only my assumption is that job quality is often defined by the occupation, according to many studies in in Europe.

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01:20:33.260 --> 01:20:47.390

Sangwoo Lee: and graduates tend to go to more white collar jobs which include more higher earnings or more prospect or better, fiscal environment, or even better working time quality. And that may

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01:20:47.730 --> 01:20:52.369

Sangwoo Lee: play a role in this determining like job quality premium. Also.

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01:20:52.710 --> 01:20:54.340

Golo Henseke: So are you saying that

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01:20:54.360 --> 01:20:58.770

Golo Henseke: graduates are basically choosing a bundle of features.

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01:21:00.040 --> 01:21:16.870

Sangwoo Lee: Yes, the occupation is one of the like significant factors determining the job quality. According to many, many research in in European countries. So that's one possible mechanism like driving this job quality premium in South Korea.

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01:21:21.650 --> 01:21:25.320

Sangwoo Lee: I hope this answers. yeah, your question.

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01:21:25.420 --> 01:21:31.189

CGHE Webinars: Good. That was a useful exchange. Now, Georgiana, can you come in, please?

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01:21:32.390 --> 01:21:52.339

Georgiana Mihut: Hi! Thank you, Samuel, for your presentation. Very interesting work. It's great to have. Have you speak in the seminar series? I have 2 questions. One is we're able to do any data desegregation for South Korea, across fields of study.

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01:21:52.380 --> 01:22:06.670

Georgiana Mihut: thinking stem non stem. Different subjects those are. Those debates are quite prominent in rates of return debates and then also thinking about this aggregating results by any sort of

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01:22:06.670 --> 01:22:23.280

Georgiana Mihut: social strat, not social stratification, but institutional stratification. Reputational markers for Korean higher education institutions. It is a very stratified higher education system so potentially could learn a bit about the effects of stratification on job quality. There, thank you.

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01:22:23.280 --> 01:22:29.119

Sangwoo Lee: Thank you for your great question, Georgina, hey? It's great to see you here.

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01:22:29.500 --> 01:22:34.230

Sangwoo Lee: Yeah, that's the exactly this question that I

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01:22:34.290 --> 01:22:55.050

Sangwoo Lee: want to answer, using the concept which premium the thing is that I briefly mentioned about the limitation we have or the challenges we are facing at the moment. So for now it is hard to combine those job quality information with the existing socioeconomic characteristics or socio biographical information.

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01:22:55.490 --> 01:23:12.200

Sangwoo Lee: So again, in the Kwcs, the Korean working conditions survey, we do not have any information about the the the courses, or the discipline, or any other education information other than the that the the level of a qualification.

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01:23:12.360 --> 01:23:14.200

So we could not

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01:23:14.210 --> 01:23:27.589

Sangwoo Lee: delve into this like that, disparities between like different disciplines, or something like that in terms of tough quality. and also the the the socioeconomic status. Information

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01:23:27.770 --> 01:23:44.599

Sangwoo Lee: is not included in the Kwcs, the Korean Working Survey data set. And that's why I mentioned about the challenges we are facing at the moment. So jackals. The information is kind of like isolated at the moment, so we are not. We cannot like

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01:23:44.740 --> 01:23:49.460

Sangwoo Lee: explorer who is having what kind of jockey in the labor market.

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01:23:49.670 --> 01:23:57.250

So that's why I mentioned about the challenges we are facing at the moment at the end of the presentation. And

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01:23:57.680 --> 01:24:23.099

Sangwoo Lee: yeah, sure, I definitely want to delve more into that kind of research you mentioned, because I'm interested in higher education. I'm interested in the labor market outcomes. But at the moment, with the existing working conditions survey data set. We have some kind of limitation to go deeper into that direction at the moment. So unfortunately, I yeah, that's my best answer for your question at the moment. Yes.

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01:24:23.560 --> 01:24:25.160

Georgiana Mihut: any hypotheses

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01:24:25.900 --> 01:24:32.489

Sangwoo Lee: hypothesis? Yes, so it's it can be relevant to the occupation, too. So maybe

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01:24:33.430 --> 01:24:36.159

Sangwoo Lee: some. However, the the

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01:24:36.270 --> 01:24:47.549

Sangwoo Lee: we all know that some economics or stem major have some high earnings premium than any other, like any other like discipline substitutes.

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01:24:47.620 --> 01:25:06.459

Sangwoo Lee: I guess those occupations are more intense, therefore they tend to have more earnings premium. In that case their job quality premium in terms of work. Intensity is much lower, I believe, I guess, and maybe their working time quality should be

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01:25:06.620 --> 01:25:18.419

Sangwoo Lee: lower than many other like dispense objects, and those who majored in other disciplines subjects. So it's like kind of like supplemental relationship.

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01:25:18.470 --> 01:25:31.179

Sangwoo Lee: I believe so. If wages higher, some other job quality domains may be worse than other people who majored in different display. Yeah, that's my hypothesis at the moment.

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01:25:31.520 --> 01:25:54.920

CGHE Webinars: And you know.

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01:25:55.040 --> 01:26:13.019

CGHE Webinars: what we emphasize in our practical lives is what is the tangible, these levels and so on. I'm always surprised by the fact that say, in higher education, where I do my research, the colleagues who are, you know, faced with a choice about where they might work

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01:26:13.090 --> 01:26:16.129

CGHE Webinars: where they might move to or where they might take their first job.

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01:26:16.680 --> 01:26:27.850

CGHE Webinars: They often make the decision on the basis of earnings, you know, on the salary level, and if one of the 2 universities, bidding for their services, you know, puts up salary grade

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01:26:27.910 --> 01:26:51.809

CGHE Webinars: by one level, then they likely to jump to that like Pavlovian dogs. You know, you know, it's the it's a trigger and and yet, of course, the job quality issues might be quite different to the salary, differentials and the, I mean the problem with, you know, the argument that job quality matters more and so on, is that we don't have easy ways of assessing it prior to the job experience itself.

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01:26:52.190 --> 01:26:57.070

CGHE Webinars: I mean, what could be done about that? How could social economic research

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01:26:57.490 --> 01:27:05.640

CGHE Webinars: open up this domain. So people could make judgments about your quality before they made decisions about whether I take themselves to work.

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01:27:06.830 --> 01:27:11.059

Sangwoo Lee: Yeah, that's a very important question. And that's very, very like

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01:27:11.560 --> 01:27:34.379

Sangwoo Lee: important issue at the moment in socioeconomic social science research, so many researchers have tried to have attempt to like define the the same metric for job quality domains and many organi organizations have introduced some some job quality metrics at the moment. And

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01:27:34.940 --> 01:27:51.509

Sangwoo Lee: also one other problem is that there are so many different terms representing the job, such as descent work, or quality of employment, or fair work, or good work. So if now we are now at the moment

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01:27:52.080 --> 01:27:56.289

Sangwoo Lee: to to make to establish the the

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01:27:57.010 --> 01:28:07.170

Sangwoo Lee: the same term representing the job quality, and we are at the moment to establish the the robust metric to measure job quality.

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01:28:07.330 --> 01:28:16.700

Sangwoo Lee: So that's why I mentioned some some challenges we are facing at the moment in terms of job quality research. So what we need to do is to

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01:28:17.430 --> 01:28:40.979

Sangwoo Lee: make an robust and consistent metric to measure the job quality, because at the moment we have several different research showing the inconsistent result based on the the job quality domains, the researcher used or the data availability. So what we need to do is to first establish the

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01:28:41.830 --> 01:28:51.839

Sangwoo Lee: the the robust metric first, and then we need to collect data set using that specific metric. So

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01:28:52.200 --> 01:28:54.090

Sangwoo Lee: so what I would say is.

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01:28:54.180 --> 01:29:02.860

Sangwoo Lee: that's kind of challenges or limitations we are facing at the moment. And we need to definitely improve that aspect.

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01:29:03.390 --> 01:29:12.350

CGHE Webinars: Yeah, I thought your discussion at the end about how to develop job quality research is really helpful. And and we'll stay on the record for all of us and something to think about.

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01:29:12.440 --> 01:29:20.270

CGHE Webinars: the second question I was gonna ask was about with probably in relation to what you were saying in response to Georgiana.

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01:29:20.340 --> 01:29:24.129

CGHE Webinars: this question of how things might be different from sector to sector.

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01:29:24.260 --> 01:29:32.929

CGHE Webinars: You're clicking quite large scale data sets in South Korea. So you do have the opportunity to disaggregate and to look at patterns in different sectors, and

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01:29:32.930 --> 01:29:59.909

CGHE Webinars: I mean, I'll take your point that maybe the earnings are higher in, in, in, in, in, in intake or economics. So or you know, some part some other parts of stem with the top maths graduates, for example. But and but the work intensity might be greater, and that could be plug. Whether you're on the Stock Exchange for you, you know you doing mathematical calculations for insurance or anything. You know that this can be very competitive demands. I take that point. But where I think, working off

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01:30:00.100 --> 01:30:12.009

CGHE Webinars: common myths and legends here a bit, aren't we? We just thinking about how it's probably panning out. We need to know about patents in different sectors. And you could get substantially different job quality

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01:30:12.010 --> 01:30:36.730

CGHE Webinars: data out of government manufacturing events, manufacturing engineering applications, and so on. Communications and technology finance. You know, there could be different things happening in these different places, and I think it would make quite a lot of difference to all of us in terms of the information we have and the graduates have when they're thinking about their careers to if we could break it down into different sectors.

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01:30:37.910 --> 01:30:41.140

Sangwoo Lee: Yeah, I totally agree with it. Yeah. So

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01:30:41.700 --> 01:30:45.410

Sangwoo Lee: so in order to do that conduct, that kind of research. We need

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01:30:45.630 --> 01:30:57.310

Sangwoo Lee: the metric of job quality and the data. So so data availability is one of the most biggest challenges we are facing at the moment. As I mentioned, job quality information is kind of

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01:30:57.410 --> 01:31:07.250

Sangwoo Lee: isolated. So we have some kind of limitation to look further into the different patterns of job quality by different sectors.

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01:31:08.760 --> 01:31:25.319

CGHE Webinars: And the last question I had on my list, and I'm welcome to further question from someone else before we close is about the gender differential and South Korea, like I mean Japan to. You know it just jumps out when you go to East Asian. You look at this, and it's different

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01:31:25.360 --> 01:31:50.799

CGHE Webinars: and I guess this issue is on the agenda. Many people's minds, a lot, especially for the women, and and professionals working in in in South Korea and in such a research? But why doesn't? Why does these get start to close? You know? Why aren't we progressing more in such an advance in the Latin country. South Korea is great in so many areas, but in this area it's

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01:31:51.090 --> 01:31:52.389

CGHE Webinars: it struggles.

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01:31:52.770 --> 01:31:54.260

CGHE Webinars: Yes.

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01:31:54.360 --> 01:32:05.599

Sangwoo Lee: that's unfortunately true for South Korea. As I mentioned, South Korea has shown the largest gender pay gap in the labor market among waste countries and in terms of the job policy gap

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01:32:05.770 --> 01:32:12.380

Sangwoo Lee: the the over job Quality Gap by gender have widened over time. I don't.

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01:32:12.440 --> 01:32:19.369

Sangwoo Lee: I don't have like exact answer for that. That question behind the mechanism be behind this, but

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01:32:19.860 --> 01:32:29.620

Sangwoo Lee: I think one of the the reasons. One of the possible reasons explanation for this is the over gender, like

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01:32:29.650 --> 01:32:40.889

Sangwoo Lee: this paradise in in in South Korea, like in society, overall, like females, take more responsibility to do some household work, or

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01:32:40.920 --> 01:32:56.069

Sangwoo Lee: so that may like impact. They may have impact on females work and female's occupation or female's preference on their type of work, so that

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01:32:56.200 --> 01:33:03.780

Sangwoo Lee: those various factors may play a role in determining this Chopcotica in South Korea. Yes.

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01:33:04.260 --> 01:33:08.830

CGHE Webinars: mean, you know, the historical explanation often boils down to

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01:33:09.040 --> 01:33:21.940

CGHE Webinars: I the transformation of green culture under the influence of near Confucianism, and the equivalent, like medieval period in Europe, and and how you know, prior to that women held property and had certain rights, and and that their legal rights

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01:33:22.230 --> 01:33:25.690

CGHE Webinars: in in the particular gentrified

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01:33:25.820 --> 01:33:43.659

CGHE Webinars: interpretation of the Confucianism that took rooting South Korea there that we subordinated fundamentally and and this also passed through to Japan as well. So Japanese, you know. Confucian influence again reflected this kind of gender subordination.

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01:33:43.770 --> 01:33:56.740

CGHE Webinars: unless never really been reversed. Which is well, it's, you know. Simple narrative, isn't it? But it might well be about changes which wouldn't indicate how difficult it is to

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01:33:56.980 --> 01:33:58.899

CGHE Webinars: not to to change

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01:33:58.950 --> 01:34:06.599

CGHE Webinars: in another direction now. But it's, you know, and we do reproduce in modern period many older patents. But

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01:34:06.600 --> 01:34:31.810

CGHE Webinars: yeah, it's but in some ways it's so obvious, you know, and it says it's so striking. You could hardly not refer to it in pull up conversation. And you know, it's it's it's yeah. It's it's strange how these things get normalized. And somehow, isn't that and and yeah, it's it's a terrible injustice, basically

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01:34:31.900 --> 01:34:39.319

CGHE Webinars: not the same as the as the pay gap. And that's at least one good thing.

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01:34:39.410 --> 01:34:43.429

CGHE Webinars: So so what? What's your next big project? What are you going to?

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01:34:43.600 --> 01:34:54.379

CGHE Webinars: You know we've seen. I think we've you've explained, hey? You're gonna develop job quality as a domain. That's very helpful. And what's your next big data collection process?

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01:34:55.280 --> 01:34:56.530

Sangwoo Lee: So basically.

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01:34:56.970 --> 01:35:08.189

Sangwoo Lee: so I hope, like, I can contribute to like any data collection regarding the job quality information and any along with the socioeconomic background and sociopic information. So that

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01:35:08.270 --> 01:35:19.619

Sangwoo Lee: I can, I can delve further into the job quality like premium for different sectors or different education discipline, or something like that. That's

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01:35:19.820 --> 01:35:26.589

Sangwoo Lee: my my my plan in the short term. So that's where I'm going at the moment. Yes.

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01:35:26.610 --> 01:35:27.960

CGHE Webinars: hmm, great

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01:35:28.580 --> 01:35:41.170

CGHE Webinars: and Georgiana suggested that you look at the data collection in the UK. We don't have. We don't know enough about job quality. I'm sure that's true, Georgiana.

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01:35:41.360 --> 01:35:47.910

CGHE Webinars: folks we don't have any further questions I might simply just announce next webinar. At this point.

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01:35:47.990 --> 01:36:01.310

CGHE Webinars: We have been Walkman from Institute of Fiscal studies again. Really, in this series he's looking at ethnic earnings gap among university educated men. And that's next Thursday. That's in 2 days time.

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01:36:02.020 --> 01:36:14.150

CGHE Webinars: 20 fifth of January. So 2 Pm. 3 Pm. UK. Time other times around the world. I really wanted. I tribute to you saying, Well, I think it's one of the best webinars we've ever had

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01:36:14.150 --> 01:36:35.699

CGHE Webinars: in terms of quality. The presentation clarity the data. I like the way I really like the way your vocal fitted so well with the slides, though really simple and clear slides are marvelous slides. It's a model presentation. And I think you know, it could stand there on our website for students to to look at and to think about how to present very complex

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01:36:35.930 --> 01:36:38.410

CGHE Webinars: big overview data

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01:36:38.460 --> 01:37:07.570

CGHE Webinars: in such a such a clear and convincing manner. So very much welcome having you back on our webinar program and your works. Important, I think job quality is, are you convinced me

it's really simple. Think about we can be systematic about it. We can do comparisons with it, you know, if we standardize it, if we, if we, if we make it work in a coherent way across the field of social search. That'll be the struggle. That's hard, because quality can mean anything to people

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01:37:07.570 --> 01:37:20.800

CGHE Webinars: so. But if you give it, you know, if you, if repeatedly you, you give it a particular meaning. You keep on institutionalizing and normalizing, that it will work, I think. So. Well done. Thank you very much.

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01:37:21.010 --> 01:37:45.950

CGHE Webinars: Thanks to everyone who took part in an excellent excellent webinar. You know some of the best webinars about this smaller groups, and and they get used again and again on Youtube. And I think this one is in that category. So stay tuned folks, for in today's time, for ben and and discussion, and and until then let me say, thanks to Chris, who Anchou Webinar program so well on the tech side and bar to everyone from there.