

A Study on the Ecological Social Welfare Factors for Psychological Well-being of Foreign Workers in Korea

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Abstract. In modern days, people are free to move between countries except of some of countries to get information easily owing to development of information, transportation and telecommunication. In the 21st century society and era of globalization, knowledge, economy and life and ideologies have no border to make world life zone. The study have problems of small number of samples to investigate at 8 places having educational institutions that could not represent all of foreign labor workers in Korea. Investigation into foreign labor workers at other places having no educational institutions was needed. Various kinds of networks of foreign labor workers were expanded to show their desire of activity in Korea. The foreign labor workers should be supported to work during limited time and to settle in Korea.

Keywords: Social Welfare, Foreign Workers, Psychological Well-being,

1 Purposes on

In modern days, people are free to move between countries except of some of countries to get information easily owing to development of information, transportation and telecommunication. In the 21st century society and era of globalization, knowledge, economy and life and ideologies have no border to make world life zone.

Since the 1980s, Korea preferred foreign professional workers owing to rapid economic growth, low birth rate and shortage of labor to let so called 3D business hate inferior labor environment and to suffer from chronic manpower shortage. At the end of the 1990s, industrial trainee system invited immigrant workers to Korea in order to supplement shortage of labor force at 3D jobs. Since then, foreign labor workers had immigrated to Korea to increase number of immigrant workers rapidly and to let the workers live in Korea for a long time and to build up multi-culture society. In 1991, the industrial trainee system was blamed very much because of discrimination against foreign workers and human rights, and passage of the Act on Employment Permit System in 1991 assured of foreign labor workers' minimum wage system, employment insurance and industrial accident compensation insurance to admit of foreign labor workers. In 2014, number of foreigners living in Korea reached 1,790,000. Number of illegally staying foreigners was 208,000 in 2014 so that about 11.6% of foreign workers stayed in Korea illegally. Number of illegal immigrants was more than 160,000 persons in 2010 to increase by 40,000 person

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during five years, and rapid increase of alien illegal immigrants raised problem of guarantee of labor rights to ask for improvement (Ministry of Justice, 2014).

This study investigated ecosystem having influence upon psychological wellbeing of alien workers invited by employment permit system who left work not to adapt them to not only life in Korea but also industry, and helped labor workers to realize them and to be good engineer and/or technician in their home countries.

The study examined problem solving of change of jobs because of psychological uneasiness, depression and stress of lives in Korea as well as lives at work to find out social welfare service programs for foreign labor workers in Korea.

2 Theoretical Background

The society with high multi-cultural cognition was said to be group that cultural majority group had same value of minority group (Taylor, 1992), and to have multi-cultural identity based on mutual understanding, respect, communication and reliability (Vertovec, 1996).

Social distance was prejudice and subjective feeling on various kinds of social groups to apply to empirical study (Bogardus). Social distance was applied to racial problem to be understanding and difference between persons (Bogardus, 1933). Social distance was friendliness (subjective distance) that group member thought of another group and to be scope of social contact acceptable.

The society with multi-cultural cognition had racial, cultural and multi demographic phenomenon to cognize social and cultural variety and to have social ideology and to protect social and cultural variety and to let individual to get access to equal opportunity without discrimination against race and nationality and to have government policy and programs (Troper, 1999).

A terminology of social distance being different from existing concept was used to avoid disturbance between subjective judge and objective index on social definition and measuring on foreigners (Laumann, 1965). The social distance that described an individual's attitude toward person having a position to be subjective distance. The concept emphasized subjectiveness of an individual rather than objective and structural aspect to describe subjective feeling toward special group and/or member.

The cultural sensitivity admits of difference between cultures regardless of prejudice on another culture to be based on emotional thing, and cultural background had influence each other to make effort to cognize potential, cultural and activity factors (Fronds. C. F, 2008).

Fixed idea on another culture could produce differential attitude toward foreigners (Rasmussen and Loyd, 2005). Fixed ideas might produce prejudicial information processing on men and culture to decide upon behavior based on prejudicial result.

Not only cultural sensitivity but also fixed idea was needed to cognize and accept various kinds of culture.

Cultural variety differed from religious, racial, national value in the society to accept existence and life styles of social groups (Baker, 2003). Cultural variety was said to cognize similarity and variety without preference and truth (Park Hyo-jin, 2014). Communication between cultures admitted of difference of cultural sensitivity

to accept actively and to be emotional desire (Chen et al, 2000). The desire differed from fixed idea to have relations with cultural sensitivity and fixed idea. Lack of knowledge on another culture had problem and education on cultural sensitivity was needed (Rasmussen & Loyd, 2005).

3 Methodologies

Investigation was done from April 4, 2015 to August 30, 2015. The subject was 976 foreign labor workers (E-9). Questionnaire and interview were used. Eight of Foreign labor worker support centers under Human Resources Development Service of Korea joined the investigation. Questionnaire survey of each educational institute was collected: Self-administered questionnaires were used by using questionnaires translated into language of each country. Six of sub factors of psychological wellbeing, for instance, autonomy, environmental governance, goal of life, self-acceptance, affirmative human relations and personal growth were used. Multi-regression was done with not only dependent variables of sub factors but also independent variables of demographic characteristics, personal systems, social environmental systems.

4 The findings

- 1) Demographic variables had influence upon sub factors of psychological wellbeing, and gender, spouse, educational background, religious activities, economic state and source of the income did upon sub factors of psychological wellbeing
- 2) The study investigated effects of individual system upon sub factors of psychological wellbeing with independent variables such as subjective state of health, self-esteem, attitude toward the death, contact with family members and family living in same house
- 3) Regression analysis of effects of psychological wellbeing was done with independent variables of social activity, social isolation, satisfaction with residing environment, cultural prejudice and social support (Table 3):

The study investigated effects of individual system variables upon sub factors of psychological wellbeing with independent variables of subjective state of health, self-esteem, attitude toward the death, contact with family in home country and family living in same house:

Individual system variables had no significant influence upon autonomy that was sub factor of psychological wellbeing. Foreign labor workers having high self-esteem had good human relations, and the ones having negative attitude toward the death and/or less contract with family in home country had less affirmative human relations.

Individual system variables had influence upon the elderly's psychological wellbeing such as environment governance, self-acceptance and affirmative human relations. In other words, foreign labor workers could control lives to accept them as it was and to have affirmative influence upon human relations with others. Therefore, foreign labor workers should accept unfamiliar environment of Korea as it is to create

subjective life and to improve self-esteem by social welfare service program from psychological point of view and to make change of attitude toward the death in order to overcome fear of the death under new environment and to keep good human relations in the work and to improve self-acceptance, control of the life and affirmative human relations by social welfare service.

5 Summary and Discussion

The implications were:

First, foreign labor workers should be educated to adapt them to Korean culture and to be given social welfare service concerning disorder of adaptation and to produce problems of low productivity, change of work place, and preference to long time illegal immigrant. So, regular consulting for the workers' psychological wellbeing, improvement of cognition on foreign labor workers in the community, and system of not only enterprises but also social welfare resources should be established to support foreign workers at disorder of adaptation.

Second, foreign labor workers' depression, uneasiness, stress and other psychological disorder produced low productivity, changes of work place and illegal immigration so that social connection network for the workers was needed.

Third, administration system of foreign manpower invitation and immigration support was not enough. Many agencies from recruitment of foreign workers to entry into Korea should join to introduce mental test before immigration at increase of complicated and long time employment procedure and to let the workers adapt to lives in Korea and to have confidence of human relations at the work.

Fourth, foreign labor workers should lessen labor time to let them take rest and work. Human rights and labor law on foreign labor workers should be adopted in accordance with purpose of employment system to keep service hours as well as break time and to let the workers enjoy at the work and to join self-support meeting of home country and to exchange information and get social support between labor workers.

Fifth, foreigner policy should build up labor market information to let foreigner workers exercise ability and aptitude as much as possible by brokerage system and to learn technology and to do self-realization in enterprises in Korea and to increase self-esteem. Infrastructure should be built up to control foreign manpower and to meet demand on labor market and to put support policy into practice.

The study have problems of small number of samples to investigate at 8 places having educational institutions that could not represent all of foreign labor workers in Korea. Investigation into foreign labor workers at other places having no educational institutions was needed. Various kinds of networks of foreign labor workers were expanded to show their desire of activity in Korea. The foreign labor workers should be supported to work during limited time and to settle in Korea.

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