Creating Enabling Environments for Women’s Access to Wage Employment

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Session 3: Creating Enabling Environments for Women’s Access to Wage Employment

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Structural Reform for Gender Equality

- Achievements
- Major policy measures
Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

Gender mainstreaming policy (2005-)
- Gender statistics
- Gender budget
- Gender Impact Assessment
- Gender analysis
- Gender awareness empowerment
- Gender Equality Taskforce

Gender Equality Policy Guidelines (2011-)
- Equal rights, decision-making and influence
- Employment, economy and welfare
- Education, culture and media
- Safety and justice
- Health and healthcare
- Demography, marriage and family
- Environment, energy and ICT
Structural reform - laws & regulations

- Constitution
- Enforcement Act of CEDAW
- Civil code

Employment discrimination
- Employment Service Act
- Act of Gender Equality in Employment

Remuneration discrimination
- Act of Worker Protection of Mass Redundancy
- Labor Standards Act
- Government Procurement Act

Sexual harassment
- Sexual Harassment Prevention Act
- Act of Gender Equality in Employment
- Gender Equality Education Act
- Sexual Assault Crime Prevention Act

Pregnancy discrimination
- Act of Gender Equality in Employment
- Labor Standards Act
Gender Equality Committee
- chaired by Premier
- composed of gender experts, scholars, representatives of NGOs, etc.

Department of Gender Equality, the Cabinet

Gender Equality Taskforces
- Ministries/Commissions
- local governments
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Achievements

Major policy measures
Achievements (1/4)

Overall

8th globally, 1st in Asia (2017)

Gender Inequality Index (GII) ranking of UNDP

89.7% (2017)

Female labor participation rate for the age group 25-39
Higher than Japan, Korea, the US

36.7% (2017)

SME female owners and women participation in market economy & decision-making ranks
Achievements (2/4)

Public Sector

38.1% (2017)

Ratio of female legislators

37.5% (Over 1/3, Mayor)
35.8% (city council member)
32.1% (county council member) (2018)

Ratio of female magistrate & local council member

14.6% (minister rank)
36.9% (executive rank)
33.6% (senior rank)
58% (middle rank)
42.1% (civil servant) (2017)

Ratio of female in decision-making ranks
Achievements (3/4)

### Wage

**14.0%**
(2017)

Average hourly wage gap between genders lower than the US (18.2%) Japan (31.9%) Korea (34.1%)

### Parental Leave

- Parental leave incorporated into social insurance since May 2009*
- Out of 92,000 approved cases of parental leave allowance (2017)
  - Female 76,000 cases (82.7%)
  - Male (Y2009: 5,000 cases → Y2017: 16,000 cases)

* As stipulated in Act of Gender Equality in Employment and Employment Insurance Act

### Education

**Female 52.62% vs. Male 49.38%**
(2017)

College enrollment rate

- 50.4%
(2017)

Ratio of female technical professionals

- Korea (48.4%)
- Singapore (47.6%)
- Sweden (51.8%)
- Japan (47.3%)
- France (50.3%)
- the US (57.0%)
- Germany (51.5%)
Achievements (4/4)

- Building and raising awareness in sexual harassment reporting
- People’s willingness to speak out
- Stipulated penalties in law for employers violating obligations in Act of Gender Equality in Employment (44 adjudicated cases in Y2017)
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Achievements

Major policy measures
Major policy measures

Non-discrimination

- Encouraging both the private and public sectors to adopt the 1/3 gender ratio principle.
- Incorporating “Gender Impact Assessment (GIA)” in significant administrative plans and law amendments.
- Assisting to establish female entrepreneur associations and soliciting their advices in economic policies.
**Major policy measures**

**Sexual harassment prevention**

- **Legal protection** embodied in Acts and regulations
  (e.g. Act of Gender Equality in Employment, Gender Equality Education Act, and Sexual Harassment Prevention Act)

- **Rights Manual** for Sexual Harassment Victims

- **Dedicated hotlines** for assistance and protection

- **Subsidies** for counseling, legal assistance, medical treatment, etc.

- **Awareness building** promotion
Assistance for starting business

- **Single service window for starting business** with effective support
- Ensuring **equal opportunities for loans** and friendly financing terms from bank
- Strengthening **ICT capabilities** for female starting business
- **Protecting Intellectual Property Rights (IPR)** and knowledge obtained
Providing accessible, local vocational training and employment resources

Promoting the support of both the public and private sectors in friendly family policies, including child and elderly daycare, implementation of maternity leave and paternity leave, flexible working hours and working places

Implementing vocational counseling services

Implementing labor inspection and related personnel training
**Equal remuneration & opportunities**

- Amending Laws & regulations to **ensure equal remuneration**
  (e.g. Act of Gender Equality in Employment and Labor Standards Act)
- Strengthening education and training to **eliminate gender stereotype**
- **Eliminating gender quotas** in specific national examinations
  (e.g. police, coastal guard, and foreign services posts)
- **Strengthening review mechanism and petition channel** in gender equality and employment discrimination
These are important …..

Top-down instruction and support (Premier chairs meetings)

Active PPP, especially for awareness building