



**Asia-Pacific  
Economic Cooperation**

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## **Creating Enabling Environments for Women's Access to Wage Employment**

Submitted by: Chinese Taipei



**APEC Gender and Structural Reform  
Workshop: Improving the Environment for  
Women in the Workplace  
Puerto Varas, Chile  
25 August 2019**

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

**Connie Chang**

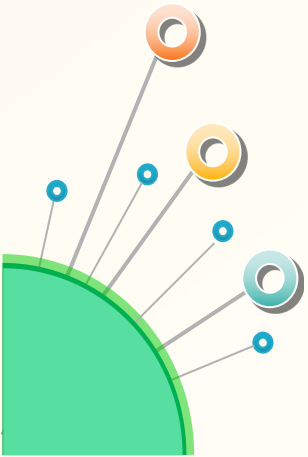
Director General

National Development Council

Chinese Taipei

August 2019

- ▶ 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

Gender  
discrimination

Employment  
discrimination

- ✓ Employment Service Act
- ✓ Act of Gender Equality in Employment
- ✓ Act of Worker Protection of Mass Redundancy
- ✓ Labor Standards Act
- ✓ Government Procurement Act

- ✓ Act of Gender Equality in Employment
- ✓ Labor Standards Act

Remuneration  
discrimination

Sexual  
harassment

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

- ✓ Act of Gender Equality in Employment
- ✓ Labor Standards Act

Pregnancy  
discrimination



## ▲ Structural reform - mechanism

### Gender Equality Committee

- chaired by Premier
- composed of gender experts, scholars, representatives of NGOs, etc.



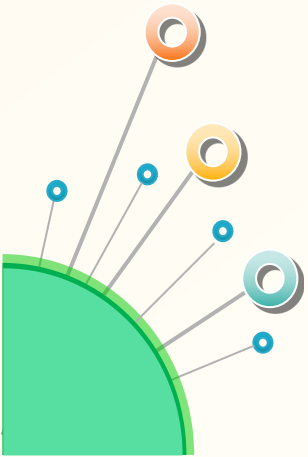
Department of  
Gender Equality,  
the Cabinet



### Gender Equality Taskforces

- Ministries/Commissions
- local governments

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## ▲ Achievements (1/4)

### Overall

8<sup>th</sup> globally, 1<sup>st</sup> 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%)

## Education

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

**college enrollment rate**

## 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**)

**50.4%**  
(2017)

ratio of **female technical professionals**

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

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

## ▲ Achievements (4/4)

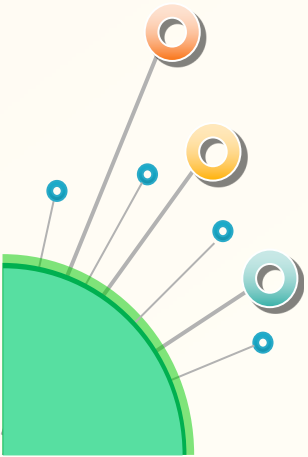
and



- ✓ 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)



- ▶ Structural Reform for Gender Equality
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## 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





## Sexual harassment prevention

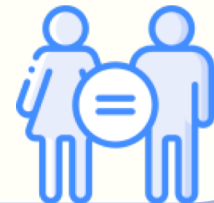
- **Legal protection** embodied in Acts and regulations  
( e.g. Act of Gender Equality in Employment, Gender Equality Education Act, and Sexual Harassment Prevention Act)
- **Rights Manual** for Sexual Harassment Victims
- **Dedicated hotlines** for assistance and protection
- **Subsidies** for counseling, 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





## Social support

- 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

