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Comparison of Employment Policies for Re-Employment for Displaced Women in Taiwan and Other Countries

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Abstract

In Taiwan, the division of household labor is typically based on traditional gender roles or factors such as lower wages for women, resulting in a "male breadwinner, female homemaker" model. Men are responsible for employment and providing for the family, while women are responsible for childcare and household chores. This division has contributed to a consistently lower labor force participation rate among women compared to men. This study adopts a Document Analysis approach, referencing and analyzing policies from several countries, including (1) Japan's Parental and Family Care Leave Law and Act on Promotion of Women's Participation and Advancement in the Workplace; (2) South Korea's Act on the Promotion of Economic Activities of Career Interrupted Women; (3) Sweden's Parental Leave Policy. By referencing and reflecting on policies from other countries, this study proposes two policy recommendations: First, it suggests enhancing Taiwan's part-time work system. Recognizing that women often need to balance family and work responsibilities more than men, this policy encourages women to engage in part-time work with flexible hours to mitigate employment interruptions. The policy's focus should revolve around safeguarding the working conditions and welfare of part-time workers while enhancing their employment stability. Second, the study advocates for the promotion of non-disruption in care giving. Given Taiwan's challenges, including an aging population, low birth rates, and a shortage of long-term care personnel, it emphasizes learning from Japan's zero-career disruption policy to prevent primary caregivers, primarily women, from interrupting their employment due to family care giving responsibilities.

Keywords

Re-employment, Employment interruptions, Female labor force participation rates, Employment promotion

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1. Introduction

As defined by the Ministry of Labor (MOL) of Taiwan, the labor participation rate is calculated by multiplying the labor force, which includes individuals over 15 years old who are capable of working (including both the employed and the unemployed), by the percentage of the civilian population over 15 years old. This calculation excludes those unable to work due to factors such as student status, advanced age, physical and mental disabilities, etc. Additionally, unpaid family workers are not included in the labor force statistics.

Historically, a significant portion of unpaid family workers in Taiwan were women. However, due to gender inequality prevalent in the past, a substantial number of these unpaid family workers were unable to enter the formal job market. Long-standing societal gender norms, characterized by the notion that "men are responsible for the outside world while women are responsible for domestic affairs," often led to economic decision-making within families being controlled by men. Consequently, women often found themselves primarily engaged in domestic labor (excluding care work), a process that gradually pushed them out of the workforce.

In Taiwan, the term "Re-employment for displaced women" refers to women who have left the workplace for more than two years due to family reasons but are now returning to work. To encourage women, specifically those who left employment for family-related reasons, to re-enter the workplace and enhance their employability, Article 24 of Taiwan's Employment Service Act explicitly designates women seeking second employment as beneficiaries of employment promotion. This is complemented by various supportive measures and programs, including job advancement opportunities, employment counseling, vocational training, and educational management activities, all aimed at facilitating women's reintegration into the workplace.

1.1 Current labor force participation rate of women in Taiwan

According to data from the Directorate General of Budget, Accounting, and Statistics, Executive Yuan, Taiwan's labor participation rate increased from 58.43% in 2013 to 59.18% in 2022, marking a 0.75 percentage point increase over this period. Notably, Taiwan's female labor force participation rate exceeded 50% for the first time in 2012. From 2013 to 2022, the female labor force participation rate experienced a steady rise, climbing from 50.46% in 2013 to 51.61% in 2022, reflecting a decade-long increase of 1.15 percentage points. In comparison to the change in the labor force participation rate of men during this period (67.14% in 2022 compared to 66.74% in 2013), the increase was 0.4 percentage points. This data demonstrates that the female labor force participation rate not only continued to grow over the past decade but never experienced a decline. Furthermore, the rate of increase for women was approximately 2.87 times that of men. This is illustrated graphically in Figure 1, where it is evident that the slope of the female labor force participation rate is steeper than that of the male labor force participation rate.

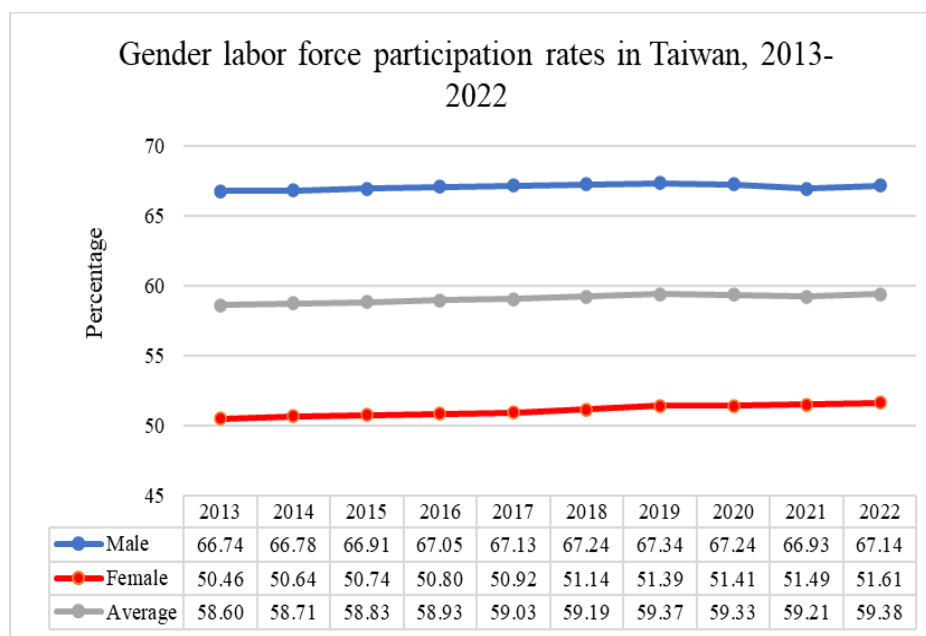


Figure 1: Gender labor force participation rates in Taiwan, 2013-2022

Data Source: Ministry of Labor (MOL), Labor Statistics Inquiry Website, please refer to: <https://reurl.cc/58AKYn>

In accordance with the data of the Directorate General of Budget, Accounting, and Statistics, Executive Yuan of Taiwan, the highest labor participation rate among males in Taiwan falls within the 35 to 39 age group, as illustrated in Figure 2. The male labor participation rate in Taiwan tends to increase with age, consistently exceeding 85% from ages 25 to 54, but it exhibits a declining trend after the age of 55, forming an overall pattern resembling the shape“□.”

For women in Taiwan, the highest labor participation rate is observed in the 25 to 29 age group, reaching 89.87%, which represents the peak of female labor participation in Taiwan. Nevertheless, as Figure 2 reveals, there is a significant shift in gender labor participation rates in Taiwan around the age of 30. While the male labor participation rate rises, peaking between the ages of 35 to 39, the female labor participation rate begins to decline. After the age group of 30-34 (86.04%), the data exhibits a gradual decline, reaching 76.09% in the 45-49 age group and then leveling off. As depicted in Figure 2, the labor participation rate among Taiwanese women experiences a notable decrease beyond the age of 45-49, reaching only 45.52% at the age of 55-59, falling below the 50% mark. Between the ages of 60 to 64, it remains at 25.99%, remaining below 30%, and still considerably lower compared to the labor participation rate among men in the same age bracket.

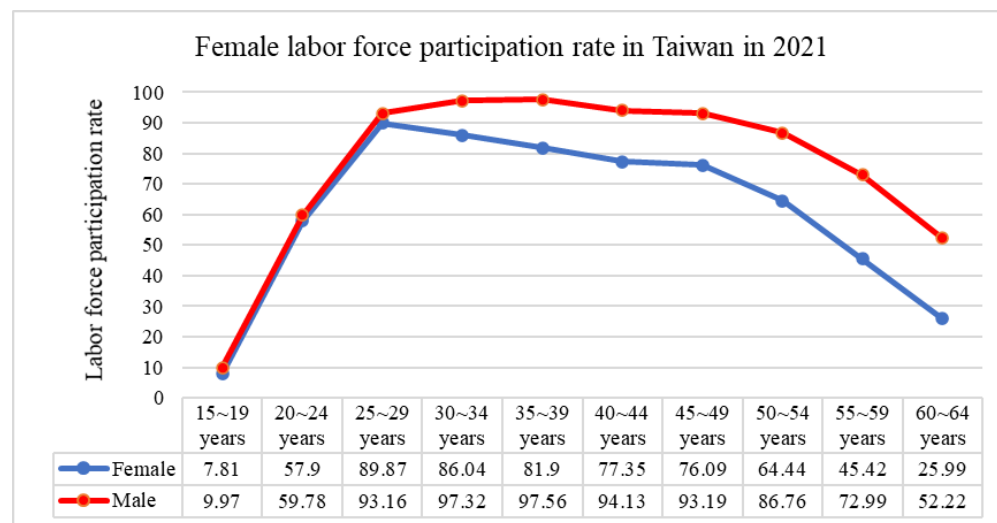


Figure 2: Female labor force participation rate in Taiwan in 2021

Data Source: National Statistics, Republic of China (Taiwan)-Gender Statistical Indicators, please refer to: <https://reurl.cc/bG0m43>

1.2 Current female labor force participation rate in Taiwan - comparison with other countries

Based on data provided by Taiwan's Ministry of Labor (MOL) International Labor Statistics for 2021, the female labor participation rate in Taiwan reached its peak at 89.90% in the 25-29 age group. This rate is only 0.6 percentage points lower than that of Singapore, among the eight countries listed in Figure 3. However, after the age of 30, the labor participation rate of women in Taiwan gradually decreases with age. In contrast, when compared with Singapore and the United States, Germany and Sweden maintain steady or even increasing labor participation rates among women, extending up to the age of 55-59. Conversely, Taiwan's female labor participation rate experiences a significant decline after the 45-49 age group, reaching 76.10% at this stage, which is less than half of other countries. At the age group of 50-54, Taiwan's female labor participation rate is the lowest among the eight countries, standing at 64.40%. Figure 3 clearly illustrates that after the age of 50, Taiwan's female labor participation rate undergoes a rapid decline and remains the lowest among all the listed countries.

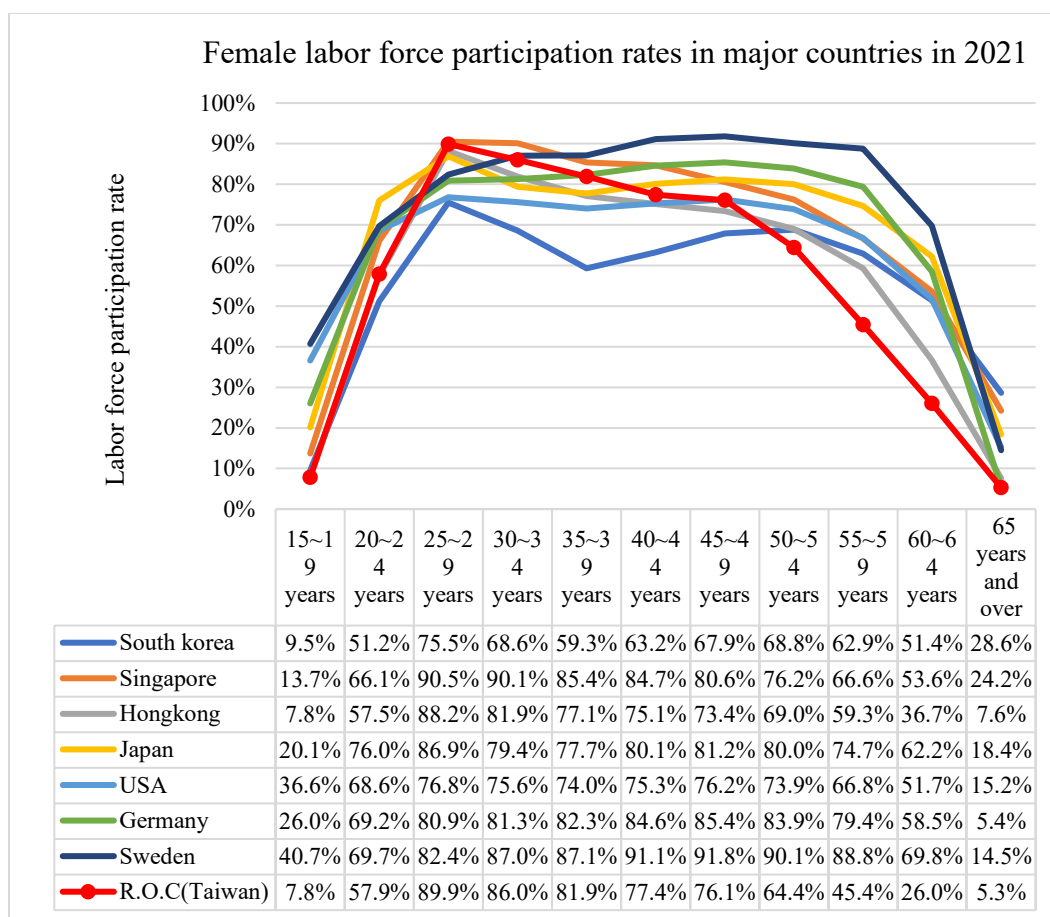


Figure 3: Female labor force participation rates in major countries in 2021

Data Source: Ministry of Labor (MOL) International Labor Statistics, please refer to: <https://reurl.cc/LXkn0y>

2. A study of Re-employment for displaced women in Taiwan

2.1 The Factors Contributing to the Departure of Re-employed Women in Taiwan

(1) Leave from the labor market due to marriage or childbirth

A. Marriage

According to the Report on Women's Marriage, Fertility and Employment in 2016, the quit rate among Taiwanese women due to marriage stands at 29.92%, nearly 30%. Additionally, when analyzing Taiwan's labor participation rate based on marital status, as per data provided by the Directorate General of Budget, Accounting, and Statistics, Executive Yuan of Taiwan, some notable trends emerge, as illustrated in Figure 4:

- When unmarried, the labor force participation rate for women is 65.56%, only about 5 percentage points lower than that of men.
- However, shortly after entering marriage or cohabitation, the labor participation rate of Taiwanese women drops significantly to 49.08%, which is 16.48 percentage points lower than unmarried women. In contrast, the labor participation rate of men only decreases by 4 percentage points after marriage.
- After divorce or separation, the female labor participation rate in Taiwan further declines to 29.98%, while the male labor participation rate remains above 50%.

As a consequence, it is evident from Figure 4 that there is little difference between the labor participation rates of women and men before entering marriage. However, following marriage, the labor participation rate of women

experiences a significant decline and remains below 30% after divorce. This demonstrates that marital status indeed has an impact on the labor participation rate of women in Taiwan.

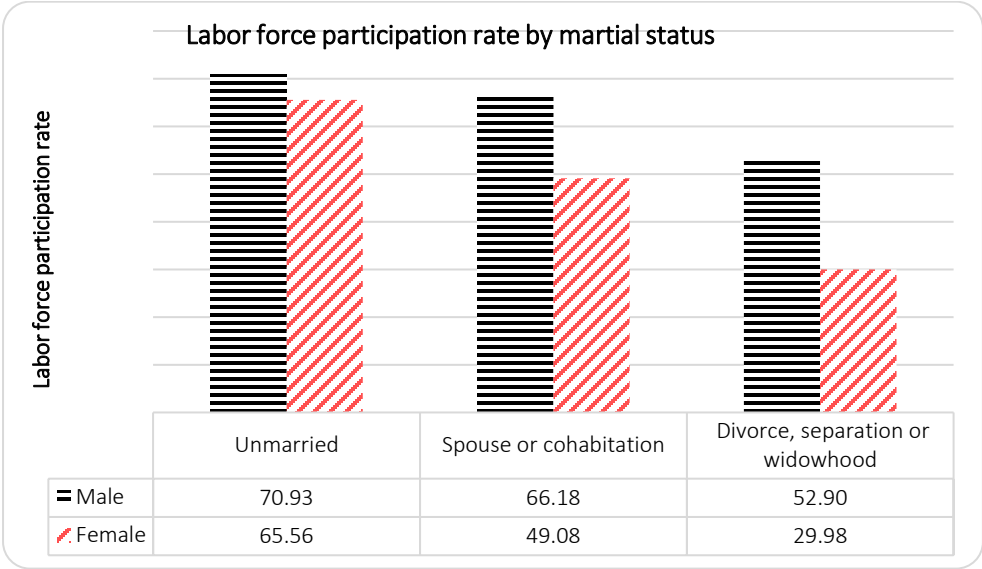


Figure 4: Taiwan's labor force participation rate by marital status

(Data Source: Directorate General of Budget, Accounting, and Statistics, Executive Yuan, Report on Women’s Marriage, Fertility and Employment in 2016, please refer to: <https://reurl.cc/YdA3jx>)

A. Childbirth

In accordance with the 2016 Report on Women's Marriage, Fertility, and Employment, the reasons for married women in Taiwan to quit their jobs differ based on marriage and childbirth (pregnancy). For those who leave their jobs due to marriage, the primary reason is “preparation for childbirth (pregnancy),” accounting for 56.9%, followed by “unsuitable workplace” at 25.4%; as for those who leave their jobs due to childbirth (pregnancy), the reason “taking care of children” was the highest (68.4%), followed by “preparing for childbirth (pregnancy)” (28.2%).

From the above explanation, it is evident that the primary reason for leaving work due to marriage in Taiwan is to prepare for childbirth (pregnancy), while the primary reason for leaving work due to childbirth (pregnancy) is to take care of children. According to the 2016 Report on Women's Marriage, Fertility, and Employment, the average duration between leaving a job and returning to work due to marriage is 72.95 months. In contrast, the average duration between leaving and returning to work due to childbirth (pregnancy) is 65.11 months, and the duration of absence from work is shorter with a higher education level. Therefore, the older the individual, the longer the period it takes to resume work.

Table 1: Reasons for quitting among married women aged 15-64 who had quit their jobs

Reasons for leaving	Preparing for childbirth (pregnancy)	Take care of children	Care for the elderly	Take care of other family members	Poor health	Inappropriate workplace	Inappropriate work time	Low work income	Poor work environment	Dismissal (including dismissal or being asked to leave by the company)	Study or training (including preparation for public service and licensing examinations)	Want to help in the family business or start a business
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Data Source: Directorate General of Budget, Accounting and Statistics, Executive Yuan, 2016 Report on Women's Marriage, Fertility and Employment	Women who have left a job due to marriage	56.9%	1.7%	1.6%	1.7%	0.3%	25.4%	2.4%	1.7%	0.9%	0.5%	0.3%	6.4%
	Women who have left work due to childbirth (pregnancy)	28.2%	68.4%	0.1%	0.0%	0.6%	0.9%	0.6%	0.2%	0.4%	0.3%	0.1%	0.2%

ent, please refer to: <https://reurl.cc/YdA3jx>

(2) Leave from the labor market due to unpaid family work

In 2015, the United Nations (UN) introduced the “2020 Sustainable Development Goals (SDGs),” encompassing 17 goals, including no poverty, climate action, decent jobs and economic growth, and more. Among these goals was “achieving Gender Equality and empowering women”, which in one of its sub-goals, emphasizes the recognition and valuation of unpaid care and domestic work. This recognition is to be achieved through the provision of public services, infrastructure, and social protection policies, and the promotion of shared family responsibilities, adapted to national conditions¹.

Based on Taiwan's “2016 Report on Women's Marriage, Fertility and Employment,” the average daily unpaid care time² of married women and their husbands over the age of 15 in Taiwan is 3.88 hours per day. Among these, 2.19 hours were spent on housework, followed by 1.11 hours for taking care of children. In contrast, men contributed 1.13 hours, with 0.62 hours dedicated to housework and 0.33 hours for taking care of children. This data highlights that women spend 3.4 times more time on unpaid care work than men post-marriage. Consequently, women bear a significantly larger burden of unpaid family responsibilities. Furthermore, according to the 2021 Manpower Survey Statistics of Taiwan, the primary reason why non-working women in Taiwan do not participate in the labor force is housework³, accounting for 50.3% of the reasons, exceeding half of the total, followed by reasons such as old age and physical and mental disorders, accounting for 25.7%.

Considering the above statistics, and in comparison, to men, women continue to be predominantly engaged in unpaid family work post-marriage or cohabitation. This work primarily involves housework and takes care of children. Unpaid family work represents a critical factor influencing women's decisions regarding labor force participation, with more than half of women opting out of the job market due to their household responsibilities.

¹ SDGs Goal 5 | Achieve Gender Equality and Empower Women (2022/12/27). Future City. Data Source: <https://futurecity.cw.com.tw/article/1287> (Date last viewed: 2023/1/8)

² It includes five categories for time spent: taking care of children under the age of 12, taking care of family members aged over 65, taking care of family members aged 12-64, doing housework and volunteering.

³ In the key gender statistics database of the Executive Yuan Council for Gender Equality, housework time is considered as unpaid care work.

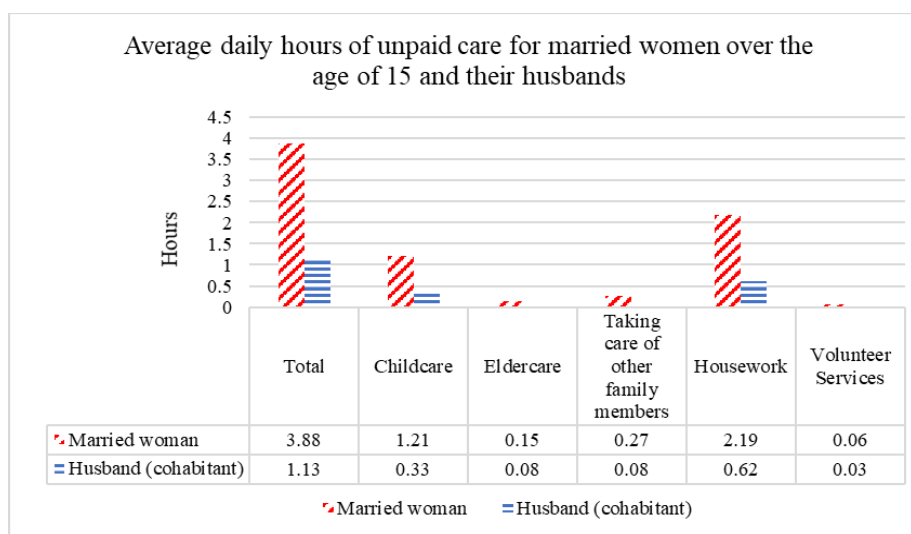


Figure 5: Average daily hours of unpaid care for married women over the age of 15 and their husbands

(Data Source: Directorate General of Budget, Accounting, and Statistics, Executive Yuan, 2016 Report on Women's Marriage, Fertility, and Employment, please refer to: <https://reurl.cc/YdA3jx>)

2.2 Policy and Act for Promoting Re-employment of Women

(1) Maternal protection policy

In a concerted effort to discourage women from leaving the workforce due to marriage, childbirth, or taking care of children and family, Taiwan has instituted a maternal protection policy through legislative measures. This policy aims to mitigate the vulnerability that Taiwanese women may face in the job market due to physiological differences. The following provides an overview of Taiwan's legal maternal protection policies designed to prevent women from leaving the workforce:

A. Parental leave without pay

(A) Related provisions on parental leave without pay

Considering that most children born in Taiwan are still cared for by their parents, and in order to enable parents to balance family and work, Taiwan has established a system of parental leave without pay, which is available to both men and women. The relevant provisions on Parental Leave are outlined in the Act of Gender Equality in Employment and Regulations for Implementing Unpaid Parental Leave for Raising Children. Article 16 of the Act of Gender Equality in Employment stipulates the eligible applicants and the period of application. Specifically, employees who have been in service for at least six months may apply for parental leave without pay before any of their children reach the age of three years old. The period of this leave extends until their children reach the age of three but may not exceed two years. In cases where employees are raising more than two children simultaneously, the period of parental leave shall be computed collectively, with the maximum period limited to two years, based on the youngest child's age.

Employees must submit their application in writing at least 10 days in advance⁴, and employers are not permitted to refuse or take any adverse action against the employee for making such a request⁵. Each period of suspension shall last no less than 6 months. However, if there is a need for a leave period of less than 6 months, an application can be submitted to the employer with a notice period of no less than 30 days. This shorter leave period is limited to two times⁶. Furthermore, during the period of parental leave without pay, employees can continue their labor health

⁴Refer to Item 1 in Article 2 of *Regulations for Implementing Unpaid Parental Leave for Raising Children*

⁵Refer to Article 21 of *Act of Gender Equality in Employment*

⁶Refer to Item 3 in Article 2 of *Regulations for Implementing Unpaid Parental Leave for Raising Children*

insurance, but the portion of the insurance premium originally paid by the employer is exempted from payment, and the employee's share of the insurance premium can be deferred for up to three years⁷.

(B) Allowance for parental leave without pay

During the period of parental leave without pay, the employer is not required to pay the employee. In consideration of the economic security of both the employee and their children, Taiwan has established a system of parental leave without pay allowances in the *Employment Insurance Act* to ensure the economic well-being of families. Firstly, with regard to the eligible recipients, employment insurance benefits are limited to individuals who have accumulated more than one year of employment insurance coverage, and whose children are registered as legally dependent on parents taking unpaid parental leave before reaching the age of three⁸. In the past, Article 19-2 of the *Employment Insurance Act* stipulated: "provided that both parents are insured, they shall apply for either the child-rearing and retention allowance or the parental leave allowance, but not both." This meant that both parents could simultaneously apply for childcare benefits. Recognizing that childcare is a shared responsibility of both parents, Taiwan amended and removed this provision on January 18, 2022, allowing both parents to apply for parental leave without pay allowances simultaneously.

The benefit amount is calculated at 60 percent of the average monthly insured salary for the six months preceding the month in which the employee applies for parental leave without pay. During the parental leave without pay period, the benefit is paid on a monthly basis, with a maximum period of six months per child⁹. Following the Ministry of Labor's (MOL) amendment to the Guidelines for Salary Subsidies for Unpaid Parental Leave on July 1, 2021, and under the *Employment Insurance Act*, insured individuals who have applied for parental leave without pay allowances can also enjoy a salary subsidy equal to 20% of the average monthly insured salary. Consequently, those who meet the criteria for parental leave without pay can receive a monthly allowance equivalent to 80% of the average monthly insured salary¹⁰.

Through the labor statistics inquiry website, it has been observed that the number of Taiwanese women applying for maternity leave allowances has remained stable at approximately 65,000 per year in recent years. This stability provides women with a sense of security to have children and return to the workplace, aiding their entry into the labor market. Furthermore, although the number of male applicants remains roughly 25% of that of women, it has been steadily increasing in recent years, reaching 16,472 by 2021.

B. Maternal protection related provisions

In an effort to ensure gender equality in the workplace and in accordance with the principles of eliminating gender discrimination and promoting substantive gender equality as stipulated in the Constitution¹¹, Taiwan enacted the *Act of Gender Equality in Employment* in 2002. This special law prohibits gender discrimination, addresses the prevention and handling of sexual harassment, and establishes measures to promote equality in the workplace. These measures aim to balance the substantive equality of women in their right to work. Most of the maternity protection-related leave in Taiwan is regulated by the *Act of Gender Equality in Employment*. Below are descriptions of each type of leave:

(A) Maternity leave and miscarriage prevention leave

Taiwan has provisions regarding maternity leave in both the *Labor Standards Act* and the *Act of Gender Equality in Employment*. The relevant provisions are as follows: "Employers shall stop female employees from working and grant them a maternity leave before and after childbirth for a combined period of 8 weeks. In the case of a miscarriage after being pregnant for more than 3 months, the female employee shall be permitted to discontinue work and shall be granted a maternity leave for 4 weeks. In the case of a miscarriage after being pregnant for over 2 months and less than 3 months, the female employee shall be permitted to discontinue work and shall be granted a maternity leave for 1 week. In the case of a miscarriage after being pregnant for less than 2 months, the female

⁷Refer to Item 2 in Article 16 of *Act of Gender Equality in Employment*

⁸Refer to Item 1-4 in Article 11 of *Employment Insurance Act*

⁹Refer to Item 1 in Article 19-2 of *Employment Insurance Act*

¹⁰Refer to Article 19-2 of *Enforcement Rules of the Employment Insurance Act*

¹¹Refer to Article 1 of *Act of Gender Equality in Employment*

employee shall be permitted to discontinue work and shall be granted a maternity leave for 5 days.¹² In cases where a doctor diagnoses the need for rest and recuperation, the period of treatment or recuperation is included in the calculation of hospitalization leave¹³. In addition, the salary during maternity leave is calculated based on the employee's length of service. If the employee has been employed for more than 6 months, she is entitled to full maternity leave salary¹⁴. Employees with less than 6 months of service will receive half the amount¹⁵.

(B) Prenatal checkup leave, pregnancy checkup accompaniment, and paternity leaves

Prenatal checkup leave, pregnancy checkup accompaniment, and paternity leaves are provided for in Article 15 of the *Act of Gender Equality in Employment*. This article specifies that during pregnancy, the employer shall grant 7 days of leave for maternity inspection. Recognizing the importance of a woman being accompanied and cared for by her spouse to alleviate physical and mental stress before and after childbirth, the same article also stipulates that "when an employee accompanies their spouse for pregnancy checkups or childbirth, the employer shall provide 7 days for pregnancy checkup accompaniment and paternity leaves."¹⁶ During prenatal checkup leave, pregnancy checkup accompaniment, and paternity leave, the employer is required to provide full salary compensation, and the employer can also apply to the competent authority for subsidies in accordance with relevant laws and regulations.

(C) Family care leave

The *Family Care Rules* are outlined in Article 20 of the *Act of Gender Equality in Employment*, which states: "An employee may ask for family care leave when he or she has to take care of a family member in case of vaccination, serious illness or other serious accident", the employer may not refuse, and the amount of family care leave is incorporated into the calculation of personal leave, which is limited to 7 days in a year. In accordance with the provisions of the personal leave, the employer may not pay the salary during the family care leave¹⁷, but the employer shall not consider the employee to be absent from work because of the family care leave, affecting his full attendance bonus, performance appraisal or other adverse sanctions¹⁸.

(2) Employment promotion policy for women

A. Women Out Program

The Taiwan Workforce Development Agency, under the Ministry of Labor (MOL) launched the first Women Out Program in 2018, which includes: Conducting employment preparation workshops, organizing women's independent training awards and selection activities, and conducting human resources managers' seminars to help women who have left the workforce for marriage, childbirth and family care to prepare for employment.

The program initially assists women in understanding their career development and boosting their confidence to return to work through job-preparation workshops. Subsequently, it organizes women's independent training awards and selection activities to encourage those wanting to rejoin the workforce to pursue further training and enhance their professional skills. Finally, seminars for corporate executives and human resources managers were conducted to share experiences related to various work types, the utilization of second-degree employment human resources, and the practical application of existing labor laws and regulations. These efforts aim to assist enterprises in creating a more welcoming workplace.¹⁹

¹²Refer to Item 1 in Article 15 of *Act of Gender Equality in Employment*

¹³Refer to Item 2 in Article 4 of *Regulations of Leave-Taking of Workers*

¹⁴Since the provisions of Article 50 of the *Labor Standards Act* concerning pay during maternity leave are limited to "female workers before and after childbirth and those who have a miscarriage after the first three months of pregnancy", the employer shall not pay "for female workers who have a miscarriage after the first two months of pregnancy" during the period of leave.

¹⁵Refer to Article 50 of *Labor Standards Act*

¹⁶On January 18, 2022, the *Act on Gender Equality in Employment* was amended to increase the number of days off from 5 days to 7 days in the past; "Paternity Leave" was amended to "Paternity Examination and Paternity Leave", and the number of days was increased by 2 days from the original 5 days to a total of 7 days.

¹⁷Article 7 of *Regulations of Leave-Taking of Workers*

¹⁸Same with Note 5

¹⁹News release of "The Workforce Development Agency, MOL, has launched a pilot program called 'Women Out' to help women return to the workforce", Data Source: https://www.wda.gov.tw/News_Content.aspx?n=2265E749&s=0FC24E500488

In 2021, Taiwan Workforce Development Agency, MOL introduced the “Women Out-elite Recruitment Selection and Award Program²⁰” to enhance the labor force participation of women who have left their jobs due to family care responsibilities. This program allows women interested in re-entering the workforce to submit plans for skill enhancement or the development of secondary expertise through an open selection process. Those who are selected will receive an award of NT\$30,000. In conjunction with the recruitment activities, the program will invite lecturers from professional fields to analyze relevant pre-employment preparations and share their experiences in re-entering the workplace. This initiative is designed to help women seeking to return to the workforce improve their employability and successfully integrate into the workplace.

B. Temporary work allowance

In reference to the 2021 amendment to the Regulations for the Implementation of the Employment Promotion Allowances, the primary legislative intent behind the temporary work allowances is to provide temporary employment placement measures. These measures aim to assist the unemployed who are more vulnerable in the job market, enhance their workplace adaptability, and improve their working ability, ultimately helping them reintegrate into the general job market.

The temporary work allowance is stipulated in Item 1 of Article 10 of the Regulations for the Implementation of the Employment Promotion Allowances in Taiwan. To be eligible, an individual must first register with a public employment service agency, as specified in Article 2 of the Law. If, after registration, consultation, and referral, the agency does not make a referral within 14 days from the registration date, or if there are justifiable reasons (e.g., if the salary offered is less than 60% of the original insured salary or the working place is more than 30km away from the individual's daily residence), the public employment service agency shall assign the person to temporary work with an employer and provide them with a temporary work allowance.

According to item 1 of Article 4 of the same law, only public employment service agencies or vocational training units are currently authorized to handle these matters. This allowance applies to those who have involuntarily left their jobs or fall under the category of the unemployed as listed in subparagraph 1 of Article 24 of the Employment Service Act. This includes those who support their families alone, persons with physical and mental disabilities, indigenous people, low-income households, middle and low-income households, women re-entering the workforce, victims of domestic violence, and rehabilitated persons²¹. These individuals must provide the required documents as stipulated in Article 5 of the Law.

The subsidy amount is determined according to the hourly basic salary announced by the central competent authority, and the total amount for one month shall not exceed the monthly basic salary²². The temporary work allowance may be revoked, annulled, suspended, or not paid in accordance with Article 16 of the same law if the recipient becomes employed during the period in which they are receiving the allowance.

C. Vocational training living allowance

The vocational training living allowance is designed to provide a means of ensuring the basic livelihood of individuals who have involuntarily left their jobs or belong to specific targeted unemployed groups. It aims to create an environment in which they can comfortably engage in training and enhance their professional abilities through vocational training programs, ultimately facilitating their entry into the job market.

The vocational training living allowance is regulated in Taiwan's Regulations for the Implementation of the Employment Promotion Allowances, specifically in Item 1 of Article 18. Individuals who fall under the same categories as those specified in Article 2 of the Act, and who have been recommended to participate in the training following employment consultations with a public employment service agency, or who have been selected and enrolled by a vocational training unit sponsored or entrusted by a government agency, and the nature of the training is full-time vocational training, are eligible to receive the vocational training living allowance.

²⁰News release of “Women” out-elite recruitment selection program, with an award of NT \$30,000, waiting for you to sign up! Data Source:

https://www.wda.gov.tw/News_Content.aspx?n=2265E749&sms=E64CE961&s=EA8893FE

²¹Refer to Item 1 in Article 2 of *Regulations for the Implementation of the Employment Promotion Allowances*

²²Refer to Article 12 of *Regulations for the Implementation of the Employment Promotion Allowances*

The vocational training living allowance is paid on a monthly basis at 60% of the basic salary for a maximum period of six months. However, if the applicant is physically or mentally disabled, they can receive the allowance for a maximum of one year²³. It's important to note that if the recipient becomes employed, leaves the training, or withdraws from the training unit during the period of receiving the allowance, the vocational training subsistence allowance shall be subject to revocation, annulment, suspension, or non-issuance according to the relevant laws and regulations²⁴.

D. Workplace Learning and Re-adaptation Program

The Workplace Learning and Re-adaptation Program, as outlined in the guidelines, has been developed by Taiwan to assist those facing disadvantages in employment preparation and adaptation. Through public institutions or organizations, this program offers opportunities for workplace learning and re-adaptation, ultimately helping individuals reintegrate into the job market. This program is applicable to individuals who are unemployed but have the intention to work. Eligibility is determined based on specific circumstances, including family status, age, disability, indigenous heritage, low-income or impoverished households, the ability to work, long-term unemployment, women re-entering the workforce, victims of domestic violence, and survivors of sexual assault. In total, there are 15 categories of eligibility.

The subsidies provided under this Program include individual workplace learning and re-adaptation allowances, as well as employer administration and support fees. The amount of the allowance is calculated based on the hourly basic wage announced by the central competent authority and does not exceed the monthly basic wage. The administrative and auxiliary expenses of the employing unit are covered by a subsidy amounting to 30% of the total workplace learning and re-adaptation allowance actually issued.²⁵ The duration of the above-mentioned subsidy is limited to a maximum of 3 months each time. However, in cases involving elderly individuals, individuals with physical and mental disabilities, rehabilitated individuals aged above 15 and under 18 who are not in school or employment, or individuals with a history of drug use, the program can be extended to 6 months after assessment. Furthermore, if a participant takes on a part-time job during the program period, the workplace learning and re-adaptation allowance will not be provided, but the administration and tutorial fees will be provided to the employer based on the actual implementation period of the program²⁶.

E. Women Entrepreneurship Program

The Women Entrepreneurship Program is an entrepreneurial program initiated by the Small and Medium Enterprise Administration and the Ministry of Economic Affairs since 2013. Its primary objective is to support women at all stages of entrepreneurship and consolidate resources to enhance the competitiveness of women-owned businesses. The program achieves this through various means, including offering consulting services, providing entrepreneurship courses, conducting entrepreneurship accelerator training, establishing the Academy for Women Entrepreneurs (AWE), and organizing the Women Entrepreneurship Award. The key components of this program are summarized as follows:

(A) Providing consulting services and entrepreneurship courses

This program encompasses a range of entrepreneurship courses and coaching activities. These offerings include international brand courses and entrepreneurship knowledge courses. Entrepreneurship knowledge courses primarily focus on enhancing women's entrepreneurial knowledge and professional skills. Additionally, various themed entrepreneurship courses are designed to cover topics such as market positioning and competitiveness analysis, financial management and tax concepts, business plan development, company registration procedures, venture capital financing, and government resources.²⁷ Entrepreneurship consulting is integrated with the course curriculum, and participation in the course is a prerequisite for accessing consulting services. Following the completion of the course, a 2-hour consultation session is offered to address topics related to establishing a registered company and securing venture capital. These consultations encompass areas such as business

²³Refer to Item 1 in Article 20 of *Regulations for the Implementation of the Employment Promotion Allowances*

²⁴Refer to Article 21 of *Regulations for the Implementation of the Employment Promotion Allowances*

²⁵Guideline 5 of Grant Action on Workplace Learning and Readjustment Program

²⁶Guideline 6 of Grant Action on Workplace Learning and Readjustment Program

²⁷Women Entrepreneurship Program Website:

https://woman.sysme.org.tw/Article/Visitor/Article_Detail.aspx?ArticleItemId=1468

registration, tax registration, loan and subsidy application procedures, business plan creation, marketing strategies, and more.

(B) Startup accelerator training

To cultivate female entrepreneurs in Taiwan and establish valuable network resources, this program introduces startup accelerator training. This training program spans 4 to 6 months and offers in-depth coaching to assist enterprises in leveraging industry connections, securing funding, and expanding their market presence. The training curriculum includes elements such as fundraising exercises, one-on-one coaching, investment matchmaking meetings, and exchanges among previous participants.

(C) Academy for Women Entrepreneurs (AWE)

This program offers a comprehensive series of entrepreneurial knowledge courses, known as “Dream Builder,” and invites female entrepreneurs in Taiwan to serve as mentors. It hosts a total of 9 online and offline gatherings, to guide students in discussions related to entrepreneurship. These gatherings aim to build the knowledge necessary for female entrepreneurs and facilitate connections with valuable human resources, thereby increasing the likelihood of entrepreneurial success.

(D) Women Entrepreneurship Award

In recognition of outstanding female entrepreneurs and with the aim of inspiring more women to embark on their entrepreneurial journeys, this program orchestrates the Women Entrepreneurship Award selection process. The goal is to establish a model for female entrepreneurship through this award.

F. Phoenix Micro Business Start-up

The Ministry of Labor (MOL) in Taiwan has established the Phoenix Micro Business Start-up Program to provide assistance to micro-entrepreneurs and promote their employment. The program aims to increase the labor force participation rate among Taiwanese women, residents of outlying islands, and middle-aged and elderly individuals while alleviating their initial financial pressures. According to Guideline 3 of the Phoenix Micro Business Start-up Program, eligibility is extended to the following groups: (1) adult women under the age of 45. (2) Persons between 45 and 65 years of age. (3) Adults under the age of 65 residing on outlying islands. In addition, applicants must have completed government entrepreneurship courses for a minimum of 18 hours within the past 3 years, received entrepreneurship counseling, employ fewer than 5 employees (excluding the person in charge) in their business, and meet the requirements outlined in Guideline 3 (2) of this Program²⁸.

The program includes the following features: (1) The maximum loan amount is NT \$2 million²⁹. (2) Low loan interest rate: The interest rate is calculated as the Chunghwa Post Co., Ltd.'s 2-year fixed deposit variable rate plus an additional 0.575% per annum³⁰. (3) Interest subsidies: Each loan period can extend up to 7 years³¹, with full interest subsidies provided by the Ministry of Labor (MOL) during the first 2 years³². (4) Guarantee conditions: Exemption from requiring guarantors, collateral-free loans, and a 9.5 percent credit guarantee³³. Furthermore, in conjunction with the Program, entrepreneurship counseling services are offered, relevant business management courses are provided, and business peer growth mutual aid groups are established to assist participants in creating a commodity marketing network.

²⁸The businesses specified in Guideline 3 (2) of this Program are limited to: (1) The small-sized businesses exempted from registration in accordance with Article 5 of the *Business Registration Act* and have completed the taxation registration in accordance with the law no more than five years; (2) businesses that have completed incorporation registration or establishment registration in accordance with the law no more than five years; (3) infant daycare centers, preschools, after-school child care service centers, or short-term supplementary learning centers that have completed accreditation in accordance with the law no more than five years.

²⁹ Refer to Guideline 9 of Phoenix Micro Business Start-up Program.

³⁰Refer to Guideline 12 of Phoenix Micro Business Start-up Program.

³¹Refer to Guideline 11 of Phoenix Micro Business Start-up Program.

³²Same as Note 30

³³Refer to Guideline 16 of Phoenix Micro Business Start-up Program.

G. Multi-employment development program

The purpose of the multi-employment development program is to "generate local employment opportunities for the unemployed by implementing projects that foster local development and social well-being through partnerships between civil society and government agencies, thereby promoting employment". Its core objective is to stimulate the growth of related industries and employment through government wage subsidies. The program is categorized into economic and social plans, with the former emphasizing industrial development and giving priority to involuntary unemployed and middle-aged and elderly unemployed individuals. The latter is focused on social welfare and extends assistance exclusively to vulnerable groups, as outlined in subparagraph 1 of Article 24 of the Employment Service Act. The program beneficiaries are proposed civil society organizations or government agencies, while the recipients are limited to involuntarily unemployed individuals and those specified in subparagraph 1 of Article 24 of the *Employment Service Act*. The subsidies provided under this program include:

- (1) Employment expenses: This includes employee working allowances³⁴, project manager compensation, and the employer's portion of labor insurance premiums, occupational disaster insurance premiums, and national health insurance premiums.
- (2) Other expenses: This category includes costs related to personnel training, supervision, stationery, communication, administrative overtime, travel expenses, accident insurance, planning-related activities, marketing, equipment rental, service fees, miscellaneous expenses, and more.
- (3) Staff retention incentive: According to the key criteria established for staff retention incentives within the multi-employment development program, incentive funds will be disbursed.

3. Policies of other countries

3.1 Japan-Zero Caregiving Dismissal and Women Advancement Promotion Law

A. Zero caregiving dismissal

As Japanese society ages and the number of children decreases, the demand for long-term care is on the rise. According to the statistics from the Statistics Bureau of the Ministry of Internal Affairs and Communications of Japan, the elderly population in Japan has reached 36.27 million, accounting for 29.1% of the total population. This not only marks a record high but also makes Japan the country with the highest proportion of elderly population in the world³⁵. Faced with this significant demand for care, employees often find themselves juggling work and family care giving responsibilities. In many cases, they even leave their jobs due to caregiving obligations for family members. Statistics show that over 100,000 workers in Japan leave their jobs every year to provide care for elderly family members, with a significant portion being middle-aged and senior executives³⁶. Besides, the burden of long-term caregiving has led to considerable psychological stress, and in recent years, there have been disturbing incidents of "caregiver killings", causing social unrest.

To prevent members of the workforce from leaving their jobs due to caregiving responsibilities, former Japanese Prime Minister Shinzo Abe proposed The New Three Arrows in 2015. The third arrow of this plan aimed to establish a caregiving-friendly environment, with the goal of achieving zero caregiving dismissals. The actual policy measures include expanding the recruitment of caregiving professionals, improving caregiver benefits, encouraging businesses to introduce measures that allow employees to balance work and caregiving, and amending the *Act on Childcare Leave/Caregiver Leave* to assist workers in balancing family caregiving and work. The following is an explanation of Japan's caregiver leave system:

Japan's family care leave is stipulated in Chapter 3 of the Act on Childcare Leave/Caregiver Leave and is divided into caregiver leave and childcare leave:

³⁴ Depending on the nature of the job and the work needs of each position, each person shall be subsidized according to the hourly basic wage announced by this part, and the monthly basic wage shall not exceed the monthly basic wage.

³⁵ 統計からみた我が国の高齢者 - 「敬老の日」にちなんで(2022/9/18). Statistics Bureau of Japan. Data Source: <https://www.stat.go.jp/data/topics/topi1320.html> (Date last viewed: 2023/1/9)

³⁶ Every year, 130,000 people lose their jobs due to caregiving for family members.... the "Caregiver Leave" dilemma goes beyond Japan, and how can we find a balance? (2018/9/18). Data Source: <https://www.storm.mg/lifestyle/501464> (Date last viewed: 2023/1/9)

(A) Caregiver leave

When a family member is injured, ill, or physically or mentally disabled and requires care lasting two weeks or more, an employee worker may, as per Article 11 of the Act on Childcare Leave/Caregiver Leave, submit a written application to the employer two weeks in advance³⁷. They can request up to 93 days of caregiver leave, which can be taken up to 3 times. Family members eligible for care include spouses, parents, children, parents of spouses, grandparents, siblings, and grandchildren. Before the April 2022 amendment, the law required applicants to have at least one year of service to be eligible, but this restriction has since been removed³⁸.

When an employee applies for caregiver leave, the employer shall not reject the application³⁹, nor shall the employer take adverse actions such as dismissal or unfavorable treatment against the employee⁴⁰. Eligible employees are entitled to receive a subsidy equal to 67% of their salary during the caregiver leave period⁴¹.

(B) Childcare leave

As with caregiver leave, when a family member becomes injured, ill, or experiences a physical or mental disability requiring care lasting two weeks or more, as per Article 16-5 of the *Act on Childcare Leave/Caregiver Leave*, the employee can apply for childcare leave. This leave allows for 5 days per year if there is one person in need of care, and 10 days per year if there are two or more people requiring care. Childcare leave can be applied for on a daily or hourly basis. When an employee submits a childcare leave request to their employer, the employer may not reject the request⁴².

The following table summarizes the relevant regulations on caregiver leave and childcare leave in Japan:

Table 2: Arrangement of the caregiver leave system in Japan

Relevant regulations	Caregiver leave	Childcare leave
Application requirement	Family members are in care status	Family members are in care status
Application method	Apply in writing 2 weeks in advance	No limit, even oral application
Application days (every year)	93 days in total	If the number of people being cared for is 1, 5 days will be given; and if the number of people is more than 2, 10 days will be given.
Number of applications	3 times	Unlimited
Allowance and subsidy	67% salary allowance	No allowance or subsidy

B. Women's Advancement Promotion Law

With the purpose of providing women with employment opportunities and assisting them in fully utilizing their abilities in the workplace, Japan enacted the Women's Advancement Promotion Law in August 2015. The law aims to enhance the working and living environment for women, enabling them to smoothly balance work and family life⁴³. Through the collaboration of both the central and local governments, a program of measures has been established to encourage the active participation of women in the workforce. These measures primarily include:

³⁷ 「介護休業」を活用し、仕事と介護を両立できる体制を整えましょう。Data Source: <https://reurl.cc/gQAqmR> (Date last viewed: 2023/1/9)

³⁸ Same as Note 37

³⁹ Refer to Article 12 of *Act on Childcare Leave/Caregiver Leave*

⁴⁰ Refer to Article 16 of *Act on Childcare Leave/Caregiver Leave*

⁴¹ 介護休業給付金とは？雇用保険等の支給条件や金額の計算方法。いつもらえるかまで紹介(2022/11/24). 学研ココファン. Data Source: <https://www.cocofump.co.jp/articles/kaigo/110/> (Date last viewed: 2023/1/9)

⁴² Refer to Article 16-6 of *Act on Childcare Leave/Caregiver Leave*

⁴³ Article 2 of 女性の職業生活における活躍の推進に関する法律

(1) Organizations with less than 300 employees are required to assess the proportion of female employees, the gender-based differences in seniority, working hours, and the representation of women in management positions. They should formulate action plans, analyze and quantify this data, and make it publicly available.

(2) The government will take necessary measures, such as providing vocational guidance, facilitating employment opportunities, offering vocational training, and supporting women in starting their own businesses, to promote the active participation of women in the workforce.

3.2 South Korea-Act on Promotion of Economic Activities of Career-Interrupted Women

In 2008, South Korea passed the Act on Promotion of Economic Activities of Career-Interrupted Women, with its primary focus being career-interrupted women. These women are defined as those who have ceased their economic activities due to reasons such as pregnancy, childbirth, child-rearing, caring for a family member, or a similar reason. It also encompasses women who have never been economically active but aspire to join the workforce⁴⁴. This Act mandates that both national and local governments formulate policies to promote the employment of women who have taken career breaks. When formulating these policies, consideration should be given to women's life cycles and childbirth experiences, with an emphasis on creating a working environment conducive to women's employment⁴⁵. Additionally, regular surveys on the actual employment situation of women who have taken career breaks should be conducted⁴⁶, and various measures such as providing employment opportunities, vocational training, and prevention of career interruptions should be implemented to assist women in reentering the workforce.

Furthermore, the Act establishes support for women who have left work, providing comprehensive counseling, information, employment, and welfare support services, as outlined in Article 13 of the Act. Currently, there are 159 support centers for women who have taken career breaks in South Korea⁴⁷. These centers offer a range of services, including those listed in Table 3:

Table 3: Services provided by Saeil Center (Career Development Center for Career-Interrupted Women)

Items	Description
Vocational Education and Training	Vocational education and training for high-demand positions These include training to improve work attitude and adaptability, improving job search skills such as resume writing and mock interviews.
Work counseling	Vocational training and employment placement should be combined, and basic employment education should be provided in the form of small classes to stimulate the work enthusiasm and job-hunting ability of women with career interruption. If women had a job before taking a career break, they can get career counseling based on their previous occupation so that they can quickly reenter the workforce.
Post-employment follow-up	Support the creation of a good working environment for women.
Job interruption prevention	1. Carry out career interruption prevention counseling, psychological counseling, and grievance counseling. 2. Support the company to improve the facility environment. 3. Promote a social consensus on women's continued work and work-life balance. 4. Organize events and seminars to raise awareness on the prevention of career interruption for women.
Linkage of employment and entrepreneurship	Internship support, employment referral services

⁴⁴ ACT ON PROMOTION OF ECONOMIC ACTIVITIES OF CAREER-INTERRUPTED WOMEN Article 2

⁴⁵ ACT ON PROMOTION OF ECONOMIC ACTIVITIES OF CAREER-INTERRUPTED WOMEN Article 3

⁴⁶ ACT ON PROMOTION OF ECONOMIC ACTIVITIES OF CAREER-INTERRUPTED WOMEN Article 7

⁴⁷ 새일센터주요사업내용. Data Source: <https://saeil.mogef.go.kr/hom/info/info.do>. (Date last viewed: 2023/01/9)

Among them, the most notable aspect is the internship support. Saeil Center (Career Development Center for Career-Interrupted Women) offers unemployed women with career interruptions, registered with the center, the opportunity to engage in internships. The internship duration totals 3 months and requires a commitment of more than 35 hours per week on a full-time basis. For internships exceeding 35 hours per week, the internship company will receive a total internship subsidy of 800,000 KRW. Upon successful transition to a full-time employee of the company and working for more than six months after the internship, the interns will receive a reward of 600,000 KRW. Additionally, companies that hire an intern as a full-time employee for more than six months following the internship will receive 800,000 KRW⁴⁸.

With the Saeil Center offering career development counseling, mentoring programs, and other measures to help women who have reentered the workforce maintain their employment, the proportion of women experiencing career interruption reached 17.6 percent in 2020, which is 4.4 percent lower than in 2015. In 2019, the Ministry of Gender Equality and Family expanded its Job Interruption Prevention Program. This program ensures that women with career interruptions can find jobs in a stable environment and provides job training subsidies ranging from 300,000 KRW to 900,000 KRW per month for vulnerable groups. Women in the lowest income bracket will receive a monthly stipend of one million won for up to three months, along with training subsidies for job hunting.⁴⁹

3.3 Sweden - Parental Leave policy

Sweden has long been regarded as a model in the welfare state, with many of its social welfare policies serving as references for various countries. When it comes to maternal protection policies aimed at safeguarding women's employment, Sweden has been at the forefront, offering public childcare institutions and child-rearing systems. The design of Sweden's parental leave system, in particular, has become a model for other countries.

In 1974, Sweden officially replaced mother's leave with parental leave, providing 180 days of parental leave with a 90% salary subsidy for parents until their child turns 8 years old (Tang and Yang, 2006). This change not only introduced a gender-neutral term but also encouraged fathers to take an active role in childcare. Through subsidies, the goal was to ensure financial security for parents caring for their children at home. Sweden was also the first country to legislate parental leave.

In 1995, Sweden introduced the concept of the parent/mother month, extending parental leave to a total of 450 days. Each parent was given an exclusive 30-day parental leave with a 90% salary subsidy. The remaining 300 days were shared, with an 80% salary subsidy. The final 90 days received the lowest rate of subsidy (Wu, 2014). This policy specifically allocated a portion of parental leave to fathers, making it non-transferable to mothers. The aim was to encourage shared responsibility for childcare through the introduction of Daddy Month. Sweden was the pioneer in proposing limitations on parental leave allocation to fathers.

In 2016, the law was amended to officially extend exclusive parental leave for fathers to 90 days. The current parental leave system in Sweden can be summarized as follows: Before the child reaches 8 years of age, there is a total of 480 days of parental leave available, with each parent entitled to 240 days. During the first 195 days of each 240-day parental leave, there is an 80% salary subsidy. The remaining 45 days per child has a minimum subsidy rate of 60 kronor, equivalent to about NT \$240 (Lin and Li, 2015). Additionally, if one parent is the primary earner, 150 days of exclusive parental leave can be transferred to the other parent, while the remaining 90 days remain non-transferable and can be considered waived.

This design of this policy, which keeps the 90-day parental leave non-transferable, aims to prevent situations where women with lower salary levels are more likely to take parental leave because men generally have higher incomes. Below is a table outlining the current parental leave system in Sweden:

⁴⁸새일여성인턴소개. Data Source: <https://saeil.mogef.go.kr/hom/jobOffer/jobOfferInternIntro.do>. (Date last viewed: 2023/1/9)

⁴⁹ Ministry of Gender Equality and Family to Expand its Career Interruption Prevention Program(2019/2/25). Data Source: http://www.mogef.go.kr/eng/pr/eng_pr_s10.do?mid=eng001&bbsSn=706204. (Date last viewed: 2023/1/9)

Table 4: Swedish parental leave arrangement

Parental leave program	Father/Mother	Total
Parental leave (80% salary supplement)	195 days	390 days
Parental leave (60 krona)	45 days	90 days
Transferable parental leave	150 days	300 days
Non-transferable parental leave	90 days	180 days

4. Conclusions and Suggestions

4.1 Comparison of Taiwan's policies with those of other countries

A. Comparison of family care leave in Taiwan and childcare leave/caregiver leave in Japan

In Taiwan, family care leave is governed by the *Act of Gender Equality in Employment*, which stipulates that family members can only take family care leave when they need to provide care due to vaccination, serious illness, or other serious accidents. Family care leave is counted as part of personal leave, and employees can take up to 7 days a year without pay. In contrast, Japan's family care leave is outlined in the *Act on Childcare Leave/Caregiver Leave*. In Japan, family care leave is available when a family member is injured, ill, or physically or mentally disabled and requires care lasting 2 weeks or more. Individuals can take a total of 93 days of family care leave, which can be divided into three separate periods. Eligible individuals can receive a 67% salary subsidy during their family care leave. The table below summarizes the differences between the provisions of family care leave in Taiwan and Japan:

Table 5: Comparison of family care leave in Taiwan and Japan

Relevant Regulations	Taiwan	Japan
Source of law	Act of Gender Equality in Employment	Act on Childcare Leave/Caregiver Leave
Application requirement	Family members should take care of themselves if they are vaccinated, or suffer from serious illness or other serious accidents.	An injury, illness, or physical or mental disability of a family member requires care lasting 2 weeks or more.
Application method	When necessary, the employer may request relevant supporting documents.	Apply in writing 2 weeks in advance.
Days	7 days/year	93 days/year, up to 3 times
Salary allowance	/	Eligible for a 67% salary subsidy

Data Source: organized by the study itself

B. Comparison of parental leave systems in Taiwan and Sweden

Parental leave regulations in Taiwan are governed by the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave for Raising Children. Employees who have been working for 6 months can apply for unpaid leave before the child reaches the age of 3, with a maximum application period of 2 years until the child turns 3. In addition, under the current legislation, they can receive a monthly allowance equivalent to 80% of the average monthly insured salary. In contrast, Sweden's parental leave system allows parents to apply for a total of 480 days of parental leave before the child reaches 8 years old, with each parent entitled to 240 days. During the first 195 days of each 240-day parental leave, there is an 80% salary subsidy, while the remaining 45 days are subject to the lowest subsidy rate. Moreover, if one parent is the primary earner, 150 days of exclusive parental leave can be transferred to the other parent. However, the remaining 90 days cannot be transferred, and if they are not claimed, they are considered waived. The table below illustrates the differences in parental leave regulations between Taiwan and Sweden:

Table 6: Comparison of parental leave between Taiwan and Sweden

Relevant Regulations	Taiwan	Sweden
Applicable to	Parents can apply	
Age limit for children	3 years old	8 years old
Amount of parental leave (total for both parents)	2 years (about 730 days)	480 days
Number of subsidized days (total for both parents)	360 days	390 days
Total paid	80% salary subsidy	80% salary subsidy for the first 390 days and 60 krona (about NT \$240) per day for the remaining 90 days
Father/mother exclusive leave	/	Yes
Transfer system	/	Yes

Data Source: organized by the study itself

4.2 Policy recommendations

A. Improve the part-time working system

When it comes to balancing family and work, women should be encouraged to work part-time hours with shorter and more flexible working hours, especially when compared to men. This approach can help prevent women from leaving the job market due to a lack of suitable employment options. In Taiwan, only 4.07% of the labor force consists of part-time workers, which significantly lags behind countries like Japan (39.1%), South Korea (20.8%) and the Netherlands (56.9%)⁵⁰. It's true that part-time work can sometimes result in fewer benefits, less favorable employment conditions, and limited opportunities for promotion. National policies in Taiwan have not strongly encouraged part-time work, as it might lead to less stable employment patterns. However, there are substantial differences in employee benefits between part-time workers and full-time workers in Taiwan, including aspects such as year-end bonuses, employee travel, education, and training. Therefore, policies should be implemented to protect and enhance the welfare and working conditions of part-time workers, reduce employment discrimination based on working hours, establish an equal employment environment, and enhance the overall stability of this employment type. Only then can the motivation of certain workers in Taiwan be increased, and women can be assisted in balancing family and work to prevent them from leaving the job market, which would otherwise lead to a decline in female labor force participation in Taiwan.

B. Advocate for maintaining employment while providing care

Throughout their careers, Taiwanese women often face challenges such as marriage, childbirth, or family care responsibilities, resulting in intermittent employment. According to statistics from the Ministry of Labor (MOL), more than 130,000 people leave their jobs due to caregiving responsibilities every year in Taiwan. Moreover, Taiwan is grappling with an aging population, declining birth rates, and a shortage of long-term care resources and manpower. To address these issues, Taiwan should consider adopting policies similar to Japan, which focus on the goal of minimizing care-related turnover. This includes limiting the number of family members for whom employees need to provide care, providing a designated amount of care leave each year, and offering subsidies to ensure the financial security of caregivers during their caregiving periods. These measures can help prevent employment interruptions for women who are the primary caregivers for their families.

Secondly, Taiwan should work towards establishing a comprehensive long-term system, attracting caregiving talent through salary subsidies, improving working conditions, and enhancing the overall quality of elderly care. This is particularly important as Taiwan's society rapidly ages, with an ultra-elderly population expected by 2025. Developing and strengthening the long-term care sector will help alleviate the caregiving burden on the working population and ensure better care for the elders.

⁵⁰Refer to *Survey on the Employment Situation of Part-time Workers in 2020*

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Labor Statistics Website, Ministry of Labor

Appendix:

Table 1. Neologisms

Neologism	TV company	TV program
Inspiration	Ajara TV	Projection
Industry	Ajara TV	Projection
Regularly	Imedi	Chronicle
Potential	Imedi	Chronicle
Unprecedented	Imedi	Chronicle
Infrastructure	Imedi	Chronicle
Portal	Imedi	Chronicle
Speaker	Imedi	Chronicle
Destruction	Imedi	Chronicle
Mediator	Imedi	Chronicle
Authorization	POSTV	Daily news
Boom	POSTV	Daily news
Imbalance	POSTV	Daily news
Trendy	POSTV	Daily news
Coordinator	POSTV	Daily news
Audience	Imedi	Chronicle
Progress	Imedi	Chronicle
Amnesty	Imedi	Chronicle
Visit	Imedi	Chronicle
Tender	Imedi	Chronicle

Statistical	First Channel	Moambe
Crew	First Channel	Moambe
Brigade	First Channel	Moambe
Mobilization	First Channel	Moambe
Immunization	First Channel	Moambe
Position	First Channel	Moambe
Veto	First Channel	Moambe
Argument	First Channel	Moambe
Sanction	First Channel	Moambe
Initiation	First Channel	Moambe
Realization	First Channel	Moambe
Cyber attack	First Channel	Moambe
Online mode	Ajara TV	Newscast
Tendency	Ajara TV	Newscast
Alternative	Ajara TV	Newscast
Rehabilitation	Ajara TV	Newscast
Dilettante	Ajara TV	Newscast
Profitable	Ajara TV	Newscast
Virtual	First Channel	The Voice
Internet link	First Channel	The Voice
Remotely	First Channel	The Voice
Favorite	First Channel	The Voice
Dynamics	Ajara TV	Projection
Chance	Ajara TV	Projection
Definition	Ajara TV	Projection
Interaction	Ajara TV	Projection
Discussion	Mtavari Channel	Guest of the day
Performance	Mtavari Channel	Guest of the day
Sanction	Mtavari Channel	Guest of the day
Investment	POSTV	Newscast

Table 2. Barbarism

Barbarism	Television	TV program
Prosta	Formula	Men
Arka	Formula	Men
Kumiri	Formula	The Night Show
Perashki	Formula	The Night Show
Klechati	Formula	Men
Tavari	Formula	Men
Skladka	Formula	Men
Skechi	Formula	The Night Show
Plakati	Formula	Men
Koika	POSTV	The Night Show
Krani	POSTV	The Night Show

Dagoogle	First Channel	Men
Yes	First Channel	Men

Table 3. Jargon

Jargon	Television	TV Program
sucks (arouses unpleasant feeling, spoils the mood, Bregadze, 2005: 125)	Formula	Men
To have a thing for something	First Channel	Men
Picked up her (definition: seduced, Bregadze, 2005: 143)	First Channel	Men
Hits on (definition: tries to obtain consent; seduces, Bregadze, 2005: 9)	Formula	Men
Dope (definition: very good, excellent, Bregadze, 2005: 44)	Formula	The Night Show
Fired questions at someone	Formula	Men
Gave a pot belly (implies she/he showed belly	First Channel	Men
Google it	First Channel	Men
Bullshit (definition: lie, bluff; story, Bregadze, 2005: 109)	Formula	The Night Show

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