

**Breaking Stereotypes, Flourishing Professionalism –
Observing the Career Breakthroughs of Female
Migrant Workers through the Spirit of CEDAW**



Taichung City Government Labor Bureau





CONTENTS

- 1 **Current Situation and Problem Awareness**
 - 2 **CEDAW**
 - 3 **Challenge for Female Migrant Workers and Gender Stereotypes**
 - 4 **Migrant Worker Support Resources**
- 



Current Situation and Problem Awareness

The Current Situation of Foreign Migrant Workers in Taiwan

Common Gender Stereotypes





Current Situation of Foreign Workers in Taiwan

- According to statistics from the Ministry of Labor, as of May 2025, the number of foreign workers recruited nationwide is about 735,000 people, female workers account for nearly 50%, of which nearly 60% of female workers do social welfare work such as in-home caretakers, housemaids, and institutional caretakers.

Gender Statistics of Migrant Workers Employed in Industries and Social Welfare in May 2025			
Project	Hired Migrant Workers	Industrial Migrant Workers	Social Welfare Migrant Workers
Total	735,798	518,905	216,893
Male	375,786	374,129	1,657
Female	360,012	144,776	215,236

Source: Statistics Website from Ministry of Labor

Common gender stereotypes



Gender roles :

The behaviors and social responsibilities that society and culture assign to each gender

- ◆ **Men:** must be strong, work to earn money, and do not show emotions
- ◆ **Women:** must be gentle, take care of the family, and do not interfere in decisions

Men = technical workers/managerial positions

Women = caregivers



Why are female migrant workers only found in “caregivers”?
Can they develop expertise in other industry areas?



CEDAW

Convention on the Elimination of All Forms of Discrimination against Women



Brief about CEDAW



✓ CEDAW:

Convention on the Elimination of All Forms of Discrimination against Women

✓ Adoption date:

Adopted by the United Nations in 1979 and effective in 1981

✓ Goal:

Eliminate discrimination against women, ensure women's equality in all fields

Three core concepts of CEDAW



Non-Discrimination

- All people should have equal rights regardless of gender

Substantive Equality

- Not only equality in form, but also equality in opportunity and actual results.

State Obligation

- The government should actively legislate, enforce laws, educate, and reform institutions to eliminate discrimination.



An Introduction to Key Provisions of CEDAW

Article 1: Definition of Discrimination

- Treating differently, ostracizing or restricting women from receiving equal treatment and benefits on the basis of gender is discrimination.

Article 5: Breaking Gender Stereotypes

- Promoting the elimination of cultural stereotypes based on the notion that "women have to stay submissive and men has to be dominant ".

Article 11: Right to work

- Men and women should have equal job opportunities, equal pay for equal work and job security

CEDAW General Recommendation 26



Focus on the rights and protections of female foreign workers, ensuring they enjoy the same rights as local workers in employment, housing, health and safety, and preventing discrimination and exploitation based on gender.

Key points

➤ **Overlapping discrimination between gender and foreign worker status**

Female foreign workers, due to their gender and foreign status, often face multiple types of overlapping discrimination, especially in terms of labor protection, law, health care and personal safety.

➤ **Protecting legal status and work rights**

Foreign workers should not be deprived of basic rights to equal working conditions, reasonable wages, leave, occupational safety, etc. just because of their status as foreign workers.

CEDAW General Recommendation 26



Key points

➤ Preventing gender-based violence and sexual exploitation

Establish complaint mechanisms and legal aid services to prevent and handle sexual violence and harassment against female migrant workers.

➤ Promoting access to information and education

Provides information on the rights of female migrant workers in understandable languages, including labor laws, health insurance, personal safety resources, etc.

➤ Family care responsibilities and the perception of social prejudice

Female migrant workers face low wages and social discredit due to their caregiving duties (such as domestic workers).



CEDAW and Women Migrant Workers

Article 5: Breaking Gender Stereotypes

- Many female migrant workers are engaged in "feminine" jobs (such as caregiving and housework) and their professional or social value is underestimated. They are also expected to play a “submissive and obedient” role due to gender role expectations.

Article 11: Equal rights in employment

- Female migrant workers should enjoy the same working rights, equal pay for equal work, and job security as male migrant workers.

CEDAW General Recommendation 26

- Equality in employment, non-discrimination, protection from violence, health care, the right to know, the right to seek help.



3

Challenge for Female Migrant Workers and Gender Stereotypes

Gender Stereotypes

Sharing Real Stories



Gender Stereotypes



Gender division of labor for migrant workers in the labor market

Level	Female migrant workers	Male migrant workers
Labor protection	Poor (most are not covered by the Labor Standard Act)	Relatively good
Salary	Low	Relatively high
Workplace fatality risk	High emotional and psychological pressure	High risk of work-related injuries
Career flexibility	Lack of opportunities for change and promotion	Allowed to change industries sometimes
Social roles	Home assistant	Basic labor resources

Gender Stereotypes



Society's common perception of female migrant workers

- In-home caretakers, housemaids, and institutional caretakers
- Expanding gender roles, not judging based on professional ability or skills, reinforcing women's traditional working role.

Informal labor within the family

**Difficulty in promotion, low value of work
and undervalued technical competence**

Sharing Real Stories



Her Story : Cross-Border Women's Strength - Breaking Gender Stereotypes

ELSA is a migrant worker from Indonesia. To support her family, she has been working in the plastic manufacturing industry in Taiwan for over three years.

In the beginning, it took her more than two months to gradually get used to the work due to language barriers and cultural differences. Although she had to change jobs, she quickly adapted to the challenges through experience and hard work.

Her most comforting moments after work come from a simple phone call with her family. A simple greeting has become her greatest source of strength while living in a foreign land.

Sharing Real Stories



Her Story : Cross-Border Women's Strength - Breaking Gender Stereotypes

ELSA's story is a reflection of countless female migrant workers. They take on multiple roles both in families and workplaces. Behind their quiet dedication lies a reminder to us all: regardless of gender or nationality, everyone deserves equal opportunities in society.

Listen to the migrant worker's interview

Please scan the QR code➡



Breaking gender stereotypes

- **Everyone can choose their own role in life.**
- **Female foreign workers should not be limited to certain roles.**
- **Respect diversity, support each other equally, together promote gender friendliness and diversity in the working environment.**





4

Migrant Worker Support Resources



Migrant Worker Support Resources



- **Hotline for those experiencing gender discrimination or sexual harassment**
 - **1955** Migrant Worker Consultation and Complaint Hotline
 - **113** Protection Line
- **Chinese Learning**

Chinese Classes for Migrant Workers at Taichung City Government Labor Bureau

Taichung City Government Labor Bureau
04-22289111 ext. 35500



CEDAW

**Eliminate gender discrimination
and move towards gender equality**

CEDAW is a “legal document that protects women”. Through the implementation of CEDAW, we hope that foreign female workers will enjoy respect at work, bodily autonomy and equal opportunities, and join hands to create a friendly, safe and equal working and living environment.



THE END 😊



Taichung City Government Labor Bureau