

# **Breaking Stereotypes, Flourishing Professionalism –**

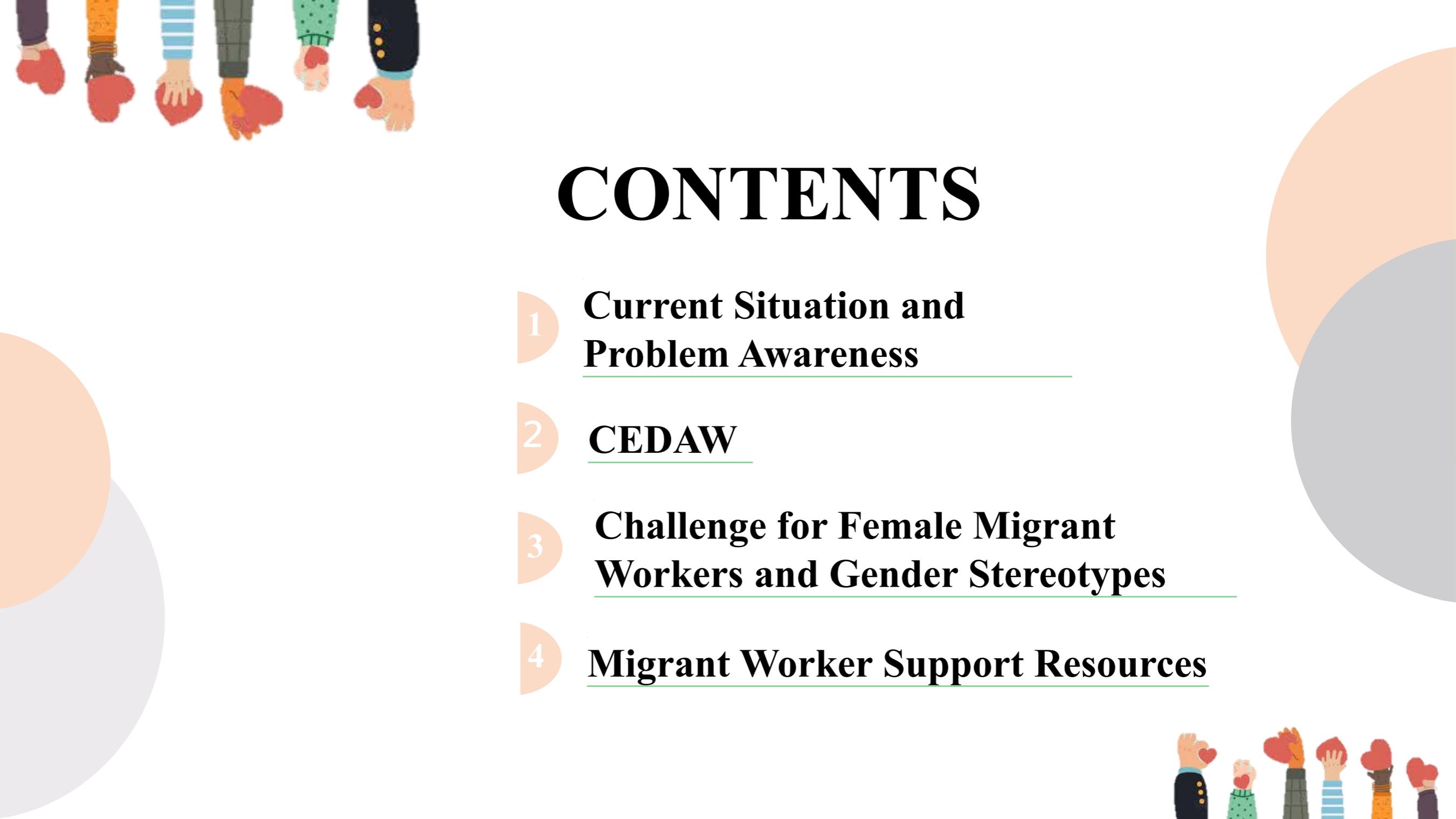
## **Observing the Career Breakthroughs of Female**

## **Migrant Workers through the Spirit of CEDAW**



**Taichung City Government Labor Bureau**





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# 1

## 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 October 2025, the number of foreign workers recruited nationwide is about 761,700 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.

- There are 538,534 industrial migrant workers (72% male and 28% female), and 233,209 social welfare migrant workers (0.77% male and 99.23% female).
- The male-to-female ratio among industrial migrant workers is approximately 3:1, while among social welfare migrant workers it is approximately 130:1.

Gender Statistics of Migrant Workers Employed in Industries and Social Welfare in October 2025

Item	Hired Migrant Workers	Industrial Migrant Workers	Social Welfare Migrant Workers
Total	761,743	538,534	223,209
Male	388,317	386,608	1,709
Female	373,426	151,926	221,500

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?



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# 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.



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## Challenge for Female Migrant Workers and Gender Stereotypes

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**Gender Stereotypes**

**Sharing Real Stories**



# Gender Stereotypes



## Gender division of labor for migrant workers in the labor market

Level	Social Welfare (Mostly Female Migrant Workers)	Industrial (Mostly Male Migrant Workers)
<b>Labor protection</b>	Not covered by the Labor Standards Act; working hours, leave, and other labor conditions are not protected.	Covered by the Labor Standards Act; working hours, leave, and other labor conditions are protected.
<b>Salary</b>	Under the Ministry of Labor's "Household Migrant Worker Wage Adjustment Plan," the minimum monthly salary is NT\$20,000	Under the Labor Standards Act, the minimum monthly salary in 2025 is NT\$28,590.
<b>Workplace fatality risk</b>	High caregiving pressure, long working hours, and a closed working environment result in significant emotional and psychological stress.	High-risk tasks, heavy physical demands, and poor working conditions.
<b>Social roles</b>	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.**





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## 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, the Convention on the Elimination of All Forms of Discrimination against Women, aims to ensure that through the implementation of CEDAW, female migrant workers can enjoy dignity at work, personal safety, and equal opportunities, thereby creating a friendly, safe, and equal working and living environment together.





# THE END



**Taichung City Government Labor Bureau**

