



# Generating changes from within:

Regulations Governing the Protection of  
Women's Rights in Taipei

Yenlin Ku 2011/10/25



# Questions

- Is it possible to change an institution while administering it?
- Is it possible to mobilize women inside the government for feminist goals?
- Would there be any bureaucratic solution to the problems of gender inequality?
- How can feminist ideals be translated into practice?
- How can civil servants be transformed into agents of change?



# Legislative reform by 2000

Eugenic Protection Law 1984

Child and Juvenile Sexual Transaction Prevention  
Act 1985

Family Law 1985...

Civil Service Special Examination for Diplomatic  
and Consular Personnel 1996

Sexual Assault Prevention Law 1997

Domestic Violence Prevention Act 1998

Assistance for Women in Special Circumstances  
2000



# Still pending on

- Gender Equality in Employment Bill
- Gender Equality in Education Bill



# Taipei City Government by 2000

Commission for the Promotion of Women's  
Rights

Employment Discrimination Evaluation  
Committee

Sexual Harassment Arbitration Committee

Commission for Gender Equality in  
Education

Women's Health Promotion Committee



# Barriers to be crossed

- Ideological challenges
  - privileges for women?
  - at every stage
- Jurisdiction
  - new items of work
  - not my responsibility
- Definition of words
  - “woman” 婦女 → 女性



# Regulations Governing the Protection of Women's Rights in Taipei 2002

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- General Provisions
- Protection of Women's General Rights
  - Safe public space
  - Employment
  - Education and training
  - Health
  - Social, political and cultural participation
- Protection of Women in Special Circumstances (stressed women)
- Supplementary Provisions
- Annual report → semiannual report



# Affirmative Action

- “... promotion priority must be given to female staff with equal abilities and performances as their male counterparts.”
- To consider
- Is advised to
- 本府所屬各機關遇有主管職務出缺時應就相同績優人員中之女性優先予以陞任。
- 本府所屬各機關遇有主管職務出缺時宜考量就相同績優人員中之女性優先予以陞任。”





2004

- Women officials in Taipei 43.6%
- In management positions 47.16%
- promotion
- Highest rank management posts 40%
- Second 41.8%
- Lowest 83%



# 2011

- Women officials in Taipei 55.8%
- 2005 57%
- In management positions 49%
- 2005 44.4%
  
- promotion
- Highest rank management posts 21%
- Second 35%
- Lowest 33%



# Regarding women's health care

- Promotion of women's health
- Rights for health information
- Participation in the formulation of policies
- Women-friendly medical care environment
  
- Modify the trend of over-emphasis on medication



# ¼ gender ratio

- 2003 42%
  - 2004 76%
  - 2011 98%
  - exception: Water management, Religious affairs
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- Special efforts made to recruit men into the units created for women
  - Female candidates left out



## Women in special circumstances

- More lenient than the national standard
- New immigrant women
- Ex-sex-workers
  
- Autonomy of social workers
  
- Families in special circumstances 2009