Women and the Economy Indicators

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1. INTRODUCTION

 In recent years, women’s economic participation has been considered a potential engine for growth and hence the pledge for the need of assisting women to engage themselves in economic activities and to removing barriers that have been stopping them from doing so has been widely seen.

 The primary purpose of this study is to survey indicators that are related to the general concept of women and the economy. This is because indicators, if properly constructed, have the power of revealing a general picture of how things are and how they have developed over time. In addition they are able to serve as benchmarks against which situations can be evaluated and improved. This rather broad concept covers a wide range of issues, concerning not only women as supplier and consumers in an economic system[[1]](#footnote-1), but also the roles women play in social and cultural contexts. Given such complexity, mapping the issues of primary interest to policy makers is the first step to take in order to comprehend this concept in a systematic approach. This is then followed by inventorying related indicators.

 Section 2 details the method this study adopts so as to inventory indicators related to ‘Women and the Economy’. Section 3 exhibits the outcomes of this study and section 4 summarizes the findings.

1. RESEARCH METHOD

 The subject of ‘Women and the Economy’ concerns a variety of issues and this study proposes to focus the attention to those of particular interest to policy makers. To identify them requires careful review of two major documents. One is the San Francisco Declaration which was endorsed by senior officials in the 2011 APEC Women and the Economy Summit and the other is the Gender Equality Policy Guidelines which has taken effect in the same year.

 The San Francisco Declaration reinforces the necessity of ensuring a nurturing environment to promote women’s economic participation, especially women entrepreneurs. Compared to the Declaration, the Gender Equality Policy Guidelines, by directing the future course of pursuing gender equality, aims to facilitate the formation of public policies in order to promote gender equality in the long term where, in the same time, much weight has been given to the equality of economic participation.

 The second step is to inventory indicators that are related to the issues previously identified. This study sets off by mining the archives of international databanks and international surveys whose information is available in English. This involves reviewing the definitions of these indicators, as well as the information and the methods with which these indicators are constructed. Furthermore, this study intends to discover if these indicators can inform policy makers any of the following information associated with a given issue of concern. First of all, it is essential for policy makers to gauge the status quo. Moreover, this study is interested in indicators that lead one to spot the barriers or obstacles that have been stopping things from progressing. Eventually, implications of how to advance women’s economic performance are ones that this study is seeking for.

1. RESULTS
	1. Issues of concern

 Positing that tapping women’s economic potential can be a strategy for economic growth, the Declaration reinforced the necessity of removing barriers hindering women’s full economic participation, in particular women as entrepreneurs and business owners. Four priorities are listed in the Declaration as the initial efforts of the APEC, including improving women’s access to capital and access to markets, reinforcing capacity and skills building for women and promoting women’s leadership. Based on a thorough review of the original context of the Declaration[[2]](#footnote-2), full details of the issues of concern in response to each of the four priorities are delineated in Table 3.1.

 Access to capital. Legal/regulatory systems that discriminate against women’s legal entitlement to property and assets must be removed. In addition, access to financial services is imperative for female entrepreneurs/business owners.

 Access to markets. Facilitating access to markets for women, as noted by the Declaration, requires the adoption of certain actions, e.g. the provision of technical support as well as the information of market opportunities and business networks, so as to equip women to grow their markets and to assist them to reach out to wider market opportunities. Either that women business owners lack the ability to expand their markets or that they lack opportunities for entering other markets can inhibit the growth of their businesses.

 Capacity and skills building. Continuous injection of efforts into building up women’s and girls’ capacity and skills of undertaking economic activities is viewed as essential, e.g. education, training programs and business counseling.

 Leadership. To date women still remain under-representative at the executive level in public and private sectors and it is often suggested that various barriers in the individual, cultural and institutional contexts have been preventing women from rising to leadership positions.

Table 3.1: Issues of concern in the San Francisco Declaration

| Access to capital |
| --- |
| The focus is with discriminatory legal/regulatory systems and banking practices that can inhibit women’s access to capital and assets.1. Women’s legal entitlement (referring to the status of law) to property and capital:
* inheritance
* spouse joint property ownership
* the right to ownership of moveable immoveable property
* head of household benefits for married, divorced and widowed women
1. Access to financial services for women entrepreneurs and business owners
2. The effectiveness of existing SME lending programs (including micro-lending) offered at the central government level and in the private sector
 |
| Access to markets |
| 1. Mentoring and technical assistance programs to promote women’s ability to expand their markets
2. Information on regulatory environment in APEC economies and market opportunities
3. Opportunities to obtain government and corporate contracts
4. Access to business connections and distribution channels
 |
| Capacity and skills building |
| 1. Access to and participation in education and training
2. Availability of entrepreneurial counseling and training opportunities (e.g. SME assistance programs)
3. The use of technology (internet communications or mobile technologies) to train women business owners
4. To share good business models with women in small and micro enterprises
 |
| Leadership |
| 1. Representation of women leaders in public and private sectors
2. Barriers preventing women from rising to leadership positions –
* individual mindsets (lack of positive reinforcement and peer and senior-level support)
* organizational obstacles (lack of role models and exclusion from information networks)
* institutional mindsets (e.g. women are evaluated differently from men)
* work-life balance challenges
* Gender stereotype resulting in heavier load of domestic work and care-giving done by women
 |

 Table 3.2 details the major issues addressed by the Guidelines that are regarded as relevant in this study. The disparity between women and men indicates immediately their labor participation, social functions, (economic) resources entitled. In addition, women representation still falls behind the figure for men in leadership positions in the political and commercial domain. Certain awareness is also given to women’s power of influence, when compared to men’s, in social organizations and in the family.

 While the Declaration exhibits explicit concern with the urgency of promoting women’s entrepreneurship, the Guidelines pays comprehensive attention to the issues where inequality between women and men appears prominent. For example, it is often seen that women are the primary caregivers in the family and they on average end up spending significantly more time on unpaid labor, such as childcare, household chores, than men. Having said so, it is commonly posited that when looking ahead, removing obstacles that restrain women from full economic participation is imperative to empower women and achieve gender equality in the long term.

* 1. Indicators for Women and the Economy

 The issues identified in section 2 can be rearranged into those concerning, respectively: 1) women’s entrepreneurship, 2) women’s employment, 3) women’s welfare and economic resources and 4) women’s power and influence. For instance, the issues of access to capital and assets, of access to markets and of capacity and skills development in support of business operation are relevant to women in entrepreneurship positions. The full list of indicators surveyed is shown in the appendix, including their definitions and sources of information. This study further sheds light on the implications that these indicators are able to offer.

 Tables 3.3 exhibits the details of the indicators related to women's entrepreneurship, specifically about their access to assets and capital, access to markets and the development of their capacity and skills. As far as the access to assets is concerned, an existing indicator allows one to qualitatively assess whether women have equal ownership rights to men over movable and immovable property, i.e. assets, both by law and in practice at the national level. This indicator assesses if customary practices take precedence over legislation in ways that are harmful to women, resulting in less-than-full ownership rights for women over their property.

 Several indicators are in place so as to measure the percentage of women who have access to (financial) capital, i.e. credits, and the reasons for using financial services. The Global Financial Inclusion Index survey focuses on individuals' access to formal financial services/products, whilst the World Bank Enterprise Surveys look specifically into enterprises' experience of using financial services. These corresponding statistics, if available, can reveal the degree of women’s access to financial capital at various points in time and can compare it across several countries. By contrast, an indicator is available that measures the difficulty for enterprises in accessing capital - either land as physical capital or finance as financial capital. The associated statistics are available over time and across different countries. Finally, the indicator for the availability of the outreach programs that target the provision of financial services to women points out the availability of policy instruments in enhancing women's access to capital.

 Three indicators are identified for the category concerning women's access to markets. Custom and trade regulations[[3]](#footnote-3) can be a critical obstacle that enterprises face when doing business with foreign counterparts. Transportation networks play an essential role in facilitating enterprises’ connectivity to upstream suppliers or downstream customers via road, rail, ship or aviation. For female-owned enterprises that consider transport the biggest obstacle, their access to markets and market expansion can be impeded as a result. Mobile phones, a type of Information and Communication Technology (ICT), are thought to be capable of increasing enterprises’ access to information, business connections and eventually markets. Enterprises based in a country where there is a high penetration rate of mobile phone users can enjoy the opportunity that ICT offers - easier access to business connections and customers. For example, mobile phone technologies have been adopted to assist women to expand business networks in India (ICRW, 2012).

 Capacity and skills building reiterates the provision of easily accessible training and counseling to women, especially those can be applied on managing business. Two indicators are selected in that they measure small and medium-sized business owners’ ability to use internet or mobile technology on business operation.

Table 3.2: Indicators related to women in entrepreneurship

|  |  |
| --- | --- |
|  Important issues |  Indicator(s) |
| ACCESS TO ASSETS AND CAPITAL |
| [S,C] Women’s legal entitlement (referring to the status of law) to property and capital, including:* inheritance,
* spouse joint property ownership
* the right to ownership of moveable and immoveable property
* head of household benefits for married, divorced and widowed women
 | * Property ownership right (If men and women have equal ownership rights over movable and immovable property both by law and in practice)
 |
| [S,C] Access to financial services for (women) entrepreneurs and business owners | Four related indicators from the Global Financial Inclusion Index:* + The ownership and the use of bank account
	+ The access to financial services and the reason for having no access
	+ Knowledge of credit/loans and the purposes of taking out loans
	+ Use of financial services, such as saving, borrowing, insurance, etc.

Two indicators from the World Bank Enterprise Surveys:* + SMEs’ with an account at a formal financial institution, by the gender of owners/top managers
	+ SMEs’ with an outstanding loan or line of credit, by the gender of owners/top managers
* Percentage of SMEs – female or male owned or with female or male as a top manager - that consider “access to finance” or “access to land” as the biggest obstacle of the established enterprises
 |
| [S,C] SME lending programs (including micro-lending) offered at the central government level and in the private sector | * Availability of outreach programs to women that target the provision of financial services – account, credit and financial knowledge - through either government initiatives or private lenders (formal financial sectors only)
 |
| ACCESS TO MARKETS |
| [S,C] Mentoring and technical assistance programs to promote women’s ability to expand their markets |  |
| [S] Information on regulatory environment in APEC economies and market opportunities | * Percentage of SMEs – female or male owned or with female or male as a top manager - that consider “Customs and trade regulations” the biggest obstacle of the established enterprises
 |
| [S] Opportunities to obtain government and corporate contracts |  |
| [S,C] Access to business connections and distribution channels | * Mobile cellar phone female/male subscribers (a proxy for the access to market, technological take-up and connectivity)
* Percentage of SMEs – female or male owned or with female or male as a top manager - that consider “Transport” as the biggest obstacle of the established enterprises
 |
| CAPACITY AND SKILLS BUILDING |
| [S,C] Availability of entrepreneurial counseling and training opportunities (e.g. SME assistance programs) | * Existence of government or non-government programs offering small – and medium – enterprise (SME) support/development training
 |
| [S,C] Business owners’ use of technology (internet or mobile technology); the use of technology to train women entrepreneurs | * Percentage of SMEs – female or male owned or with female or male as a top manager – having its own website
* Percentage of SMEs – female or male owned or with female or male as a top manager – using e-mail to communicate with clients/suppliers
 |

 Indicators associated with women’s labor participation, their earned income/wage and their employment-related capacity and skills building are considered in the category of women’s employment and are shown in Table 3.4. A variety of indicators have been in place that characterize women’s labor/economic participation, as well as the differences when compared to men’s. Such differences are subject to the sectors, the types of activities and the types of employment (formal v.s. informal) that women and men work in. For instance, it is noted that there are on average more women in informal economy[[4]](#footnote-4) than men and unfortunately, informal employment often means poor employment conditions. 3 indicators have already been developed to reveal the levels of vocational discrimination against women in terms of legitimate conditions and actual practices, in different countries in the world. The issue of unpaid labor concerns the amount of time that women and men spend at home or outside of home on producing goods and service yet unremunerated.

 When looking at women’s weight in an economy, it is foremost to have an idea of how much women contribute to the economy’s economic output. The statistics of the gross domestic production (GDP) per female capita are available and as an indicator, it defines women’s power over economic resources and their standard of living. When further comparing women’s earned income to men’s for similar work, one obtains the implication on wage equality or gender pay gap. Two existing indicators have been constructed to assess the policy environment for equal remuneration, one concerning the alignment of national policy to international equal-pay convention and the other for the progress of enforcing the provisions of the equal-pay convention.

 Education and training help women enhance their ability to work. Two indicators - female adult literacy rate and female gross (school) enrollment ratio - are identified in this study as proxies for the quality of female human capital.

Table 3.3: Indicators related to women in employment

|  |  |
| --- | --- |
|  Issues of concern |  Indicator(s) |
| LABOR PARTICIPATION |
| [C] Labor Participant  | * Female labor force participation
* Agricultural employment, by gender
* Non-agricultural employment, by gender, by types of activities
 |
| [C] 非典型工作參與 (informal employment) | * Ratio of the number of persons in informal employment over the number of persons in non-agricultural employment, by gender
* Ratio of the number of persons in informal employment outside the informal sector over the number of persons in non-agricultural, by gender
 |
| [C] 非正式部門就業 (employment in informal sector) | * Ratio of the number of persons in employment in informal sector over the number of persons in non-agricultural employment, by gender
* Ratio of the number of persons in formal employment in the informal sector over the number of persons in non-agricultural employment, by gender
 |
| [C] Occupational segregation | * Legal restrictions on job types for women
* Country progress in aligning national policy with the terms of the ILO Discrimination (Employment and Occupation) Convention (No 111)
* Country progress in enforcing the provisions of the ILO Discrimination (Employment and Occupation) Convention (No 111)
 |
| [S,C] Unpaid Work | * The amount of time used on unpaid work by women and men, respectively
 |
| WAGE/EARNED INCOME |
| [C] Payment | * Female Estimated Earned Income
 |
| [C] Equal Pay | * Wage equality between women and men for similar work
* Gender pay gap
* Country progress in aligning national policy with the terms of the ILO Equal Remuneration Convention (No 100)
* Country progress in enforcing the provisions of the ILO Equal Remuneration (Equal pay for equal work) Convention (No 100)
 |
| CAPACITY AND SKILLS BUILDING |
| [S,C] Access to and participation in education and training | * Female adult literacy rate
* Female Gross Enrollment Ratio (combined primary, secondary and tertiary gross enrollment ratio)
 |

 The provision of welfare and benefits to working women aims to ensure that women have equal economic opportunities to men. As summarized in Table 3.5, attention here is given mainly to the following types of welfare/benefits that concern childcare, maternity leave, tax benefits and economic security after retirement. The indicator of women’s access to childcare was developed to qualitatively assess the affordability and the quality of childcare services, as well as the role of the extended family in providing childcare within a given country. Therefore, it measures the extent of support in childcare that ordinary women can obtain in a given country. The indicator for maternity leave points out the achievement of governmental policies as it ought to serve as an instrument to encourage women to have babies and work in the same time.

 The provision of tax benefits may incentivize women to become/stay employed. Tax benefits here concern in legitimate terms the deductibility of childcare from taxable personal income and whether there exists any tax benefit specific to women.

 The fact that women have earlier pensionable age than men has the following implications. First, early retirement prevents women from getting to the highest grade in the salary scale and this can make their pension lower than men’s for the same job. This in turn can worsen the economic security of women after retirement, given that women on average outlive men. Furthermore, early retirement results in women not being promoted to senior management positions across the civil service and in turn protects career promotion opportunities for men (Sabharwal and Thien Huong, 2007). This report applies the indicator that evaluates the differential in the statutory pensionable/retirement age between men and women mainly to draw inference to the degree of economic security for women after retirement.

Table 3.4: Indicators related to women’s welfare/benefits

|  |  |
| --- | --- |
|  Important issues |  Indicator(s) of measurement |
| [C] Childcare, maternity (and paternity) leave | * Women’s access to childcare
* Coverage of maternity (and paternity) leave and provision
 |
| [C] Provision of incentives | * Are payments for childcare tax deductible?
* Are there specific tax deductions or tax credits that are applicable only to women?
 |
| [C] Pension/retirement benefits for women | * Differential in the statutory pensionable (retirement) age between men and women (usually earlier for women and later for men)
 |

 Both the Declaration and the Guidelines have highlighted the problem that to date women still remain underrepresented in executive roles in public and private sectors. Before any policy instrument is put forward to tackle this problem, information therefore is required for stakeholder (e.g. policy makers) as to the extent to which women are engaged as leaders at various levels and fields of practices and the types of barriers preventing women from rising to leadership positions. Exhibited in Table 3.6, six indicators are found in response to the former category and they exhibit to date the shares of female members in legislative, ministerial, managerial and professional positions, respectively. Provided that the data of these indexes can be collected and become available over time, stakeholders are able to see the trend of women’s engagement in leadership.

 Four indicators are identified associated with the obstacles to women’s rise to leadership. The indicator of ‘ability of women to rise to enterprise leadership’ was developed to evaluate whether businesses in a given country provide women the same opportunities as men to rise to positions of leadership, in a scale from 1’no, women are unable to rise to leadership positions’ to 7 ‘yes, women are often in management positions’. This indicator shows the degree of difficulties for women to rise to leadership positions, but hardly reveals the root causes.

 The differential in pensionable age between men and women can shed some light on institutional obstacles that prevent women from getting promoted to senior position, especially in the public sector. The bigger the differential in age exists, the more severely women can be discriminated. The other three indicators relate more closely to the problems of ‘work-life balance challenges’ and ‘gender stereotype’. More extensive coverage of maternity leave, affordable, available and better quality of childcare to which women have access and lower differences between women and men in the amount of time spent on unpaid work can suggest that these problems are less profound. Nevertheless, if policy makers of a given country wish to identify the primary types of barriers contributing to the inequality of leadership positions between women and men, further systematic investigation would be needed.

Table 3.5: Indicators related to women’s power and influence

|  |  |
| --- | --- |
|  Important issues |  Indicator(s) of measurement |
| [S,C] Women leaders in public or private sectors/domains or gender difference | * Female shares of parliamentary seats
* Ratio: Females at ministerial level over male value
* Number of years of a female head of state or government (last 50 years) over male value
* Female shares of positions as legislators, senior officials and managers
* Female shares of professional and technical positions
* Percentage of companies with females in their boardrooms
 |
| [S,C] Barriers preventing women from rising to leadership position:* Organizational obstacles (lack of role models and exclusion from informal networks)
* Institutional mindsets (e.g. women are evaluated differently from men)
* Individual mindsets (lack of positive reinforcement and peer and senior-level support)
* Work-life balance challenges
* Gender stereotype (heavier workload of domestic work and care-giving done by women)
 | * Ability of women to rise to enterprise leadership
* Differential in the statutory pensionable (retirement) age between men and women (usually earlier for women and later for men)
* Coverage of maternity and paternity leave and provision
* Women’s access to childcare
* The amount of time spent on unpaid work for women and men, respectively
 |

1. SUMMARY

 In recent years, women’s economic participation has been considered a potential engine for growth. It is therefore deemed essential to have relevant indicators based on which a comprehensive picture of women in an economy can be formed. This is because indicators, when available, can reveal, in the most direct manner, how things are, how they have developed over time and where things could move toward in the future.

 The subject of ‘Women and the Economy’ concerns to a variety of issues and this study paid attention mainly to those of close interest to policy makers. The researcher undertook careful review on the San Francisco Declaration and The Gender Equality Policy Guidelines so as to identify the issues of relevance. The second step was to inventory related indicators and to match indicators with the issues identified. Further analysis was developed accordingly to explore the types of information these indicators could convey.

 To sum up, the issues identified related to women’s entrepreneurship, women’s employment, women’s welfare and benefits and women’s power and influence. More than 40 corresponding indicators are also discovered. The fundings showed that some issues still lack associated indicators. As these issues are not at all independent from each other, several indicators were found corresponding to various issues.

 This study in turn makes the following recommendations:

* More work is needed to construct new indicators to provide information on the issues with rising importance. For example, women entrepreneurs’ ability to access and expand markets and education and training programs on women’s entrepreneurial skills.
* For indicators with top priority, this report proposes that the corresponding data ought to be collected on a regular basis as this would be the most useful tool to monitor the progress in trend. Not all indicators identified in this study have equal importance to policy makers in Taiwan. Clear policy agenda can efficiently help them recognize the indicators needed for supporting policy making/evaluation.
* An attempt is worth making to compile a complete dataset for Taiwan on the basis of the indicators identified in this study.

Appendix

Table A.1: List of indicators

| Indicator | Definition (定義) | Source of data  | Measurement method (衡量方法) |
| --- | --- | --- | --- |
| Access to capital |
| Global Financial Inclusion Indices金融服務包容性指標 | Indicators include:1. The ownership and the use of bank account
2. The access to financial services and the reason for having no access
3. Knowledge of credit/loans and the purposes of taking out loans
4. Use of financial services, such as saving, borrowing, insurance, etc.

各類金融服務包容性指標如下：1. 是否擁有與使用銀行帳號
2. 是否可取得各類金融服務以及未能取得該類服務的原因
3. 是否了解特定貸款項目?貸款的理由為何?
4. 各類金融服務的使用型態(頻率、目的等等)
 | Global FINDEX (the World Bank) | A set of indicators that measure how adults aged 15 and above in 148 economies save, borrow, make payments, and manage risk in the previous 12 months before the interview. The survey was administered by Gallup, Inc, during year 2011. Gender profiles can be extracted accordingly.這項調查是蓋洛普公司於2011年在全球148個經濟體進行的調查。該調查試圖評估15歲及以上成人在訪問前個月使用各類金融服務的行為與動機。性別分類資訊可透過受訪者的性別背景與相關指標之交叉分析取得。 |
| SMEs’ with an account at a formal financial institution, by the gender of owners/top managers中小型企業擁有金融帳戶的比例 (以其高階管理者或者業主的性別分)  | Indicators include:1. Percent of SMEs (5-19 employees / 20-99 employees) with at least one female owner with an account at a formal financial institution
2. Percent of SMEs where the top manager is female with an account at a formal financial institution

指標為：1. 所有人中至少有一位為女性之中小企業(員工人數為5-19/20-99) 擁有金融帳戶之比例
2. 女性身為高階管理者之中小企業(員工人數為5-19/20-99) 擁有金融帳戶之比例
 | World Bank Enterprise Surveys | Cross-tabulating the FINANCE indicators with GENDER and WORKFORCE indicators available in the surveys交叉分析調查中之FINANCE與GENDER與WORKFOCE即可取得該指標之數據 |
| SMEs’ with an outstanding loan or line of credit, by the gender of owners/top managers中小型企業持有信用貸款的比例 (以其高階管理者或者業主的性別分) | Indicators include:1. Percent of SMEs (5-19 employees / 20-99 employees) with at least one female owner with an outstanding loan or line of credit
2. Percent of SMEs where the top manager is female with an outstanding loan or line of credit

指標為：1. 所有人中至少有一位為女性之中小企業(員工人數為5-19/20-99) 持有信用貸款之比例
2. 女性身為高階管理者之中小企業(員工人數為5-19/20-99) 持有信用貸款之比例
 | World Bank Enterprise Surveys | Cross-tabulating the FINANCE indicators with GENDER and WORKFORCE indicators available in the surveys交叉分析調查中之FINANCE與GENDER與WORKFOCE即可取得該指標之數據 |
| Women’s access to finance programs政府是否提供以下金融服務推廣方案:1. 提供婦女個人儲蓄帳戶
2. 增加女企業主取得信貸的管道
3. 提供金融與風險管理教育訓練給女性
 | Availability of outreach programs to women - employed in the formal sector or the self-employed - that target the provision of financial services through either government initiatives or private lenders (formal financial sector only; microfinance lending/institutions are excluded). Three types of programs are considered:1. Initiatives to provide financial accounts to women (for example, current accounts, savings accounts and deposit accounts)
2. Outreach efforts aimed at improving women entrepreneurs’ access to credit/loans/lines of credit, etc.
3. Provision of financial literacy and/or risk-management programs to women

該質化指標衡量女性（限受雇於正式部門及個體經營）之金融服務推廣方案的可用性。推廣方案須由政府倡議或者由民間正是金融機構提供，有以下三類：1. 提供女性個人金融儲蓄帳戶
2. 增加女企業主取得信貸的管道
3. 提供金融與風險管理教育訓練給女性
 | Economist Intelligence Unit | 5 qualitative indicators are created –1= None of the three programs are available2= Only one of the three programs is available, but it is limited in scope (less than 20% of women in the formal sector have access)3= Two of the three programs are available, but they are modest in scope (about 50% of women in the formal sector have access)/or only one of the three programs is available, but it is reasonably broad in scope (about 70% of women in the formal sector have access)4= Two of the three programs are available, and they are reasonably broad in scope (about 70% of women in the formal sector have access)/or women’s access to financial services is already verybroad, so these programs are largely unnecessary5= All three programs are available, they are comprehensive in scope/or women’s access to financial services is already widespread, so these programs are unnecessary該指標數據為”1”到”5”，細節如下：“1” 表示該三類方案均不存在“2” 只有一個方案存在，且少於20％之目標婦女可取得該方案“3”　兩個方案存在且大約50％的目標女性可取得**或者**只有一個方案存在且大約70％的目標女性可取得“4” 兩個方案存在且大約70％的目標女性可取得**或者**女性取得金融服務已相當普遍因此大抵上不需要這些方案“5” 這三類方案均存在，且廣泛可取得**或者**女性取得金融服務已普遍因此不需要這些方案 |
| Property ownership right男女資產擁有權平等指標 (at statutory level) | If men and women have equal ownership rights over movable and immovable property both by law and in practice.This indicator assesses if customary practices take precedence over legislation in ways that are harmful to women, resulting in less-than-full ownership rights for women over their property. 該質化指標衡量在**法律**以及**實際**層面，男性與女性是否有平等之動產與不動產所有權 | Economic Intelligence Unit (based on legal information from the World Bank Group’s Women, Business and the Law database) | Indicators are created as follows:1= Information from the Women, Business and the Law database on ownership rights in legal codes indicate that men and women do not have equal ownership rights 2= Men and women have equal ownership rights according to legal codes (Women, Business and the Law database) but customary practices take precedence over statutory law in the vast majority of cases in ways that are harmful to women3= Men and women have equal ownership rights according to legal codes (Women, Business and the Law database), but customary practices take precedence over statutory law in ways that are harmful to women in a majority of cases4= Men and women have equal ownership rights according to legal codes (Women, Business and the Law database), but customary practices occasionally (in up to 20% of the cases) take precedence over statutory law in ways that are harmful to women (for example, in minority ethnic groups in a country)5= Men and women have ownership rights according to legal codes (Women, Business and the Law database) and customary practices do not take precedence over statutory law; or men and women have equal ownership rights in the legal codes and there are no relevant customary practices in the country under consideration**NOTE: Indicators at the statutory level can at least be developed.** 該質化指標使用數據為”1”到”5”，細節如下：根據世界銀行的*女性、商業與法律資料庫*上的數據資料 – “1” 數據資料顯示男性與女性沒有平等的所有權“ 2” 男性與女性在法律上有平等的所有權，然而在實際執行上，大部分的案例仍顯示習俗凌駕於法律之上，以致女性處於不利情況“3” 男人和女人在法律上有平等的所有權，但是習俗仍凌駕於法律，該情形發生時女性大部分處於不利狀況 |
|  |  |  | “4”男人和女人在法律上有平等的所有權，但偶爾(至多20%的案例) 習俗凌駕於法律之上，以致女性處於不利情況（例如，在一個國家的少數民族）“5” 男人和女人在法律上有平等的所有權，習俗並不凌駕於成文法。或者，男人和女人在法律上有平等的所有權，該國家在習俗上並沒有相關作法。 |
| Percentage of SMEs – female or male owned or with female or male as a top manager - that consider “access to finance” or “access to land” as the biggest obstacle of the established enterprises中小企業主認為取得資本或者取得土地為面臨之最大阻礙的比例 (以其高階管理者或者業主的性別分) | Difficulties with accessing to capital (finance, land)取得資本(資金、土地) 的困難度 | World Bank Enterprises Surveys  | Cross-tabulate the THE BIGGEST OBSTACLES indicators with GENDER and WORKFORCE indicators available in the surveys交叉分析THE BIGGEST OBSTACLES、 GENDER 與WORKFORCE即可得。 |
| Access to markets |
| Mobile cellar phone subscribers (can be modified into female and male subscriber)手機使用比例 (可分男女) | This is a proxy for access to market information (as well as for connectivity and technological take-up)可視為”取得市場資訊”程度的代理指標 | International Telecommunication Union (adopted by Economic Intelligence Unit) | Mobile cellular subscriber per 100 inhabitants (can be further modified according to gender)每100位居民的手機用戶 |
| Percentage of SMEs – female or male owned or with female or male as a top manager - that consider “Customs and trade regulations” or “Transport” as the biggest obstacle of the established enterprises中小企業認為關稅與貿易規則或者交通為其面臨之最大阻礙的比率 (以其高階管理者或者業主的性別分) | Obstacles of accessing market進入海外市場之障礙　(關稅與貿易)進入市場障礙(交通)，由於交通為供應鏈與物流的重要一環 | World Bank Enterprise Surveys  | Cross-tabulate the THE BIGGEST OBSTACLES indicators with GENDER and WORKFORCE indicators available in the surveys交叉分析THE BIGGEST OBSTACLES、 GENDER 與WORKFORCE即可得。 |
| Capacity and skills building |
| Female adult literacy rate 成年女性識字率 | Knowledge; educational attainment知識與教育程度 | UNESCO Institute for Statistics, Education Indicators UNDP GDI (Gender-related Development Index)  | Maximum 100%, minimum 0% |
| Female Gross Enrollment Ratio (combined primary, secondary and tertiary gross enrollment ratio)女性就學率 – 初中高級 | Knowledge; educational attainment; capacity知識、教育程度與能力 | UNESCO Institute for Statistics, Education IndicatorsUNDP GDI (Gender-related Development Index) | Maximum 100%, minimum 0% |
| Percentage of SMEs – female or male owned or with female or male as a top manager – having　its own website中小企業擁有網站的比率 (以其高階管理者或者業主的性別分) | Ability to use internet communication女性中小企業使用**資通訊科技**行銷的**能力** | World Bank Enterprise Surveys | Cross-tabulate the INNOVATION AND TECHNOLOGY indicators with GENDER and WORKFORCE indicators available in the surveys交叉分析INNOVATION AND TECHNOLOGY、 GENDER 與WORKFORCE即可得。 |
| Percentage of SMEs – female or male owned or with female or male as a top manager – using e-mail to communicate with clients/suppliers中小企業使用電子郵件與客戶與供應商聯絡 (以其高階管理者或者業主的性別分) | Ability to use internet communication女性中小企業**使用資訊科技**與客戶與供應商聯絡的**能力** | World Bank Enterprise Surveys | Cross-tabulate the INNOVATION AND TECHNOLOGY indicators with GENDER and WORKFORCE indicators available in the surveys交叉分析INNOVATION AND TECHNOLOGY、 GENDER 與WORKFORCE即可得。 |
| Existence of government or non-government programs offering small – and medium – enterprise (SME) support/development training現有政府或非政府提供給中小企業（SME）的訓練計畫/課程 | This indicator considers if training has wide geographical availability, is accessible to women as well as men, affordable for the majority of intended beneficiaries, if the length of training takes into account women’s time burdens, and if it is culturally appropriate. This indicator considers training programs aimed at both men and women and considers both rural and urban areas. 該指標衡量提供之訓練計劃/課程：1) 是否可被廣泛取得，2) 是否男性與女性均可取得，3) 絕大多數的目標受益者可負擔相應成本, 4) 訓練課程的長度是否考量婦女的時間負擔, 5) 訓練課程適合當地文化。此指標考量針對男女雙方以及城市和農村地區的培訓計畫/課程。 | Economist Intelligence Unit (2010) | This indicator has score from *‘0’ the lowest* to *‘5’ the highest*: 0= Training programs do not meet any of the following five conditions: 1) they have widegeographic availability, 2) are accessible to women as well as men, 3) affordable for the majority of intended beneficiaries, 4) culturally appropriate, and 5) the length of training takes into account women’s time burdens1= Training programs meet one of the following five conditions mentioned above. 2= Training programs meet two of the following five conditions.3= Training programs meet three of the following five conditions.4= Training programs meet four of the following five conditions. 5= Training programs have wide geographic availability, are accessible to women as well as men, affordable for the majority of beneficiaries, culturally appropriate, and the length of training takes into account women’s time burdens這一指標從 '0' 最低分到 '5' 最高分：0=培訓計劃不符合以下五個條件：1）他們可廣泛地被取得，2）女性以及男性皆可取得，3）對絕大部分目標受益者，價格實惠，4) 適合當地文化，和 5) 課程長度考慮婦女的時間負擔1=培訓計劃符合上述五個條件之一。2=培訓課程滿足上述五個條件的兩項。3=培訓課程滿足上述五個條件中的三項。4 =培訓課程滿足上述五個條件的四項。5 =培訓計劃滿足上述五個條件。 |
| Women’s leadership |
| Female shares of parliamentary seats 女性於國會的席次比率 | Political participation and decision-making; political Empowerment政治參與與決策、政治賦權 | Inter-Parliamentary Union, Women in PoliticsUNDP GEM(Gender Empowerment Measure) |  |
| Ratio: Females at ministerial level over male value女性部長相對男性部長的比例 | Political participation and decision-making; political empowerment政治參與與決策、政治賦權 | Inter-Parliamentary Union, Women in PoliticsWorld Economic Forum Global Gender Gap Index 2012 |  |
| Number of years of a female head of state or government (last 50 years) over male value過去50年內，女性擔任國家首長相對於男性首長的時間比例 | Political empowerment政治賦權 | World Economic Forum  |  |
| Female shares of positions as legislators, senior officials and managers女性佔整體立法院議員、資深官員與經理人的比率 | Economic participation and decision-making; economic participation and opportunity經濟參與與決策參與 | UNDP GEM; ILO LABORSTA Internet |  |
| Female shares of professional and technical positions女性佔整體專業與技術職的比率 | Economic participation and decision-making; economic participation and opportunity經濟參與以及決策參與 | UNDP GEM; ILO LABORSTA Internet |  |
| Percentage of companies with females in their boardrooms: 上市公司中，經營董事會中有女性參與的比率1. Female-held directorships 女性董事數量
2. Female-held executive directorship 女性執行董事
3. Female non-executive directorship 女性非執行董事
4. Companies with female executive directors 女性執行董事
5. Companies with at least one female director 至少一位女性高階經理人
6. Companies with multiple female directors 多位女性高階經濟人
 | Decision making決策參與 | The Female FTSE Board Index (FTSE 100 and FTSE 250), by Cranfield University School of Management, UK | The dataset records the percentage of females in boardroom amongst FTSE 100 and 250 companies. The most recent entry is for year 2012此資料庫針對在倫敦證交所上市之前100與前250大企業所做的調查。由英國Cranfield大學管理學院進行定期收集。 |
| Earned income, wage equality and labor force participation |
| Female Estimated Earned Income女性年收入(預估) | Standard of living; power over economic resources; economic participation and opportunity生活水準、經濟資源、經濟參與 | UNDP GEM GDI; World Economic Forum Global Gender Gap Index | GDP per capita in purchasing power parity terms in US dollars　女性人均所得（以購買力平價衡量；美元）Formula公式:First to calculate the female share of the wage bill,  :　首先計算女性所占之薪資比例, where: Ratio of female to male non-agricultural wage　女性對男性非農業活動支薪資比: Female percentage share of economically active population　女性占勞動人之比例: Male percentage of economically active population　男性佔勞動力之比例Secondly to calculate female and male earned income (PPP US$), denoted as  and , respectively　再者計算女性與男性的所得, where: Total GDP (PPP US$)　整體國內生產毛額,: Female and male population　女性與男性的人口 |
| Female labor force participation over male value. Can further break down by age groups女性相對於男性的勞動參與率 女性的勞動參與率Female share of the labor force 女性占整體勞動力的比例 | Economic participation and opportunity經濟參與The extent of women’s access to the labor　market, relative to men’s女性進入勞動市場的程度 | ILO, key indicators of the labor force market; World Economic Forum Global Gender Gap Index | Labor force participation = The labor force comprises of all persons above a specified minimum age (15 years old by ILO) who were either employed or unemployed during a specified reference period. They are considered ‘currently economically active population’. Unemployed persons include those who were not employed, were currently available for work, or were seeking work. Persons not in labor force include those who were attending an educational institution, engaging in household duties, retired or old age or other reasons, such as infirmity, disability, etc.  |
| Wage equality between women and men for similar work男女工資平等指標 | Economic participation and opportunity經濟參與 | World Economic Forum, Executive Opinion Survey, 2012 | Estimated female earned income over male value女性相對於男性的薪資所得比 |
| Gender pay gap男女工資差距 | Access to labor market (as defined by EUROSTAT)勞工市場進入 | EUROSTAT | The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The population consists of all paid employees in enterprises with 10 employees or more. (More details available at EUROSTAT) 此未經調整的男女工資差距（GPG）代表男性僱員平均每小時毛收入相對於女性僱員之平均每小時毛收入的百分比。列入計算之人口包括所有在有10名或以上員工數之企業中擔任員工/僱員者。 （更多細節歐盟統計局） |
| Informal economy男女於非正式部門勞動參與　與　非正式就業比例指標 |
| Ratio of the number of persons in informal employment over the number of persons in non-agricultural employment, by gender and by urban v.s. rural areas 非正式就業勞工數相對於整體非農業工作勞工數的比率 (以性別分) | Economic participation經濟參與 | ILO | Total informal employment is measured as:Total non-agricultural force minus total number of formal employees (including employees in legal private companies, civil servants and military forces)Comprised of:A: Wage employment B: Self-employment衡量整體非正性就業參與方法如下：整體非農業部門勞工數減去整體在正式部門勞工數(包含於合法登記之民間企業、政府部門以及軍方單位之正式僱員)。其包含：受薪員工及自僱者 |
| Ratio of the number of persons in employment in informal sector over the number of persons in non-agricultural employment, by gender and by urban v.s. rural areas受雇於非正式部門的勞工數相對於整體非農業勞工數 (以性別分) | Economic participation經濟參與 | ILO | Persons in employment in informal sector include own-account workers, employers, family workers, employees and members of producers’ cooperatives in household or unincorporated enterprisesComprised of:A: Wage employment B: Self-employment在非正式部門就業的人包括自營工作者，雇主，家庭工人，以及員工和家用或非法人企業生產合作社之員工及成員。其包括：受薪僱員與自僱者 |
| Ratio of the number of persons in formal employment in the informal sector over the number of persons in non-agricultural employment, by gender and by urban v.s. rural areas於非正式部門的正式就業之勞工數佔整體非農業就業之勞工數比例 | Economic participation經濟參與 | ILO | Employees working in informal enterprises but having formal jobs. This may occur when enterprises are defined as informal using size as the only criterion.在非正式部門工作的員工，但為正式就業。這可能發生於，當企業的規模成為定義其為正式或者非正式部門的唯一標準。 |
| Ratio of the number of persons in informal employment outside the informal sector over the number of persons in non-agricultural, by gender and by urban v.s. rural areas非正式部門以外的非正式就業之勞工數佔整體非農業就業之勞工數的比例 | Economic participation經濟參與 | ILO | Measured as (total informal employment) + (persons formally employed in the informal sector) – (persons employed in informal sector)Comprised of:A: Wage employment: formal sector + domestic work B: Self-employment計算公式為：非正式就業總人數 + 在非正式部門之正式就業總人數 - 非正式部門總人數。包含：受薪僱員(在正式部門從事家務相關工作)以及自僱者 |
| Share of women and men, respectively, in employment by TYPE of activity 男女性於農業與非農業部門的就業比例 |
| Total employment |  |  |  |
| Agricultural employment男女性於農業部門的就業比例 | Economic participation經濟參與 |  | The share of women and men, respectively, in agricultural employmentComprised of: A: Agricultural wage employment: formal agricultural wage employment + informal agricultural wage employment and B: Agricultural self-employment在農業部門就業之女性與男性之比例。包含以下：農業之受薪僱員(正式與非正式就業)與自僱者 |
| Non-agricultural employment男女性於非農業部門的就業比例 | Economic participation經濟參與 |  | Comprised of: A: Non-agricultural wage employment: formal non-agricultural wage employment + informal non-agricultural wage employmentAndB: Non-agricultural self-employment: formal non-agricultural self-employment + informal non-agricultural self-employment非農業部門之就業含：A: 非農業部門之受薪僱員(正式就業與非正式就業)B: 非農業部門之自營者(正式自營與非正式自營) |
| Women and men in non-agricultural employment by activity, by formal/informal nature男女性於非農業部門的就業比例 – 以產業活動分/以正式非正式就業分 |
| Types of activity include: manufacturing, construction, trade, transportation and services other than trade and transportation產業活動類型包括：製造，建築，貿易，運輸和服務以外的貿易和運輸 | Economic participationOccupational segregation經濟參與；就業隔離 | ILO LABORSTA (data for Taiwan only available up to year 2002 |  |
|  |  |  |  |
| Labor Policy Environment 勞動政策環境 |
| Country progress in Equal pay for equal work; Country progress in aligning national policy with the terms of the ILO Equal Remuneration Convention (No 100)國家整體政策調整以配合同工同酬國際公約的進度; 國家調整國家政策的進展以履行國際勞工組織的“男女同工同酬公約”的條款（第100號） | Qualitative indicators, scaled from 1 to 8, are developed. 8 different types of steps governments have taken to ensure equality of pay are considered.A country receives 1 point for each step it has taken to align national policy with the Convention, as follows:1) Ratification of the Convention; 2) Establishment of government policy and an organization/committee to promote convention principles; 3) Principle of equality of remuneration domesticated in labor law; 4) Principle of equal value domesticated in labor law; 5) Job appraisal/evaluation mechanisms; 6) Co-operation with workers and employers’ organizations to involve them in achieving wage equality; 7) Direct/indirect acknowledgement of inequality through government statements/studies/information supplied to the ILO; 8) Law inspection/enforcement mechanisms該質化指標為1至8，分別代表8個不同類型政府已採取步驟。指標越高的國家表示其政府已經採取了更多步驟。步驟如下：1）批准該公約；2) 建立的政府政策和組織/委員會以促進“公約”之原則; 3）薪酬平等的原則納入該國勞動法; 4）同等價值的原則納入當地勞動法; 5）工作評估機制; 6）與勞資雙方合作，以促進工資平等; 7) 透過政府聲明/研究/提供給國際勞工組織之資訊的方式，直接/間接承認不平等; 8）法律檢查/執行機制 | Economist Intelligence Unit (derived based on ILO documents)  | The higher the indicators a country receives, the more steps its government has taken to ensure equality of pay by aligning policy with the terms of the ILO Convention. The scores are added to determine the number of steps governments have taken. 指標愈高的國家，表示其政府已經在調整國家政策上採取更多步驟，以符合該公約。每採取的每一個步驟，一個國家即獲得1點，總分數由已採取的步驟總數量決定。 |
| Country progress in non-discrimination employment國家整體政策配合反就業與職業歧視公約Country progress in aligning national policy with the terms of the ILO Discrimination (Employment and Occupation) Convention (No 111)國家調整國家政策的進展以履行國家國際勞工組織的”反就業與職業業期之歧視”公約的條款（第111號） | This indicator assesses a country’s compliance by counting the steps it has taken to meet all the terms of the Convention. The steps considered are as follows: 1) Ratification of the Convention; 2) acknowledgement of inequality and discrimination through government statements/studies/information supplied to the ILO; 3) Establishment of government policy and organizations/committees aimed at achieving equality and promoting convention principles; 4) principles of the Convention domesticated in labor or other laws; 5) neutrality of national laws (that is, national laws are in accordance with the principles of theconvention)/Special Protective Measures are not in violation of the Convention; 6) legal provisions on sexual harassment; 7) all categories of workers protected under law; 8) cooperation with workers and employers’ organizations to promote and accept principles of theConvention using all means, including education and training; 9) inspection/enforcement mechanisms這個指標評估一個國家的符合計數德連接，以滿足公約所有條款的步驟。的考慮步驟如下低點：1 ）批准“公約”; 2）透過政府聲明/研究/提供給國際勞工組織的資訊，承認的不平等和歧視; 3）建立政府政策和組織/委員會，旨在實現平等和促進公約之原則; 4）該公約原則被納入當地勞動法或其他法條;  | Economist Intelligence Unit (derived based on ILO documents)  | A coding scheme based on the ILO’s annual assessments of a country’s progress in meeting the Convention’s terms. Indicator creation by summing up the points received by a country and a country receives 1 point for each step it has taken to align policy with the Convention.  |
|  | 5）國家法律符合該公約原則，而特殊保護措施不違反本公約; 6）針對性騷擾的法律條款; 7）所有類別的勞工均受法律保護; 8）與勞資雙方合作，利用各種方式 (教育與訓練) 以提倡與接受該公約原則; 9 ) 審查與執行機制 |  |  |
| Coverage of maternity and paternity leave and provision 女性產假/男性陪產假 (育嬰假)的保障內容 | Coverage of maternity and paternity leave and maternity benefits 女性產假/男性陪產假(育嬰假) 的保障內容 | Economist Intelligence Unit (derived based on the documents from the ILO and Social Security Online) | Qualitative indicators:0= No paid maternity leave (regardless of length of maternity leave)1= Employer-funded benefits (regardless of length of maternity leave)2= Mixed systems (contributions from both employers and public funds) and less than 14 weeks maternity leave3= Mixed systems (contributions from both employers and public funds) and at least 14 weeksmaternity leave; or less than 14 weeks maternity leave, with maternity leave benefits covered bysocial insurance or public funds4= At least 14 weeks maternity leave, with maternity leave benefits covered by social insurance or public funds.\* If countries have mixed systems for entrepreneurs, an additional 1 points is added to the scoring system above. 質化指標，值從”0”至”4”：0 = 無帶薪產假/育嬰假 (不論產假/育嬰假長度）1 =雇主提供福利（不論產假/育嬰假長度）2=混合系統（從雇主和公共資金的貢獻），休假長度少於14週3=混合系統（從雇主和公共資金的貢獻）和休假至少14週；或者少於14週的休假，而福利全數由社會保險或公共基金支付4 =至少14週的休假，福利全數由社會保險或公共基金支付\*如果國家有專為企業家設計的混合系統，可增加額外的1點 |
| Are payments for childcare tax deductible?Are there specific tax deductions or tax credits that are applicable only to men?Are there specific tax deductions or tax credits that are only applicable to women?育兒支出是否有稅額抵免? 若有，只適用男性或者女性嗎? | Provision of incentives to work: The question are designed to determine whether childcare expenses are listed as deductible items in the personal income tax code and whether personal income tax code differentiates between men and women為獎勵工作而提供的誘因：這些指標揭露托兒費用是否被列為個人所得稅扣除項目；以及是否有男人或者女人專用之特殊個人所得稅抵稅項目？ | World Bank Women, Business and Law survey |  |
| Legal restrictions on job types for women法令對女性的工作類型的限制 | Formal restrictions on women’s ability to work in any economic sectorOccupational segregation在任何部門，對女性工作之正式限制；職業隔離 | Economist Intelligence Unit (derived based on the documents from the ILO and the World Bank Group’s Women, Business and Law Database) | 8 types of restrictions are considered. Points are added to determine the number of job restrictions a country may impose on women. If no restrictions are imposed, a country receives a score of 0. Types of restrictions include:1) Restrictions on the lifting of heavy weights, arduous work or labor beyond a woman’s strength2) Restrictions on work with hazardous materials (chemicals, lead gases, etc.)3) Restrictions on work that threatens a woman’s future maternity/reproductive functions4) Restrictions on work that threatens a woman’s general mental and physical health (dangerous,harmful or injurious work)5) Restrictions on work that is against a woman’s morals6) Restrictions on manual work in mines, quarries, underground or in water7) Restrictions on operating or utilizing certain machinery8) There are no explicit restrictions on women in the labor code, but the possibility of a restriction is implied考慮以下8種類型的限制。本指標利用點數多寡來決定一個國家對婦女施加的就業限制。如果限制不存在，點數為0，限制的類型包括：1）限制女性從事抬舉重物，艱鉅的工作或勞動超出女性力量之工作2）限制從事與危險材料（化學品，鉛氣體等）有關之工作3）限制女性從事可能威脅其未來生育/生殖功能的工作4）限制女性從事威脅女性一般心理和身體健康之工作（危險或有害的工作）5）限制女性從事違反其道德標準的工作6）限制女性於礦山，採石場，地底下或水中從事體力勞動7）限制女性操作或使用某類機械8）沒有明確的限制，但限制之可能性存在 |
| Differential between the statutory pensionable (retirement) age between men and women男女法定退休年齡的差異 | If a difference exists, women’s economic opportunities may be affected. This is especially so since women have a longer life expectancy than men but typically have lower retirement savings.如果存在差異，婦女經濟機會可能會受到影響。尤其是因為婦女壽命較男人長，但卻有較低的退休儲蓄。 | Economist Intelligence Unit (derived based on the documents from the ILO and Social Security Online) | Qualitative indicators are created, representing:“1”= Difference of 5 or more years in the statutory pensionable age between men and women (mandatory)“2”= Difference of 3 to 4.9 years in the statutory pensionable age between men and women (mandatory)“3”= Difference of up to 3 years in the statutory pensionable age between men and women (mandatory)“4”= Difference of 5 or more years in the statutory pensionable age between men andwomen (not mandatory)“5”= Difference of 3 to 4.9 years in the statutory pensionable age between men and women (not mandatory)“6”= Difference of up to 3 years in the statutory pensionable age between men and women (not mandatory)“7”= No difference in statutory pensionable age between men and women (regardless of whether it is mandatory or not to retire)建立定性指標，即：“1” = 男性和女性在法定領取養老金的年齡之間存在5年或以上的差異（強制）“2” =男性和女性在法定領取養老金的年齡之間存在3至4.9年的差異（強制）“3”= 男性和女性在法定領取養老金的年齡之間存在最多3年的差異（強制）“4” = 男性和女性在法定領取養老金的年齡之間存在5年或以上的差異（非強制）“5”=男性和女性在法定領取養老金的年齡之間存在3至4.9年的差異（非強制）“6”=男性和女性在法定領取養老金的年齡之間存在最多3年的差異（非強制）7 =法定領取養老金的年齡，男性和女性之間無差異（不論是否為強制性或者不退休） |
| Women’s Unpaid work |
| The amount of time used on unpaid work for women and men, respectively男女參與無酬勞務的時數 | Total unpaid work comprises unpaid household work (domestic activities, child care and purchasing goods and services) and volunteer and community work. 總額無償勞務包括無償家務勞動（家庭活動，育兒及購買商品和服務）以及志願工作與社區工作。 | Multinational Time Use Survey (<http://www.timeuse.org/mtus/surveys>). Countries covered in this survey are: Australia, Austria, Belgium, Bulgaria, Canada, Denmark, Finland, France, Germany, Hungary, Israel, Italy, Netherlands, Norway, Slovenia, South Africa, Spain, Sweden, United Kingdom and United States. | Activities considered include:1. Food and drink preparation and clean up
2. Laundry, ironing and clothes care
3. Other housework
4. Gardening, lawn care and pool care
5. Pet, animal care
6. Home maintenance, improvement and car care
7. Household paperwork etc.
8. Transport and associated travel
9. Child care
10. Purchasing and associated travel

考慮為無酬勞動之活動包括：1　食品和飲料的準備和清理2　洗衣，熨燙和衣服整理3　其他家務4　園藝，草坪整理和游泳池管理5　寵物，動物保健6　住家維修，改善和汽車保養7　家庭文書工作等等8　交通及相關旅行9　育兒10　採購及相關旅行 |
| Labor practice |
| Country progress in enforcing the provisions of the ILO Equal Remuneration (Equal pay for equal work) Convention (No 100)國家執行同工同酬公約相關規定的進度 | Assess a country’s compliance with all terms of the Convention on each of the following steps:1. Government policy and organization/committee to promote Convention principles
2. Principle of equality in remuneration in practice
3. Principle of equal values in practice
4. Job appraisal/evaluation mechanisms
5. Co-operation with workers and employers’ organizations to involve them in achieving wage equality
6. Law inspection/enforcement mechanisms

針對以下每一個步驟，評估一個國家遵守公約條款之程度：1. 政府政策和組織/委員會以提倡“公約”的原則
2. 實際層面執行薪資平等原則
3. 實際層面執行平等價值原則
4. 工作評估機制
5. 與勞資方組織合作，以實現工資平等
6. 法律檢驗與執行機制
 | Economist Intelligence Unit (based on ILO documents) | For each of the 6 steps – A country receives 2 points if the ILO “Note with satisfaction”, 1 point if the ILO “Notes, Notes with interest, Welcomes, or Looks forward to”, and no point if the ILO “Notes with concern, Regrets, Urges, Asks, Reminds, Reiterates, Repeats the request, Requests, Drew attention to” (NOTE: This may not be directly applicable to Taiwan in that ILO’s assessment would be required.) 針對上述6個步驟中的每個步驟： 一個國家將得到 – ＂2點＂，如果國際勞工組織對其進度表達滿意＂1點＂，如果國際勞工組織對其進度表達為＂已注意，已注意並表達興趣，歡迎或者期待＂＂0點＂，如果國際勞工組織表達“已注意並表達關切，遺憾，詢問，敦促、要求、提醒、重申、重複要求，請求，提請注意等等“ |
| Country progress in enforcing the provisions of the ILO Discrimination (Employment and Occupation) Convention國家執行反工作與就業歧視公約相關規定的進度 | Assess a country’s compliance with all terms of the Convention on each of the following steps:1. Establishment of government policy and organizations/committees aimed at achieving equality and promoting Convention principles
2. Principle of the Convention domesticated in labor or other laws
3. Legal provisions on sexual harassment
4. Co-operation with workers and employers’ organizations to promote and accept principles of the Convention using all means including education and training
5. Inspection/enforcement mechanisms

針對以下各個步驟，評估一個國家遵守公約條款之程度：1）建立政府政策與組織/委員會，旨在促進平等及提倡“公約”的原則2）使“公約”的原則適用於做勞動法或其他法律3）性騷擾相關之法律規定4）利用可行方法包括教育和培訓，與勞方與資方組織合作以提倡公約原則5）檢查/執法機制 | Economist Intelligence Unit (based on ILO documents) | For each of the 5 steps – A country receives 2 points if the ILO “Note with satisfaction”, 1 point if the ILO “Notes, Notes with interest, Welcomes, or Looks forward to”, and no point if the ILO “Notes with concern, Regrets, Urges, Asks, Reminds, Reiterates, Repeats the request, Requests, Drew attention to” (NOTE: This may not be directly applicable to Taiwan in that ILO’s assessment would be required.)針對上述6個步驟中的每個步驟： 一個國家將得到 – ＂2點＂，如果國際勞工組織對其進度表達滿意＂1點＂，如果國際勞工組織對其進度表達為＂已注意，已注意並表達興趣，歡迎或者期待＂＂0點＂，如果國際勞工組織表達“已注意並表達關切，遺憾，詢問，敦促、要求、提醒、重申、重複要求、請求、提請注意等等“ |
| Ability of women to rise to enterprise leadership女性晉升企業領導人的難易 | Degree of actual discrimination against women in the workplace在實際工作場所中，對婦女的歧視程度 | World Economic Forum, Executive Opinion Survey 2009 | In your country, do businesses provide women the same opportunities as men to rise to positions of leadership?, where 1 = no, women are unable to rise to positions of leadershipTo 7 = yes, women are often in management positions.在你的國家，企業是否提供女性與男性同樣的機會，以晉升到領導位子？1 =不，女人無法晉升到領導位子至7 =是，女性經常是在管理崗位。 |
| Women’s access to childcare女性托育照顧的取得 | Availability, affordability and quality of childcare services, as well as the role of the extended family in providing childcare托育照顧服務的可取得性，可負擔性和品質，以及大家庭成員在提供托育照顧的角色 | Economist Intelligence Unit  | Qualitative scoring is provided as follows:1= Professional childcare is expensive, available for only a small minority and of low quality; or the extended family is unwilling to provide childcare, owing to strong and widely prevalent societal/cultural barriers to women working2= Professional childcare has two of the three following conditions: it is expensive, difficult to obtain, or of low quality; or the extended family is generally unwilling to provide childcare, owing to societal/cultural barriers to women working. The extended family may find it difficult to provide childcare if they themselves work or due to distance3= Professional childcare is moderately affordable, often available and of reasonable quality; or the extended family is willing to provide childcare but may be able to do so only occasionally because they themselves work, or due to distance4= Professional childcare meets two of the three following conditions: it is affordable, easilyavailable and of high quality; or the extended family is willing to provide childcare and is able to do so with only some difficulty5= Professional childcare is affordable, easily and widely available, and of a high quality; or the extended family is willing and able to provide childcare質化指標如下：“1”： 專業托育照顧服務是昂貴的，只有少數人可取得且服務品質低。或者大家庭成員不願意提供托育照顧，由於強大和廣泛流行的社會/文化障礙阻止女性工作“2”：專業托育照顧符合以下三項條件中的兩項 - 昂貴，難取得，或者品質低下。或者大家庭成員一般都不願意提供托育照顧，由於當下社會/文化障礙阻止女性工作。大家庭成員很難提供托育照顧之原因可能時由於他們也在工作或由於距離因素 |
|  |  |  | “3”：可適度負擔專業托育照顧，經常可取得且品質合理。或者大家庭成員願意提供托育照顧，但可能只是偶爾這樣做，因為他們有自己的工作，或由於距離因素“4” ：專業托育照顧符合以下三個條件中的兩個：可負擔，容易取得，且高品質。或者大家庭成員是願意提供托育照顧，也能夠做到，只有偶爾遇到困難“5”： 專業托育照顧是可負擔的，容易且可廣泛取得，高品質。或者大家庭成員願意且能夠提供托育照顧 |

1. Suppliers provide services and commodities within an economy, whilst consumers demand services and commodities. [↑](#footnote-ref-1)
2. Source of information from <http://fpc.state.gov/172626.htm> [↑](#footnote-ref-2)
3. Removing trade barriers is considered by the APEC an imperative goal to achieve. [↑](#footnote-ref-3)
4. Informal economy comprises half to three-quarters of non-agricultural employment, according to International Labor Organization. <http://www.ilo.org/global/topics/employment-promotion/informal-economy/lang--en/index.htm> [↑](#footnote-ref-4)