

亞洲改善工作性別平等的機會之窗

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依據國際勞工組織(ILO)及亞洲開發銀行(Asian Development Bank, ADB)共同撰寫的研究報告指出，亞洲國家可以擁有處理職場性別平等及在經濟危機中永續復甦的機會之窗(window of opportunity)。

該篇名為「亞洲的女性與勞動市場：重新平衡性別平等」(Women and Labour Market in Asia: Rebalancing for Gender Equality)的報告指出，雖然亞洲國家正協助引導全球經濟，但是從經濟與金融危機中促使勞動市場復甦的步伐仍不夠穩健。在有些發展中國家，特別是位處東亞的發展中國家，雖然就業機會的成長已逐漸回到原來的水準，但是所創造就業機會的品質本身仍舊是一個必須關注的焦點。其中，亞洲有 45% 的女性潛在生產人口尚未開發，而男性卻只有 19%。

依據聯合國亞太地區經濟與社會委員會(United Nations Economic and Social Commission for Asia and the Pacific)估計，亞洲即使在經濟危機之前，由於限縮女性獲得工作機會，導致每年損失 420 億至 470 億美元；另外，教育體系中的性別鴻溝也造成每年 160 億至 300 億美元損失。雖然亞太地區在 2000 年至 2007 年的年經濟成長率為 6.2%，超過全球 4.2% 的年經濟成長率，但是女性的年就業成長僅為 1.7%，低於全球 2% 的平均值。

報告指出，由於女性不成比例地(disproportionately)承擔既存的(pre-existing)性別不平等，使得上述的赤字有可能在經濟危機的期間增加。這些既存的性別不平等，包括了遍佈於區域勞動市場的歧視，以及根植於社會文化規範、國家政策與制度性架構的不平等，而些不平等卻為亞洲地區男性創造 7 億 3,400 萬個工作機會。

報告指出：「針對性別不平等，且因經濟危機使不平等狀況惡化的

情形，我們可以有一個達到全體勞動市場復甦並使其重新平衡的機會之窗」。報告也表示：「我們的政策目標不應該設定在重返經濟危機前的所謂『正常』情形，…而應該在就業機會充沛、追求正義、永續發展與富含包容性的發展軌道上，作性別的重新平衡」。

ILO 亞太地區處長 Sachiko Yamamoto 表示：「亞洲如果要在性別平等的社會與經濟利益中躍起，就必須同時迎接新、舊挑戰」。他同時指出：「為了朝向更永續、更公平發展的性別重新平衡目標邁進，政策決策者必須要妥善處理根深蒂固的性別不平等觀念。如果沒有花費相關的社會與經濟成本，將很難達到這個目標。這是朝向全體尊嚴勞動目標的重要一步，ILO 也將提供相關協助」。

報告並指出，相較於失業，低品質的工作機會對女性而言，在勞動市場的挑戰更大。有相當大比例的亞洲女性在低產出 (low-productivity)、具危險性以及低薪資給付的非正式部門裡辛勤地工作。此外，青年女性失業率居高不下，而女性也大多數僅僅被視為男性就業者的備用緩衝工作人口 (buffer workforce or secondary earners)。

報告中建議的相關政策包括持續扶植女性企業家、協助女性在農業部門的工作以增加產量、減少亞洲女性過度依賴非正式部門工作的情形、推動平等進入高品質就業與訓練的機會、重視性別的社會保障、確保女性參與政策決策的機會、以及政策必須依據性別平等權作為取向來加以制定。

亞洲開發銀行 (ADB) 知識管理與永續發展副總裁 (Vice President of Knowledge Management and Sustainable Development) Ursula Svhaefer-Preuss 表示：「ADB 將在相關的措施中，堅定推動性別平等與女性增權 (empowerment)。我們相信 ADB 有責任為亞洲地區處理性別平等問題建立良好的範例。這份研究報告不止更進一步揭露了勞動力性別歧視的負面影響，也為政府與社會增加女性高品質就業選擇的相關作法，提供新的契機」。

該研究報告是由 ADB 與 ILO 亞太地區分支所共同完成，反映出該兩個國際機構將性別平等作為經濟與社會投資，為亞太地區創造永續發展的廣大利益的重要承諾。

Window of opportunity for Asia to improve gender equality at work

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Asian countries have a window of opportunity to tackle gender inequality in their labour markets and support sustainable crisis recovery, according to a new report prepared jointly by the International Labour Organization (ILO) and the Asian Development Bank (ADB).

The report, *Women and Labour Markets in Asia: Rebalancing for Gender Equality*, says that although Asia is helping to lead the global economy, recovery of the labour market from the recent global economic and financial crisis has not kept pace. In some developing countries, particularly in East Asia, job growth is back, but the quality of jobs being created is a major concern. In particular, 45 per cent of the vast productive potential of Asian women remains untapped, compared to just 19 per cent for Asian men.

Even before the crisis, Asia was estimated to be losing US\$42-\$47 billion a year because of limits on women's access to employment opportunities and another US\$16-\$30 billion a year as a result of gender gaps in education, according to estimates by the United Nations Economic and Social Commission for Asia and the Pacific. Although the region's economic growth of 6.2 per cent in 2000-2007 greatly exceeded the global average of 4.2 per cent, average growth in women's employment was just 1.7 per cent- below the world average of 2 per cent.

These deficits are likely to have increased during the crisis, the report says, because women disproportionately shouldered the impact due to pre-existing gender inequalities. They include discrimination throughout the region's labour markets, inequality rooted in social-cultural norms and national policy and institutional frameworks that shape the employment opportunities of Asia's 734

million female workers.

The report says that “there is now a window of opportunity to address systematic gender inequalities as well as the symptoms thrown up by the crisis, and achieve full labour market recovery and successful rebalancing.” It adds that “the policy goal should not be to return to the ‘normal’ pre-crisis situation...but to rebalance towards a new development trajectory that is job-rich, just, sustainable and inclusive”.

“Asia faces both old and new challenges and it needs to address both if it is to reap the social and economic benefits of gender equality,” said Sachiko Yamamoto, ILO Regional Director for Asia and the Pacific. “The drive to rebalance towards more sustainable, fairer development must not distract policy-makers from dealing with ingrained gender inequalities. One cannot succeed without the other and the social and economic costs of missing this opportunity will be felt for decades. The ILO stands ready to help with this, an important step towards the goal of decent work for all”.

The report points out that poor quality jobs are a greater labour market challenge for women than unemployment. A large proportion of women in Asia toils in low-productivity, vulnerable and low-paid informal work. In addition, female youth unemployment is high and women remain largely perceived as a buffer workforce or secondary earners next to men.

Suggested policies include support for women entrepreneurs; assisting women working in agriculture to boost productivity; reducing Asia’s over-reliance on the informal sector; promoting equal access to quality education and training; gender-responsive social protection; ensuring equality in representation and decision-making; and following a rights-based approach.

Ursula Schaefer-Preuss, ADB’s Vice President of Knowledge Management and Sustainable Development, said that “ADB is firmly committed to promoting

gender equality and women's empowerment through our operations. We believe that ADB has a responsibility to set a positive example for the region in tackling gender inequality. This timely report sheds further light on the negative impacts of gender discrimination in the labour force, and provides a new chance for governments and societies to increase quality employment options for women".

The report is a joint undertaking by the ADB and the ILO Regional Office for Asia and the Pacific, reflecting the high-level commitment of both organizations to gender equality as an economic and social investment that will generate enormous dividends for sustainable development in the region.