

I want you!

Employees of different genders and backgrounds are more able to pay attention to the needs of different customers, improving performance and profits.

Women offer different perspectives and abilities, bringing diverse thinking and innovation.

Corporate practices

Talent recruitment and support

#Solving the Labor Shortage #Diversity and Inclusion #Gender Friendly Workplace

1 Avoid gender bias in recruitment processes

Article 5 of the Employment Service Act: Employers must not discriminate against job seekers or employees based on reasons such as race, status... gender, sexual orientation, age, marital status, disability.



Avoid assumptions about gender

Assumptions about men having no childcare needs, or that women will be unable to work hard if they have to take care of children.



Diverse composition of the interview team

By adding the perspectives of different genders in the interview process, it is more likely to find excellent talents with potential.



See the value of second-career employees

Those who leave their jobs to provide childcare or family care may acquire non-professional skills (such as communication skills and time management) during the caregiving process.

2 Set employee-to-supervisor gender ratio targets and develop relevant measures



Examples include:

- In response to government practices, set the goal for female directors to a ratio of no less than 1/3.
- In the internal recommendation institution, use incentives to encourage employees. Recommend employees who are in the gender minority.

3 Assist in career development for employees

Provide employee education and training and ensure fair training opportunities. Examples include: Avoid holding training sessions after work hours. Compile the gender ratio of participating employees.



4 Promote female role models

Provide female employees with role models to follow, motivating them to engage in their work and strive for promotion opportunities.



5 Build a support network for women within the company



1 Senior female managers should provide support and advice to younger female employees.



2 Provide leadership development, skills training, and other courses.

Let the few women in the workplace support each other!

Example sharing-1

Intel's Taiwan branch

- Sustainable development strategy and goal, "RISE 2030": By 2030, the number of women in senior leadership positions worldwide will double compared with 2020, and the percentage of women in technical positions will increase to 40%
 - ✓ Taiwan encourages more women to join the high-tech industries through a talent recommendation incentive program: Recommend female talents who successfully join the company and receive a double referral bonus (NT\$160,000).
 - ✓ Provide male employees with 20 days of paternity leave and female employees with 16 weeks of maternity leave and adjusts their working hours after childbirth to help them gradually return to work. Additionally, provide a workplace environment with flexible work, working hours, and remote working to provide employees with family care support.
- Women@Intel Network:
 - ✓ Regularly plans various activities for female employees, including leadership courses, career counseling, etc.
 - ✓ Encourages female supervisors to serve as mentors to young female employees and provide career support by sharing their experiences and advice.
 - ✓ Encourages men to join as allies to support a friendly workplace for gender equality.



Example sharing-2

Merck Taiwan

In order to attract and retain female talents, Merck Taiwan is committed to becoming a family-friendly workplace and creating a culture of equality and inclusion, allowing more employees to balance family and work while exploring different developments and experiences during their career.

- 1 Merck has set a goal of women being half of its global leaders by 2030.
 - A. Regularly invite external speakers and female employees to share their workplace experiences and career development advice.
 - B. Provide complete career development and learning opportunities to help employees elevate their careers.
 - C. The company promotes "Inclusive Leadership" as a required course for supervisors, encouraging a diverse and inclusive culture and providing fair career development opportunities.
- 2 Merck provides family-friendly measures, including flexible working locations and working hours, infertility treatment subsidies and 5 days of paid family care leave, which is superior to the law, becoming the strongest support for employees' family care.
- 3 To achieve maternal health goals in the workplace, Merck's Taoyuan Plant has implemented hierarchical management measures to protect the health of female employees of childbearing age. In addition, Merck has also designated female-only parking spaces to ensure the safety of employees commuting to and from work.



How to attract talents with a gender-friendly workplace?



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