

Let employees feel **accepted and respected**. Affirm the unique traits and value of each employee.

Increase employees' **engagement and loyalty** in the company, reducing the talent loss rate.

Corporate practices

Inclusive workplace culture

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



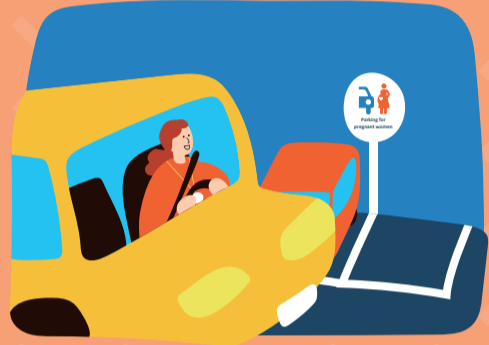
1 Help employees adapt

Increase employee engagement and cohesion within the company!



Examples include: By organizing consensus camps, luncheons, afternoon teas, etc., women can quickly integrate into the male-dominated workplace.

2 Provide support and assistance to employees according to their different needs



Examples include: Adjust work content for people with disabilities and pregnant women. Provide friendly spaces, such as breastfeeding rooms, parking spaces for pregnant women, accessible toilets, etc.

3 Encourage diverse voices and give equal opportunities to all

- Give equal opportunities, such as: Women can work night shifts and carry heavy objects according to their wishes and abilities. Men can also take parental leave.

- Set up an employee feedback mailbox or employee opinion survey so that employees can express their opinions and ideas.

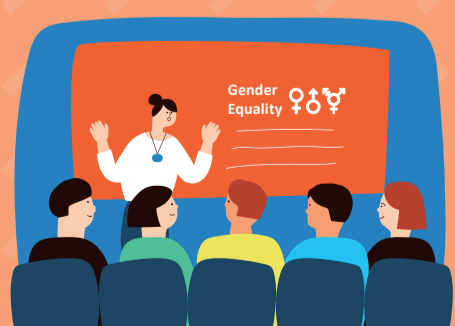


4 Ensure that employees with caring responsibilities can participate in company activities



Design activities that employees can bring their families to and avoid hosting them during peak seasons or peak business periods.

5 Education and training related to gender equality



Incorporate gender equality-related courses into employee education and training to eliminate gender biases and stereotypes in individuals and organizations.

6 Advocate for the values of diversity and inclusion

Examples include:

- Promote diverse values together through family day, volunteer day, and other activities.
- Designate "Family Care Day" to recognize the importance of family care and encourage men to share housework and care duties.
- Support the International Girls in ICT Day, International Day for the Elimination of Violence Against Women, International Day Against Homophobia, Biphobia, and Transphobia, and International Pink Day.



Example sharing-1

Diversity

Inclusion

AstraZeneca Taiwan

Employees from different departments held meetings during work hours to discuss how to encourage their colleagues to participate in the Taiwan Pride Parade, demonstrating the company's support for the cultural concepts of "inclusion and diversity".

The cross-departmental execution of community activities demonstrated the outstanding talents of their employees. Employees learned to embrace and respect diverse opinions and voices, and foster strong bonds of camaraderie. This is the meaning behind the inclusive and multicultural spirit of AZ Taiwan.

Senior human resource and business partners
Fiona Wang



Example sharing-2

Diversity

Inclusion

BLIKSEN Co., Ltd.

- ✓ Number of employees: 150 people, with a ratio of 2:4 for male to female senior managers.
- ✓ Provide special parking spaces for pregnant women to make it easier for pregnant colleagues to move their vehicles and enter and exit the building.
- ✓ Design proprietary trolleys to assist workers in moving objects, ensuring that all workers can carry out their work safely regardless of gender.
- ✓ If overtime work is required, supervisors will use a form to ask about employees' willingness two days in advance and arrange staffing accordingly, allowing employees with caregiving responsibilities to choose whether to work overtime and plan caregiving arrangements ahead of time.



How to attract talents with a gender-friendly workplace?



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