

Identify problems and develop strategies from the source to make the workplace more friendly, thereby winning the war for talent.

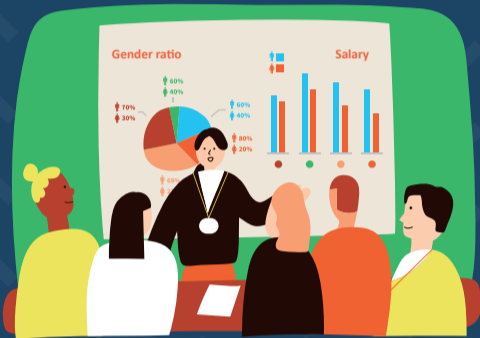
## Corporate practices

# Organizational structure and institution

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

LAW

### 1 Collect and track gender-related statistics



Examples include: Gender ratio of all employees and management, gender ratio of employees in different departments, and gender pay gap.

### 2 Set gender ratio targets based on the statistics



Examples include: Achieve a proportion of female employees exceeding 1/3 by 2030.

### 3 Minimize the gender pay gap

Definition: Gap between the average salary of both genders



#### Salary statistics

Calculate the overall average salary of male and female employees in different positions and levels to understand the salary gap between different genders.



#### Regular salary reviews

Review whether there is unequal pay for male and female employees with the same position and ability, analyze the reasons, and make adjustments.



#### Performance evaluation and promotion institution

- Establish a transparent and fair performance evaluation and promotion institution.
- Leave protected by "Article 21 of the Gender Equality in Employment Act" should not affect employee performance evaluations and promotions.

### 4 Prevention of Sexual Harassment

SAY

NO!



Implement the

#### Gender Equality in Employment Act:

✓ Stipulate measures for preventing and correcting sexual harassment, and related complaint procedures and disciplinary measures, and disclose such information in the workplace.

✓ Employers must immediately adopt corrective and remedial measures after they become aware of any instances of sexual harassment.

Examples include: Duty adjustment, seat adjustment, and allowing temporary work from home.



Establish the **Sexual Harassment**

**Complaints Handling Task Force**, and the proportion of women in the task force shall not be less than 1/2.



Organize **education and training** on sexual harassment prevention.



Establish a sexual harassment reporting window, dedicated hotline, fax, dedicated mailbox or e-mail, etc., to ensure that employees have access to **smooth complaint channels**.



Regularly **announce sexual harassment punishment cases**, promoting a culture that condemns perpetrators and supports victims.



Provide assistance to victims of sexual harassment, such as **psychological counseling, legal assistance**, etc.

## 5 Assign or establish dedicated personnel or units to promote gender equality

Under the **company's senior leaders**, establish dedicated units or personnel, such as a gender friendliness take force or diversity and inclusion officer, to promote a gender friendly, diverse, and inclusive workplace from top to bottom.



### Example sharing-1

Organization

Structure

#### MACHVISION Inc.

Produce a **"Gender Ratio Report"** every month and conduct "Employee Satisfaction Surveys" periodically to consider gender equality and encourage more female employees to join the company.

Source: Industrial Development Bureau's 2021 Gender Mainstreaming Benchmark Companies



### Example sharing-2

Organization

Structure

#### Corning Display Technologies Taiwan Co, Ltd.

Corning attaches great importance to **"equal pay for equal work"**. It regularly analyzes salary equality every year and makes necessary adjustments, such as: Prepare personnel budget for special salary adjustments to ensure 100% "pay equality by gender" in all operating locations around the world.



How to attract talents with a gender-friendly workplace?



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