

CTWU Is Stepping Up with Brothers and Sisters in Asia!

At the occasion of 2nd UNI APRO Women's Conference and Regional Conference in KL, Malaysia, CTWU delegation is pleased to share opinions with brothers and sisters. CTWU President Chang is invited to make the speech in the regional conference (review through the link). CTWU female director Chia Pao-ling presented her opinions about how CTWU female workers fight for their rights and the situation of foreign female workers in Taiwan. The following is Director Chia's speech:



**CTWU Director Chia made speech
in Women's Conference**

Ladies:

It's my pleasure to have the opportunity to talk about the female workers problems in Taiwan. At first, I would like to make a statement about the Changhwa telecom. Company.

Two years ago, our company was privatized by the government. At that time, our worker union has made the efforts to sign a convention with the capital, the contents of which include:

1. Within 5 years, the labors can't be fired and their salaries can't be deducted.
2. The female workers have two years' leave to nourish and bring up their babies, and their job can be kept but not be paid.
3. Original labor working conditions must be kept. If the capital wants to change it, he must negotiate with the worker union.

But this year, the capital broke the agreement. He transfers the workers in call center to another city of county, and prolongs their working hours to 45 minutes. The practice suffers from the complaint of the worker in call center.

At the same time, he compelled about 2000 workers to retire by combining

the organization, especially the female workers.

Beside, all of the worker, no matter what kind of work they do, were compelled to sell the products in addition to their own work.

Therefore, we had a fight against the capital's irrational measures on May 1st this year, the Labor Day. There were about five thousand workers and their family gathering in Taipei Train Station. We made a march to protest the capital broke his promise and request to comply with the words.

Second, I want to make a statement about Taiwan's female worker conditions.

1. Sexual harassment in the office:

According to the survey, only 49.2% female workers said that they don't suffer from sexual harassment. It appears more than half of female workers encounter the problem. If there are no female members in the worker union. The victims often don't dare to make an appeal. They usually swallow an insult.

So these years, our government has made a law to prevent the female sexual harassment , and created bisexual equality , harmony and respect for each other in a vocational environment.

2. Migrant caretakers have no days off in Taiwan.

In a survey done by the AsiaPacifia Mission for Migrant and Migrant International—81% percent of Filipinos working as caretakers and domestic helpers answered they either are given limited days of or none at all in Taiwan. Ask why the employer does not want to provide them with a day off, majority answered ther will e no one to take are of their wards who are mostly old people. A few answered after a year or two they will be give this right. While some interesting answers in clude, that the caretaker may have a boyfriend, might get sick or that they are only new in Taiwan. One forth answered they sighed a side agreement agreeing to no day off.

3. Sexual and age discrimination.

This year, our government made a lot that the employer can't limit the age of the applicants , otherwise, they will be fined.

This year, our company compelled high-aged worker the retire, and the

changhwa branch manager issued an document stated the fifty-five years old employee must apply for retirement, otherwise, they would be transferred to work in the call out center no matter what position they are in. Our worker union appealed to the Labor Bureau, and the capital was fined on million NT dollars

In Taiwan, many employers have sexual discrimination, generally, the female employee's salaries are lower than male ones even in the same rank, for example, nurses' payment are twenty thousand lower the truck drivers.

Although there are many working problems for the female workers, we should do our best to solve them, and purchase a peaceful, equal vocational environment between sexes.

