

# East Asia Gender Equality Forum

## Innovative Care and Workplaces: Fostering Self-Realization for All

# 2025

## Agenda

09:00-09:30 **Registration**

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09:30-09:40 **Opening Remarks and Group Photos**

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09:40-10:50 **Keynote Speech : When Feminists Meet a Super-Aged Society**

**Moderator**

**LIN Ching-Yi**

Deputy Minister, Ministry of Health and Welfare

**Speaker**

**UENO Chizuko**

Chief Director  
Certified NPO Women's Action Network

**TSAO Ai-Lan**

Director  
Eden Social Welfare Foundation

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10:50-11:00 **Tea Break**

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11:00-12:10 **Session 1: Addressing Diverse Needs in Employment and Care**

**Moderator**

**DU Sih-Cheng**

Secretary General, Taiwan Tongzhi (LGBTQ+) Hotline Association  
Committee Member, Gender Equality Committee, Executive Yuan

**Speaker**

**HONG Ijin**

Associate Professor,  
Graduate Institute of National Development,  
National Taiwan University

**CHYN Yu-Rung**

Secretary General, Awakening Foundation

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12:10-14:00 **Lunch**



## 14:00-15:10 Session 2: Caring for Care Workers and the Economy

### Moderator

#### WANG Chao-Ching

Committee Member, Gender Equality Committee, Executive Yuan  
Chief Executive Officer, Peng Wan-Ru Foundation  
Board of Director, Foundation for Women's Rights Promotion and Development

### Speaker

#### ASANO Sachiko

Vice President,  
Japan Association of Certified Care Workers

#### LIN Yi-Ying

Chairperson,  
Plahan Shared Care Labor Cooperative

#### LIANG Li-Fang

Associate Professor,  
Department of Sociology, National Dong Hwa University  
Board Member, The Taiwan Feminist Scholars Association

## 15:10-15:30 Tea Break

## 15:30-17:00 Session 3: Creating Gender-Equal and Family-Friendly Workplaces

### Moderator

#### CHEN Yueh-Er

Project Consultant Central Taiwan Office, Commerce Development Research Institute  
Committee Member, Gender Equality Committee, Executive Yuan  
Board of Director, Foundation for Women's Rights Promotion and Development

### Speaker

#### MIYAHARA Junji

Director, Diversity Equity & Inclusion  
Co-creation Department,  
Toray Business Research Institute

#### KWON Young-Eun

Representative, Supporters for Health and Rights of People  
in Semiconductor Industry (SHARPS)

#### Janice WANG

Editor-in-chief & Deputy CEO,  
50+ FIFTY PLUS

#### HO Yu-Jung

Secretary General,  
Taiwan Obasang Political Equality Party

## 17:00 Closing



FWRPD  
Website



Forum  
Information



Forum  
Feedback Survey

### Organizer



Foundation for Women's  
Rights Promotion  
and Development  
財團法人婦女權益促進發展基金會

### Partner Organizations



台灣女性學學會  
Taiwanese Feminist Scholars Association



婦女新知基金會  
Awakening Foundation



商業發展研究院  
Commerce Development  
Research Institute



小民參政歐巴桑聯盟  
o-ba-sang  
Taiwan Obasang Political Equality Party



財團法人彭婉如文教基金會  
Peng Wan-Ru Foundation



社團法人台灣同志諮詢熱線協會  
TAIWAN TONGZHI (LGBTQ+) HOTLINE ASSOCIATION

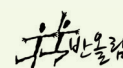
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women's action network



日本分會  
日本分會





### **Ms. Sunny Ling-Hsiang Huang**

Acting Executive Director,  
Foundation for Women's Rights  
Promotion and Development

## Keynote Speech

### **When Feminists Meet a Super-Aged Society**

Moderator



### **LIN Ching-Yi**

Deputy Minister,  
Ministry of Health and Welfare

Dr. Lin Ching-Yi currently serves as the Deputy Minister of Health and Welfare of Taiwan. She previously worked as an attending physician in the Department of Obstetrics and Gynecology at Chung Shan Medical University Hospital. She also served as the CEO of the hospital's International Medical Services Center, a member of the TaiwanICDF Mobile Medical Mission, and the resident coordinator of the Tuvalu-Taiwan Medical Program. She is one of the co-founders of the Taiwan Health Service Association and has long been involved in international medical aid programs in India, Nepal, and Kyrgyzstan.

Dr. Lin was a member of the Executive Yuan's Committee on Women's Rights Promotion and served two terms in the Legislative Yuan. During her tenure, she promoted the establishment of the Advisory Council on Sustainable Development to enhance Taiwan's engagement with the UN 2030 Sustainable Development Goals (SDGs). Since 2016, she has also been a member of the Human Rights Committee of Liberal International.

## When Feminists Meet a Super-Aged Society

### Speaker



### UENO Chizuko

Chief Director,  
Certified NPO Women's Action Network

A leading feminist theorist and an influential social critic, a prolific author of books and articles and a high-profile intellectual in Japan. In 1994, one of her many acclaimed books, *Kindai Kazoku no Seiritsu to Shuen* (The Rise and Fall of the Modern Family), won the coveted Suntory Academic Award. English publications are available as follows; *The Modern Family in Japan: Its Rise and Fall* (2009), *Nationalism and Gender* (2004). She is also a best-seller writer of *The Old Age of Single Women*. Asahi Shinbun Award winner in 2012 for her contribution to feminism and women's studies, in addition to studies of care. Received Han Honor from the Finnish government in 2019. Selected as a member of American Academy of Art and Sciences in 2020. In 2024, selected as one of the "100 Most Influential People in the World" by Time magazine.



### TSAO Ai-Lan

Director,  
Eden Social Welfare Foundation

I was born in 1948 in Taiwan.

I took the graduate study in the United States, where I was profoundly influenced by the concept of gender equality. After returning to Taiwan, I founded several organizations to promote women's rights. I will continue to fight for this cause throughout my life, striving until the very end. I also established several foundations for the education of handicap children. Besides, I was the Director of the Labor Bureau of Taipei County Government, the Deputy Chairperson of the Council of Labor of the Executive Yuan, and the Director-general of the Department of Social Welfare of Tainan City Government. After retiring from the Director-general of the Department of Social Welfare of Tainan City Government in 2014 at the age of 66, I have had three major pursuits:

**1. \*\*Literary Novel Writing\*\*:**

I have completed three novels. The main themes revolve around the later stages of life, relationships for the elderly, cohabitation, and choices regarding life.

**2. \*\*Founder of the Taiwan Hope Elderly Association\*\*:**

I promote the concept of autonomous aging, discuss how to prepare for old age, and advocate for supportive social laws and facilities for autonomous seniors.

**3. \*\*Board Member of the Eden Social Welfare Foundation\*\*:**

I became the convener of the professional committee, working hard to promote shared housing and assist various social services that support elderly individuals living with dignity.

## Addressing Diverse Needs in Employment and Care

### Moderator



### DU Sih-Cheng

Secretary General, Taiwan Tongzhi (LGBTQ+) Hotline Association  
Committee Member, Gender Equality Committee, Executive Yuan

Sean Sih-Cheng Du (he/him) is the Secretary-General of the Taiwan Tongzhi (LGBTQ+) Hotline Association. He joined Hotline as a volunteer in 2002 and has been since actively involved in the work on LGBTI+ and PLWHIV's rights. He became Hotline's Director of Policy Advocacy in 2011 and the Secretary-General in 2021. His work includes social education, LGBTQ+ inclusive workplace, gay men's sexual health, LGBTQ+-friendly healthcare, and international affairs.

He is currently the East Asian Representative of the ILGA Asia Executive Board, a member of the Gender Equality Committee, Executive Yuan, and a board member of the Taiwan Equality Campaign and the Taiwan Men's Association. He was a member of the Taipei City Committee of Gender Equality, a crucial member of the Marriage Equality Coalition Taiwan, and a board member of the Persons with HIV/AIDS Rights Advocacy Association of Taiwan. He has a master's degree in Sociology from National Taiwan University.

### Speaker



### HONG Ijin

Associate Professor,  
Graduate Institute of National Development,  
National Taiwan University

Ijin Hong 홍이진 is an Associate Professor at the Graduate Institute of National Development, National Taiwan University. She majored in Political Sociology at La Sapienza University (Rome, Italy) for her master's and Social Welfare at Yonsei University (Seoul, South Korea) for her doctoral degree, and her studies focused on welfare states in East Asia and Southern Europe from a comparative perspective. Her research interests and publications include public and social policy, social expenditure, welfare attitudes and deservingness, care services, labour markets, and gender inequality. She is a Co-Editor for the Journal of International and Comparative Social Policy (JICSP), one of the three journals under the Social Policy Association (SPA). She is a long-standing committee member for the East Asian Social Policy (EASP) network and one of the Directors of the Korean Social Security Association (KSSA).

# Addressing Diverse Needs in Employment and Care

Speaker



**CHYN Yu-Rung**  
 Secretary General,  
 Awakening Foundation

Since 2012, Ms. Chyn have been working at the Awakening Foundation, advocating for women's rights and gender equality. Her expertise lies in issues such as care justice, women's economic security, and women's equal participation in politics.



**CHOU Chien-Ju**  
 Chairperson,  
 Taiwan Disabled Women's Alliance for Equal Rights

**Expterience**

- CRPD Specialist, Eden Social Welfare Foundation
- Research Assistant and Web Administrator, Pilot Participatory Budgeting Project for Employment Promotion of Persons with Disabilities

**Education**

**Sep. 2012 - Aug. 2016:** M.A. in Sociology, National Taipei University

**Sep. 2005 - Jun. 2009:** B.A. in Information Technology and Management, Shih Chien University  
 living with dignity.

## Caring for Care Workers and the Economy

### Moderator



### WANG Chao-Ching

Committee Member, Gender Equality Committee, Executive Yuan  
Chief Executive Officer, Peng Wan-Ru Foundation

Board of Director, Foundation for Women's Rights Promotion and Development

Chao-Ching Wang is currently the Executive Director of the Peng Wan-Ru Foundation. The foundation is guided by the core philosophy of "Nordic experiences, localized for Taiwan," advocating for "universal care" and the "public responsibility of caregiving." It envisions a society where both men and women can simultaneously fulfill the roles of citizen, caregiver, and worker. The foundation offers a range of care services to support gender-equal division of caregiving within families. In Taiwan, full-time caregivers are predominantly women, and women's labor force participation tends to decline after entering family life. This demonstrates how the conflict between work and family impacts their career planning. Therefore, building an accountable, affordable, and accessible system of childcare and long-term care is a key strategy by which the foundation promotes gender equality.

### Speaker



### ASANO Sachiko

Vice President,  
Japan Association of Certified Care Workers

Ms. Sachiko Asano is Vice President of the Japan Association of Certified Care Workers (JACCW) and President of the Osaka Association of Certified Care Workers.

With over 40 years of experience in the long-term care sector, she began her career in 1983 as a public servant in Osaka, working in community-based eldercare services. Since then, she has taken on various leadership and educational roles.

Based in Osaka, she contributes to local workforce development as a part-time lecturer at several universities and vocational schools. Her teaching emphasizes communication, person-centered care, and understanding of diversity.

Ms. Asano also serves on national and prefectural advisory councils, providing policy recommendations on eldercare planning, workforce development, and the acceptance of foreign care workers.

Her research has addressed topics such as lower back pain prevention among caregivers and strategies to support the long-term employment of foreign care workers.

She has been involved in the supervision of caregiving manuals and training materials, acting as a bridge between frontline experience and policy advocacy. As a certified care worker and certified care skills evaluator, she continues to advance the development of high-quality care professionals through both expertise and hands-on practice.

## Caring for Care Workers and the Economy

### Speaker



### LIN Yi-Ying

Chairperson,  
Plahan Shared Care Labor Cooperative

Yi-ying Lin, former Deputy Mayor of Taichung, has devoted herself in elderly welfare for over 30 years. During her tenure at the Hondao Senior Citizen's Welfare Foundation, she initiates the landmark "Go Grandriders" project, leading 17 seniors, averaging 81 years old, on a motorcycle tour around Taiwan. Now she serves as the chairperson of the Plahan Shared Care Labor Cooperative and the Secretary-General of the Taiwan Cooperative Care Alliance. She settles in the Dagan tribe and is committed to improving long-term care services and social safety nets in remote tribal areas to cultivate long-term care talents and symbiotic community services. She actively promotes people-centered policy initiatives to create a happy and warm long-term care 3.0.



### LIANG Li-Fang

Associate Professor, Department of Sociology,  
National Dong Hwa University  
Board Member, The Taiwan Feminist Scholars Association

I received my doctoral degree from the Department of Sociology at Syracuse University. Currently, I am an Associate Professor in the Department of Sociology at National Dong-Hwa University, Taiwan. As a feminist sociologist, my research focuses on "invisible work," which is predominantly performed by women. For years, I have collaborated with migrant live-in care workers and NGOs advocating for MLIC workers in Taiwan. My research explores topics such as the political economy of care migration, care ethics and relations, care workers' rights and protections, and the precarities of care and care work. Parts of my research have been published in *Ethnic and Racial Studies*, *Journal of Intimacy and Public Sphere*, *Asian and Pacific Migration Journal*, *Journal of Aging Studies*, *International Journal of Care and Caring*, *Social Policy and Society*, as well as in book chapters.

# Creating Gender-Equal and Family-Friendly Workplaces

Moderator



## CHEN Yueh-Er

Project Consultant Central Taiwan Office,  
Commerce Development Research Institute  
Committee Member, Gender Equality Committee, Executive Yuan  
Board of Director, Foundation for Women's Rights Promotion and Development

I have been engaged in gender issues for over 30 years, from conducting academic research on systemic challenges to participating in gender equality policies and initiatives at both central and local government levels. I have also supported companies and civil society groups in creating more gender-friendly practices and reducing inequality. Promoting gender equality has always been a key focus of my work and will continue to be an important part of my efforts.

During my 23 years in government service and 20 years in academia, gender equality has remained central to both my professional and personal life. Even after retiring in 2020, I continue to work on key issues such as promoting gender rights, challenging stereotypes in culture and daily life, building inclusive workplaces, encouraging shared decision-making, improving gender equity in health, and ensuring equal access to education.

This forum's topic—how organizations can support employees' caregiving responsibilities and build more inclusive workplace policies—offers a valuable opportunity to develop innovative and supportive practices. By doing so, we can create workplaces that are more equal, inclusive, and supportive, further advancing gender equality in Taiwan.

Speaker



## MIYAHARA Junji

Director, Diversity Equity & Inclusion Co-creation  
Department, Toray Business Research Institute

1989 School of Social Science, WASEDA Universities

**(Work History)**

1989 Shiseido Corporation. Department store sales

1993 Shiseido Hair Care Product Development Manager

Shiseido Human Resources Department. Diversity & Inclusion Manager

2024 Toray Business Research Institute, Inc. Diversity & WLB Director.

Toray Business Research Institute, Diversity Equity & Inclusion Co-creation Dept Director.

- When I was at Shiseido, I managed 100 female employees.
- Currently providing corporate consulting on diversity and inclusion.
- I am involved in a number of initiatives to support women's participation in the workforce in government organizations and private companies.
- I appeal to many male managers about the importance of supporting women's participation in the workforce.

# Creating Gender-Equal and Family-Friendly Workplaces

Speaker



## KWON Young-Eun

Representative, Supporters for Health and Rights of People in Semiconductor Industry (SHARPS)

Kwon young eun is a South Korean activist with SHARPS, working since 2004 to support women workers' health and rights in the electronics industry. Her work focuses on gender-based risks, toxic exposure, and empowering women's voices in labor struggles.



## Janice WANG

Editor-in-chief & Deputy CEO, 50+ FIFTY PLUS

Master's degree in Journalism from National Chengchi University.

- **Award for Excellence in Feature Writing and Environmental Reporting, and Honorable Mention in Investigative Reporting at the Society of Publishers in Asia (SOPA)**
- **Excellence Award in Consumer Rights Reporting**
- **Annual Most Influential Feature at the Silver Power Journalism Awards**

Currently serves as Editor-in-Chief and Deputy Executive Officer of 50+, a publication under the Global Views-Commonwealth Publishing Group.



## HO Yu-Jung

Secretary General,  
Taiwan Obasang Political Equality Party

Taiwan Obasang Political Equality Party (TOPEP) was founded with a focus on children's rights, with 90% of its members being women and mothers rooted in their local communities. The party advocates for gender equality, environmental justice, labor rights, child-friendly policies, and equal political participation for all citizens.

Since its founding in 2019, I have served as the party's Secretary-General. We have established seven local chapters and a headquarters team of ten members—most of whom are also women and mothers. Many of our members are homeschooling families and primary caregivers, which makes it essential to build a work environment and roles that are family-friendly. Our organizational structure and working hours are highly flexible and mobile, enabling effective collaboration and coordination.

I am also the founder of the "Waste Not Moms Secondhand Circulation Project," an initiative promoting circular economy and sustainable environmental practices. In response to the environmental damage caused by fast fashion, this project encourages people to donate unused clothes from their homes, circulate them in the secondhand market, and reduce consumption. We also collaborate with parent-child families to upcycle secondhand clothing and unused election campaign banners into new, creative products.

I have run for city council twice, campaigning as an openly lesbian single mother.