

East Asia Gender Equality Forum
Innovative Care and Workplaces
Fostering Self-Realization for All

東亞性別平等論壇

創新思維友善照顧 共融職場實現自我

2025



Forum e-Handbook

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議程 Agenda

09:00-09:30 **報到** Registration

09:30-09:40 **開幕致詞 / 大合照** Opening Remarks and Group Photos

09:40-10:50 **專題演講：當女性主義者遇上超高齡社會**

Keynote Speech : When Feminists Meet a Super-Aged Society

主持人 Moderator

林靜儀 LIN Ching-Yi

衛生福利部次長

Deputy Minister, Ministry of Health and Welfare

講者 Speaker

上野千鶴子 UENO Chizuko (日本)

日本女性行動網理事長

Chief Director

Certified NPO Women's Action Network

曹愛蘭 TSAO Ai-Lan (臺灣)

伊甸社會福利基金會董事

Director

Eden Social Welfare Foundation

10:50-11:00 **茶敘** Tea Break

11:00-12:10 **場次一：看見多元的就業與照顧需求**

Session 1: Addressing Diverse Needs in Employment and Care

主持人 Moderator

杜思誠 DU Sih-Cheng

台灣同志諮詢熱線協會秘書長

行政院性別平等會委員

Secretary General, Taiwan Tongzhi (LGBTQ+) Hotline Association

Committee Member, Gender Equality Committee, Executive Yuan

講者 Speaker

홍이진 HONG Ijin (南韓)

國立臺灣大學發展研究所副教授

Associate Professor,

Graduate Institute of National Development,

National Taiwan University

覃玉蓉 CHYN Yu-Rung (臺灣)

婦女新知基金會祕書長

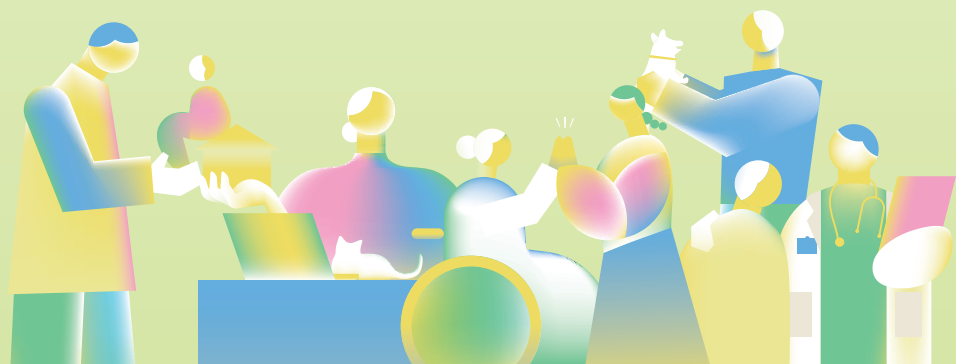
Secretary General, Awakening Foundation

周倩如 CHOU Chien-Ju (臺灣)

台灣障礙女性平權連線理事長

Chairperson, Taiwan Disabled Women's Alliance for Equal Rights

12:10-14:00 **午餐** Lunch



議程 Agenda

14:00-15:10 場次二：當照顧作為一種有酬工作

Session 2: Caring for Care Workers and the Economy

主持人 Moderator

王兆慶 WANG Chao-Ching

行政院性別平等會委員

彭婉如文教基金會執行長

婦女權益促進發展基金會董事

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

講者 Speaker

淺野幸子 ASANO Sachiko (日本)

日本介護福祉士會副會長

Vice President,

Japan Association of Certified Care Workers

林依瑩 LIN Yi-Ying (臺灣)

有限責任臺灣柏拉罕共生照顧勞動合作社理事主席

Chairperson,

Plahan Shared Care Labor Cooperative

梁莉芳 LIANG Li-Fang (臺灣)

國立東華大學社會學系副教授

台灣女性學學會理事

Associate Professor,

Department of Sociology, National Dong Hwa University

Board Member, The Taiwan Feminist Scholars Association

15:10-15:30 茶敘 Tea Break

15:30-17:00 場次三：友善照顧與職場支持的未來

Session 3: Creating Gender-Equal and Family-Friendly Workplaces

主持人 Moderator

陳月娥 CHEN Yueh-Er

行政院性別平等會委員

商業發展研究院中部辦公室計畫顧問

婦女權益促進發展基金會董事

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

講者 Speaker

宮原淳二 MIYAHARA Junji (日本)

東麗企業綜合研究所 DEI&共創部部長

Director, Diversity Equity & Inclusion

Co-creation Department,

Toray Business Research Institute

권영은 KWON Young-Eun (南韓)

半導體產業勞工健康與權益倡議代表

Representative, Supporters for Health and

Rights of People in Semiconductor Industry(SHARPS)

王美珍 Janice WANG (臺灣)

《50+》總編輯兼副執行長

Editor-in-chief & Deputy CEO,

50+ FIFTY PLUS

何語蓉 HO Yu-Jung (臺灣)

小民參政歐巴桑聯盟秘書長

Secretary General, Taiwan Obasang Political Equality Party

17:00

閉幕 Closing

主辦單位 Organizer



*Foundation for Women's
Rights Promotion
and Development*

財團法人婦女權益促進發展基金會

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

財團法人婦女權益促進發展基金會從1999年3月成立以來，一直努力搭建政府及民間社會對話的橋樑，並致力於建構支援婦女團體行動力、促進婦女團體意見溝通的資源交流中心。我們相信，唯有透過共同參與，以及參與過程中的溝通和互動，政府與民間社會的共識才能達成，整個社會對於「性別平等」的意義、內涵、和達成途徑所引發的歧見才有交流與交集的可能性，進而激盪出更富想像力的主張；而只有在如此氛圍之下，國家所制定的政策才能包容多元，並符合公義！

In the late 1990s, several incidents of crime against women stoked public fury in Taiwan. In response to the social pressure, the Foundation for Women's Rights Promotion and Development was established in 1999 to serve as a bridge for constructive dialogue between government and civil society, as well as a center of resource and information exchange for women's empowerment in Taiwan. We envision a society of gender equality in which inclusive and just policies are formulated through open communication and democratic participation.

開場致詞 Opening Remarks



黃鈴翔

Ms. Sunny Ling-Hsiang Huang

財團法人婦女權益促進發展基金會副執行長
Acting Executive Director,
Foundation for Women's Rights Promotion and Development

當女性主義者遇上超高齡社會

When Feminists Meet a Super-Aged Society

專題演講 Keynote Speech

主持人 Moderator



林靜儀

LIN Ching-Yi

衛生福利部次長
Deputy Minister, Ministry of Health and Welfare

現任衛生福利部政務次長，曾任中山醫學大學附設醫院婦產科主治醫師，擔任該院國際醫療中心執行長、國合會行動醫療團成員，以及吐瓦魯台灣醫療計畫常駐聯絡人。她也是台灣健康服務協會發起人之一，長期參與印度、尼泊爾及吉爾吉斯的國際醫療援助計畫。林靜儀曾任行政院婦女權益促進委員會委員、第九屆與第十屆立法委員，並在立法院推動成立永續發展諮詢委員會，促進台灣對聯合國2030永續發展目標 (SDGs) 的參與。自2016年起，她亦為國際自由聯盟人權委員會成員。

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.

專題演講 Keynote Speech

講者 Speaker



上野千鶴子 UENO Chizuko

日本女性行動網理事長

Chief Director, Certified NPO Women's Action Network

日本具代表性的女性主義理論家與社會評論者，著作豐富，文章與書籍累計無數，是在日本極具影響力的公共知識分子之一。1994年，她的經典著作《近代家族の成立と終焉》（《近代家庭的形成和終結》）榮獲備受矚目的三得利學藝獎。

其英文出版作品包括《The Modern Family in Japan: Its Rise and Fall》（2009年）與《Nationalism and Gender》（2004年）。她同時也是暢銷書《一個人的老後》一書的作者。因其在女性主義、女性研究與照護研究方面的貢獻，於2012年榮獲《朝日新聞獎》。2019年獲頒芬蘭政府授予的「漢勳章」（Han Honor）。2020年當選為美國藝術與科學學院（American Academy of Arts and Sciences）院士。2024年更被《時代雜誌》評選為「全球百大最具影響力人物」之一。

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.

專題演講 Keynote Speech

講者 Speaker



曹愛蘭 Tsao, Ailan

伊甸社會福利基金會董事
Director, Eden Social Welfare Foundation

我出生於1948年，所以現在是77歲。

於2014年66歲台南市政府社會局長退休之後，我最重要的工作有三個：

一、文學小說創作。目前有三本小說完成。主要的內容是關於餘生，老人感情，共居和生命選擇權的故事。

二、創辦台灣望年協會，推廣自主老年概念，討論如何預備老年，以及倡導支持自主老年的社會法令及設施。

三、參加伊甸社會福利基金會董事會，並成為專業委員會召集人，努力推動共享住宅，以及協助獨居老人尊嚴生活的各種社會服務。

曾經留學美國，深受性別平等觀念洗禮，也將終身奮鬥，努力到最後。

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.

場次一 Session 1

主持人 Moderator



杜思誠 DU Sih-Cheng

台灣同志諮詢熱線協會秘書長

行政院性別平等會委員

Secretary General, Taiwan Tongzhi (LGBTQ+) Hotline Association

Committee Member, Gender Equality Committee, Executive Yuan

杜思誠(小杜)現任台灣同志諮詢熱線協會秘書長，自2002年以志工身分參與該協會開始，長期投入LGBTI+族群和愛滋感染者權益的推動工作。2011年成為熱線政策推廣部主任，2021年起擔任秘書長，關注的領域包括多元性別社會教育、同志友善職場、男同志性健康、同志友善醫療以及國際交流。

目前，他同時擔任國際同志聯合會亞洲分會(ILGA Asia)東亞區理事、行政院性別平等會委員，也是台灣彩虹平權大平台協會和台灣男性協會的理事。

過去，他也曾是臺北市性別平等委員會委員、婚姻平權大平台成員，以及愛滋感染者權益促進會理事。他擁有國立臺灣大學社會學研究所碩士學位。

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.

場次一 Session 1

講者 Speaker

**홍이진**
HONG Ijin

國立臺灣大學發展研究所副教授

Associate Professor,

Graduate Institute of National Development, National Taiwan University

洪伊真(홍이진)為現任國立臺灣大學國家發展研究所副教授。她於義大利羅馬第一大學(La Sapienza University)取得政治社會學碩士學位，並在韓國延世大學獲得社會福利博士學位，研究聚焦於從比較視角探討東亞與南歐的福利國體制。

她的研究興趣與發表涵蓋公共與社會政策、社會支出、福利態度與「應得性」觀念、照顧服務、勞動市場與性別不平等主題。

洪教授目前擔任《國際與比較社會政策期刊》(Journal of International and Comparative Social Policy, JICSP)共同編輯，該期刊隸屬於英國社會政策學會(Social Policy Association, SPA)旗下三大學術期刊之一。她同時是東亞社會政策網絡(EASP)長期委員會成員，並擔任韓國社會保障學會(Korean Social Security Association, KSSA)理事之一。

Ijin Hong홍이진 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).

場次一 Session 1

講者 Speaker



覃玉蓉 CHYN Yu-Rung

婦女新知基金會祕書長

Secretary General, Awakening Foundation

自2012年進入婦女新知基金會工作，推動女性權益與性別平等倡議工作，專長為照顧與女性經濟安全、女性政治參與等議題。

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.



周倩如 CHOU Chien-Ju

台灣障礙女性平權連線理事長

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.

場次二 Session 2

主持人 Moderator



王兆慶

WANG Chao-Ching

行政院性別平等會委員

彭婉如文教基金會執行長

婦女權益促進發展基金會董事

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

王兆慶現任彭婉如文教基金會執行長，彭婉如基金會以「北歐經驗，臺灣轉化」為核心理念，倡導「普及照顧」與「照顧公共化」——期望男女皆能兼任公民、照顧者與工作者的角色。基金會提供多元服務，包括非營利幼兒園、家事管理員、居家陪伴員等，協助家庭實現性別平等分工。臺灣全職照顧者多為女性，女性成年並進入家庭後勞動參與率下降，這都顯示工作與家庭的衝突影響其生涯規劃。所以建立優質、平價、普及的幼兒托育及長期照顧服務制度，是彭婉如基金會推動性別平等的重要方法。

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.

場次二 Session 2

講者 Speaker



淺野幸子 ASANO Sachiko

日本介護福祉士會副會長

Vice President, Japan Association of Certified Care Workers

淺野幸子女士現任日本介護福祉士會副會長，以及大阪府介護福祉士會會長。她在長照領域擁有超過40年的實務經驗，於1983年以大阪市公務人員身份踏入高齡者社區照護服務領域，之後歷任多項領導與教育職務。

她以大阪為據點，長期投入地方照護人力培育，目前亦在多所大學及職業學校擔任兼任講師，課程強調溝通技巧、以人為本的照護理念，以及多元文化的理解。

此外，淺野女士亦擔任日本中央與地方的多個諮詢委員會成員，提供有關高齡照護規劃、人力發展及外籍照護人力引進等政策建言。她的研究主題涵蓋如何預防照護人員的腰部傷害，以及如何支持外籍照護工作者長期穩定就業等議題。她也曾參與多本照護手冊與訓練教材的監修工作，致力於連結第一線實務經驗與政策倡議。

作為一位合格的介護福祉士與介護技術評估認證者，淺野女士透過專業知識與實務經驗，持續推動高品質照護人才的培育與發展。

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.

場次二 Session 2

講者 Speaker



林依瑩

LIN Yi-Ying

有限責任臺灣柏拉罕共生照顧勞動合作社理事主席

Chairperson, Plahan Shared Care Labor Cooperative

林依瑩曾任台中副市長,投身高齡福利領域將近 30 年。擔任弘道老人福利基金會執行長期間,推出 AIO 走動式看護服務,並帶領 17 位不老騎士勇敢逐夢,挑戰 13 天環島一周。現為柏拉罕共生照顧勞動合作社及照顧學校創辦人,定居達觀部落致力於改善部落偏鄉的長照服務與社會安全網,培力長照人才與共生社區服務,積極促進以人為本的政策倡議,開創幸福、溫馨的長照 3.0。

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.

場次二 Session 2

講者 Speaker



梁莉芳

LIANG Li-Fang

國立東華大學社會學系副教授

台灣女性學學會理事

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

我在美國雪城大學社會學系獲得博士學位，目前在國立東華大學社會學系任教。作為女性主義社會學者，我的研究關注「隱形勞動」，這類工作多由女性承擔。多年來，我與在台灣家庭看護移工和倡議其權益的非政府組織合作，研究議題涵蓋照顧移工的政治經濟學、關懷倫理與關係、照顧工作者的權利與保障，以及照顧與照顧勞動的危殆性。部分研究成果已發表於《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》，以及多本專書章節中。

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.

場次三 Session 3

主持人 Moderator



陳月娥

CHEN Yueh-Er

行政院性別平等會委員

商業發展研究院中部辦公室計畫顧問

婦女權益促進發展基金會董事

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

關注性別議題已超過30年，從系統的探討產出學術論文，至參與中央及地方政府機關推動的各項性別平等政策、計畫、方案或措施，乃至企業或人民團體如何提升性別友善的實務運作上提供建議或協助改善性別的不平等對待，是個人自始堅持的工作目標，也是未來仍持續參與的重要活動。無論個人過去在政府機關服務的23年以及在大學從事教學研究服務的20年，性別平等議題都是工作或生活當中的重中之重，即便在109年辦理退休後，人權中的性別平權落實、民俗與生活中的性別刻板破除、工作中的性別友善職場建置、團體中的權力決策共治、健康領域中的性別共好、教育權利中的機會均等...等等，都是必須戮力改善的重要使命。本次論壇議題之一「如何在組織內有效推動支持員工照顧責任的各項積極行動與措施，讓各企業或團體可以更具聚焦於職場多元與友善制度的建置與服務提供」，更能實現以創新思維的方式，研提多樣友善的照顧服務，以提升職場共榮共好，讓臺灣的性別平等更上一層。

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.

場次三 Session 3

講者 Speaker



宮原淳二 MIYAHARA Junji

東麗企業綜合研究所 DEI&共創部部長

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

1989 早稻田大學 社會科學部畢業

(工作經歷)

1989 資生堂公司 百貨專櫃銷售部門

1993 資生堂 髮品開發經理

2004 資生堂 人力資源部 多元與共融 (Diversity & Inclusion) 經理

2011 東麗經營研究所 多元與工作生活平衡 (WLB) 部門主任

2024 東麗經營研究所 多元、公平與共創部門主任 (Diversity, Equity & Inclusion Co-creation Dept Director)

- 在資生堂任職期間，曾管理約100名女性員工。
- 目前從事企業多元共融 (D&I) 顧問工作。
- 長期參與政府機關與民間企業推動女性就業參與的相關倡議。
- 積極向眾多男性管理階層倡議支持女性參與職場的重要性。

1989 School of Social Science, WASEDA Universityes

(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.

場次三 Session 3

講者 Speaker



권영은

KWON Young-Eun

半導體產業勞工健康與權益倡議代表

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

權寧瑛(권영은)是來自韓國的行動者，自2004年起在半導體產業勞工健康與權益守護者組織(SHARPS)工作，致力於支持電子產業中女性勞工的健康與權益。她的工作重點包括性別相關的職場風險、有毒物質暴露問題，以及在勞工抗爭中賦權女性發聲。

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.



王美珍

Janice WANG

《50+》總編輯兼副執行長

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

政治大學新聞研究所碩士。紀錄片《一人三坪六十年》導演；曾獲亞洲出版協會(SOPA)亞洲卓越新聞獎特寫報導獎首獎、環境報導獎首獎、調查報導獎優勝；消費者權益報導獎特優、影響力新聞獎年度最具影響力專題獎。現任遠見天下文化事業群《50+》總編輯兼副執行長。

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.

場次三 Session 3

講者 Speaker



何語蓉

HO Yu-Jung

小民參政歐巴桑聯盟秘書長

Secretary General, Taiwan Obasang Political Equality Party

小民參政歐巴桑聯盟以兒童人權為出發，黨員有9成都是在地生活的女性、母親。

關注性別平權、環境正義、勞工權益及親子友善、人民參政平等權。

自2019年創黨以來，擔任政黨秘書長，目前已有7個地方黨部及10位總部的工作夥伴成員幾乎都是女性、母親。成員夥伴幾乎都是自學家庭、主要育兒者，工作場域上需要親子友善的思考職場、職務思考，工作時段和場域也充滿彈性和流動性，才能順利串聯組織推動各項工作。循環經濟永續環境實踐-廢遜媽二手漂流計劃發起人

回應快時尚造成的環境問題，鼓勵大家捐出家中閒置衣物，重新在二手衣市場流通，減少購買或改造二手衣物或廢棄選舉旗幟，並與親子家庭合作用廢布做再生、再造的改造品。

參選過二次市議員選舉

以女同志、單親媽媽身分參與地方市議員選舉二次。

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.

主辦單位 Organizer



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



婦權基金會
FWRPD Website



論壇資料
Forum Information



論壇回饋
Forum Feedback Survey

協力夥伴 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
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

株式会社東レ経営研究所



公益社団法人
日本介護福祉士会
Japan Association of Certified Care Workers

