

Chapter 4 The Trend of Female Labor Force Participation in Taiwan

To understand the trend of female labor force participation in Taiwan, the growth of female labor force participation is first described. Using female labor force participation rate as the key signal to demonstrate the historical development, female labor force participation rates are presented in three different contexts or categories. These three categories are: the age group, the level of educational attainment, and the marital status.

The second section describes the female employment scenario in Taiwan. It shows female employment by age groups, by sectors, and also by occupations. In this section, occupations and sectors that females work in are used to research the trend of female labor force participation in Taiwan.

The third section in this chapter is focused on female unemployment. Here, female unemployment is presented by age groups, level of educational attainment, and marital status. Also, in this section, the reasons of female unemployment are depicted in percentages.

4.1 Female Labor Force Participation

From 1995 to 2007, female labor force population in Taiwan increased 1,046,000 persons and reached 4,597,000 persons in 2007. Indeed, female labor force population had an increasing trend in all these 13 years. In 1995, 38.6% of labor force were females. Then, the percentage kept on moving upward. It exceeded 40% in 2001, and reached 42.9% in 2007. The change also tells that the proportion of males decreased 4.4 percentage points over the past 12 years. Table 4-1 and Figure 4-1 list the number and

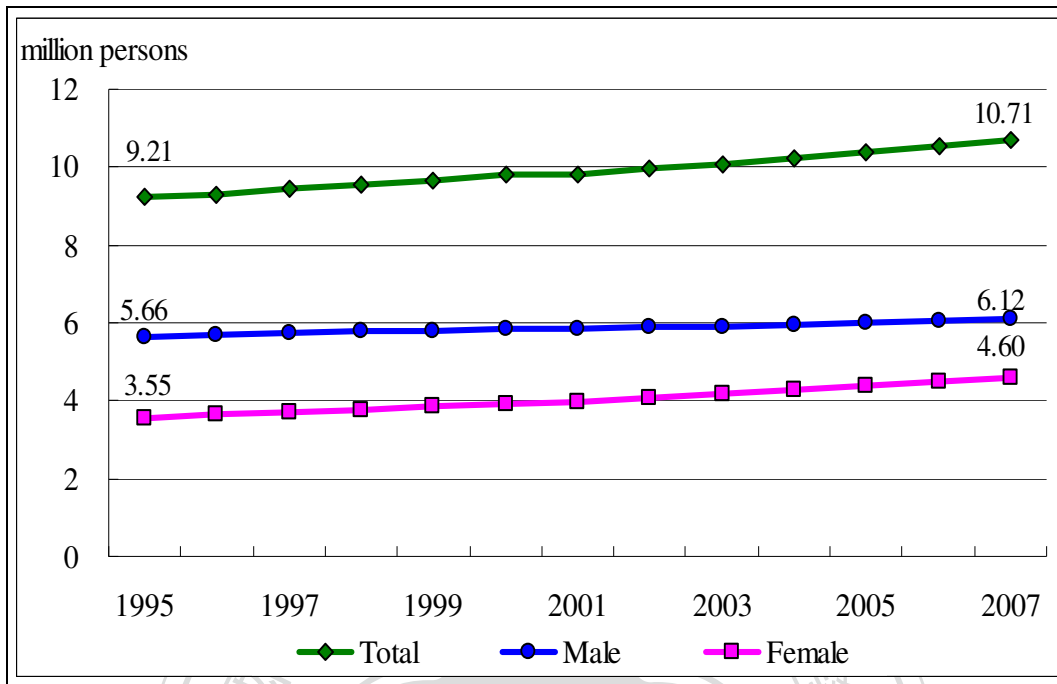
the growth of male and female labor force population from 1995 to 2007.

Rate of female labor force participation rose from 45.34% in 1995 to 49.44% in 2007. At the same time, the gap between female labor force participation rate and total labor force participation rate decreased from 13.4 percentage points in 1995 to 8.8 percentage points in 2007. This indicates that female labor force participation in Taiwan has grown over the past decade.

Table 4-1: Labor Force Population and Participation Rate in Taiwan—1995-2007

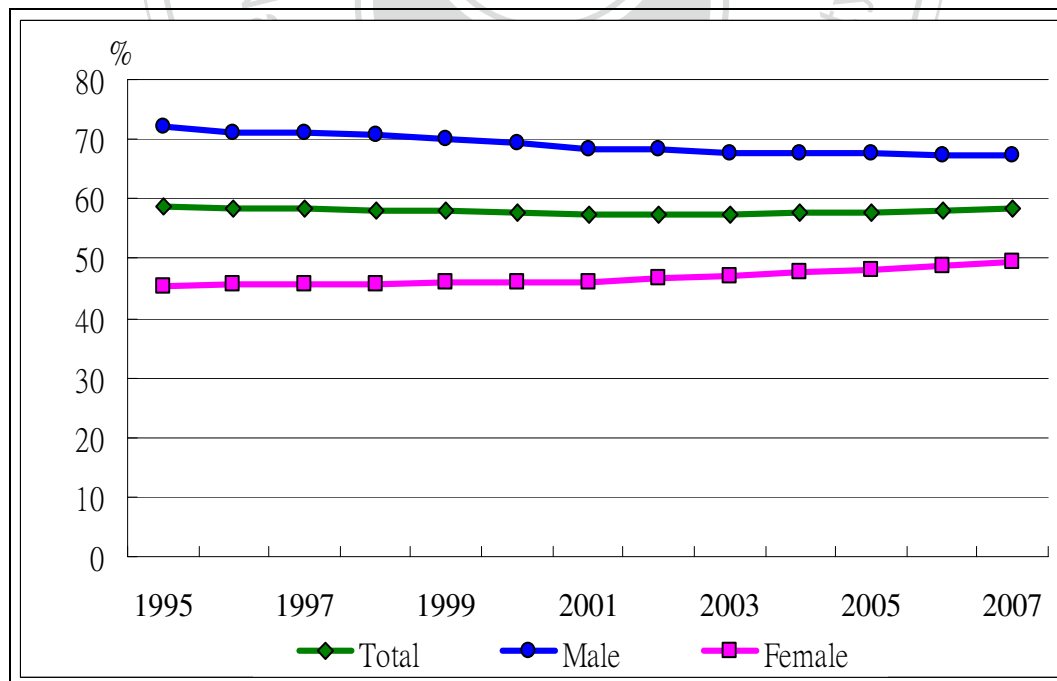
Year	Labor force population (thousand people)			Labor force participation rate (%)		
	Total	Male	Female	Total	Male	Female
1995	9,210	5,659	3,551	58.71	72.03	45.34
1996	9,310	5,662	3,648	58.44	71.13	45.76
1997	9,432	5,731	3,701	58.33	71.09	45.64
1998	9,546	5,780	3,767	58.04	70.58	45.60
1999	9,668	5,812	3,856	57.93	69.93	46.03
2000	9,784	5,867	3,917	57.68	69.42	46.02
2001	9,832	5,855	3,977	57.23	68.47	46.10
2002	9,969	5,896	4,074	57.34	68.22	46.59
2003	10,076	5,904	4,172	57.34	67.69	47.14
2004	10,240	5,968	4,272	57.66	67.78	47.71
2005	10,371	6,012	4,359	57.78	67.62	48.12
2006	10,522	6,056	4,467	57.92	67.35	48.68
2007	10,713	6,116	4,597	58.25	67.24	49.44

Source: Directorate-General of Budget, Accounting, and Statistics of Executive Yuan, R.O.C., *Yearbook of Manpower Survey Statistics*, <http://www.dgbas.gov.tw>.



Source: Same as Table 4-1.

Figure 4-1: Labor Force Populations in Taiwan—1995-2007



Source: Same as Table 4-1.

Figure 4-2: Labor Force Participation Rate in Taiwan—1995-2007

4.1.1 Female Labor Force Participation Rate by Age Group

Going by the rate of female labor force participation by age groups (Table 4-2), it is obvious that the growth pattern varied in the past years. In 1980, the age group of 20-24 had the highest female labor force participation rate, which was 57.81%. This means that in 1980, 57.81% of 20 to 24-year-old females were working. This age group of 20-24 continued to have the highest rate in the following 12 years.

However, the situation has changed since 1993. In 1993, the highest rate of female labor force participation was no longer accounted for by the age group of 20-24. Instead, the highest rate, 62.66%, was in the age group of 25-29. The labor force participation rate of 25 to 29-year-old females continued to increase from 1993 to 2007. The rate reached its highest point in 2007, at 80.79%.

Another change was that the age group of 20-24 had the second highest rate of female labor force participation from 1993 to 1996 but after 1997, from 1998 onward, the age group of 30-34 had the second highest rate of female labor force participation. Female labor force participation rate in the age group of 30-34 continued to grow from 61.91% in 1998 to 74.80% in 2007.

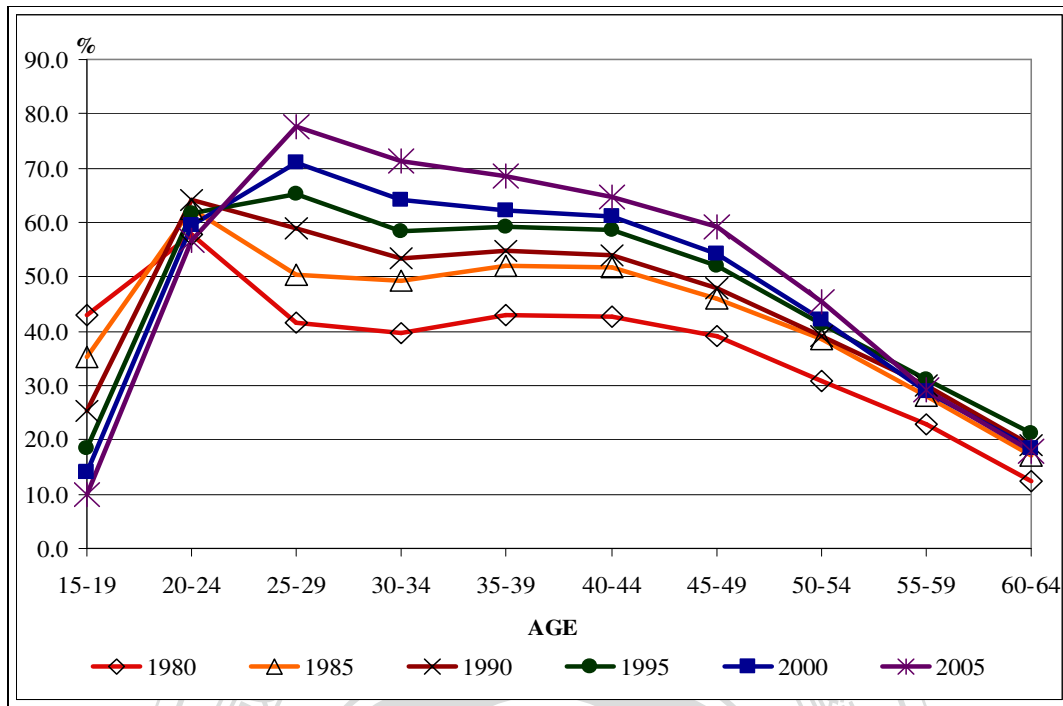
Figure 4-3 shows the rate of female labor force participation by age group in 1980, 1985, 1990, 1995, 2000, and 2005. Meanwhile, Figure 4-3 also tells the trend of female labor force participation in each age group. Between 1980 and 1990, the rate of female labor force participation in the age group of 15-19 declined 17.8 percentage points. It again decreased 11.2 percentage points in the following 10 years, and fell by 4.2 percentage points from 2000 to 2005. The downward trend of the rate of female labor force participation in this group is ascribed to generalization of senior high school or vocational school education. As different from what happened in case of age group of 15-19, the rate of female labor force participation in the age group of 20-24 started declining slowly from 1988 onwards. The rate of female labor force

Table 4-2: Female Labor Force Participation Rate by Age in Taiwan — 1980-2007

Unit: %

Year	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
1980	42.99	57.81	41.57	39.71	42.97	42.72	39.14	30.70	22.86	12.40
1981	41.25	58.34	41.20	39.56	42.72	42.34	38.86	31.09	22.73	12.19
1982	39.38	58.82	42.89	41.08	44.55	43.61	39.91	31.70	23.75	12.85
1983	39.16	60.92	46.45	46.92	49.06	48.03	42.90	35.07	26.84	15.61
1984	36.82	62.74	48.99	48.59	51.18	51.35	45.18	37.37	28.28	16.48
1985	35.36	62.37	50.43	49.19	52.15	51.81	45.98	38.44	28.08	17.01
1986	35.16	64.93	53.88	52.22	55.98	54.38	48.68	39.69	30.04	17.59
1987	33.08	66.84	56.30	55.01	57.35	55.71	49.39	40.54	30.94	19.32
1988	29.94	66.14	56.77	54.02	56.39	54.86	48.85	39.47	30.90	19.05
1989	28.39	65.85	58.49	53.62	55.58	55.06	48.56	39.03	30.71	18.95
1990	25.24	64.26	58.79	53.34	54.68	54.02	47.93	39.16	29.95	19.06
1991	23.45	63.63	59.93	53.37	55.38	54.94	47.05	39.97	29.94	20.04
1992	21.32	62.59	61.76	55.17	57.80	55.37	48.93	40.19	30.92	20.34
1993	19.59	62.08	62.66	56.40	58.56	56.92	49.41	40.46	30.81	20.88
1994	19.43	63.02	63.87	57.75	58.78	58.91	50.61	41.41	30.44	20.14
1995	18.50	61.57	65.18	58.33	59.07	58.67	51.96	41.30	31.13	21.09
1996	18.00	60.82	66.46	60.04	60.18	59.62	53.45	41.78	30.89	21.03
1997	17.18	59.84	67.18	60.45	60.54	60.00	53.31	41.48	30.89	20.99
1998	15.44	59.92	68.65	61.91	61.09	60.33	52.83	41.77	29.72	19.26
1999	15.03	60.36	69.89	62.58	62.28	60.33	54.33	41.60	30.13	19.01
2000	14.00	59.39	71.00	64.20	62.21	60.98	54.13	42.14	28.84	18.42
2001	13.24	59.08	71.24	65.53	63.90	60.80	54.90	41.14	27.71	17.30
2002	12.62	59.23	72.74	66.75	64.28	61.77	54.73	42.60	27.88	17.17
2003	11.65	57.64	73.86	68.09	66.01	62.42	56.23	44.09	28.59	18.76
2004	10.47	57.26	76.06	69.51	67.52	63.93	57.64	45.00	29.10	17.97
2005	9.85	56.62	77.71	71.35	68.64	64.64	59.09	45.39	29.13	17.78
2006	9.58	55.96	79.85	73.66	70.42	66.81	59.36	46.39	28.70	17.13
2007	9.81	56.38	80.79	74.80	71.18	68.79	60.39	48.09	31.58	18.48

Source : Same as Table 4-1.



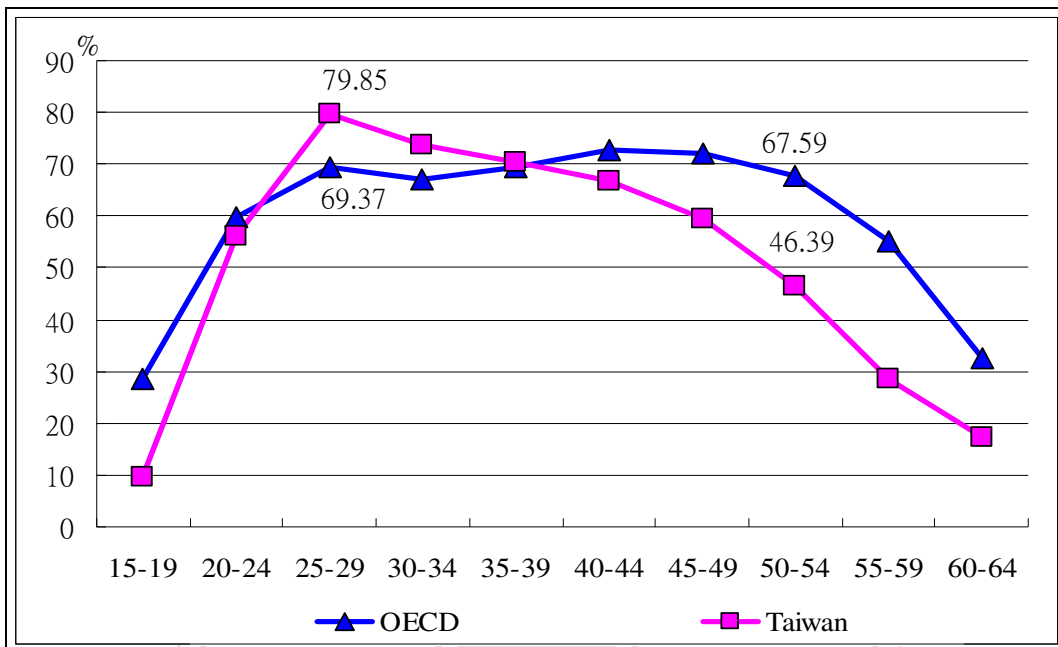
Source : Same as Table 4-1.

Figure 4-3: Female Labor Force Participation Rate by Age Group in Taiwan

participation in the age group of 20-24 slightly dropped over the 26 years from 1980 to 2005.

Except age groups of 15-19 and 20-24, the trend of female labor force participation in other age groups was upward from 1980 to 2005. The rate of female labor force participation in age groups of 25-29 and 30-34 grew 36.1 percentage points and 31.6 percentage points respectively. Age groups of 25-29 and 30-34 emerged as number one and number two as the rate of female labor force participation in these groups grew the most.

Comparing with OECD countries, in the same age groups in 2006, Figure 4-4 reveals that the rate of female labor force participation in age groups of 25-29, 30-34, and 35-39 in Taiwan are higher. The rate of female labor force participation in the age group of 25-29 in Taiwan was 10.48 percentage points higher than the same category in OECD countries. But the rates of female labor force participation in other age groups in



Source : 1. OECD, Same as Table 3-1.
2. Taiwan, Same as Table 4-1.

Figure 4-4: Female Labor Force Participation Rate by Age—2006

Taiwan were lower than OECD countries. The difference between age group of 40-44 in OECD countries and in Taiwan was 5.86 percentage points in 2006, while the gap in case of age group of 45-59 was 12.84 percentage points. Moreover, the gap in age group of 55-59 was 26.27 percentage points.

As Figure 4-4 shows, female labor force participation in Taiwan is more concentrated in fewer age groups (particularly 25-29) whereas in advanced countries it is more evenly distributed over different age groups. The differences indicate that middle-age females in Taiwan are less inclined to participate in the labor market. Although 25 to 29-year-old females in Taiwan more enthusiastically participate in the labor market, they tend to withdraw from the labor market after getting married or having children, instead of staying on or reentering the labor market at a later stage.¹¹ This presents the significant influence of the family life cycle and reflects the effect

¹¹ The data are from Directorate-General of Budget, Accounting, and Statistics of Executive Yuan, R.O.C., *Manpower Survey*, <http://www.dgbas.gov.tw>.

from the more traditional gender-role attitudes toward female labor force participation in Taiwan. That is, females are considered to be responsible for taking care of the family and household tasks. They can pursue their careers before marriage but have to temporarily or permanently give up their jobs after getting married (Li and Yang, 2004).

4.1.2 Female Labor Force Participation Rate by Level of Educational Attainment

According to the education system in Taiwan, the levels of educational attainment are divided as: illiterate and self-educated, primary school educated, junior high school graduated, senior high school educated, vocational school graduated, junior college educated, and university and graduate school educated.

Going by the rate of female labor force participation in each level of educational attainment, it is very obvious that the group of illiterate and self-educated fluctuated the most over the past two decades. The rate of female labor force participation of this group was 24.43% in 1980, and it decreased 17.72 percentage points over the years, declining to 6.71% in 2007. The rate of group of junior college graduates is the second most fluctuating but within this educational attainment group, their rate of participation moves conversely to the group of illiterate and self-educated.

Rate of female labor force participation of junior college graduated group increased 13 percentage points; it reached 71.31% in 2007. Females in this group maintained the highest rate of labor force participation among all female groups from 1989 to 2007.

Table 4-3 also indicates that the group of university and graduate school educated maintained a rather high female labor force participation rate from 1983 to 2000. However, growth of female labor force participation rate in this group has been erratic; the rate of female labor force participation went up from 1980 to 2000, and then went down in the following 3 years, and started climbing again in 2004, reaching 60.23% in

Table 4-3: Female Labor Force Participation Rate by Level of Educational Attainment
in Taiwan— 1980-2007

Unit: %

Year	Illiterate and self- educated	Primary school	Junior high school	Senior high school	Vocational school	Junior college	University and graduate school
1980	24.43	39.36	49.77	32.61	50.94	58.44	47.00
1981	23.65	38.20	48.81	32.95	49.93	58.38	48.68
1982	23.63	38.55	48.53	33.83	50.36	59.10	49.72
1983	26.79	41.72	49.74	34.73	52.33	61.10	52.95
1984	27.97	43.23	49.50	36.15	52.88	61.64	52.88
1985	27.30	43.32	49.52	37.01	52.20	62.35	53.40
1986	28.42	45.52	50.96	38.93	54.72	62.85	55.28
1987	27.67	46.55	51.10	39.08	56.27	65.06	56.29
1988	25.62	44.51	49.55	40.05	55.48	64.21	55.70
1989	24.54	43.70	49.18	40.40	55.31	63.42	55.47
1990	22.94	42.60	46.79	40.27	54.54	62.27	55.47
1991	21.58	41.86	46.31	40.41	54.76	62.83	56.26
1992	20.85	42.69	45.84	40.03	54.79	63.34	55.87
1993	19.68	42.18	44.97	40.51	54.87	63.65	55.80
1994	19.01	41.87	45.85	41.45	54.67	66.02	57.65
1995	18.32	40.99	45.33	41.18	54.42	65.17	59.23
1996	17.65	40.25	44.66	42.07	54.82	66.01	60.07
1997	16.64	40.06	44.15	40.38	55.02	66.05	59.67
1998	15.19	38.58	44.27	40.25	55.35	65.83	59.83
1999	13.97	36.77	44.90	39.79	56.02	66.68	58.90
2000	13.40	35.33	44.77	39.15	56.29	67.40	58.42
2001	11.56	33.77	45.89	38.72	57.38	67.56	56.40
2002	11.63	32.87	46.37	38.18	58.53	68.83	54.94
2003	11.54	32.42	46.38	39.56	58.86	69.42	54.70
2004	9.85	31.28	46.51	40.35	59.90	70.32	55.22
2005	7.40	30.49	46.21	40.19	59.98	71.24	56.93
2006	6.50	28.98	45.75	39.98	60.74	71.69	58.79
2007	6.71	28.04	45.75	41.04	61.61	71.31	60.23

Source: Same as Table 4-1.

2007.

It is evident that higher levels of educational attainment lead to higher rate of female labor force participation. This is consistent with other empirical studies carried out over the past decades. Human capital theory and opportunity cost theory also give reasonable explanations of the positive influence of educational attainment on female labor force participation rate.

4.1.3 Female Labor Force Participation Rate by Marital Status

In order to understand the influence of marital status or family life cycle on female labor force participation, Table 4-4 shows female labor force participation rate by marital status. The rate of labor force participation of single females is the highest in all the years from 1980 to 2007. In 1980, the rate was quite close to twice the rate of labor force participation of married women, including females living in cohabitation. Although labor force participation rate of unmarried females was rather high at 59.48% in 1980, it went down and up in the following 7 years. The labor force participation rate of single females continued to slide down from 1988 to 2000. Although the rate started moving up in recent years and reached 57.89% in 2007, it was still 1.56 percentage points lower from the rate in 1980.

The labor force participation rate of females who are married or in cohabitation was 32.19% in 1980. It increased 7.49 percentages to 39.68% in 1985, grew to 42.30% in 1990, to 45.18% in 1995, further to 46.14% in 2000, and it reached 49.10% in 2007. Thus the total growth was 16.91 percentage points between 1980 and 2007. Thus the rate of the group of married and cohabiting females improved the most among the three groups.

The labor force participation rate of divorced females and widows was the lowest among the three groups. The rate was 18.21% in 1980, it grew 5.42 percentage points to

Table 4-4: Female Labor Force Participation Rate by Marital Status in
Taiwan —1980-2007

Unit: %

Year	Never married	Married and Husband present /Cohabited	Divorced/ Widowed
1980	59.48	32.19	18.21
1981	58.95	31.72	18.45
1982	58.41	32.97	19.07
1983	59.29	36.96	21.13
1984	58.50	39.04	23.14
1985	57.78	39.68	23.63
1986	58.51	42.52	24.79
1987	58.75	43.91	25.49
1988	57.42	42.98	25.48
1989	56.88	42.94	25.73
1990	55.30	42.30	26.07
1991	54.53	42.47	26.69
1992	53.55	43.65	26.94
1993	52.45	44.29	26.72
1994	52.56	45.13	26.71
1995	52.12	45.18	26.87
1996	51.94	45.95	27.17
1997	51.32	46.09	26.89
1998	51.50	46.06	26.70
1999	52.40	46.28	26.50
2000	52.71	46.14	26.68
2001	52.98	46.26	26.56
2002	53.89	46.64	26.88
2003	54.52	47.10	27.87
2004	55.28	47.77	28.12
2005	56.49	47.75	28.97
2006	57.17	48.35	29.24
2007	57.89	49.10	30.22

Source: Same as Table 4-1.

23.63% in 1985, and then the rate reached its historical high of 27.17% in 1996. After 1996, labor force participation rate of divorced women and widows slipped for three consecutive years, and then went up to 30.22% in 2007. Overall, from 1980 to 2007, the rate of labor force participation in the group of divorced females and widows rose 12.01 percentage points.

It is clear that female labor force participation rate is higher before the beginning of the family life cycle. The labor force participation rate of married women was 27.29 percent lower than unmarried females in 1980, which implied that the family life cycle and gender-role attitudes adversely affected female labor force participation two decades ago, when a large number of females withdrew from the labor market after getting married. Fortunately, the gap between unmarried females' and married females' labor force participation rate narrowed in the following years. Compared with 1980, the gap between unmarried females' and divorced females or widow's labor force participation rate also narrowed in 2007.

4.2 Female Employment

Population of employed females was 2,191,000 persons in 1980 and 3,170,000 persons in 1991. Then, the population increased 1,256,000 and reached 4,426,000 persons in 2007.¹² In 1991, females accounted for 38% of all employed persons. In the following years, the percentage increased. In 2007, employed females accounted for 43% of all employed persons.¹³

In the first sub-section, statistics reveal the distribution of employed females by age group from 1980 to 2007. Then, the data of employed females by sector suggests

¹² The data are from Directorate-General of Budget, Accounting, and Statistics of Executive Yuan, R.O.C., *Manpower Survey*, <http://www.dgbas.gov.tw>.

¹³ Employed persons are persons 15 years and over in the civilian non-institutional population who, during the reference week, did any work as paid employees or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family.

how female employment reacts to development of the industry. In the end of this section, female employment by occupation shows the most and the least popular occupations that females have joined over the past two decades.

4.2.1 Female Employment by Age Group

For understanding the composition of employed females, the total population of employed females is divided into a total of 11 age groups and four main groups. The 11 age groups are 15-19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64 years old, and 65 years old and above. The four main age groups are 15-24, 25-44, 45-64 years, and 65 years and above. Table 4-5 lists the proportion of each age group's employed females among the total number of employed females.

The age group of 25-29 was the largest in 2007, accounting for 17.03% of all employed females. In other words, it means that 17.03% of employed females in 2007 were between 25 to 29 years old. Age groups of 30-34, 35-39, and 40-44 accounted for 15.01%, 14.23%, and 14.05% respectively, of all employed females in 2007. Generally speaking, the age group of 25-44 predominated the four main groups, with its proportion reaching 60.55% in 2007.

The historical data shows a huge growth in the proportion of the age group of 25-44, as it was only 42.43% in 1980. In fact, the age group of 15-24 had a very close ratio of 42.33% in 1980. As the share of age group of 25-44 went up, the share of age group of 15-24 declined speedily, plunging to 11.00% in 2007. The big decline of age group of 15-24 is explained by the extension of schooling years and attainment of higher education.

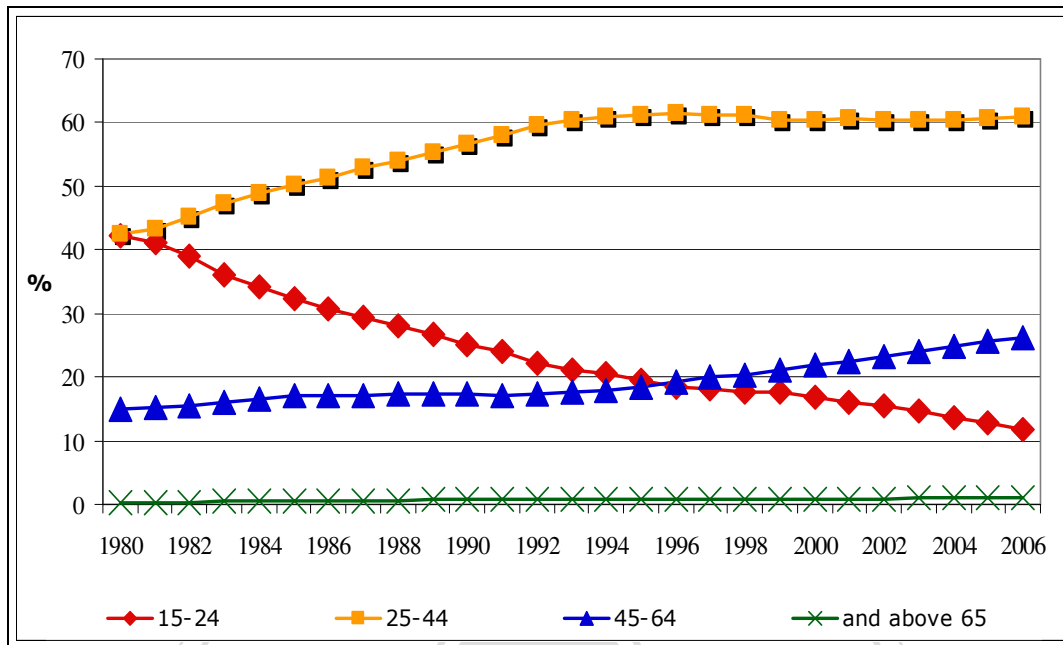
The age group of 45-64 also increased its share between 1980 and 2006. The share of age group of 45-64 was 14.94% in 1980, which increased 12.33 percentage points to 27.27% in 2007. The age group of 65-years and above too had an upward trend

Table 4-5: The Distribution of Female Employment by Age in Taiwan—1980-2007

Unit: %

Year	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and above
1980	100	18.52	23.81	15.57	9.73	8.79	8.33	6.65	4.50	2.69	1.08	0.30
1981	100	17.30	23.93	15.72	10.80	8.39	8.35	6.67	4.65	2.74	1.11	0.33
1982	100	15.63	23.37	16.02	12.17	8.41	8.49	6.78	4.72	2.85	1.20	0.35
1983	100	13.77	22.27	16.18	13.72	8.84	8.62	6.84	4.87	3.06	1.39	0.44
1984	100	12.26	21.88	16.42	14.25	9.34	8.76	6.98	5.03	3.18	1.45	0.46
1985	100	11.15	21.07	16.74	14.72	10.26	8.43	7.14	5.17	3.21	1.53	0.57
1986	100	10.36	20.43	16.81	15.00	11.58	8.01	7.22	5.09	3.33	1.53	0.64
1987	100	9.26	20.08	17.05	15.34	12.57	7.85	7.11	5.08	3.36	1.67	0.64
1988	100	8.36	19.66	17.43	15.30	13.25	8.04	7.11	5.09	3.44	1.71	0.59
1989	100	7.68	19.12	17.79	15.27	13.66	8.50	7.00	5.09	3.45	1.75	0.69
1990	100	6.72	18.51	17.99	15.53	14.13	9.04	6.86	5.23	3.44	1.83	0.74
1991	100	6.20	17.85	17.86	15.35	14.49	10.31	6.37	5.37	3.45	1.95	0.78
1992	100	5.51	16.79	17.67	15.61	14.99	11.28	6.47	5.37	3.54	1.98	0.79
1993	100	5.07	16.13	17.27	15.85	15.13	12.21	6.60	5.35	3.55	2.05	0.79
1994	100	4.99	15.56	16.90	15.85	15.09	13.02	6.97	5.35	3.49	1.96	0.81
1995	100	4.77	14.63	16.77	15.78	15.22	13.43	7.76	5.10	3.59	2.06	0.88
1996	100	4.50	13.96	16.44	15.81	15.31	13.83	8.81	4.86	3.58	2.05	0.84
1997	100	4.23	13.81	16.18	15.59	15.40	13.90	9.65	4.75	3.59	2.07	0.83
1998	100	3.71	13.90	16.15	15.47	15.49	14.02	10.12	4.93	3.42	1.92	0.86
1999	100	3.39	14.12	15.83	15.12	15.42	14.02	10.67	5.32	3.34	1.91	0.86
2000	100	3.03	13.93	15.79	15.13	15.29	14.18	11.06	5.73	3.14	1.87	0.86
2001	100	2.59	13.57	15.71	15.16	15.55	14.15	11.53	6.19	2.91	1.79	0.85
2002	100	2.30	13.25	15.87	15.04	15.17	14.29	11.49	7.01	2.87	1.79	0.93
2003	100	2.00	12.62	16.14	14.87	15.00	14.32	11.64	7.57	2.94	1.89	1.00
2004	100	1.74	12.00	16.57	14.60	14.84	14.39	11.99	7.94	3.15	1.80	0.99
2005	100	1.58	11.18	17.06	14.52	14.69	14.29	12.23	8.32	3.42	1.71	1.00
2006	100	1.48	10.37	17.25	14.71	14.65	14.40	12.16	8.62	3.76	1.54	1.05
2007	100	1.51	9.51	17.01	14.89	14.37	14.30	12.29	8.83	4.52	1.63	1.17

Source: Same as Table 4-1.



Source: Same as Table 4-1.

Figure 4-5: The Distribution of Female Employment by Age Groups in Taiwan

but the growth was very slight. The age group of 65 and above made up 0.3% of the total female labor force in 1980; after 27 years, it accounted for 1.17%. Figure 4-5 shows the trend of female employment in the four main age groups from 1980 to 2006.

To sum up, the proportion of employed females in the age group of 15-24 has largely decreased from 1980 to 2007 while the proportion of age group of 25-44 has risen hugely. The decreasing share of employed females in the age group of 15-24 is caused by the extension of schooling years and the popularity of higher education, which has resulted in females postponing their time of entering the labor market. The growing share of employed females in the age group of 25-44 is mainly on account of growth in the age groups of 30-34, 35-39, and 40-44.

4.2.2 Female Employment by Sector

Analysis of female employment by sector is needed to understand the trends in female labor force participation. It also provides more detailed information on how

female labor force participation moved along with changes in composition of the macro economy. Employment is divided into three sectors - agriculture, industry, and service sector. For comparison, figures of male employment by sector are also mentioned below. Table 4-6 shows sectorwise distribution of male and female employees separately, as percentage of total males/females employed, from 1980 to 2007.

In 1980, 18.12% female labors were employed in the agriculture sector, 42.12% were employed in industry, and 39.76% were in the service sector. Until 1982, the industry sector was the most popular sector for employed females. Since 1983, the service industry has become the biggest employer of female employees. In 1983 43.15% of employed females were in the service sector and the percentage grew steadily in the following years, reaching 69.20% in 2007, which was a total increase of 29.44 percentage points from 1980 to 2007. Within services, the maximum number of females was employed in business from 1980 to 2001. And, most of employed females worked in wholesaling and retailing from 2002 to 2006.

In contrast with the rising share of the service industry, the ratio of women in the agriculture sector declined 14.39 percentage points between 1980 and 2007, when the ratio dropped to 3.73%. The proportion of females in the industry sector also decreased during this period. The share of females in the industry sector was 27.04% in 2007, which was 15.08 percents lower than in 1980.

In 2007, the service industry became the biggest employer of not only females but also males. The ratio of males employed in the service sector was 49.40% of all employed males. However, between 1980 and 1990, it was another story. It was the industry sector where male labors were employed the most during that period. Compared with female employment, the industry sector held its leading place for male employment for eight more years. In fact, the percentage of males employed in the industry sector in 2007 increased 1.44 percentage points compared with the ratio in

Table 4-6: Female and Male Employment by Sector in Taiwan—1980-2007

Unit: %

Year	Females				Males			
	Total	Agriculture	Industry	Service	Total	Agriculture	Industry	Service
1980	100	18.12	42.12	39.76	100	20.19	42.73	37.08
1981	100	16.53	42.11	41.36	100	19.99	42.53	37.48
1982	100	15.97	41.37	42.66	100	20.33	41.28	38.39
1983	100	16.02	40.83	43.15	100	20.06	41.33	38.62
1984	100	15.05	42.22	42.72	100	19.04	42.29	38.68
1985	100	14.81	41.32	43.88	100	18.97	41.71	39.32
1986	100	14.27	41.57	44.16	100	18.70	41.57	39.73
1987	100	12.34	42.68	44.98	100	17.09	42.82	40.09
1988	100	10.82	41.29	47.9	100	15.50	43.18	41.31
1989	100	9.89	40.40	49.7	100	14.72	43.10	42.17
1990	100	10.18	37.56	52.25	100	14.45	42.79	42.76
1991	100	10.39	36.10	53.51	100	14.48	42.23	43.29
1992	100	9.75	35.03	55.22	100	13.91	42.37	43.72
1993	100	8.76	34.01	57.23	100	13.16	42.18	44.66
1994	100	7.97	33.48	58.55	100	12.76	42.8	44.45
1995	100	7.75	32.22	60.03	100	12.31	42.83	44.87
1996	100	7.52	30.12	62.37	100	11.81	42.25	45.94
1997	100	7.04	30.85	62.12	100	11.22	42.93	45.85
1998	100	6.40	30.37	63.23	100	10.46	42.88	46.66
1999	100	5.85	29.23	64.92	100	9.89	42.55	47.56
2000	100	5.40	29.33	65.27	100	9.41	42.56	48.04
2001	100	5.11	28.23	66.66	100	9.22	41.35	49.43
2002	100	4.98	27.48	67.54	100	9.28	40.71	50.01
2003	100	4.94	27.06	68.00	100	8.94	40.39	50.67
2004	100	4.49	27.17	68.34	100	8.06	41.02	50.92
2005	100	4.03	27.04	68.93	100	7.34	42.16	50.51
2006	100	3.74	26.78	69.49	100	6.78	42.86	50.36
2007	100	3.73	27.04	69.20	100	6.44	44.17	49.40

Source: Same as Table 4-1.

1980, and the percentage was always more than 40% from 1980 to 2007.

Female and male employment by sector shows the tendency of female and male employment from 1980 to 2007 is consistent with the ebb and flow of each sector in Taiwan. The decrease in proportion of female and male employment in the agriculture sector is a result of the decay of the agriculture era. Likewise, the increased proportion of female and male employees in the service sector indicates the growth in the service economy in recent times.

4.2.3 Female Employment by Occupation

In 1980, not only 41.02% of employed females but also 46.23% of employed males worked as production and machine operators or related works, which reflected that most employees were employed in this sector. 17.97% of female employees were in categories of agriculture, animal husbandry, forestry and fishing workers. Also, 11.02%, 7.42%, and 4.78% among them were clerks, technicians and associate professionals, and professionals respectively. Besides, only 1.07% of female workers were legislators, government administrators, business executives and managers in the same year.

In the following 27 years, share of employment in two occupational categories declined obviously. The first category was production and machine operators and related workers, and the second was agricultural, animal husbandry, forestry and fishing workers. In 2007, only 19.32% of employed females were working as production and machine operators and related workers, and only 3.57% of all were working as agricultural, animal husbandry, forestry and fishing workers. Moreover, the decreasing percentages of these two sectors also reflected that fewer females have joined agriculture and industry sectors in the past 2 decades.

In contrast, share of other occupational sectors witnessed an increasing trend from 1980 to 2007. In 1999, the proportion of workers in services and shop and market sales

workers was more than the number of workers in all other occupational categories. From then on, the services workers and shop and market sales workers have become the most popular category for employed females. In 2007, more than one quarter of females were employed as service workers and sales workers. Growth of number of service workers and shop and market sales workers was in tune with the growing trend of females getting employed in the service sector. That is, along with the development of the service economy, more and more females are employed in the service sector.

In 2007, 1.83% of employed females worked as legislators, government administrators, business executives, and managers. Though the proportion of females employed as legislators, government administrators, business executives and managers increased, the small percentage tells that still there are very few females employed in these occupations. The figure for this group rose only marginally, by 0.76 percentage points, over the past 27 years. Similarly, the share of females employed as professionals also rose rather modestly, by 4.57 percentage points, over the past two decades.

Although the percentage points' change of male employment in each occupational category was different from that of female employment in each occupation, there were some similarities between male and female employment. Share of males employed as agricultural, animal husbandry, forestry and fishing workers also decreased, but it lessened 13.43 percentage points from 1980 to 2007. Though the proportion of males employed as production, machine operators, and related workers declined correspondingly, it lessened 4.24 percentage points only.

Similar to trends in female employment, the percentage of males working in four other occupational categories also increased over the past 27 years. However, in case of males, share of those working as technicians and associate professionals increased more. In case of females, service and sales workers categories rose more. Details of female and male employment by occupation are shown in Table 4-7 and Table 4-8.

Table 4-7: The Distribution of Female Employment by Occupation in
Taiwan—1980-2007

Unit: %

Year	Total	Legislators, government adminis- trators, business executives and managers	Profess- ionals	Technicians and associate profess- ionals	Clerks	Service workers and shop and market sales workers	Agricultural, animal husbandry, forestry and fishing workers	Production and machine operators and related workers
1980	100	1.07	4.78	7.42	11.02	16.71	17.97	41.02
1981	100	1.23	4.92	7.93	11.36	17.42	16.38	40.75
1982	100	1.16	5.05	8.18	11.67	18.04	15.79	40.11
1983	100	1.13	5.01	8.20	11.60	18.47	15.84	39.76
1984	100	1.16	4.93	8.41	11.78	18.37	14.89	40.46
1985	100	1.40	5.06	8.88	11.60	19.04	14.69	39.33
1986	100	1.36	5.05	9.21	11.66	18.91	14.20	39.62
1987	100	1.43	5.35	10.02	12.45	18.33	12.24	40.17
1988	100	1.68	5.68	11.06	13.17	19.29	10.71	38.42
1989	100	1.78	5.95	11.83	13.63	19.38	9.80	37.62
1990	100	1.90	6.55	12.96	14.08	19.66	10.09	34.77
1991	100	1.77	6.68	13.38	14.98	21.16	10.29	31.74
1992	100	1.79	6.92	13.91	15.53	21.74	9.66	30.45
1993	100	1.63	6.91	14.56	17.54	21.56	8.72	29.09
1994	100	1.68	6.88	14.79	17.99	21.98	7.90	28.77
1995	100	1.62	7.30	15.12	18.78	22.23	7.66	27.29
1996	100	1.56	7.80	15.30	19.63	22.90	7.43	25.37
1997	100	1.69	7.90	15.37	19.74	22.85	6.90	25.54
1998	100	1.63	8.13	16.38	19.83	23.02	6.28	24.72
1999	100	1.53	8.27	16.97	20.12	23.81	5.73	23.57
2000	100	1.54	7.98	16.82	20.64	24.20	5.27	23.55
2001	100	1.58	7.92	17.12	20.67	24.98	4.98	22.75
2002	100	1.59	8.16	17.65	20.61	25.24	4.86	21.90
2003	100	1.69	8.36	18.21	20.45	25.18	4.76	21.34
2004	100	1.79	8.53	18.36	20.85	25.03	4.30	21.15
2005	100	1.78	9.12	18.93	20.91	24.82	3.87	20.57
2006	100	1.88	9.15	19.81	20.43	25.25	3.58	19.90
2007	100	1.83	9.35	20.92	19.79	25.19	3.57	19.32

Source : Same as Table 4-1.

Table 4-8: The Distribution of Male Employment by Occupation in
Taiwan—1980-2007

Unit: %

Year	Total	Legislators, government administrators, business executives and managers	Profession- ionals	Techni- cians and associate profession- als	Clerks	Service workers, shop and market sales workers	Agri- cultural, animal husbandry, forestry and fishing workers	Production and machine operators, and related workers
1980	100	5.08	3.40	7.69	4.00	13.81	19.79	46.23
1981	100	5.31	3.27	7.94	3.93	14.29	19.63	45.63
1982	100	5.14	3.30	7.95	4.14	14.45	19.91	45.11
1983	100	5.22	3.37	7.92	4.19	14.53	19.62	45.16
1984	100	5.27	3.50	8.01	4.24	14.66	18.71	45.61
1985	100	5.28	3.62	8.22	4.18	15.02	18.73	44.96
1986	100	5.37	3.76	8.41	4.17	14.80	18.48	45.02
1987	100	5.45	3.89	8.58	4.24	14.62	16.88	46.34
1988	100	5.86	3.93	9.09	4.35	15.23	15.29	46.25
1989	100	6.13	4.07	9.61	4.40	15.42	14.53	45.83
1990	100	6.41	4.31	10.82	4.32	14.91	14.31	44.91
1991	100	6.67	4.23	11.30	4.24	14.04	14.34	45.18
1992	100	6.94	4.40	11.81	4.22	13.62	13.77	45.23
1993	100	7.14	4.71	13.78	4.12	12.69	13.01	44.54
1994	100	6.87	4.40	14.32	4.04	12.42	12.60	45.36
1995	100	6.82	4.42	14.58	4.00	12.67	12.15	45.37
1996	100	6.78	4.79	15.10	4.06	12.97	11.66	44.64
1997	100	6.45	4.94	15.65	4.04	13.03	11.06	44.83
1998	100	6.50	4.96	15.96	4.02	13.38	10.32	44.85
1999	100	6.34	5.16	16.58	4.24	13.71	9.75	44.21
2000	100	6.22	5.38	16.73	4.20	13.89	9.26	44.33
2001	100	6.22	5.62	17.27	4.21	14.18	9.09	43.40
2002	100	6.52	5.96	17.53	4.26	14.51	9.18	42.06
2003	100	6.44	6.17	17.71	4.39	14.55	8.84	41.91
2004	100	6.57	6.62	17.96	4.40	14.45	7.96	42.03
2005	100	6.51	7.18	18.09	4.45	14.36	7.22	42.19
2006	100	6.39	7.54	18.54	4.47	14.46	6.67	41.94
2007	100	6.49	7.70	18.64	4.36	14.47	6.36	41.99

Source: Same as Table 4-1.

According to the data, in 2007, about one-fourth of females were employed as service workers and shop and market sales workers. On the other hand, more than two-fifth of male employees were employed as production and machine operators and related workers in each year from 1980 to 2007. Comparing female and male employment, it is obvious that most females are employed in occupational categories which are extensions of household tasks or are viewed as low-end jobs. And, males have rather concentrated on male-dominated jobs and skilled work.

4.3 Female Unemployment

Analysis of female unemployment is required to realize the whole picture of female labor force participation. Therefore, female unemployment rate is listed by age, level of educational attainment, and marital status. Besides, the reasons which caused females to be unemployed from 1980 to 2007 are also stated in this section.¹⁴

The unemployment rate in Taiwan was 1.23% in 1980; male and female unemployment rates were 1.11% and 1.47% respectively. From 1980 to 1986, the rate of female unemployment increased, reaching 2.53% in 1986. However, unemployment rate of females showed a decreasing trend from 1987 to 1994. It declined to 1.65% in 1994. Since 1992, female unemployment rate has been lower than the total unemployment rate. Female unemployment rate reached its historical high in 2003, when it was 4.25%. In the same year, unemployment rate of males was 5.51%. Because of economic recession, male unemployment rate was 5.91% in 2002, when the total unemployment rate approached 5.17%. In 2007, total unemployment rate was 3.91%, while male and female unemployment rates were 4.05% and 3.72% respectively. Table 4-9 shows unemployment rate in Taiwan from 1980 to 2007.

¹⁴ Unemployed persons are persons 15 years and over who had no employment during the reference week, were available for work, and had made specific efforts to find employment. Persons who were waiting to be recalled to a job from which they had been laid off were classified as unemployed.

Table 4-9: Unemployment Rate in Taiwan—1980-2007

Unit: %

Year	Total	Male	Female
1980	1.23	1.11	1.47
1981	1.36	1.21	1.65
1982	2.14	2.08	2.25
1983	2.71	2.68	2.76
1984	2.45	2.44	2.46
1985	2.91	2.90	2.92
1986	2.66	2.75	2.53
1987	1.97	1.96	1.97
1988	1.69	1.70	1.68
1989	1.57	1.57	1.56
1990	1.67	1.68	1.64
1991	1.51	1.50	1.53
1992	1.51	1.47	1.57
1993	1.45	1.36	1.59
1994	1.56	1.51	1.65
1995	1.79	1.79	1.80
1996	2.60	2.72	2.42
1997	2.72	2.94	2.37
1998	2.69	2.93	2.33
1999	2.92	3.23	2.46
2000	2.99	3.36	2.44
2001	4.57	5.16	3.71
2002	5.17	5.91	4.10
2003	4.99	5.51	4.25
2004	4.44	4.83	3.89
2005	4.13	4.31	3.88
2006	3.91	4.05	3.71
2007	3.91	4.05	3.72

Source: Same as Table 4-1.

4.3.1 Female Unemployment Rate by Age Group

Female unemployment rates by age groups (15-24 years, 25-44 years, 45-64 years, and, 65 years and over) are listed in Table 4-10. In 1980, the highest female unemployment rate was experienced by the age group of 15-24, which was 2.98%. In the same year, female unemployment rates for age groups of 25-44 (0.44%) and 45-64 (0.02%) were far lower.

The rate of unemployment for females in the age group of 15-24 fluctuated up and down in the following 26 years but the overall movement was upward. In 2007, the rate was 10.04%, 7.06 percentage points above the rate in 1980. Moreover, the rate of female unemployment in the age group of 15-24 had reached a record high of 10.21% in 2002.

Female unemployment rate in the age group of 25-44 also increased 3.01 percentage points from 1980 to 2007. The rate of female unemployment in the age group of 25-44 was 3.45% in 2007, which was the highest ever.

Female unemployment rate in the age group of 45-64 rose 1.67 percentage points between 1980 and 2007, when it reached 1.69%. Female unemployment rate of 45-64 years age group reached its peak in 2003, at 2.76%.

4.3.2 Female Unemployment Rate by Level of Educational Attainment

Levels of educational attainment are divided into three main groups, i.e. junior high school and below, senior high and vocational school, and junior college and above.

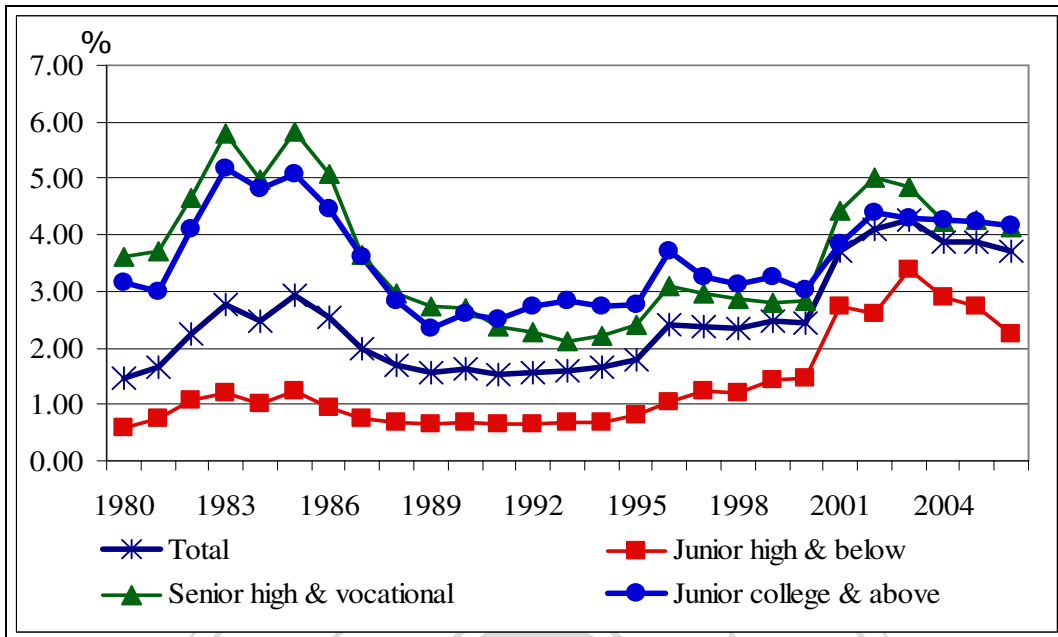
Figure 4-6 shows that unemployment rate of females with junior high school and below education remained lower than the annual average rate from 1980 to 2006. Unemployment rate of junior high school and below educated females was 0.57% in 1980, and reached 2.26% in 2006. On the contrary, unemployment rate of females with senior high and vocational school attainment has been the highest among all the three

Table 4-10: Female Unemployment Rate by Age in Taiwan— 1980-2007

Unit: %

Year	15-24	25-44	45-64	65 years old and over
1980	2.98	0.44	0.02	-
1981	3.45	0.43	0.09	-
1982	4.74	0.76	0.10	-
1983	6.05	1.01	0.22	-
1984	5.38	1.14	0.14	-
1985	6.62	1.34	0.22	-
1986	5.85	1.25	0.15	0.15
1987	4.82	0.93	0.15	-
1988	4.19	0.83	0.15	0.18
1989	3.96	0.83	0.12	-
1990	4.36	0.87	0.15	-
1991	4.00	0.90	0.15	-
1992	4.20	0.97	0.21	0.19
1993	4.49	0.97	0.18	0.03
1994	4.76	1.01	0.17	0.10
1995	5.20	1.17	0.24	0.09
1996	6.76	1.69	0.43	0.04
1997	6.71	1.64	0.55	0.12
1998	6.59	1.65	0.58	0.27
1999	6.69	1.80	0.71	0.18
2000	6.45	1.91	0.68	0.09
2001	9.50	2.89	1.57	0.08
2002	10.21	3.43	1.53	0.05
2003	9.90	3.44	2.76	0.10
2004	9.09	3.29	2.42	0.04
2005	9.82	3.31	2.17	0.17
2006	9.29	3.40	1.85	0.40
2007	10.04	3.45	1.69	0.15

Source: Same as Table 4-1.



Source: Same as Table 4-1.

Figure 4-6: Female Unemployment Rate by Level of Educational Attainment in Taiwan main groups between 1980 and 1990. Female unemployment rate in the educational attainment group of senior high and vocational school was 3.60% in 1980, reached its highest at 5.82% in 1985, and was 4.14% in 2006.

Unemployment rate of junior college and above educated females was 3.15% in 1980, which declined to 2.60% in 1990. Since 1991, the rate of unemployment of females with higher education has been higher than other groups. The rate fluctuated up and down between 1991 and 2002 but the trend was upward. Unemployment rate of higher educated females was ever influenced by the negative economic growth rate which occurred in 2001. The rate went up to 4.38% in 2002. Afterward, it declined slightly to 4.16% in 2006.

The higher unemployment rate of highly educated females is explained by the fact that they are not willing to lose their educational investments in human capital and, therefore, they are more willing to spend time for searching jobs. This causes the educational attainment group of junior college and above to have relatively higher

unemployment rate (Wu, 1995).

Table 4-11 provides more detailed information. Much the same as the situation mentioned above, rates of unemployment of illiterate and self-educated and primary school educated females were less than the annual average. Also, unemployment rate of vocational school educated females has been the highest among all groups from 1980 to 1990. From 1991 to 2000, unemployment rates of the group of junior college and the group of university and graduate school educated females exceeded the rate in the group of vocational school educated.

Due to the economic decline, unemployment rates of several educational attainment groups rose in 2001 and 2002. Moreover, unemployment rates of all groups, i.e. senior high school, vocational school, junior college, and university and above reached historical highs in 2002. This indicates that although female unemployment rates in every educational attainment group fluctuated differently, they were all affected by the economic recession.

In 2007, the highest unemployment rate in Taiwan was recorded in the group of university and graduate school educated females, which was 4.93%. The second highest unemployment rate was 4.09%, for females with vocational school. The lowest unemployment rate was in the educational attainment group of illiterate and self-educated females, in which the rate was only 0.55% in 2007.

In 2006, higher educational attainments induced female unemployment in diverse directions in Taiwan, as well as OECD countries. The highest female unemployment rate in OECD countries was in the group of less than upper secondary education while in Taiwan it was in the group of tertiary education. Also, the lowest female unemployment rate in OECD countries was in the group of tertiary education while in Taiwan it was in the group of illiterate and self-educated females.

Table 4-11: Female Unemployment Rate by Level of Educational Attainment in
Taiwan—1980-2007

Unit: %

Year	Illiterate and self- educated	Primary school	Junior high school	Senior high school	Vocational school	Junior college	University and graduate school
1980	0.06	0.38	1.39	3.52	3.63	3.14	3.17
1981	0.05	0.47	1.82	3.28	3.87	3.26	2.62
1982	0.16	0.72	2.39	4.81	4.57	3.80	4.56
1983	0.25	0.72	2.81	5.93	5.73	5.22	5.13
1984	0.32	0.65	2.28	5.06	4.97	4.67	5.02
1985	0.27	0.75	2.87	5.74	5.85	5.02	5.17
1986	0.25	0.58	2.10	5.02	5.08	4.10	4.97
1987	0.21	0.45	1.65	3.22	3.76	3.58	3.67
1988	0.21	0.46	1.30	2.55	3.09	2.82	2.84
1989	0.14	0.34	1.43	2.68	2.75	2.27	2.47
1990	0.14	0.44	1.37	2.61	2.71	2.65	2.52
1991	0.13	0.30	1.43	2.40	2.38	2.52	2.47
1992	0.19	0.36	1.34	2.07	2.33	2.41	3.24
1993	0.11	0.35	1.38	1.87	2.21	2.73	2.97
1994	0.18	0.43	1.30	1.99	2.29	2.50	3.11
1995	0.30	0.46	1.46	2.14	2.48	2.52	3.16
1996	0.43	0.69	1.75	2.55	3.26	3.60	3.87
1997	0.51	0.82	2.03	2.57	3.08	3.36	3.10
1998	0.67	0.78	1.90	2.59	2.94	3.10	3.17
1999	0.66	0.97	2.14	2.25	2.95	3.40	3.09
2000	0.49	1.02	2.15	2.36	2.96	3.07	3.01
2001	1.05	1.79	4.04	3.84	4.58	3.96	3.66
2002	1.12	1.76	3.77	4.40	5.18	4.37	4.38
2003	1.88	3.06	3.96	4.29	4.98	4.22	4.42
2004	0.91	2.54	3.56	3.85	4.31	3.90	4.66
2005	1.33	2.02	3.63	4.44	4.22	3.69	4.78
2006	0.86	1.69	2.93	3.85	4.21	3.65	4.62
2007	0.55	1.73	3.11	3.60	4.09	3.31	4.93

Source: Same as Table 4-1.

4.3.3 Female Unemployment by Marital Status

Among the 53,000 unemployed females in 1982, 50,000 (94.34%) females were unmarried. Married or cohabited females accounted for only 3.77% of unemployed females. In other words, there were 2,000 married or cohabited females. 1.89% of unemployed females were either widows or were divorced.

In 1990, the proportion of unmarried females declined to 88.46%, but the percentage of married or cohabited females among unemployed females increased to 9.62%. Similar to the trend of married or cohabited females, the proportion of divorced females or widows among all unemployed females also increased, to 3.85% in 1990.

In 2000, the proportion of unmarried females again decreased to 77.89% of unemployed females. Meanwhile, married or cohabited women increased their share by 8.27 percentage points, accounting for 17.89% of all unemployed females. 5.26% of unemployed females in 2000 were either divorced or widows.

In 2005, unmarried female population again formed the largest proportion (68.05%) of unemployed females. In the same year, proportion of married or cohabited population increased to 23.67%. Meanwhile, divorced women or widows accounted for 8.28% of all. Clearly, unmarried females form the biggest proportion of all unemployed females, although the proportion has decreased over the past two decades. On the other hand, the proportions of married or cohabited females and divorced females or widows have increased during the same period of time.

4.3.4 Female Unemployment by Reasons

The *Female Labor Force Survey* from Council of Labor Affairs (2007) ascribes nine reasons to female unemployment. These reasons are establishment closed or business shrunk, not satisfied with the job, ill health, seasonal or temporary work completed, getting married or giving birth, retirement, busy in housekeeping, others,

and being new job seekers. Table 4-12 lists the proportion of each reason from 1980 to 2007.

In 1980, 57.01% of unemployed females were new job-seekers, which consisted of the majority of all. Moreover, 28.74% of unemployed females were not satisfied with their jobs. Furthermore, 4.66% of them were rendered jobless because the establishment closed or business shrunk. In the following 27 years, the percentage of new job-seekers decreased to 22.43% in 2007.

While the number of new job seekers decreased, the ratio of those rendered jobless because the establishment closed or business shrunk was going upward. The proportion of females who were unemployed due to establishment closed or business shrunk increased 18.50 percentage points from 2000 to 2001, and reached a high of 39.33% in 2002. These figures indicate the extent to which economic stagnation influenced female unemployment, that is, the economic recession causes the increase of establishment closed and business shrunk, then, the increase of establishment closed and business shrunk lead more and more females being unemployed. From 1980 to 2007, the proportion of female unemployment by establishment closed or business shrunk increased 20.37 percentage points, reaching 25.03% in 2007.

Among the reasons that caused females to be unemployed, share of feeling not satisfied with their jobs went up and down between 1987 and 2000. However, it plunged sharply from 41.54% in 2000 to 25.88% in 2001. Then, the share of those unsatisfied with their jobs reached 35.17% in 2004, again exceeding the share of those rendered jobless because of establishment closed or business shrunk. Compared with its share in 1980, the percentage of females rendered unemployed because of dissatisfaction with the previous job increased 8.17 percentage points, reaching 36.91% in 2007.

4.4 Summary

Table 4-12: Female Unemployment by Reasons in Taiwan—1980-2007

Unit: %

Year	Total	Establishment closed or business shrunk	Not satisfied to that job	Ill health	Seasonal or temporary work, and that job completed	Female got married or gave birth	Retirement	Busy in house-keeping	Others	New job-seekers
1980	100	4.66	28.74	2.27	3.27	0.67	0.07	0.18	3.13	57.01
1981	100	6.13	27.24	1.45	2.66	0.51	0.03	0.51	4.71	56.75
1982	100	11.26	27.17	1.66	5.26	0.79	0.03	0.44	6.23	47.16
1983	100	10.30	30.07	2.83	5.29	1.12	0.02	0.42	5.65	44.30
1984	100	7.42	33.15	2.15	6.75	1.12	-	0.41	5.44	43.57
1985	100	17.99	29.93	2.33	5.47	0.70	-	0.35	4.89	38.34
1986	100	13.17	32.51	2.81	6.07	0.90	-	0.41	4.20	39.93
1987	100	8.98	37.93	2.07	4.51	0.93	0.01	0.78	5.09	39.70
1988	100	8.56	39.55	2.71	4.47	0.84	-	1.01	4.45	38.42
1989	100	9.36	43.92	1.81	3.58	1.07	0.12	0.38	4.11	35.65
1990	100	12.38	39.67	2.21	3.99	0.94	-	0.41	5.59	34.81
1991	100	11.28	43.66	1.99	4.54	0.70	0.05	0.56	4.46	32.77
1992	100	9.27	40.85	3.02	4.93	0.87	0.06	0.63	5.52	34.85
1993	100	10.32	41.94	2.53	4.38	1.01	-	0.39	5.42	34.01
1994	100	9.17	42.72	1.92	4.42	1.40	-	0.43	6.71	33.22
1995	100	11.72	43.51	1.17	4.51	1.28	-	0.56	4.88	32.38
1996	100	18.07	38.96	1.87	5.06	0.85	-	0.64	4.98	29.58
1997	100	17.99	39.93	2.07	3.68	1.25	-	0.49	4.69	29.91
1998	100	17.87	39.64	2.27	6.61	0.82	0.18	0.57	3.38	28.67
1999	100	22.40	36.44	2.06	5.49	0.67	0.16	0.47	4.72	27.58
2000	100	19.97	41.54	2.10	5.42	1.11	0.12	0.42	4.85	24.48
2001	100	38.47	25.88	1.89	7.03	1.38	0.13	0.78	3.57	20.87
2002	100	39.33	27.75	2.30	6.56	1.27	0.03	0.64	3.06	19.05
2003	100	37.84	26.47	1.99	7.06	1.57	0.18	0.95	2.48	21.47
2004	100	25.93	35.17	2.70	9.11	1.96	0.12	0.90	1.91	22.22
2005	100	24.38	36.37	2.48	9.80	1.97	0.25	1.12	1.85	21.77
2006	100	24.74	37.85	2.30	8.96	2.08	0.31	1.02	1.90	20.84
2007	100	25.03	36.91	2.01	8.63	2.16	0.23	1.03	1.57	22.43

Source: Council of Labor Affairs, *Labor Force Statistics*, <http://www.cla.gov.tw>.

The rate of female labor force participation in Taiwan had an increasing trend over the past two decades, when it rose from 39.25% in 1980 to 49.44% in 2007.

By age, age group of 20 to 24-years-old had the highest female labor force participation rate from 1980 to 1992. In contrast, from 1993 to 2007, the highest percentage came from the age group of 25-29.

According to statistics by educational attainment, it shows highly educated groups, such as junior college, and university and graduate school, have rather high female labor force participation rates. This indicates higher human capital induces higher female labor force participation.

Also, the marital status or family life cycles also affect female participation in labor. Among all the three groups, by marital status, single females had the highest labor force participation rate from 1980 to 2007. This group's labor force participation rate was 59.48% in 1980, and 57.89% in 2007.

In 1980, most females were employed in the industry sector. From 1983 onwards, the service sector was the most popular among female employees. In 2007, 69.20% of females were employed in the service sector. Increases and decreases of the proportion of females employed in each sector have coincided with the development of the sectors, i.e. agriculture, industry, and service, from 1980 to 2007.

In 1980, the highest proportion (41.02%) of all employed females worked as production and machine operators or related works. After 27 years, most females work as service workers and shop and market sales workers. The increasing percentage of service workers and shop and market sales workers over the past 27 years has coincided with the growth in overall share of employed females in the service industry.

The data of female unemployment rate indicates that the highest rate of female unemployment in 2007 was in the group of university and graduate school, which had reached 4.93%. That's because highly educated females have invested more on their

education, and they are less willing to lose their investments in education. So, they tend to incur the extra cost and time for searching jobs. Therefore, unemployment rate of highly educated females was higher compared with other educational attainment groups.

Statistics for 2000 to 2001 reveal that female unemployment was influenced by the economic situation. When the economy is depressed, more and more females are unemployed because of establishment closed or business shrunk, and fewer females quit their jobs because of being unsatisfied with their jobs.

Based on the above statistics, we can tell that female labor force participation and unemployment are influenced by human capital, family life cycle, gender-role attitudes, and economic situation. Furthermore, the sector and occupation that most females participate in also show how female employment interacts with the development of the economy.

