

## **Gender Equality in Employment in the European Union: Laws and Practices**

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### **Abstract**

The purpose of this paper is to provide a complete review of the developments in gender equality in the employment system in the European Union (EU) over the past forty years. It also evaluates the merits and shortcomings of the EU employment system and sets forth several proposals for Taiwan as it tries to establish a similar system. In addition to the introductory and concluding remarks, the paper is divided into six sections. Section One describes female employment conditions in the member states and analyzes their impact. Section Two sets out the development of gender equality in employment system by the EU's predecessors in the early stages. Sections Three and Four discuss the EU's recent endeavors and future trends. Section Five provides a detailed assessment of the EU's current practices, including their merits, shortcomings and controversial aspects. Finally, this paper outlines several lessons Taiwan can learn from the EU experience as it tries to enact a new Gender Equality in Employment Law.

**Key Words:** European Union, Female Employment Conditions, Gender Equality in Employment, Sex Segregation in Employment, Sex Discrimination in Employment