

Occupational Segregation between Sexes in Taiwan

Chung-cheng Lin*

This paper examines the occupational segregation between sexes in Taiwan by using cross-sectional labor survey data. In order to avoid the effects of discontinuous labor market participation of women on access to occupations, the author selects only the labor force at the entry level in labor market for analysis. Adjusted segregation indices and a discrimination coefficient are applied here to measure the occupational segregation and potential occupational discrimination between sexes in a framework of a segmented labor market model. The empirical findings do not reject the hypothesis that significant occupational segregation exists in Taiwan's labor market.

1. The Failure of the Labor Market Clearing Function and Occupational Segregation between the Sexes
2. An Analytical Method for Occupational Segregation
3. Empirical Results
4. Concluding Remarks

1. The Failure of the Labor Market Clearing Function and Occupational Segregation between the Sexes

Dual market theory was initially developed in the 1960s to analyze the problems of urban poverty, racial discrimination and the persistence of

* Research Fellow, Sun Yat-Sen Institute for Social Sciences and Philosophy, Academia Sinica.

台灣的職業性別隔離

林忠正

摘要

本文利用橫剖面的資料檢驗台灣勞動市場內男女在職業之間的隔離狀況。爲了避免婦女勞動參與中斷的影響，作者選擇了初入市場的 3070 名勞動力作分析對象。作者利用多項邏輯方式(multiple-logit equation)且以加權的最小平方法來估計男女進入不同職業的機率，進而計算性別隔離的指標。實證結果不能推翻性別對職業分配無影響的假設。通常女性進入較好職業的機會（如專業人員）具有較高的進入障礙，在傳統女性職業方面女性則較男性具有更有利的進入機會。同時在台灣教育並不如許多人所預期地能有效改善職業隔離的現象。若利用職業間性別隔離指標計算台灣性別隔離的結果則顯示性別隔離情況並非很嚴重。