



EU-CHINA

Social Protection Reform Project

中国欧盟社会保护改革项目

## Component 1

# REPORT ON A MISSION TO CHENGDU, 24 – 25 JANUARY 2019



1. As part of its programme of activities for 2018, the EU-China SPRP Component 1 conducted a mission to Chengdu (Sichuan Province) on 24 and 25 January 2019. The mission jointly led by NDRC and Expertise France included Ms. Tang Ling, National Component 1 project coordinator, NDRC, Ms. Wang Yingsi, Project officer, NDRC CIC, Mr. Laurent de Lespinay, European Component 1 project coordinator, Expertise France, Mr. Jean-Victor Gruat, Resident Expert for Component 1, Mr. Zhang Guoqing, Main Chinese expert (Operations) for Component 1.
2. The mission's goals were on 24 January to get better acquainted the local situation regarding access to social protection benefits in Chengdu (a pilot site for Component one activities), and on 25 January to take part in an international workshop on Gender conditions in Employment and Social protection, organized in Chengdu by the Provincial development and Reform commission under the framework of the project plan of activities.
3. On 24 January, a field visit was conducted in Chengdu Hi-Tech Industrial Development Zone (CDHT). This activity was arranged by Sichuan Provincial DRC and Chengdu Municipal DRC.

4. The mission visited 3 institutions, namely the CDHT Guxi District Social Affairs Service Center; the CDHT Zhonghe District Social Affairs Service Center; and the CDHT Chengfu Community.



5. The first two Centers have the same functions according to municipal regulations, which are to provide social insurance, employment and residential services for about 500,000 permanent residents through 15 windows including individual registration of participation in urban and rural old-age insurances, public health medical and unemployment insurance schemes, social affairs of family planning, marriage registration, enterprise registration and business services, financial assistance for starting own business, labour market development for skills training and employment premium for college graduates to launch their own business, discount microfinance for small and micro businesses, job fair recruitment information for young people.



6. The Chengfu Community was created with a new concept of solving social problems with business company model to provide social assistance programme for their neighbors those disabled persons of education, culture and sport activities. The Miss Startup programme is specially serving for young women to promote self-development and provide the space of co-working activities.



7. The International workshop on Gender issues on Employment and Social protection took place in the Provincial DRC premises. Some 20 participants took part in the meeting, including Provincial and municipal representatives of the DRC and of the department of Human resources and social security. Reports were presented by European expert Ms. Yasmina Lakmad, and national experts prof. Ngok Kinglun aka Yue Jinglun (Sun Yat Sen University Guangzhou) and prof. Lin Yi (South-West University of Finance and Economics, Chengdu). The meeting was chaired by Mr. Jean-Victor Gruat, Resident expert for SPRP project Component 1.
8. Opening remarks were delivered by Mr. Laurent de Lespinay, European project coordinator for Component 1, Expertise France, and by Mr. Liu Jinfeng, vice-director, Sichuan Provincial Development and Reform Commission.



*From left to right, prof. Ngok, Ms. Lakmad, prof. Lin*

9. Ms. Yasmina Lakmad, European specialist, then presented the main concerns with gender equality in employment and social protection in the European experience, before prof. Ngok and prof. Lin introduced their respective findings concerning the situation in Guangdong and Sichuan provinces.
10. In the discussion that followed, Mr. Ceng Zhigang, from the Provincial HRSS Department, described in more details the situation in Sichuan concerning gender equality and inequalities in the field of employment. The three experts entered into a dialogue about their respective contributions.
11. The Chair then summarized the technical conclusions of the meeting (see annex), before Ms. Tang Ling, national Component 1 project coordinator for NDRC, delivered the closing statement for a meeting highly appreciated by all participants, as reported to Mr. Fan Bo, Director of Sichuan Provincial development and reform commission, who came to visit them for a direct briefing.

Zhang Guoqing  
Jean-Victor Gruat  
26 January 2019.





Social Protection Reform Project  
中国欧盟社会保护改革项目

## Component 1

# INTERNATIONAL WORKSHOP ON GENDER ISSUES IN EMPLOYMENT AND SOCIAL PROTECTION CHENGDU 25 JANUARY 2019 - CHAIRPERSON'S CONCLUSIONS -

1. The two national reports by prof. Ngok Kinglun and prof. Lin Yi and the European overview by Ms. Yasmina Lakmad largely coincided on a number of key aspects related to gender considerations in employment and social protection, thus allowing for the following concluding points.
2. There is no such thing as gender neutrality in employment and social protection. To be socially efficient, social protection has to address the factors affecting negatively gender equality also at an early stage, including though education and employment promotion measures.
3. The specifics of female employment and working conditions have to be further analysed, so that related discrimination maybe be actually combatted.
4. The situation of female migrant workers requires particular attention, including concerning the conditions under which return to the place of origin take place.
5. Old-age pension insurance should take into account the negative effects of women's actual participation in the labour market on their capacity to accrue sufficient rights over their active lives.
6. Social protection of the elder generations should be carefully monitored, to avoid deprivation and poverty for women, who are more likely than men to be in a vulnerable position.
7. The particular contribution of women to social and economic development should be fully recognized, notably when it comes to the acquisition of pension rights.
8. Advocacy campaigns should help in raising awareness among women about their social protection entitlements, and the possibilities for their individual economic and social empowerment.
9. Statistics, and their analysis, should systematically include gender components in all aspects of employment and social protection.
10. The project should advocate the inclusion as a cross-cutting issue of gender related considerations in future technical cooperation endeavors between Europe and China in the employment, social protection and income distribution areas.

Jean-Victor Gruat,  
25 January 2019

# **Main concerns with Gender equality in Employment and Social Protection**

## **就业和社会保护的性别平等问题的研究**

European experience

欧洲经验

Yasmina Lakmad – Gender focal point– Social Protection Unit / Expertise France

雅思米娜·拉克玛德 — 法国国际专业技术署社会保护处性别专家

# ELEVATOR PITCH

## 电梯游说

*“Women are more likely than men to work in the informal sector and to drop out of the labor force for a time.*

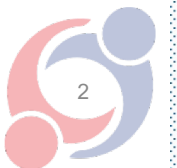
*“女性比男性更容易在非正规部门就业并脱离工作一段时间（如生完孩子之后）。*

*This work pattern undermines productivity, increases women’s vulnerability to income shocks, and impairs their ability to save for old age.*

*这种就业模式破坏了生产力，增加了妇女受到收入冲击的脆弱性，并损害了妇女为老年阶段储蓄的能力。*

*Many developing countries have introduced social protection programs to protect poor people from social and economic risks, but despite women’s often greater need, the programs are generally less accessible to them than to men.”*

*很多发达国家已经推出社保项目，保护贫困人口避免社会和经济风险，虽然女性也有很大需求，但一般来说女性相比男性对社保项目的获得性更低。”*





# Objectives of the intervention

## 干预措施的目标

This presentation will aim to answer the following questions:

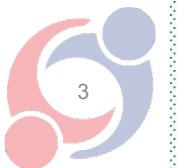
本演讲将回答以下问题：

- Which impact social protection and employment policies may have on gender equality?

社会保护和就业政策对性别平等的影响是什么？

- Why social protection and employment policies are less efficient when they do not introduce a gender perspective?

为什么当社保和就业政策不包含性别观点时，有效性会更低？



# Presentation content

## 演讲内容

1. Impact of social protection and employment policies on gender relations

社保和就业政策对性别关系的影响

2. European innovative experiences of gendered social protection and employment policies

欧洲在按照性别分类的社保和就业政策方面的创新经验



# **1. Impact of social protection and employment policies on gender equality**

社保和就业政策对性别平等的影响



# Gender specific vulnerabilities

## 与性别问题相关的风险脆弱性

- «**Gender**» refers to women's and men's roles and responsibilities that are socially determined (WHO, 1998);  
“性别”指的是由社会决定的女性和男性的角色和责任（世界卫生组织，1998年）；
- **Gender roles** are highly variable and are determined by other social, economic, political and cultural factors (DFID, 2000).  
**性别角色**的变化很大，并由其他社会、经济、政治和文化因素决定（英国国际发展署，2000年）。
- When employed, women tend to **earn less** than men and work in the informal economy or in temporary / part-time employment;  
女性在雇佣关系中**薪酬更低**，更多地从事非正式、临时或兼职性质的工作
- An important part of the work done by women (domestic work, childcare and dependent care) is not **formally recognized** as work (unpaid);  
在女性所从事的劳动类型里（家务劳动、子女及长辈照料），有很大一部分**并不被认为是工作**（即不需要支付薪酬）
- **Vulnerabilities to risk** vary significantly by gender.  
两性对**风险的脆弱性**显著不同。
- **Impacts of shocks** affect men and women differently  
**冲击的影响**对男性和女性不同



# The neutrality illusion in Social protection and Employment policies: 社会保护和就业政策性别中立的错误观点

- “**Intersectionality blindness**”: some vulnerabilities are mostly related to social class, living conditions, poverty, discrimination. But risks are increased when crossing the gender factor.

**交集盲区**：一些脆弱性与社会阶层、生活条件、贫困、歧视等最相关。但是在多个性别因素交叉时，风险有所上升。

- **Neutrality** in policy may excludes gender specific vulnerabilities (eg: unpaid care work of children and elderly parents, women working in majority in the informal sector with no social protection)

政策的**中立性**可能不包括针对不同性别的脆弱性（如无薪水照料儿童和老年父母、女性主要  
在非正规部门就业并且不享受社会保护）。

- A well-targeted social policy must be gendered to be effective and to avoid perpetuation of lifelong gender inequalities.

精准性较高的社会政策必须对每个性别都是有效的，并且避免整个周期的性别不平等。



## **2. European innovative experiences of gendered social protection and employment policies**

欧洲性别化社保和就业政策的创新经验



# Gender Equality in Social protection - (focusing on care policy)

## 社会保护中的性别平等 — (重点在照料政策)

Care is one of the most important factor of gender inequality:

照料是性别不平等的一个最重要因素：

- Interruption of professional career to care for children or elderly parents with professional negative consequences;  
中断职业生涯照顾子女或老年父母，导致负面的职业后果；
- Work overload of the poorest women: the « care chain »;  
最贫穷女性的工作负担过重：照料链。
- Unequal repartition of parental leave: paradigm shift.  
不公平分配育婴假：理念变化

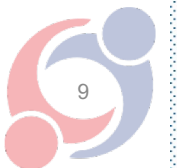
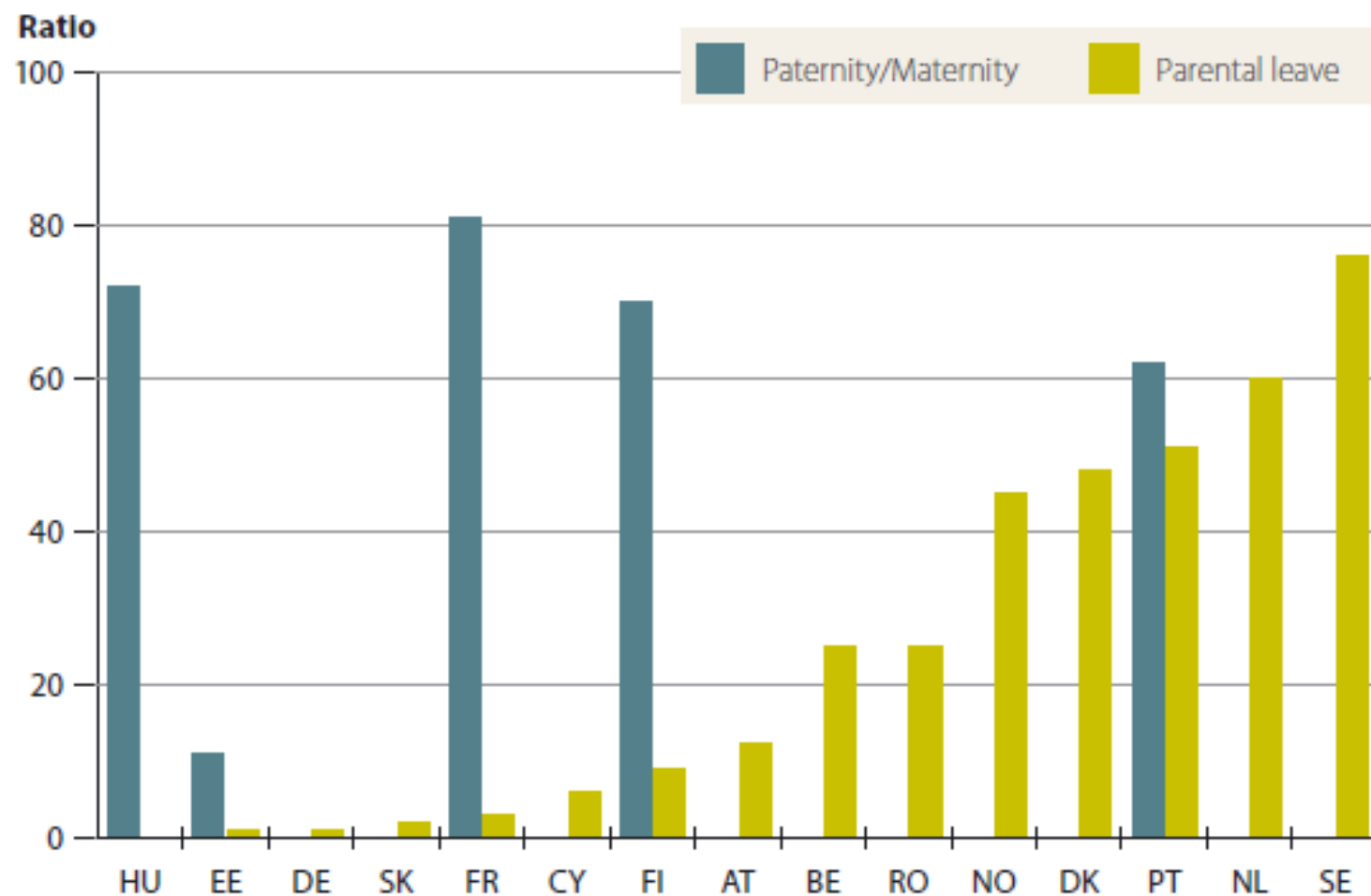


Figure 1 – Ratio of fathers to mothers using their entitlement to leave, 2007



Source: OECD, Social Policy Division, Directorate of Employment, Labour and Social Affairs, Family Database, Chart PF2.2.C

Note: The ratio is the relationship between the numbers of fathers taking parental leave in each country per 100 women. Data was collected using Family Database questionnaire on parental leave and cover 15 countries.

# The parental leave controversy in Nordic Countries 北欧国家的育婴假争论



- Appears as the « avant-garde » of gender equality and care sharing. 是性别平等和照料分担的“先锋派”。
- But recent study show parentality affects differently men and women career and continue to impact negatively wage gaps and career advancement.

但是近期研究显示育婴对男性和女性的职业影响不同，并持续消极影响着薪资差距和职业发展。

# Examples of EU positive actions

## 欧洲其他的积极行动

### ➤ To encourage men to take paternity leave:

鼓励男性参加育婴假

- Sweden: « take it or loose it »  
瑞典：要么接受要么放弃
- Portugal : « non gendered parental leave »  
葡萄牙：非性别化的育婴假

### ➤ Renewing current care services:

更新当前的照料服务

- France: towards a reflection of lowering the age of inscription in public kindergarten?  
法国：反应降低公立幼儿园的入园年龄？

### ➤ By applying the Barcelona childcare targets

使用巴塞罗那儿童保育目标

- Greece, UK and the Netherlands report a real expansion of childcare service over the last few years  
希腊、英国及荷兰报告在过去几年真实地扩大了儿童照料服务



# Equality in Employment policies

## 就业政策的平等

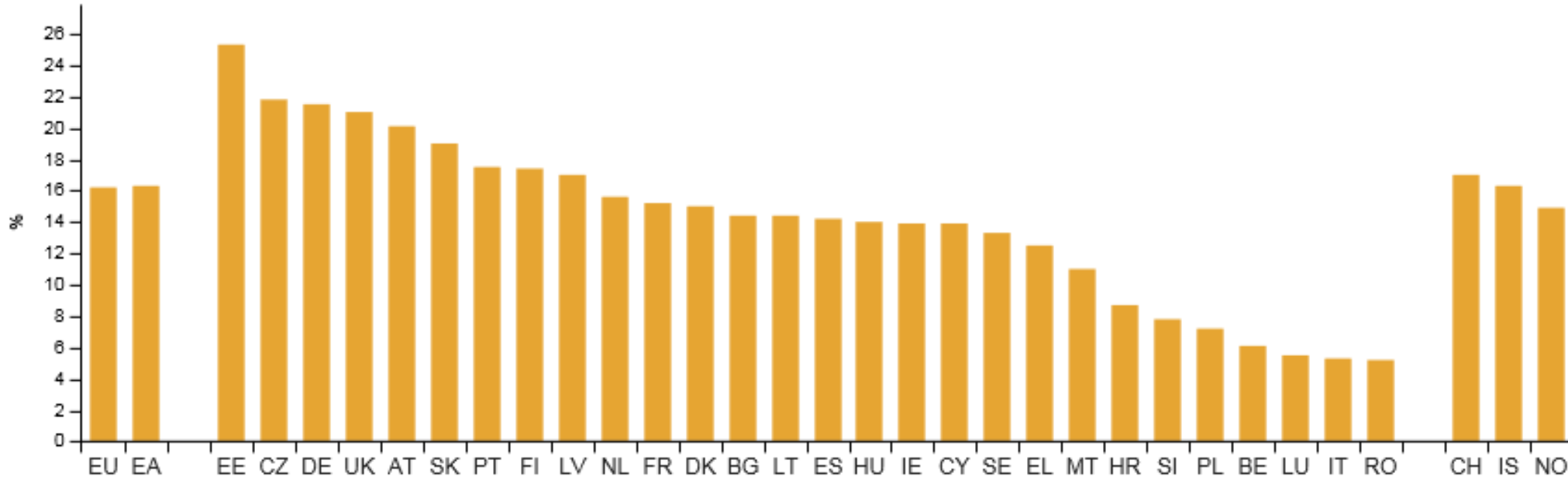
- Gender pay gap refers to the **differences between the wages** earned by women and by men.  
薪资水平的性别差距指的是女性和男性的薪酬不同。
- Reducing the gender pay gap and facilitating equal access into labor force for women and men is an important part of the **European Employment Strategy**.  
缩小薪资水平的性别差距、促进女性和男性在劳动力方面的平等是欧盟就业战略的一个重要方面。
- The **complexity of the causes** of the gender pay gap, and unequal access to labor force, imply a **variety of measures** tackling direct and indirect gender wage discrimination.  
薪资水平性别差距、劳动方面不平等的因素具有复杂性，说明需要各种各样的措施来应对直接、间接的薪资性别歧视。

## Comparing EU Countries : Gender pay gap statistics (Eurostat 2014)

EU国家对比：性别收入差距 ( Eurostat 2014 )

2016年欧盟国家女性劳工平均时薪数额占男性劳工平均时薪数额的百分比

The unadjusted gender pay gap, 2016 (difference between average gross hourly earnings of male and female employees as % of male gross earnings)



# Comparing EU Countries : Gender gaps in Employment (Gender equality index 2015)

EU国家对比：就业方面的性别差异 (2015性别平等指数)

Country	WORK	Participation	FTE employment rate (%)	Employed people in education, human health and social work activities (%)	Ability to take one hour or two off during working hours to take care of personal or family matters (%)
SE	82,6	95,4	93,2	42,8	75,7
DK	79,2	87,2	81,0	48,2	69,3
NL	76,7	79,2	66,4	38,4	92,6
UK	76,6	83,6	76,9	42,9	71,7
AT	76,1	81,4	73,9	37,3	81,9
FI	74,7	89,2	83,9	33,5	59,4
LU	74,0	81,3	78,6	42,7	61,4
IE	73,9	78,3	74,8	33,7	80,9
BE	73,8	77,5	71,6	41,6	73,1
LV	73,6	87,8	83,7	25,6	68,3
LT	73,2	88,2	85,2	30,7	59,0
ES	72,4	78,0	70,1	35,7	78,0
EE	72,1	88,6	83,9	27,2	54,2
FR	72,1	82,3	77,2	40,5	55,7
PT	72,0	85,4	80,1	31,0	63,7
EU-28	71,5	79,8	73,4	35,8	63,2
DE	71,4	81,9	73,1	38,6	53,4
MT	71,0	68,9	65,3	40,5	83,0
HR	69,4	78,5	73,1	26,6	66,7
BG	68,6	82,7	80,6	23,0	55,6
HU	67,2	79,6	76,8	27,7	48,5
RO	67,1	77,5	74,5	21,1	57,7
PL	66,8	79,5	77,1	24,3	53,6
CZ	66,1	81,8	79,3	24,9	44,9
SK	65,5	80,6	77,6	21,6	42,6

左侧表格

第一列：国别

第二列：工作

第三列：参与度

第四列：FTE就业率

第五列：就业人口参与教育、保健、社会活动的比例

第六列：工作期间利用1至2小时处理个人或家庭事务的灵活度

# European experiences to tackle professional gender inequality

## 欧盟应对职业中性别不平等的经验

- **Minimum wage legislation:** with this policy **Lithuania** increased the level of pay in low-paid jobs over-represented by women  
关于最低薪资标准的法律：根据此政策，立陶宛提高了以女性为主的低薪资工作岗位的薪酬水平
- **Sanction wage inequalities:** Islande, France  
对薪资不平等的处罚：冰岛、法国
- **Mandatory bargaining on equal pay:** Luxembourg, France  
强制性公平薪资谈判：卢森堡、法国



## **Other EU innovative experiences**

### 欧盟其他创新经验

- **Provide data on wages:** Italy, Denmark, Portugal  
提供薪资数据：意大利、丹麦、葡萄牙
- **Reconciliation policy:** Austria, Slovenia, Denmark, France  
调和政策：奥地利、斯洛文尼亚、丹麦、法国
- **Combat Gender stereotypes in education:** Greece, Spain, Norway  
对抗教育的性别刻板印象：希腊、西班牙、挪威

# Conclusion

# 结论

- Comprehensive social protection systems need to be gender-responsive to :

全面的社会保护体系需要关注性别问题：

- a) ensure they do not further exacerbate gender inequality and that they  
确保不会进一步加剧性别不平等
- b) promote gender equality in both wellbeing outcomes and access to social protection. To effectively address gender inequality, they need to be well-coordinated with related rights and services.

促进民生和获得社会保护方面的性别平等。为了有效解决性别不平等，需要良好协调相关权益和服务。

- European countries have diverse strategies to tackle gender social and professional inequalities.

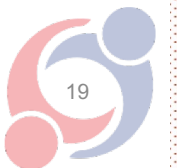
欧洲国家解决性别的社会和职业不公平的战略所有差别。

- There is not a common answer, but the European Commission play a key role in the communitarian action.

没有一个普遍答案，但是欧盟委员会在社群行动方面发挥重要作用。

- Social protection and Employment policies plays a key role in the reduction of gender inequality but a stand alone policy is not sufficient : necessary coordination with education, infrastructure, economic policies, etc.

社会保护和就业政策在降低性别不平等方面扮演关键角色，但单一政策是不够的：需要协调教育、基础设施、经济政策等。







Yasmina Lakmad

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# Female Employment and Social Protection Policy in China Cases from Guangdong Province

中国女性就业和社会保护政策状况  
- 广东省 -

岳经纶 (Ngok Kinglun)  
中山大学(Sun Yat-sen University)  
社会保障与社会政策研究所  
(Institute for Social Policy)

# 汇报提纲(outline)

一、研究目的

Research Purpose

二、研究框架

Research Framework

三、数据来源

Data Sources

四、研究结论

Research Conclusion

五、政策建议

Policy Proposal

# 一、研究目的(research purpose)

- 旨在客观反映当前中国就业和社会保护政策中的性别差异。
- 主要关注女性劳动者，尤其是女性农民工群体。
- 主要关注的社会保护政策是社会基本养老保险政策。
- 以广东省为个案，进行具体的描述和分析。

Reflect the current gender situation in China's employment and social protection policies.

- Focuses on the basic social pension insurance policy

- Highlights the situation of migrant workers, especially female migrant workers.

- With a focus on Guangdong Province.

## 二、研究框架 (research structure)

- 1. 中国社会保障制度的基本框架及影响两性养老保险权益的主要因素的介绍.
- 2. 全国女性就业、社会保障和养老保险制度分析.
  - 2.1 公开权威数据分析.
  - 2.2 社会基本养老保险制度分析.
- Introduce the current social protection system in China and the main factors that influence the pension insurance rights of both genders.
- Analyze the female employment, social security and pension insurance system in China.
  - Firstly, on the basis of the latest and the most comprehensive authoritative public data related to employment and social protection, particularly those involve gender differences, this part objectively presents the gender differences in employment and social protection.
  - Secondly, this part also comprehensively reviews and analyses the basic pension insurance system at national level and examine the current institutional arrangements from the perspective of gender, hoping to reveal the institutional factors that cause the gender differences.



# Research Structure

3.广东女性就业、社会保障和养老保险制度分析.

3.1 数据分析.

A.全国和广东省的公开数据对比分析.

B.典型地市的调研数据分析.

3.2 广东省社会基本养老保险制度分析.

4.结论及相关政策建议.

- Analyze the situation of female employment, social security and pension system in Guangdong Province.
- Firstly, this part shows the current situation of employment and social security in Guangdong Province with descriptive statistics of data. On the one hand, the situation of Guangdong and that of the whole country were compared based on the extensive collection of authoritative public data; on the other hand, a probability sampling of the data of the urban employee basic pension insurance system in Guangzhou was carried out and the current situation of urban workers' (especially migrant workers' and female migrant workers') rights of basic pension insurance was objectively described by gender through data analysis.
- Secondly, by analysing the old age insurance in Guangdong Province, this part points out the institutional characteristics and advantages of it according to the laws and regulations at the national level
- Conclusion and policy suggestions.

# 三、数据来源 data sources

## ● 1. 公开发布的官方权威数据。

- 中国统计年鉴、广东省统计年鉴、广州市统计年鉴
- 中国劳动统计年鉴、中国人力资源和社会保障年鉴
- 人力资源和社会保障事业发展统计公报、
- 农民工监测调查报告、
- 第五次（2000）、第六次（2010）全国人口普查全国人口普查数据
- 第二期（2000）、第三期（2010）中国妇女社会地位调查数据、广东省第三期社会妇女地位调查数据
- 全国妇联权益部于2002年进行的《妇女权益保障法》的调查数据；
- 全国维护妇女儿童权益协调组于2006年开展的全国农村妇女权益状况和维权需求调查数据

## ● 2. 典型地市调研数据。

- 选取城市：广州市。  
外来人口较多，人口结构和劳动力结构比较复杂，具有较强的典型性。
- 数据来源：  
广州市人力资源和社会保障局信息中心数据库。
- 抽样方法：分层抽样。

## Public official data.

- *China Statistical Yearbook, Guangdong Statistical Yearbook, Guangzhou Statistical Yearbook*
- *China Labour Statistical Yearbook,*
- *China Human Resources and Social Security Yearbook,*
- *Statistical Bulletin on the Development of Human Resources and Social Security,*
- *The Fifth National Census in 2000 and the Sixth National Census (Census data for short) in 2010,*
- *The Second Survey on the Status of Chinese Women in 2000 and the Third Survey on the Status of Chinese Women (SSCW data for short) in 2010*
- *The Third Survey on the Status of Women in Guangdong.*
- *Report of Migrant Workers Monitoring Survey,*

## Typical City Survey Data

- Guangzhou has a large foreign population and thus complex population structure and labour structure, which is very typical.
- With the strong support of Guangzhou Municipal Human Resources and Social Security Bureau, a large number of micro-data have been obtained through professional sampling methods.
- Macro-data of the operation of the pension insurance fund in Guangzhou and micro-data provided by the Information Centre of Guangzhou Municipal Human Resources and Social Security Bureau.
- The biggest advantage of the data is the availability of the insurance participation situation of migrant workers by gender, which is not available in the official public data.

## 四、主要研究结论(main conclusions)

- 4.1. 劳动群体在就业率、失业率与工资水平方面，均存在一定的性别与城乡差异。
- 4.2. 在社会保险覆盖率和待遇水平方面，同样存在性别与城乡差异。
- 4.3. 农民工群体在保险缴费基数与待遇水平方面存在性别与城乡差异。
- 4.4. 现行社会养老保险制度体系对低收入群体不利（包括女性、农民工等），女性农民工则遭受双重的权益损害。

4.1. There are gender differences and urban-rural differences among workers in terms of employment rate, unemployment rate and wage level.

4.2. There are gender differences and urban-rural divides in terms of the coverage of social insurance and benefit levels as well.

4.3. There are gender differences and urban-rural divisions among migrant workers in terms of contribution bases and pension benefit levels.

4.4. The pension insurance system is unfavourable to low-income groups (including female, migrant workers, etc, and the pension insurance rights and interests of female migrant workers are most seriously damaged.

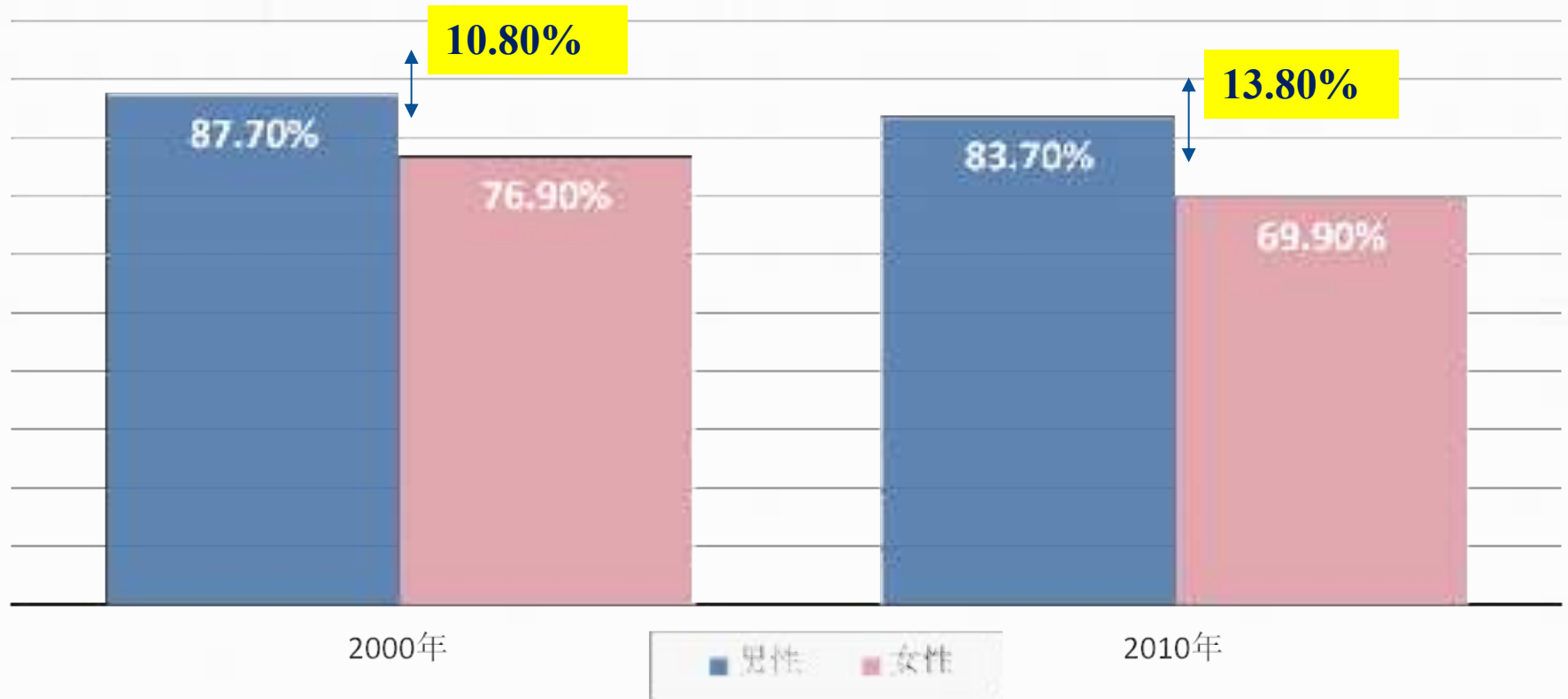
## 4.1.1 从全国来看，劳动群体在就业及就业率方面的情况 National situation of employment

- 男性就业率普遍高于女性，性别间就业率差距在加大。
- 农村就业率普遍高于城镇，且农村就业率的性别差距小于城镇。
- 中国女性的行业集中度较男性更高，女性职业层次总体偏低。
- 男性非农就业率高于女性。
- The employment rate of men is generally higher than that of women, and the employment rate gap between male and female is increasing sharply.
- The employment rate in rural areas is generally higher than in urban areas, and the gender gap in rural areas is smaller than in urban areas.
- The industry concentration of Chinese women is higher than that of men, and the occupation level of women is generally lower.
- The non-farm employment rate of men is higher than that of women.



## 16-59岁分性别就业率

Age 16-59 employment rate categorized by gender in 2000 and in 2010

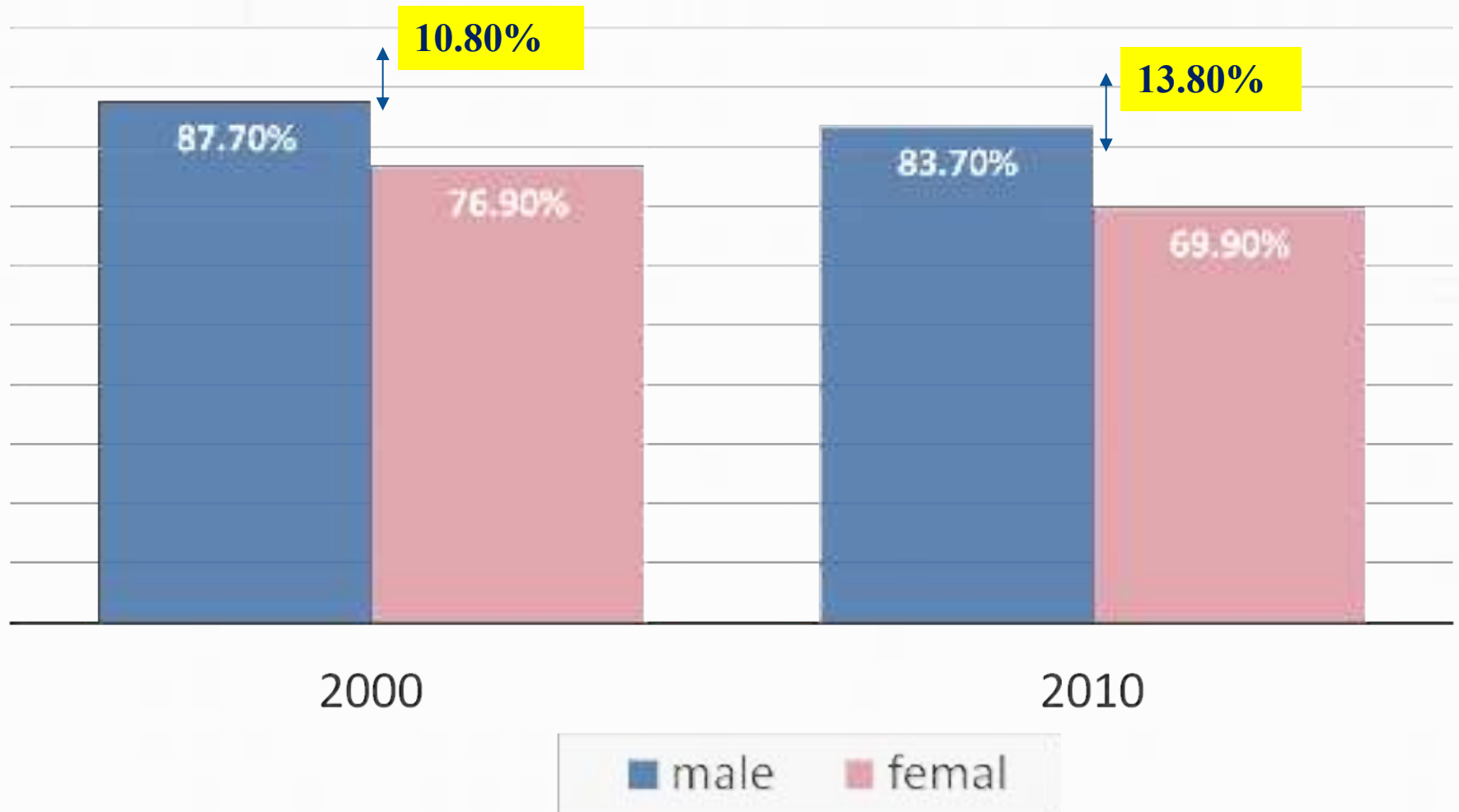


男性就业率一直高于女性；且性别差距不断加大。

The employment rate of men is generally higher than that of women, and the employment rate gap between male and female is increasing sharply.

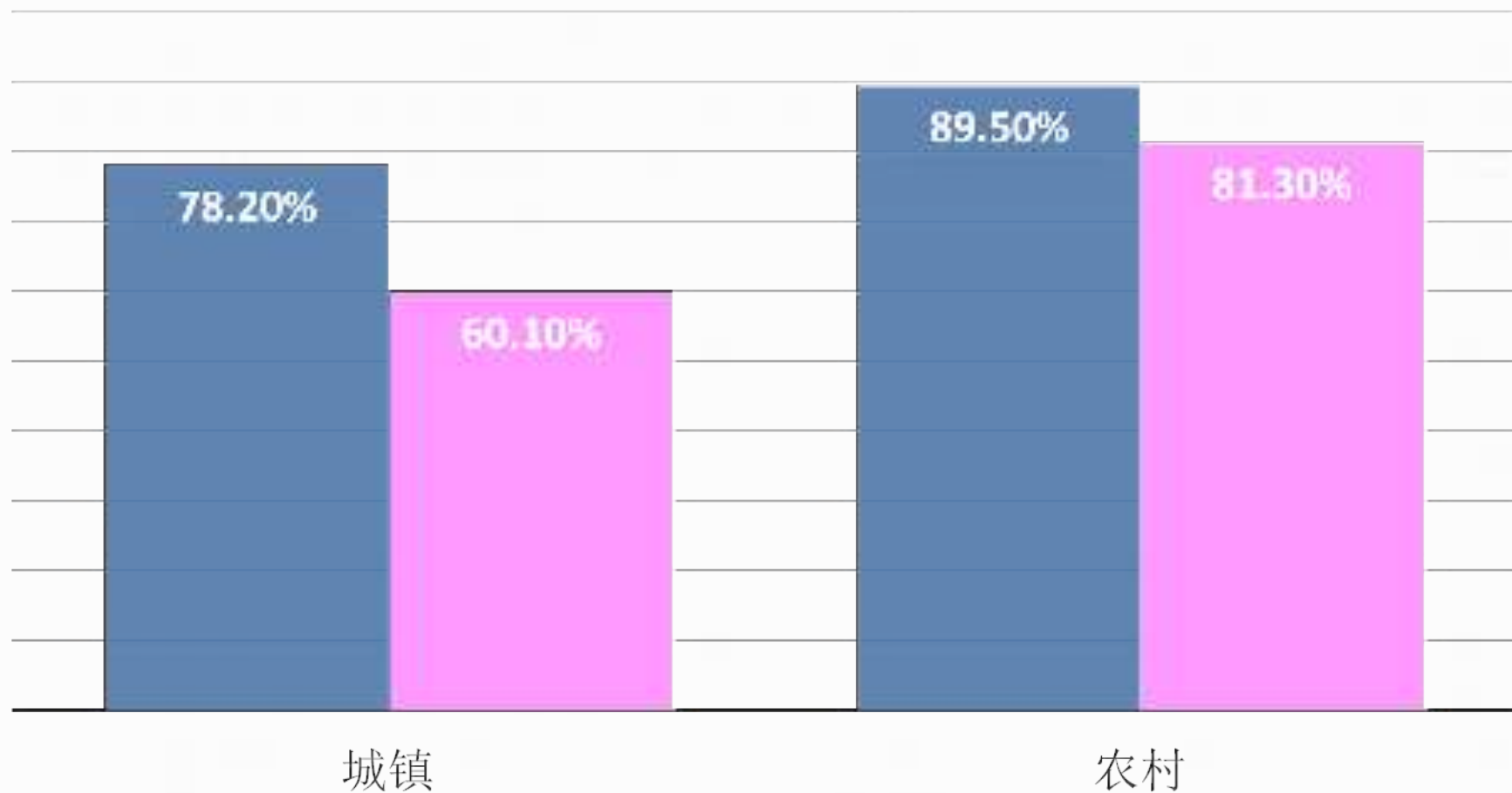
	2000年	2010年	降幅
男性	87.70%	83.70%	4%
女性	76.90%	69.90%	7%
性别差距	10.80%	13.80%	

### Age 16-59 employment rate categorized by gender in 2000 and in 2010



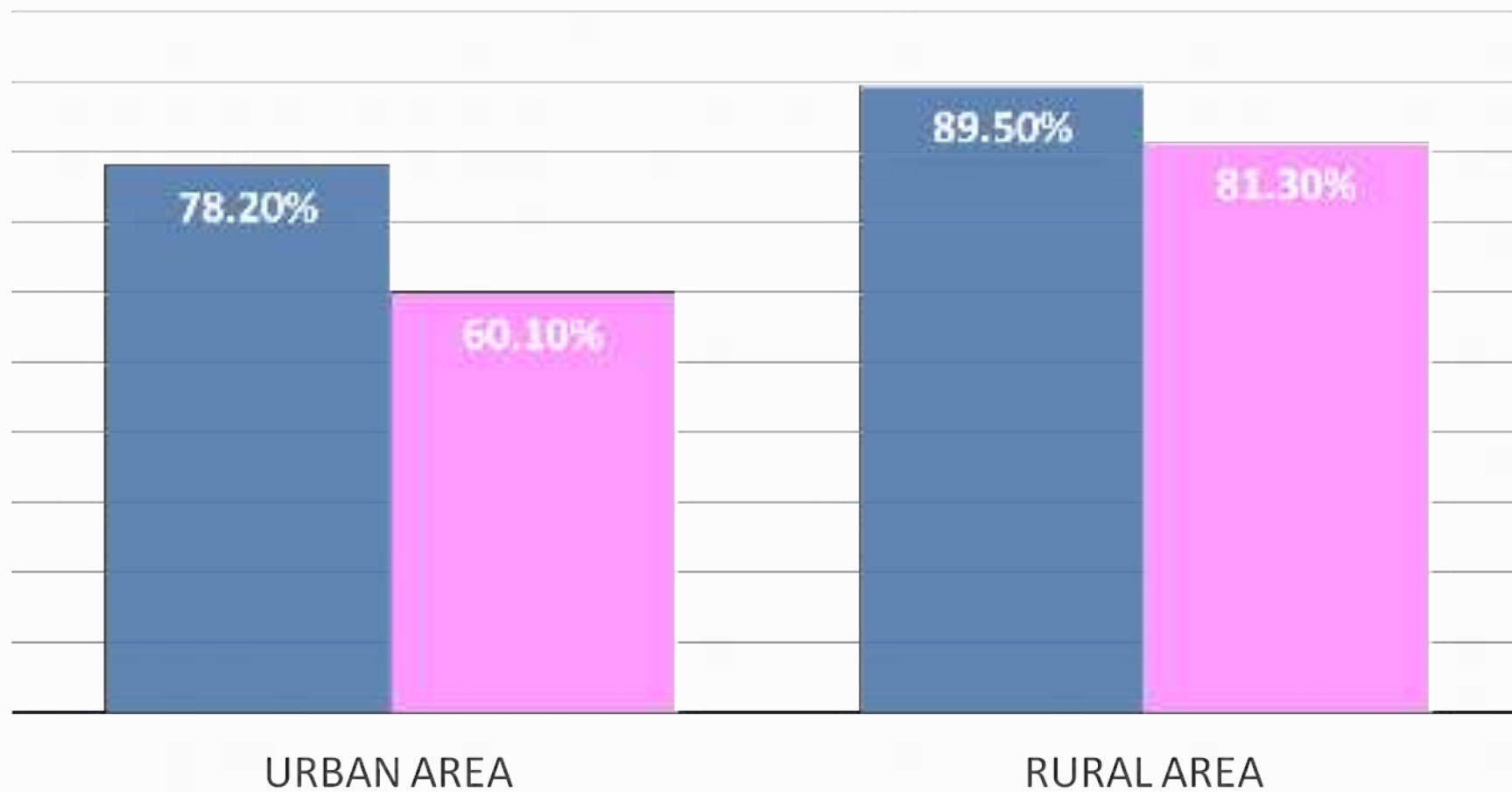
## 2010年16-59岁分性别、分城乡就业率

■ 男性 ■ 女性



## Age 16-59 employment rate categorized by gender in 2010

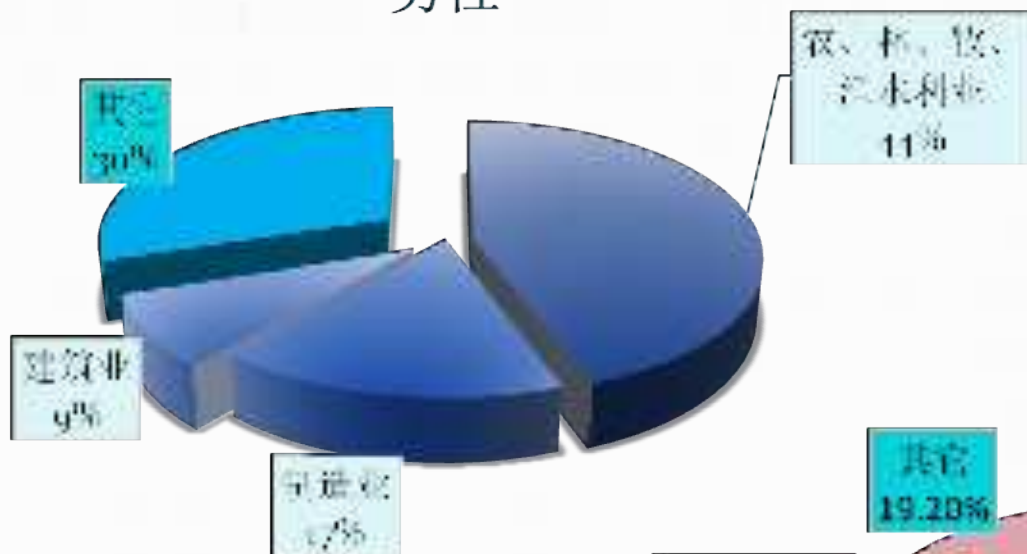
■ male ■ female





# 2010年分性别就业人员行业构成

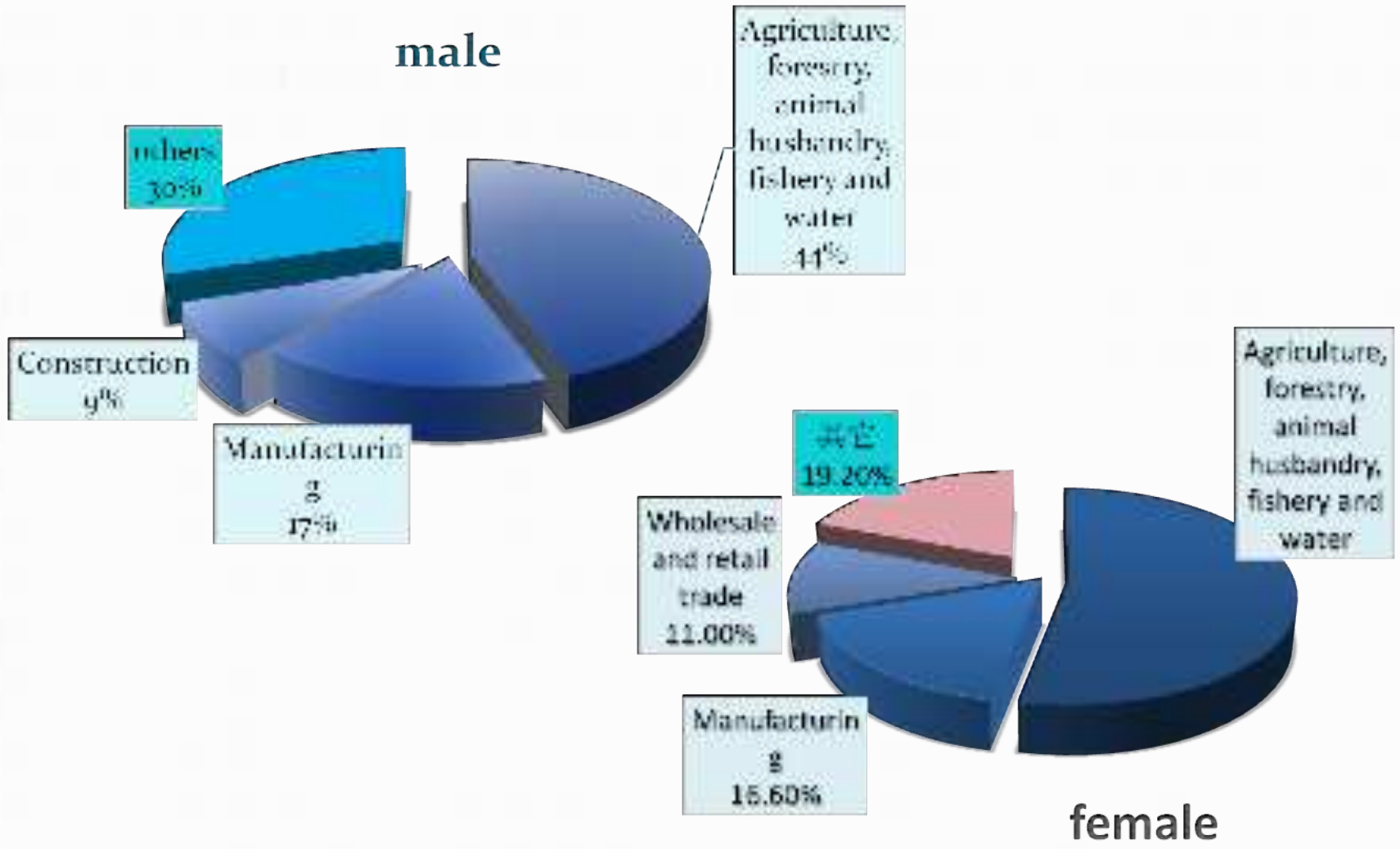
男性



女性



# The Industry distribution categorized by gender in 2010



# 2010年女性的职业分布

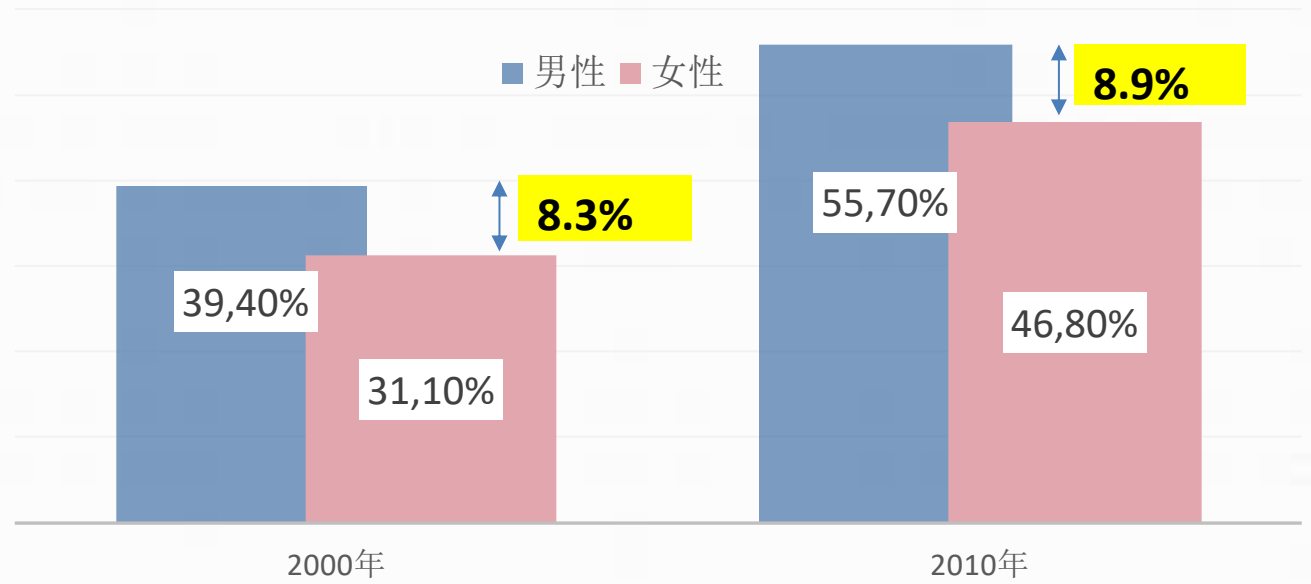
白领		蓝领	
国家机关、党群组织、企业、事业单位负责人	1%	农、林、牧、渔、水利业生产人员	53.20%
专业技术人员	7.80%	生产运输设备操作人员及有关人员	15.90%
办事人员和有关人员	3.20%	商业服务业人员	18.70%
<b>合计</b>	<b>12%</b>	<b>合计</b>	<b>87.90%</b>

# Chinese female occupation distribution in 2010

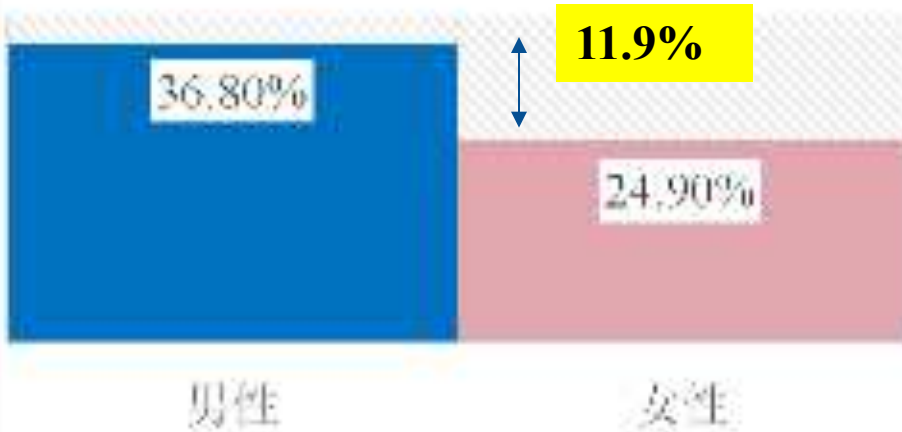
white-collar		blue-collar	
the heads of state organs, party and mass organizations, enterprises and institutions	1%	agricultural, forestry, animal husbandry, fishery, water conservancy production personnel	53.20%
professional technical staff	7.80%	production and transport equipment operators and related personnel	15.90%
other staff and related personnel	3.20%	commercial service personnel	18.70%
<b>Total</b>	<b>12%</b>	<b>Total</b>	<b>87.90%</b>



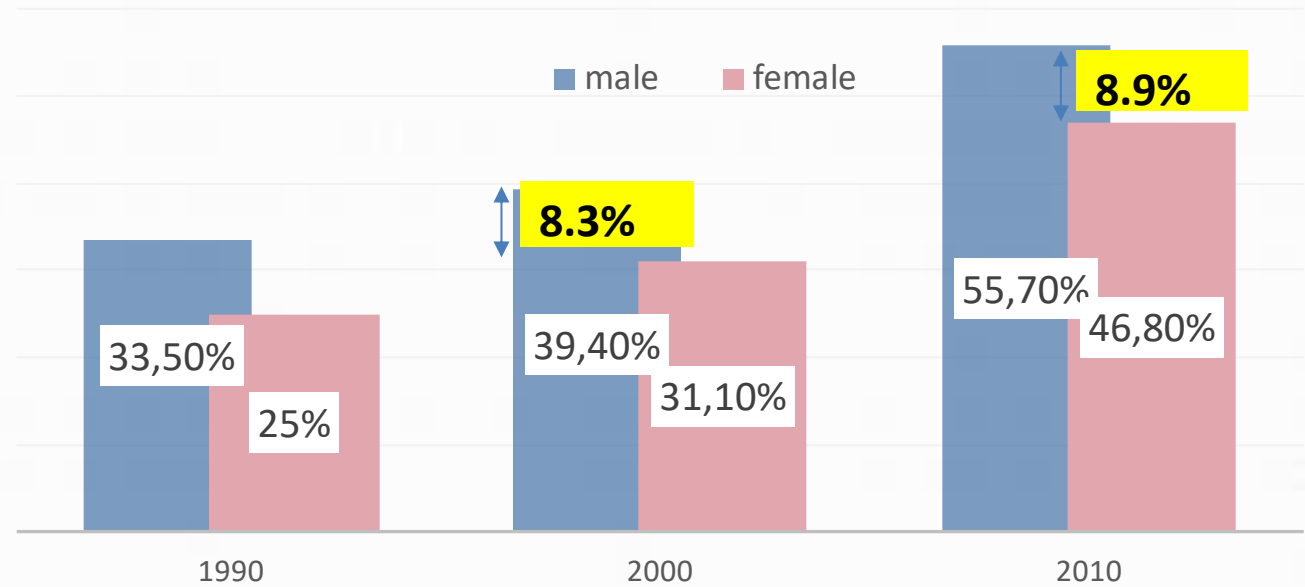
## 不同年份分性别非农就业率



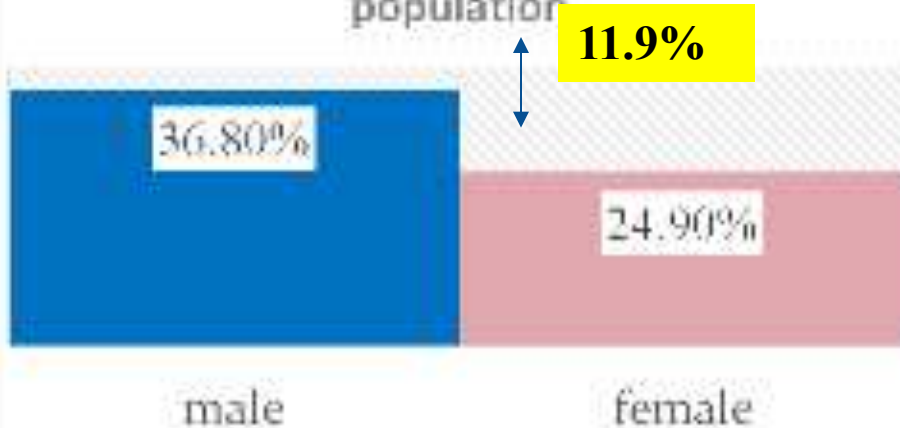
## 2010年农村就业人群中从事非农劳动的比例



## The non-agricultural employment rates



### The non-agricultural employment rates of the rural employed population



## 4.1.2从全国来看，劳动群体在失业率等方面的情况。

### National situation of unemployment

- 从进入婚育年龄开始（20-24岁），女性失业率一直高于男性，直至进入退休年龄，女性的失业率才低于男性。
- 城镇不在业妇女中近七成为料理家务者，女性因“料理家务”而导致的失业远高于该原因对男性失业的影响。
- 有幼儿对母亲参与有收入的社会劳动产生负向的影响。

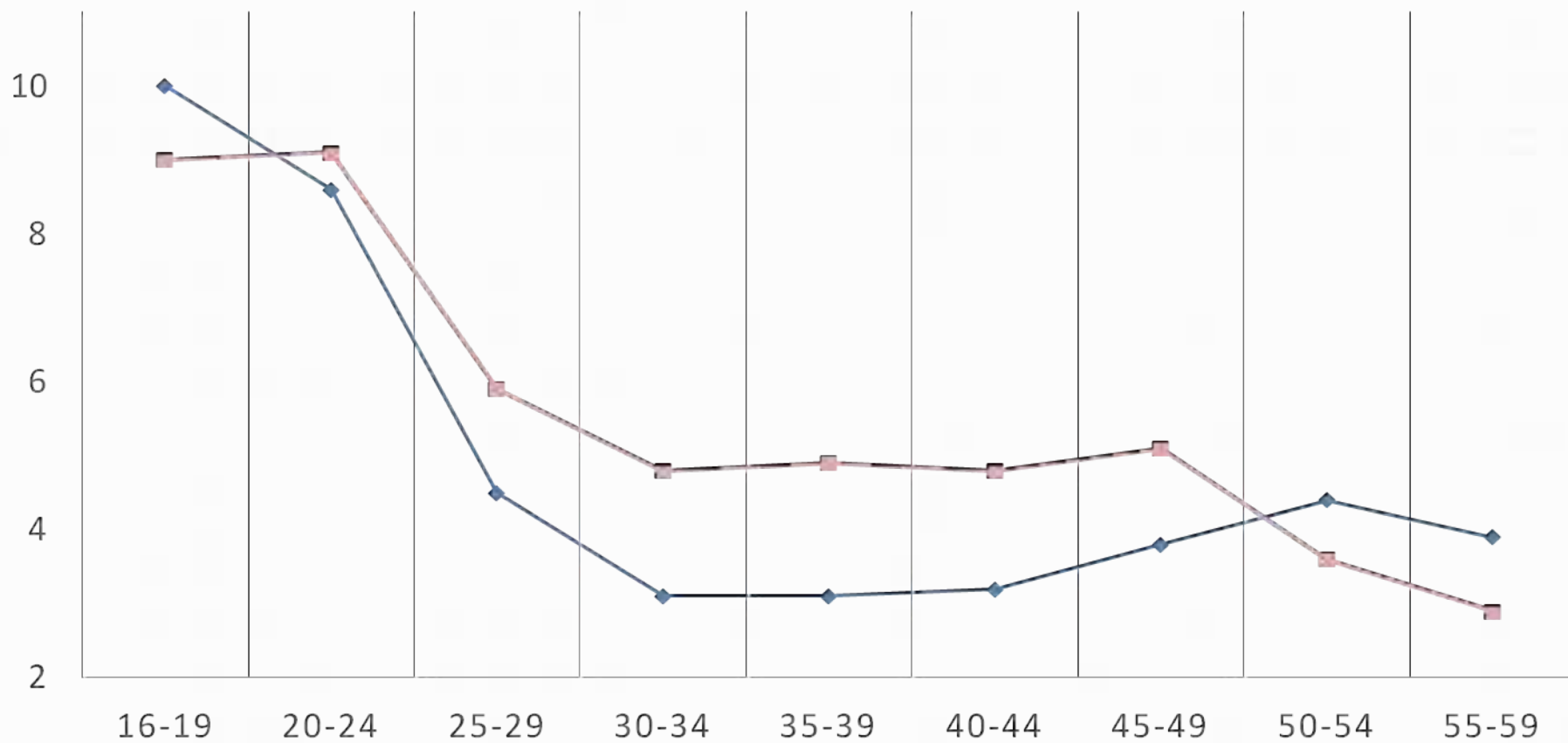
Above the customary marriage age range (20-24 years old), the unemployment rate of women has always been higher than that of men, and the unemployment rate of women becomes lower until reaching the retirement age.

- Nearly seven out of ten women are household chores and housework causes more female unemployment than male unemployment.
- Having a child has a negative effect on mothers' participation in paid social labour

# 2010年分年龄、分性别城镇失业率 (%)

## THE UNEMPLOYMENT RATE OF FEMALE CATEGORIZED BY AGE AND GENDER (%)

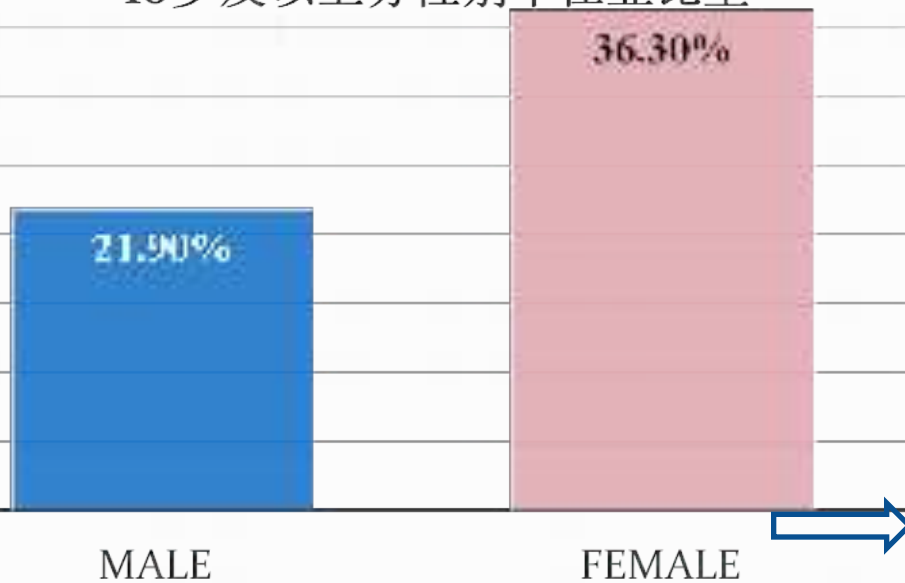
—◆— male —■— female



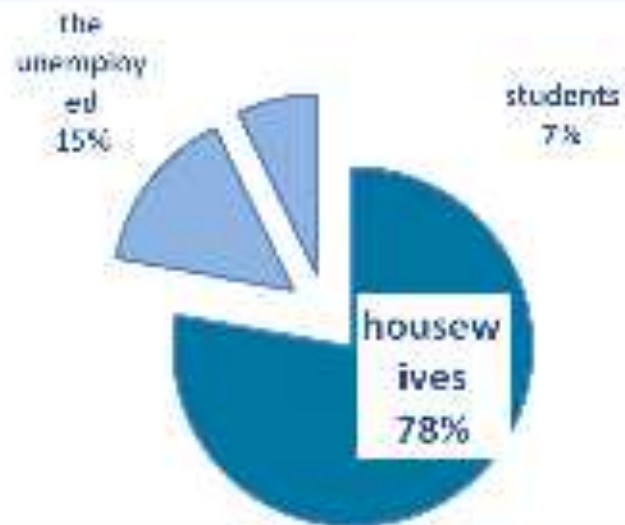


## Above 16 the proportion of unemployed by gender

16岁及以上分性别不在业比重

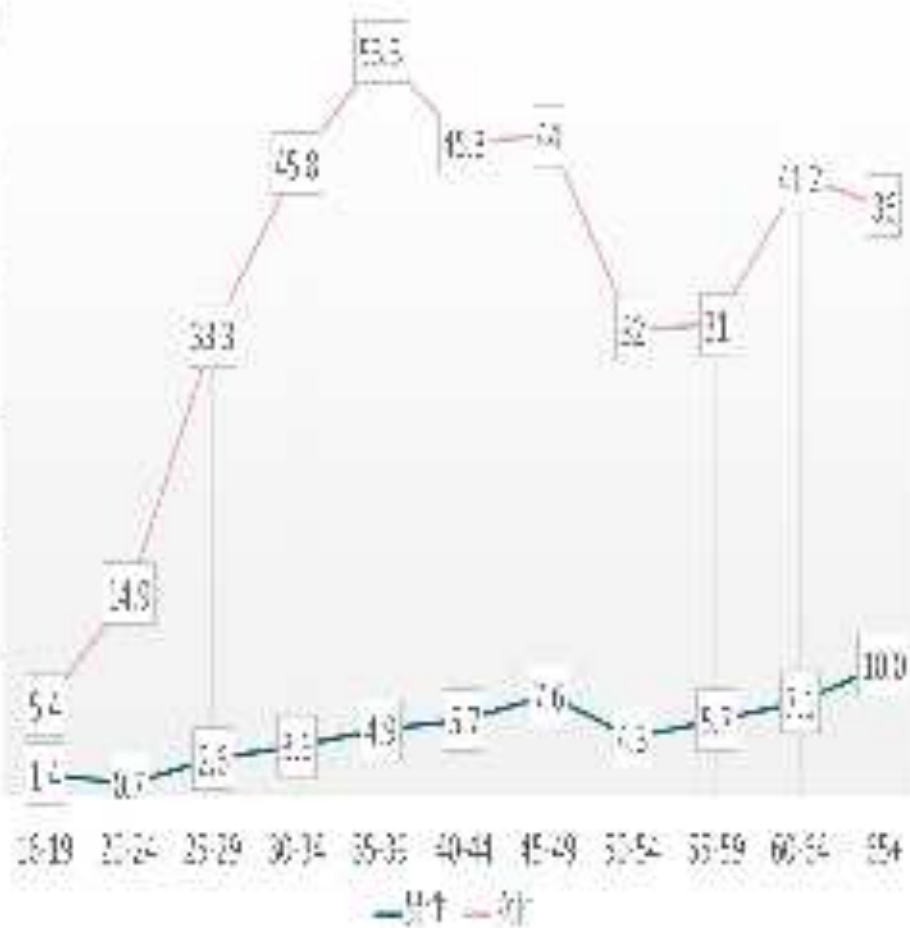


## Composition of unemployed women in urban area 城镇不在业妇女构成

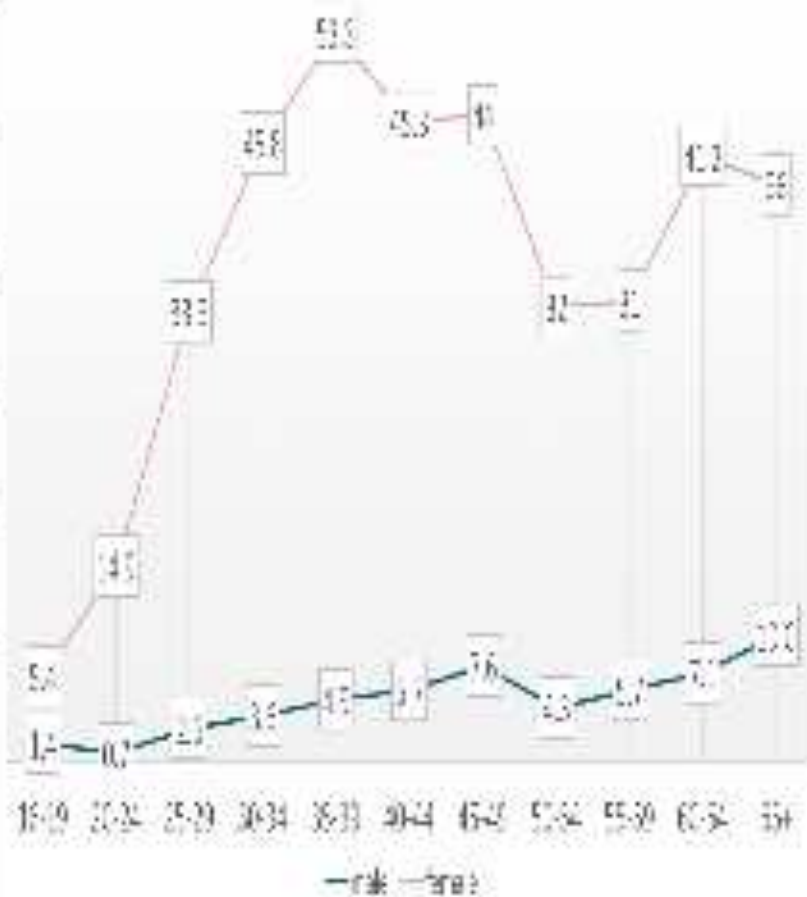


the composition of urban unemployed women included housewives家庭主妇 (69.30%), the unemployed无业 (13.30%) and students学生 (6.40%)

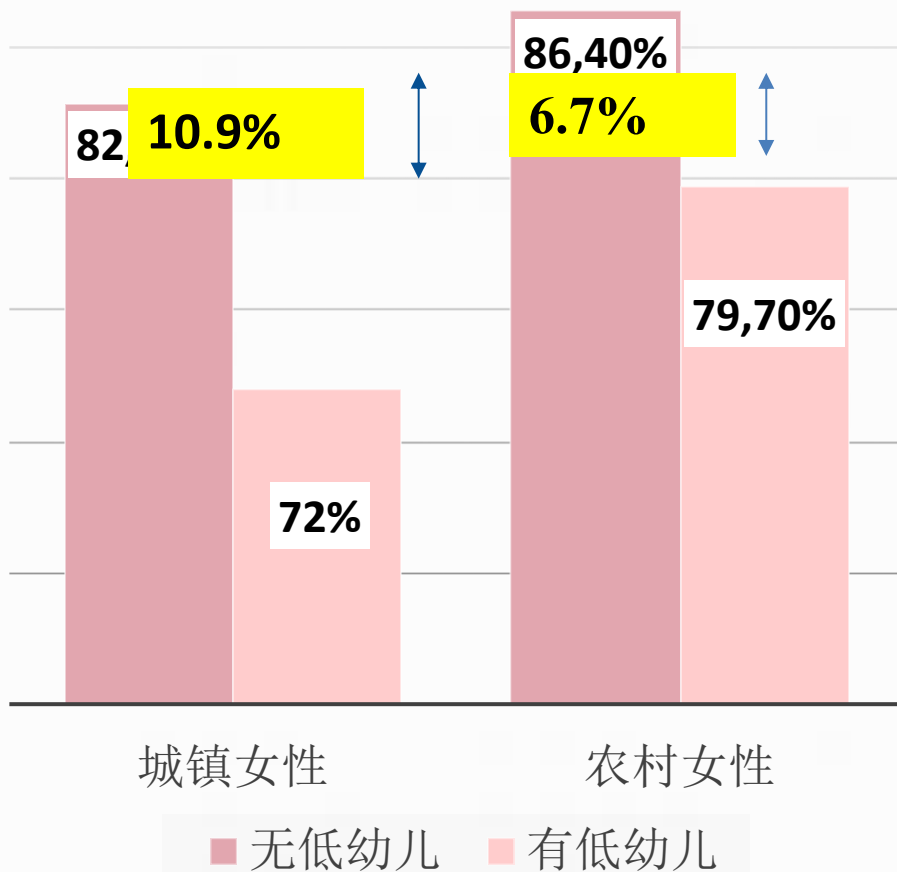
按年龄、分性别因料理家务导致的失业占比 (%)



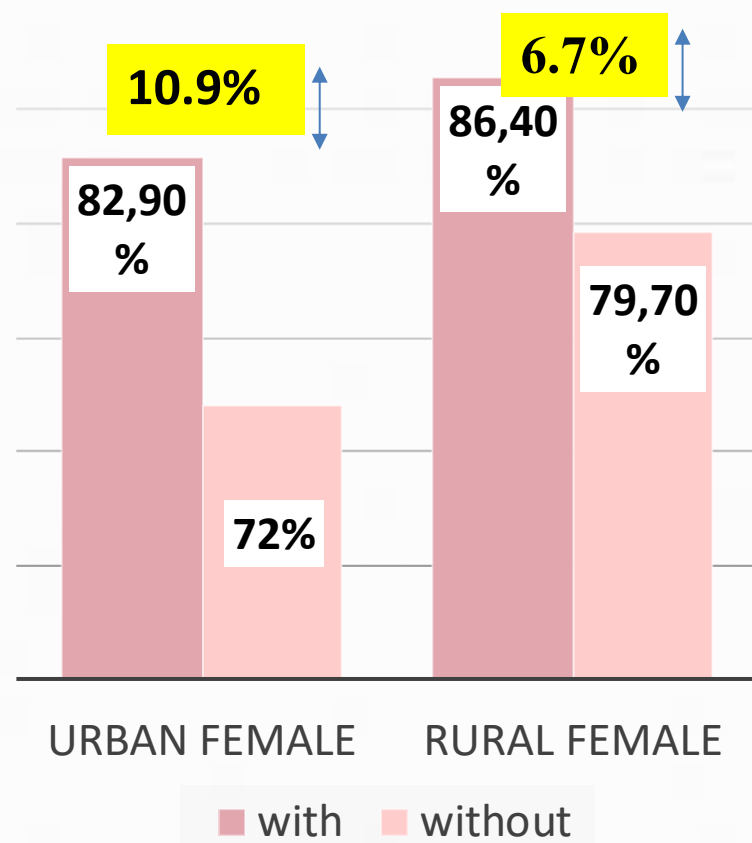
Urban unemployment caused by housework categorized by age and gender (%)



### 25-34岁是否有6岁以下孩子的女性的 的在业率及差距



### Employment rate and differences of women aged 25- 34 with/without children aged 6 and under



## 4.1.3 从全国来看，劳动群体在工资收入方面的情况。 National situation of income

- 2010年第三期中国妇女社会地位调查数据显示全国女性在业人员的年均劳动收入是男性年均劳动收入的63.4%。
  - 农村地区男女两性的收入差距大于城镇地区。
  - 在城乡低收入组中，城镇女性的劳动收入状况要好于农村女性。
  - 在家庭主要财产的拥有率上，男性均显著高于女性。
- The average annual labour income of female workers was 63.4% of the average annual labour income of men in 2010.
  - The income gap between men and women in rural areas was even bigger than that in urban areas.
  - Although both of them were worse than that of men, the labour income of urban women was better than that of rural women.
  - in terms of the possession rate of the family's major property, men's is significantly higher than women's.

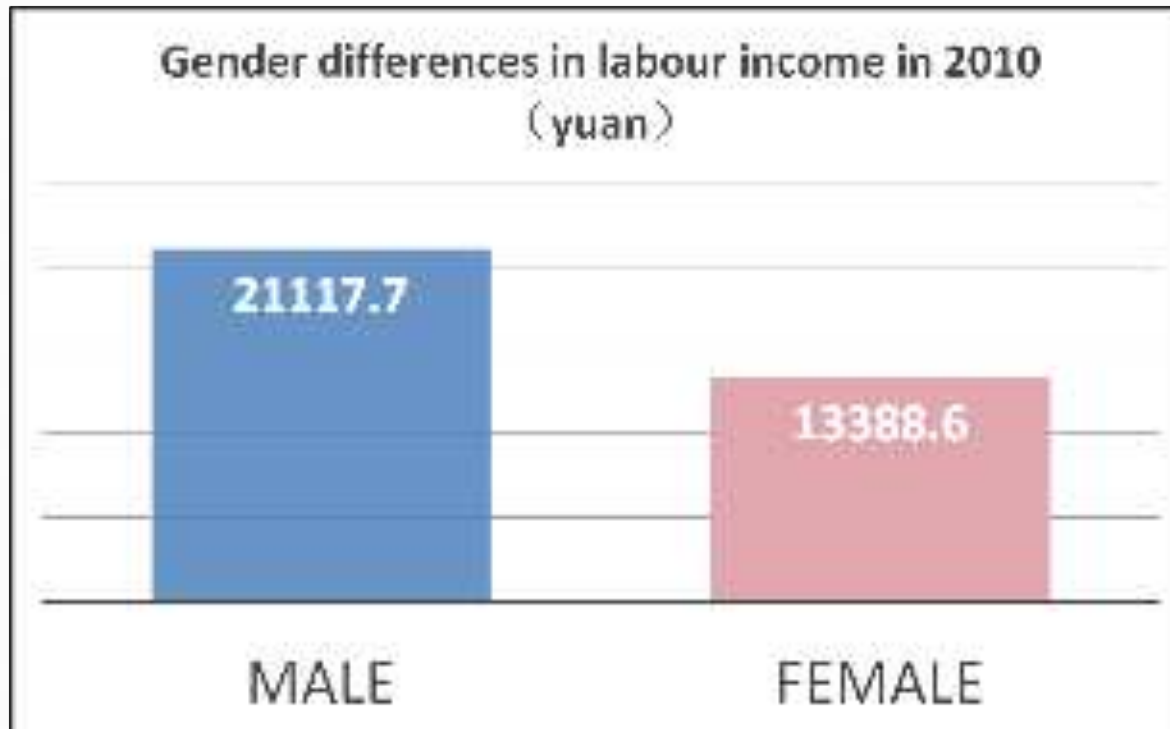


2010年全国在业人员的年均劳动收入（元）



女性年均劳动收入/男性年均劳动收入

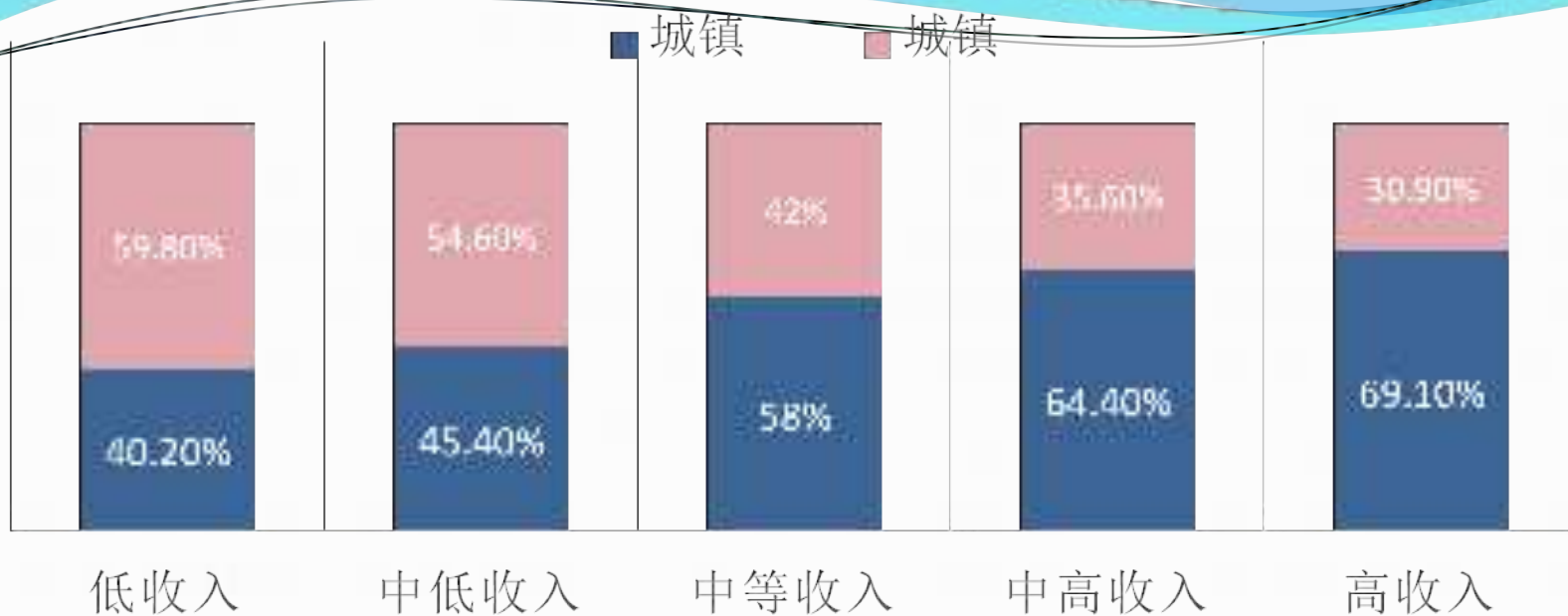
城镇	乡村	平均
67.30%	56%	63.4%



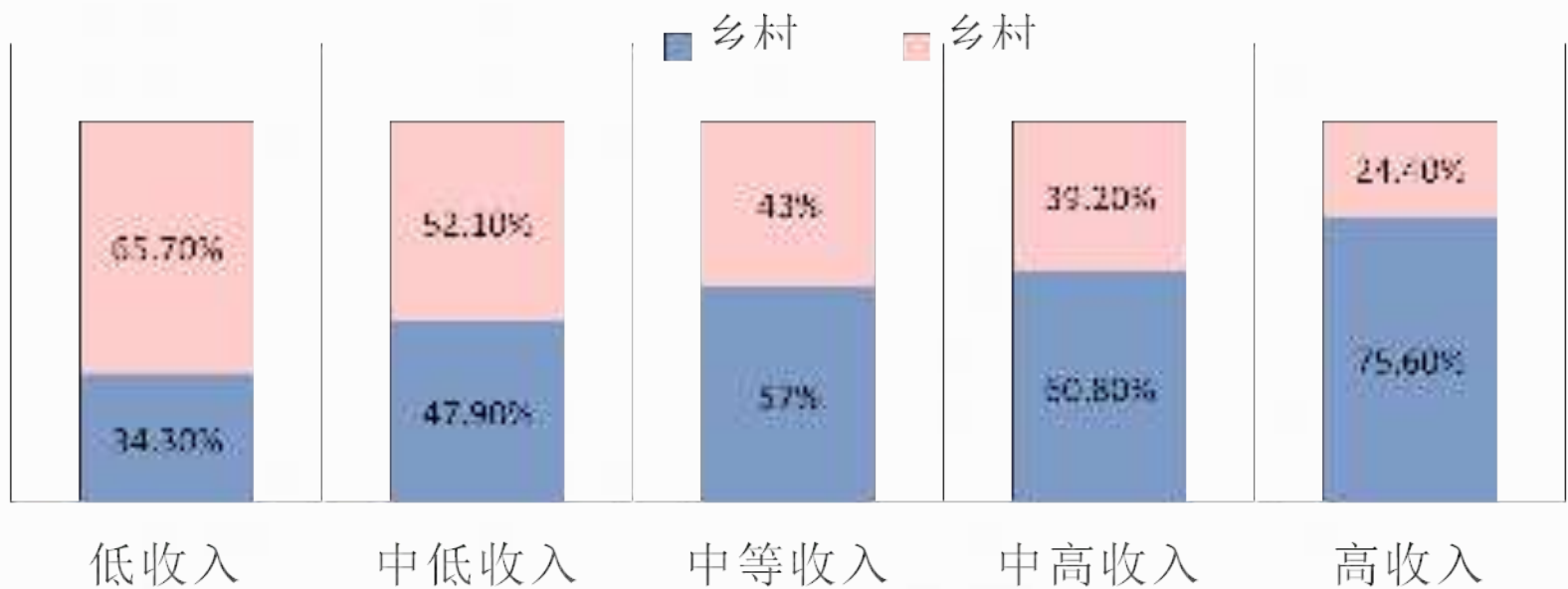
**The average annual labour income of female workers/that of male works**

Urban area	Rural area	On average
67.30%	56%	63.4%

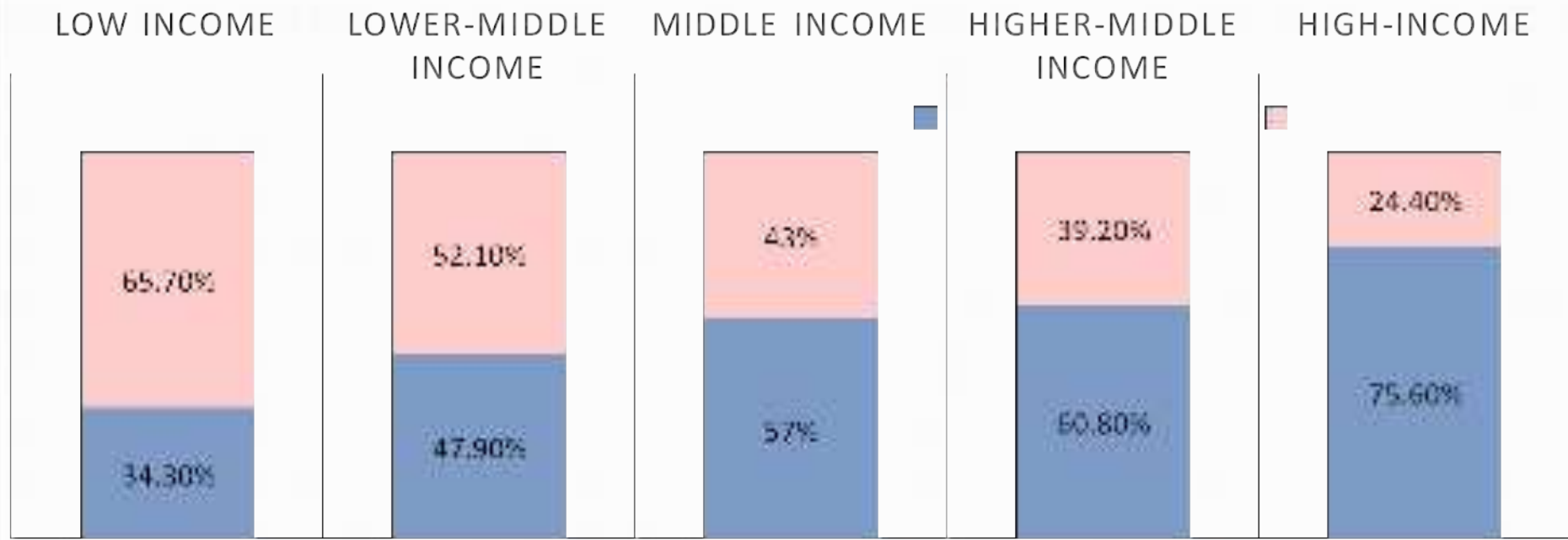
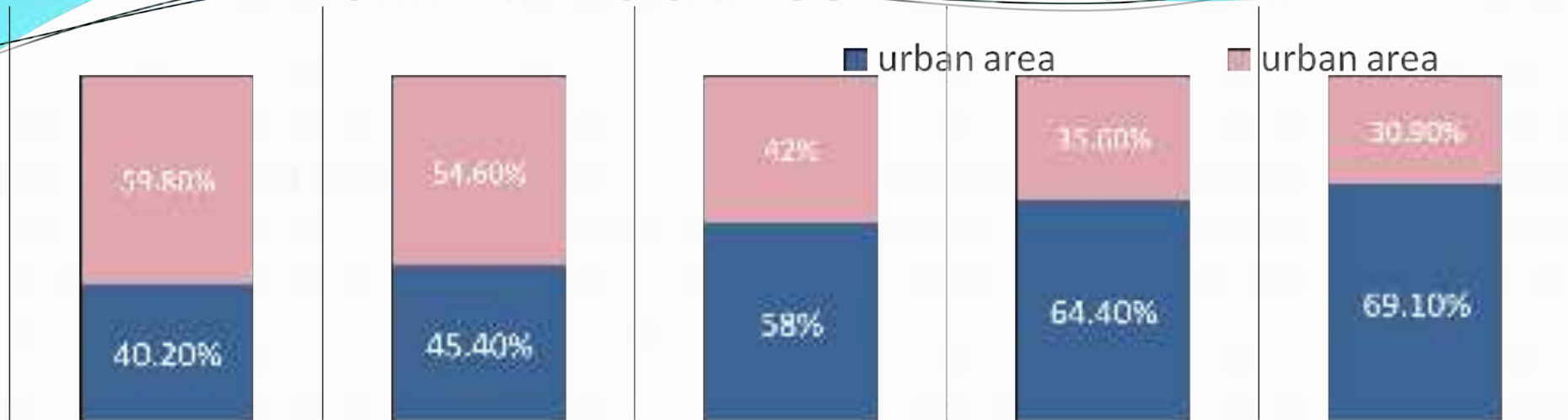
# 分性别的城镇收入5等分组



# 分性别的农村收入5等分组



# DATA OF INCOME QUINQUESECTION IN URBAN AND RURAL AREAS CATEGORIZED BY GENDER



LOW INCOME LOWER-MIDDLE INCOME MIDDLE INCOME HIGHER-MIDDLE INCOME HIGH-INCOME

## 2010年分性别家庭主要财产拥有率



拥有房产的比例

拥有存款的比例

拥有机动车的比例

■ 男性 ■ 女性

## Possession rate of the family's major property categorized by gender



PROPORTION OF OWNING REAL ESTATE

PROPORTION OF OWNING SAVINGS

PROPORTION OF OWNING MOTOR VEHICLES

■ male ■ female



#### 4.1.4 从广东省来看，劳动群体在就业率、失业率与工资水平方面，均存在一定的性别与城乡差异。

### Unemployment, employment and income - the case of Guangdong province

- 广东省的整体失业率在全国处于较低水平；广东省城镇男女的在业率均高于全国平均；
- 但是，广东省农村男女的在业率普遍低于全国平均；
- 广东省的收入水平高于全国，
- 但是，广东省的收入水平的性别差距大于全国平均水平

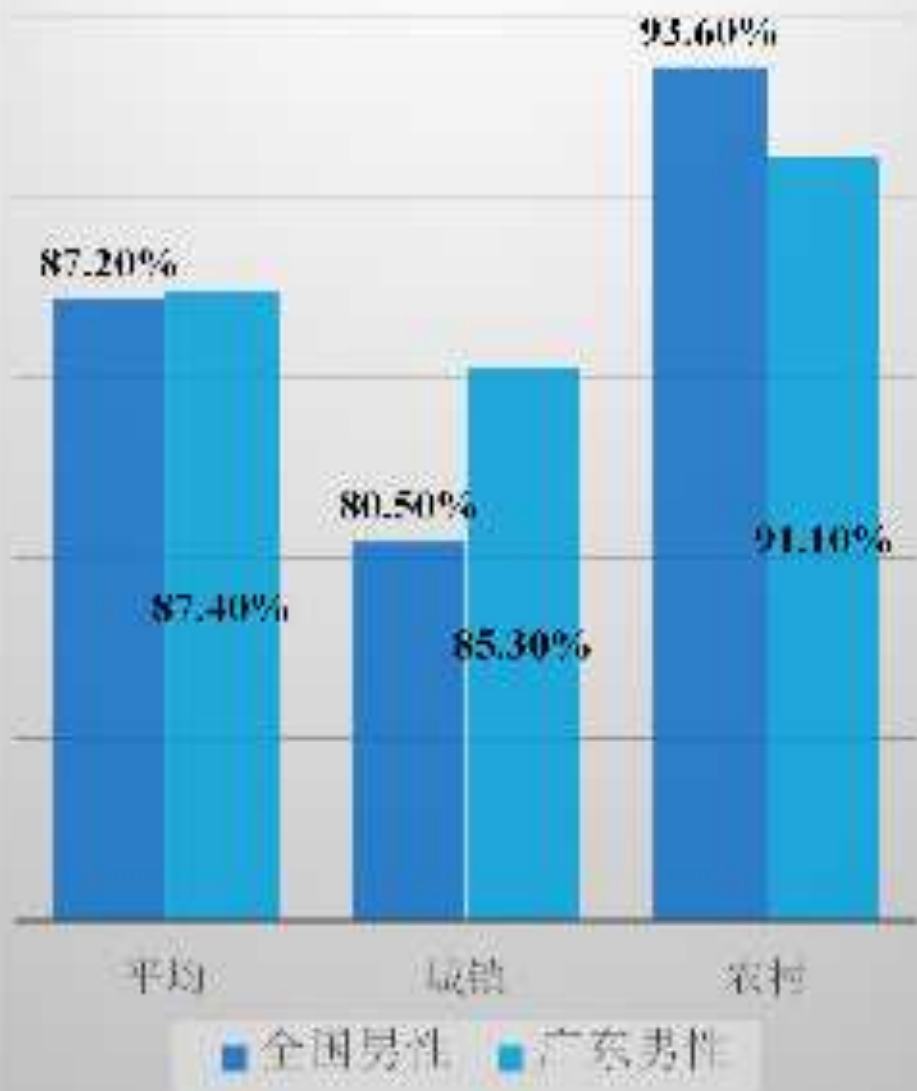
The overall unemployment rate of Guangdong is at a relatively low level.

The employment rate of urban residents (both genders) in Guangdong is beyond the average level of the country, while the employment rate of rural people (both genders) is lower than the national average level.

The income level of Guangdong exceeds that of the whole country but the gender disparity is also greater than national average level.

# 全国和广东16-64岁人员分城乡、分性别的在业率比较之一

男性

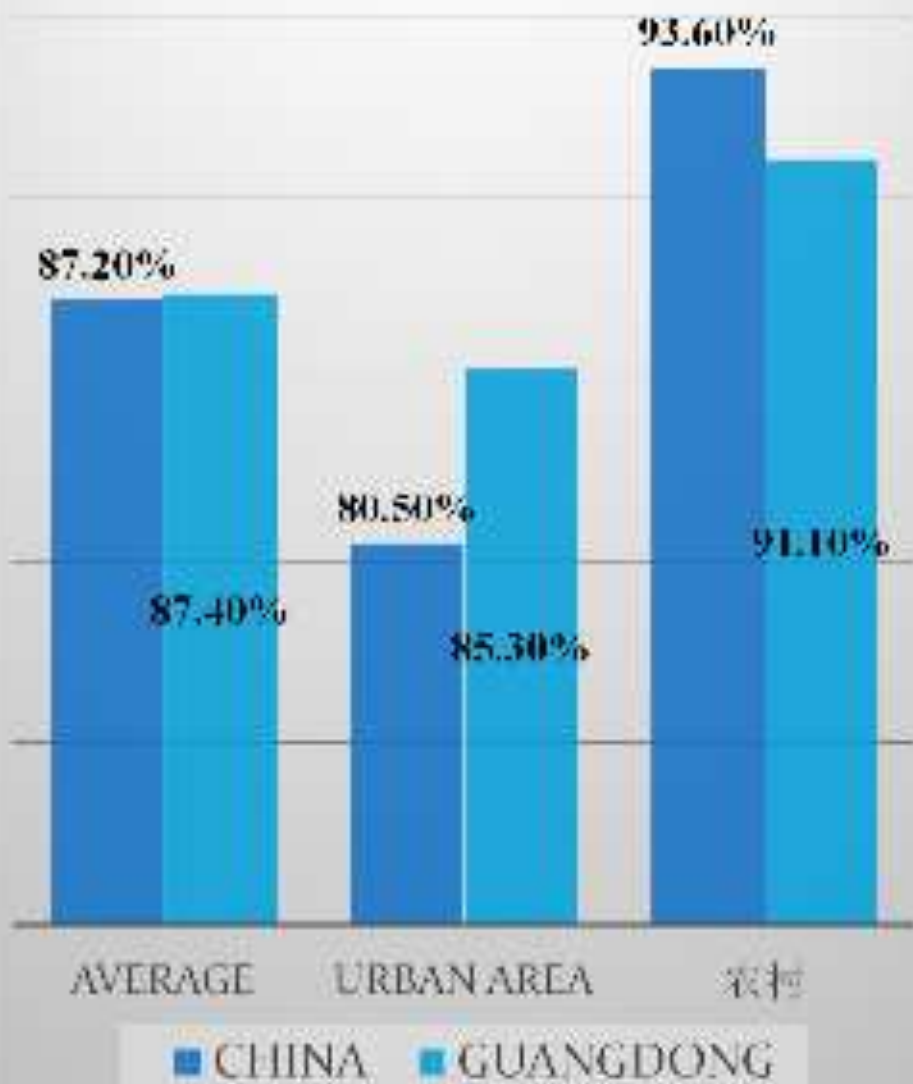


女性



# Employment rate of people aged 16-64 categorized by gender

## MALE



## FEMALE



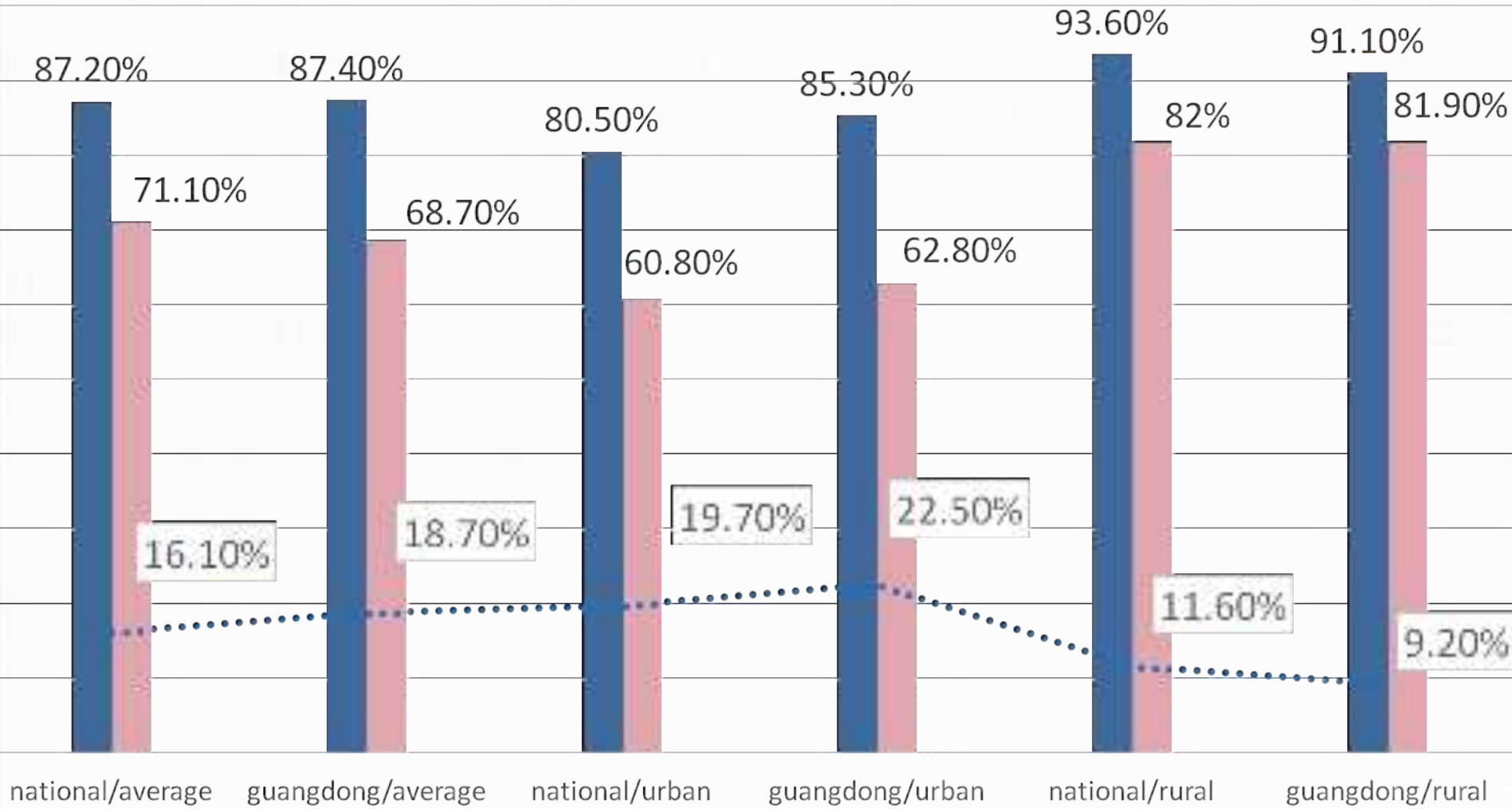
# 全国和广东16-64岁人员分城乡、分性别的在业率比较之二

■ 男性 ■ 女性 ... 性别差



# Employment rate of people aged 16-64 categorized by gender

■ male    ■ female    ... gap(male-female)

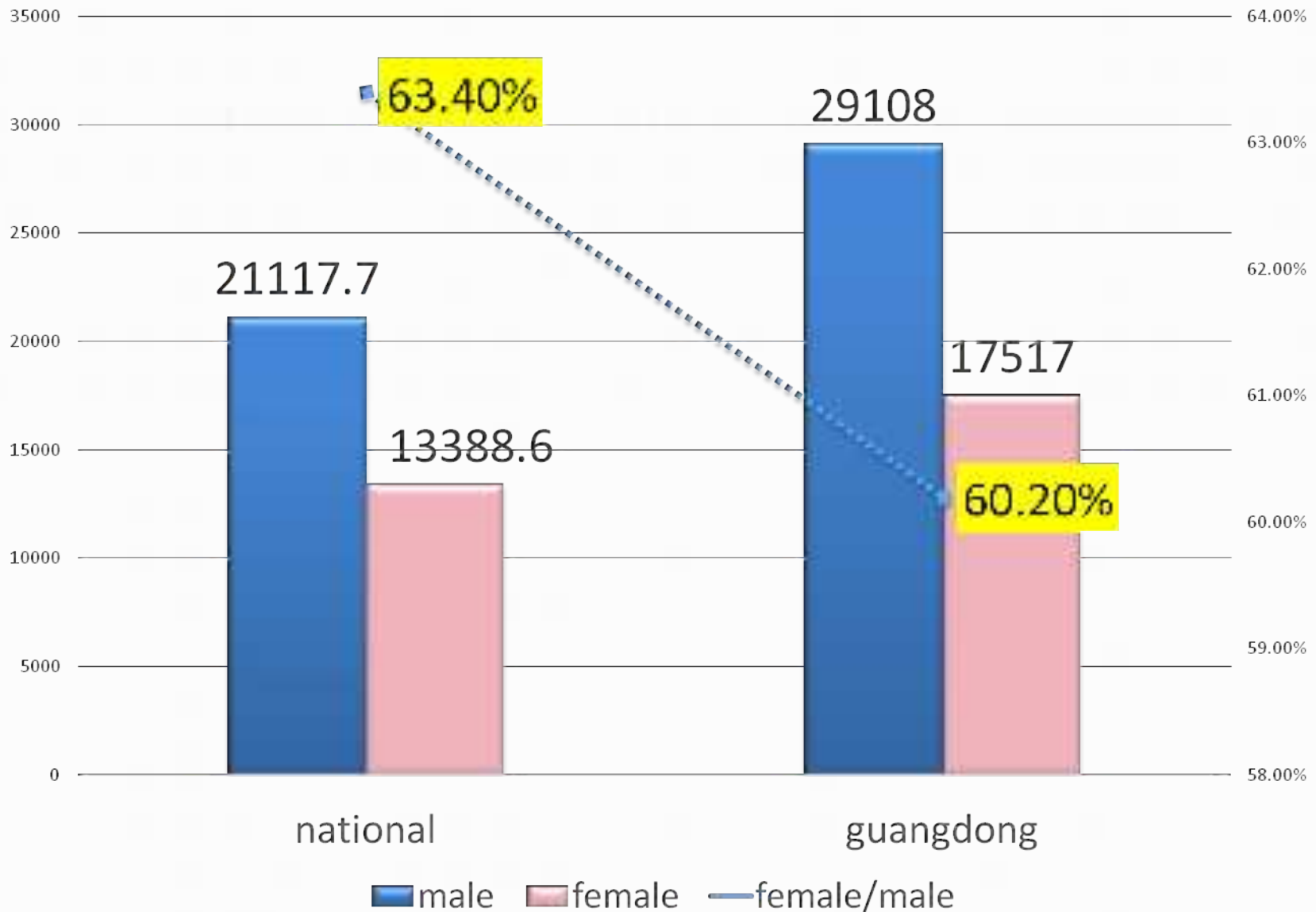




# 全国和广东省劳动力收入水平分性别比较 (单位:元)



# Gender differences on labour income level ( yuan )



## 4.2.1 从全国来看，在社会保险覆盖率和待遇水平方面，存在性别与城乡差异。 National situation of social insurance

- 不管是养老保障还是医疗保障，非农户口或者农业户口中，女性的享有率均略低于男性。
- 户籍对社会保险享有率的影响显著。
- 医疗保险的覆盖率男性略高于女性，农村高于城镇；
- 城、乡老年女性群体收入均远低于同地域的城、乡男性；

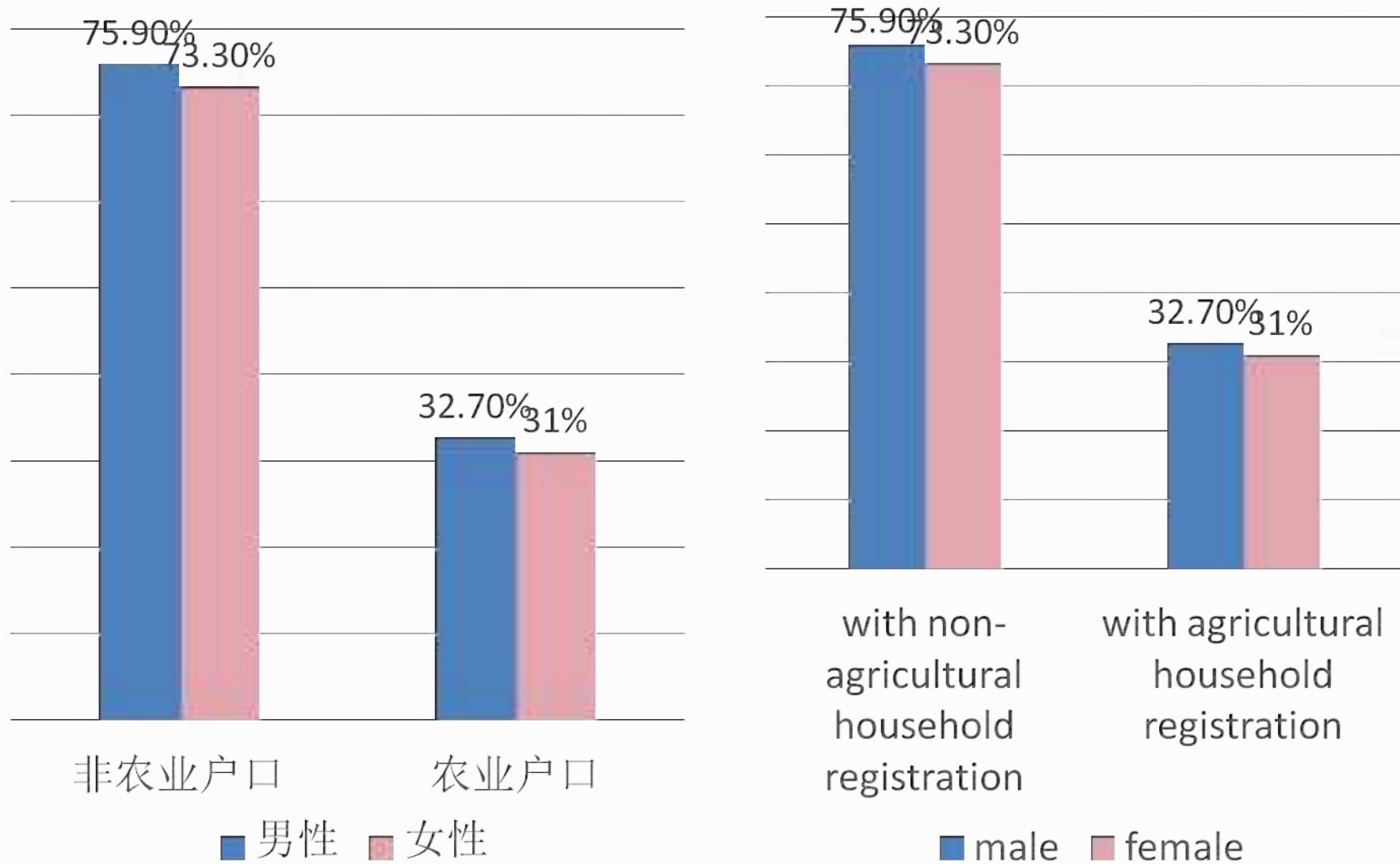
In terms of gender differences, the proportion of women enjoying social security is less than that of men, no matter they are non-agricultural household registration or agricultural household registration.

The health insurance covers slightly more men than women and its coverage rate is higher in rural areas than urban regions.

According to the data of the coverage rate and benefit level of social insurance categorized by gender as well as urban-rural division, the pension benefits for elderly women, no matter they are from urban or rural areas, are far lower than that for men from the same region.

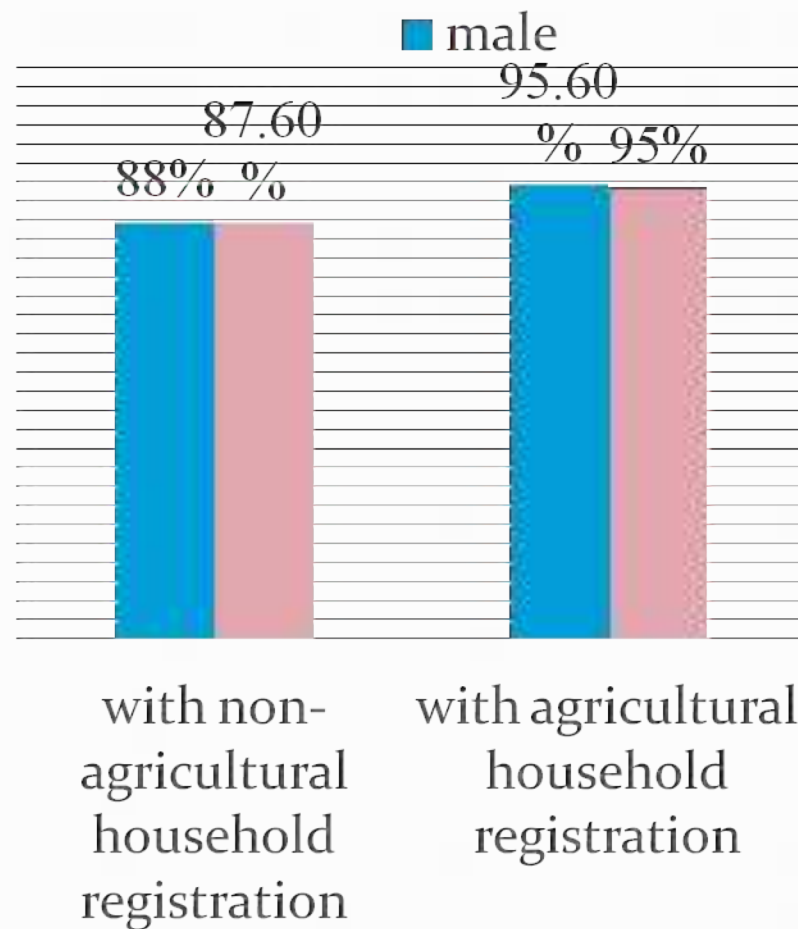
# 2010年全国分户籍类型社会养老保障享有率

Participation rate of social pension insurance categorized by gender



# 2010年全国分户籍类型社会医疗保障享有率

Participation rate of social medical insurance categorized by gender





2010年全国65岁及以上

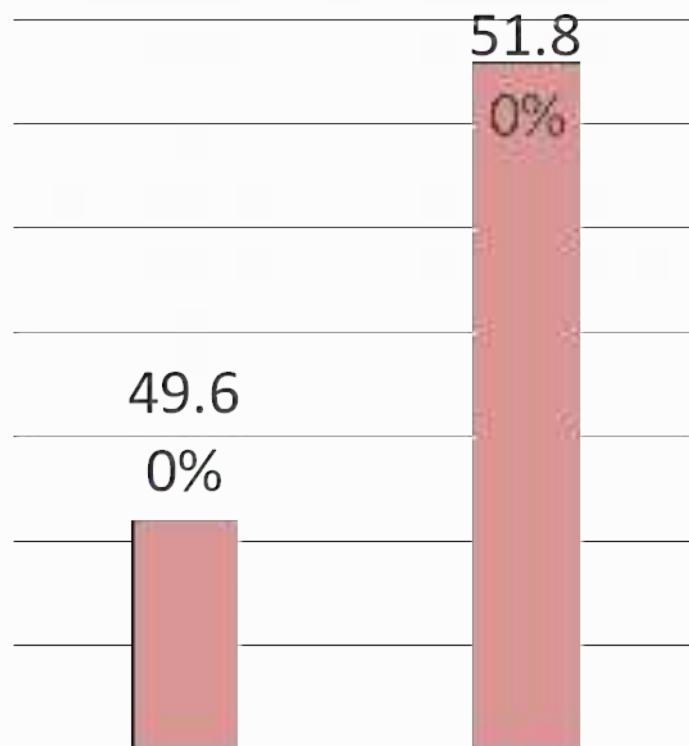
老年女性平均收入占同地域男性收入的比重

Average annual income of elderly women/that of the men in the same regions



城镇

农村



urban area

rural area

## 2010年全国65岁及以上老年群体调查数据之一

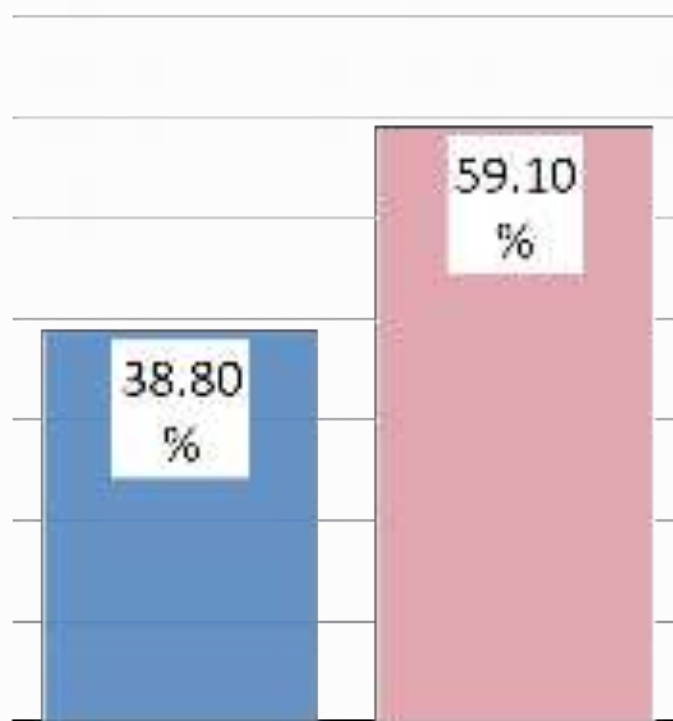
城镇老年人中，首要生活来源为自己的离退休金或养老金



男性

女性

农村老年人中，首要生活来源为其他家庭成员资助的

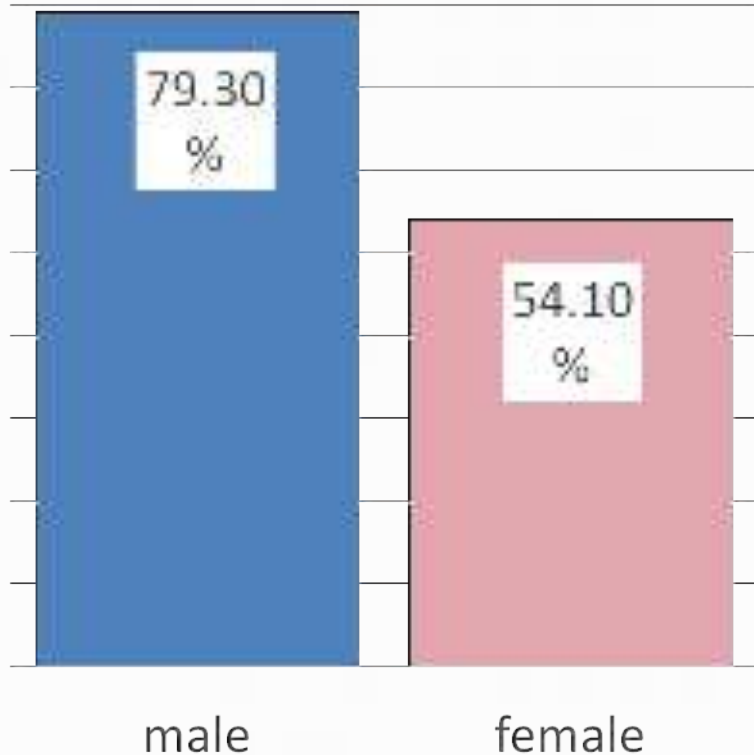


男性

女性

# Gender differences on primary sources of life of elderly population (aged 65 years old and above)

Urban elderly population whose primary source of life is their pension



Rural elderly population whose primary source of life is the support from other family members



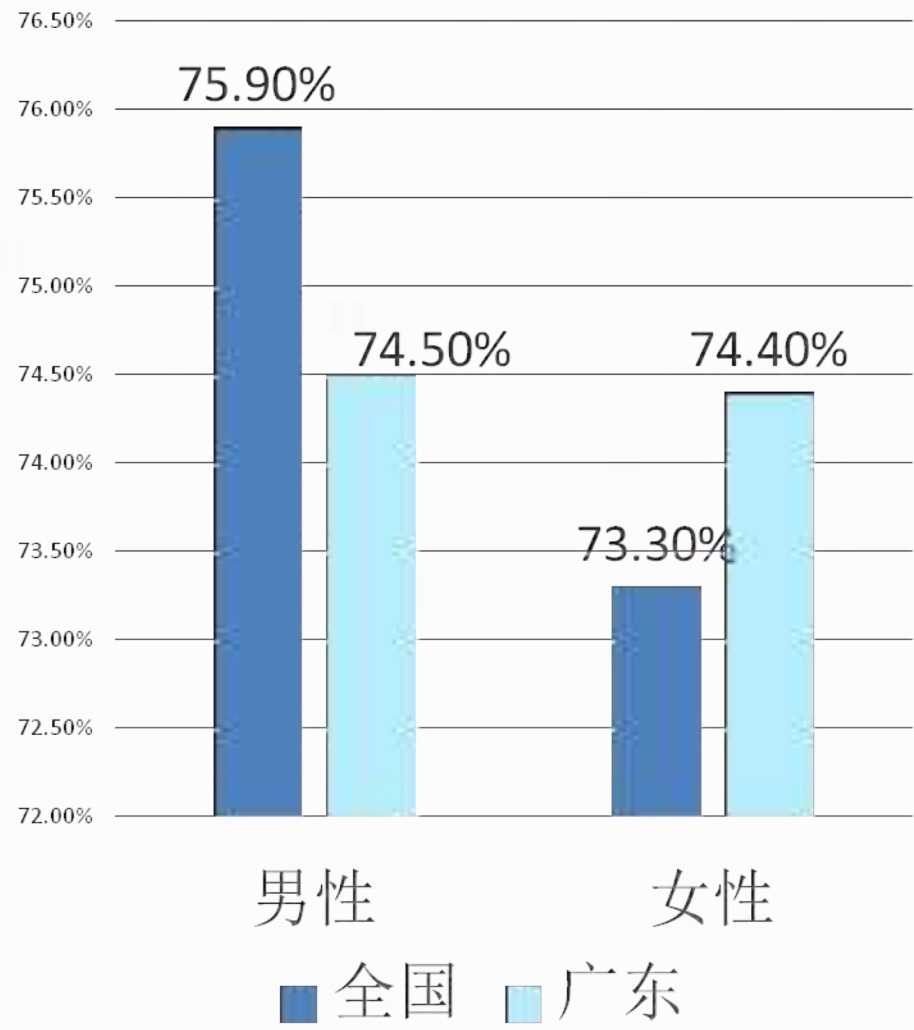
## 4. 2.2 从广东省来看，在社会保险覆盖率和待遇水平方面，存在性别与城乡差异 Social insurance - Guangdong situation

- 2015年的数据显示，广东省生育保险参保人数处于全国第一位。
- 2010年数据显示，广东非农户口女性享有社会养老保险和社会医疗保险的比重均高于全国水平，但农业户口女性享有两大保险的比重均低于全国水平。
- 2015年广州市城职保的微观数据表明，参保人数中男性占比较大，而待遇领取人数中女性占比较大；女性的缴费基数和待遇领取水平均远低于男性。

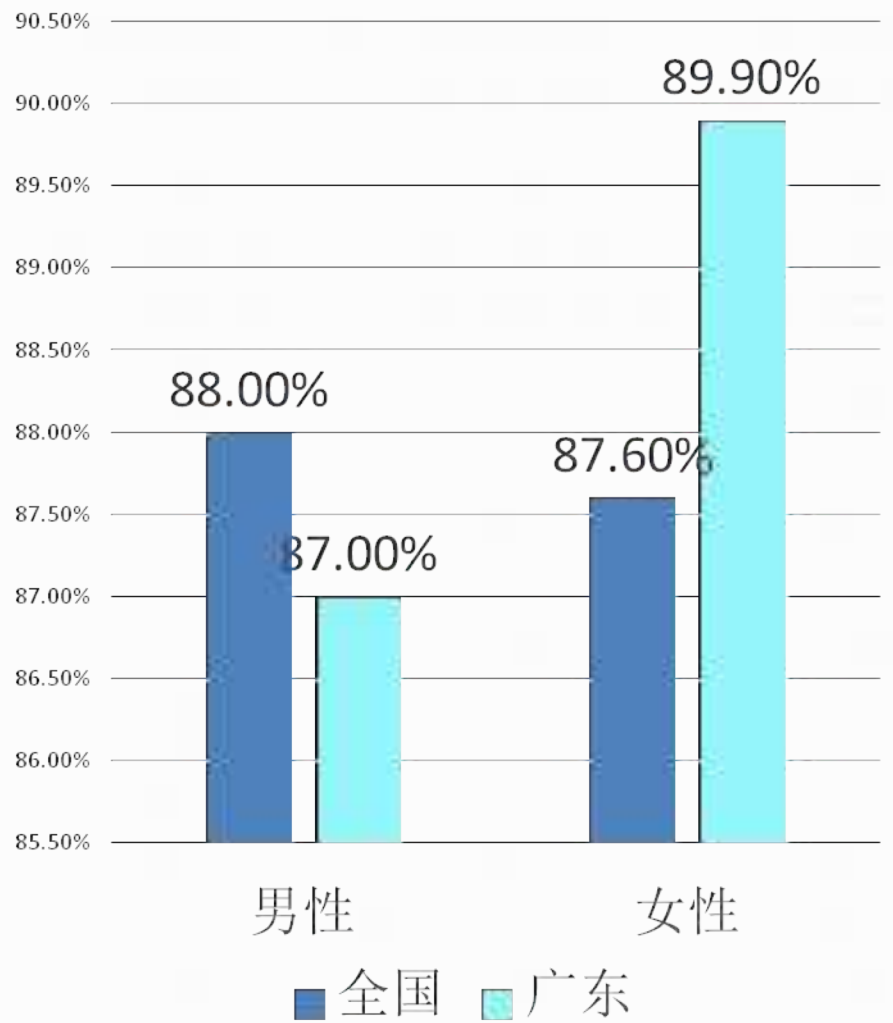
- the data in 2015 shows that the insured population of the maternity insurance in Guangdong is in the first place in China.
- Based on the data in 2010, the proportion of women with non-agricultural household registration participating in the social pension insurance and the social medical insurance in Guangdong is above the national average level while that of women with agricultural household registration is lower than the national average level.
- According to the micro data of the UEBPIS in Guangzhou, more men than women joined the social pension insurance while more women than men enjoyed the pension benefits. Meanwhile, women's contribution base and pension benefit level is much lower than men's.

# 全国和广东省社会保障享有率分性别比较—非农业户口

## 社会养老保障



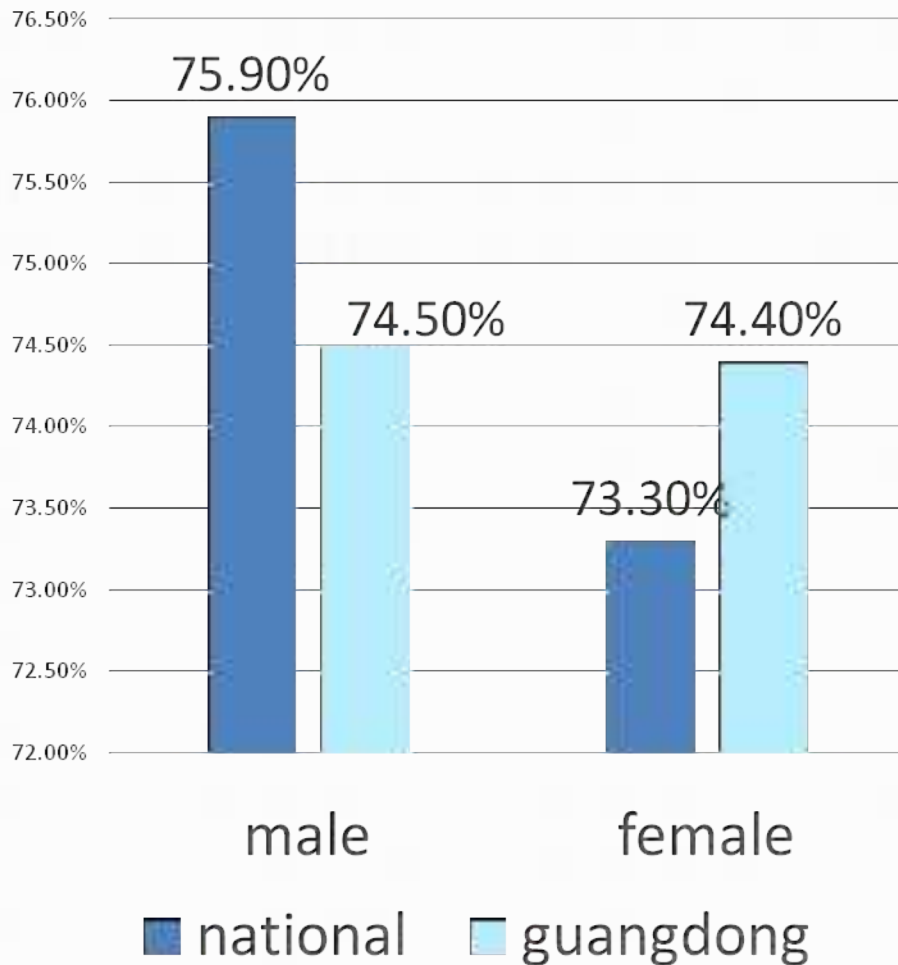
## 社会医疗保障



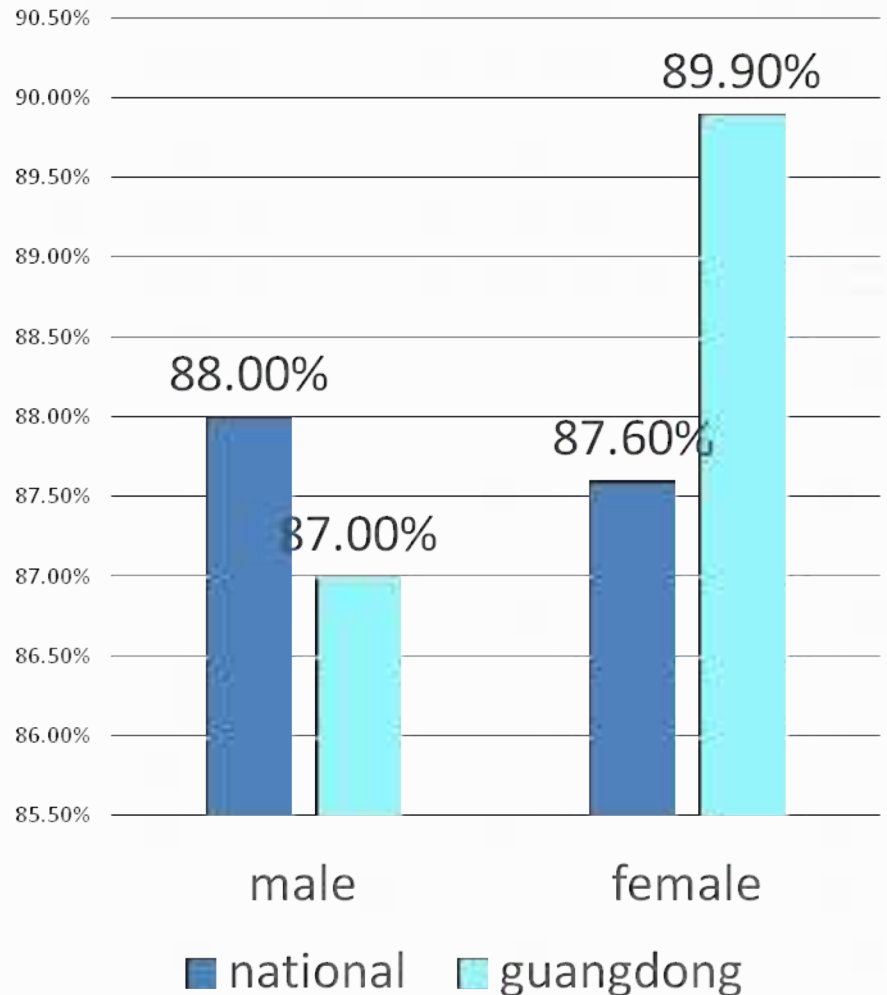


# Participation rate of social insurance (National vs Guangdong) with non-agricultural household registration

## Social pension insurance

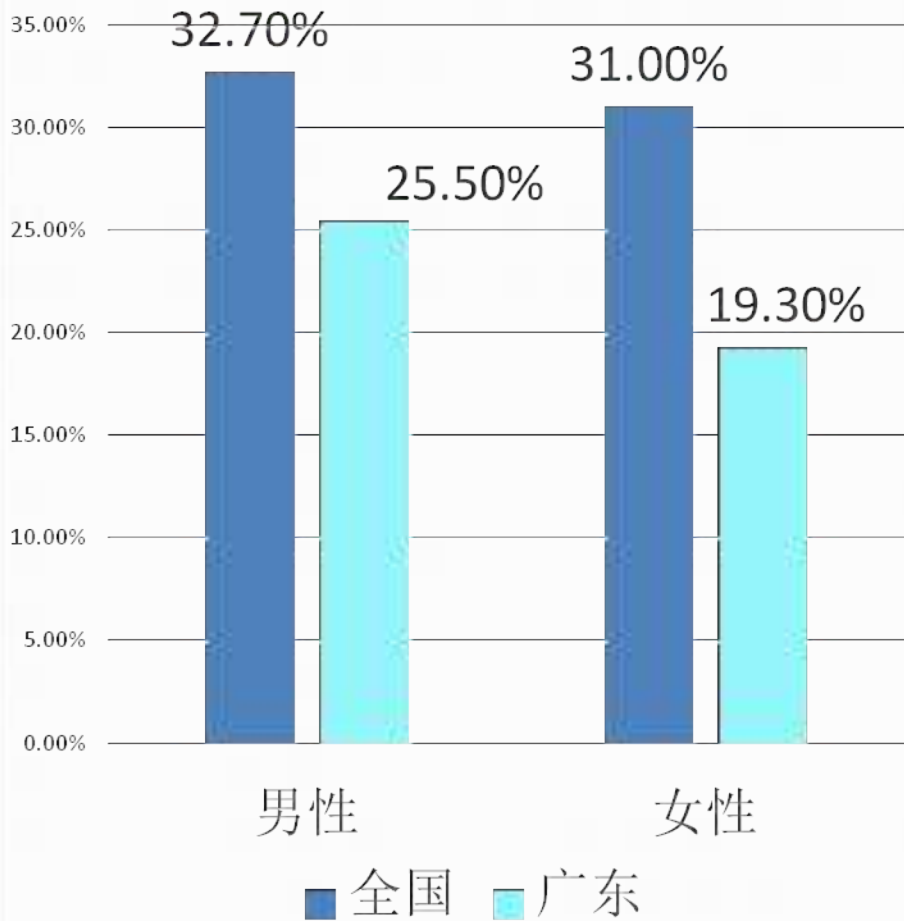


## Social medical insurance

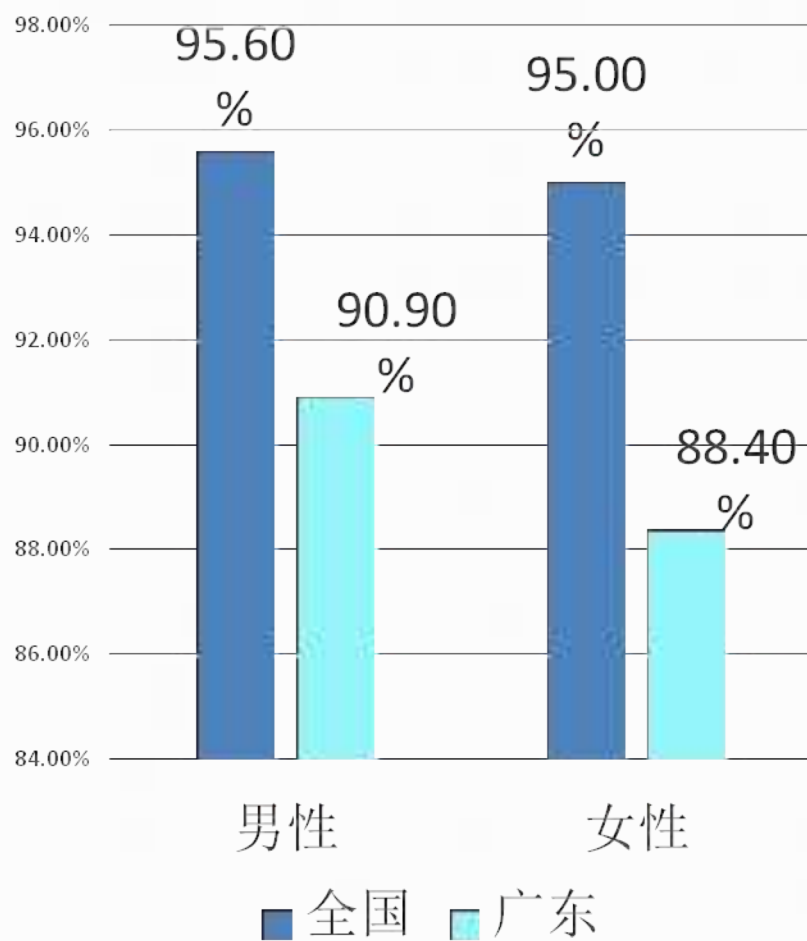


# 全国和广东省社会保障享有率分性别比较—农业户口

## 社会养老保障

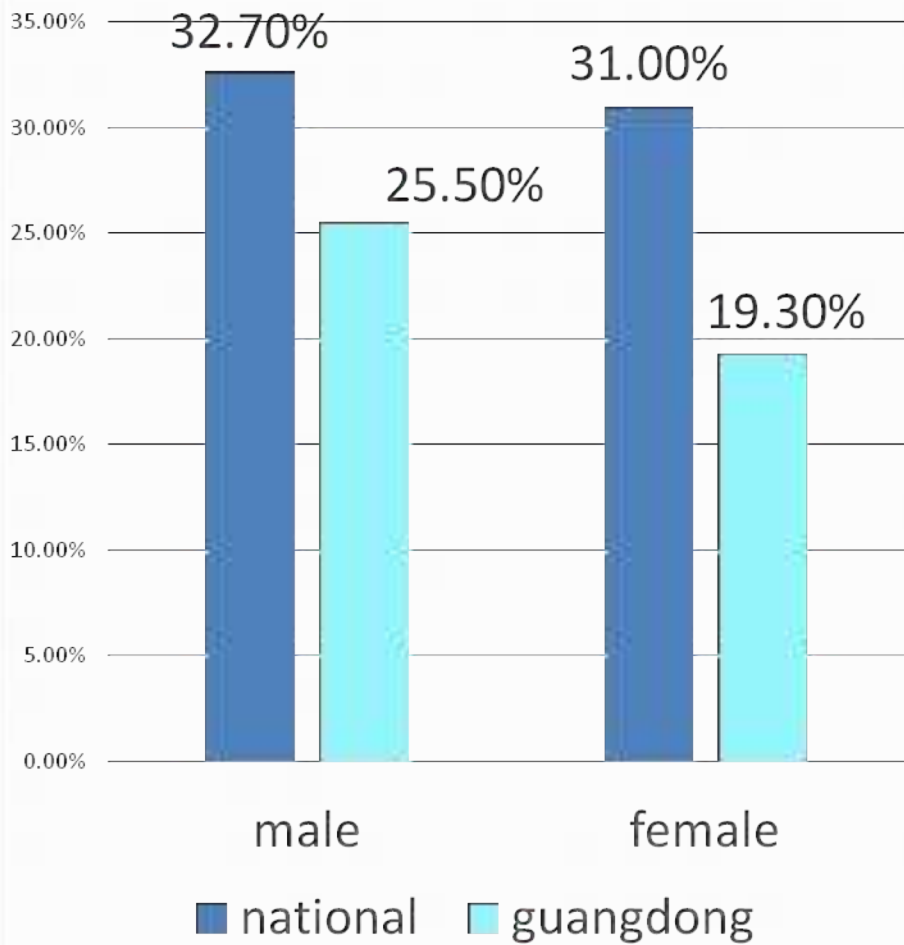


## 社会医疗保障

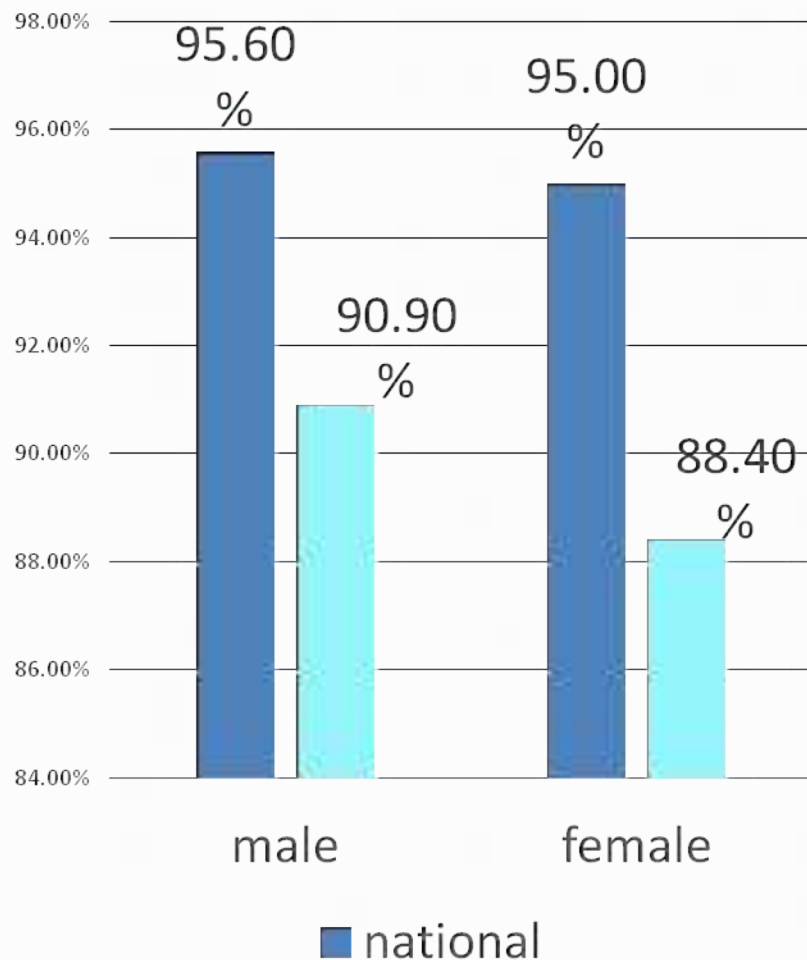


# Participation rate of social insurance by gender, National and Guangdong—with agricultural household registration

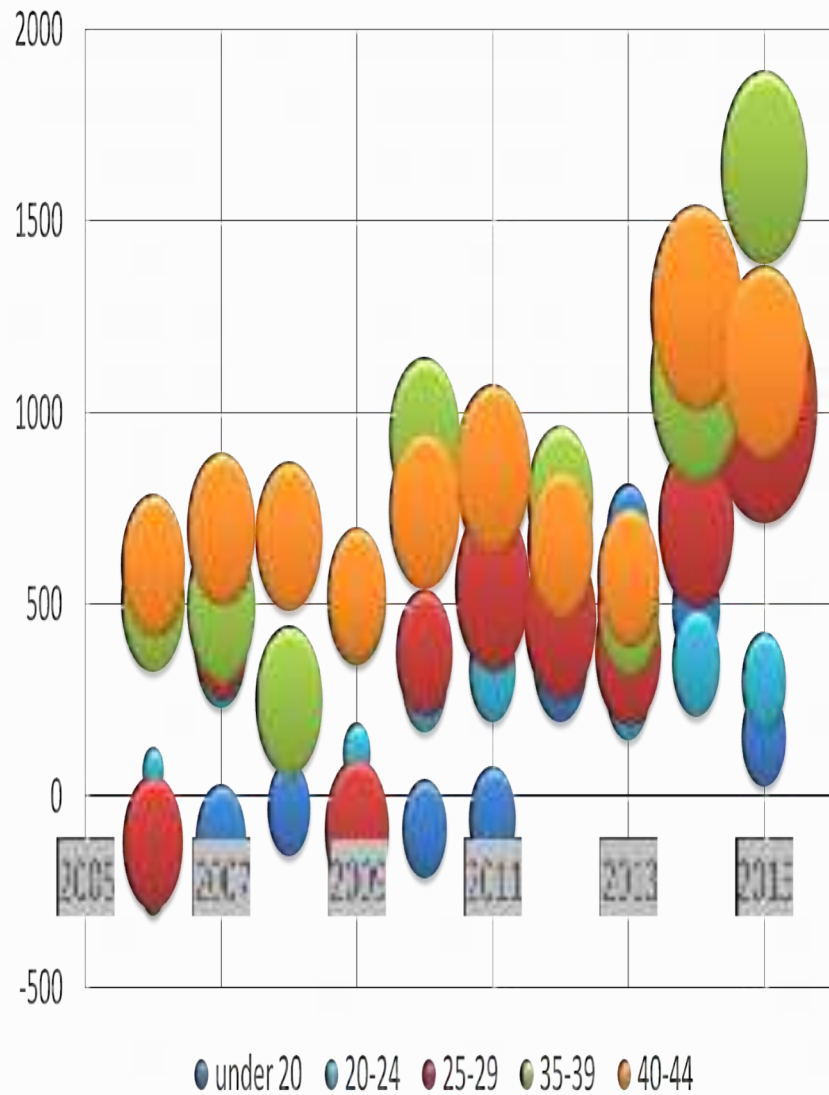
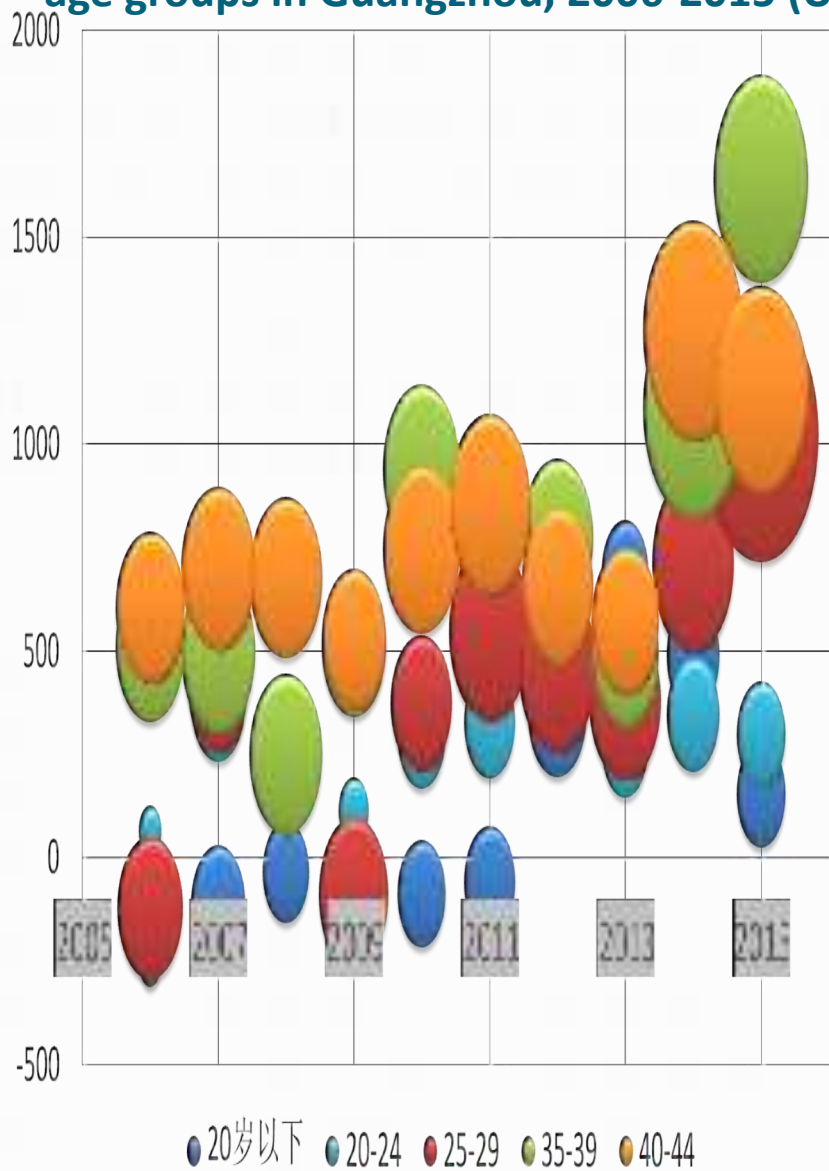
## Social pension insurance



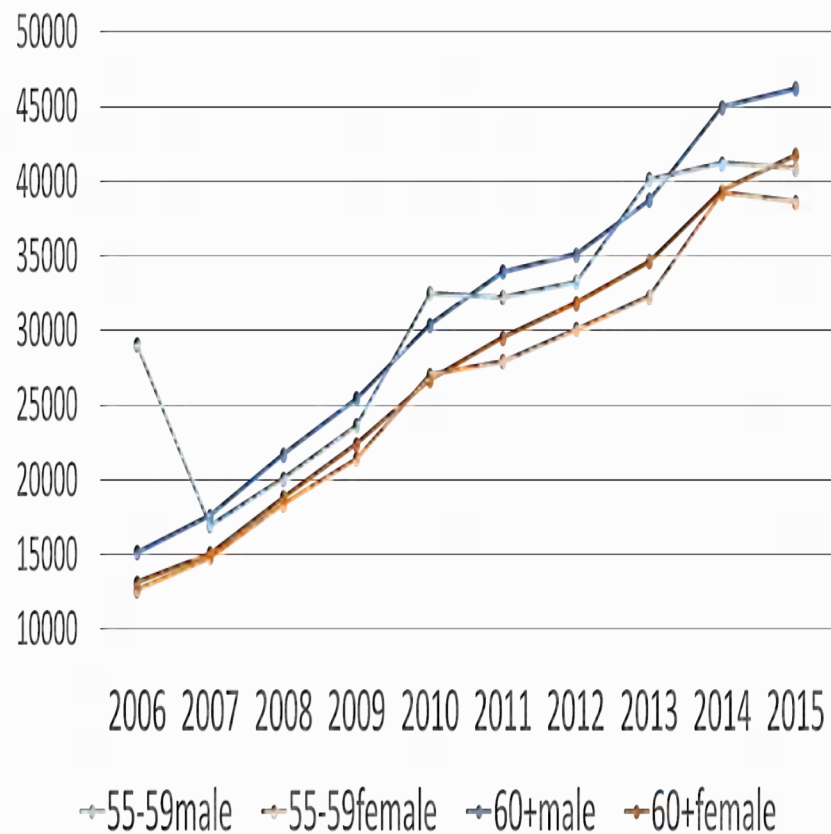
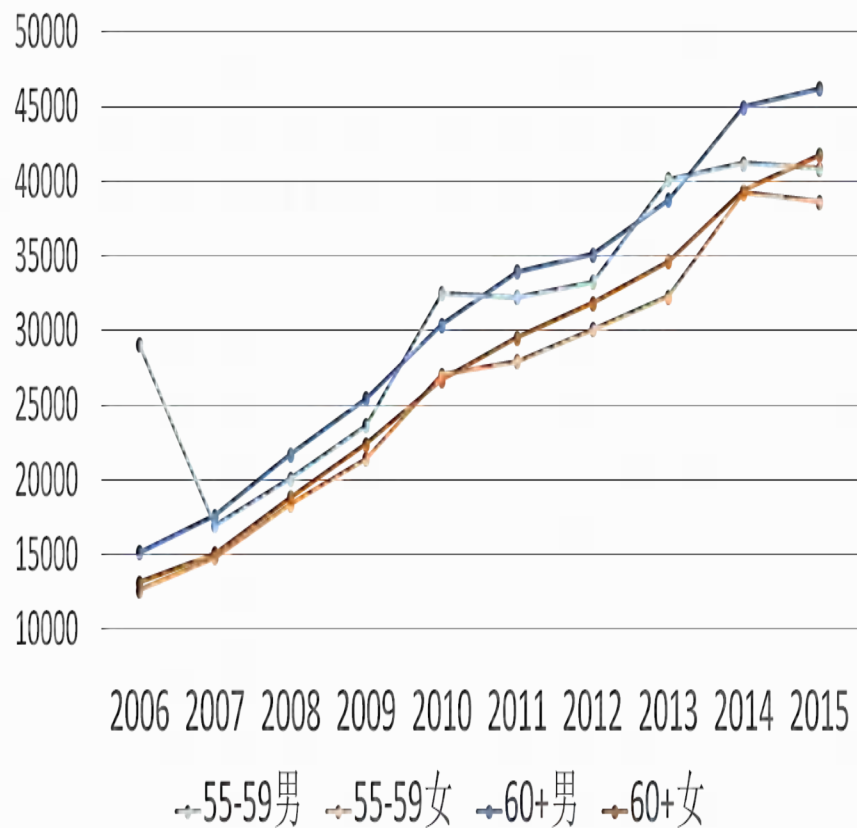
## Social medical insurance



### 4.2.3 广州市2006-2015年各年龄段城职保中人均年缴费额的性别差距 (男性-女性) Gender gap of Per capital pension insurance contribution (male's-female's) in different age groups in Guangzhou, 2006-2015 (Unit:yuan)



广州市2006-2015年城职保中分性别人均养老金年支出额（元） Per capital expenditure of pension insurance funds on the insured men and women in different age groups in Guangzhou, 2006-2015 (RMB yuan)





## 4.3 农民工群体 Migrant Workers

- 农民工增长速度高于就业人员的增长速度，女性农民工的增长明显。
- 直至2016年，农民工参保人数最多、参保率最高的是工伤保险。
- 广州市的数据表明，城职保制度中，参保人群中农民工接近一半，而待遇领取人群中农民工占比却不足2%；
- 农民工的缴费基数和待遇水平普遍低于城镇相应人群；平均而言，女性农民工的缴费基数和待遇领取水平均低于男性农民工。

The growth rate of migrant workers is faster than that of employed workers, and the growth of female migrant workers is obvious.

Until 2016, the work-related injury insurance has the biggest number of migrant workers insured and the highest participation rate of migrant workers.

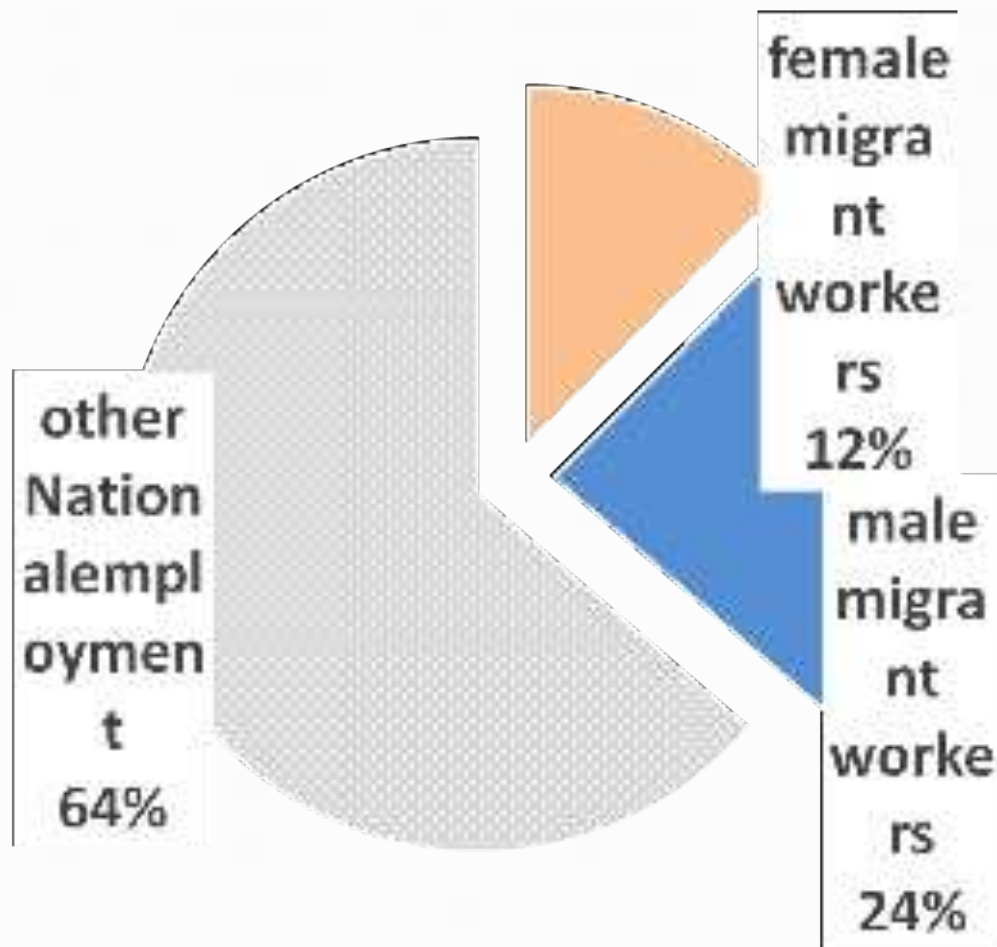
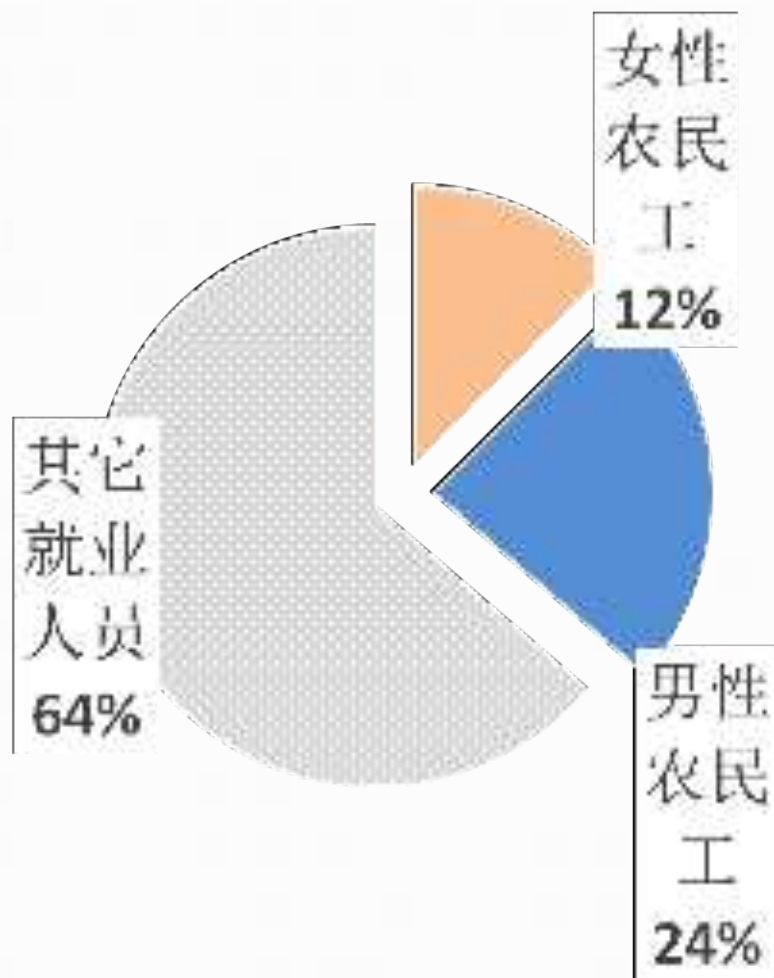
The data of Guangzhou shows that half of the insured population of the UEBPIS is migrant workers but only approximately 2% of the pension beneficiaries are migrant workers

The contribution base and pension benefit level of migrant workers are generally lower than their counterparts in urban areas.

Moreover, on average, the contribution base and pension benefit level of female migrant workers are lower than that of male migrant workers.

# 2016年全国就业人员中农民工及女性农民工的比重

The proportion of female and male migrant workers ( % ) in 2016



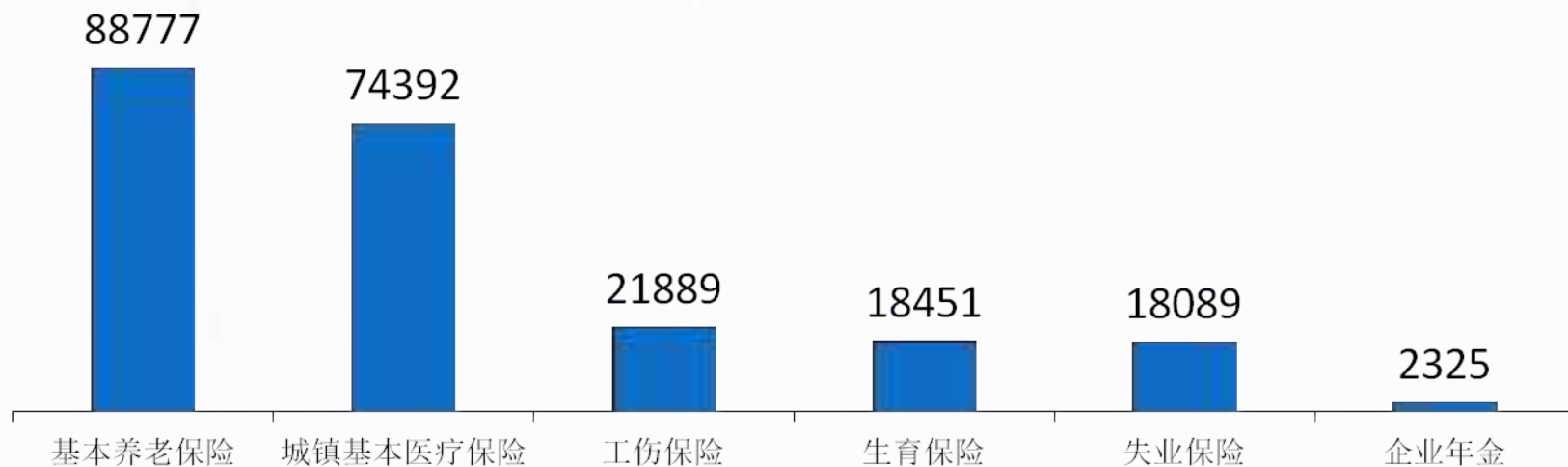
## 2014年-2016年就业人数（万人）及其增长率（%）

Population of migrant workers(Unit: 10 thousand people) and the annual growth rate(%)

	就业人数 total population of employment			增长率annual growth rate	
	2014	2015	2016	2015	2016
年份Year	2014	2015	2016	2015	2016
全国National workers	77253	77451	77603	0.3%	0.2%
农民工migrant workers	27395	27747	28171	1.3%	1.5%
女性农民工 female migrant workers	9040	9323	9719	3.1%	4.2%

# 2016年底全国及农民工 社会保险参保险种与人数（万人）比较

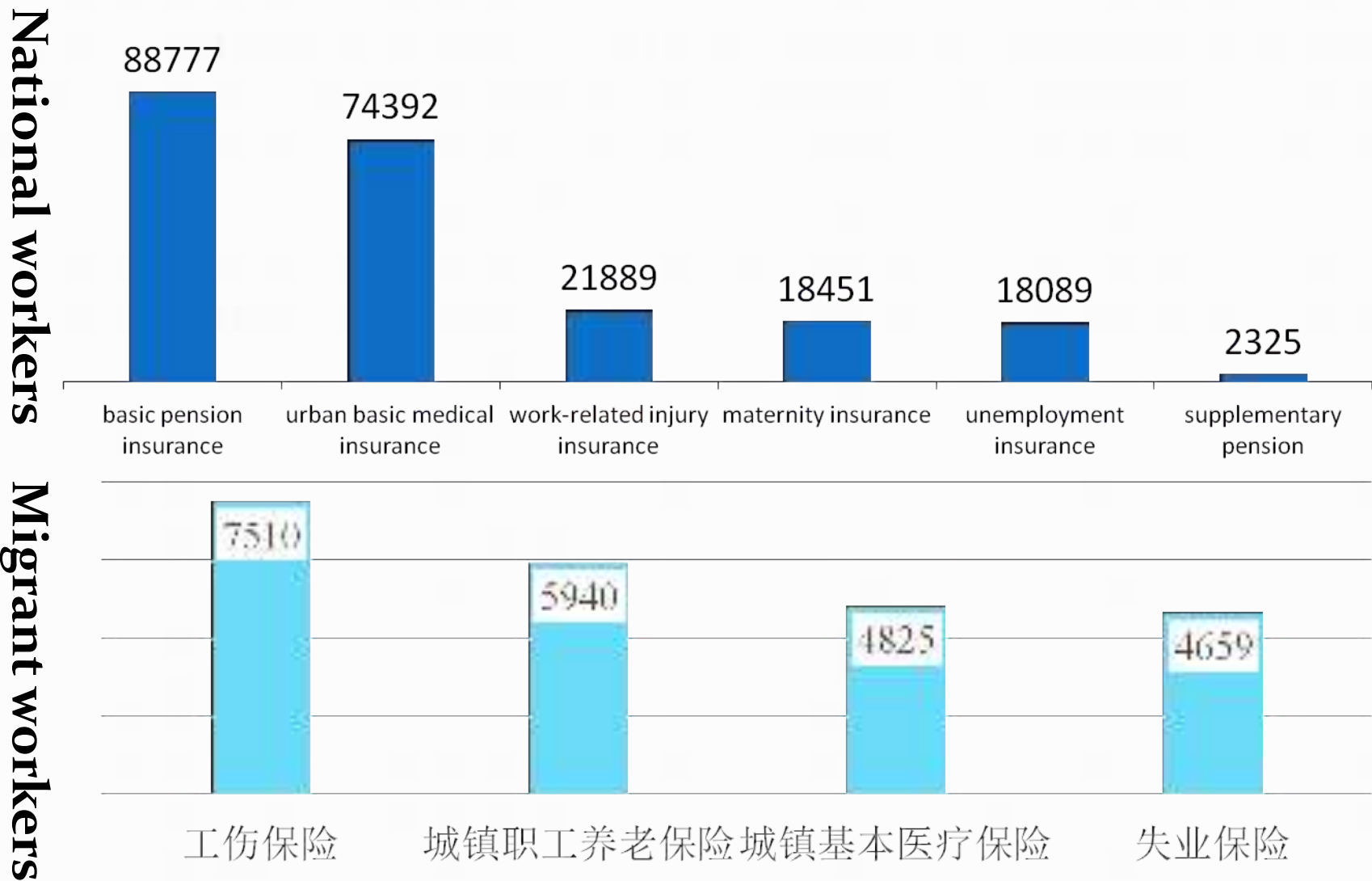
全国



农民工

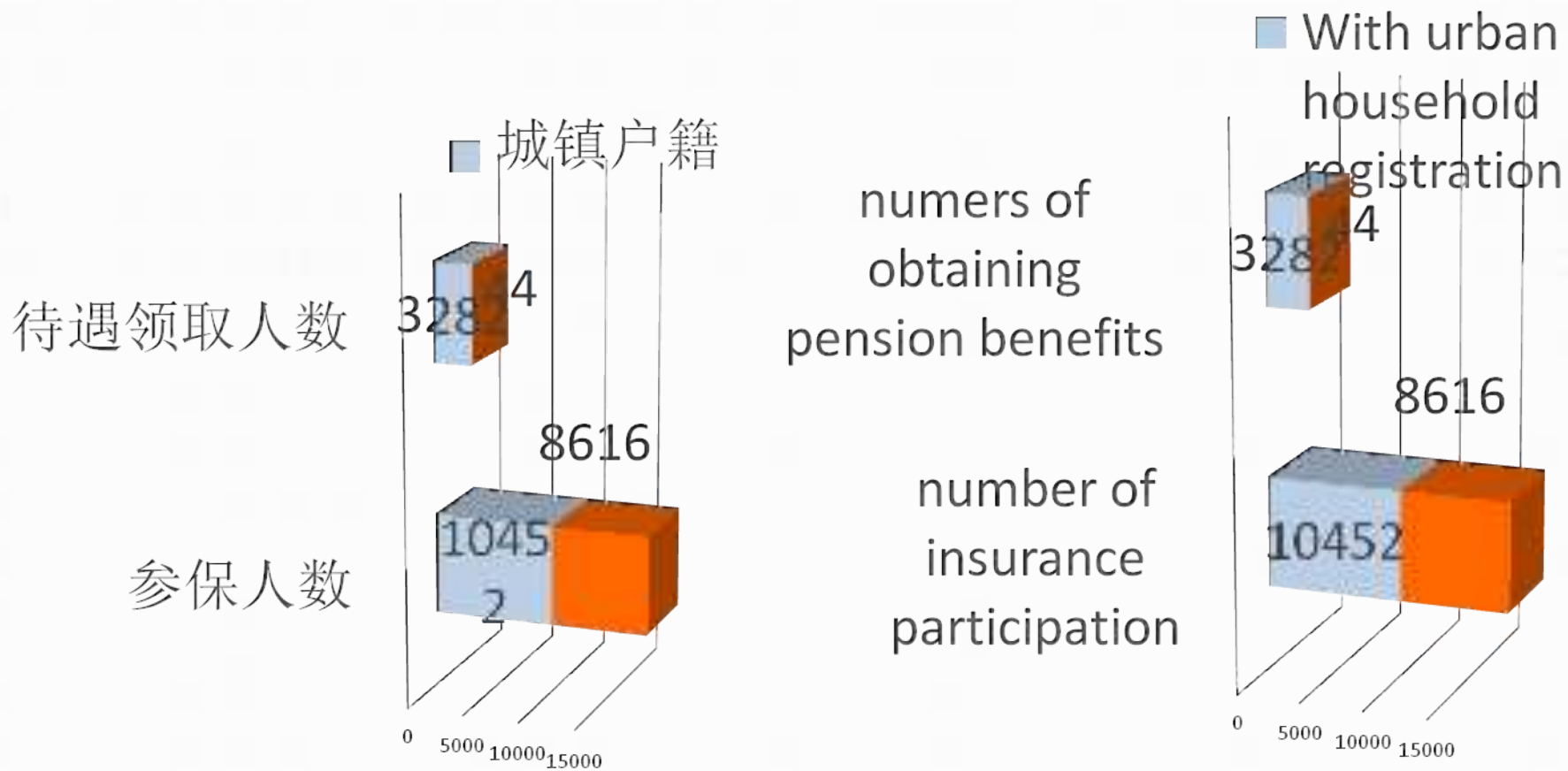


# participation situation of each social insurance system by the end of 2016(10 thousand people)



# 2015年广州农民工在城职保制度中分性别参保与待遇领取人数 (人)

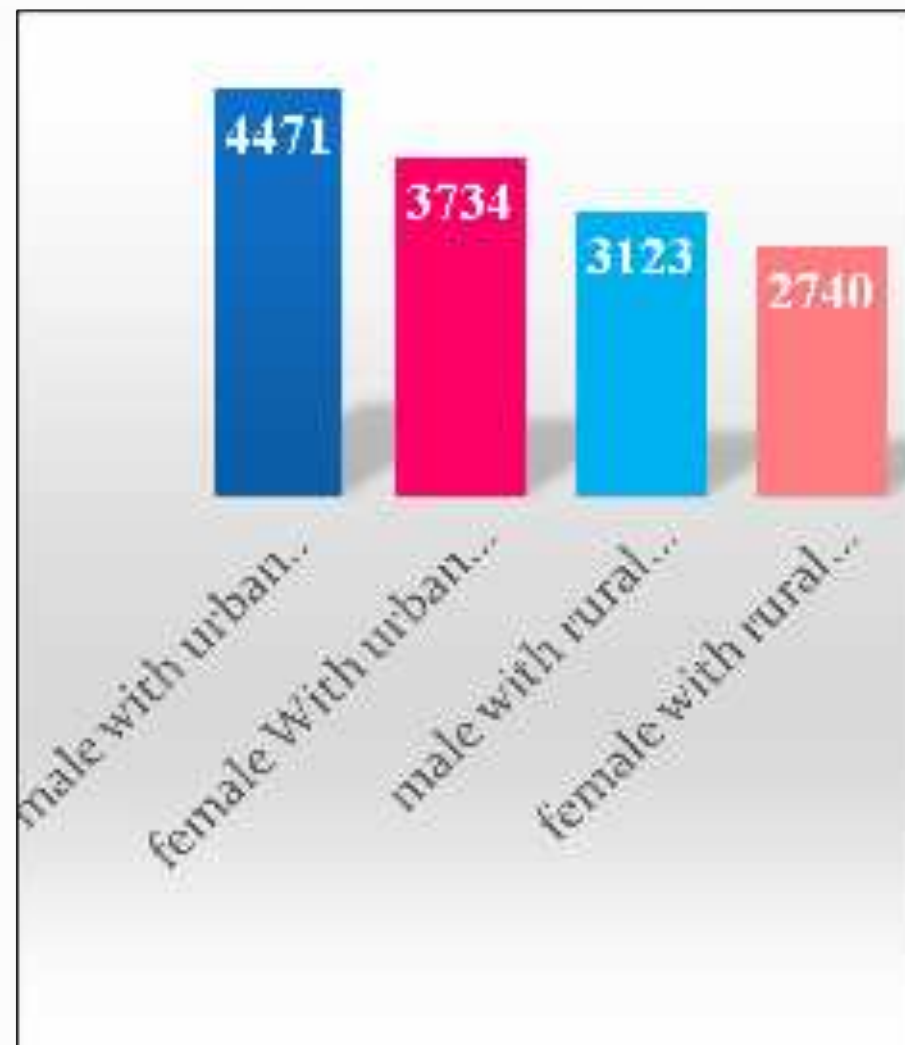
## Pension Benefits and Insurance Participation of migrant workers in Guangzhou, 2015





# 2015年广州城职保制度中分户籍、分性别的月平均缴费基数(元)

Average level of contribution, Guangzhou ,2015(Unit: RMB yuan/month)



# 2015年广州城职保制度中分户籍、分性别的 平均待遇领取金额（元）



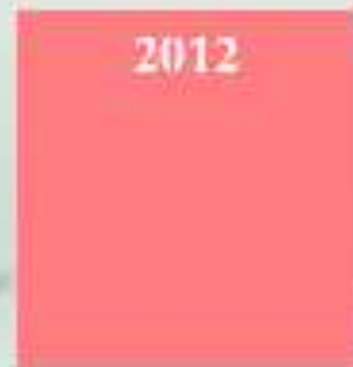
城镇户籍男性



城镇户籍女性



农村户籍男性



农村户籍女性

# Average level of pension benefits, Guangzhou, 2015 (Unit: RMB yuan/month)



## 4.4 社会养老保险制度方面 Social Pension Insurance System

- 1. 两大主体制度均以缴费和待遇领取之间激励约束为制度设计原则，对低收入者不利。
- 2. 对于低收入者而言，现行城职保制度进入门槛相对更高且获得领取资格的难度相对更大。
- 3. 对女性而言，劳动力市场的劣势会带入养老金领域，退休时间早而平均寿命长，当期保障水平因而更低。
- 4. 对于农民工而言，制度未能有效保护劳动力在流动过程中的养老保险权益。

The current two key social pension insurance systems follow the principle of linking contribution to benefit, which is unfavorable to the people of low income.

The existing regulations of the UEBPIS on the entry threshold, pension benefit qualifications and measures for those who are not eligible for pension benefit are all unfavorable to women.

No matter the wage level or the duration of employment or contribution, the disadvantage of women in the labor market will inevitably extend to the area of social pension insurance.

The design of the transfer and continuation system can easily damage the pension rights of migrant workers, especially the female migrant workers.

Female migrant workers may experience the largest loss of pension rights due to their dual disadvantage in the current system

# 五、政策建议 (main policy suggestions)

- 1、建立普惠制的公共养老金制度
- 2、实现基础养老金全国统筹
- 3、通过社会保护政策体现对女性家庭照顾劳动的补偿
- 4、扩大生育保险覆盖率。
- 5、加快女性弹性退休制度的建立。
- 6、建立统计数据的分性别采集和汇报。

1. A universal public pension system should be established for all residents regardless of regions and gender.
2. The national unified management of the basic pension schemes should be achieved.
3. The coverage of the social pension insurance system for low-income population (women and migrant workers) should be expanded, the entry threshold of the UEBPIS should be reduced.
4. The government should provide compensation for women taking care of the family by social protection policy.
5. A flexible retirement system for women should be established.
6. The statistical data should be collected and reported by gender.
7. The government should improve publicity to guide female workers, especially female migrant workers to participate in the social insurance programs.

就业与社会保障性别平等的改革探索  
—基于四川成都和泸州的案例  
Gender Equality in Employment &  
Social Security Reform

---Cases from Chengdu & Luzhou of Sichuan

西南财经大学老龄化与社会保障研究中心 林义

Lin Yi

Ageing & Social Security Research Center, SWUFE



# 一、就业与社会保障性别平等改革的探索与成就

## Exploration and Achievement of Gender Equality Reform in Employment & Social Security

- 中国政府近年来在完善《城镇企业职工基本养老保险》、《城乡居民基本养老保险》、《城镇企业职工基本医疗保险》和《城乡居民基本医疗保险》等一系列社会保障制度的颁布和实施，城乡之间的劳动者都享有基本的养老和医疗保障，制度设计充分考虑了性别平等，强调以劳动者缴费义务和待遇领取权利为基本原则，无论男女都实现了制度全覆盖。
- For Social security law and regulations Chinese government has paid more attention to the gender problems in recent years strengthening the basic principle for relating in contributions and benefits and the institutional coverage for men and women.

- **通过城乡居民养老、医疗保险制度的持续推进，覆盖城乡的社会保障制度逐步构建完善。在非农业户口女性中，能够享有社会养老保障的达到73.3%，享有社会医疗保障的达到87.6%。**
- **The social security system covering urban and rural areas is gradually constructed and improved through the continuous promotion of the old-age and medical insurance system for urban and rural residents. Among women with non-agricultural household registration, 73.3% can enjoy social old-age security and 87.6% can enjoy social medical security.**

- 随着新型农村合作医疗和新型农村社会养老试点的推行，农业户口女性中，享有社会医疗保障的比例已达95.0%，
- With the implementation of the new rural cooperative medical system and the new rural social pension pilot project, the proportion of women with agricultural household registration enjoying social medical security has reached 95.0%.

- 与2000年相比，城镇单位女性社会养老保险和医疗保险的享有率分别提高了25.4% 和46.1%；男女社会养老保障和社会医疗保障覆盖率的差距明显缩小，2000年女性分别比男性低5.3 %和9%。
- Compared with 2000, the receiving benefits rate of public pension and medical care insurance for women in urban units increased by 25.4% and 46.1% respectively, and the gap between the coverage rate of social old-age security and social medical security for men and women narrowed significantly, with women being 5.3% and 9% lower than men in 2000, respectively.

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- Compared with 2000, the coverage rate of social old-age security and medical security for female in urban units increased by 25.4% and 46.1% respectively, and the gap between the coverage rate of social old-age security and social medical security for men and female narrowed significantly, with female being 5.3% and 9% lower than men in 2000, respectively. The period of maternity leave for female in urban units when they have their last child is 9.8% higher than that of the previous 10 years.

- **成都、泸州在完善女性求职服务、创业扶持（对创业对象提供担保贷款、为创业对象提供创业培训，发放培训补贴）**
- **Improve female job-hunting services and entrepreneurial support in Chengdu and Luzhou(providing guaranteed loans to entrepreneurs, providing entrepreneurship training for entrepreneurs, and granting training subsidies)**



- 完善就业管理制度
- 实施就业失业登记制度。
- 对就业困难人员进行认定，为其就业提供帮助和扶持
- 办理了失业登记的大龄人员（申请认定时女性年满40周岁、男性年满50周岁及以上的人员）、残疾人员（持有《残疾人证》且有就业能力的人员）
- Improving the Employment Management System
- Implement the employment and unemployment registration system.
- Identify persons with employment difficulties and provide assistance and support for their employment
- Older persons who have registered for unemployment (women over 40 years of age, men over 50 years of age and above at the time of application for confirmation), persons with disabilities (persons with disability certificates and employability)

- **完善灵活就业人员社会保险补贴政策**
- **政府为其发放灵活就业人员社会保险补贴，补贴标准按照灵活就业人员缴纳城镇职工基本养老、城镇职工基本医疗保险费标准的70%确定。**
- **Improving the Social Insurance Subsidy Policy for Flexible Employees**
- **The government grants social insurance subsidy for flexible employees. The subsidy standard is determined according to 70% of the basic pension and medical insurance premium standard for urban employees paid by flexible employees.**

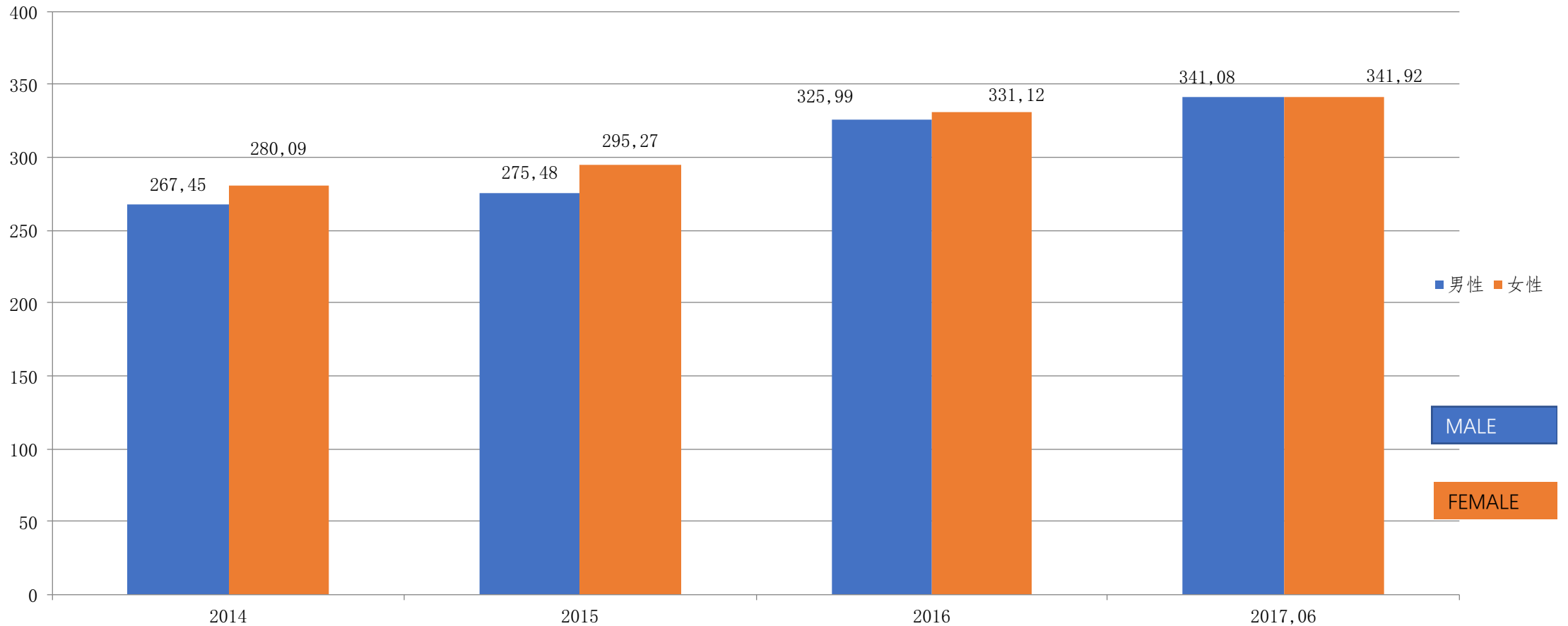
- 泸州市定期开展就业失业登记，进行就业困难人员认定工作，发放灵活就业社保补贴等。一次性就业补助主要针对就业困难人员家庭、零就业家庭、残疾高校毕业生，申报成功的高校毕业生可获得一次性就业补助3000元
- Luzhou Regular employment and unemployment registration, identification of persons with employment difficulties, flexible employment social security subsidies, etc. One-time employment subsidy is mainly aimed at families with employment difficulties, zero-employment families and disabled college graduates. Successful college graduates can get one-time employment subsidy of 3000 yuan.

- **政府还面向符合条件的人员发放失业保险金、一次性丧葬补助金和抚恤金、生育补助金、创业成功一次性领取剩余期限失业保险金。**
- **The government also pays unemployment insurance, one-time funeral allowance and pension, maternity allowance, and one-time residual unemployment insurance for successful entrepreneurship.**

- **泸州市与成都市在女性就业与社会保障政策方面具有政策的统一性，只是在补贴待遇水平方面因地方社会经济条件的不同而存在差异。**
- **In terms of female employment and social security policies in Chengdu & Luzhou, there is a unity of policies, but in terms of the level of subsidies, there are differences according to the local socio-economic conditions.**

# 成都市2014-2017男女职工养老保险参保情况

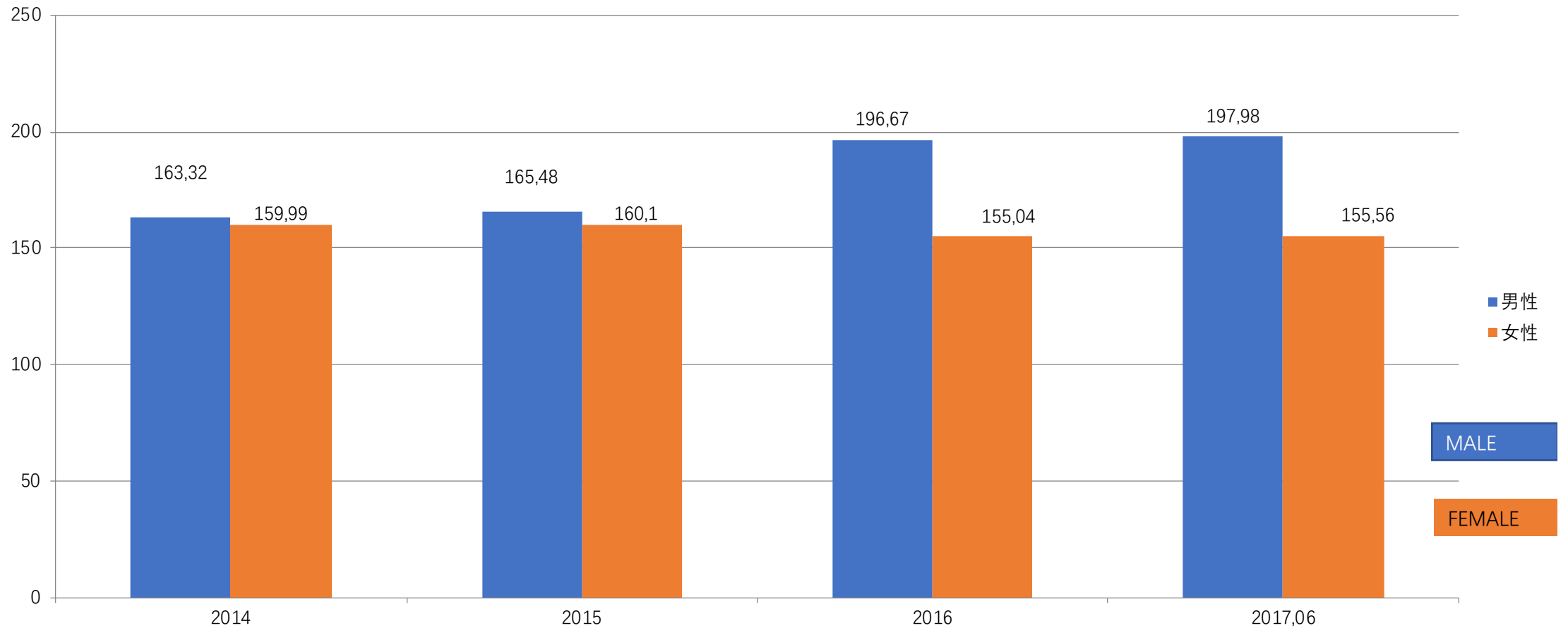
## Public Pension coverage of male and female employees in Chengdu 2014-2017



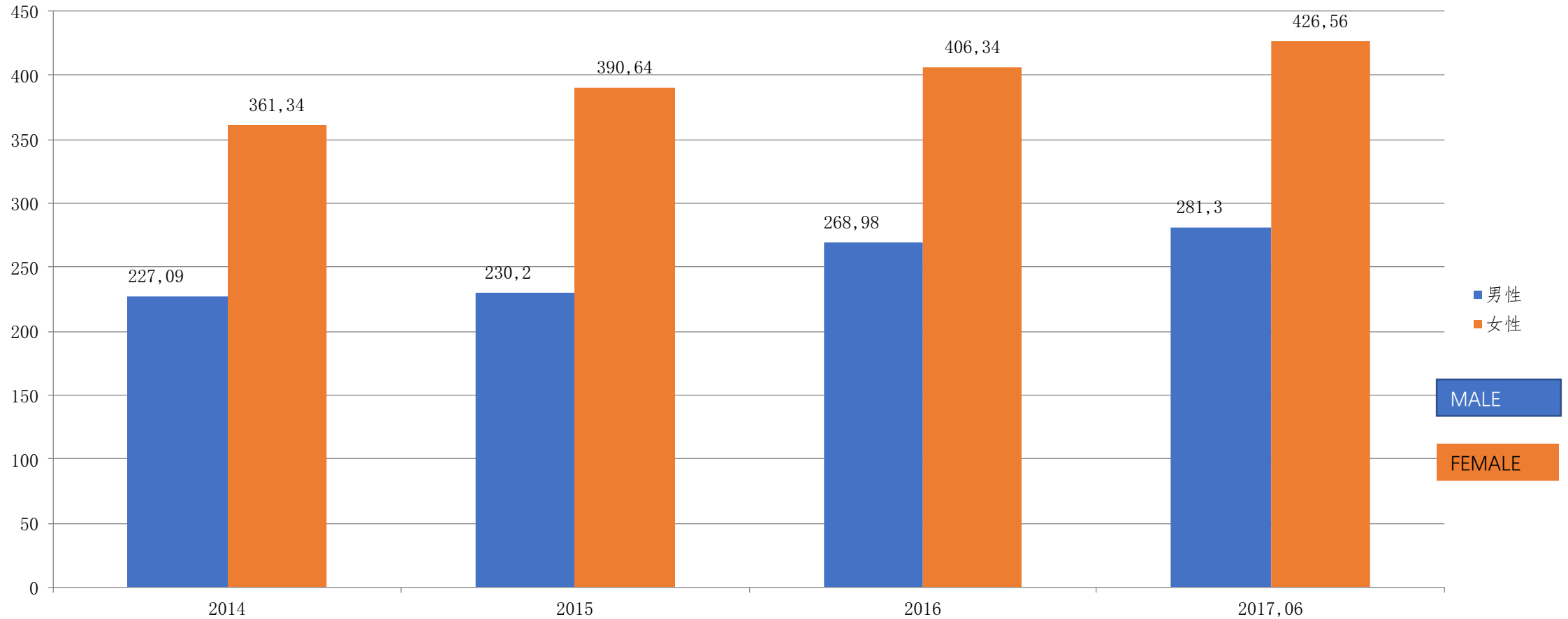


# 2014-2017成都市城乡居民养老保险参保情况

## Participation of Urban and Rural Residents in Old-age Insurance in Chengdu 2014-2017

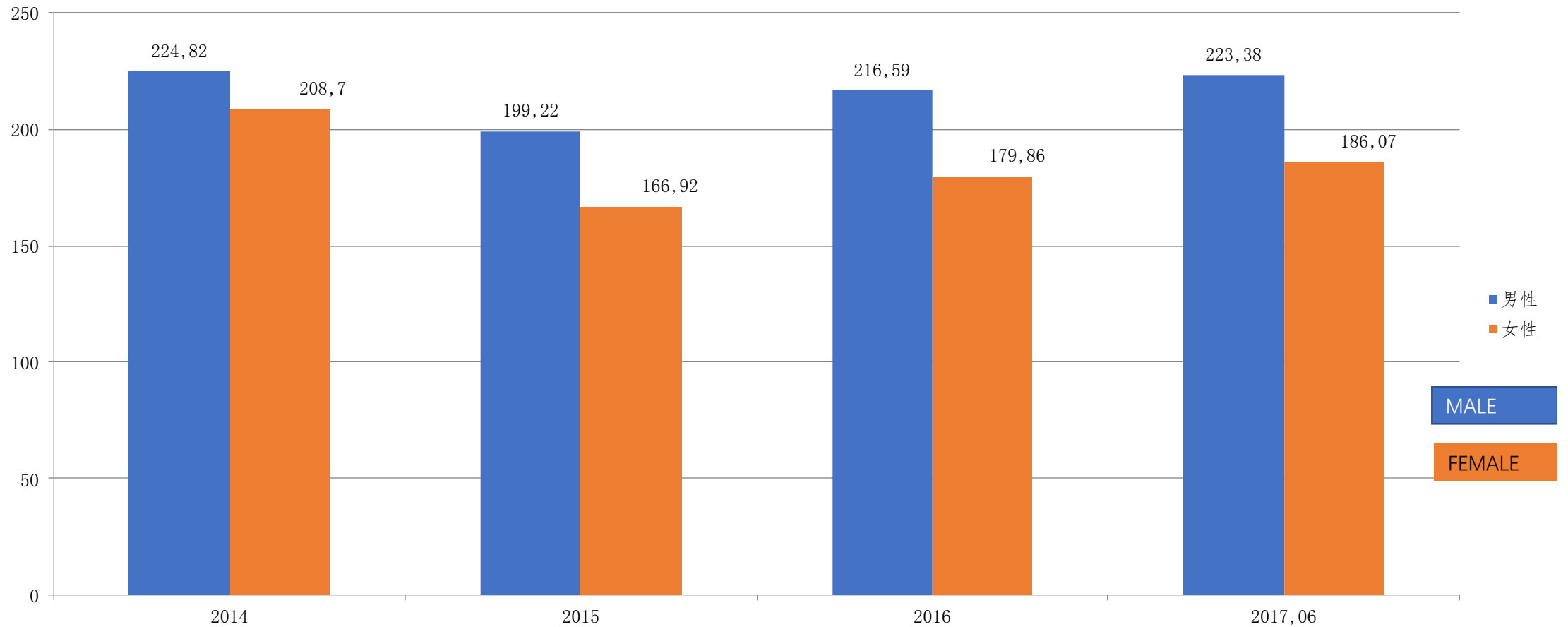


# 成都市男女职工参加医疗保险 (2014-2017) Men and women workers take part in medical insurance in Chengdu (2014-2017)



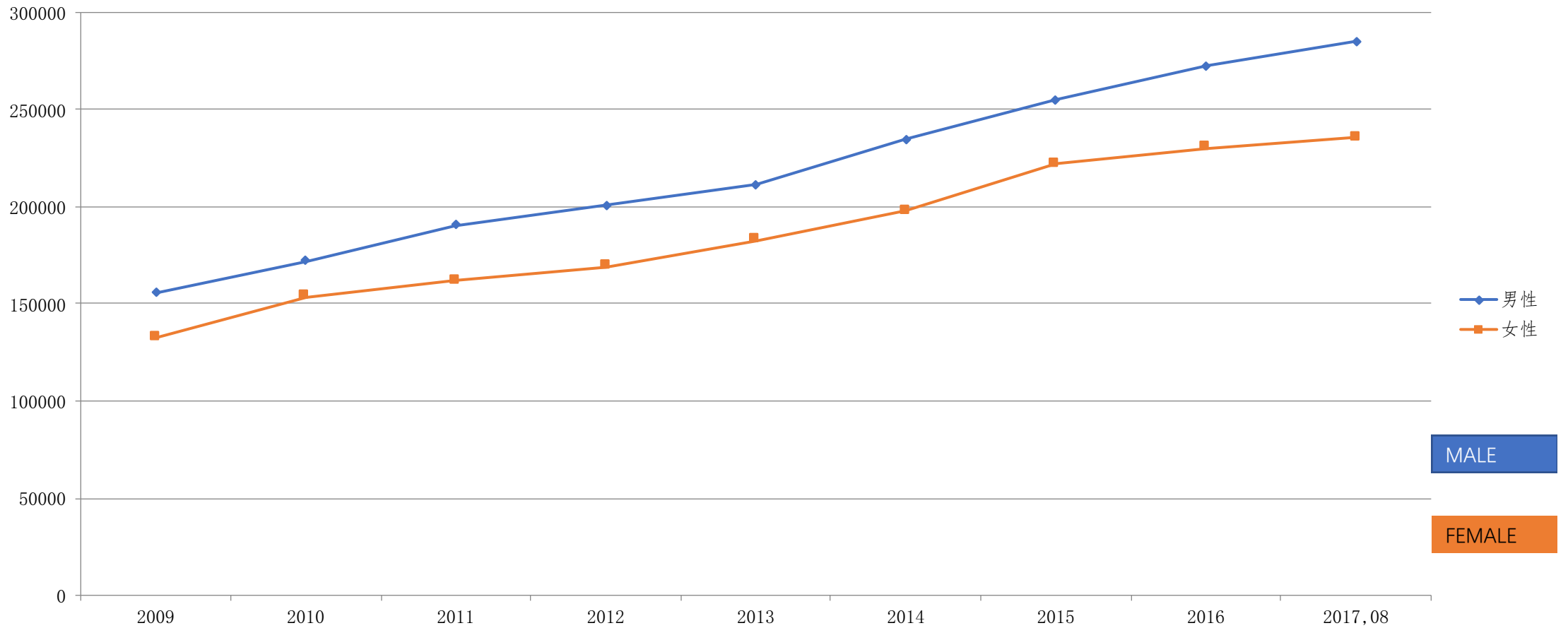
# 成都市生育保险参保情况 (2014-2017)

## Maternity insurance coverage in Chengdu(2014-2017)



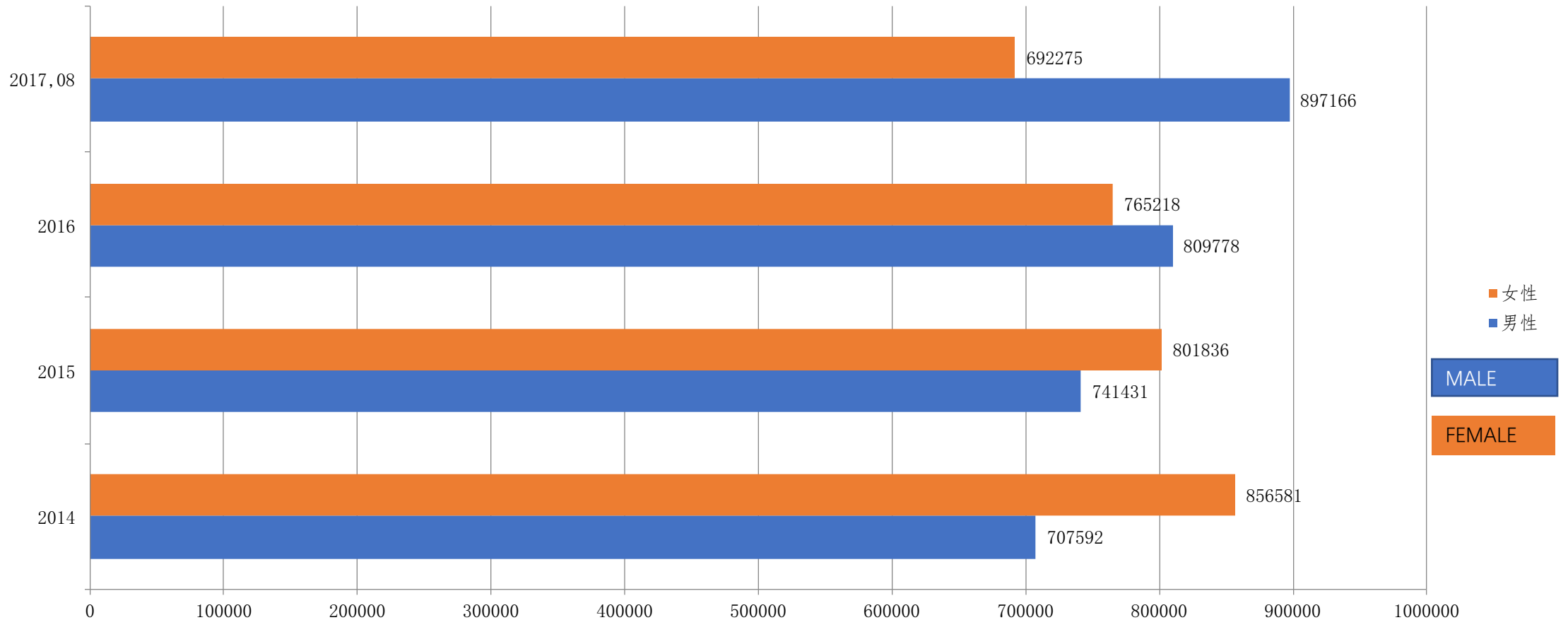
# 泸州市参加职工养老保险 (2009-2017)

## Participation in Public Pension plan in Luzhou(2009-2017)



# 泸州市2014年和2015年两年女性参保人数大于男性参保人数

The number of women insured in 2014-2015 years is larger than that of men insured in Luzhou.



- **数据分析表明成都市和泸州市女性就业与社会保障性别平等有较大进步。女性就业与参加社会保障的人数日益增加**
- **From data analysis about employment and social security in Chengdu and Luzhou, we find that the amount of female employment increases year by year, as well as participant rate of social insurance**



- 表明女性就业与社会保障已成为一个关注的热点问题，职业女性
  - 更加关注妇女的权益保障问题
  - 成都女性参加职工养老保险和医疗保险的人数有时还多于男性
- 
- It indicates that female employment and social security is a hot issue in the society, and women pay more attention to protect their interests and rights. Even in Chengdu, the female participant amounts of urban worker old-age insurance and medical insurance are more than male participant.

- 泸州市社会保障待遇水平在城乡之间还存在一定的差距。性别之间由于缴费年限和退休年龄方面的不同仍然存在的差距。这种问题还较为普遍。需要通过至上而下的就业与社会保障改革的不断推进来不断完善。
- Otherwise, social security benefit difference still exists between urban and rural system in Luzhou. The gender problem caused by contribution years and retirement age has a common feature in the whole country. It is necessary to build a top-down reform path from the overall development of employment and social security.

- **适应全面实施两孩政策，保障生育保险待遇，促进人口长期均衡发展**
- **To adapt to the comprehensive implementation of the two-child policy, ensure the treatment of maternity insurance, and promote the long-term balanced development of the population**

- 生育保险并入医疗保险展开试点
- 2017年1月，《国务院办公厅关于印发生育保险和职工基本医疗保险合并实施试点方案的通知》发布
- Experiments on the incorporation of maternity insurance into medical insurance
- In January 2017, the Notice of the General Office of the State Council on the Pilot Scheme for the Combination of Maternity Insurance and Employee Basic Medical Insurance was issued.

- 能更好保障职工权益，且不增加个人和单位负担。两项保险合并实施后，生育保险个人不缴费的政策没有改变，原有的生育保险待遇不受影响，且有利于让更多职工享受到生育待遇
- It can better protect the rights and interests of employees without increasing personal and unit burdens. After the merger of the two kinds of insurance, the policy of individual non-payment of maternity insurance has not changed, the original treatment of maternity insurance has not been affected, and is conducive to allowing more workers to enjoy maternity treatment.

## 二、就业与社会保障性别平等面临的问题

### Problems in Gender Equality in Employment and Social Security

- 2010年的调查发现，就业与社会保障性别平等方面
- 女性在经济收入与劳动收入方面依然面临一些问题，
- The 2010 survey found gender equality in employment and social security
- Women still face some problems in terms of economic income and labor income.



- **女性就业歧视比例仍然高于男性**
- **女性职业层次依旧较低，影响了女性收入的提高**
- **The proportion of discrimination against women in employment is still higher than that of men.**
- **Women's occupational level is still low, affecting the improvement of women's income**

- **生育政策放开使女性社会方面的潜在风险增加**
  1. **在人力资本投资方面表现为家庭内部资源分配更加向男性倾斜**
  
- **The liberalization of fertility policy increases the potential risks for women in the social sphere**
  1. **In terms of human capital investment, the distribution of resources within families is more inclined to men.**

**2.在当前的退休制度下，女性的退休年龄早于男性，女性的退休待遇低于男性，女性退休后的生活对子女和配偶的依赖程度更高，且持续的时间更长，预期寿命普遍较长，女性面临潜在贫困风险的可能性更大**

**Under the current Chinese retirement system, the retirement age of women is earlier than that of men, and the retirement benefits of women is lower than that of men. Women's retirement life depends more on their children and spouses, and lasts longer. Life expectancy is generally longer. Women are more likely to face potential poverty risks.**

### **3.在老龄化趋势加快发展的背景下，经济欠发达地区农村女性劳动者的生活贫困风险不应低估**

**In accelerated development of aging trend, the risk of poverty of rural female workers in underdeveloped areas should not be underestimated.**

- 传统择业方式的惯性因素；
  - 现实市场竞争方面的因素；
  - 文化传统的长期影响因素
- 
- Inertial Factors of Traditional Job Choice
  - Real market competition factors
  - Long-term Influencing Factors of Cultural Tradition

- **新环境、新技术、政调整策在就业社会保障性别平等产生的新问题**
- **New Problems of Gender Equality in Employment Social Security in New Environment, New Technology and Policy Adjustment**

### 三、进一步改革完善的建议

## Suggestions for Further Reform and Improvement

#### **(一) 积极引导扶持女性就业，形成就业与社会保障之间的良性关系**

- **Actively guide and support female employment, and build a benign relationship between employment and social security**



## **（二）加快养老保险制度的结构性改革，促进城乡间养老制度的性别公平**

- Accelerate the structural reform of old-age insurance system to promote gender equality in the urban and rural system**

### **(三) 完善养老保险制度的参量改革，促进男女退休年龄的均等化**

- **Optimize parameter reform of old-age insurance system to promote the equalization of retirement age between men and women**

#### **（四）健全女性劳动者的社会保障补偿机制**

- **探索在养老保险制度中形成缴费水平和缴费年限等方面的补偿机制，**
- **Building a female compensation mechanism in social security system**
- **Establishing a female compensation mechanism in social security system is to introduce gender consciousness to the system and emphasize the effect and value of family work**

- 向女性劳动者提供更为人性化的产假政策，如更长期间的产假，并允许将产假中断期间纳入养老保险缴费期间的计算等，从而使女性可以更公平地参与劳动力市场并持续累积与自身就业相关的养老金财富
- . Then, all the female contribution to the society and family should be compensated and it is a new way to recognize labor division. We can learn from foreign experience to objectively evaluate the contribution between genders, provide compensation mechanism in the aspects of contribution level and contribution years. It is also necessary to provide more humane maternity policy, such as longer period of maternity leave. In addition, family work can be compensated by providing family care allowance with relevant requirements.

- **（五）兼顾实现人口政策、社会保障政策与家庭政策调整的协同推进**
- **Consideration should be given to the coordinated promotion of population policy, social security policy and family policy reform**

- **(六) 完善女性劳动者的社会保障权益分配机制**
- **Building a female interest distribution mechanism in social security system**

- 制度设计中可以在减少性别依附负面影响的前提下，考虑引入派生社会保障权的权益分享机制，在相关待遇种类的完善上向女性劳动者倾斜，肯定和承认女性劳动者的家庭付出，也为丧偶老龄女性人口提供更多老年收入保障。
- Male breadwinner model will still exist for a long time with new style, which means that only husband is protected by social security system and wife's elderly welfare is vulnerable. Thus, it is possible to introduce a sharing mechanism of derived social security right in the premise of reducing negative effect of gender attachment in order to provide life protection for female aging population.



# Thanks !