

2023 GENDER AT A GLANCE IN R.O.C. (Taiwan)





Foreword

The use of gender-based statistics to analyze gender issues represents a foundation for promoting Taiwan's gender mainstreaming. The "Gender at a Glance" aims to collect main statistical indicators by sex and illustrate the differences in general social condition and status by sex through text and graphs, thereby providing a reference for those who are concerned about important gender issues.

This publication first compiles international gender equality indexes such as the UNDP Gender Inequality Index (GII) and WEF Gender Gap Index (GGI) for international comparisons, and assesses the relative position of Taiwan's gender equality development efforts in the world in terms of economic, health, educational, and political participation. Furthermore, based on the United Nations' Sustainable Development Goals (SDGs), the European Union's Gender Equality Index, and Taiwan's "Gender Equality Policy Guidelines" (amendment published in May 2021), this publication incorporates 52 main statistical indicators by sex that fall into six major aspects of gender equality - "Power, Decision-making, and Influence," "Employment, Economy, and Welfare," "Education, Media, and Culture," "Personal Safety and Justice," "Health, Medical Service, and Care," and "Environment, Energy, and Technology"; special attention is also paid to policies concerning disadvantaged peoples (e.g., indigenous peoples, new immigrants, senior citizens, people with disabilities, women and female children based in rural and remote communities, as well as homosexual, bisexual, transgender and intersex peoples). The statistical indicators are mapped according to the gender statistics provided by government agencies, to illustrate the achievements and differences by sex in various domains of development in Taiwan. "Gender at a Glance" aims to make gender issues more visible, using gender analysis to point out gender issues and develop solutions, while also making responses by incorporating government policy goals and strategies, so that the government can enact policies with gender issues in mind and achieve gender equality.

The indicators and data included in this publication encompass an extensive range of fields and subjects and could not have been gathered without the concerted efforts and coordination of numerous agencies. A special debt of gratitude is owed to all of the individuals who helped make this possible, and feedback and comments are always welcome.



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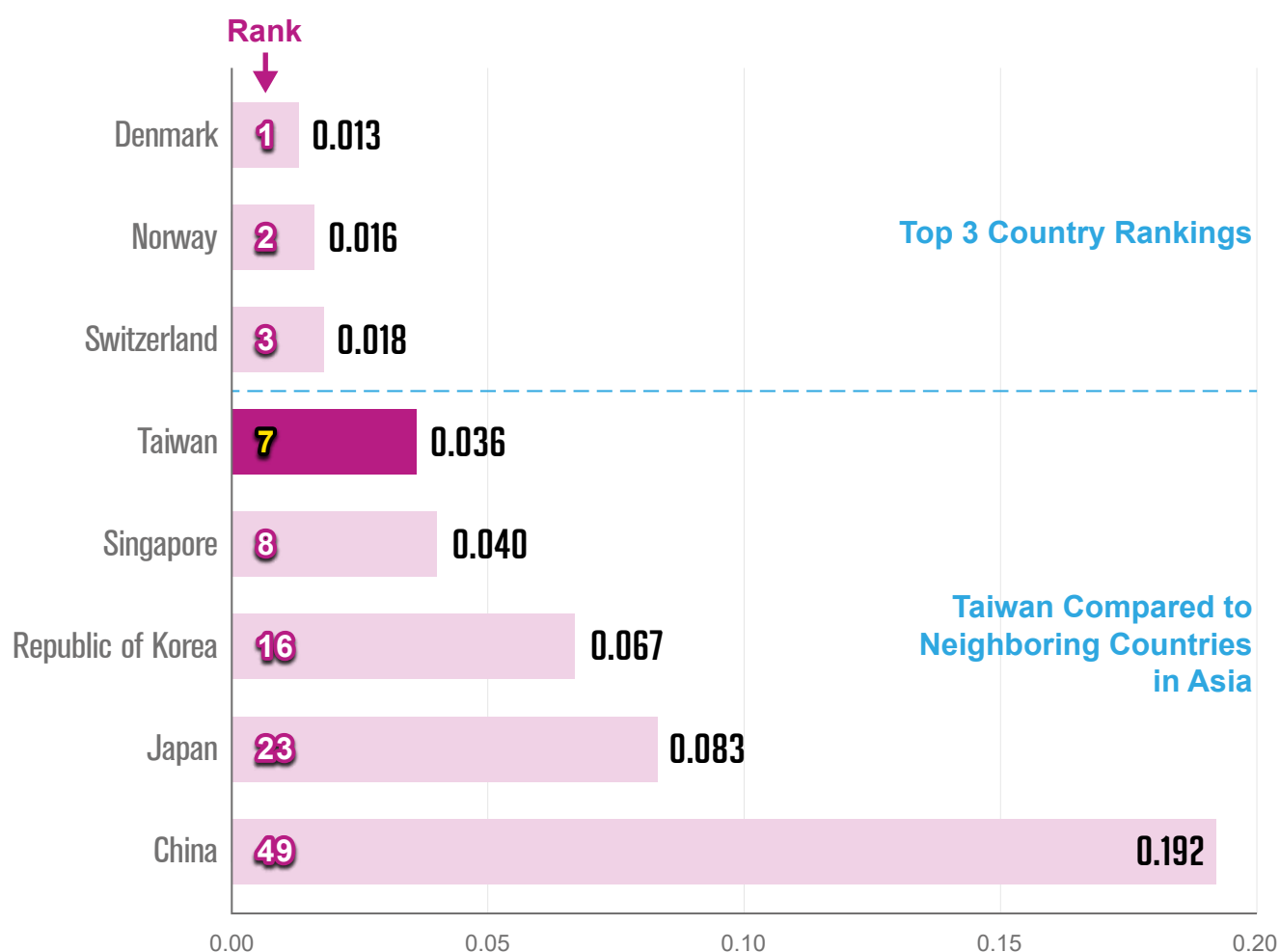
International comparisons

Gender Inequality Index, GII

Taiwan ranked 7th globally and 1st in Asia in the 2021 Gender Inequality Index (GII)

The United Nations Development Programme (UNDP) publishes the Gender Inequality Index (GII), which measures the development of gender inequality in countries all over the world by analyzing 5 indicators in the 3 dimensions of reproductive health, empowerment, and the labor market. In the GII global ranking, Denmark's GII value 0.013 ranked first (a lower value is better), followed by Norway's GII value 0.016, with Switzerland's GII value 0.018 coming in third. When compiling the available data for Taiwan into the GII calculation formula, Taiwan's GII value in 2021 was 0.036, representing an improvement from the performance last time (0.045 in 2019) and ranking 7th out of the 171 countries measured (1 place down from the previous year's rank) and 1st in Asia. Compared to most developed OECD member countries, Taiwan outperformed Iceland (0.043) and Germany (0.073).

GII Values and Rankings of Major Countries, 2021



In terms of reproductive health, it was observed that in 2017, Taiwan's maternal mortality ratio was 10 deaths per 100,000 live births, which is far lower than that of the People's Republic of China (29 deaths), on par with that of the Republic of Korea (11), and higher than that of Japan (5) and Singapore (8). Taiwan's adolescent birth rate (births per 1,000 women aged 15–19) was 3.4‰, which is higher than that of the Republic of Korea (2.2‰), Singapore (2.6‰), and Japan (2.9‰). In terms of empowerment, the female share of seats in Taiwan's parliament rose to 42.0% in 2021, far surpassing the share achieved in many other countries in Asia including Singapore, China, the Republic of Korea, and Japan (all of which had a proportion of fewer than 30%). In 2021, the proportion of women aged 25 and above with at least a secondary education was 83.7%, far lower than that of Japan (95.9%) and close to that of the Republic of Korea (83.1%) and Singapore (80.5%). As for the dimension of the labor market in Taiwan, in 2021, the labor force participation rate of women aged 15 and above was 51.5%, 15.4 percentage points lower than that of men; this is a smaller gender gap than that of Singapore, Japan, and the Republic of Korea (17.4, 17.7, and 19.0 percentage points, respectively).

Taiwan's Indicators in the Gender Inequality Index

Dimension	Indicator	Data year	Value
Reproductive Health	Maternal mortality rate (deaths per 100,000 live births)	2017	10.0
	Adolescent birth rate (births per 1,000 women aged 15–19) (‰)	2021	3.4
Empowerment	Share of seats in parliament (%)	2021	Female: 42.0 Male: 58.0
	Population with at least some secondary education (aged 25 and above) (%)	2021	Female: 83.7 Male: 91.7
Labor Market	Labor force participation rate of persons aged 15 and above (%)	2021	Female: 51.5 Male: 66.9

Source: Human Development Report 2021-22, published by the United Nations Development Programme(UNDP); Ministry of the Interior; Directorate General of Budget, Accounting, and Statistics, Executive Yuan; and Ministry of Health and Welfare.

Note: A lower GII value is more desirable (i.e., a value of 0 indicates zero inequality, while a value of 1 indicates extreme inequality). When Taiwan is included in the ranking, all nations ranking below Taiwan are moved down one place compared to the original report.



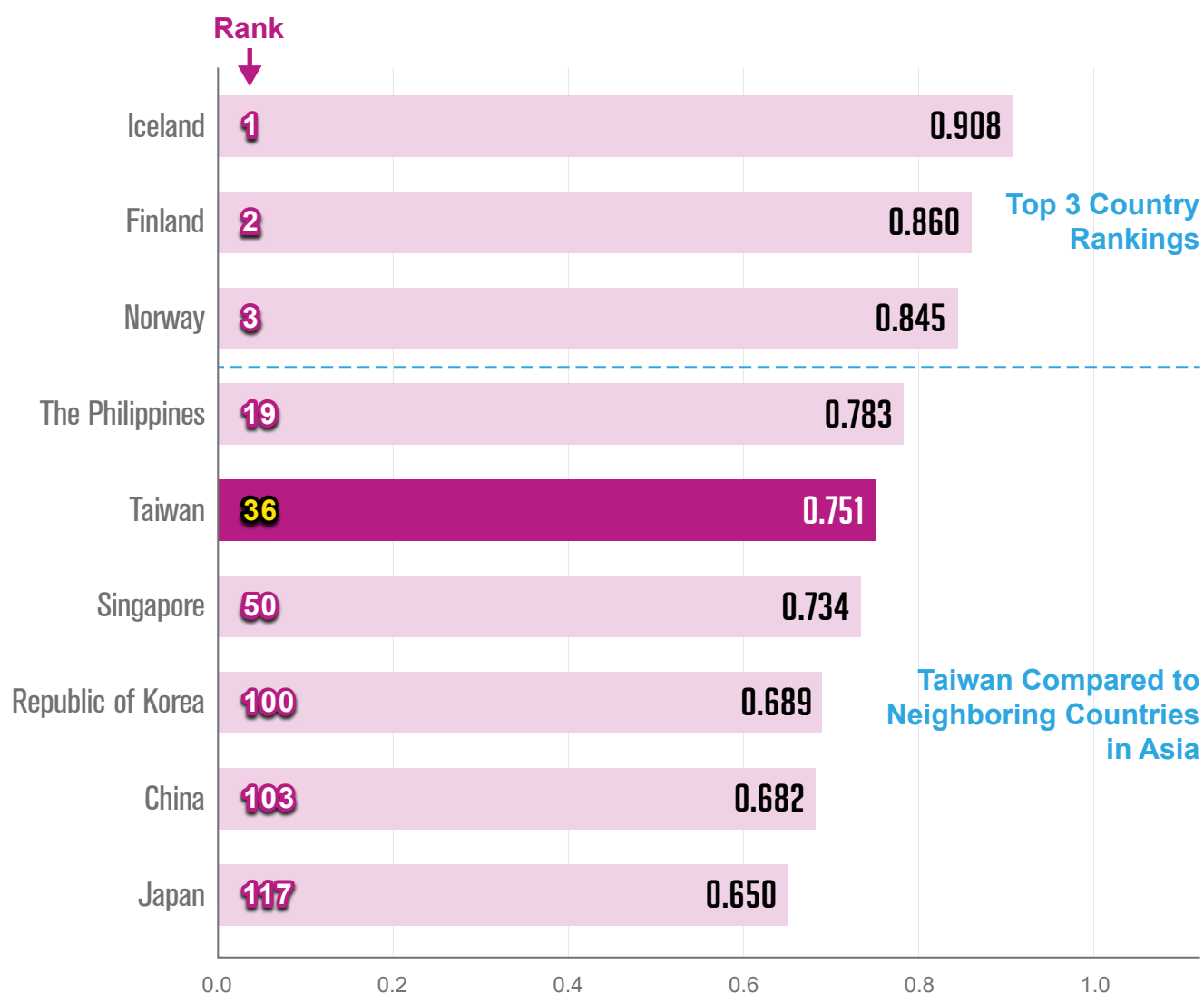
■ Gender Gap Index, GGI

In the 2022 Gender Gap Index (GGI), Taiwan ranked 36th globally in gender equality, up 2 places from 2021

Since 2006, the World Economic Forum (WEF) has been publishing the annual Global Gender Gap Report, which contains GGI that measures the extent of gender-based gaps through 14 variables of 4 subindexes: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment.

In 2022, the top three countries in the world were, in order, Iceland, Finland, and Norway. According to the GGI calculation formula, Taiwan's GGI score is 0.751, ranking 36 compared to the 146 countries in the report, which is up 2 places compared to that of 2021. Among the major Asian neighbors, the Philippines' score is 0.783 (19th out of 147 countries), Singapore 0.734 (50th out of 147 countries), the Republic of Korea 0.689 (100th), China 0.682 (103rd), and Japan 0.650 (117th).

GGI Values and Rankings of Major Countries, 2022



In terms of each subindex, Taiwan scored 0.732 for Economic Participation and Opportunity, which is lower than those of Asian neighbors such as the Philippines (0.794), Singapore (0.765), and China (0.741), but higher than those of the Republic of Korea (0.592) and Japan (0.564). Taiwan's score for Educational Attainment is 0.997 (on par with that of the Philippines), which is lower than that of Japan (1.000) but higher than that of Singapore (0.993), Republic of Korea (0.976), and China (0.936). For Health and Survival, Taiwan scored 0.969, which is lower than that of the Philippines (0.979), Republic of Korea (0.976), and Japan (0.973), but higher than that of Singapore (0.963) and China (0.940). For Political Empowerment, Taiwan scored 0.307, which is lower than that of the Philippines (0.360), but higher than that of Singapore (0.217), Republic of Korea (0.212), China (0.113), and Japan (0.061). Overall, Taiwan ranked 2nd in Asia (behind the Philippines), and achieved a better performance in "Political Empowerment" in particular.

Taiwan's Indices in the Gender Gap Index

Subindex	Calculation results	Indicator
Economic Participation and Opportunity	0.732	Labor force participation rate, wage equality for similar work, estimated earned income, legislators, senior officials & managers, and professional and technical workers
Educational Attainment	0.997	Literacy rate, net enrollment rate in primary education, gross enrollment rate in secondary & higher education
Health and Survival	0.969	Sex ratio at birth, healthy life expectancy
Political Empowerment	0.307	Women in parliament, women in ministerial positions, years with female head of state

Source: Global Gender Gap Report 2022, World Economic Forum; Department of Gender Equality, Executive Yuan.

Note:

1. The GGI score is the sum of two stages, calculated by converting the male and female data of each variable into female-to-male ratios (male = 1), then calculating by multiplying by the weights to get four subindex scores. The scores of the four subindexes are then averaged to get the overall index score. The subindex score and overall index score both fall between 0 and 1. The closer the score is to 1, the smaller the gender gap.
2. When Taiwan is included in the ranking, all nations scoring equally or below Taiwan are moved down one place compared to the original report.
3. According to the Global Gender Gap Report 2022, the variable of "net enrollment rate in secondary education" is changed to "gross enrollment rate in secondary education."

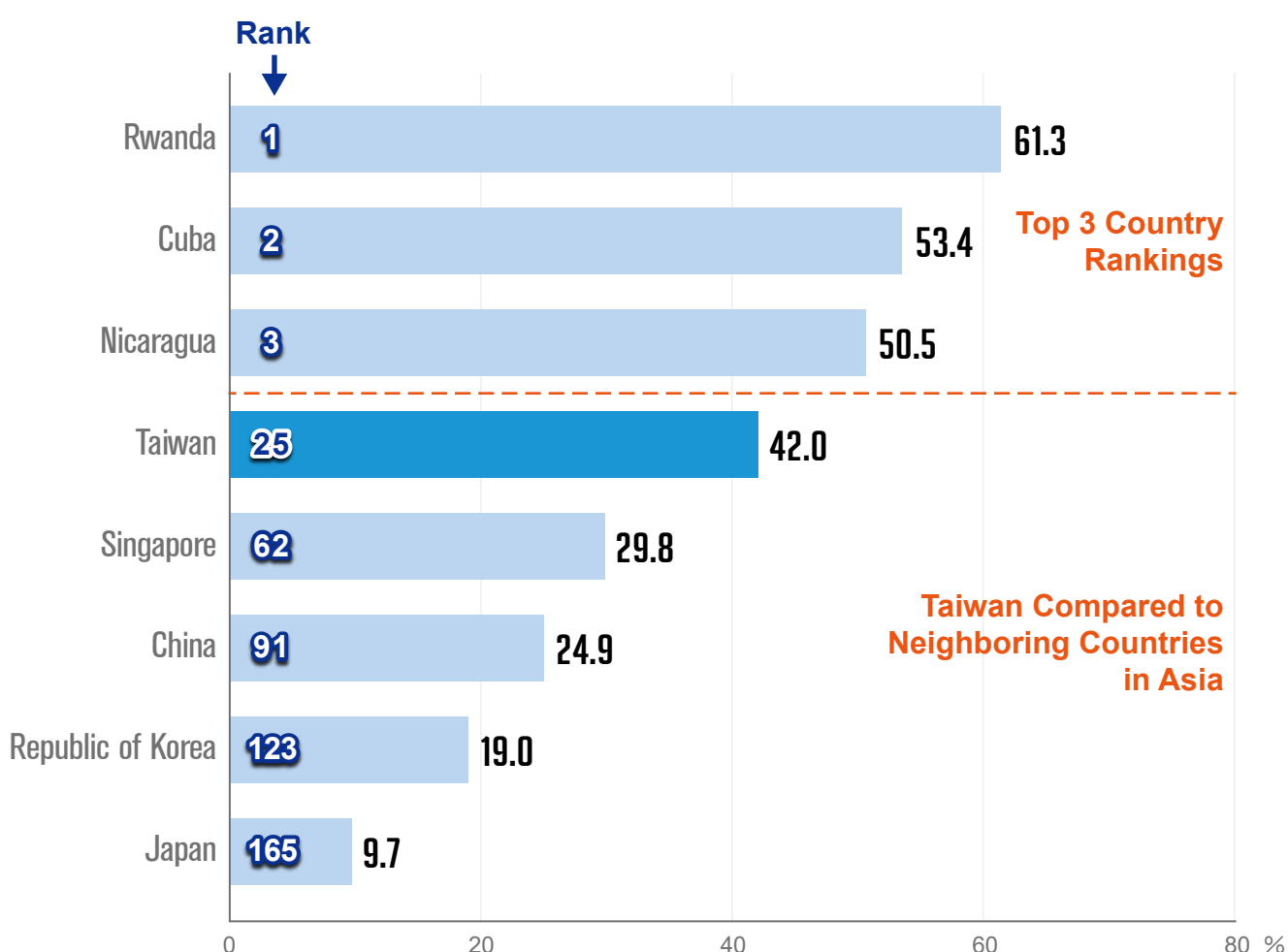


1. Power, Decision-Making, and Influence

■ The proportion of female legislators in Taiwan has exceeded 40%

To encourage women's participation in politics, Taiwan's electoral system includes reserved seats for women. Taiwan's proportion of female legislators was 42.0% as of the end of 2021. According to World Bank statistics, female legislators accounted for less than 20% of the legislatures in 38% of the 189 countries surveyed in 2021 (71 countries). Rwanda, Cuba, and Nicaragua had the highest proportion of female legislators, at over 50% each. If data from Taiwan is added to these statistics, Taiwan would rank 25th worldwide and 1st in Asia. Notably, after the by-election for the vacancy in the 10th Legislative Yuan held in January 2022, the proportion of female legislators has reached a historical high at 42.5%.

Proportion of Female Legislators in Major Countries, 2021



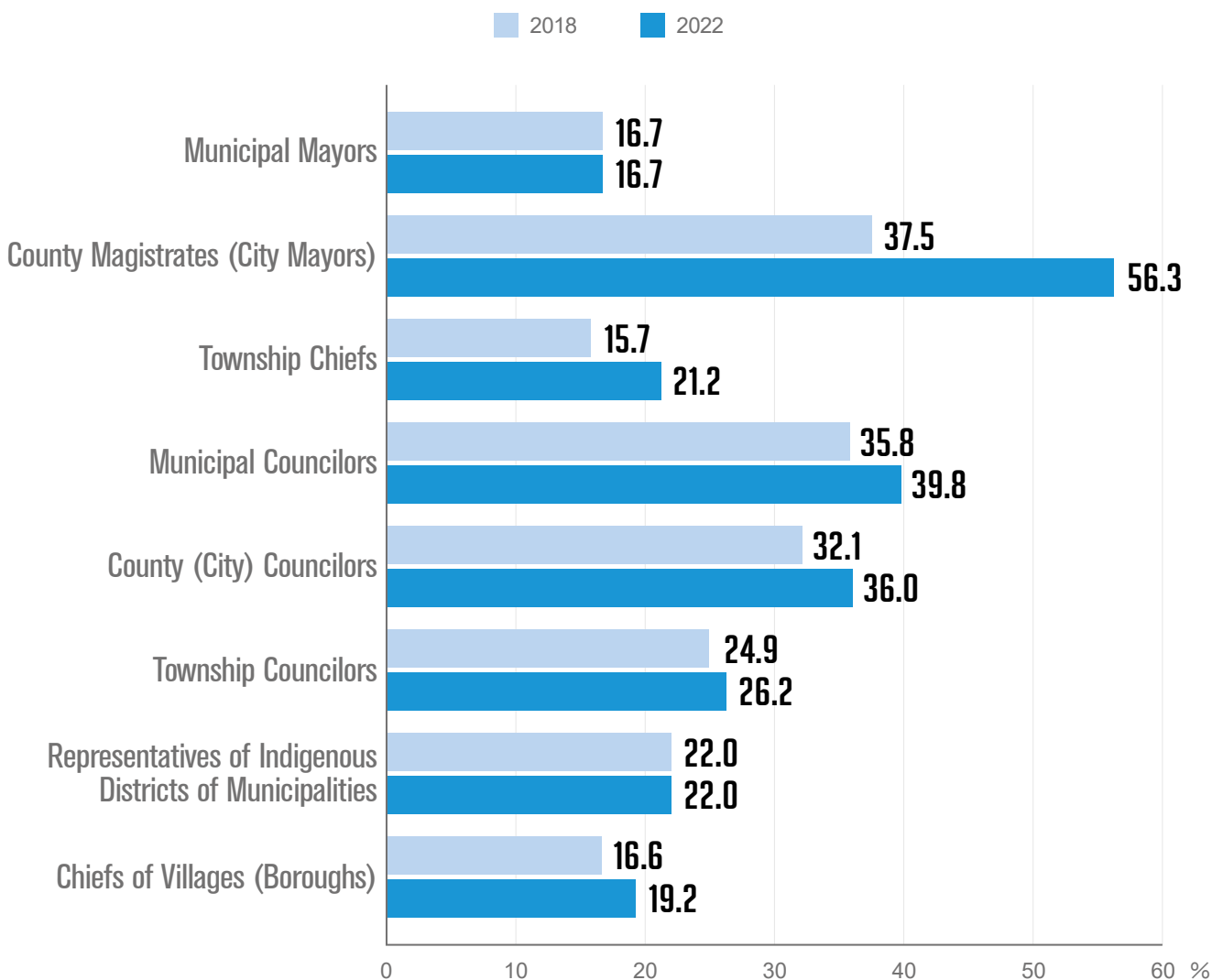
Source: The World Bank; Ministry of the Interior.

Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.

■ Proportions of women serving as local government heads and elected representatives has hit record high, further expanding women's power and political participation

As the results of the Taiwanese local elections held in November and December 2022 show, women accounted for 16.7% of elected municipal mayors, which is the same as the previous election (in 2018). The proportion of women among elected county magistrates(city mayors) exceeded 50% for the first time, reaching 56.3% and increasing by 18.8 percentage points compared to that of the previous election. The percentage of women among elected township chiefs was 21.2%, up 5.5 percentage points from the previous election. In terms of local elected representatives, women accounted for 39.8% of elected municipal councilors, 36.0% of county (city) councilors, 26.2% of township councilors, and 19.2% of chiefs of villages (boroughs), increasing by 4, 3.9, 1.3, and 2.6 percentage points, respectively, since the previous election. The percentage of female representatives of indigenous districts of municipalities is 22.0%, the same as the previous period.

Percentages of Women Serving as Local Government Heads and Elected Representatives (%)



Source: Central Election Commission.

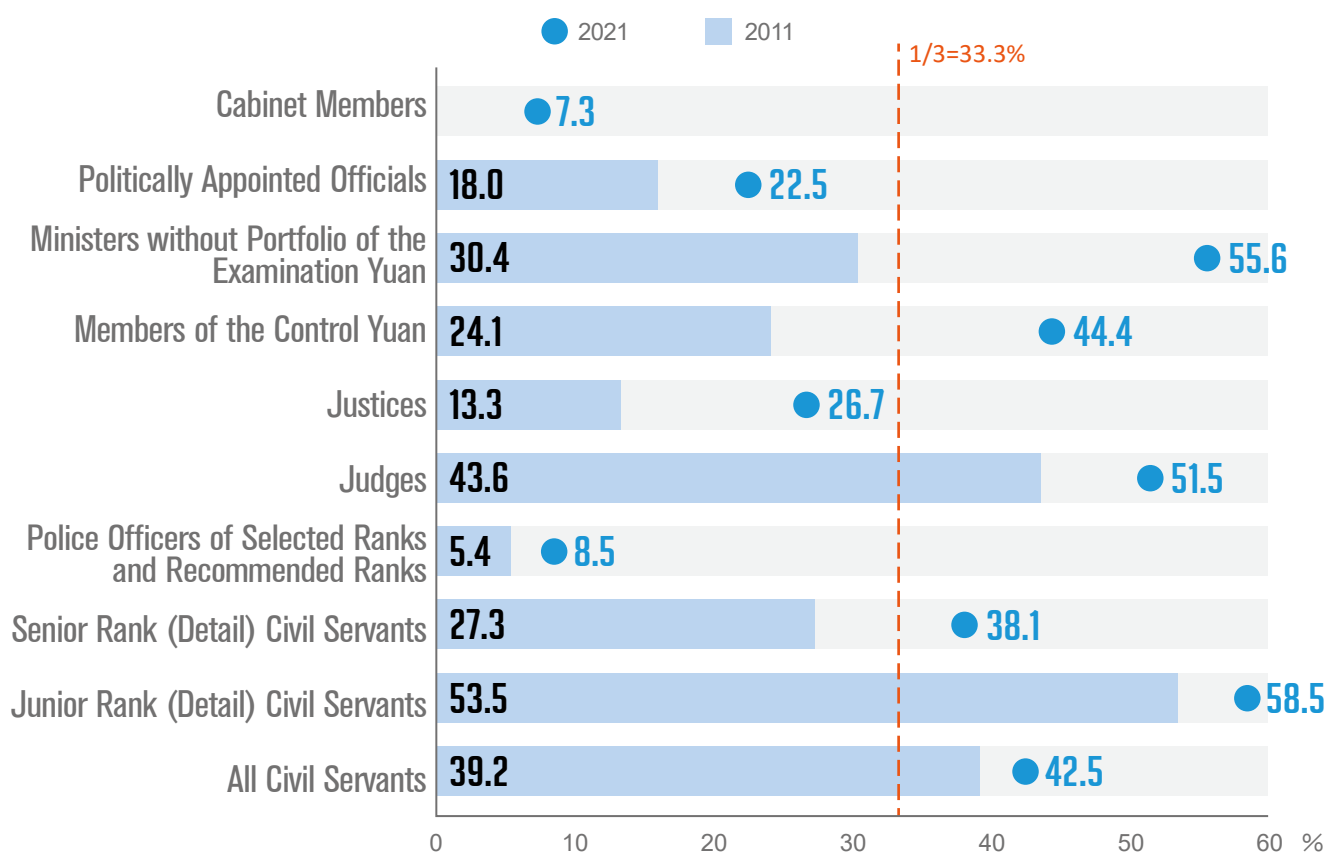
Note: The passage of the Local Government Act in 1999 required that there must be at least 1 woman elected as municipal councilor, county (city) councilor, and township councilor for every 4 seats available, and for every additional 4 seats, the minimum number of women elected shall increase by 1. Because a portion of counties and cities were rezoned into municipalities in 2011, the corresponding townships were changed to districts. This means the chief administrators are required by law to be appointed by the mayors, and hence such positions are not the result of elections.



■ Over the past decade, percentage of women's participation in government sector decision-making has increased; power and influence gap between men and women in national affairs has gradually narrowed

In order to increase opportunities and channels for women to participate in decision-making, the government sector continues to promote the one-third gender rule based on the principle of proportionality. The proportion of women among cabinet members in 2021 (7.3%) fell considerably short of the one-third gender rule. Female politically appointed officials were at 22.5%, still less than 1/3. As for decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan, women accounted for over 40% of the Ministers without Portfolio of the Examination Yuan, members of the Control Yuan, and judges, but only 26.7% of justices. As for police officers of selected ranks and recommended ranks, women only accounted for 8.5% of all officers of these ranks. As for civil servants, women accounted for 42.5% of all civil servants in Taiwan and 38.1% of all senior rank (detail) civil servants. Meanwhile, women accounted for 40.6% of civil servants at the director level. As of July 2022, women accounted for 18.0% of second-level agency political deputy ministers, 23.1% of administrative deputy ministers, 41.4% of chiefs of staff, 37.1% of directors of first-level units, and 23.3% of chiefs of third-level agencies under the Executive Yuan. Among them, chiefs of staff and directors of units of second-level agencies have reached a 1/3 gender ratio.

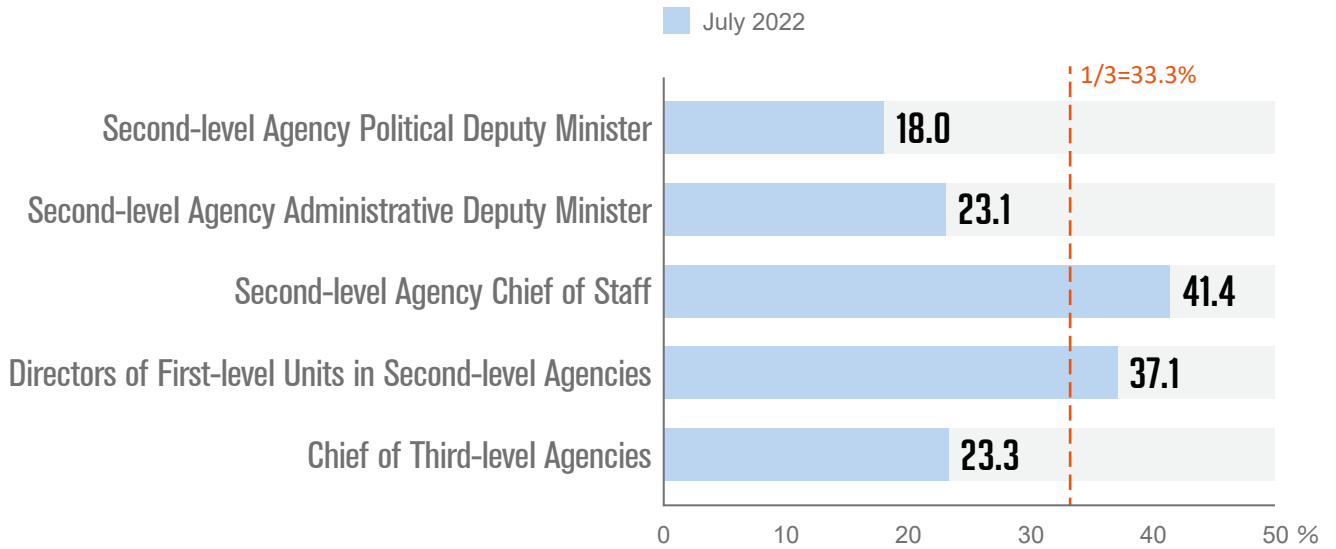
Status of Women's Participation in Decision-making in the Government Sector



Source: Judicial Yuan; Examination Yuan; Control Yuan; official website of the Executive Yuan; Ministry of Civil Service; Directorate-General of Personnel Administration, Executive Yuan; and National Police Agency, Ministry of the Interior.

Note: Ministers without Portfolio of the Examination Yuan include initial appointments in the current session along with the ministers currently in office without accounting for resignations or transfers. Judges include members of the Public Functionary Disciplinary Sanction Commission (reorganized as the Disciplinary Court as of July 17, 2020), excluding justices; the numbers of justices and judges exclude those with preferential treatment. Cabinet members include the Premier, Vice Premier, Minister without Portfolio, Secretary-General, and Spokesperson of the Executive Yuan, as well as the heads of 31 ministries and departments (excluding the Taiwan Council for US Affairs and the Ill-gotten Party Assets Settlement Committee). Each position is counted only once.

1. Power, Decision-Making, and Influence



Source: Directorate-General of Personnel Administration, Executive Yuan

Note:

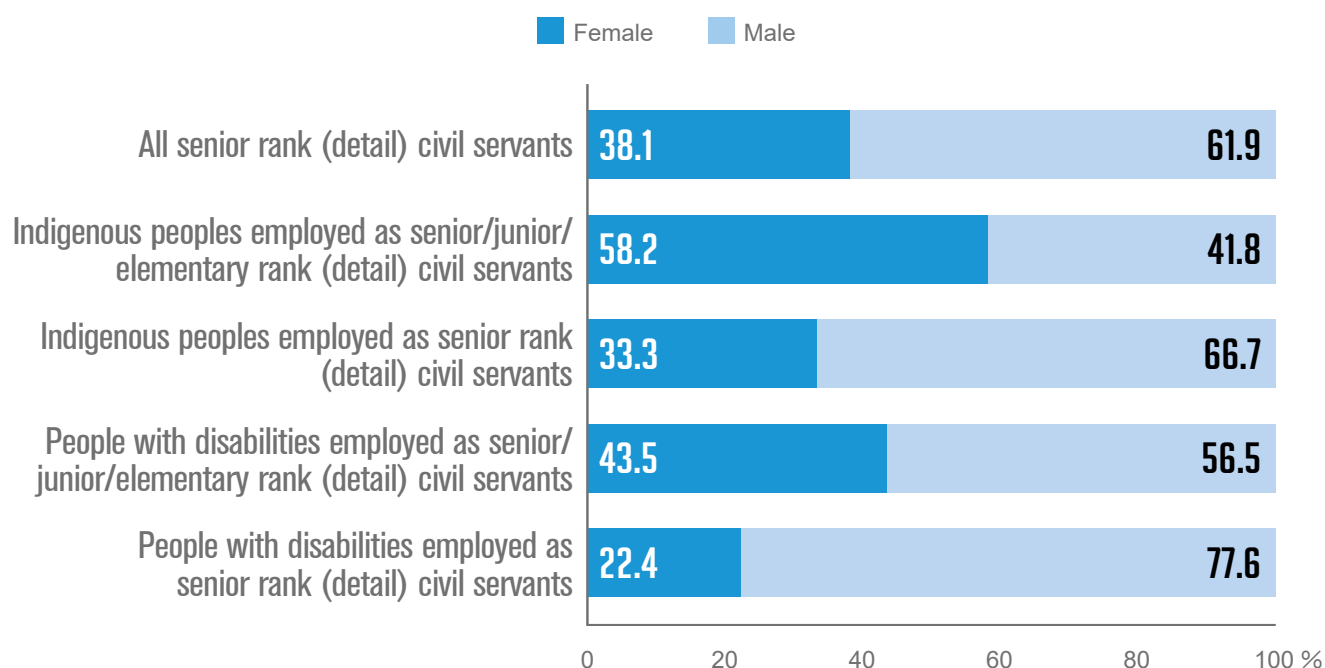
1. Political Deputy Ministers, Administrative Deputy Ministers, and chiefs of staff are the deputy heads and chiefs of staff of the second-level agencies of the Executive Yuan and equivalent central-level independent agencies. They do not include the Taiwan Council for US Affairs. Each position is counted only once. (The Ill-gotten Party Assets Settlement Committee is a third-level agency)
2. The heads of second-level agencies of the Executive Yuan are the heads of the second-level agencies of the Executive Yuan and equivalent central-level independent agencies (including centralized personnel), but do not include the Taiwan Council for US Affairs, Ill-gotten Party Assets Settlement Committee, Taiwan Transportation Safety Board, and overseas offices. Each position is counted only once.



■ Proportions of indigenous women and women with disabilities employed as senior rank (detail) civil servants are both lower than those of men

Among the 10,144 senior rank (detail) civil servants in 2021, 54 and 152 were indigenous peoples and with disabilities, respectively, both of which accounted for less than 2%, and there were only 18 and 34 women for these two groups, respectively. According to the statistics of these two groups of civil servants, women represented 58.2% of the 3,576 indigenous peoples employed as senior/junior/elementary rank (detail) civil servants, over men's 41.8%, but they only represented 33.3% of senior rank (detail) civil servants. Women with disabilities represented 43.5% of the 5,292 senior/junior/elementary rank (detail) civil servants and 22.4% of senior rank (detail) civil servants. These numbers show a lower representation than men in senior rank (detail) civil servants for these two groups as well as a lower representation than that of women in the total civil servants and the national average for women among senior rank (detail) civil servants (38.1%).

Proportion of People with Disabilities and Indigenous Peoples Employed as Senior Rank (Detail) Civil Servants, by Sex, 2021

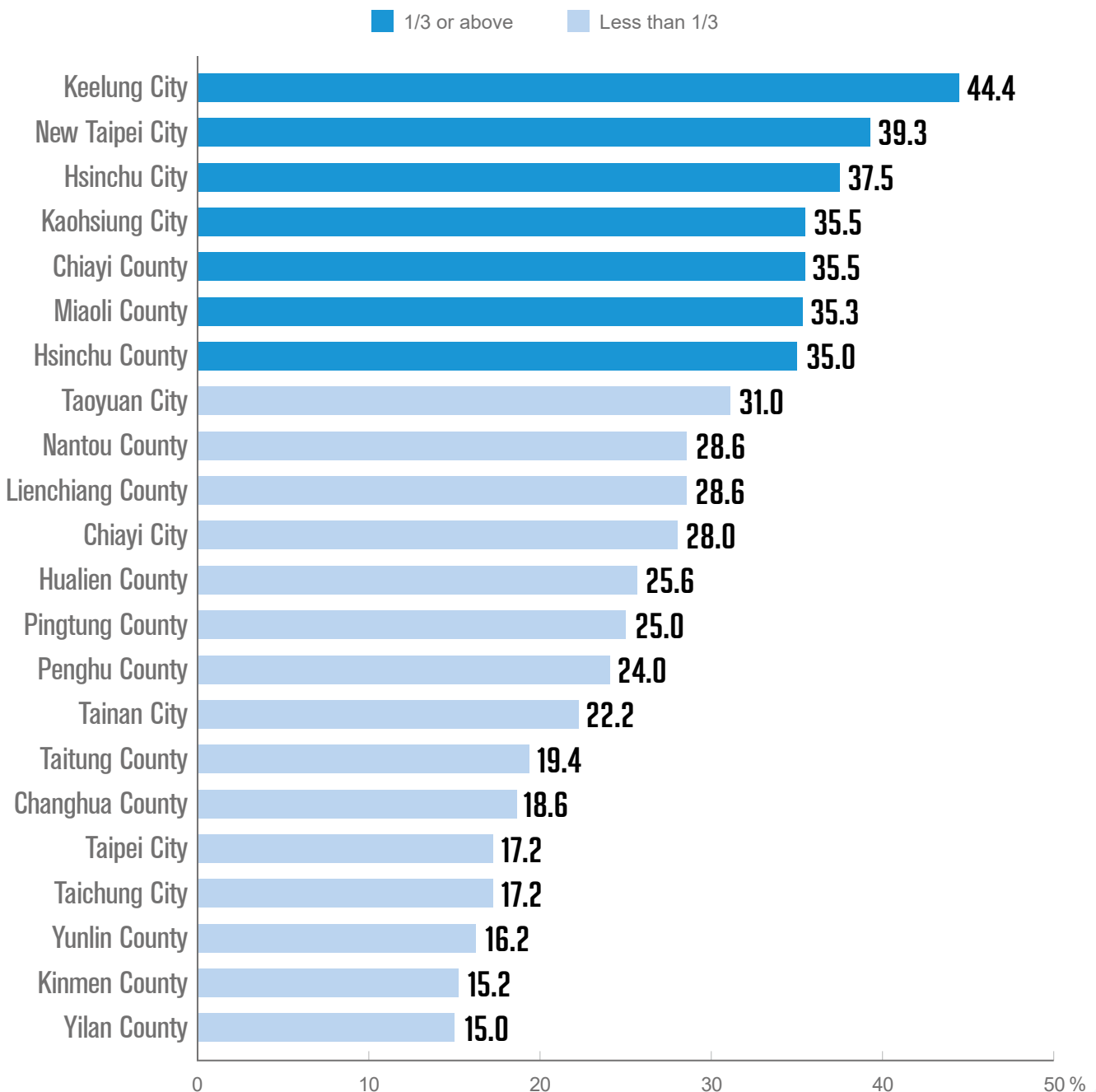


Source: Ministry of Civil Service.

■ Significant improvements need to be made to bridge the gender gap of the heads of first-level units and subordinate agencies of local governments

As of the end of 2021, women accounted for 26.7% of the heads of first-level agencies and subordinate agencies of local governments, which is an increase of 4.7 percentage points compared to 2016 (22.0%). In particular, women accounted for over 1/3 of officials in the governments of Keelung City, New Taipei City, Hsinchu City, Kaohsiung City, Chiayi County, Miaoli County, and Hsinchu County, while accounting for less than 20% of official positions in the governments of Taitung County, Changhua County, Taipei City, Taichung City, Yunlin County, Kinmen County, and Yilan County.

Overview of Women as the Heads of First-Level Agencies and Subordinate Agencies of Local Governments, 2021



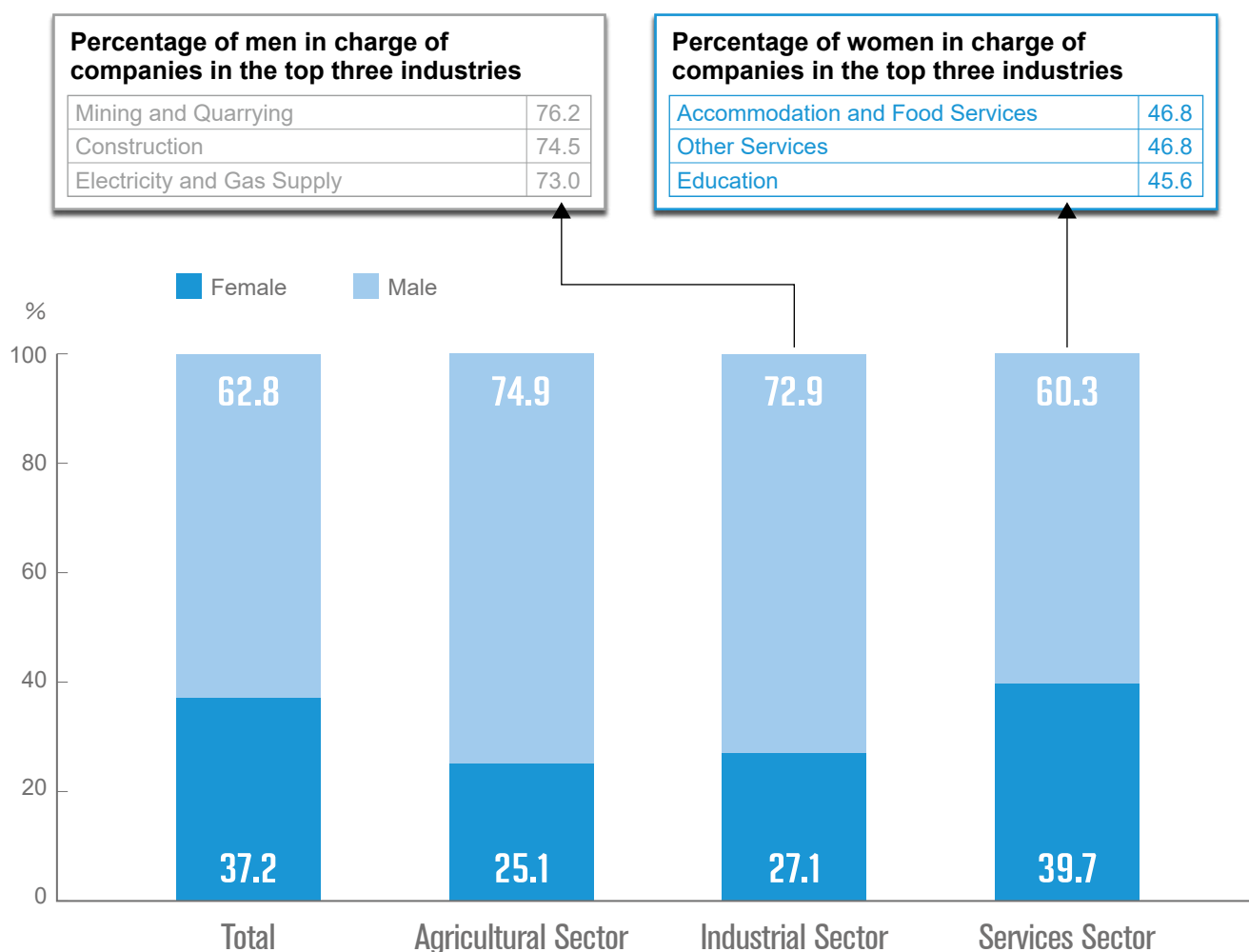
Source: Directorate-General of Personnel Administration, Executive Yuan.



■ Numbers of women serving as legal representatives of small and medium enterprises have continued to increase; roles of women in economic participation and decision-making levels are expanding

Small and medium enterprises (SMEs) play a pivotal role in Taiwan's economy. With respect to the gender proportion of legal representatives of SMEs in Taiwan in 2021, 586,000 companies (37.2% of the total) were headed by women, an increase of 112,000 companies compared to 2012, which is an increase of more than 20%. In terms of industry category, women accounted for nearly 40% of companies' responsible persons in the services sector, which is higher than the 25.1% of the agricultural sector and the 27.1% of the industrial sector. Female responsible persons accounted for 35% or more in many sectors in the service industry, with accommodation and food services activities, and other services activities leading the way at 46.8%, followed by 45.6% in the education sector.

Overview of Persons in Charge of Small and Medium Enterprises, 2021



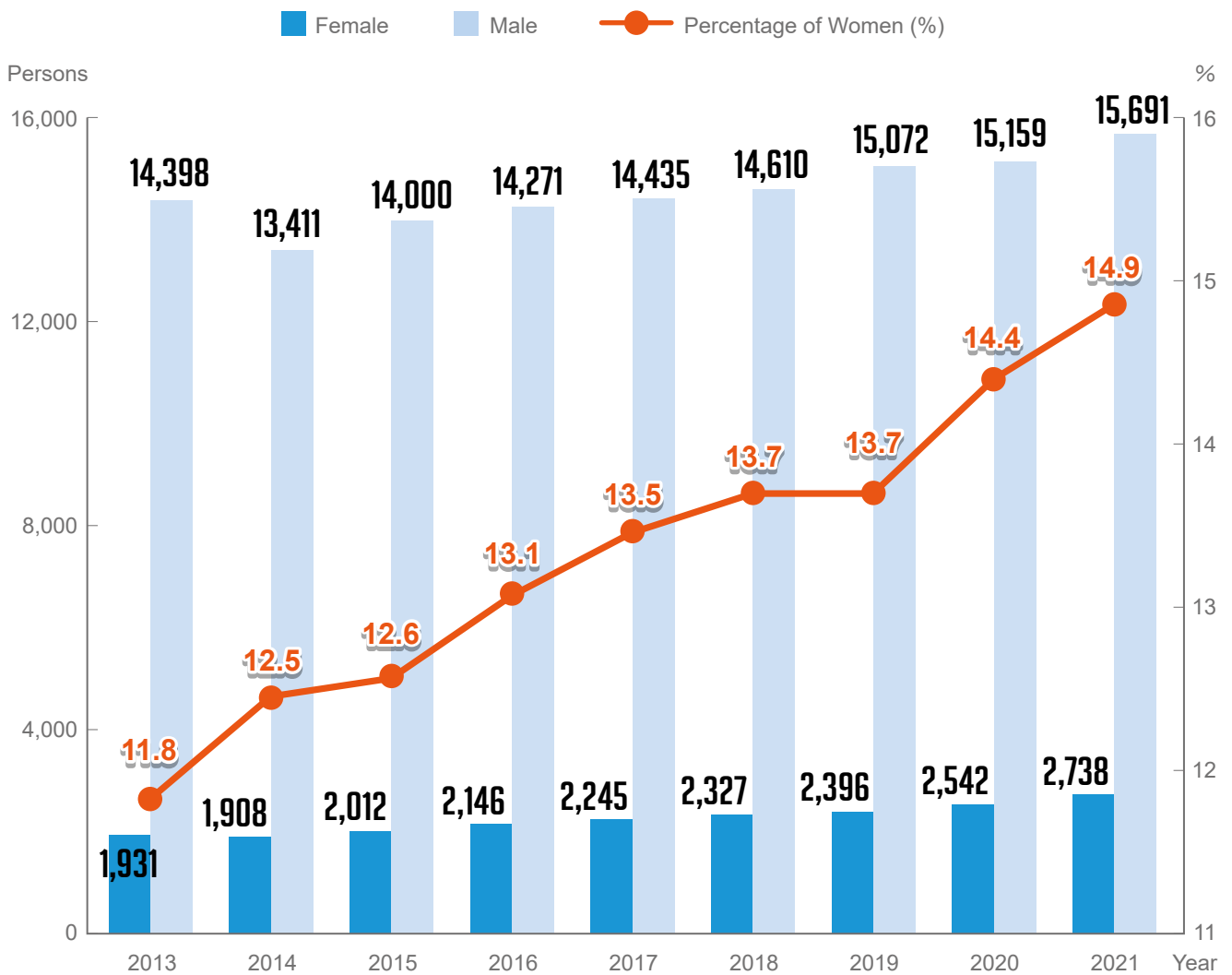
Source: Ministry of Economic Affairs.

Note: Cases where the responsible person of a small and medium enterprise is a legal entity or foreign individual were left out of the statistics. Agricultural Sector refers to "Agriculture, Forestry, Fishing and Animal Husbandry." Industrial Sector includes "Mining and Quarrying," "Manufacturing," "Electricity and Gas Supply," "Water Supply and Remediation Activities," and "Construction." Services Sector includes "Wholesale and Retail Trade," "Transportation and Storage," "Accommodation and Food Services Activities," "Information and Communication," "Finance and Insurance," "Real Estate Activities," "Professional, Scientific and Technical Activities," "Support Services Activities," "Education," "Human Health and Social Work Activities," "Arts, Entertainment and Recreation," and "Other Services Activities."

■ The proportion of female directors at public companies has increased slightly but is still far behind that of men

In 2021, there were 2,738 female directors of public companies (including TWSE and TPEX listed companies), accounting for 14.9% of the total; whereas there were 15,691 male directors, or 85.1% of the total. As compared to 2013, this represents an increase of 807 female directors, or an increase of 3.1 percentage points; but the ratio of women to men is still low, showing that a gender gap remains at the decision-making level of public companies.

Number of Directors of Public Companies and the Proportion of Female Directors



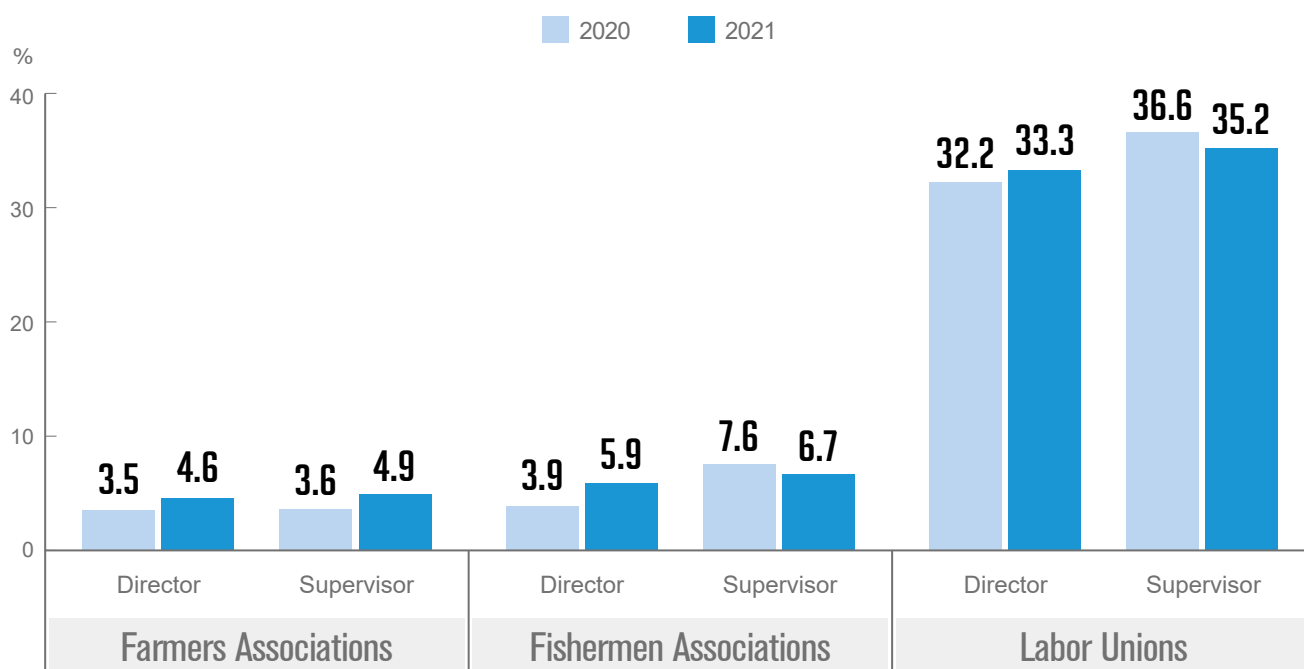
Source: Financial Supervisory Commission.



■ Proportion of women in decision-making positions in social organizations still falls far behind that of men

In 2021, women accounted for 33.5%, 50.1%, and 48.8% of members in farmers associations, fishermen associations, and labor unions, respectively. In farmers associations, women accounted for 4.6% and 4.9% of directors and supervisors, respectively; in fishermen associations, women accounted for 5.9% and 6.7% of directors and supervisors, respectively. This shows that the percentages of women serving as directors and supervisors have increased overall since 2020, except for a slight decrease in the number of female supervisors of fishermen associations. However, there are still large gender gaps that have a lot of room for improvement. As for labor unions, in 2021, 33.3% and 35.2% of their directors and supervisors were women, thus fulfilling the 1/3 gender rule. In particular, the number of female directors increased by 1.1 percentage points, while that of female supervisors decreased by 1.4 percentage points.

Percentage of Female Directors and Supervisors in Farmers Associations, Fishermen Associations and Labor Unions



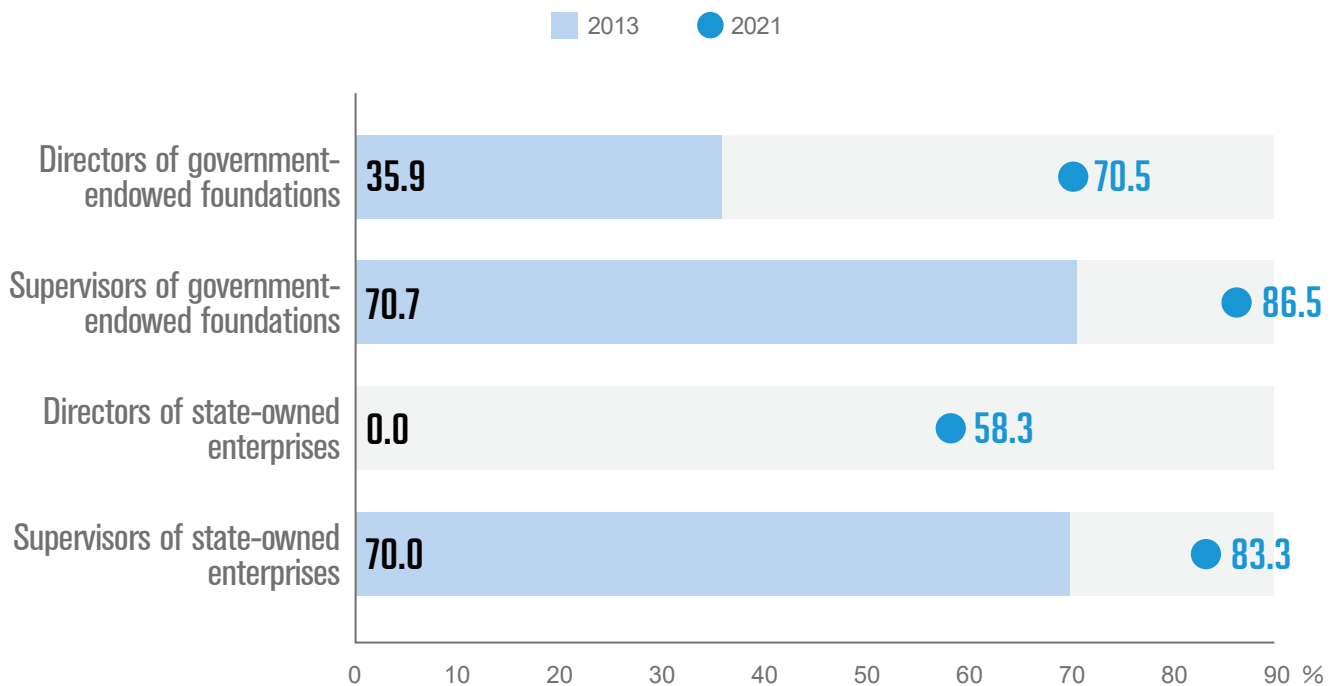
Source: Council of Agriculture, Executive Yuan; Ministry of Labor.

Note: The numbers of union directors and supervisors have been counted separately since 2020.

■ Percentage of director/supervisor positions of government-endowed foundations and state-owned enterprises adhering to the one-third gender rule leaves room for improvement

According to 2021 statistics, 70% of government-endowed foundations and nearly 60% of state-owned enterprises have achieved a 1/3 gender ratio for directors, while over 80% of government-endowed foundations and state-owned enterprises have achieved 1/3 gender ratio for supervisors. The percentage of directors of government-endowed foundations has doubled (from 35.9% in 2013 to 70.5%), and that of supervisors has increased by 15.8 percentage points (from 70.7% to 86.5%), while the percentage of directors of state-owned enterprises has increased from 0% in 2013 to 58.3%, and that of supervisors has increased from 70.0% to 83.3%. There is some room for further improvement.

Percentage of Director/Supervisor Positions of Government-Endowed Foundations and State-Owned Enterprises Adhering to the One-Third Gender Rule



Source: Directorate-General of Personnel Administration, Executive Yuan; Department of Gender Equality, Executive Yuan.

Note: The audit committee has been included in the tally of supervisors of state-owned enterprises since December 2019.

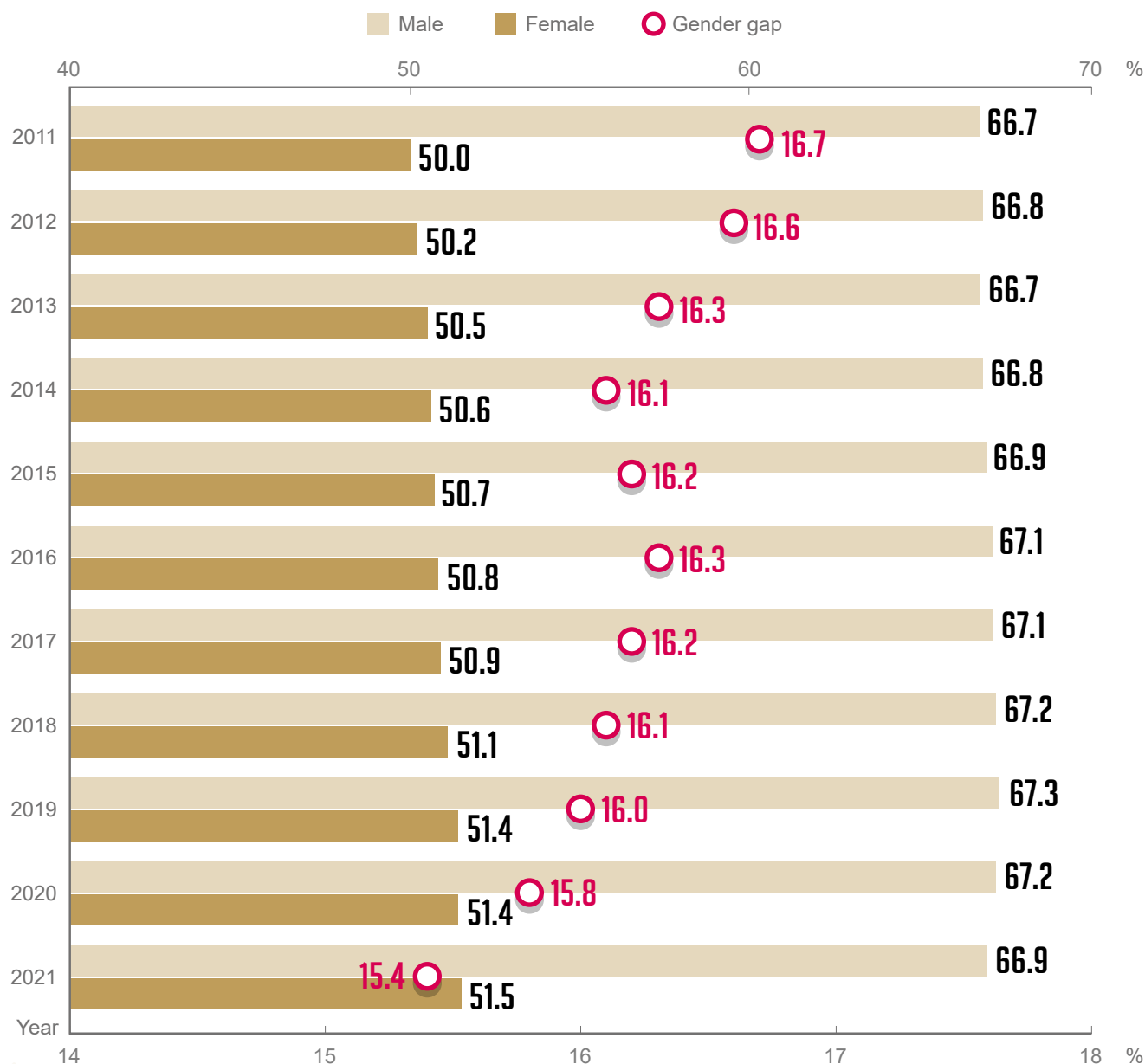


2. Employment, Economy, and Welfare

■ Taiwan's female labor force participation rate has been steadily growing over the years, with gender gap being progressively narrowed

In 2021, Taiwan's male labor force participation rate was 66.9%, 0.2 percentage points higher than that of 2011, while its female labor force participation rate was 51.5%, 1.5 percentage points higher than that of 2011. Taiwan's female labor force participation rate has historically been lower than that of men, but it has been showing a year-by-year growth trend, while the male labor force participation rate has been fluctuating within the 0.6 percentage-point gap between the peak in 2019 and the low point in 2011. This has led to a gradual shrinking of the gender gap in labor force participation, from 16.7 percentage points in 2011 to 15.4 percentage points in 2021.

Taiwan's Male and Female Labor Force Participation Rates and Gender Gap Over the Years

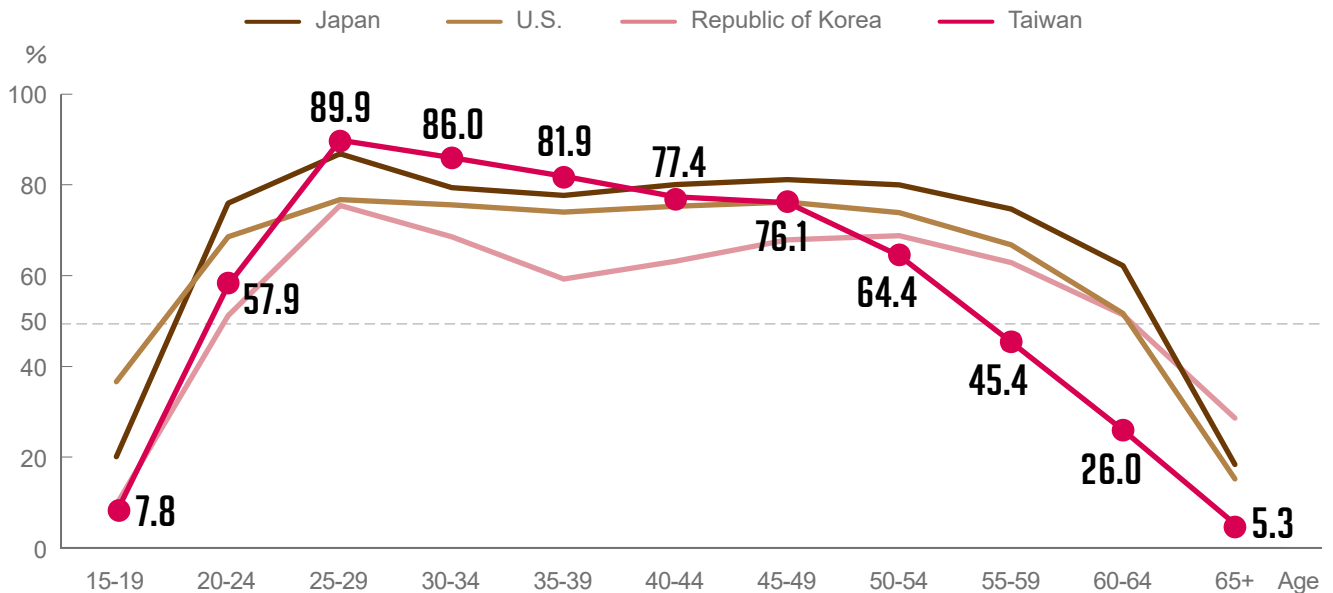


Source: Ministry of Labor; Directorate-General of Budget, Accounting and Statistics, Executive Yuan.

■ **After reaching a peak among the 25-29 age group, women's labor force participation rate in Taiwan steadily decreases, with lower participation rate for middle-aged and senior citizens than other major countries, but is climbing back in recent years**

In 2021, the labor participation rate among females aged 15 and above was 51.5%. When observed by age group, the labor participation rate of women in Taiwan aged 25-29 reaches a peak at 89.9%, which is higher than that of other major countries. As age increases, however, due to factors such as marriage and pregnancy, the participation rate rapidly declines, with a 64.4% participation rate among women aged 50-54, and less than 50% among women aged 55 and above, lower than that of other major countries. In 2021, the labor participation rate among women aged 45-64 in Taiwan was 53.2%, which is about 1.0 percentage points higher than 52.3% in 2020. In recent years, the labor participation rate of women in Taiwan has been growing year by year for middle-aged and senior citizens, which is close to that of other countries and shows signs of recovery.

Female Labor Force Participation Rate in Major Countries in 2021, by Age Group



Source: Ministry of Labor.

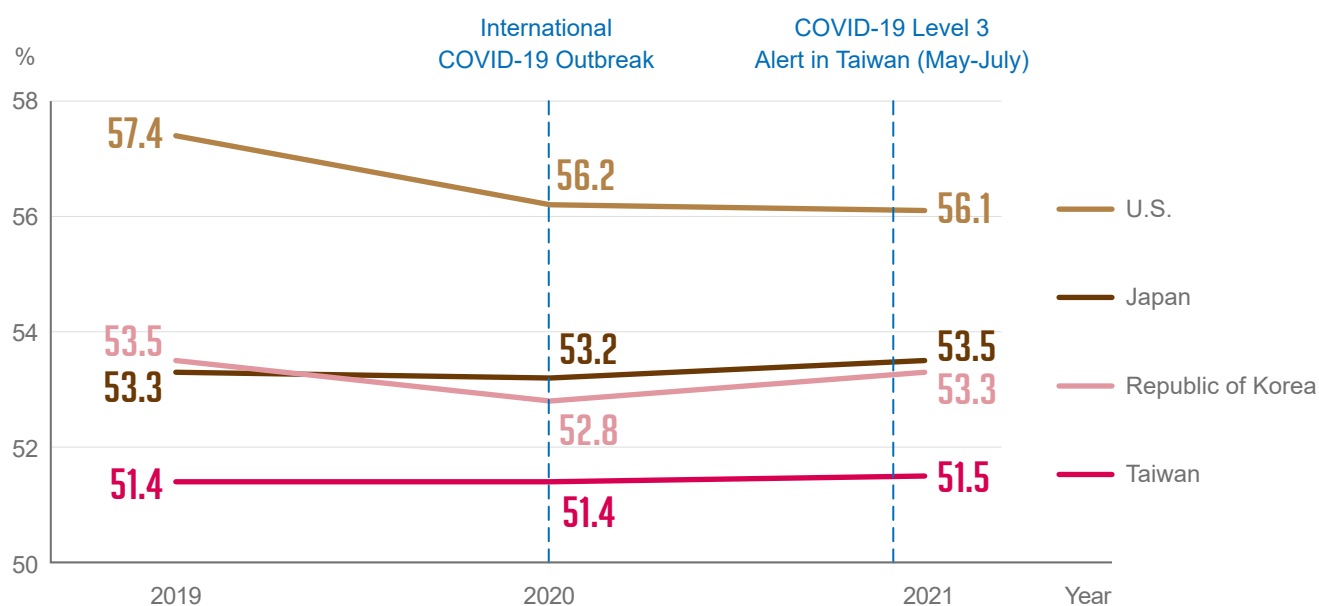
Note: In the U.S., the labor force participation rate for individuals aged 15-19 refers to the labor force participation rate of individuals aged 16-19.



■ Taiwan's female labor force participation rate has been steadily growing under the COVID-19 pandemic despite being lower than that of other major countries

Although the female labor force participation rate in Taiwan is lower than that of other major countries such as the United States, Japan, and the Republic of Korea, it has been steadily growing under the COVID-19 pandemic in the past three years, while that of other countries saw fluctuations or declines.

Female Labor Force Participation Rate in Major Countries, 2019-2021



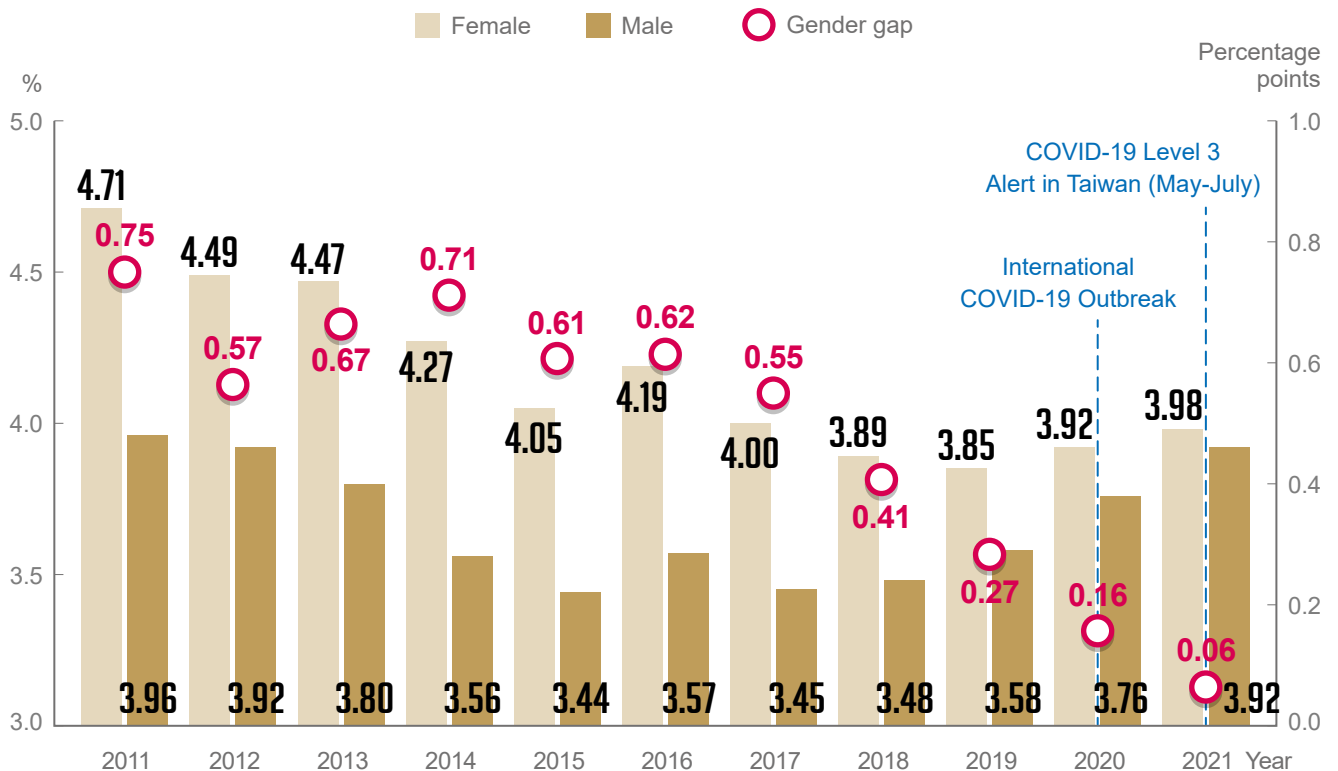
Source: Ministry of Labor.

Note: Labor Force Participation Rate (%) = Labor Force / Civilian Population Aged 15 and Above × 100.

■ Unemployment rate among men in Taiwan has been higher than that of women over the years, but women's unemployment rate has risen more than men's during the pandemic

In 2021, the unemployment rate among women in Taiwan was 3.92%, a decrease of 0.04 percentage points from 3.96% in 2011. The lowest unemployment rate among women in the last 10 years was 3.44% in 2015; however, since 2018, the female unemployment rate has been on the increase. The unemployment rate among men has dropped from 4.71% in 2011 to 3.98% in 2021, which is 0.73 percentage points lower. The unemployment rate among men has been higher than that of women over the years. However, due to the larger increase in the unemployment rate among women under the COVID-19 pandemic, the gender gap in unemployment rate has shown a narrowing trend in recent years.

Taiwan's Male and Female Unemployment Rates and Gender Gap Over the Years



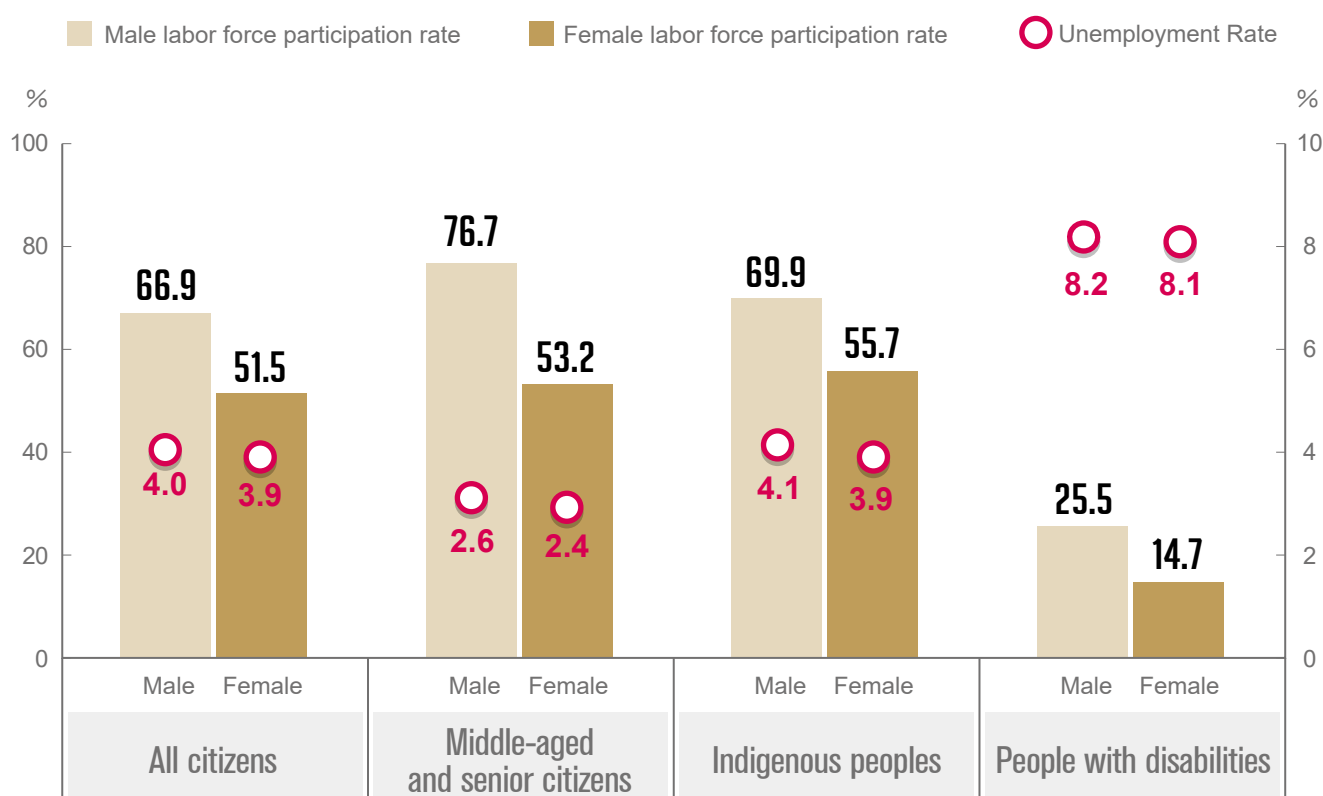
Source: Directorate-General of Budget, Accounting and Statistics, Executive Yuan.



■ The gender gap in labor force participation rate and unemployment rate is the largest for middle-aged and senior citizens; women with disabilities have lower labor force participation rate and higher unemployment rate compared to the national average for women

The men's labor force participation rate is higher than that of women in all groups. The largest gender gap, 23.5 percentage points, is among middle-aged and senior citizens. However, compared to 2011, the participation rate of women among middle-aged and senior citizens rose by 7.7 percentage points (while that of men rose by 1.14 percentage points), indicating a narrowing gender gap in labor force participation over the years. In 2021, the labor force participation rate of women for indigenous peoples was 55.7%, which was higher than the national female average (51.5%); the labor force participation rate of women with disabilities was 14.7% in May 2019, which was significantly lower than the national average for women. As for the unemployment rate, although men's unemployment rate is higher than women's unemployment rate across all social groups, the gender gap is the largest for middle-aged and senior citizens and indigenous peoples at 0.2 percentage points. The unemployment rate of women with disabilities (8.1% in May 2019) was roughly two times that of the national average for women.

Labor Force Participation and Unemployment Rates by Groups and Sex



Source: Labor Survey of People with Disabilities, Ministry of Labor; Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Employment Survey of Indigenous Peoples, Council of Indigenous Peoples.

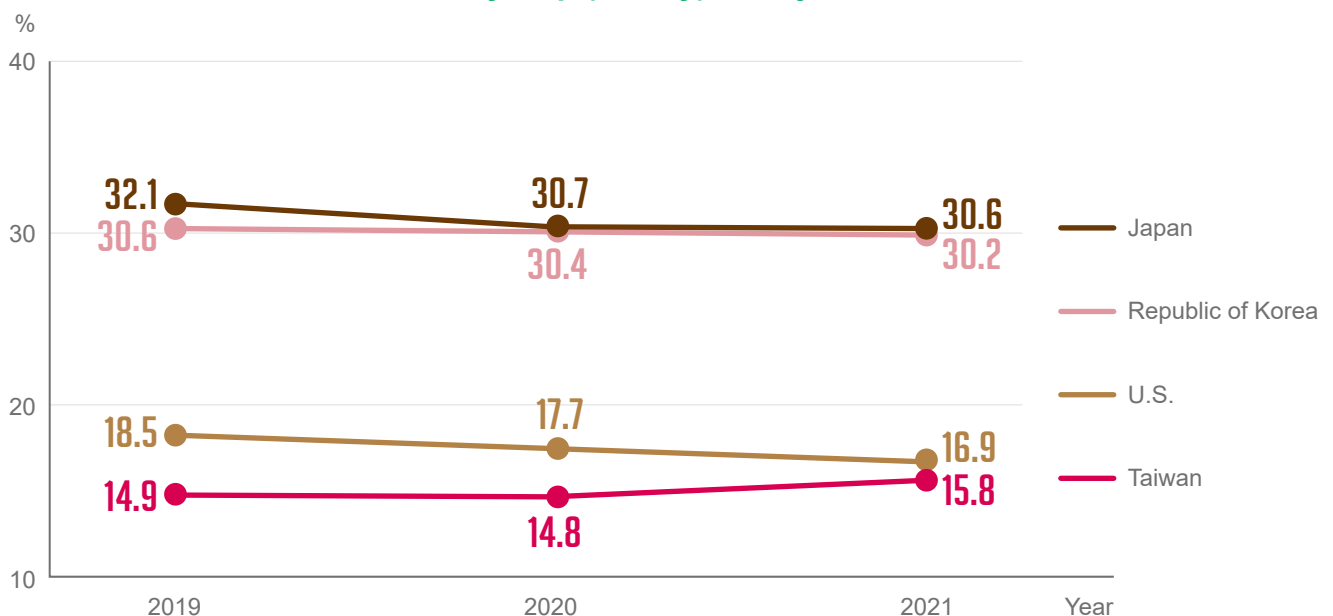
Note:

1. "All citizens" refers to members of the civilian population who are aged 15 and above; "middle-aged and elderly" refers to members of the civilian population from 45 to 64 years of age.
2. "All citizens" and "indigenous employed persons" are based on data from 2021; "employed persons with disabilities" is based on data from May 2019.

■ In Taiwan, the gender gap in hourly earnings widened in 2021 compared to the previous year, but has been lower than that of the United States, Japan, and the Republic of Korea over the years

Taiwan's gender pay gap was 15.8% in 2021, an increase of 1 percentage point compared to 14.8% in 2020. This was due to the lower pay raise for women than that of men, to the economic impact on different industries brought by the pandemic, and to the gaps in pay raises among different work contents and positions within the same industry. The gender pay gaps in major countries such as the United States, Japan, and the Republic of Korea all show a year-on-year shrinking trend in recent years, with Japan at 30.6%, the Republic of Korea at 30.2%, and the United States at 16.9%, in 2021. However, all of these gender pay gaps were higher than that of Taiwan.

Gender Pay Gap (Hourly) in Major Countries



Source: Statistical Report on Labor, Ministry of Labor; Employee Earnings Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

Note:

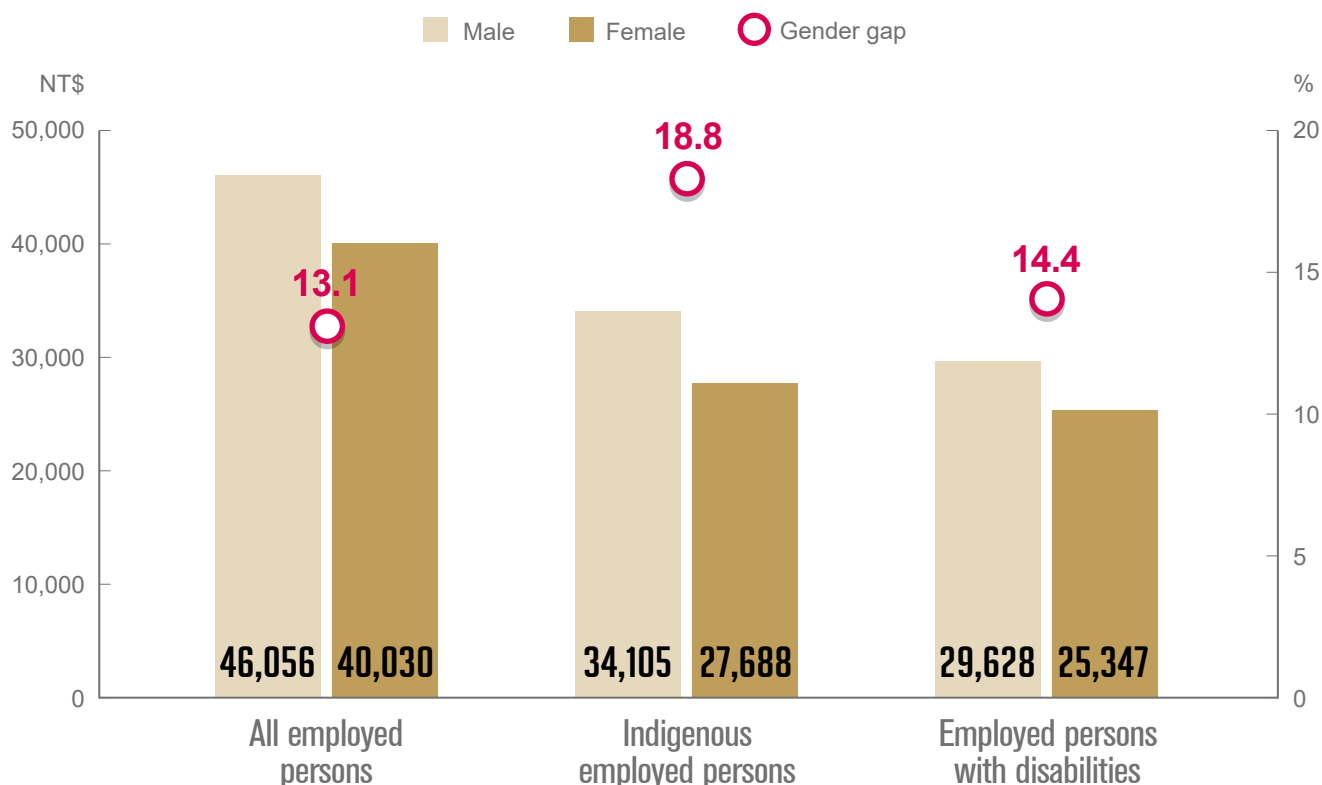
1. Gender gap in average pay is calculated based on average hourly pay. Hourly earnings = [regular salary + non-regular salary (including overtime pay)] / total work hours. Average gender gap in hourly pay = $(1 - \text{ratio of women's average hourly pay compared to men}) \times 100$.
2. Taiwan's data is that of the industrial and services sectors. The Republic of Korea's data is that of all employees from June every year. Japan's data is that of industrial and services businesses consisting of five or more employees. The United States' data is the median of the regular weekly salary of full-time employees.



Gender gap in monthly regular salary in Taiwan is relatively higher among indigenous employees

In 2021, the average monthly regular salary of all female employees in Taiwan (including those working in the industrial and services sectors) was NT\$40,030, or 86.9% of that of male employees, at NT\$46,056, resulting in a gender gap of 13.1%. Also in 2021, the average monthly salary earned by indigenous women was NT\$27,688, which was 81.2% of the NT\$34,105 earned by men, showing a gender gap of 18.8%. In May 2019, the monthly regular salary on average among female employees with disabilities was NT\$25,347, or 85.6% of the NT\$29,628 for men, showing a gender gap of 14.4%.

Gender Pay Gap in Monthly Regular in Taiwan, by Groups



Source: Labor Survey of People with Disabilities, Ministry of Labor; Employee Earnings Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Employment Survey of Indigenous Peoples, Council of Indigenous Peoples.

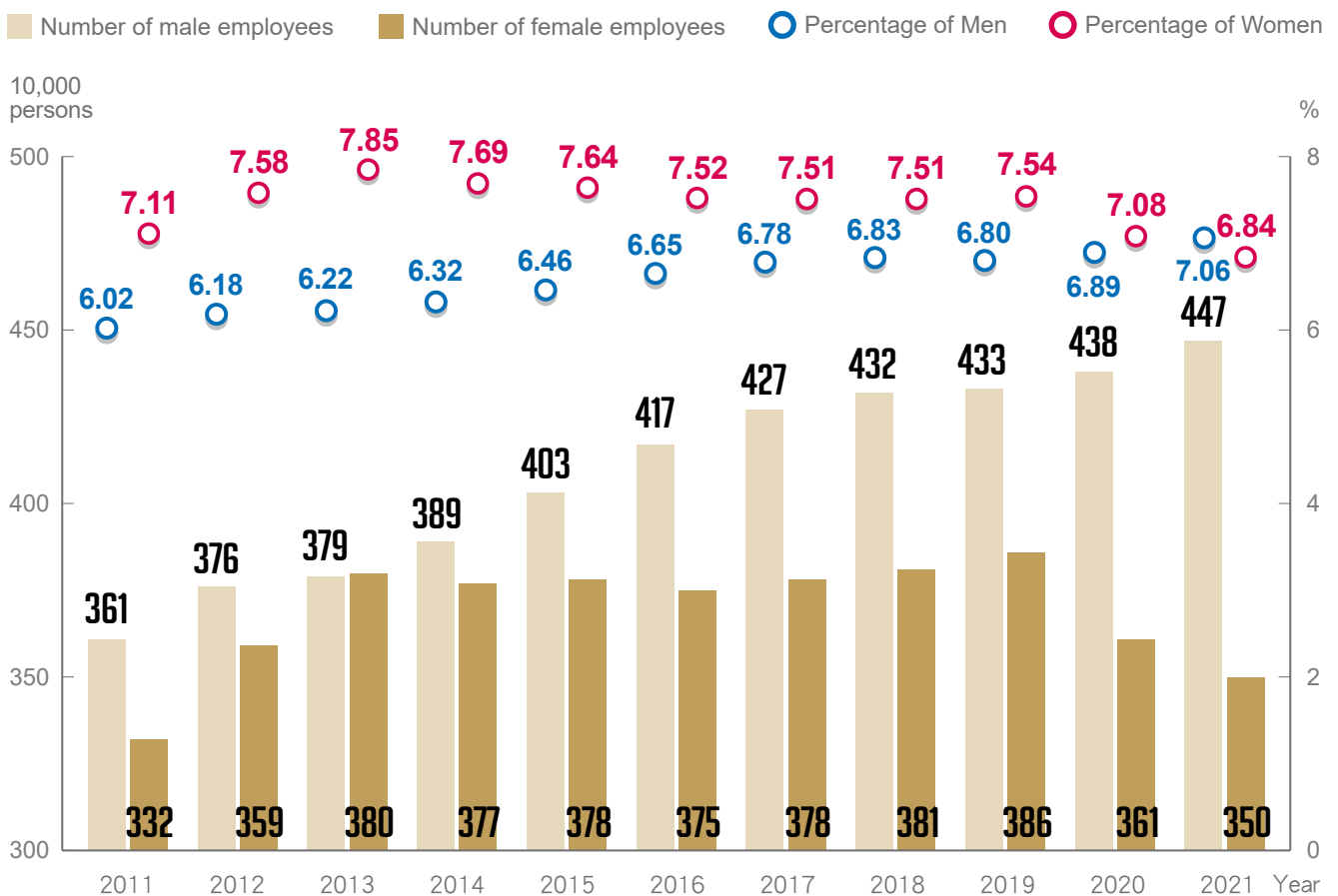
Note:

1. "All citizens" refers to members of the civilian population who are aged 15 and above.
2. "All employed persons" and "indigenous employed persons" are based on data from 2021; "employed persons with disabilities" is based on data from May 2019.

■ **Higher proportion of women are atypically employed than men over the years, but this gender gap saw a reversal for the first time in 2021, with the proportion of women being atypically employed lower than that of men**

Due to globalization and changes in industrial structure, atypical workers (including part-time, temporary, or dispatched workers) are on the increase. In 2021, atypically employed people in Taiwan amounted to approximately 797,000 persons, of which 447,000 were men (7.06% of all employed men) and 350,000 were women (6.84% of all employed women). Prior to 2020, atypically employed women outnumbered atypically employed men every year. Due to the impact of the COVID-19 pandemic, this gender gap saw a reversal for the first time in 2021, with the rate of atypically employed women lower than that of atypically employed men by 0.22 percentage points.

Number and Proportion of Atypically Employed Persons over the Years, by Sex



Source: Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

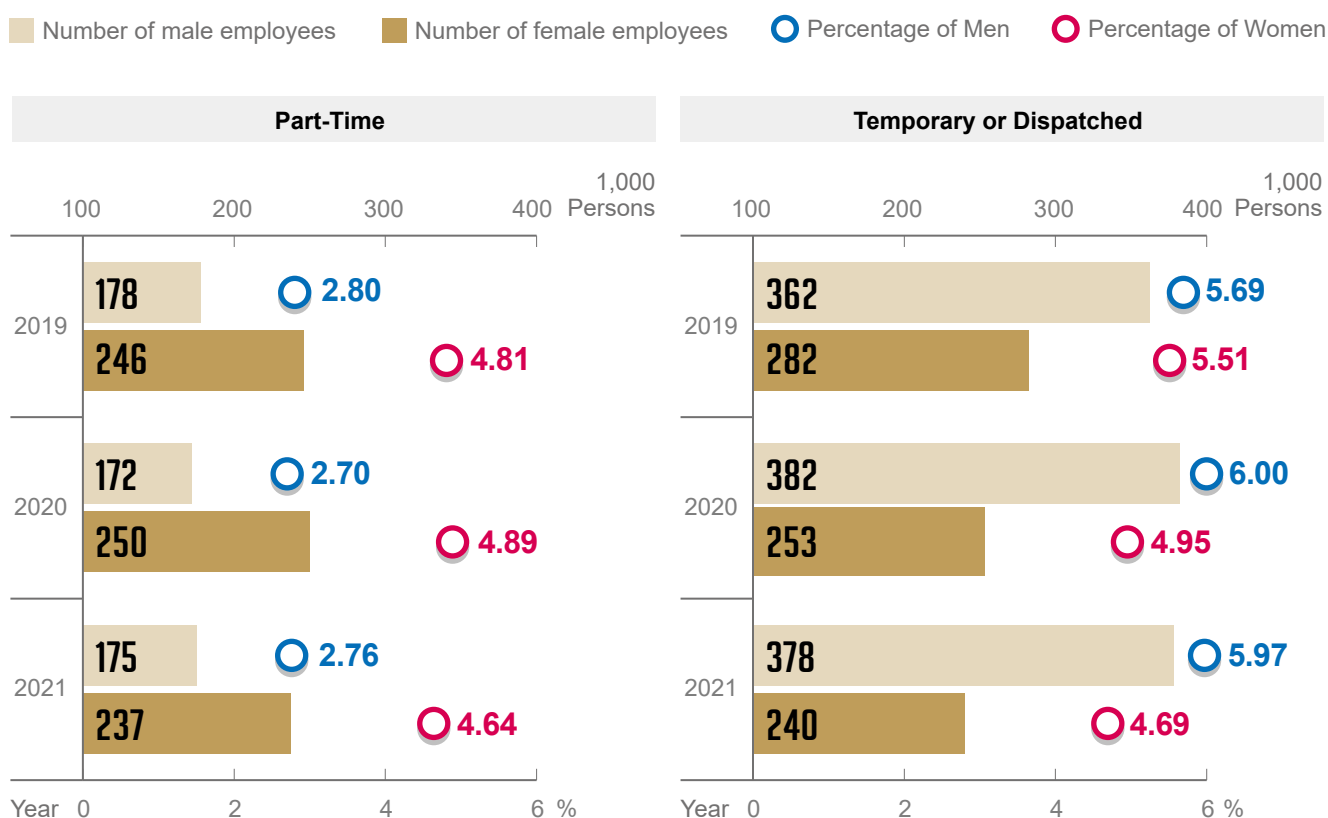
Note: Atypical employment rate is the ratio of atypical employments to all employments.



■ Number and proportion of women employed in temporary or dispatched works have been decreasing in the last three years

Regarding atypical employment in the last three years (2019-2021), the number and proportion of women employed part-time were both higher than those of men, and those of women employed in temporary or dispatched works were both lower than those of men. In addition, the number and proportion of women employed in temporary or dispatched work have both been decreasing in the past three years. This is associated with the fact that women are frequently employed in manufacturing, wholesale and retail trade, and accommodation and food services. Compared to men who are employed in construction and other industries of similar nature, women employed in the aforementioned industries had fewer employment opportunities due to the pressure to downsize human resources in temporary or dispatched works in these industries under the COVID-19 pandemic.

Number and Proportion of Atypically Employed Persons, by Sex, 2019-2021



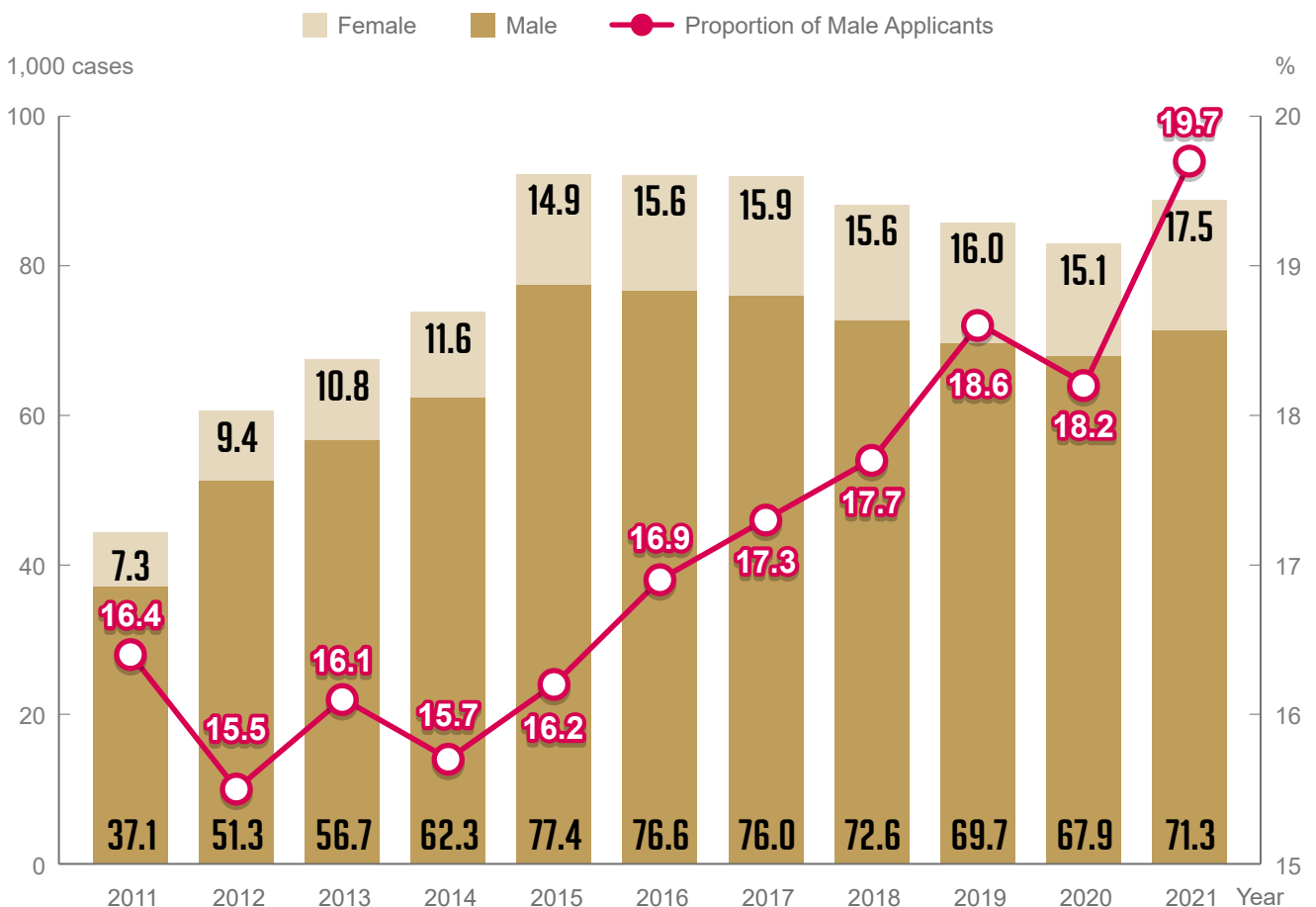
Source: Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

Note: Atypical works include "part-time" works and "temporary or dispatched" works. Since a part-time job may simultaneously be a temporary or dispatched job, a job with characteristics of both work categories may be doubly counted. Therefore, the total number and percentage of employees in the two categories combined are higher than those of all atypical workers.

■ Taiwan government optimized the policy of parental leave without pay in 2021, leading to significant increase in approved parental leave allowance for men

In order to foster a friendly working environment, the Act of Gender Equality in Employment stipulates that employees may apply for parental leave without pay; Taiwan also began incorporating parental leave allowances into social insurance benefits in May 2009. In 2021, there were nearly 89,000 cases of initial approval for payment of parental leave allowance. The majority, over 71,000 cases (80.3%), were granted to women, while over 17,000 cases were granted to men. Male applicants accounted for 19.7% of all applicants, which represents a significant increase of 1.5 percentage points compared to the previous year. This should be due to the government policies promulgated in July 2021, including raising the rate of parental leave allowance allocated from public budgets and lifting the restrictions on the period of application.

Cases of Initial Approval for Payment of Parental Leave Allowance and the Proportion of Male Applicants



Source: Ministry of Labor.

Note: Cases of approved parental leave allowance include those of employment insurance, civil servant and teacher insurance, and military personnel insurance.

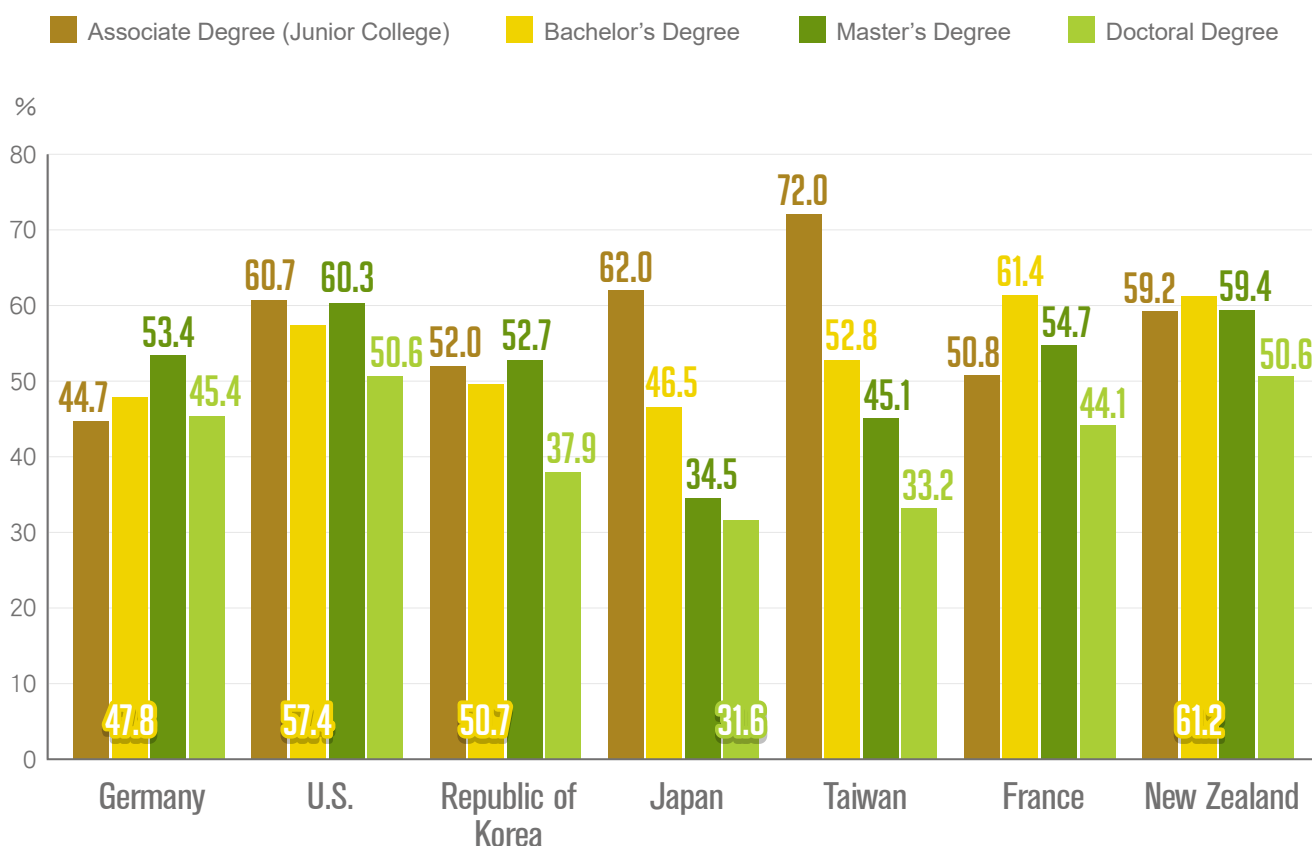


3. Education, Media, and Culture

■ The proportion of female graduates with master's and doctoral degrees in Taiwan has slightly increased, while the proportion of female graduates with associate degrees is high

There were 314,000 higher education graduates in Taiwan in 2019, 164,000 of whom were women. Regarding the proportion of women with degrees at different levels of higher education, the female proportion among associate degrees in Taiwan was 72.0%, bachelor's degrees was 52.8%, master's degrees was 45.1%, and doctoral degrees was 33.2%, which was the lowest percentage. Compared to 2015, the proportion of female graduates increased at all higher education levels, with the largest increase (3.3 percentage points) found in the number of women graduating with doctoral degrees. The female proportion of graduates with associate degrees in Taiwan in 2019 accounted for 72.0%, which was a higher percentage than other major countries. The proportion of female graduates in Taiwan with master's and doctoral degrees was only higher than that of Japan. In both Taiwan and Japan, the higher the education level, the lower the proportion of female graduates there were, indicating that there is room for improvement when it comes to the proportion of female graduates with master's and doctoral degrees.

Proportions of Women Higher Education Graduates in Taiwan (2019) Compared to Major Countries

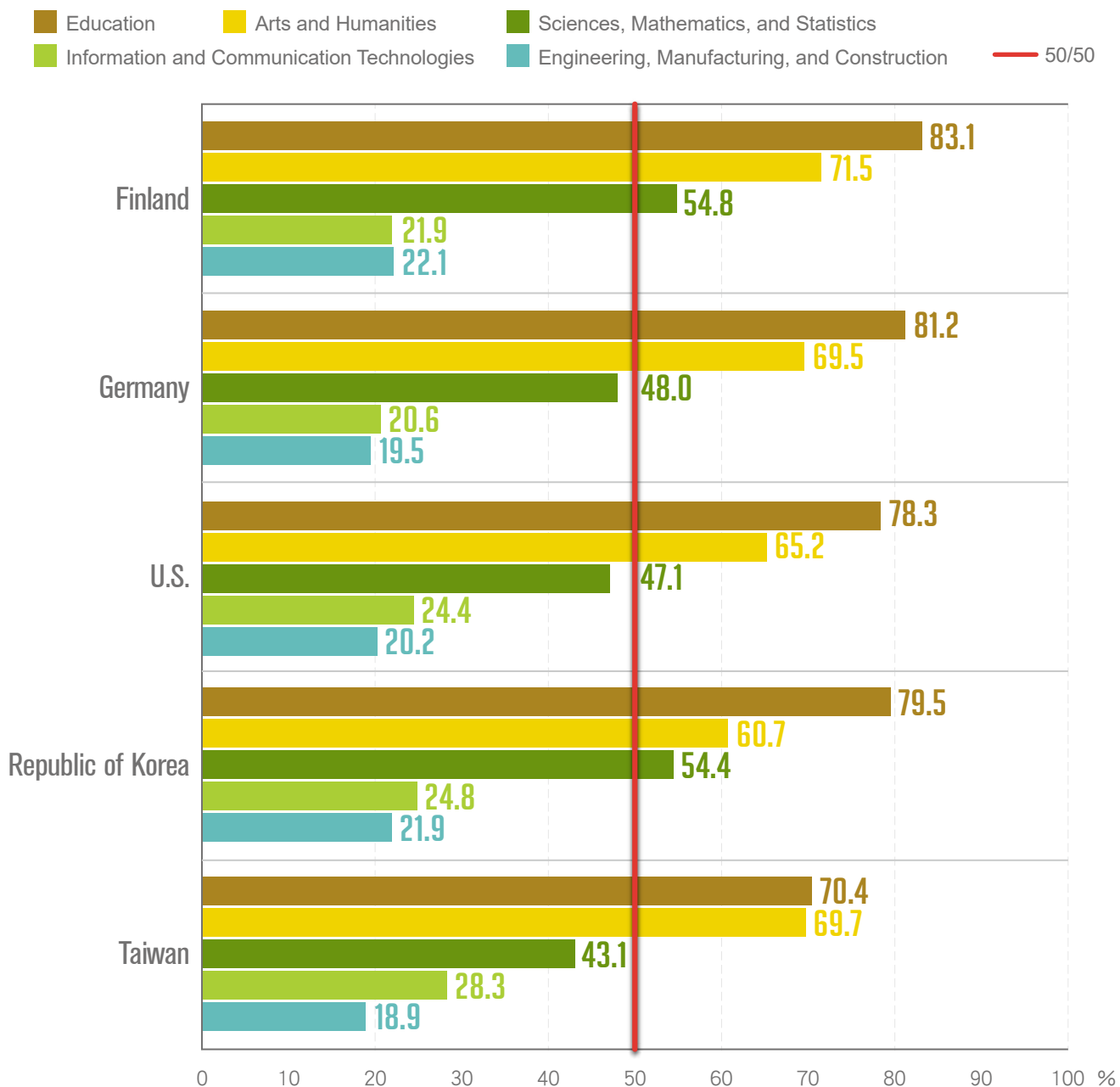


Source: Ministry of Education; database of Organization for Economic Co-operation and Development (OECD).

■ The higher education system in major countries still has gender segregation, with more men in science and engineering and more women in the humanities

In 2019, the percentage of female higher education graduates in Taiwan was 70.4% in the field of “Education,” 69.7% in “Arts and Humanities,” and merely 18.9% in “Engineering, Manufacturing and Construction.” Compared to several major countries, the percentages of female graduates throughout the world are higher in “Education” and “Arts and Humanities,” and more balanced in “Natural Sciences, Mathematics and Statistics,” while the percentages of female students in “Information and Communication Technologies” and “Engineering, Manufacturing and Construction” are lower. This shows that there is still gender segregation in education worldwide, with more men in science and engineering and more women in the humanities.

Percentage of Female Higher Education Graduates in Various Fields in Taiwan (2019) Compared to Major Countries



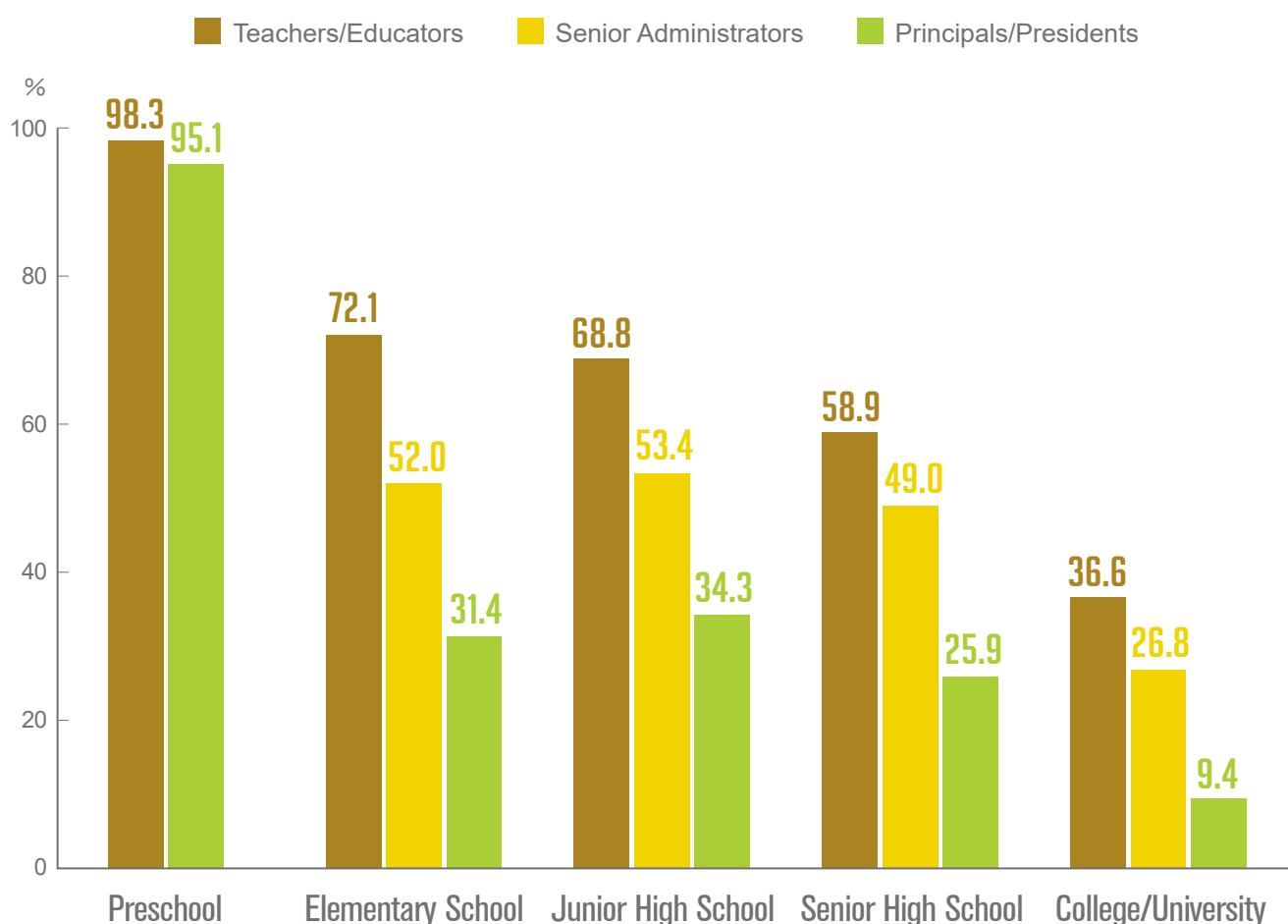
Source: Ministry of Education; database of Organization for Economic Co-operation and Development (OECD).



■ There is a gender gap in the education workplace, particularly among preschool educators, principals and higher education presidents

The higher the education level, the lower the proportion of female teachers. In 2021, the largest gender gap was found among preschool educators, 98.3% of which were women. Women also accounted for 95.1% of preschool directors. As for senior administrator positions, colleges and universities had the lowest proportion of female senior administrators (26.8%), while no significant gender gaps were found in other school levels. The proportion of female principals/presidents is also inversely proportional to the level of education, with only 9.4% of college and university presidents being women. Overall, there are gender gaps among preschool educators and principals, elementary school and junior high school teachers, college/university senior administrators, and principals/presidents at all school levels that leave room for improvement.

Percentage of Women in School Positions by Workplace, 2021



Source: Ministry of Education.

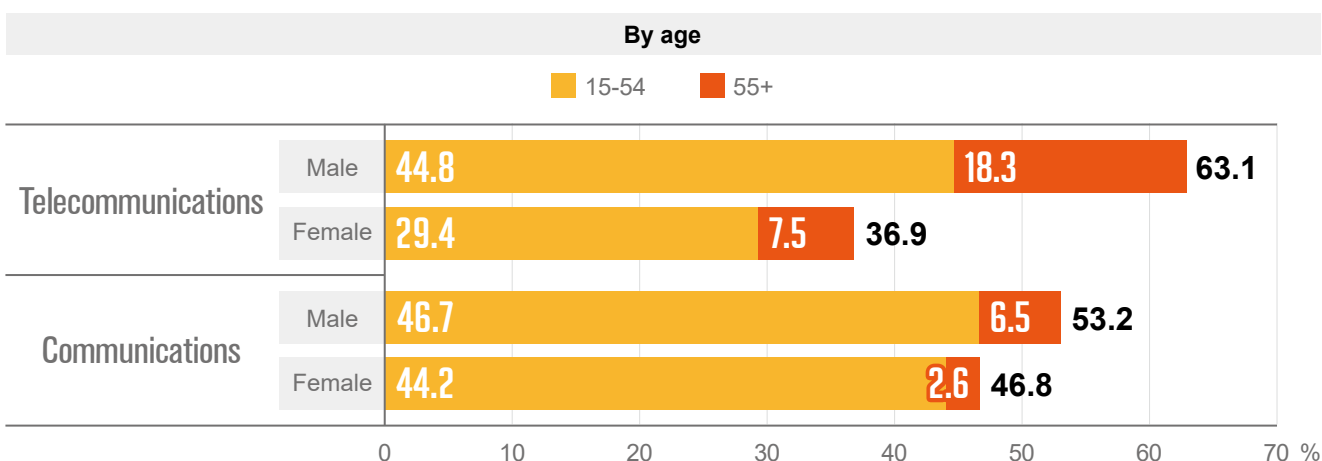
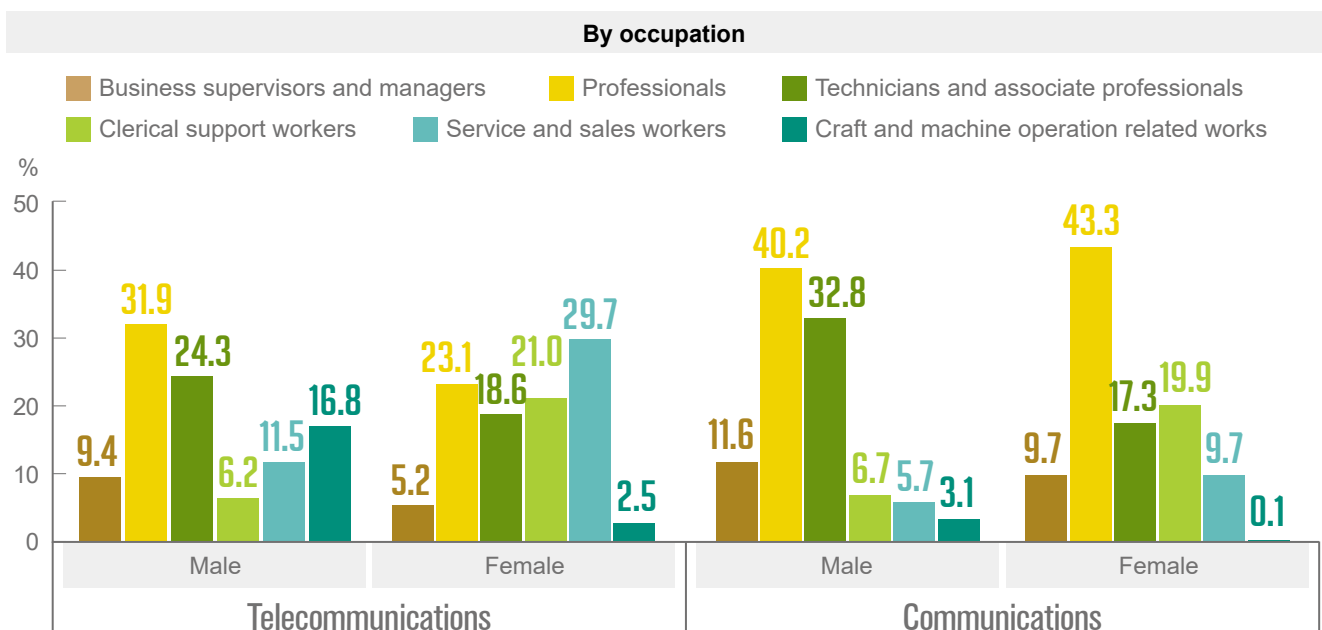
Note:

1. Senior administrators include Vice Principals/Presidents, Deans of Academic Affairs, Deans of Student Affairs, Deans of General Affairs, Deans of Research & Development, Chief Secretaries, Library Curators, Directors of Continuing Education Departments, Directors of Information Centers, Directors of Personnel Offices, and Directors of Accounting Offices.
2. There are no statistics on senior administrators in preschools.
3. Data is in academic years.

■ Percentage of women working in the communications industry are lower than that of men, with those aged 55 and above dropping below 10% and lower representation in managerial staff

Taiwan's communications industry includes telecommunications and communications, both of whose workforces mainly consist of men. In 2021, women accounted for 36.9% of the people in the telecommunications industry, and 46.8% in the communications industry. When observed by age group, among people aged 55 and above, men employed in the telecommunications industry accounted for 18.3% of all employees, while women in telecommunications industry and both men and women in the communications industry all accounted for less than 8%. In terms of employee composition by job position, women in the telecommunications industry mostly serve as service and sales personnel (29.7% of all employees), while men mostly serve as professional personnel (31.9%). In the communications industry, professional personnel are the most common positions for both genders, with women accounting for 43.3% and men for 40.2%. Regarding managerial positions, which include supervisors and managers, the gender gap in the telecommunications industry was 4.2 percentage points, while that of the communications industry was 1.9 percentage points.

Overview of Employment in the Communications Industry, 2021



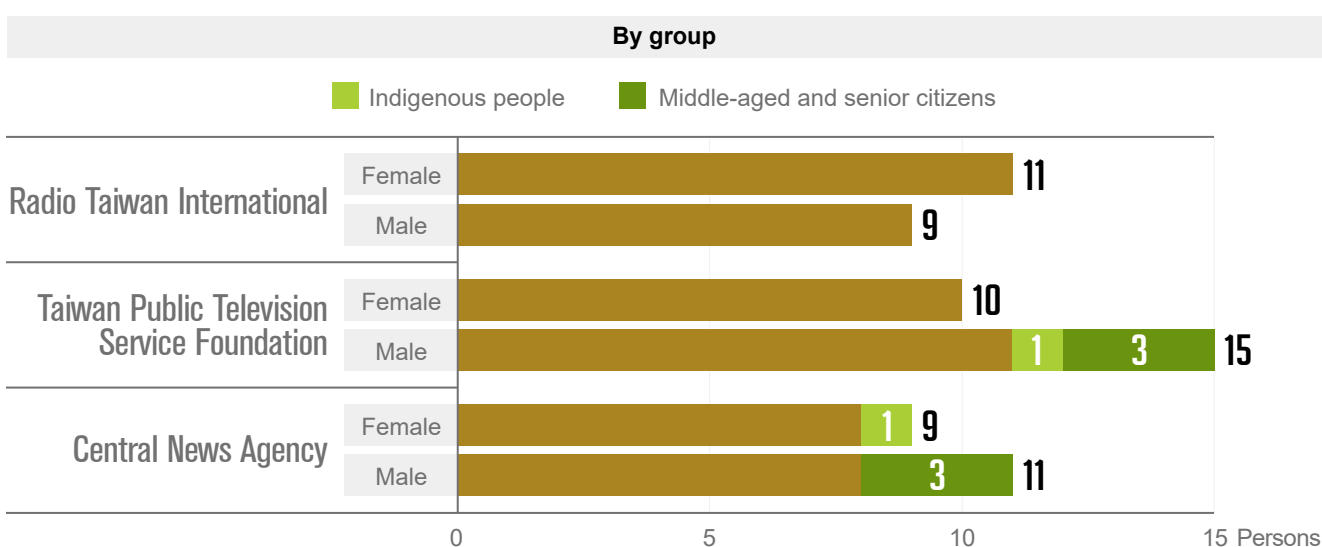
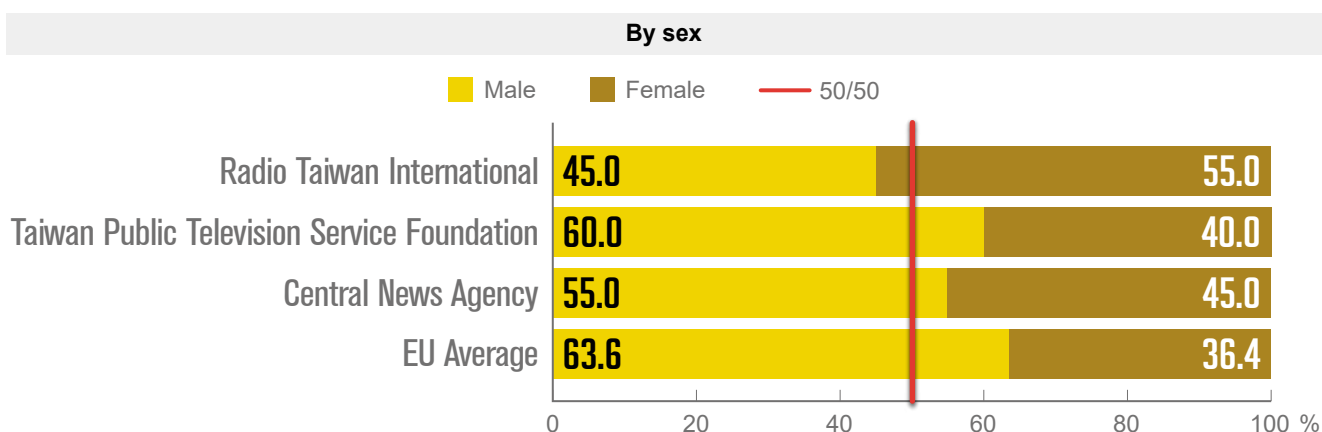
Source: National Communications Commission.



Gender ratio of members in top decision-making positions in public media organizations in Taiwan is above the average of that of the European Union, but the diversity of their composition needs improving

In 2021, the gender ratio of members in top decision-making positions in the three public media organizations in Taiwan has reached the state where neither gender should occupy less than 40% of the seats, which is above the average of that of the European Union. A closer examination of the composition of decision-making positions in the three public media organizations in Taiwan, the Central News Agency appointed one female director of indigenous origin, and the Taiwan Public Television Service Foundation appointed one male director of indigenous origin; neither organization appointed people with disabilities or new immigrants in such positions. This shows room for improvement in the representation of indigenous peoples, people with disabilities, and new immigrants in public media organizations.

Overview of Top Decision-Makers in Public Media Organizations



Source: Ministry of Culture; 2021 Gender Equality Index.

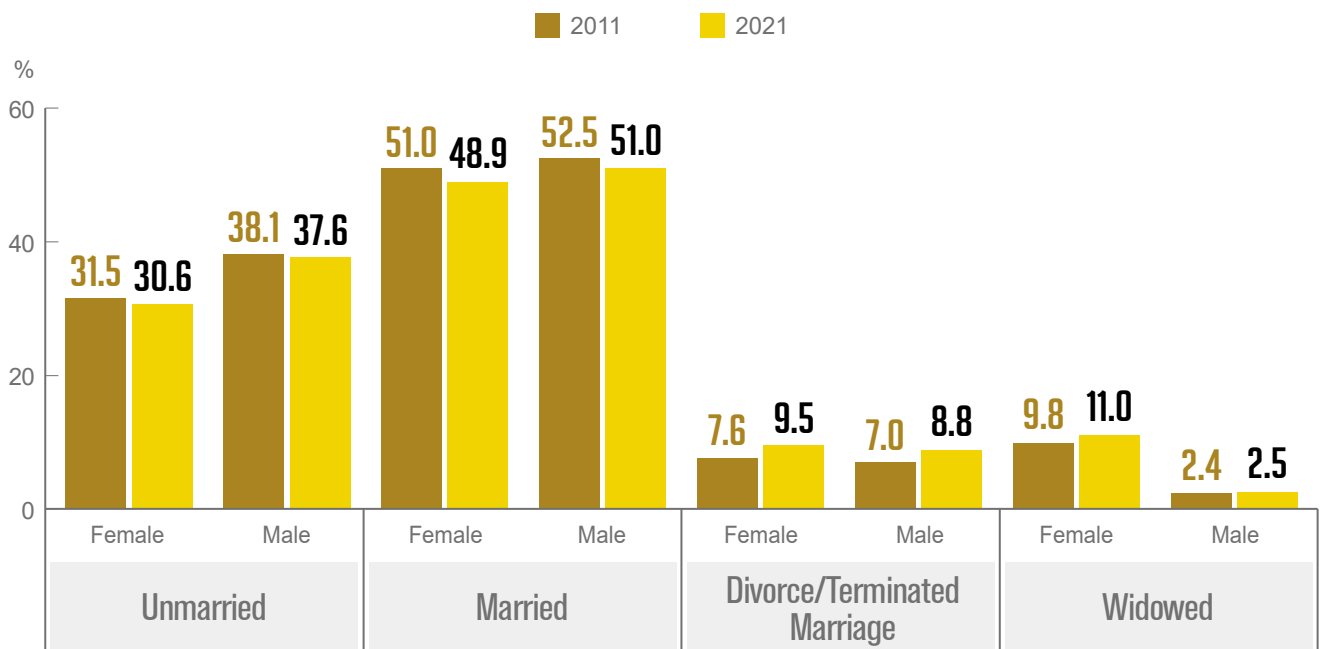
Note:

- Taiwan's public media organizations include: Radio Taiwan International (RTI), Taiwan Public Television Service Foundation (PTS), Central News Agency (CNA).
- Data on the top decision-making positions in public media organizations in Taiwan for 2021 (RTI includes directors, supervisors, chief executives and chief secretaries; PTS includes directors, supervisors and general managers; CNA includes directors, supervisors, directors and vice directors). EU data is the 3-year average of directors of public media organizations from 2018 to 2020.

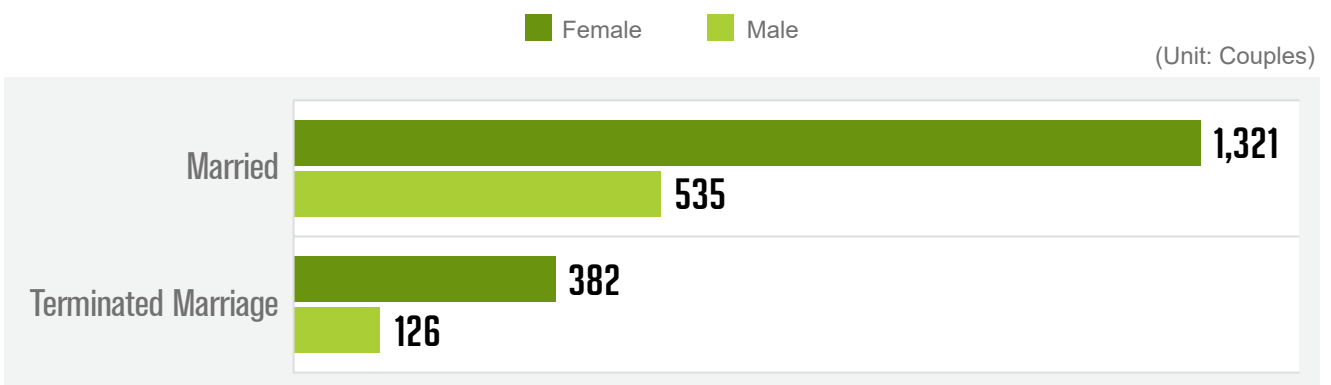
■ Widowed and divorce rates in Taiwan increased over the past 10 years; more women than men are registered in same-sex marriages

In 2021, among the population aged 15 and above in Taiwan, the proportions of men and women who have married were 51.0% and 48.9%, respectively, which is a decrease of 1.5 and 2.1 percentage points, respectively, over the past 10 years; the proportions of unmarried men and women in 2021 were 37.6% and 30.6%, both a decrease over the past 10 years. However, in 2021, the widowed and divorce rates among men and women both increased over the past 10 years. The widowed rate increased by 0.1 and 1.2 percentage points respectively, while the divorce rate increased by 1.8 and 1.9 percentage points respectively. Same-sex marriage was legalized on May 24, 2019. In 2021, a total of 1,856 same-sex couples have completed marriage registration, including 535 male couples and 1,321 female couples. The total number of terminated marriages was 508, 126 male couples and 382 female couples.

Marital Status of the Population Aged 15 and Above



Number of Registered Same-Sex Marriages and Terminated Marriages in 2021



Source: Ministry of the Interior.

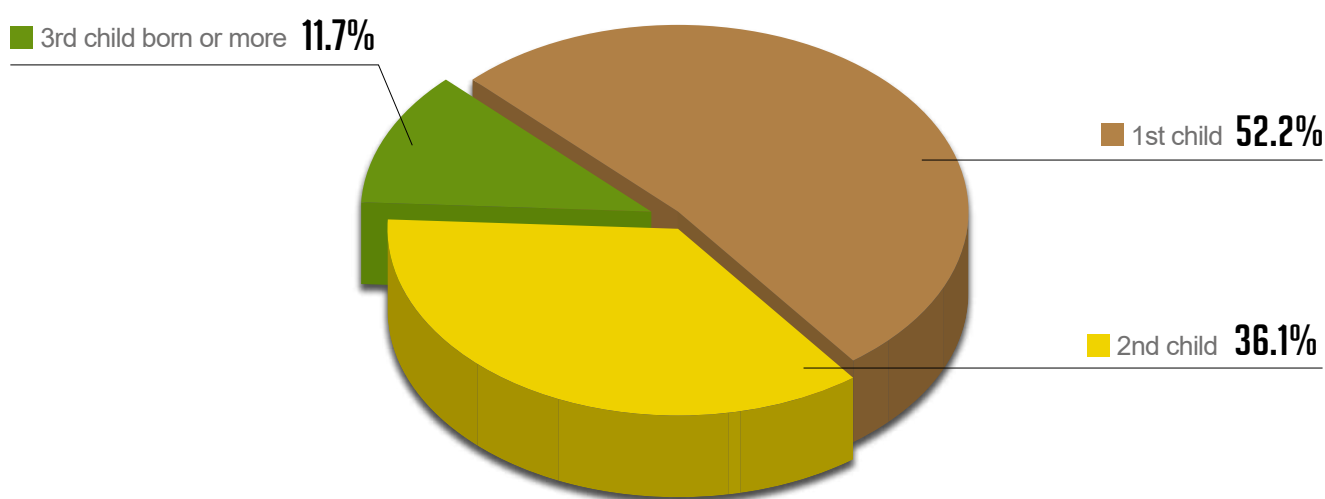
Note: Statistics of marital statuses are based on dates of occurrence; statistics of marriages and terminated marriage are based on dates of occurrence.



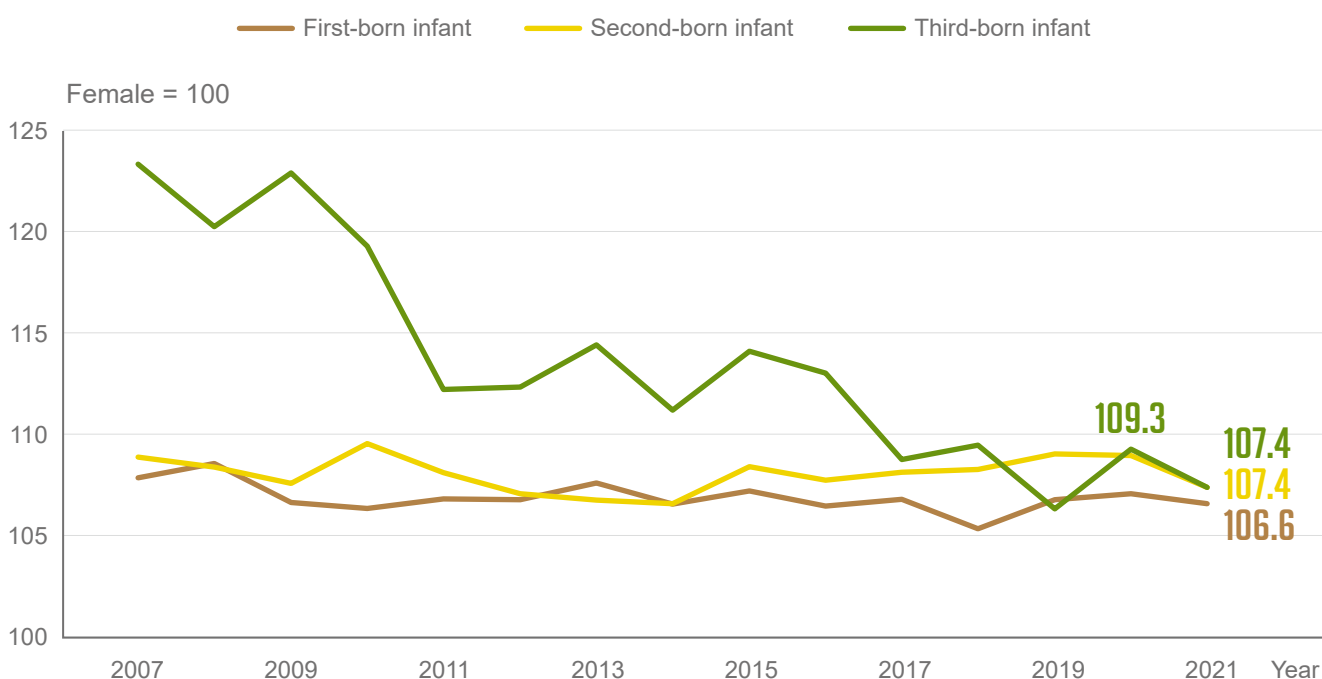
■ Over 50% of newborns are first-born children; the sex ratios of first to third born infants have both decreased

Out of all the infants born in 2021 in Taiwan, 52.2% were first-born children, and 36.1% were second-born children. The sex ratio of births in 2021 was 107.2, the second lowest in five years. The sex ratios for the first and second births (88.3% of births) were 106.6 and 107.4 respectively, as observed by the number of births. The sex ratio of the first child was the second lowest in five years, while the sex ratio of the second child was the lowest in five years. The sex ratio of the third child has been decreasing for a long time; although it significantly increased to 109.3 in 2020, it dropped to 107.4 in 2021, which is the second lowest in five years.

Number of Newborn Infants in 2021 by Birth Order



Sex Ratio by Number of Newborn Infants



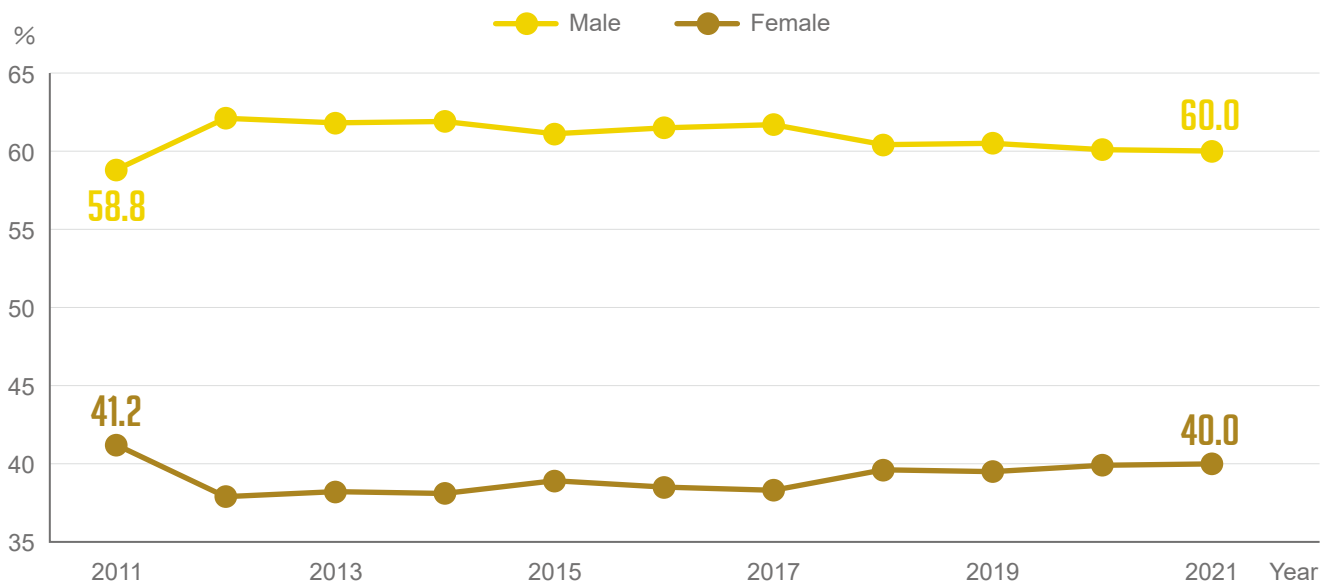
Source: Ministry of the Interior.

Note: Statistics of number of births based on dates of occurrence.

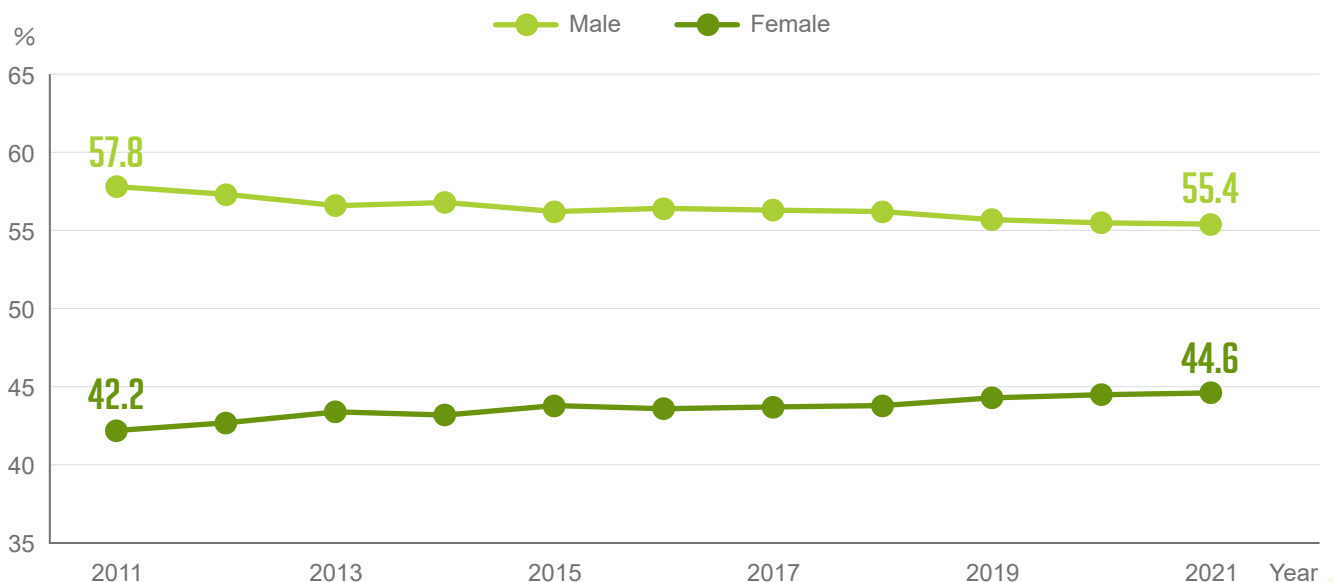
■ Taiwanese people tend to leave monetary assets to male heirs, but the proportion of women waiving inheritance rights has continued to decrease

In 2021, a total of 255,199 people had to pay gift taxes, of which 153,171 or 60% were men, and 102,028 or 40% were women. This represents a gender gap of 20 percentage points, a decrease of 0.2 percentage points compared to 20.2 percentage points in 2020. In the past 10 years, the sex ratio of monetary assets recipients has changed little. Also in 2021, a total of 73,281 people in Taiwan waived their right to inheritance, of which 32,664 (44.6%) were men and 40,617 (55.4%) were women. There is a gender gap of 10.8 percentage points, a decrease of 4.8 percentage points compared to 15.6 percentage points in 2011. The proportion of women waiving their inheritance rights has decreased over the past decade.

Overview of Gift Recipients



Overview of Individuals Waiving the Right of Inheritance



Source: Ministry of Finance.

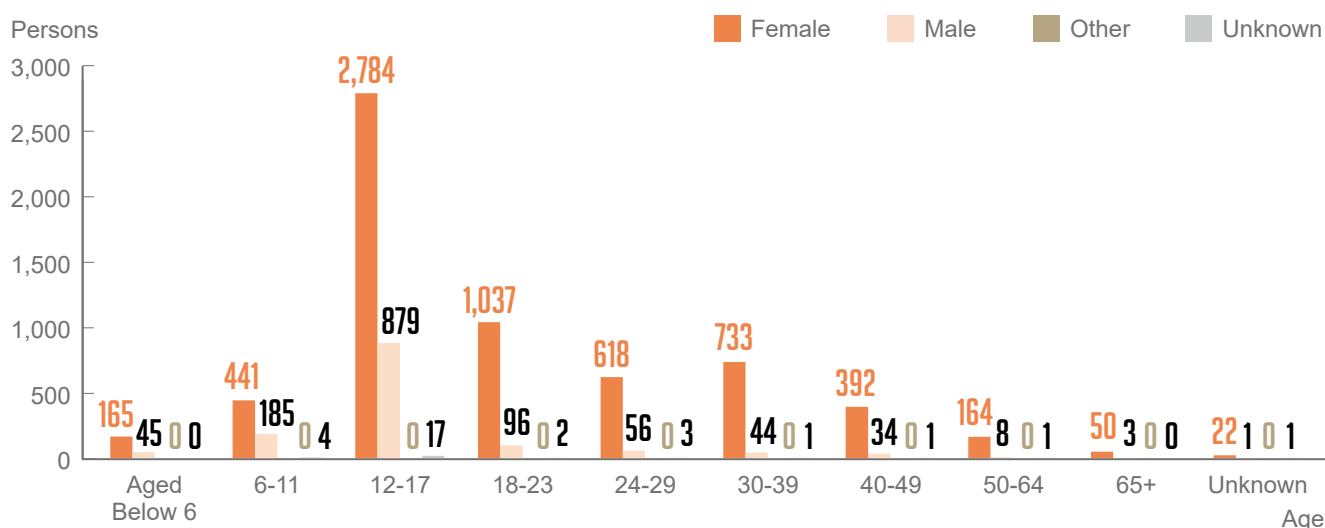


4. Personal Safety and Justice

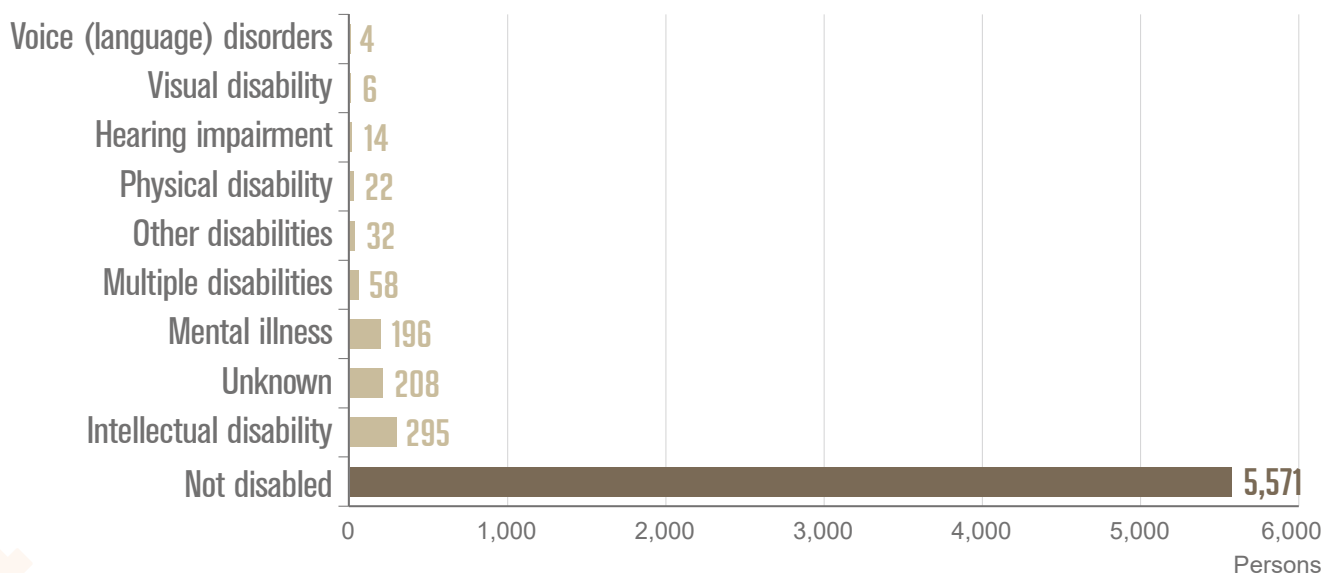
■ Over 80% of victims in reporting of sexual assault incidents are female; majority of victims are between the ages of 12 and 18

In 2021, a total of 7,787 persons were reported as victims of sexual assault in Taiwan, of which 6,406 were women (82.3%), 1,351 were men (17.3%), and 30 were unknown (0.4%). The number of female victims decreased compared to the previous 2 years (7,406 in 2020 and 6,719 in 2019). With regards to age, the majority of victims both men and women were between the ages of 12 and 18. Of these, 2,784 were female, accounting for 43.5% of all female victims, and 879 were male, accounting for 65.1% of all male victims. Of the female victims, 627 were those with disabilities (9.8%), 5,571 without disabilities, and 208 unknown. Law enforcement concluded investigations on 4,691 sexual assault suspects, of which 36.7% were indicted and 49.1% were not indicted. Insufficient evidence accounts for 95.1% of the reasons why suspects were not indicted.

Overview of Reported Sexual Assault Cases, by Age, 2021



Overview of Female Victims in Reported Sexual Assault Cases, by Disability Type, 2021

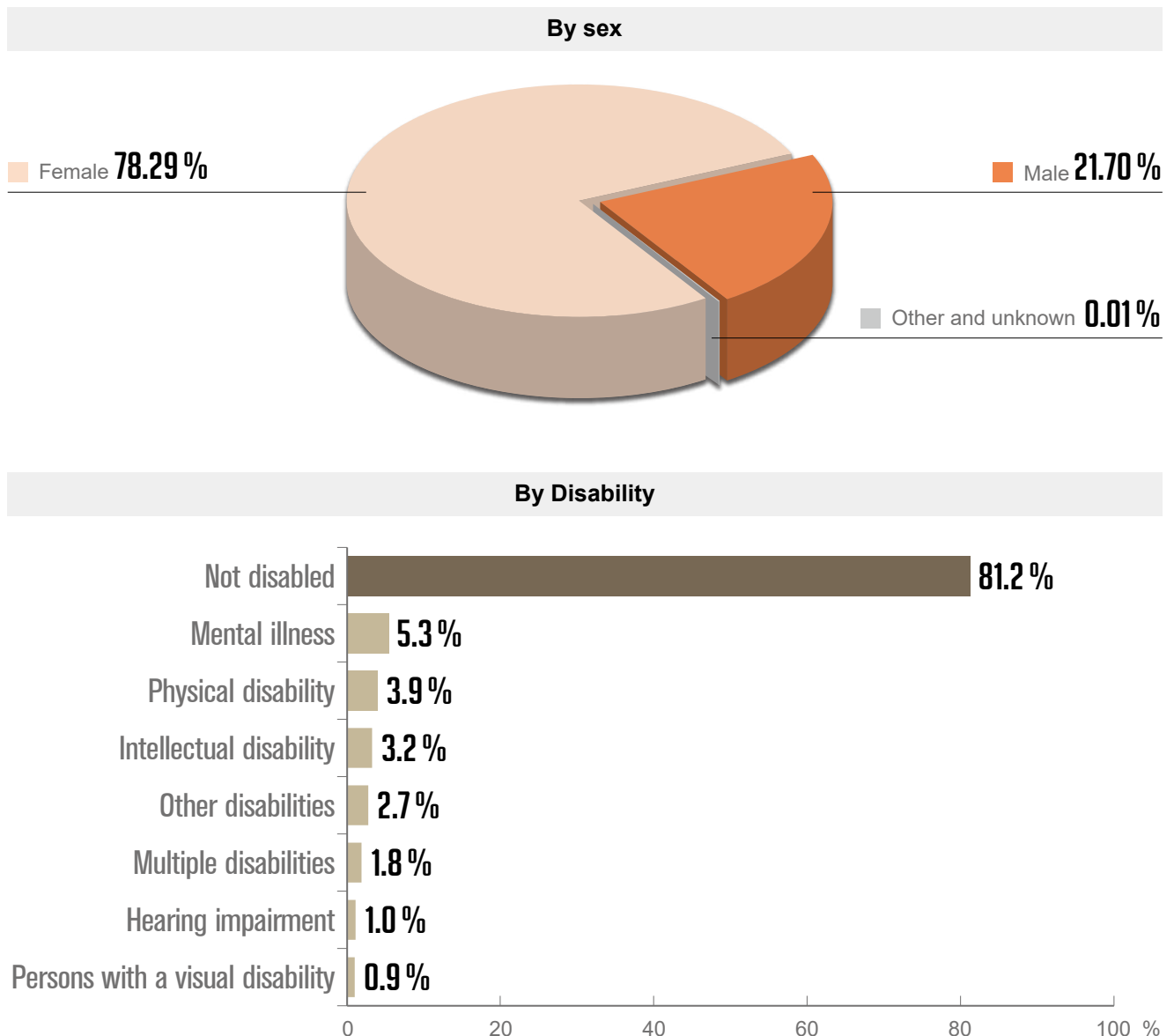


Source: Ministry of Health and Welfare; Ministry of Justice.

■ Most victims of intimate partner violence are women; most cases involve spousal relationships

In 2021, the number of victims of intimate partner violence in reported domestic violence cases was 53,408, of which 41,809 (78.29%) were female, 11,592 (21.7%) were male, and 7 (0.02%) were other and unknown, with the number of female victims increasing compared to the previous two years (42,151 in 2020 and 41,039 in 2019). Spousal relationships accounted for 61.1% (including 309 same-sex marriages (0.9%)), cohabitation relationships accounted for 29.3% (including 691 same-sex couples (4.4%)), and ex-spousal relationships accounted for 9.5% (including 40 terminated same-sex marriages (0.8%)), the lowest percentage. Continuous observation is required to determine whether the increase in the number of victims in 2021 compared to that of 2020 (52,535 persons) was due to increased chances of domestic conflict resulting from the prolonged time of stay at home during the COVID-19 pandemic.

Statistics on Victims of Reported Domestic Violence Cases in Intimate Relationships, 2021



Source: Ministry of Health and Welfare.

Note: Intimate partner violence refers to abusive and controlling behavior toward an intimate partner, such as physical, psychological, and sexual abuse, as well as economic control.

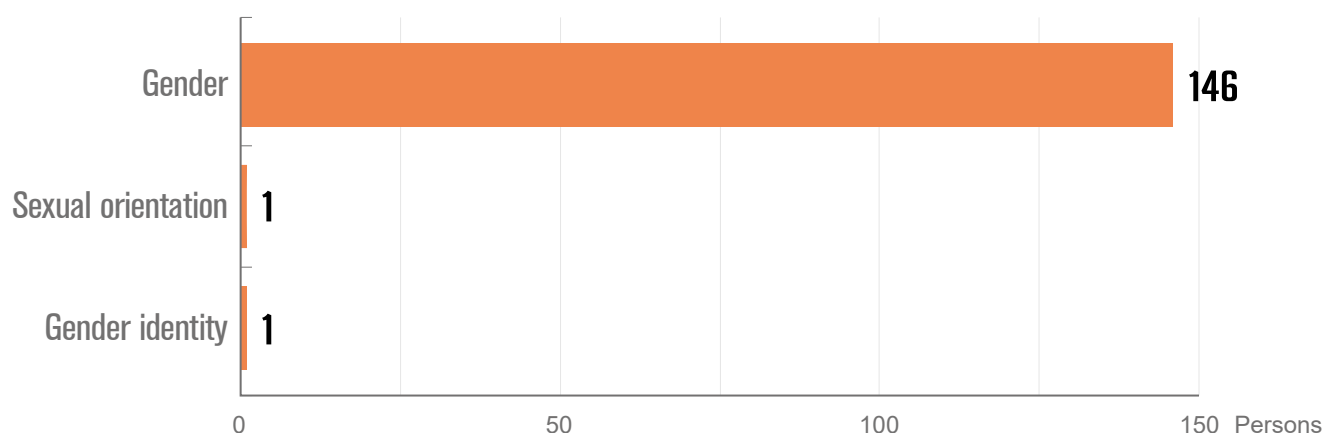


■ Women accounted for 90% of complainants under the act of gender equality in employment

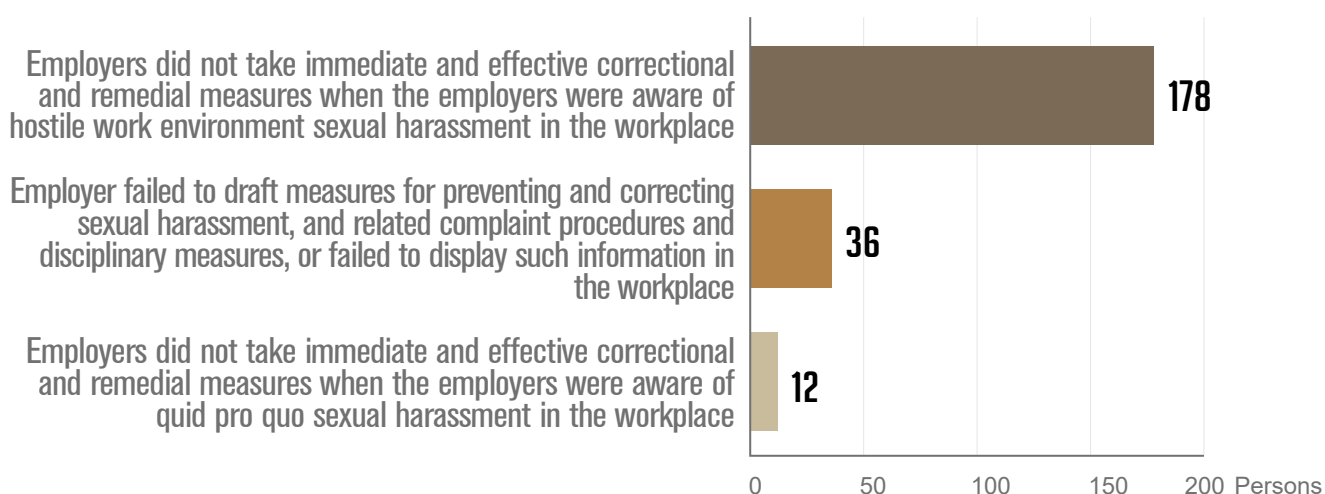
In 2021, there were 365 (89.9%) women, 40 (9.9%) men, and 1 (0.2%) other complaint received for gender equality in employment cases. The number of female complainants increased from the previous two years (346 in 2020 and 335 in 2019). The complaint categories included sexual discrimination, employer violations of sexual harassment prevention obligations, and gender equality measures. Of these, 146 were gender discrimination based on “gender.” As for cases of employers violating sexual harassment prevention obligations, 178 were cases where “employers did not take immediate and effective correctional and remedial measures when made aware of sexual harassment in the workplace,” accounting for a majority of the cases.

Overview of Complaints Handled Regarding Gender Equality in Employment, 2021

By type of gender discrimination



By type of employer sexual harassment prevention obligation violation



Source: Ministry of Labor.

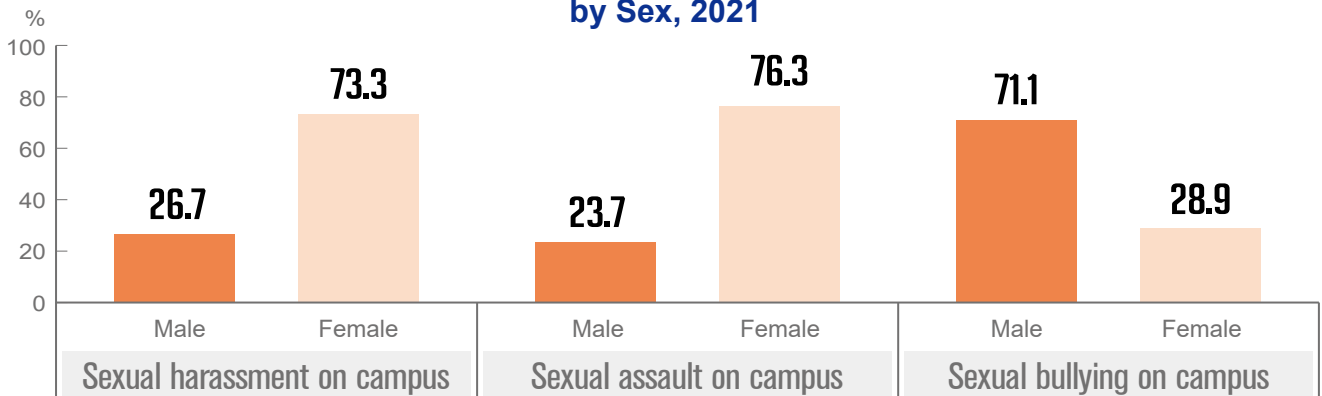
Note:

1. Because there were no complainants in cases directly investigated by county or city governments, the number of complainants may be lower than the number of cases.
2. Check all that apply.

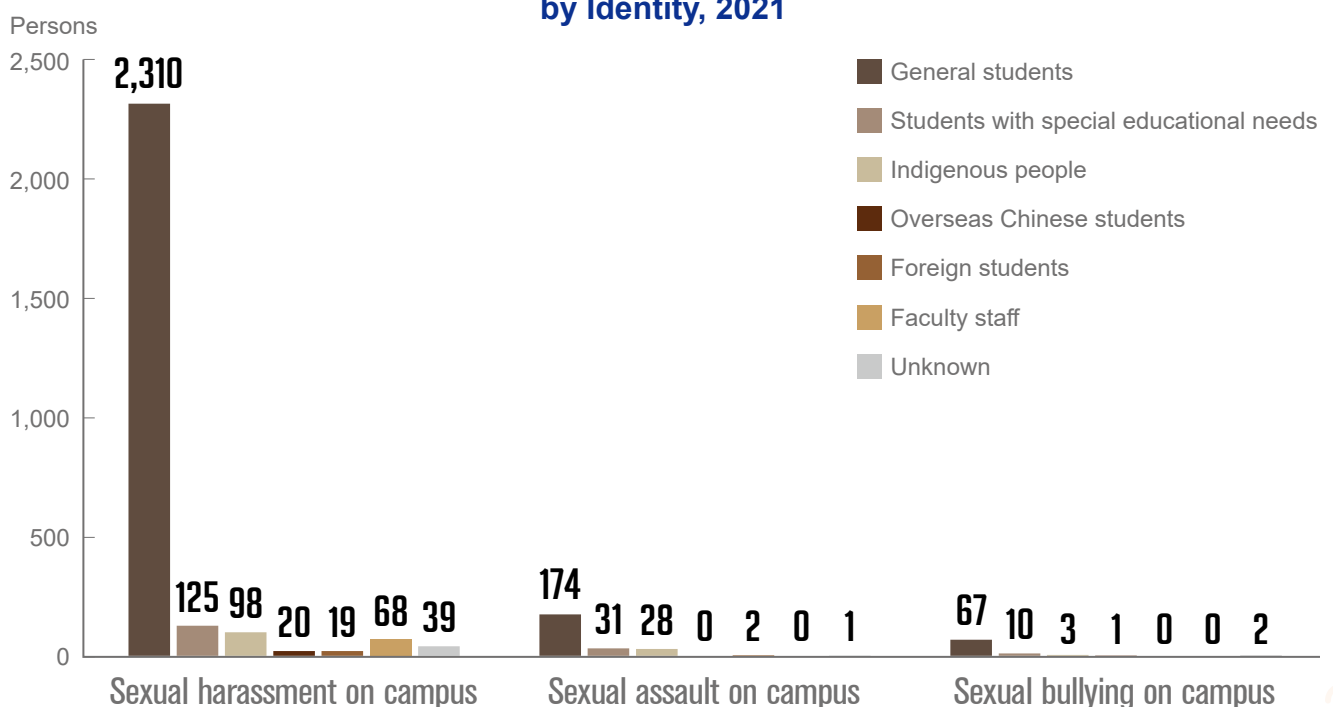
■ Of cases reported under the gender equity education act, most victims of sexual harassment and sexual assault on campus are women; most victims of sexual bullying on campus are men

In 2021, a total of 2,679 persons were confirmed victims of sexual harassment on campus, of which 1,964 victims were women (73.3%), and there were 236 sexual assault victims (180 were women (76.3%)). The number of female victims has increased or decreased compared to the previous 2 years (respectively and 2,126 and 224 persons in 2020; 1,781 and 195 persons in 2019). As for the decreased number of total victims compared to 2020 (2,845 and 294 persons), more observation is required to determine if this was due to suspension of classes on campus during the COVID-19 pandemic that led to the decrease in the number of reported cases. There were 83 confirmed victims of sexual bullying on campus, of whom male victims accounted for 71.1%. There were 4 confirmed cases of educational content discrimination based on gender, 1 case on gender expression, and 2 cases on others.

Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Sex, 2021



Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Identity, 2021



Source: Ministry of Education.

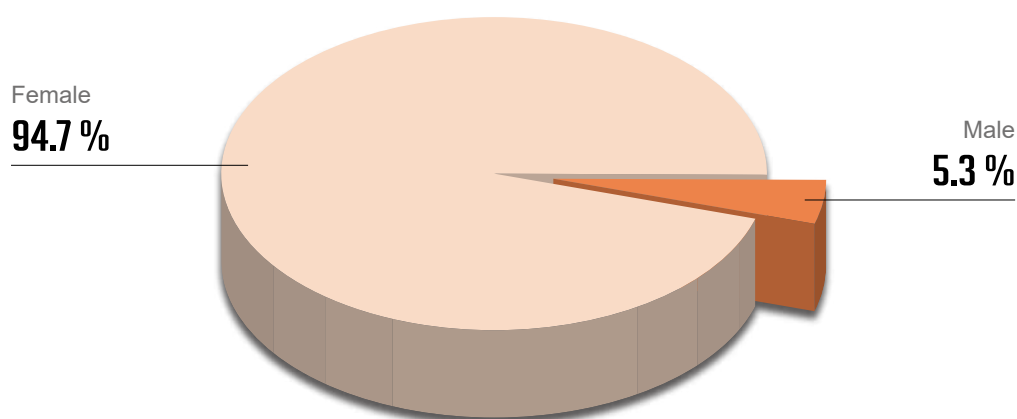


■ Female victims account for 95% of all victims of confirmed sexual harassment cases reported in accordance with the sexual harassment prevention act

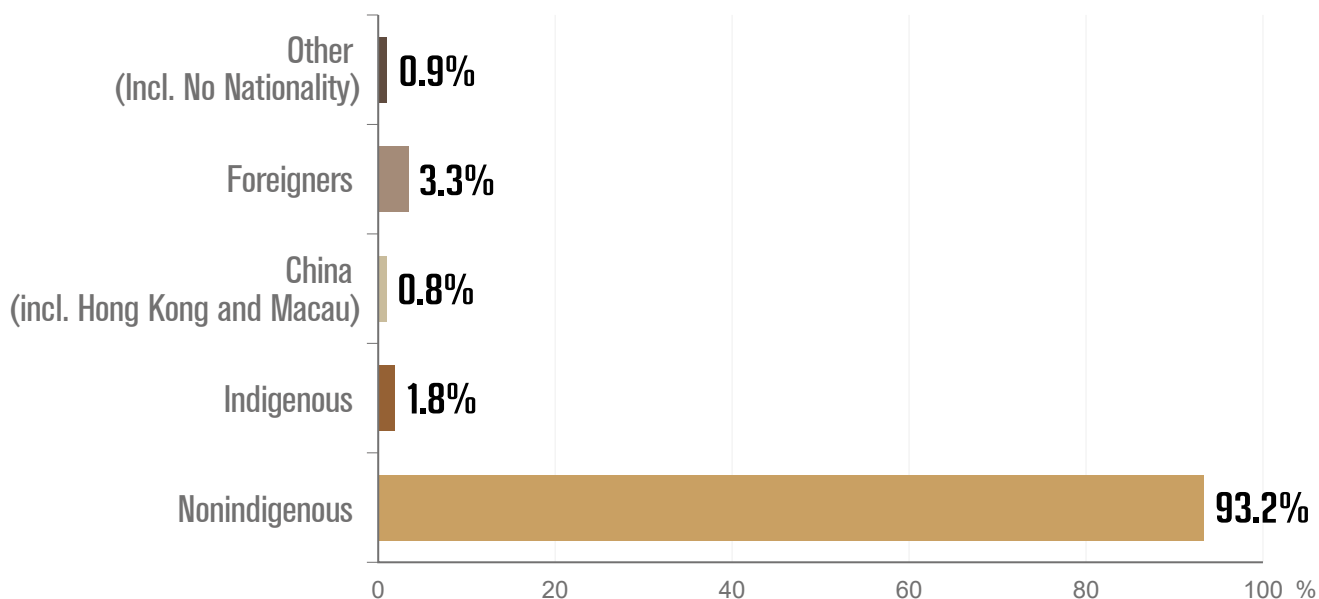
In 2021, a total of 1,284 persons were victims of confirmed sexual harassment cases, of which 1,216 victims were women (94.7%) and 68 victims were men (5.3%). The number of female victims has been on the increase compared to the previous 2 years (860 persons in 2020; 618 persons in 2019). Most victims were aged from 18 to 30 (45.6%), followed by those aged 30 to 40 (22.4%). In terms of nationality, most victims were nonindigenous R.O.C. citizens (93.2%), followed by foreign victims (3.3%) and then by indigenous R.O.C. citizens (1.8%).

Victims of Confirmed Sexual Harassment Cases, 2021

By sex



By nationality

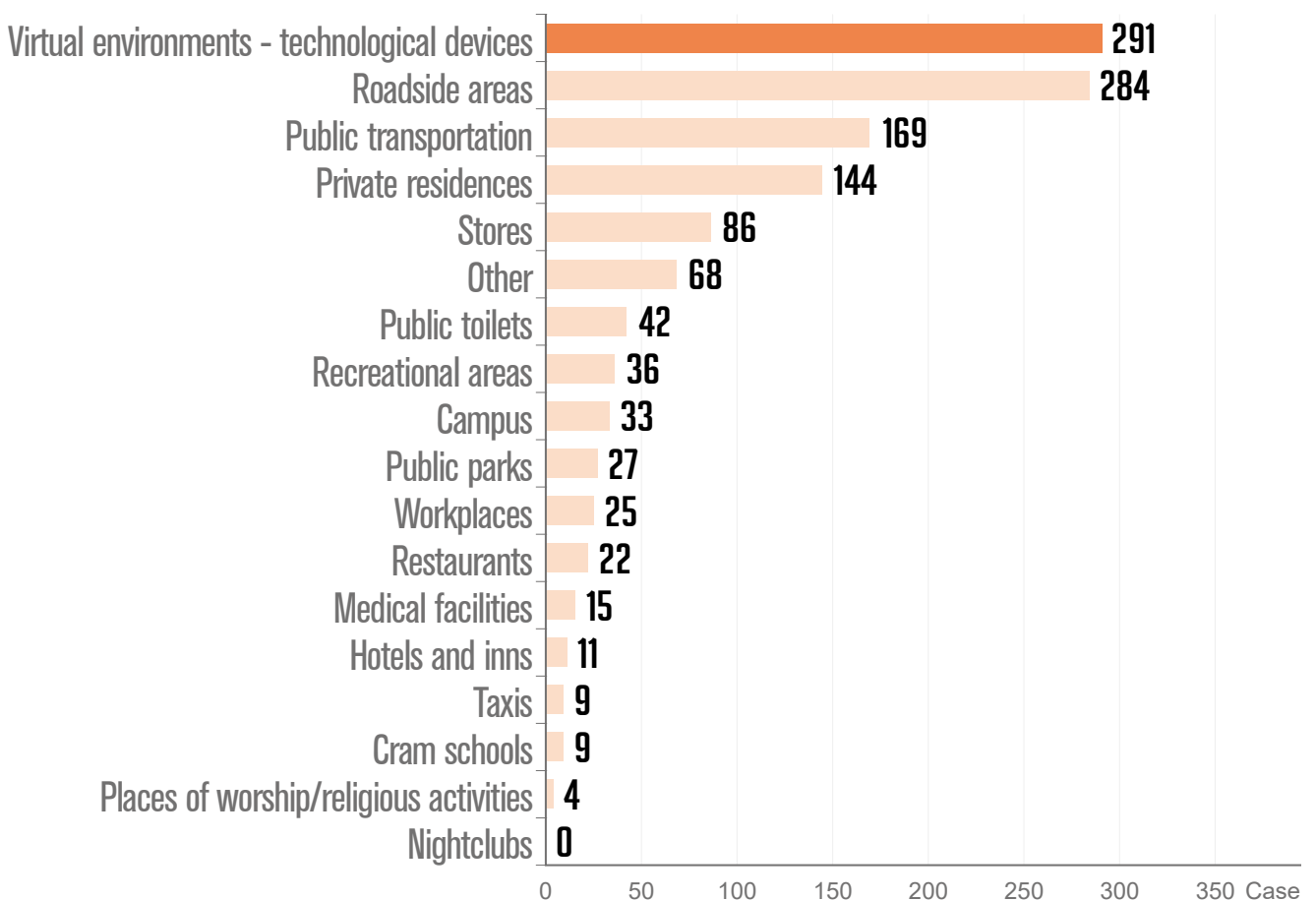


Source: Ministry of Health and Welfare.

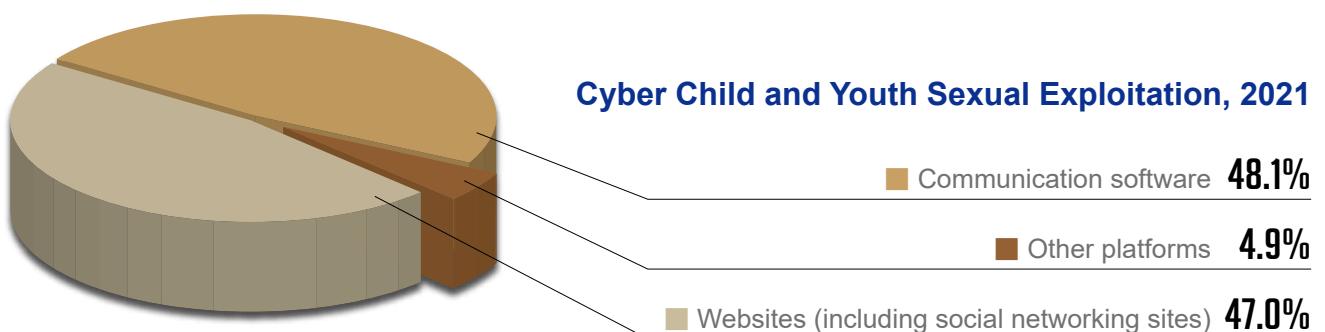
■ Around 23% of all sexual harassment complaints took place in “virtual environments - technological devices”

In 2021, there were 291 “confirmed” cases of sexual harassment complaints filed under the Sexual Harassment Prevention Act that occurred in “virtual environments - technological devices” such as the Internet and telecommunications devices (accounting for 22.7% of all locations). The number of cases has been on the increase compared to the previous 2 years (172 cases in 2020 and 122 cases in 2019). Confirmed cases of direct or indirect sexual harassment performed on campus through the Internet or by other digital means totaled 487 (25% of cases), which is an increase from 161 cases in 2020. The number of child and youth cyber sexual exploitation cases is 1,395, which has been on the increase compared to the previous two years (1,239 in 2020 and 796 in 2019). For the tools used for the crimes, communication software accounted for the highest percentage at 48.1%, followed by websites (including social networking sites) at 47%.

Confirmed Cases of Sexual Harassment by Location, 2021



Cyber Child and Youth Sexual Exploitation, 2021



Source: Ministry of Health and Welfare; Ministry of Education.

Note: There can be multiple locations or victims for each case.

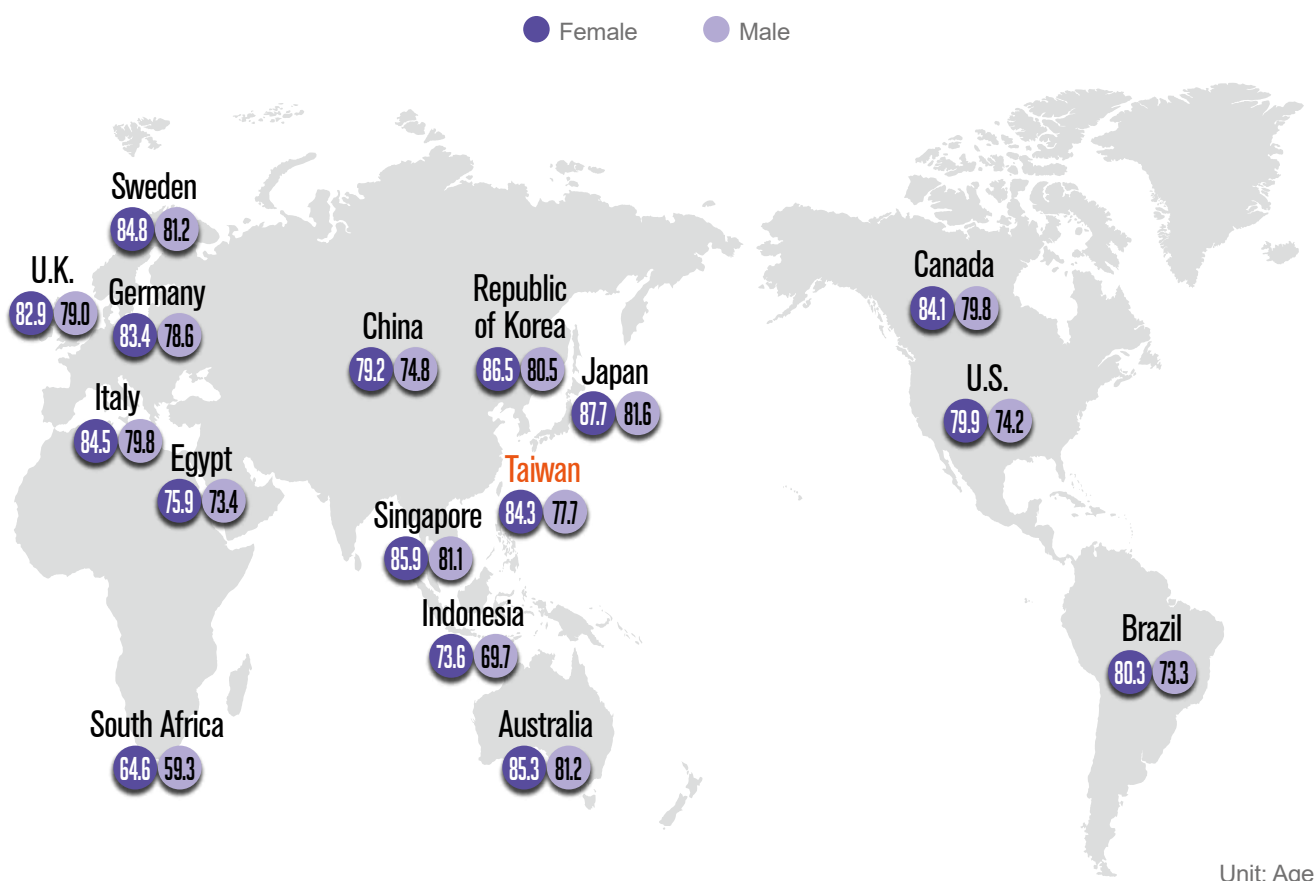


5. Health, Medical Service, and Care

■ Women surpass men in average life expectancy at birth, healthy life expectancy, and unhealthy life expectancy

In 2021, the average life expectancy of people in Taiwan was 80.9 years, 84.3 years for women and 77.7 years for men, indicating that women's life expectancy remains significantly higher than that of men. The discrepancy between men and women over the past decade has changed little, staying at 6-7 years. In 2020, the average healthy life expectancy at birth in Taiwan was 75.78 years for women and 70.88 years for men, indicating a gender disparity of 4.9 years. The unhealthy life expectancy was 8.97 years for women and 7.23 for men. When compared to other countries, the male and female average life expectancy at birth in Taiwan is lower than that of the neighboring countries of Japan (87.7 and 81.6 years), Singapore (85.9 and 81.1 years), and the Republic of Korea (86.5 and 81.1 years), but higher than that of China (79.2 and 74.8 years).

Life Expectancy at Birth in Major Countries



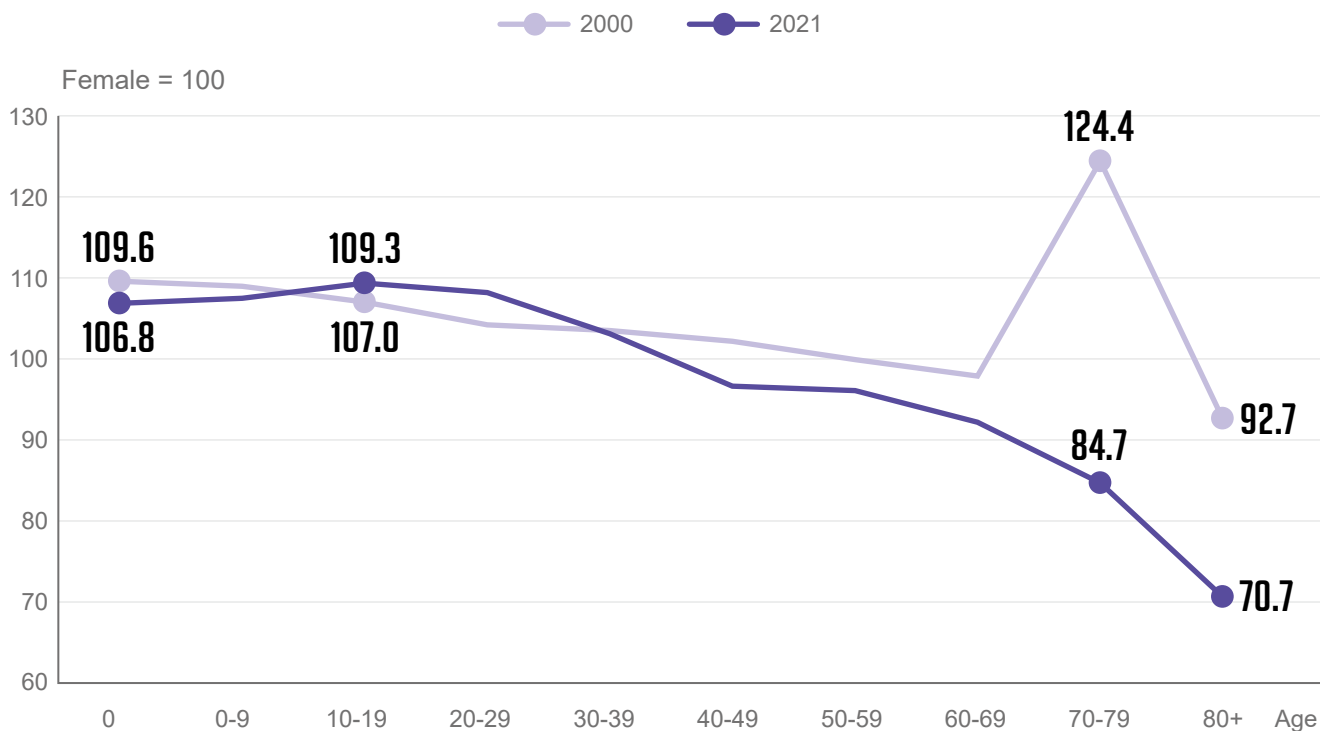
Source: 2021 Summary Analysis of Abridged Life Table, Ministry of the Interior; Ministry of Health and Welfare.

Note: Updated according to each country's latest statistical data (updated June 30, 2022). The data on average life expectancy of the Republic of China, Singapore, Indonesia, Egypt, South Africa, and Sweden were taken from 2021, that of the United Kingdom, Germany, Japan, the Republic of Korea, the United States, Canada, Brazil, and Australia were taken from 2020, and that of China were taken from 2019.

■ Considering Taiwan's population sex ratio by age, men outnumber women in the 30-39 age group and under; women outnumber men in the 40-49 age group and above

The total female population in Taiwan has remained higher than the male population since 2013. Taiwan's total population as of the end of 2021 was 23.38 million, of which 11.80 million were women. The sex ratio decreased to 98.2 (number of men per one hundred women), which is lower than that of the end of 2000, at 104.7. When broken down by age group, the sex ratio of the population aged 30-39 and below is greater than 100 (fewer women than men). In particular, the 10-19 age group has the highest sex ratio, at 109.3. Among the population aged 40-49 and older, the sex ratio is less than 100 (women outnumber men), and the lowest sex ratio, 70.7, is observed among the population aged 80 and above.

2021 Population Sex Ratio, by Age Group



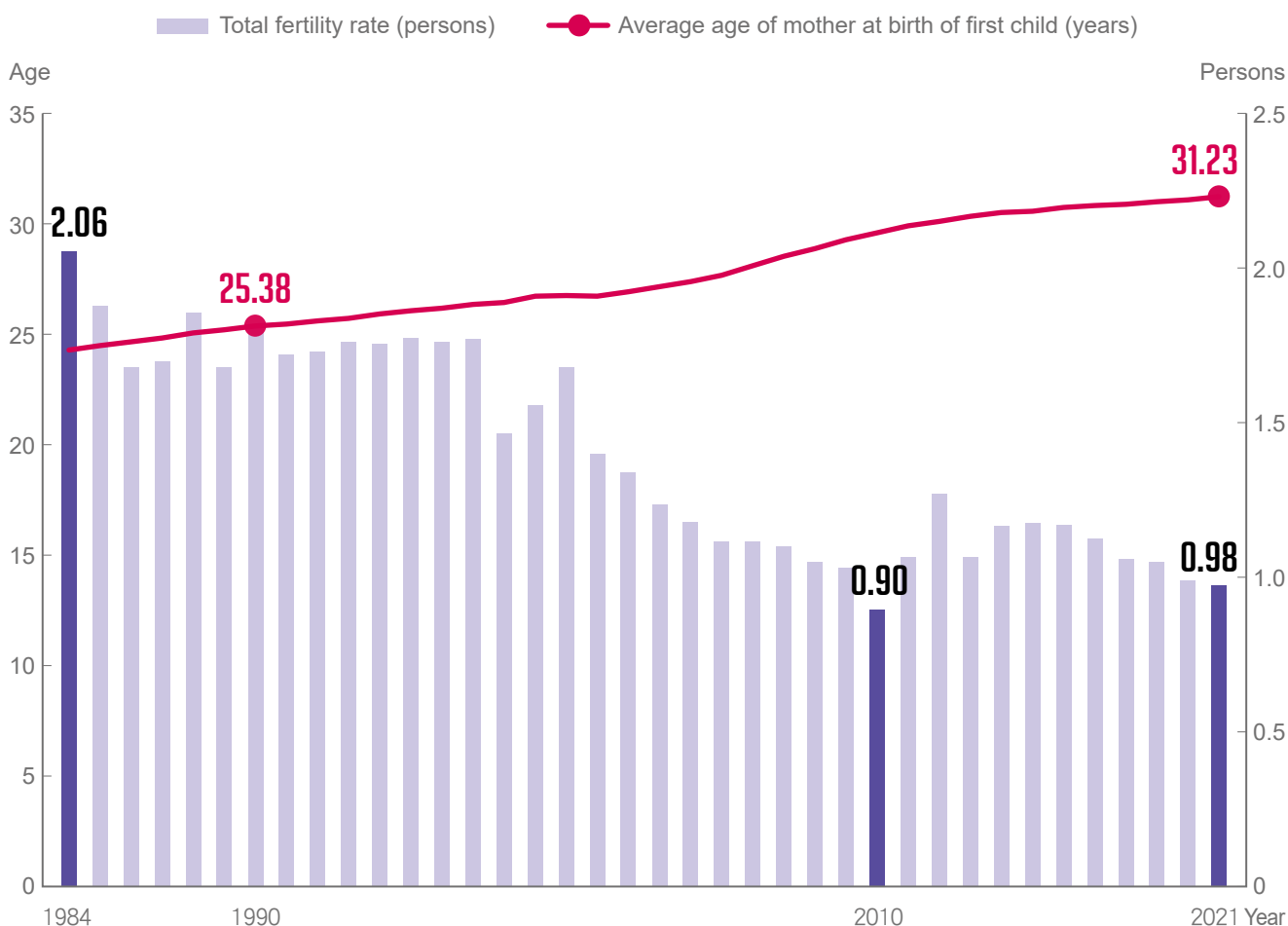
Source: Ministry of the Interior.



■ Fertility rate for childbearing-age women decreased below 1 (births per woman); average age of women at the time of first birth has been gradually increasing

The fertility rate in Taiwan has steadily decreased in recent years. The rate fell to 2.06 children per woman in 1984, dropping for the first time below the population replacement level of 2.1 children per woman. In 2010, the fertility rate dipped below 1, reaching 0.9 children per woman. In 2021, the fertility rate for childbearing-age women was 0.98. In Taiwan, the average age of women giving birth for the first time has gradually increased over the years. As of 2021, on average, new mothers gave birth to their first child at the age of 31.23, which is the oldest ever recorded and an increase of 5.85 years since 1990.

Changes in Fertility Rate of Childbearing-Age Women and Age of Mother at Birth of First Child



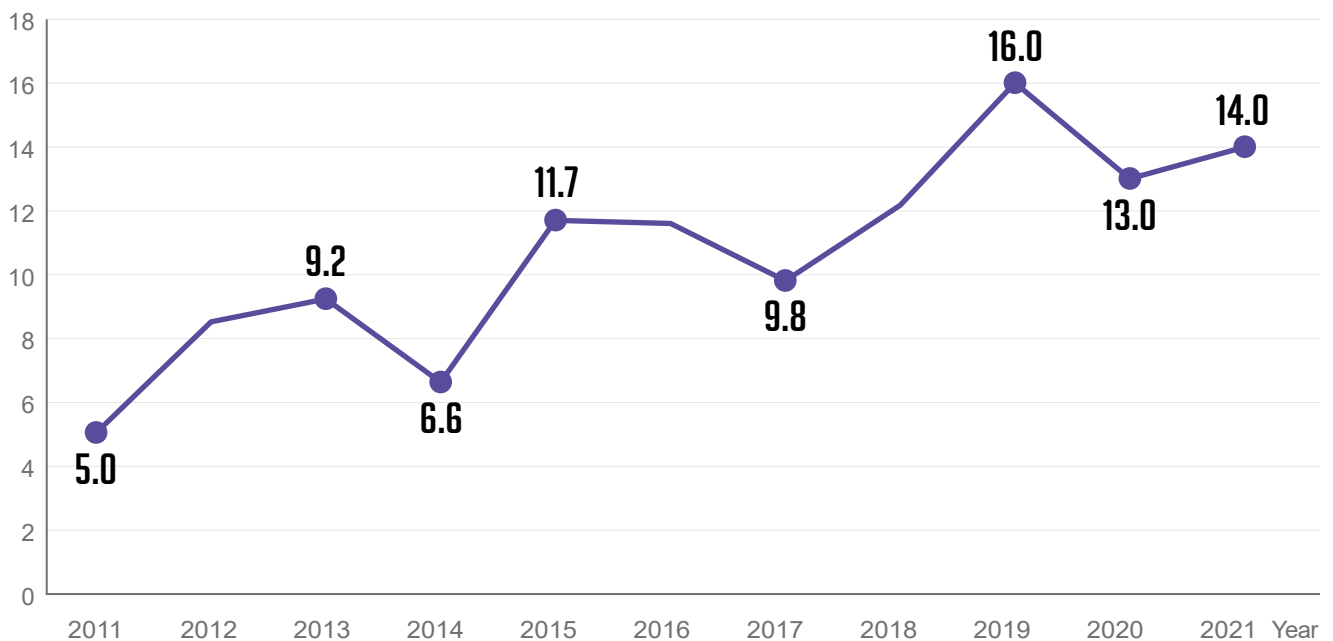
Source: Ministry of the Interior.

■ The most common cause of maternal death over the past 5 years was obstetric embolisms

The maternal mortality rate was 5.0 per 100,000 live births in 2011 and 14.0 per 100,000 live births in 2021. The highest rate during the decade was 16.0 per 100,000 live births in 2019. The most common causes of maternal death were obstetric embolisms, postpartum hemorrhage, and gestational (pregnancy-induced) hypertension with significant proteinuria.

Maternal Mortality Rate Over the Last 10 Years

Mortality rate (per 100,000 live births)



Source: Ministry of Health and Welfare.

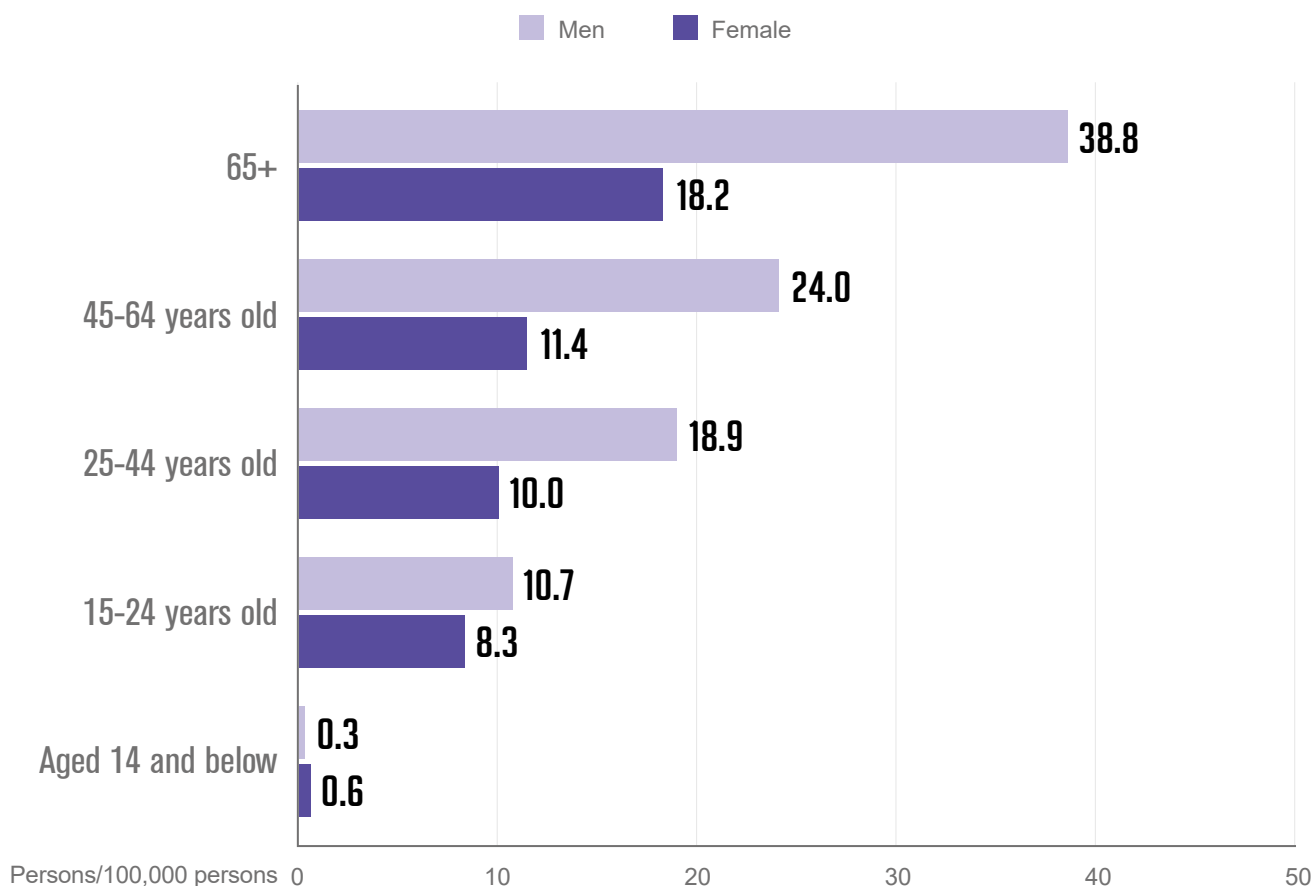
Note: Maternal mortality rate = number of maternal deaths/live births x 100,000



■ Men's crude suicide mortality rate is double that of women

In 2021, 2,330 men and 1,255 women died by suicide in Taiwan. The suicide death rate was 20.0 deaths per 100,000 people for men and 10.6 deaths per 100,000 people for women. By age group, the suicide mortality rate increased with age in both sexes; among persons aged 65 and above, the suicide mortality rate was 38.8 deaths per 100,000 people among men, and 18.2 per 100,000 people among women.

Suicide Death Rates, 2021



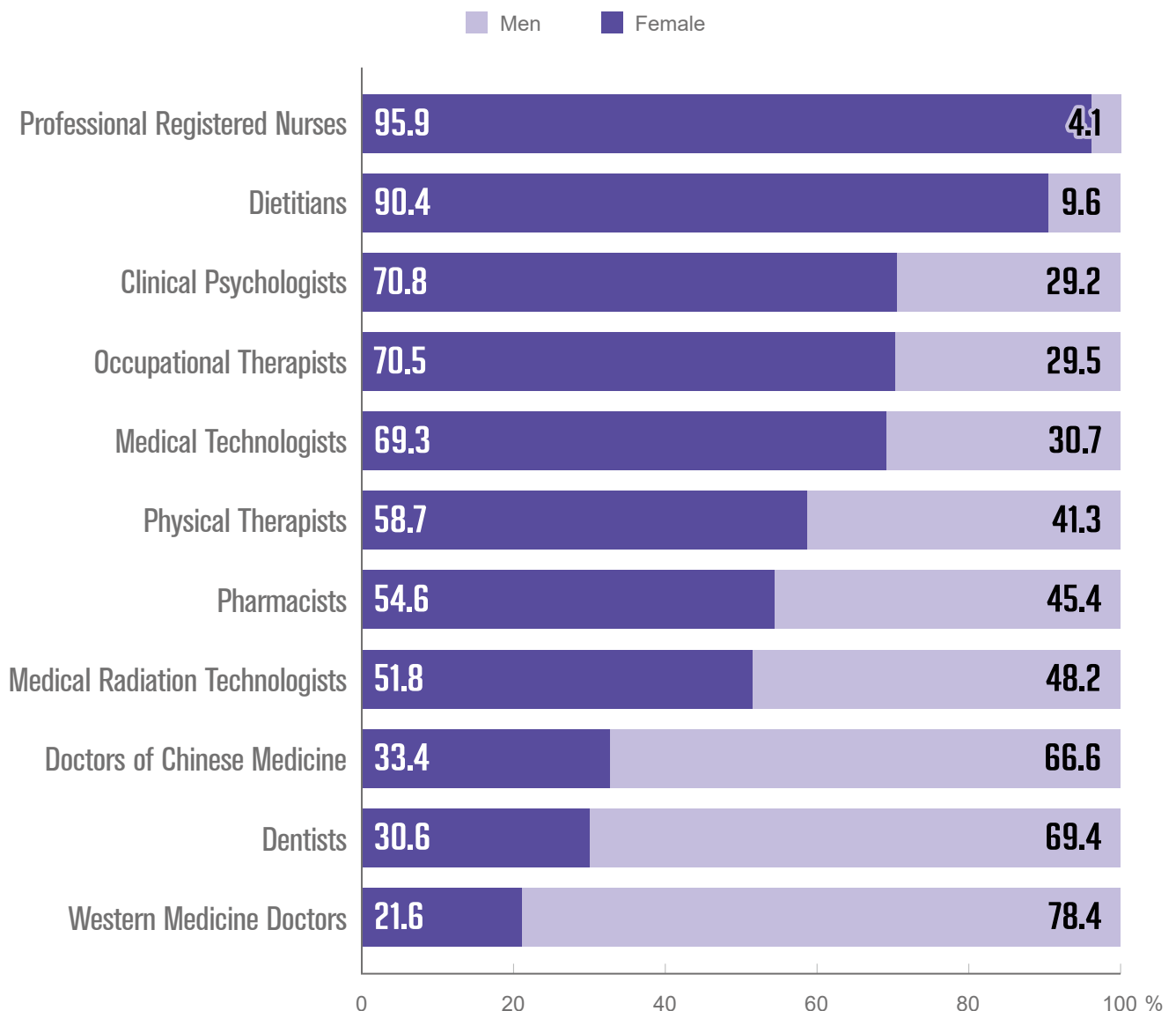
Source: Ministry of Health and Welfare.

Note: Mortality rate = Number of deaths / Mid-year population × 100,000.

■ **There are more than 2 times as many men as women among western medicine doctors, dentists, and doctors of Chinese medicine; women still account for majority of professional registered nurses**

In the medical profession, occupational gender segregation still exists among certain types of medical personnel. In 2021, female physicians, dentists, and doctors of Chinese medicine accounted for 21.6%, 30.6%, and 33.4% of their professions, respectively. These numbers have increased slightly compared to 2020, but men still significantly outnumber women in these fields. However, women accounted for a larger proportion of medical radiation technologists, pharmacists, physical therapists, medical technologists, occupational therapists, clinical psychologists, dietitians, and professional registered nurses than men. Among all types of medical personnel, the gender gap was greatest among professional registered nurses, a field in which women outnumber men 23-fold, with roughly 161,000 female professional registered nurses and 6,900 male professional registered nurses.

Statistics for Certain Types of Medical Personnel, 2021



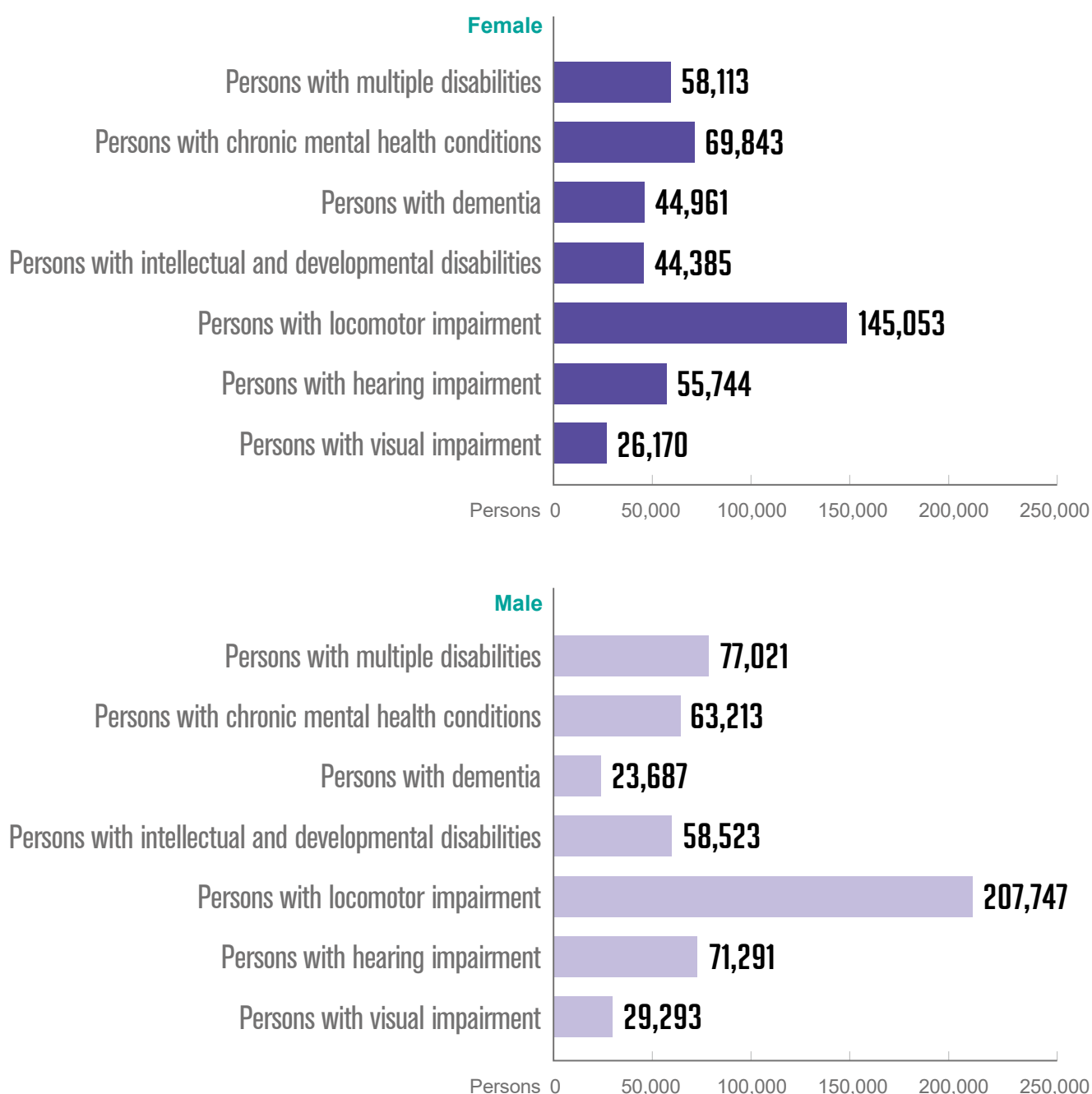
Source: Ministry of Health and Welfare.



■ Men account for a larger share of the total population of persons with disabilities than women; more women suffer from dementia than men

In 2021, among the total population of people with disabilities, 668,000 (55.5%) were men and 536,000 (44.5%) were women. By category of disability, men accounted for a greater number of persons with certain disabilities than women, including visual impairment, hearing disability, locomotor impairment, intellectual and developmental disabilities, and multiple disabilities, with the largest gender gap noted in persons with locomotor impairment. However, women outnumbered men when it comes to the number of people with dementia and chronic mental health conditions.

Statistics for Certain Categories of Disabilities, 2021

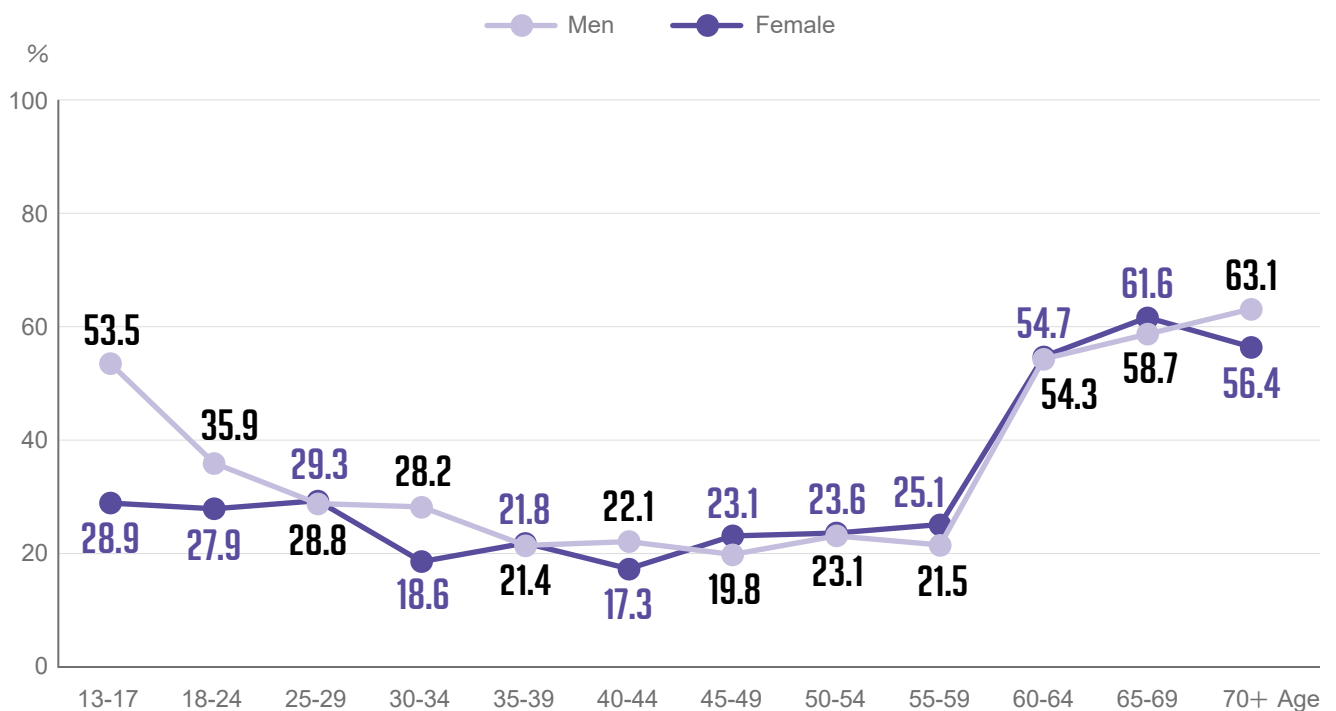


Source: Ministry of Health and Welfare.

■ Gap still exists between ratios of men and women engaged in regular exercise; lowest rate among women aged 40-44, and largest gender gap between young people aged 13-17

In 2021, 33.9% of persons aged 13 and above engaged in regular exercise, with more men (35.4%) engaged in regular exercise than women (32.4%), a difference of 3 percentage points. The rates of both genders show a U-shaped distribution. In terms of the gender gap by age group, the largest gender gap was found in the 13-17 age group (24.6 percentage points). The lowest rate of regular exercise was noted among women aged 40-44 (17.3%).

Overview of Population Who Regularly Do Exercise, 2021



Source: 2021 Sports and Athletics Survey, Sports Administration, Ministry of Education.

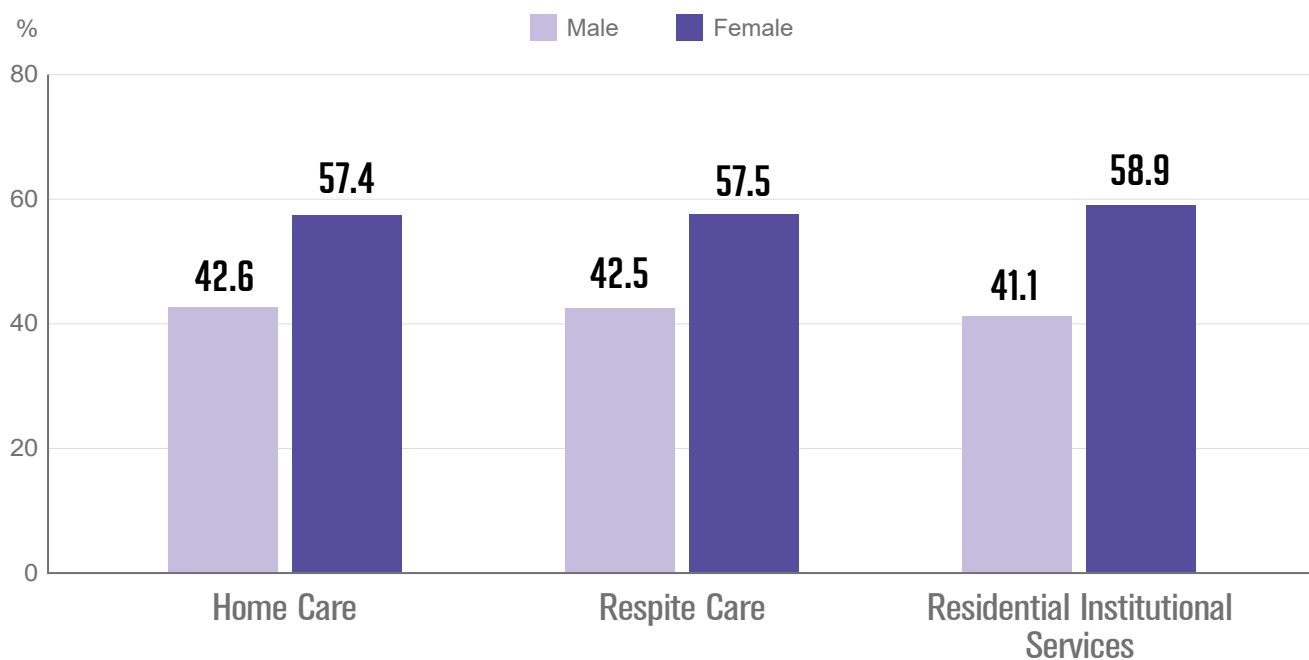
Note: "Regular exercise" is defined as 30-minute exercise routines at least 3 times a week that increase heart rate to 130 bpm or that have sufficient intensity to cause heavy breathing and perspiration.



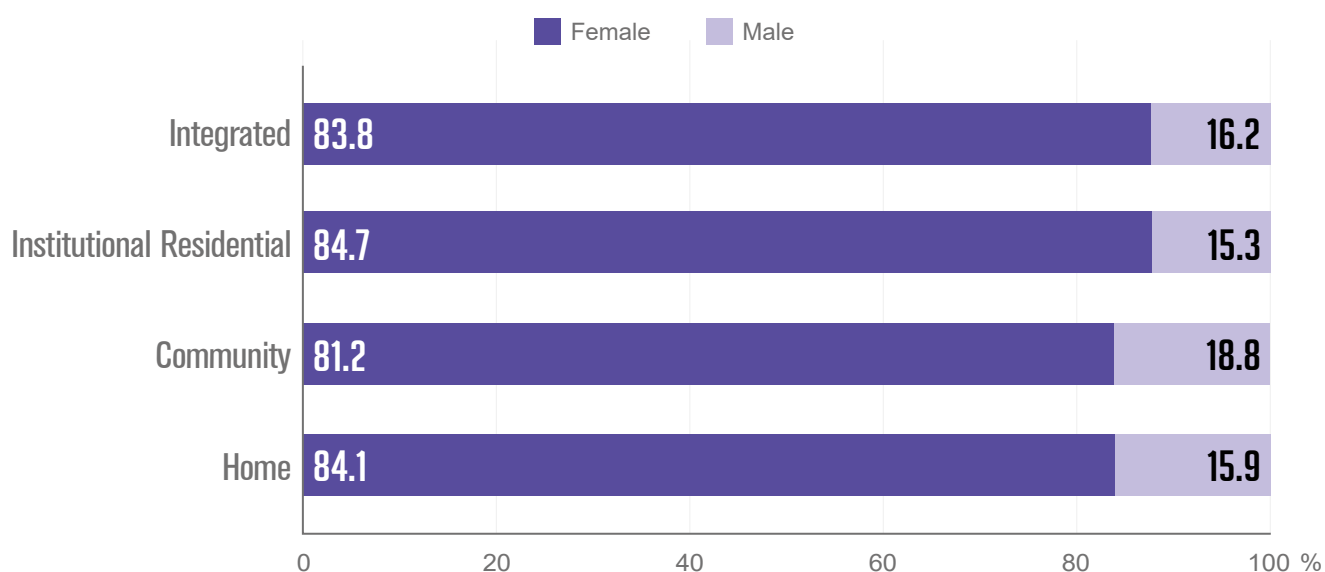
■ The majority of long-term care service users and givers are women

As of the end of 2021, among long term care service users, the largest number of users is observed in home care services, at 250,377 persons, followed by 121,837 users of respite care, and 93,640 users of residential institutional services. For the gender composition of service providers, long term care service givers were predominantly female, and women accounted for over 80% of human resources in home, community, institutional residential, and integrated long-term care institutions.

Gender Distribution of the Three Most Used Long-term Care Services, 2021



2021 Caregivers in the Field of Long-term Care Services



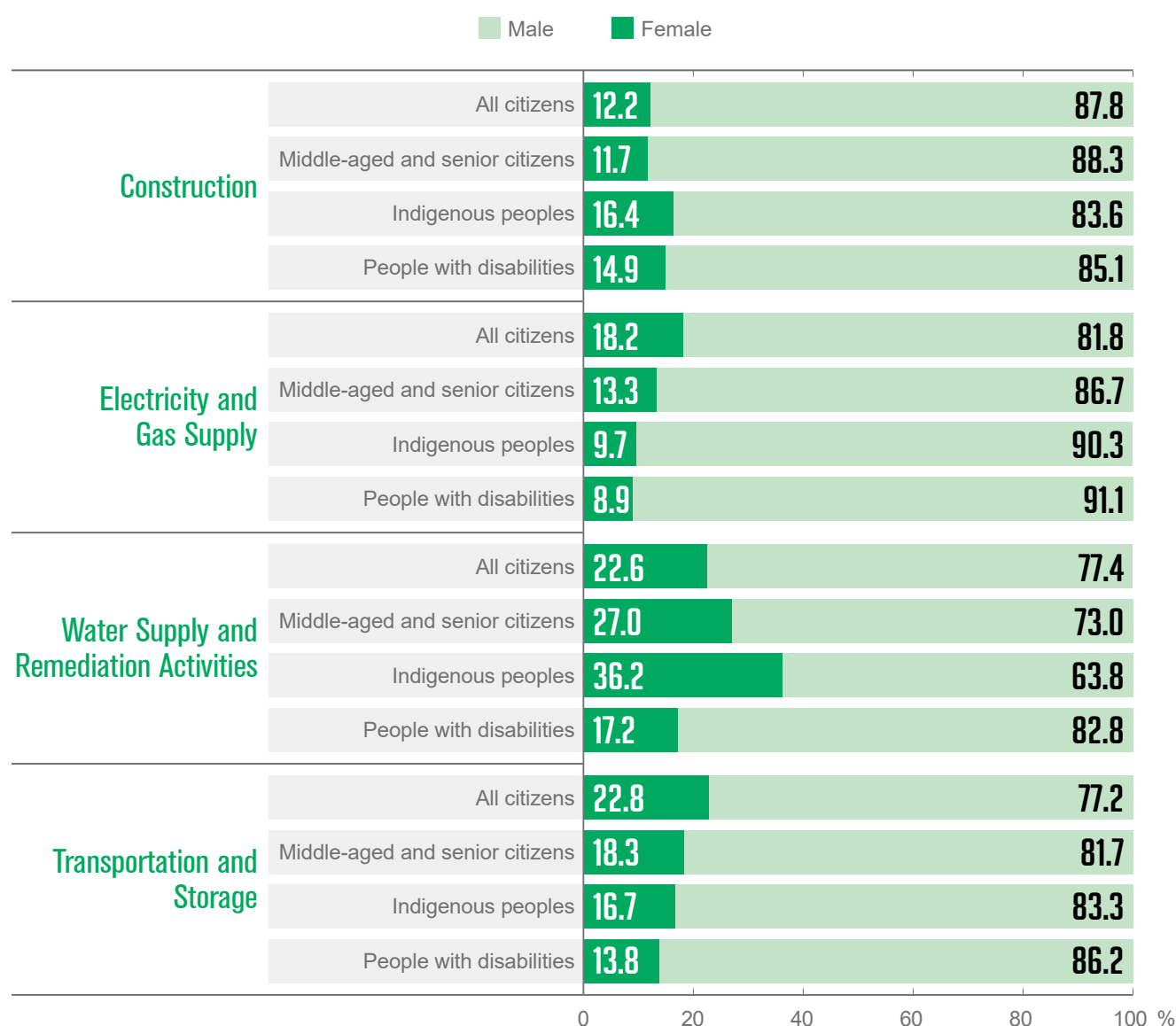
Source: Information System for Management of Long Term Care Institutes and Service Givers, Ministry of Health and Welfare.

6. Environment, Energy, and Technology

■ Women account for less than 1/4 of workers in water and electricity, manufacturing, and transportation industries

In 2021, women accounted for 12.2% of all employment in the construction industry, 18.2% in the field of electricity and gas supply, 22.6% in water supply and remediation activities, and 22.8% in transportation and storage. None of the above reached the proportion of one in four. Regarding the gender structure of occupation type by groups, female middle-aged and senior citizens, female indigenous peoples, and women with disabilities account for lower proportions of employees in the fields of electricity and gas supply and transportation and storage than the national average for women.

Overview of Employment in the Fields of Environment, Energy, and Technology



Source: Labor Survey of People with Disabilities, Ministry of Labor; Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Employment Survey of Indigenous Peoples, Council of Indigenous Peoples.

Note:

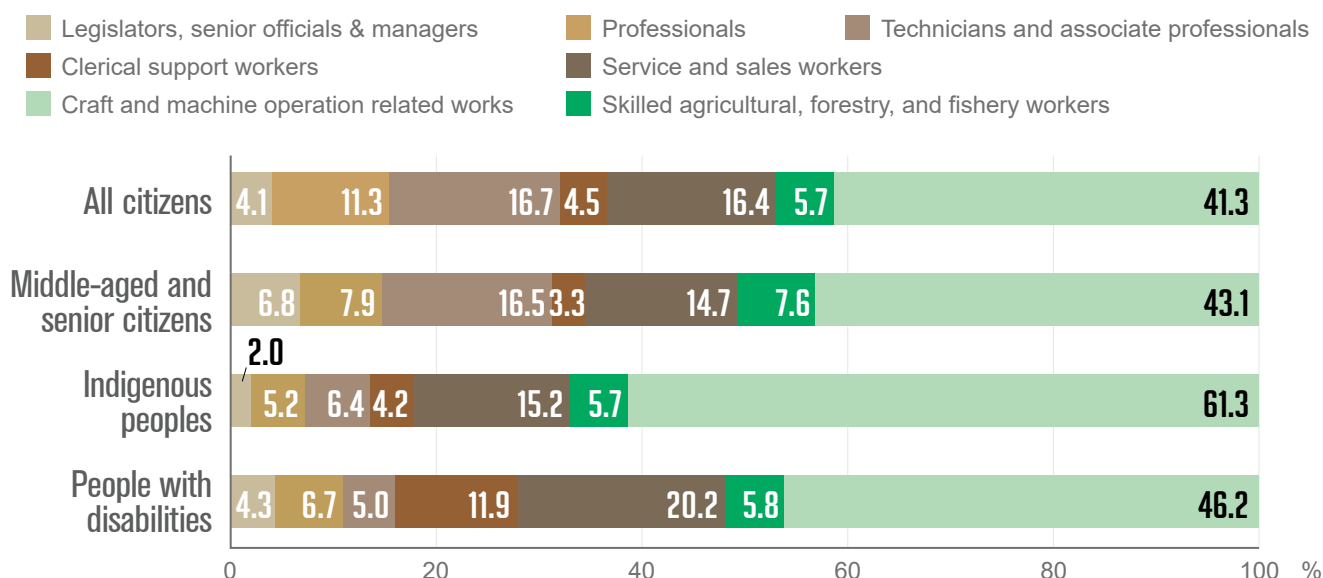
1. "All citizens" refers to members of the civilian population who are 15 years of age and over.
2. The data of all citizens and indigenous peoples is taken from that of 2021; the data of people with disabilities is taken from that of May 2019.



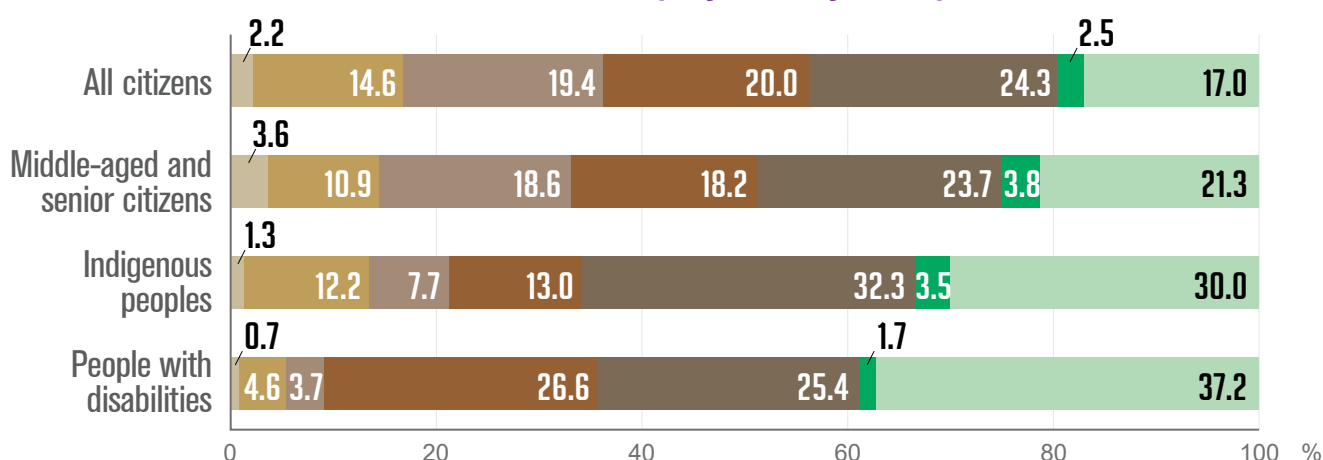
■ Men's occupations tend toward "craft and machine operation related works," while women's are mainly "service and sales workers"

In 2021, there were 11,447,000 employed persons in Taiwan (of whom women accounted for 44.7%). Regarding the gender structure of occupation types, men mostly work in "craft and machine operation related works" (41.3%), while more women worked as "service and sales workers" (24.3%). Men of all social groups mostly work in "craft and machine operation related works" (40% and above for each social group). The highest proportion of men is noted in indigenous peoples (61.3%); The proportion of female "service and sales workers" is higher among middle-aged/senior citizens and indigenous peoples (23.7% and 32.3% respectively), and women with disabilities are mostly employed in "craft and machine operation related works" (37.2%).

Overview of Employment of Men by Occupation



Overview of Female Employment by Occupation



Source: Labor Survey of People with Disabilities, Ministry of Labor; Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Employment Survey of Indigenous Peoples, Council of Indigenous Peoples.









Note:

1. "Employed persons" refers to individuals at least aged 15 and above, doing paid work, or at least 15 hours a week of unpaid family work.
2. "All citizens" refers to members of the civilian population who are aged 15 and above.
3. The data of all citizens and indigenous peoples is taken from that of 2021; the data of people with disabilities is taken from that of May 2019.

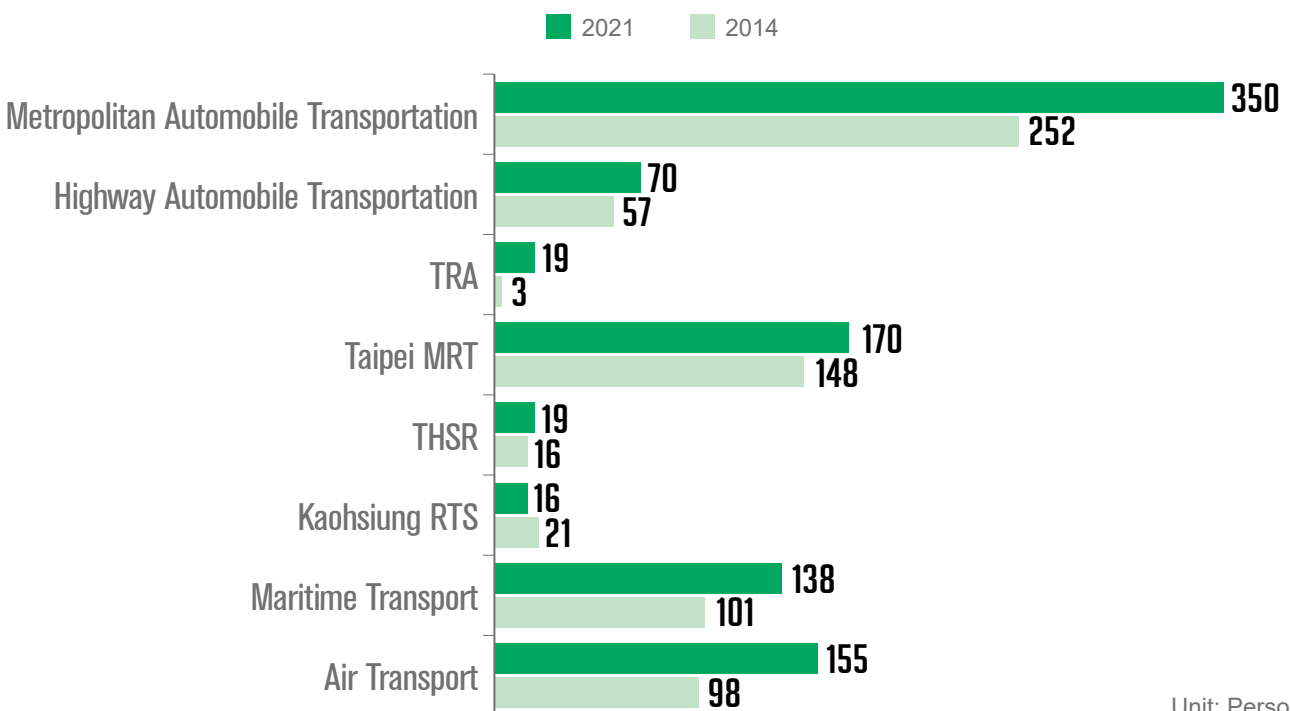
■ Number of female public transportation drivers has been growing over the years but still accounts for lower proportion

With regard to the proportion of female public transportation drivers in 2021, metropolitan automobile transportation had the most female drivers (11,404 persons), and Kaohsiung RTS the least (137 persons). Taipei MRT had the highest proportion of female drivers (23.3%), while TRA the lowest (1.3%). Compared to 2014, except for Kaohsiung RTS, in which the number of women employed as drivers slightly decreased, that number in other public transportation had increased, with the largest increase of 98 persons found in metropolitan automobile transportation.

Overview of Public Transportation Drivers, 2021

	Total (persons)	Female (%)
 Metropolitan Automobile Transportation	11,404	3.1%
 Highway Automobile Transportation	4,355	1.6%
 TRA	1,435	1.3%
 Taipei MRT	731	23.3%
 THSR	186	10.2%
 Kaohsiung RTS	137	11.7%
 Maritime Transport	1,488	9.3%
 Air Transport	2,994	5.2%

Proportion of Female Public Transportation Drivers



Source: Ministry of Transportation and Communications.

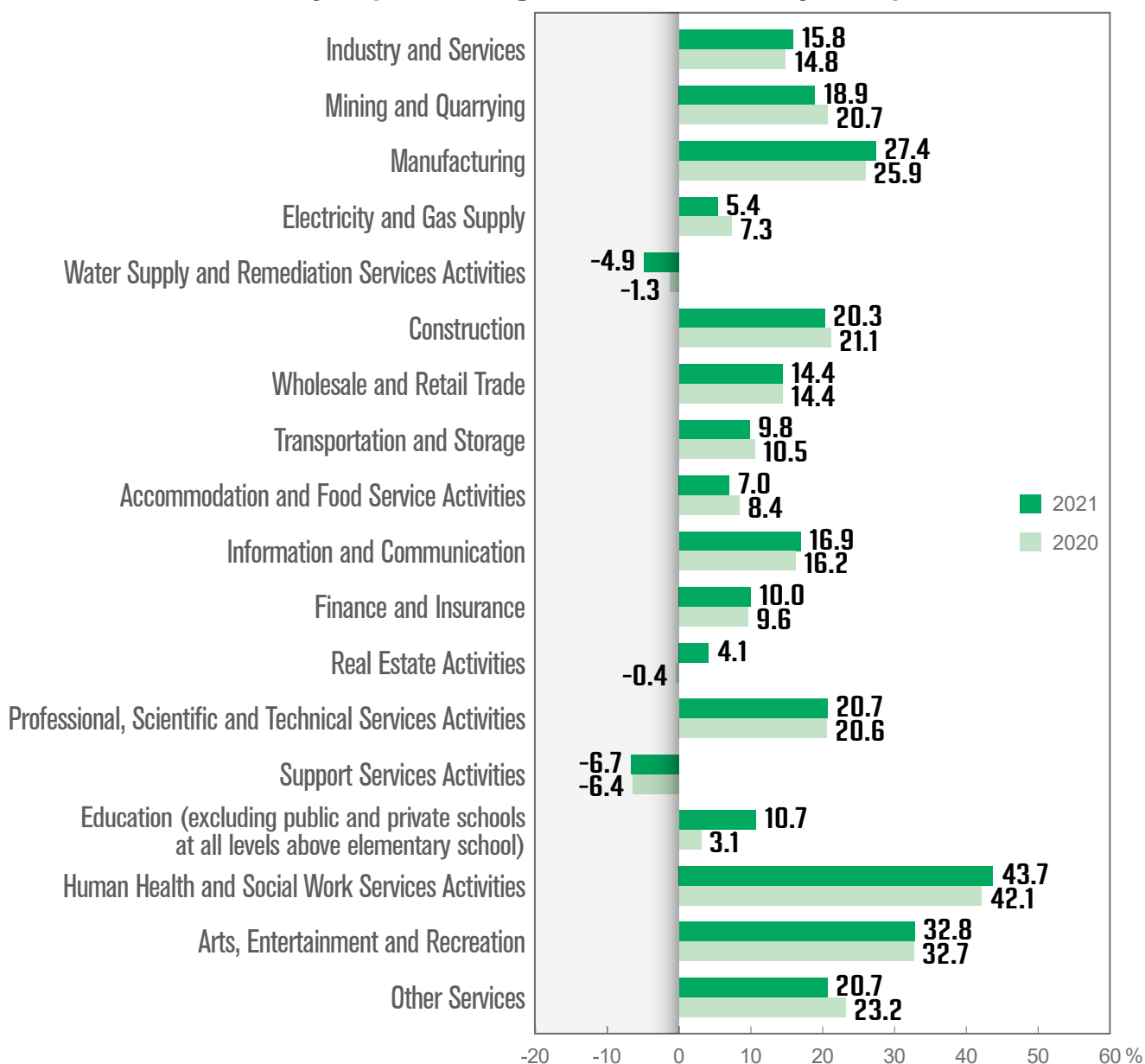
Note: "Ship operators" do not include deck cadets.



■ Science and engineering for boys, humanities for girls: gender pay gap created by occupational segregation

In 2021, the average hourly wage of women in Taiwan's non-agricultural sectors was NT\$304, lower than the average of NT\$361 for men, resulting in a gender pay gap of 15.8%. In most industries, men have higher hourly wages than women. Compared to 2020, the gender pay gap widened by 1 percentage point. This was associated with the conditions of various industries and the greater gaps in pay raises among these industries in 2021. For instance, in the accommodation and food service activities, where female employees accounted for a higher proportion in the workforce, hourly pay raises were limited (increased by 1.1%) due to the impact of the level 3 alert of COVID-19 in the middle of the year. On the other hand, in the manufacturing industry, where men accounted for a higher proportion of the total employees, the boost in foreign trade led to an increase in hourly pay (by 5.6%). As a result, the gender pay gap widened.

Gender Pay Gap of Non-Agricultural Workers, by Occupation



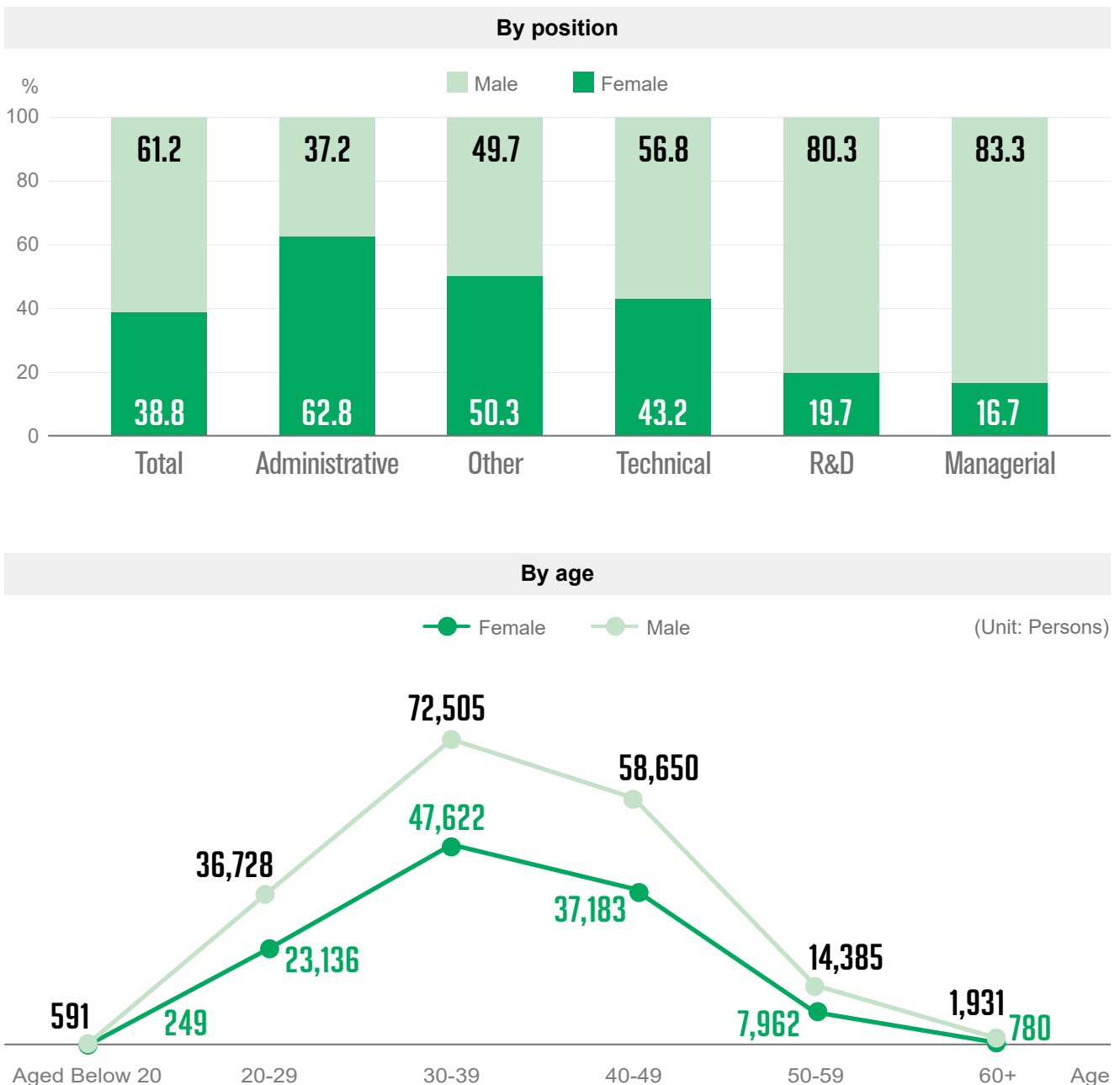
Source: Statistical Report on Labor, Ministry of Labor; Employee Earnings Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

Note: Gender gap in average pay is calculated based on average hourly pay. Hourly earnings = [regular salary + non-regular salary (including overtime pay)] / total work hours. Average gender gap in hourly pay = (1 - ratio of women's average hourly pay compared to men) × 100.

■ Employees in science parks are predominantly male, with female employees less than 40%

Science parks in Taiwan are the main developmental clusters of six major industries in Taiwan, including integrated circuits (IC), optoelectronics, computer peripherals, communications, precision machinery, and biotechnology. In 2021, there were 301,722 persons employed in science parks, most of whom were men (38.8% women). Broken down by positions, male employees outnumbered female ones in technical, managerial, and R&D, with over 80% of total employees in R&D and managerial positions, while administrative positions were mainly occupied by women (62.8%). By ages, employees of both genders were mostly aged 30-39 and showed a dramatic decrease in their number in the 40-49 age group and above.

Overview of Employees in Science Parks, 2021



Source: National Science and Technology Council.

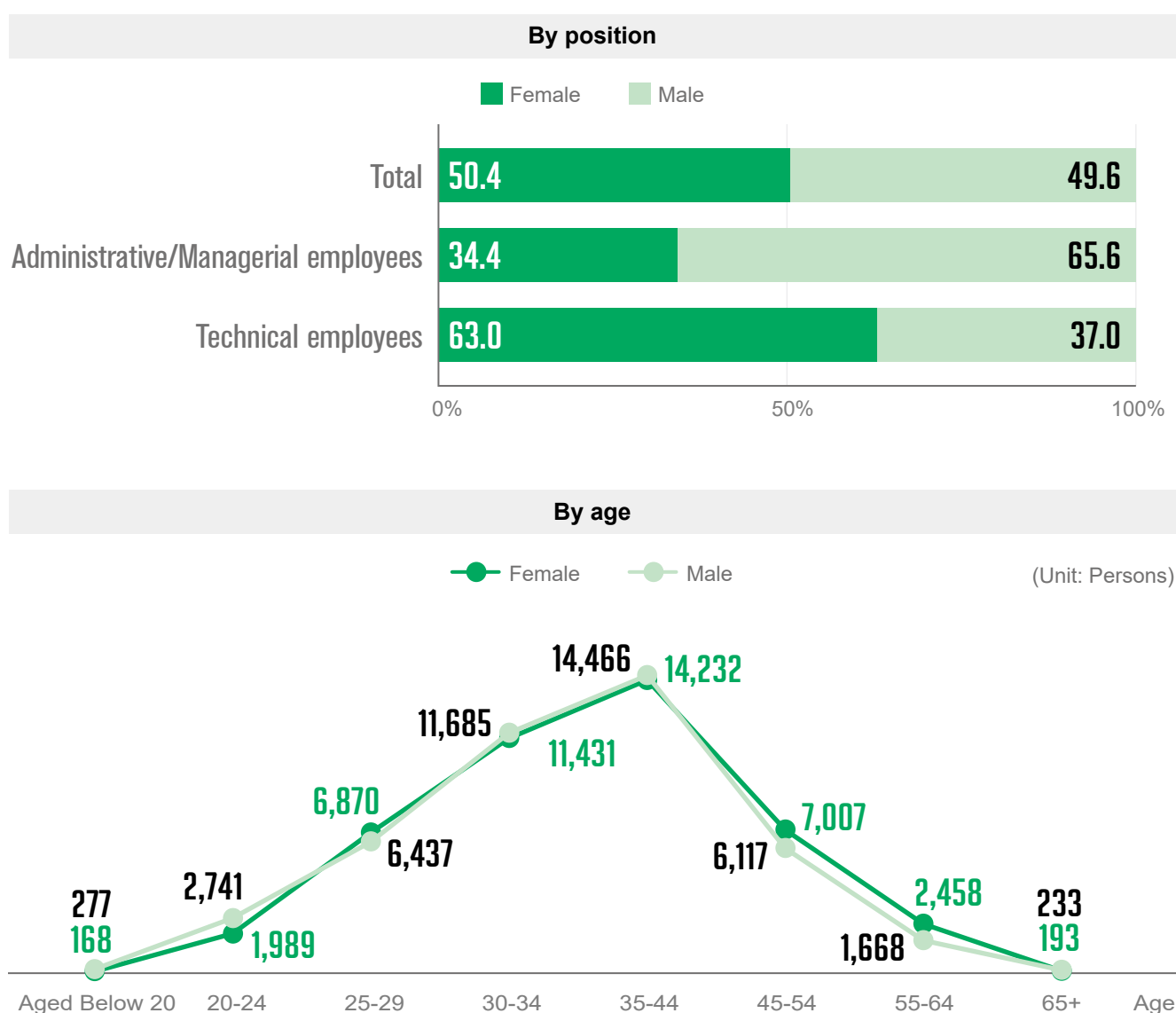
Note: "Below 20" includes students under industry-education cooperation projects.



Gender gap in number of employees in technology industrial parks played no significant role, but vertical segregation in the division of labor existed

Technology industrial parks are a special economic zone that integrates the functionalities of free trade zone, duty-free zone and industrial zone, and is also a hub of industrial clusters for information software and hardware and digital content industries. In 2022, there were 87,972 persons employed in technology industrial parks, 50.4% of whom were women, indicating an insignificant gender gap. When the employment was broken down by positions, administrative or managerial employees were mostly male, with female members accounting for 34.4%, while women accounted for a higher proportion of technical employees (63.0%); by ages, employees of both genders were mostly aged 35-44, and dropped dramatically in number as age increases.

Overview of Employment in Technology Industrial Parks, April 2022

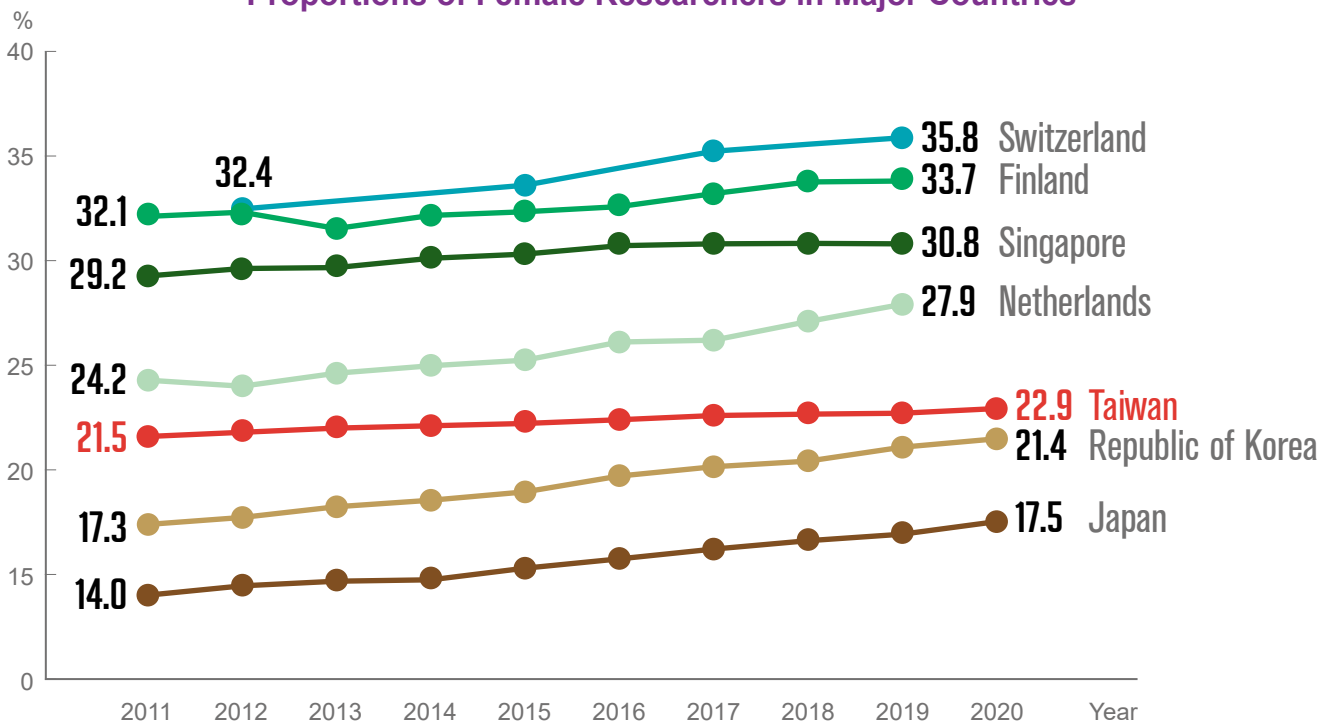


Source: Ministry of Economic Affairs.

■ Room for improvement—the percentage of female researchers in Taiwan, Japan, and the Republic of Korea fell short of 30%

Around the world in recent years, more attention has been paid to fostering and retaining female talents in scientific research fields. In 2020, women accounted for 22.9% of researchers in Taiwan, representing an increase of 1.4 percentage points compared to 2011. Among other major countries, Switzerland had the highest percentage of female researchers at 35.8%, followed by Finland at 33.7%, and Singapore at 30.8%. Apart from Singapore, the percentage of female researchers in other major Asian countries such as Taiwan, Japan, and the Republic of Korea all fell short of 30%, indicating room for improvement.

Proportions of Female Researchers in Major Countries



Source: Main Science and Technology Indicators, OECD, Mar. 2022; Indicators of Science and Technology (2021), National Science and Technology Council.

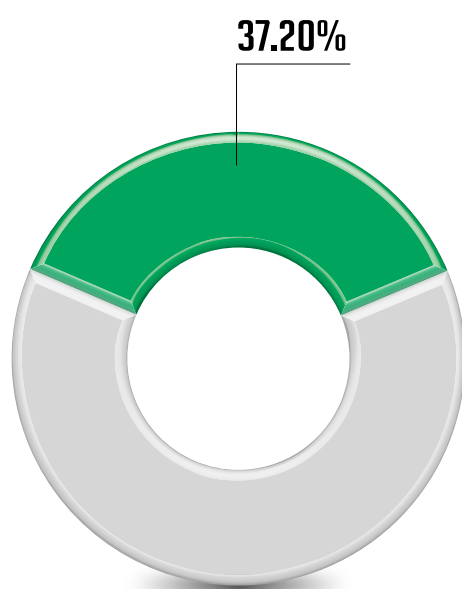
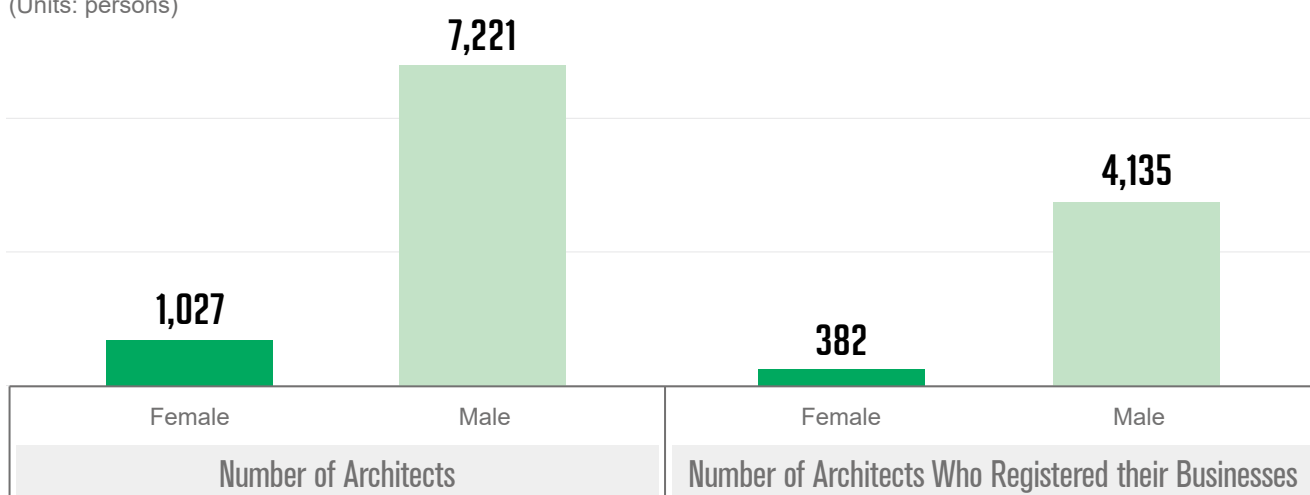


■ Architects are still predominantly male, indicating room for improvement on gender gap

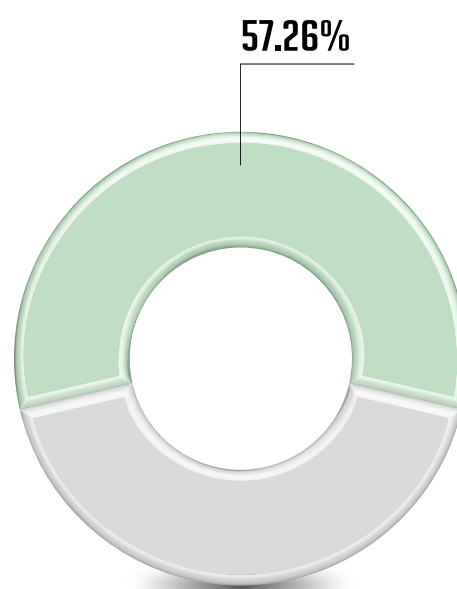
According to the Architects Act, those who possess an architect's license and have a certain amount of experience may apply for a business practice license. As of the end of June 2021, 8,248 people, of whom 1,027 were women (12.5%), possessed an architect's license. Among these people, 4,517 have registered their businesses, with women accounting for merely 8.5%. A further observation of the proportion of business registration by sex shows a gender gap of 20.06 percentage points, as female architects accounted for 37.20% of all business registrations compared to that of male architects, at 57.26%.

Business Registrations of Architects with Certificates, by Sex, June 2021

(Units: persons)



Percentage that are Women



Percentage that are Men

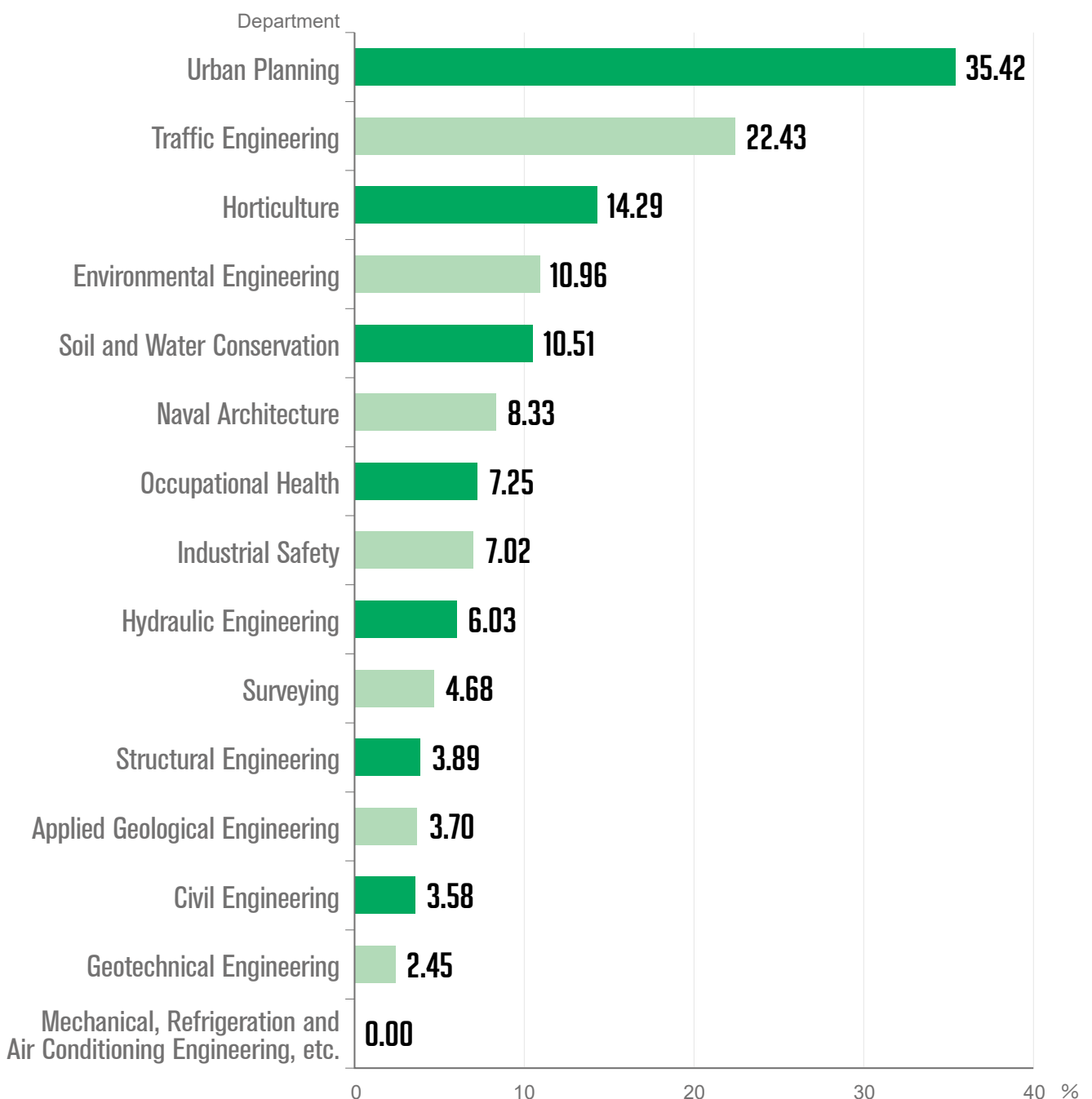
Source: Construction and Planning Agency, MOI.

Note: Percentage of Business Registration = Number of Architects Who Registered their Businesses / Total Number of Architects.

■ Men considerably outnumber women among practicing professional engineers

According to the Professional Engineers Act, a professional engineer possessing a professional engineer certificate and having gained a certain amount of experience may practice the profession after obtaining a professional engineer license from the central competent authority. As of the end of 2021, 30,632 persons possess a professional engineer certificate. Among them, 5,229 were practicing engineers (6.31% were women). The proportion of female practicing engineers is highest in urban planning (35.42%), followed by traffic engineering (22.43%). Although the number of female practicing engineers has been increasing year by year, a considerable gender gap remains.

Proportions of Women among Professional Engineers by Workplace, 2021



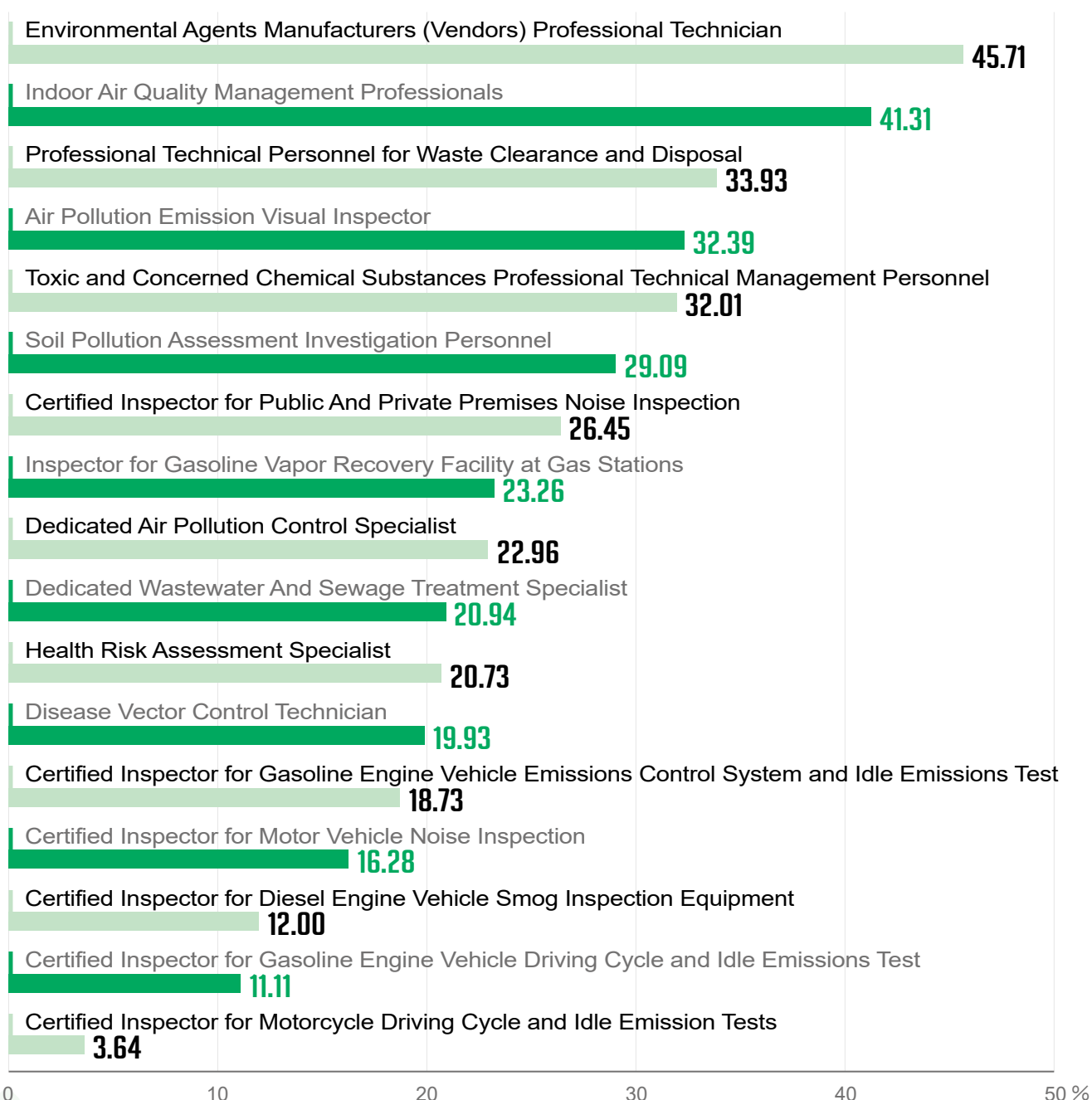
Source: Public Construction Commission, Executive Yuan.



■ There are still more men who obtain environmental protection specialist certificates

In Taiwan, in response to various environmental protection laws and regulations, public and private establishments or businesses are required to appoint special personnel who own environmental protection licenses to carry out the relevant statutory environmental protection business. In 2021, 6,027 persons obtained certificates in 17 categories of training, with women accounting for 27.43% of the total. Except for three categories, namely “environmental agents manufacturers (vendors) technician,” “indoor air quality management professionals,” and “waste clearance and disposal technician,” where the proportion of women has exceeded 1/3, the other categories have a significantly low proportion of women, especially with persons who are specialized in the “motor vehicle driving patterns and idling status inspector,” which is the lowest at 3.64%.

Percentage of Women Who have Obtained Environmental Protection Specialist Certificates, 2021



Source: Environmental Protection Administration, Executive Yuan.

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