

Current Overview and Prospect of Gender Equality in Taiwan



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Outline

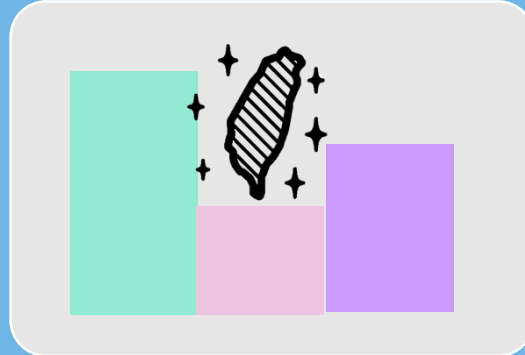
- ▶ Taiwan's gender equality compared to global progress
- ▶ Taiwan's key policies and mechanisms for gender equality
- ▶ Current development of gender equality in Taiwan
- ▶ Future focus and actions
- ▶ Prospects



Taiwan is Asia's best performer for gender equality in 4 areas



2023
Ranks 5th
worldwide in
**Social
Institutions and
Gender Index
(SIGI)**



2021
Ranked 7th
worldwide
in **Gender
Inequality
Index(GII)**



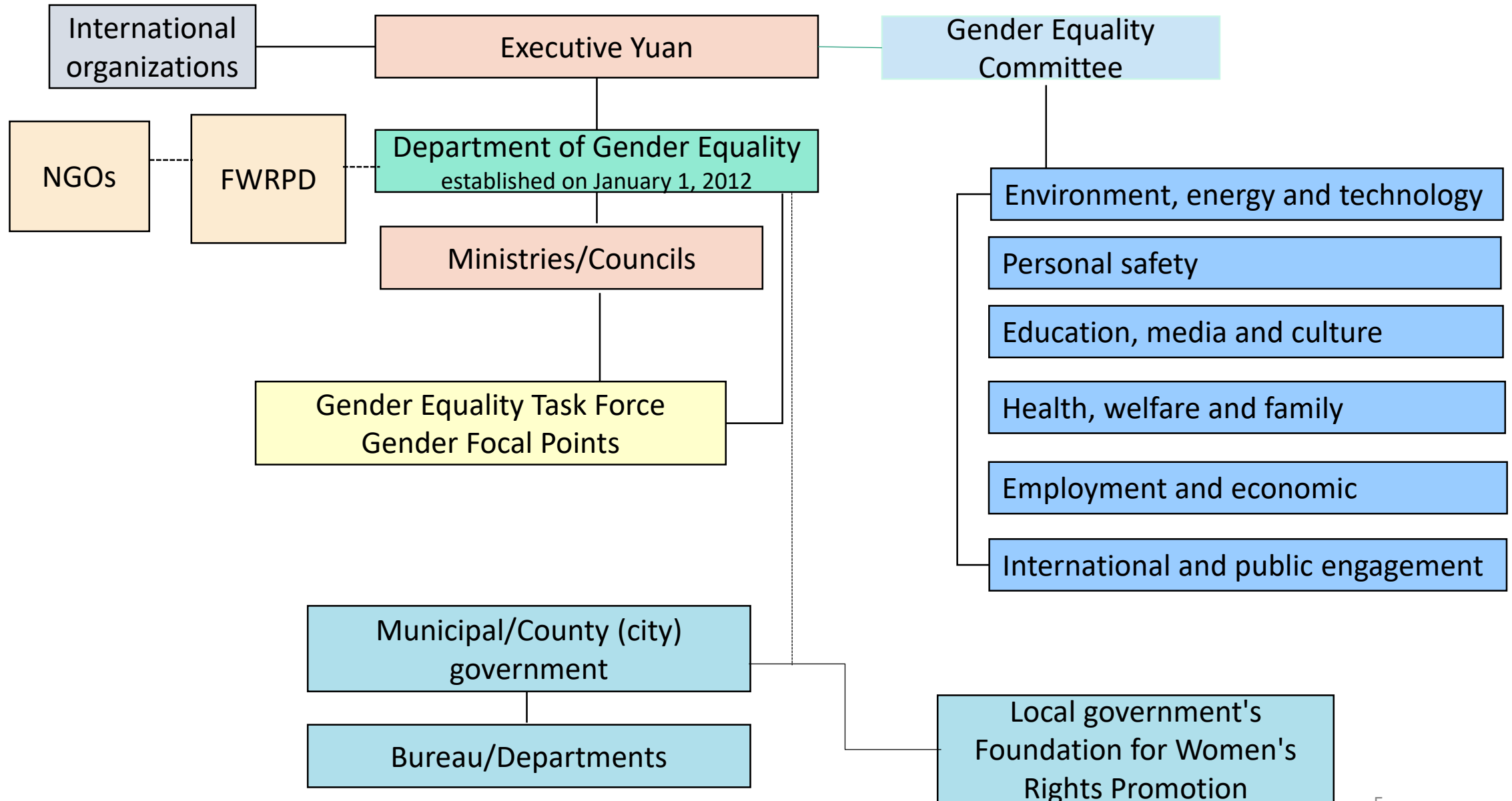
2020
**Ratio of female
legislators
exceeded 40%**



2019
**Legalized
Same-sex
marriage**

Taiwan's key policies and mechanisms for gender equality

Gender equality mechanism



Promote gender equality policy guidelines and key issues

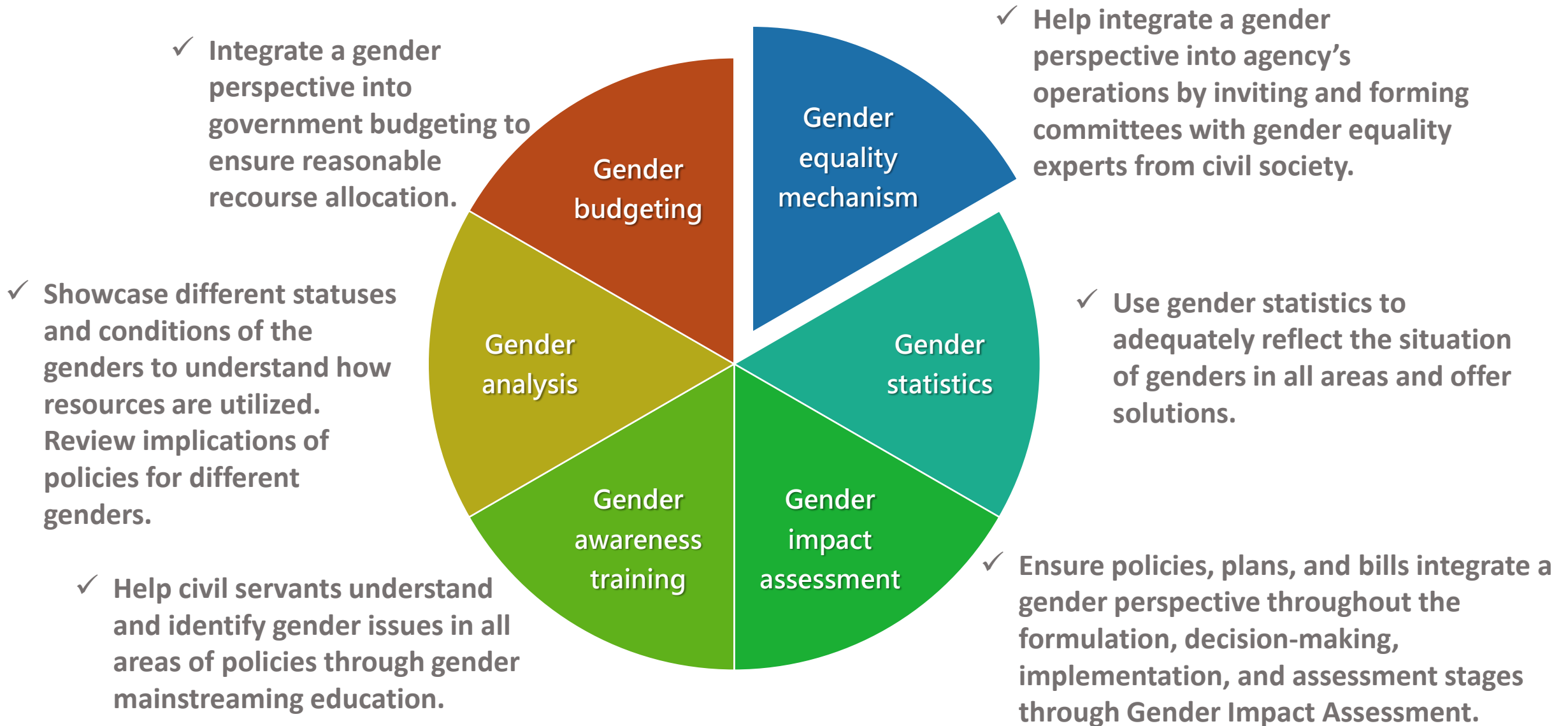
Gender Equality Policy Guidelines

- Power, Decision Making, and Influence
- Employment, Economy, and Welfare
- Education, Culture, and Media
- Personal Security and Justice
- Health, Medical Service, and Care
- Environment, Energy, and Technology

Important Gender Equality Issues

- 
- ☐ Promote gender-balanced participation in decision-making positions in public and private sectors
 - ☐ Promote women's economic capabilities
 - ☐ Eliminate gender stereotypes, prejudice, and discrimination
 - ☐ Prevent cyber and internet gender-based violence
 - ☐ Promote gender equality in health and care work
 - ☐ Create environments and innovative technology with a gender perspective

Enhance utilization of all gender mainstreaming tools



Assist central and local governments in promoting gender equality

Since 2015, the committee has guided various Ministries and local governments to be proactive in promoting affairs related to gender equality by conducting evaluations and incentives.

**Launch
evaluation and
incentive
programs**

**Conduct on-site
visits
and provide
guidance**

Conduct on-site visits to understand the progress and exchange experiences according to the government agency's type of affairs and promotion progress.

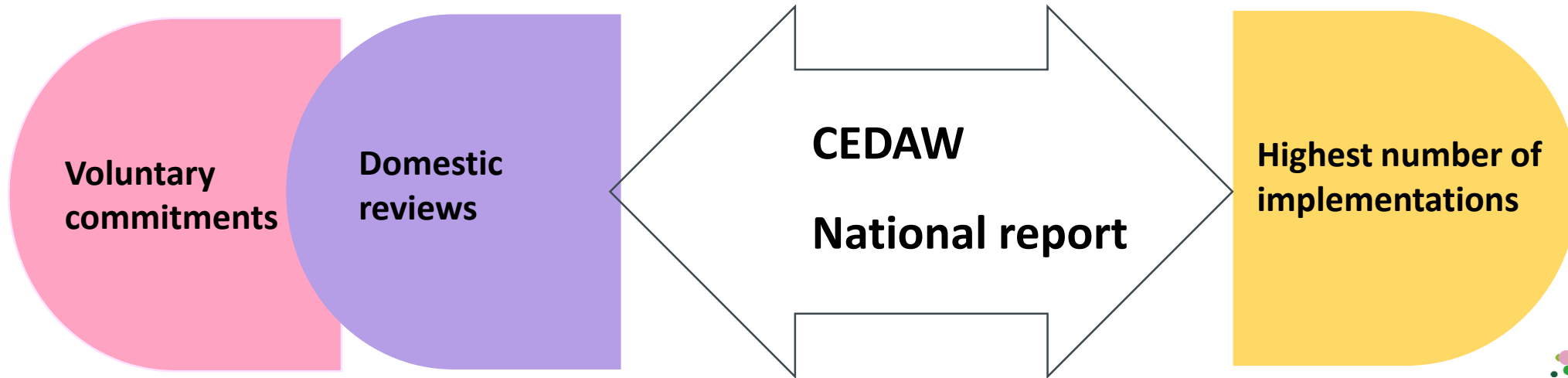
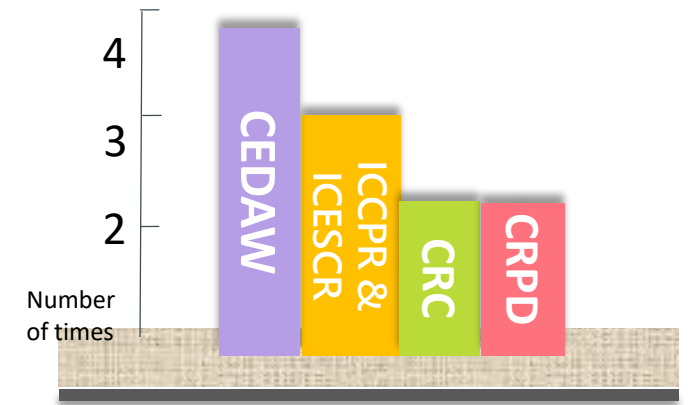
Those with unsatisfactory evaluation results call a project meeting with gender equality committee members. The committee also conducts on-site visits to assist local government in promoting gender equality

**Enhance
individual
guidance**

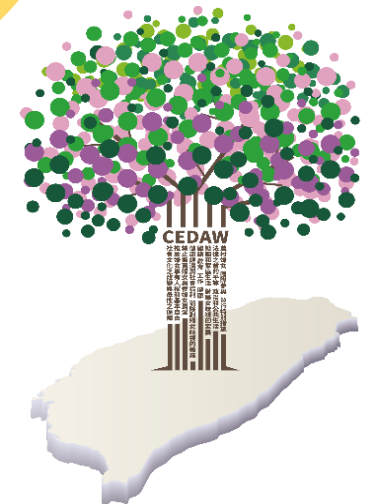
**Recognize
outstanding
performances**

Issue the Golden Carnation Award to government agencies with outstanding performance to promote benchmarking. Hold gender equality task force exchange meetings to increase effectiveness.

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)



- In 2009, 2014, and 2018, Taiwan invited international experts on CEDAW to come to Taiwan and review our national reports.
- In 2022, the international review of CEDAW's fourth national report was held.



International exchanges and cooperation



Attend APEC

- Regularly attended the Women and the Economy Forum (WEF) ministerial meetings and the working group meetings
- Proposed women's economic empowerment projects, and encouraged female participation in digital health, telecom, construction, and ICT sectors.



Taiwan-EU gender equality collaboration

- Taiwan-EU Human Rights Consultations
- EU-Taiwan Gender Equality Cooperation and Training Framework (2019-2023), conducted mutual visits and held conferences regarding LGBTI human rights and the group's participation in decision-making positions
- Published Chinese version of the EU's Gender Equality Index



Align with UN initiatives

- Implemented UN SDG goals and formulated policies to meet Goal 5 on achieving gender equality and empowering all women and girls
- UN Commission on the Status of Women



Expand multilateral-cooperations

- Attended OECD conferences on gender budgeting
- Incorporated into the Social Institutions and Gender Index (SIGI) and received glowing report
- Co-hosted Global Cooperation and Training Framework Conference on ending gender-based violence

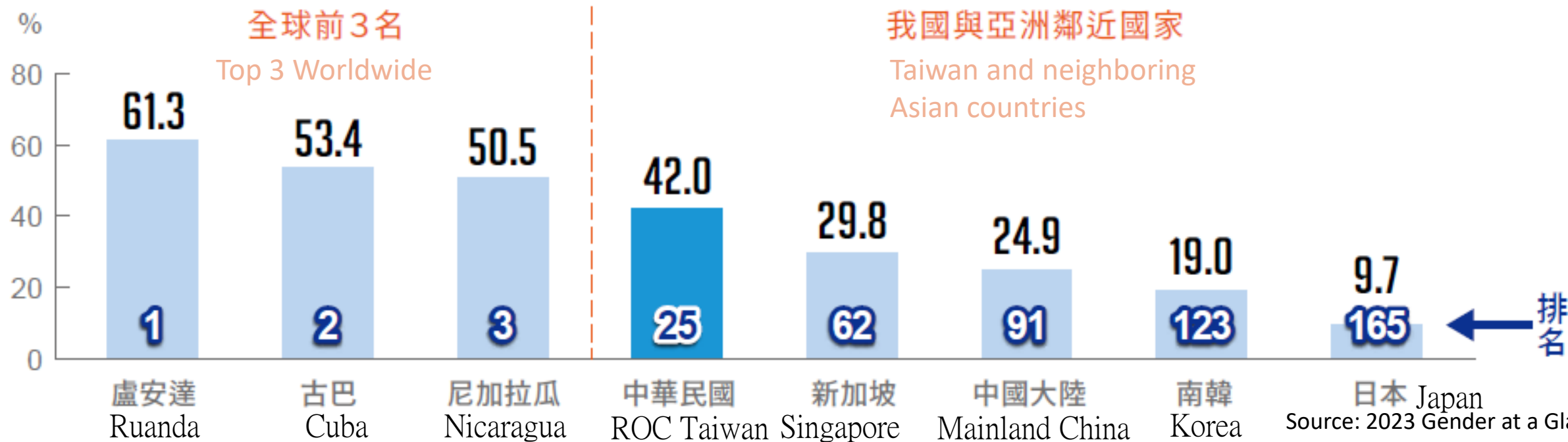
Current overview of gender equality developments in Taiwan

Current Overview

Women's participation in decision-making positions in public and private sectors continues to rise

- ▶ In 2022, the rate of female county/city mayors reached a new high, accounting for more than half (56%) of all county and city mayors for the first time.
- ▶ The decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan are gradually achieving gender parity, with female examiners representing 55%, female members of the Control Yuan accounting for 44%, and female judges making up 51% of members.
- ▶ The number of women CEOs for SMEs continues to increase (37%), with the service industry representing the most female-leading businesses.

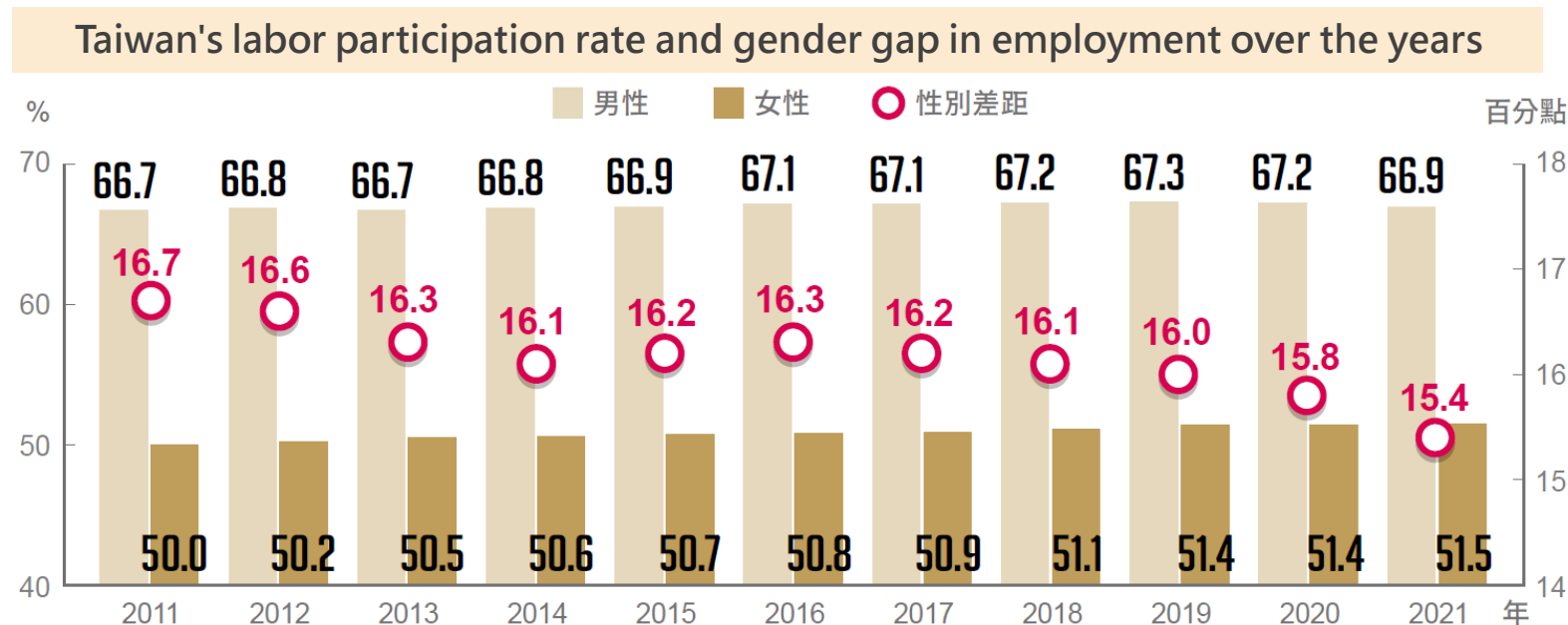
2021年主要國家女性國會議員比率 Female MPs in 2021



Current Annual increase in women's labor participation, closing gender gaps in employment

Overview

- ▶ Taiwan's labor participation rate for women above the age of 15 continues to rise. As of March 2023, the rate stands at 51.77%.
- ▶ Taiwan's labor participation rate for women peaked between the age of 25-29, reaching 89.9%, higher than other major countries.
- ▶ In recent three years, Taiwan's labor participation rate for women continues to rise steadily.
- ▶ In 2021, the government improved the policies for unpaid parental leave. The subsidy for unpaid parental leave for men increased by 6.3% (In 2020, the rate was 18.2%; in 2022, the rate increased to 24.5%).



資料來源：勞動部、行政院主計總處。

Creating a parenting-friendly workplace



Relaxed unpaid parental leave regulations and increased insured monthly salary subsidy to 80%. (2021)



Extended days for prenatal testing leave, pregnancy checkup accompaniment, and paternity leave. (2022)



Expanded prenatal testing service, and increased IVF subsidies. (2021)



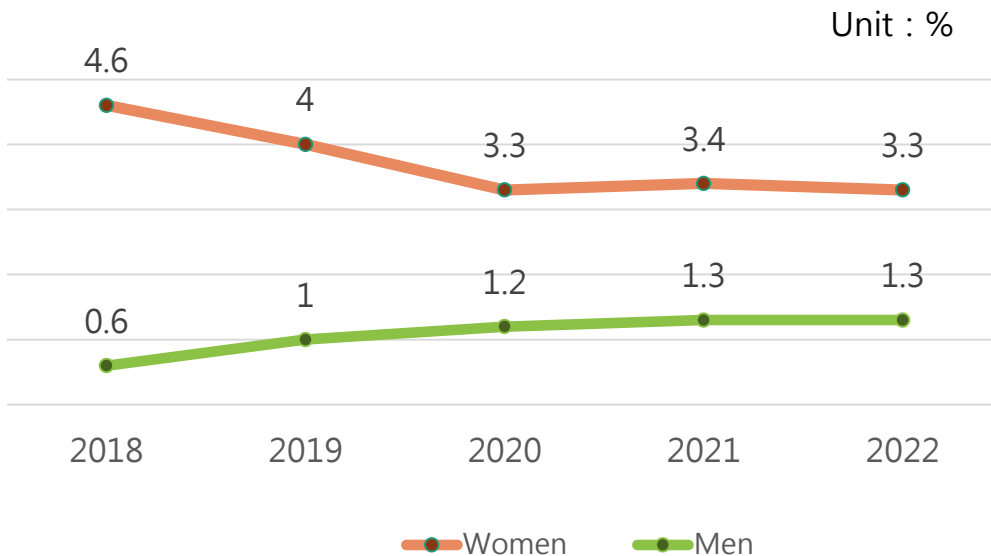
Implemented public childcare policy for ages 0-5 by increasing capacity and subsidy

Current Overview

Prevention of gender-based violence

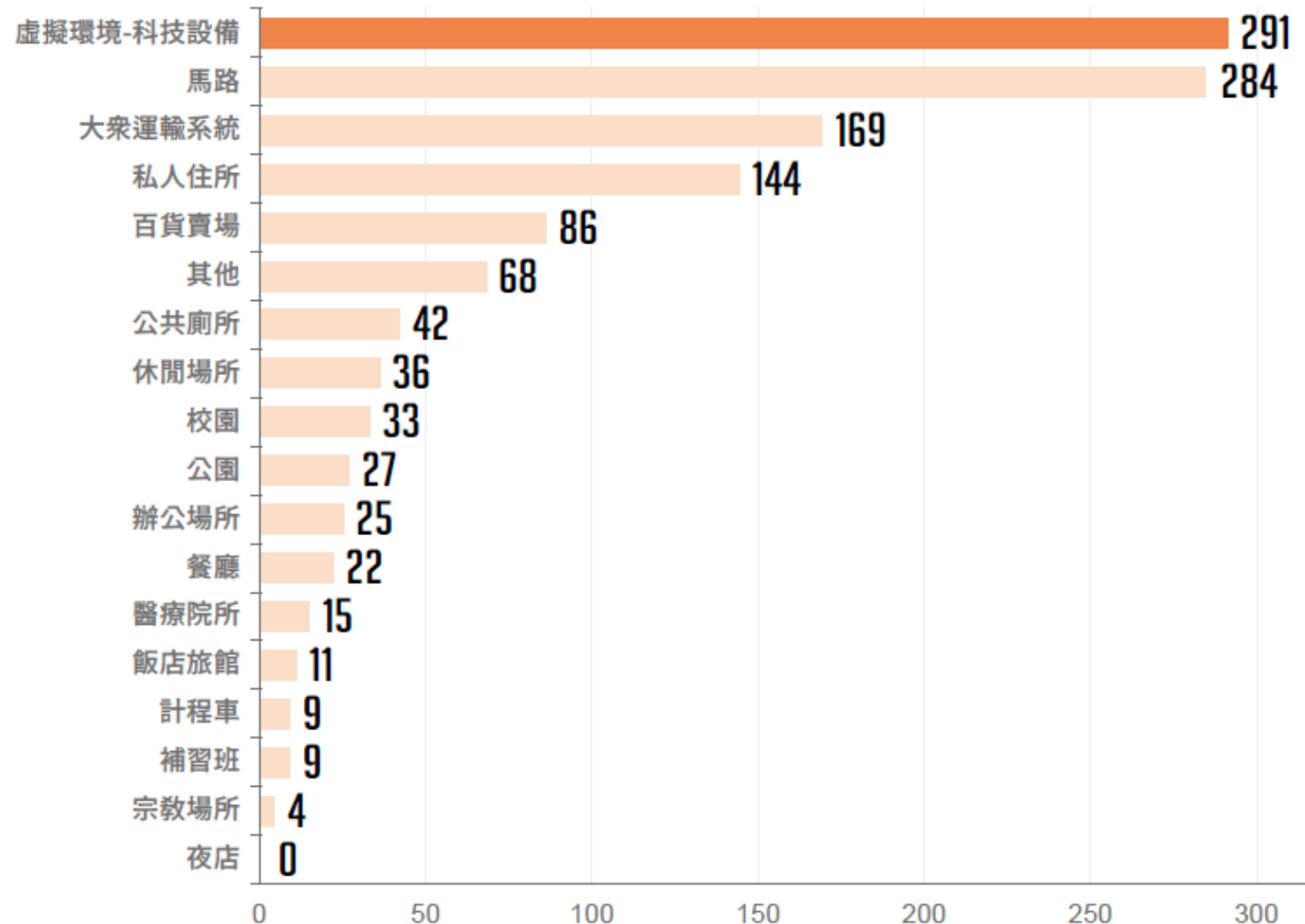
- ▶ In recent years, Taiwan's workplace harassment rate for female workers has been steadily higher than for males.
- ▶ In 2021, most harassment complaints occurred in "virtual environments - technological devices," accounting for 22.7%. Upward trend compared to the previous two years.

Rate of workplace harassment experienced by employees



Source: Survey on Employment Equality at the Workplace, Ministry of Labor

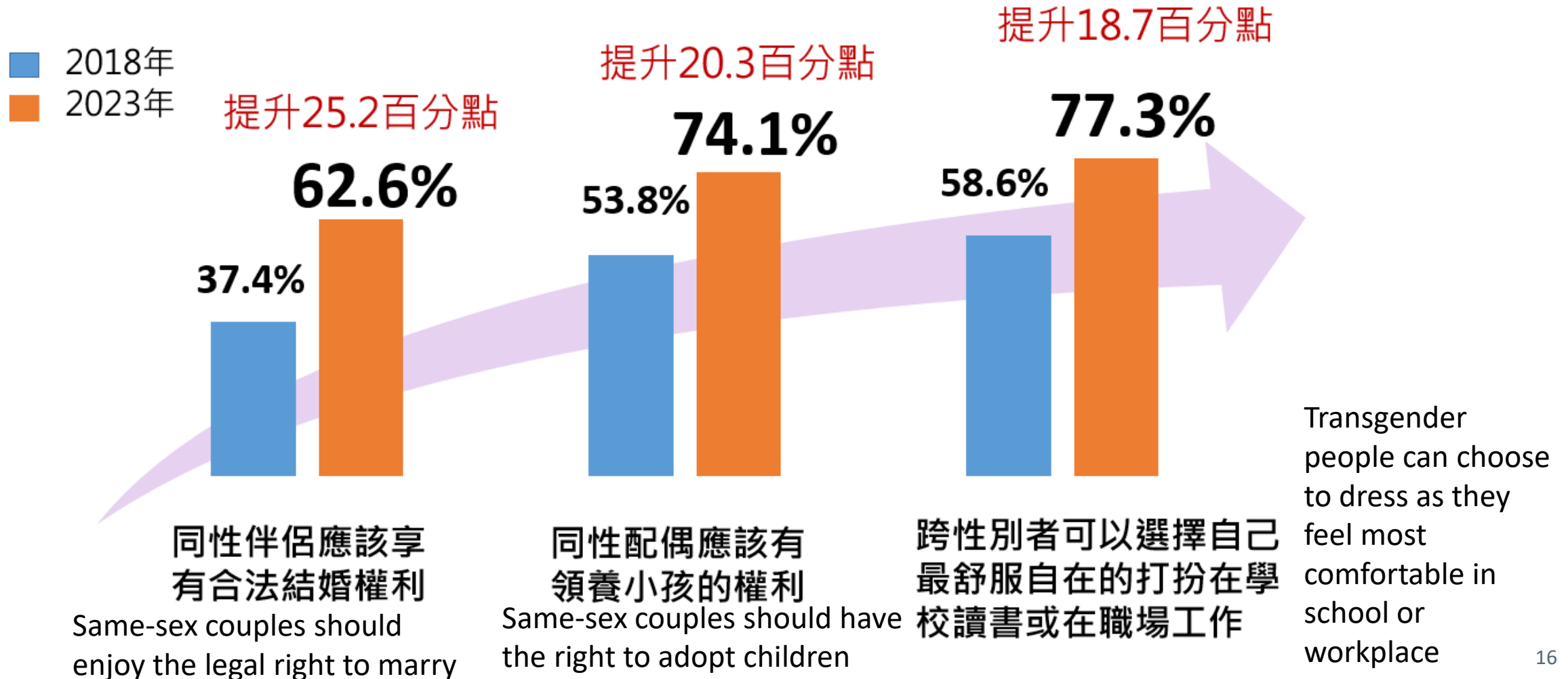
2021年性騷擾申訴成立概況—按發生場所



Elimination of gender stereotypes and prejudice

Telephone survey on gender equality perception

The public's general perception on gender equality:
Scored 73.5 in 2018, and the number increased to 77.9 in 2023.

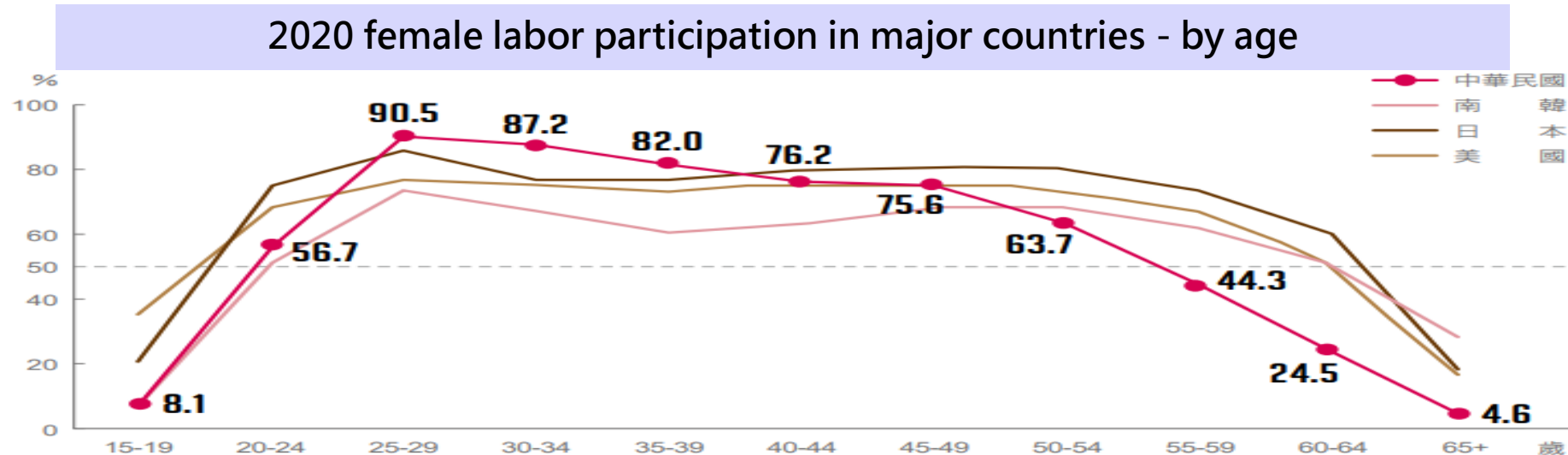


Future focus and actions

Future focus

Promote women's economic empowerment and participation in decision-making positions

- ▶ Taiwan's female labor participation continues to drop with age due to factors including marriage, birth and presence of children.
- ▶ Room for improvement in female participation in decision-making positions in public and private sectors
 - ▶ Female cabinet members account for 17% of all members, while chair women in IPO companies represent 15.8%. Although the percentage has increased, it is still shy of one-third.
 - ▶ Less than 10% of directors and supervisors in agriculture/fishing associations are women. Immediate improvement is needed to address this issue.
- ▶ In 2023, Taiwan's Equal Pay Day was on February 27. In 2019, women had to work 52 more days to earn the same pay as men. In 2023, it was up to 58 days.



Female economic empowerment and participation in decision-making positions - Actions

Promote gender equality in decision-making participation in public sector

- Reach gender ratio of 40% (either gender) among committee members affiliated with ministries under EY. In 2022, 83% of committees reached the goal.
- Amend regulations for forming committee task forces to include gender ratio requirements.
- Build a female talent database and improve committee recommendation mechanisms (e.g., prioritizing recruitment of gender minorities and developing a gender-inclusive recruitment list).
- Encourage political parties to support women's participation in political activities.

Promote gender equality in participation in decision-making in private sector

- Formulate incentive measures and incorporate evaluations:
- National social groups can receive bonus points for evaluation performance for promoting gender equality.
- Incorporate board diversity policies into Sustainable Development Action Plans for listed companies
- Receive bonus points for the Farmers Association's good performance evaluation and increase subsidies for the Fishermen's Association Promotion Project
- Cultivate female leadership in unions and strengthen the promotion of gender equality.

Promote women's economic capabilities

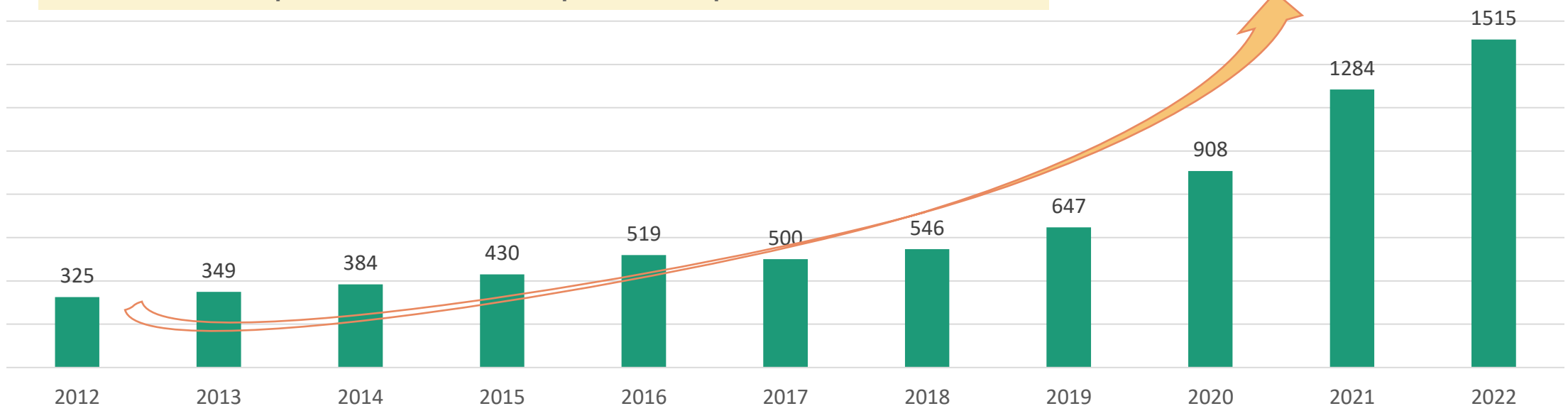
- Promote women's employment and entrepreneurship, including re-entering the workforce or middle-aged and senior employment.
- Promote flexible work hours and locations to retain female employees within marriage and childbearing age.
- Create gender-friendly workplaces and give out Work-Life Balance Awards to businesses that support the wellness of employees.
- Improve horizontal/vertical gender segregation in the workplace, and improve recruitment standards for specific sectors, including highway transport and maritime industry.
- Formulate the Equal Pay for Equal Work Checklist, and promote the use of the Checklist among employers.

Future focus

Eliminate gender discrimination and gender-based violence

- ▶ In 2023, a #MeToo wave sweeps Taiwan, spreading its impact to politics, education, sports, entertainment, and schools. In the recent two weeks, over 90 victims have come forward with harassment allegations.
- ▶ In recent years, due to active promotion of sexual harassment reporting, the cases of non-workplace/campus harassment have risen 4.6 times in the recent decade.

Number of complaints of non-workplace/campus sexual harassment



Source: Investigation Results of Sexual Harassment Complaints, Ministry of Health and Welfare

Eliminate gender discrimination and gender-based violence - Actions

Establish effective, user-oriented, trustworthy mechanism for sexual harassment prevention

- Conduct a comprehensive review of gender equality-related regulations with different ministries and councils; revise laws to deter sexual harassment cases which include increasing offender punishment, preventing power-based sexual harassment, and providing gender equality education for perpetrators.
- Simplify complaint procedures, and review complaint mechanisms so as to prevent reinvestigation and re-traumatization.
- Create an environment where victims feel safe to file complaints soon after incidents occur. This includes providing gender equality courses for frontline workers, adjusting the composition of the members in complaints and investigation committees, and bringing in external experts.

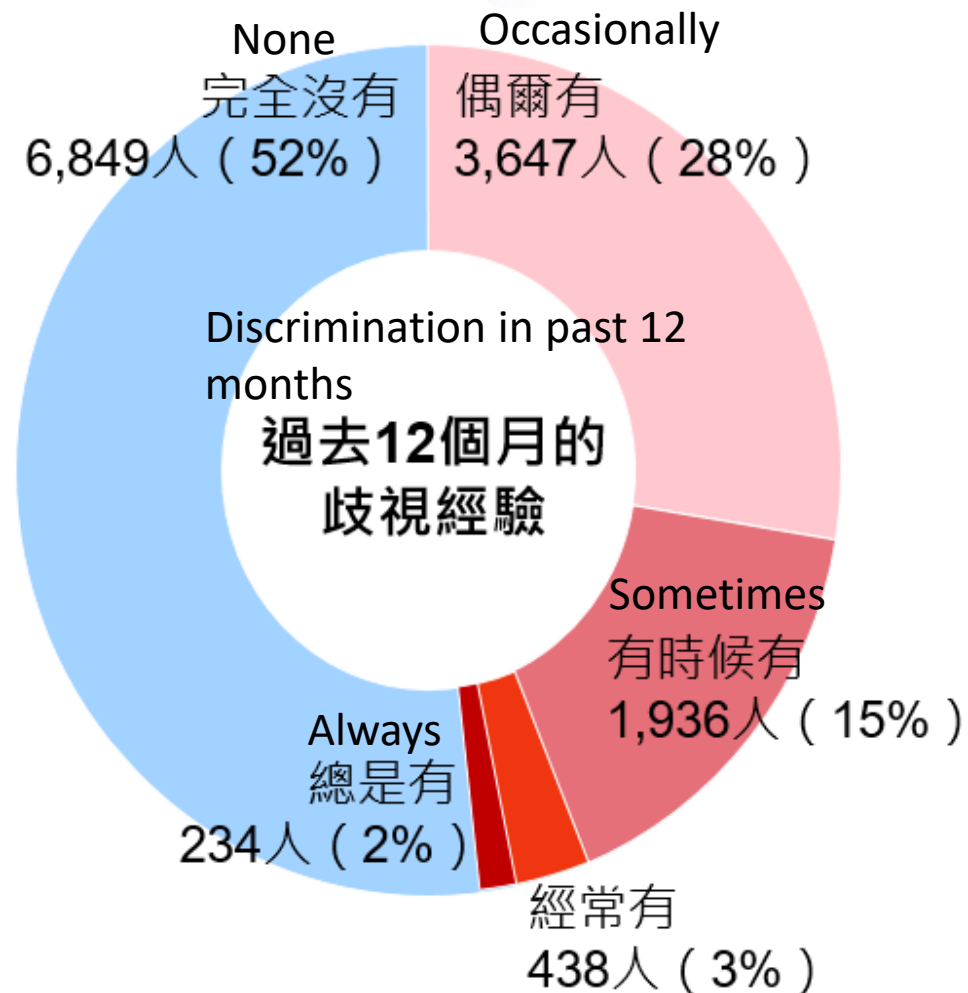
Improve Cyber/Internet gender-based violence prevention network

- In 2022, the Stalking and Harassment Prevention Act took effect. Police can now enforce compulsory measures to better protect the victims.
- In 2023, the four laws concerning sexual violence are all revised, which creates comprehensive protection by passing additional regulations, increasing criminal responsibilities, improving the removal mechanism of explicit images, and strengthening protection measures for victims.
- The prevention of Cyber and Internet Gender Violence was listed in Executive Yuan's Gender Equality Important Issues Promotion Project (2022-2025).
- Enhance law enforcement's understanding and prevention capabilities against cyber and internet gender-based violence.

Future focus

Intersectionality; diversity, equality, and inclusion

- ▶ In 2023, Taiwan published the Survey on Living Conditions of LGBTI People—the first official publication of such a survey in Asia, among which 52.2% of LGBTI people reported that discrimination and hostility in society have decreased in the past 12 months.
- ▶ 48% of respondents reported facing discrimination as a person with an LGBTI identity in the past 12 months.
- ▶ 87% of elderly LGBTI respondents have needs for care facilities, and 29% of LGBTI respondents with disabilities have encountered obstacles when seeking a partner.



Intersectionality; diversity, equality, and inclusion - Actions

Reinforce and promote gender equality

- Train civil servants of all government agencies on gender mainstreaming, promote gender equality awareness in civil servants (including government personnel), and develop gender-sensitive measures.
- Use gender equality evaluation mechanism to supervise all ministries and local government on developing gender equality multimedia content using local elements to increase public awareness.
- Develop mechanisms such as evaluation, subsidizing, and incentivizing to promote gender equality, encourage the creation of gender-friendly workplaces, and eliminate discrimination and gender stereotypes.

Promote diversity in the system, and eliminate discrimination

- Taiwan's Gender Equality Policy Guidelines focus on the needs and all areas of opportunities for the disadvantaged, including Indigenous peoples, new immigrants, the elderly, persons with disabilities, women and girls in farms and rural regions, as well as LGBTI individuals.
- In the future, the government of Taiwan will conduct the Survey on the Living Conditions of LGBTI People every four years. Policies will be revised to ensure the protection of gender rights according to data trends.
- Conduct a comprehensive review of Taiwan's gender statistics and analysis, gradually incorporating data disaggregation of the disadvantaged to eliminate intersectional discrimination and support policies with a gender perspective

Prospects



Implement gender mainstreaming strategy, integrate gender perspective into policies, and promote gender equality.



Reinforce CEDAW to keep domestic gender rights in line with international standards.

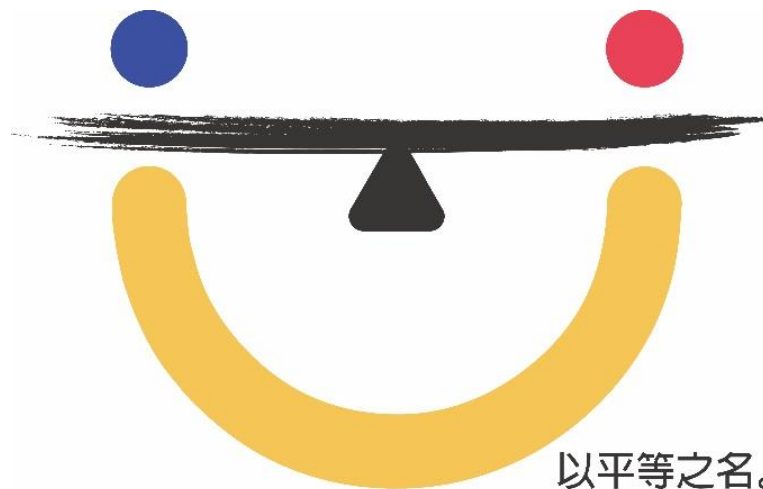


Actively use and integrate public and private resources to move forward together.



Expand international cooperation, increase Taiwan's visibility, and promote inclusivity and growth.

Gender Equality: Together, We Move Forward



以平等之名。

In the Name of Equality