

# **Gender Equality Policy Guidelines**

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## **Foreword**

### **Building a Sustainable and Gender Equality Society**

#### **Background:**

During the past half century, the United Nations held four important worldwide women's conferences and one special meeting for the purpose of ensuring basic rights of women worldwide, securing opportunities of women's participation in development, promoting world peace and achieving gender equality. It can be easily identified from the agenda discussed during the past gathering. The consensus reached many action plans proposed that the ideological trend of women's rights was human's rights. The scope of women's issues is also expanding following the impact of development. The strategies of the women's rights movement are constantly being adjusted along with the progress of gender equality.

The main purpose of the first worldwide women's conference held in 1975 was to draw the continuous attention of the government and people of each country to gender discrimination by opening a worldwide dialogue. The Mexican Declaration that was passed in this meeting not only confirmed women's contribution to development and peace, it also reiterated the equal status pursued by women, referring to the equality of human dignity and value and the equality of rights, opportunities and responsibilities between men and women. It was also decided that the period from 1976 to 1985 would be the "10 Years for Women", requiring each country to amend legislation during this period to ensure equal rights and resources for the genders. In addition, in order to complete the goal of 10 Years for Women, a "World Action Plan" was also passed in the meeting to ensure that the focus of securing women's equal rights and resources was placed on the rights to education, employment, healthcare, lodging, nutrition and family planning. There were two conceptual breakthroughs in this meeting. One was to abandon the idea that women were born weaker and to believe that women should be entitled to the same rights and resources as men. The other was that women's development in all aspects could only be achieved through their own active participation.

At the end of 1979, the United Nations passed the Convention on the Elimination of All Forms of Discrimination against Women, or "CEDAW". This convention was binding to a significant extent. The signing countries have the obligation to provide a national report once every 4 years to state the progress of the execution of the convention and the difficulties they encounter. The convention also allows women suffering from gender discrimination to make a complaint to the International Convention Organization. Since then, a personal

complaint procedure equivalent to that for other human rights became available for women's human rights. In order to establish a consensus for the convention in the international women's community, a second worldwide women's conference was held in 1980. During discussions in this meeting, participants realized that women themselves actually do not have the ability to exercise the rights granted by law. Thus the differences between "pure protection of women's rights" and "promotion for the exercise of women's rights" were re-considered. It was proposed that the main obstacles against the exercise of women's rights include: lack of male's support and participation, insufficient motivation for women's participation in politics, women's lack of decision-making power and independent economic power, non-disclosure of women's actual needs, lack of packaged measures (such as childcare) to support women's participation in all kinds of activities, etc. For this reason, the "Action Platform for the Second Half of Women's 10 Years by the United Nations" was passed in the meeting, emphasizing employment, healthcare and education as the focuses of women's development.

The third worldwide women's conference held in 1985 came at a crucial time, at the end of the "Women's 10 Years". Using CEDAW as a tool, the meeting started by reviewing and assessing the results of the "Women's 10 Years". According to a report by the United Nations, although the target for the previous 10 years was to improve women's status, the results showed that only a minority of women were beneficiaries. In particular, women in developing countries were still seriously marginalized. Hence the Nairobi Forward-Looking Strategies (the "NFLS") were proposed in the meeting to plan a new direction for the blueprint of the future women's movement, change the problem-solving strategy from personal condition-oriented to overall structural change-oriented and allow women's issues to become important issues of human development. In other words, not only should attention be paid to issues related to women's rights in the traditional fields of family, employment, health, education and social services, they should also be discussed in various fields such as industry, science, communications and environment. The ground work for "gender statistics and analysis" and "gender budget" should also start to be developed. Furthermore, the United Nations also urged its affiliated organizations to set up different types of women-related working teams in order for women's issues to be truly implemented in the action plans of individual organizations.

These constant efforts have brought a significant degree of improvement to the conditions and resources for women worldwide in various aspects. However, the most basic structural issue of gender inequality remains in various countries. That is, the vast majority of decisions that impact people's lives in the world are

still dominated by men. Women's point of view and women's experience are almost entirely missing. Therefore, how to increase women's ability and opportunity to participate in decision making and allow more policy output based on female value became the core idea of the fourth worldwide women's conference in 1995. The contribution of the fourth worldwide women's conference was that it achieved a new global commitment, i.e., the Beijing Declaration & Platform for Action ("BPfA"). The participants in the meeting tried to use gender mainstreaming strategies to integrate women's perspectives, issues and rights into each aspect, level and field of society. Such change also represented a new understanding of women's rights. Not only was it confirmed that women's issues were human right issues, it also declared that the promotion of gender mainstreaming work was an important global task across centuries. What is worth mentioning is that the establishment of an operable central and local gender equality mechanism was also listed as one of the 12 important fields covered by the platform. In addition, this meeting was also an unprecedented example of participative democracy. The number of representatives from non-government organizations from around the world was the highest in history. They not only actually participated in the discussion and establishment of the action platform, they also become the most effective monitors of the realization of political commitments by the government of each country thereafter.

At the same time, the United Nations also had many interpretations of "development". From the perspective of the benchmarks developed by the United Nations Development Program (UNDP) over the years to measure the degree of development of countries, gross domestic product (GDP)<sup>1</sup> was the only benchmark before 1990. Thereafter, the Human Development Index (HDI)<sup>2</sup> was introduced, in which benchmarks related to life quality such as human life expectancy and level of education were included. GDP was no longer the only benchmark; the Gender Development Index (GDI)<sup>3</sup>, the Gender Empowerment Measures (GEM)<sup>4</sup> and the Gender Inequality Index (GII)<sup>5</sup> showed the results of development between different genders. After 2000, the people-oriented and environmentally-concerned Millennium Development Goals (MDGs)<sup>6</sup> were introduced, serving as the development guidelines for all countries worldwide for the following 15 years. Among these goals, six main goals were closely related to women's development or directly identified gender equality as key

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<sup>1</sup> GDP : Gross Domestic Product

<sup>2</sup> HDI : Human Development Index

<sup>3</sup> GDI : Gender Development Index

<sup>4</sup> GEM : Gender Empowerment Measure

<sup>5</sup> GII : Gender Inequality Index

<sup>6</sup> MDGs : Millennium Development Goals

development items.

In this post-2015 stage, according to the MDGs period has been completed and 193 countries of UN have accepted the 2016-2030 Development Agenda in September 2015 and proposed 17 sustainable development goals (SDGs)<sup>7</sup> as future governance reference, in which Goal 5 is to achieve gender equality, enhance the rights of all women and girls<sup>8</sup>, and other goals must be integrated into a gender perspective. When we look back the women's movement and the interpretation of the substance of development underscore two irreversible facts. One is that the future of mankind will no longer be dominated by one single gender. Instead a society based on common governance and decision-making under equal gender participation will be the norm. The other is that the fruits of economic development must be shared by all mankind. The goal of social development is to maintain a sustainable environment for all kinds co-existence. Overall, this is a process that evolves from the legislative protection of women's rights to the promotion of effective exercise of rights by women. Additionally, it is a process that moves from focusing on women's issues to focusing on gender issues. It is also a process that shifts genders issues from the marginal to the mainstream. It is even more a process of encouraging women's participation as well as pursuing a transfer of examples.

### **General Concept of the Guideline**

As for the development history of women's rights in Taiwan, due to the influence of domestic and overseas political and social environment in the early years, the momentum of the women's movement came almost entirely from a few private women's organizations. Most women's organizations were focused on the provision of traditional remedies or support services. From the lifting of martial law to the beginning of the 1990s, the women's movement went simultaneously through street demonstrations and legislative lobbying. In addition to social initiatives, although we started to see some results of legislative change, it was difficult to go deep into the government system and shake up the existing gender relationship within the society. After the mid-1990s, with the lifting of martial law and the growth and development of the democratic system, the relationship between private women's organizations and the government has, in addition to criticism and hostility, evolved into a partnership

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<sup>7</sup> SDGs : Sustainable Development Goals.

<sup>8</sup> This is the official simplified Chinese translation of the United Nations, English original for SDG 5: Achieve gender equality and empower all women and girls. Website : [http://www.un.org/ga/search/view\\_doc.asp?symbol=A/69/L.85&referer=http://www.un.org/sustainabledevelopment/&Lang=C](http://www.un.org/ga/search/view_doc.asp?symbol=A/69/L.85&referer=http://www.un.org/sustainabledevelopment/&Lang=C)

with participative governance and begun to have an influence on policies. The results from legislative amendment and establishment of new laws also continue to accumulate. After the Committee of Women's Rights Promotion, Executive Yuan (It is now the "Gender Equality Committee of the Executive Yuan, hereinafter referred to as the "former Executive Yuan Women's Committee") was established in 1997, private women's organizations gradually began to use the former Executive Yuan Women's Committee as a platform of participative democracy and started to try to manage this new partnership relationship. In 2003, through the "International Women's Symposium – Gender Mainstreaming Perspective in Taiwan", this democracy platform further showed its function. Not only have new international issues been included into the relevant domestic agenda, various gender mainstreaming actions by the United States have also been actively implemented in the government system. The promotion of gender mainstreaming by government departments not only accelerated the progress of women's right in Taiwan, it also expanded the scope of women's issues and increased the influence of the women's movement on the government system and Taiwanese society. This has earned us good scores and rankings under the various international assessments mentioned above. The process of these efforts and the substantial results can be explained in terms of the following three aspects:

### **In terms of legal regulation**

In terms of legislation related to women's rights in Taiwan, women's right to political participation was granted as early as 1947 when the Constitution was established. It was expressly provided in the Constitution that a certain number of seats must be reserved for women in the election of various people's representatives. After martial law was lifted, the power of women's organizations in Taiwan developed significantly and even had a strong influence on the trend of legislative change, including the addition of Article 10 to the Constitution in 1991 protecting women's integrity and physical security and declaring the elimination of gender discrimination and promoting true equality of status between the genders. When the Constitution was amended in 2005, the electoral system for legislators was changed to "two votes per election zone". It was also provided that at least 1/2 of the cross-zone elected list of political parties must be made up of women. The inclusion of a designated percentage of political participation by women in the Constitution increased women's influence and power in the congress. The percentage of seats held by women increased from 19.1% in 1998 to 38.05% by 2016. The Local Government Act also specified in 1999 that 1/4 of seats in local congresses should be reserved for women. This also increased the opportunities for political participation by women and their election rate.

In addition to women's right to political participation, more than 10 legislative acts in relation to the improvement of women's position have been established since the 1990s, achieving further protection for women in terms of personal security, marriage and family, employment, education and culture, benefits and poverty alleviation and healthcare. Among these, the three laws against violence (Sexual Harassment Prevention Act, Sexual Assault Crime Prevention Act and Family Violence Prevention Act) ensure the personal security of women in both the public and private domains. The two gender equality laws (Gender Work Equality Act and Gender Equality Education Act) further specify the entitlements of different genders in the employment and educational system. The three anti-Gender based violence Acts and the gender equality related laws has been amended in order to keep pace with the times. Several amendments were made to the Family Chapter of the Civil Code, including provisions related to the property system for married couples, to ensure the independent property rights of married women. It also demonstrated economic security for non-remunerated work performed by housewives. The rule about changing children's family names also broke away from the traditional paternal-centered family framework. Furthermore, from 2006 to 2007, the Examinations Yuan started to review the rules about gender restrictions for national examinations. Currently, other than examinations for the jobs related with guarding and management duties with gender percentage restrictions in place due to the special nature of the tasks, gender restrictions have been fully removed for all other national examinations. This is a big march towards equal opportunities for the genders. These revolutions in the legal system that improved legislation were achieved through continuous dialogue, coordination and cooperation between different groups that caring of gender issues, women's groups and government authorities.

This kind of positive interaction between civil society and government authorities is also fully demonstrated in the process of promotion of the CEDAW convention. In order to convert the concept of "women's rights are human rights" into a social consensus and basic value, through lobbying by government authorities and women's groups of the legislative authority, the CEDAW convention was finally passed in 2007. The government also completed the first CEDAW national report in 2009 and started the drafting of domestic regulations that reflected the provisions of the convention. In the same year, civil women's groups also introduced an "alternative report". In 2011, the Legislative Yuan passed the CEDAW Enforcement Law, converting the convention into important guidelines for the protection, promotion and development of women's equal rights in our country. The second CEDAW national report was also completed in 2014, followed by the preliminary meetings to response the concluding

comments and recommendations. This shows that the implementation of protection of women's rights has become a common objective among different political parties and has become a basic value shared by Taiwanese society.

### **In terms of policy decision-making mechanism**

In 1997, the Executive Yuan established the Women's Rights Committee. In 1999, the Foundation of Women's Rights Promotion and Development (the "Women's Rights Foundation") was established. This can be seen as the beginning of civil participation in the government decision-making mechanism to promote women's rights and gender equality. At the end of 2006, the Executive Yuan Women's Committee further procured each department to establish gender equality project teams and promoted gender mainstreaming plans. Since then, policies regarding women's rights in Taiwan have been promoted by various departments under the coordination of the Executive Yuan Women's Rights Committee. The departmental gender equality teams are responsible for the consultation, planning, promotion and review of activities related to women's rights and gender equality. In addition, a policy communications platform was also established through the Women's Rights Foundation to expand the participation of civil opinion leaders. At the same time, local governments also gradually established county (city) women's right committees of which the heads of government departments serve as chairmen. Local women's rights tasks were also executed in accordance with the operational model of common governance by the genders and government and civil cooperation promoted by the Executive Yuan Women's Rights Committee. The establishment of these decision-making mechanisms had two significant meanings : One was to improve the level of transparency in the decision-making process through participation by the majority of groups that caring of gender issues and women's groups, reducing the social cost incurred from a lack of trust. The other was to create a new model of women's political participation through the establishment of policy under a system that included the participation of many women. However, none of these mechanisms had exclusive responsibility and often lacked sufficient manpower.

Due to this observation, the government and private women's groups continued to dialogue with each other for 13 years. In January 2010, the Legislative Yuan finally passed a draft amendment to the Legislative Yuan Organization Act and established the "Department of Gender Equality" with exclusive responsibility under the Executive Yuan in January 2012, in order to enrich the operational functions of the Gender Equality Committee of Executive Yuan and gender equality activities. It was expected that the Gender Equality Committee of Executive Yuan, the Department of Gender Equality in Executive



Yuan and the Women's Right Foundation would be able to properly work with each other, divide their tasks when missions are the same and complement each other when functions are different. With the cooperation of departmental gender equality teams, a gender equality mechanism with exclusive responsibility and localized features would be completed. In fact, this development trend is very similar to the gender mainstreaming strategies promoted by international organizations. For example, "UN Women" established by the United Nations in 2010 was an integration of a high level and fully operative entity that occurred after reviewing the functions, roles and overall operational process flows of existing women's and gender-related institutions. This process shows that gender governance issues have been upgraded from pure demand for participation to an actual pursuit of transformation, both at the domestic level and at the level of international organizations.

### **In terms of political participation**

In addition to amendment to the legal system and establishment of the decision-making mechanism, after the establishment of the Executive Yuan Women's Rights Committee, the main political action undertaken in Taiwan in relation to the improvement of women's rights and promotion of gender equality is the proposal of various relevant policy platforms and suggestions to the government by the committee. For example, the "Cross-Century Women's Policy Blueprint" proposed in 2000 and the "Women's Policy Platform" approved in 2004 served as general guidelines for the development of national women's rights policies. In addition, resolutions were also passed by the committee to require each department to assist with the promotion of relevant policies. For example, the "Gender Mainstreaming Implementation Plan" was established in 2005 through each department. On the one hand, departments were urged to gradually complete various tools for the promotion of gender mainstreaming. On the other hand, departments were also guided to propose women-oriented (gender equality) policies within departmental features. In 2006, not only were each department of the Executive Yuan and their affiliated organizations required to establish highest level gender equality project teams, it was also required that each gender should represent not less than 1/3 of the composition of the committee of each central level. Currently, over 90% of the committees have achieved this objective. This is a big step towards diversified governance in our country.

Under the active promotion of the policy of "gender mainstreaming" by central departments, the Directorate General of Budget, Accounting and Statistics of the Executive Yuan completed the establishment of "gender statistics". Various "gender analysis" reports were also prepared. The preparation

of “gender budget” and performance review process flow were also studied. The Directorate-General of Personnel Administration, Executive Yuan continuously provided various on-the-job training programs for “gender awareness training”. Since 2011, in the annual “Jing Sing Award” for the purpose of promoting female executives, the weight for substantial results from promotion of gender equality tasks was also increased. The former Research, Development and Evaluation Commission(now is the “National Development Council”) also prepared the “gender influence assessment” with Legal Affairs committee in Executive Yuan to include a gender perspective into important mid- and long-term plans of the Executive Yuan and legislative amendment proposals. Various benchmarks and evaluation mechanisms were established. Each department also gradually developed exclusive activities for the promotion of women’s rights or gender friendliness. Although no single legislative or policy revolution can immediately change the existing gender relationship under a social culture and administrative system, the gender perspective was gradually brought into various policy implementation plans of the government, achieving the most effective and fair allocation of national resources. This is indeed an important milestone for our nation’s march towards development and substantial gender equality!

### **Gender Equality Development**

In the 21<sup>st</sup> century of today, globalization brought many problems. To answer to the impact of these problems on women, the United Nations announced on 1 July 2010 that the existing four women-related organizations will be combined into one integrated organization “UN Women” with higher decision-making authority. To review existing functions, roles and overall operational processes of female and gender-related institutions, integrated into a high-level and fully operational entity. It is expected to resolve issues faced by women worldwide more effectively and to promote the achievement of gender equality in human society. As a member of the international community, we not only need to face the challenges in the era of globalization such as the financial crisis, extreme climate, frequent natural disasters and shortage of energy and food, we also need to properly answer to the policy issues of an aging domestic population, fewer children, expanding income gap between the rich and the poor, family and campus violence, new emerging family types, imbalance of physical and mental health, youth and mid-to-old age employment difficulties and excessive environmental exploitation. At the same time, after experiencing political democratization and economic liberation, the development of Taiwanese society is becoming more closely linked to the world and demonstrates a mixed face of globalization and localization. Examples include the impact of diversified culture from cross-border immigrant labor and new immigrants under the trend of international migration, or the awareness and demand for identity recognition

and civil rights by minority groups under the trend of general human rights awareness. All of these show that gender equality is no longer a debate about fairness between the genders; it is even more globally connected to the existing structure of society and social changes. Gender is not a category or item in statistics. It is related to whether every public issue can achieve social consensus. It also brings government policies back to the original objective of being people-oriented.

To meet international trends, continue to march forward on an existing basis, adjust the pace of promotion for gender equality between central and local authorities, reinforce the partnership between the government and private organizations for women's rights and gender equality work, promote close contact between domestic and overseas groups that caring gender issues and women's groups to face all types of challenges and overcome all difficulties together, more forward-looking policy planning is required. Taking the opportunity of the reorganization of the government, the Executive Yuan will establish a "Gender Equality Division" within its organization to handle women's rights and gender equality affairs. To establish this mechanism with exclusive responsibility, a clear policy blueprint is also required. Therefore, in the second half of 2010, the Executive Yuan Women's Rights Committee invited academics and private women's groups to start drafting this Gender Equality Guideline. In March 2011, the central government convened the first "National Women's Conference" to discuss the draft of this platform and to bring together a consensus. Finally, the Executive Yuan presented this guideline on December 19, 2011. More than 50 meetings of various types were held for this task, including the participation of more than 2,000 representatives from the government, private organizations, central and local authorities. It can be said that the Women's Rights Committee again served the function of a democratic platform. It is expected that the introduction of this policy platform will continue to open up gender perspectives from all fields of society, allow Taiwan towards a more diversified, inclusive, civilized and sustainable society and create a golden age of women's rights and gender equality in our country.

### **General Policies**

The drafting of this platform was achieved by participation from both private organizations and the government following numerous dialogues. Its form is different from the summary statement model of general platforms. Its structure is designed to look back on the evolution of women's rights and gender equality and then review the existing status and environment in our country. Considering continuity of policy implementation, the six main fields under the 2004 Women's Policy Guideline were expanded and combined. In response to urgent domestic

and overseas issues, two chapters were added: “Gender on Demography, Marriage and Family” and “Gender on Environment, Energy and ICT ” to achieve completeness and a forward-looking perspective. Its basic spirit is to insist on three main ideas: “Gender equality is the core value to protect social fairness and justice”, “Improvement of women’s rights is the priority task to promote gender equality” and “Gender mainstreaming is an effective route to achieve human-oriented policy”. The entirety of this Guideline was connected by these three main ideas. Each individual chapter also demonstrates the key points to be controlled and the ideals that are pursued in each field. They are detailed as follows.

Chapter 1 “Gender on Equal Rights, Decision Making and Influence” came from the original chapter of “Women’s Political Participation”. It not only expanded the aspect of women’s participation from the political field to the economic and social fields, it also upgraded the concept of women’s participation from obtaining power to participation in decision making and generation of influence. At the same time, the pursuit for equality is no longer limited to equality between the genders; equality within each gender is also emphasized. The realization of these ideas is dependent upon the establishment of a sound participative democracy.

Chapter 2 “Gender on Employment, Economic, and Welfare” combines the previous chapters of “Women’s Property and welfare” and “Women’s Labor participation”. Thoughts were given to closely combine employment, economy and benefits to prevent policy dysfunction in measures for protecting women’s basic economic security due to administrative division. In addition, as the continuously expanding free market economy may bring about global disasters, it is also argued that the government must provide protection for the relatively weak. A “mixed type of economic system” can draw a red line for the free market.

Chapter 3 “Gender on Demography, Marriage and Family” covers traditional women’s issues. However, not only have the long-term difficulties faced by women in the private domain of marriage and family not been entirely resolved, women continue to carry heavy responsibilities for problems incurred from rapid social change. In particular, the care-taker role played by women in their families has become another heavy and exclusive burden for women. Except to promote parity, quality and universal care services continually, policies should be planned based on gender equality, and to design comprehensive, interlocking population, family, employment, and childcare is the basis for sustainable development of society. Also, society should jointly face and resolve the fact that diversified families are gradually forming.

Chapter 4 “Gender on Education, Culture and Media” recognizes the importance of the existing Gender Equality Education White Paper on gender equality education. Although it recognizes the diversity and innovation of the media, it also raises concern about the impact on women and children. Therefore, more female participation and perspectives must be included in the self-discipline, external discipline and legal regulation of the media. In addition, the long-term paternal cultural burden must be broken down by establishing cultural customs and ceremonies without gender discrimination.

Chapter 5 “Gender on Physical Security and Justice” covers issues that women have always been concerned with. Therefore, in addition to proposing more concrete actions for the realization of existing personal security mechanisms and laws, this chapter also recognizes that the protection of women’s personal security will fail if there is no consensus under the judicial system. Therefore, through the passing of the domestic CEDAW Enforcement Act, the expectations of the judicial system by women have also been included in the platform.

Chapter 6 “Gender on Health and Healthcare” expands women friendliness to gender friendliness, putting an emphasis on how the use of gender statistics that are already in place will be reinforced to perform further gender analysis, discovering gender differences in terms of health opportunities and causes of disease from such analysis, both physical and mental need to be take care and fully integrating gender implications into health policies, reinforcing the level of gender sensitivity in the medical and care systems, and allowing different genders and disadvantaged females from remote regions to receive appropriate services.

Chapter 7 “Gender on Environment, Energy and ICT” is a new issue. It is included in this platform firstly because it is a global idea. Secondly, it is also due to the domestic environment. Currently these three areas are more important in our country, having very strong influence. However, gender awareness has not yet been upgraded in these fields. At the same time, if people are not accounted for in terms of technological development, it often creates even more hidden worries for all of human society. Therefore, breaking the gender wall in these fields and integrating gender perspectives and requirements will help in the realization of the commitments of technology and that they will always come from human nature. Of course, to ensure the environmental policy of a sustainable society, not only are women required to play their roles as executors in their daily lives, they are also needed to exercise their power and influence in the decision-making process.

Combining the above-mentioned three core ideas and the concepts and acts of focus under each individual chapter, the basic ideas of this platform can be summarized into the following 10 points:

1. Gender equality is the core value to protect human right and justice.
2. Improvement of women's rights is the priority task to promote gender equality.
3. Gender mainstreaming is an effective route to achieve human-oriented policy.
4. Participative democracy is a strategy for the realization of better governance and decision making by gender.
5. A "mixed economic system" is the best protection for women's economic security.
6. Demography policy and family policy with gender equality perspective is the basis of sound social development.
7. Educational and cultural media policy with gender awareness is the cornerstone for building a society based on gender equality.
8. Elimination of gender discrimination and gender violence are key to defending personal security.
9. Gender specifics and physical-mental balance are the goals for promotion of multi-dimensional health policy.
10. Integrating female concerns into environmental protection and technology are commitments necessary for a sustainable society.

### **Strategic Objective for Each Chapter**

The following explains the policy substance that should be adopted in implementing the above-mentioned basic ideas in each field:

- I. Gender on Equal rights, Decision-Making and Influence
  1. Equality of power: Reduce gender difference in job positions
  2. Equality in decision-making: Reduce gender difference in political participation
  3. Equality of influence: Allow gender sensibility in decision making
  4. Establish equality between genders, as well as equality within each gender
  5. Asian examples; connection to international trends
- II. Gender on Employment, Economy and Welfare
  1. Combine employment and benefit policy ideas
  2. Promote work and family balance
  3. Implement integrity and equal labor value
  4. Build friendly employment and job creation environment
- III. Gender on Demography, Marriage and Family
  1. Focus on imbalance of population structure. Implement Demography policy of gender justice.
  2. Promote fairly-priced, good-quality and easily-accessible childcare service

- and build a comprehensive child care service system
- 3. Break down gender discrimination and promote equal gender rights under the marriage system
- 4. Respect diverse cultural differences and build a friendly environment for immigration-based marriage
- 5. Focus on diversified family types and build a holistic family care system
- IV. Gender on Education, Culture and Media
  - 1. Actively implement gender equality education
  - 2. Review and study relevant laws, promote media self-discipline and external discipline on media by civil groups and academia
  - 3. Build up the visibility and subjectivity of women and various gender disadvantaged groups in public domains
  - 4. Actively break down the burdens of a paternal culture and build cultural customs and ceremonies without gender discrimination
  - 5. Promote women to have the equal right to be educated
- V. Gender on Safety and Justice
  - 1. Eliminate acts of violence and discrimination against women
  - 2. Eliminate any form of human trafficking
  - 3. Build safe living spaces
  - 4. Build a justice environment with gender awarene
- VI. Gender on Health and Healthcare
  - 1. Develop health, medical and care policy with gender awareness and fair
  - 2. Actively promote gender friendly healthcare environment
  - 3. Eliminate impact of gender stereotypes on physical and mental health
  - 4. Increase independence in health/healthcare and caring process, especially health disadvantaged groups
  - 5. Develop integrated physical and mental health information and services for each stage of different gender life cycle
- VII. Gender on Environment, Energy and ICT
  - 1. Eliminate gender segregation in all areas
  - 2. Meet the basic requirements of different genders and disadvantaged groups
  - 3. Allow the diverse values of women and disadvantaged groups to become mainstream or change the mainstream
  - 4. Combine private power and improve governance results

## **Action Plans for Each Chapter**

- I. Gender on Equal Rights, Decision Making, and Influence
  - (I) Reinforce gender equality policies and mechanisms within the five Yuans, actively develop gender equality policies, implement gender awareness training, promote equal gender rights, and develop and announce administrative guidelines, green papers, or white papers which address issues pertaining to gender equality.
  - (II) The aim of this policy is to continuously promote compliance with the one-third gender principle as it relates to staffing requirements, including for committee members under each department of the Executive Yuan, directors and supervisors of government-funded foundations and state-owned enterprises, cabinet members, members of the Examination Yuan, members of the Control Yuan, Grand Justices, and appointment and promotion of selection rank civil servants. Furthermore, the government shall actively utilize relevant policies and resources to formulate mechanisms for performance reviews, reward measures, and financial assistance in order to advance the adoption and implementation of the rule among Farmers Associations, Fishermen Associations, Irrigation Associations, Labor unions, Civil Associations, and private enterprises.
  - (III) Amend the Local Government Act to change the principle of reserved seats for women to the principle of gender percentage which aims to increase the percentage of seats held by women to 30% over the medium-term and 40% over the long-term, as targeted in the Beijing Platform for Action.
  - (IV) Encourage women to participate in labor union affairs and increase the number of opportunities for women to serve as labor relations representatives.
  - (V) Strengthen the implementation of gender awareness training and capacity building for members and leaders of Farmers Associations, Fishermen Associations, Irrigation Associations, Labor Unions, Civil Associations, and management-level personnel of private enterprises, and increase opportunities for female participation and engagement at the decision-making level.
  - (VI) Help establish female business leader groups beyond the scope of the six major industrial and commercial groups which encompass large, medium, and small enterprises, and consult with female business representatives to ensure their voices are incorporated into economic policies formulated by the government.
  - (VII) Increase the international visibility of Taiwan's progress achieved in the area of gender equality by actively working together with private institutions and government agencies, staying abreast of and actively participating in regional and international gender issues, and establishing ongoing



exchanges with other countries which facilitate mutual learning.

(VIII) Reinforce the promotion of issues and initiatives of domestic organizations including their ability to maintain ties to the international community, help grassroots of women's groups coordinate their experience in promoting issues and initiatives and further their understanding of the latest trends and developments in international gender issues in other regions, and increase the visibility of Taiwan's progress achieved in the area of gender equality by forging bonds and participating in the international community.

## II. Gender on Employment, Economy, and Welfare

(I) Consider to integrate the current social insurance systems and continuously promote the importance of participating in the National Pension scheme and having a sound system in place for making pension contributions, and increase the pension participation rate among citizens in order to guarantee financial security upon reaching retirement age of unpaid family workers, householder workers, and citizens undergoing job transitions.

(II) Consolidate the provision of government-issued social benefits and employment assistance, reinforce the referral and assistance system of labor and social policies, target different groups such as women in agricultural and fishing villages, indigenous persons, new immigrants, victims of domestic violence, AIDS patients, and persons with diverse gender identities and sexual orientations, and plan suitable employment assistance, entrepreneurship assistance, and welfare service programs.

(III) Establish a sound legal system and a set of coherent measures for childcare and caregiving, draft and formulate policies for accessible and affordable caregiving services, utilize a democratic review mechanism to provide fairly-priced, high-quality, and easily-accessible services for childcare, senior care, and disabled care, and develop local and community-based family support systems to avoid excessive market orientation in the caregiving industry and ensure that all at-home caregivers are able to maintain continuous employment.

(IV) Conduct relevant measures, promote support for family-friendly policies among public and private institutions and departments, alleviate concerns of families for care requirements, including providing assistance for child care and senior care, implementing various measures including maternity leave, paternity leave, subsidized parental leave without pay, family care leave, part-time working hours, flexible working hours, and flexible working locations, and preventing interruptions in employment or being forced to exit the job market as result of having to care for family members.

(V) Implement labor regulations, examine current social conditions, and develop solutions to various factors which contribute to issues such as the

gender wage gap and occupational gender segregation.

- (VI) Ensure reasonable basic working conditions protections to persons working in female-dominated occupations such as homemakers, caregivers, childcare workers, and other workers in atypical employment circumstances irrespective of ethnic group, cultural background, or nationality. Prevent exploitative labor practices in such occupations arising from marketization, and strengthen relevant measures for conducting assessments and inspections in order to enhance the rights and interests of such workers.
- (VII) Combine occupational training, employment matching support systems, and provide accessible and localized occupational training and employment resources for women in order to increase the human capital and asset accumulation of women. In particular, provide occupational category retraining aimed at women returning to the job market and middle-aged and elderly women to ensure their skills are compatible with the requirements of the job market. Increase part-time working hours work opportunities to enable women to take care of family members and be employed at the same time.
- (VIII) Strengthen capacity building for women in the area of information and communications technology (ICT) and increase employment and entrepreneurial opportunities in order to help female business leaders develop market products and gain access to regional cooperative markets.
- (IX) Establish a single department for female entrepreneur services and an effective support system. Upgrade business knowledge and increase financing channels. Improve legislative environment and business opportunity information. Expand visibility of women-run enterprises in domestic and foreign markets, moving towards the direction of “full-fledged” centers. Select women with actual entrepreneurship experience and gender rights equality awareness to act as advisors to ensure the success rate of solutions.

### III. Gender on Demography, Marriage, and Family

- (I) Implement the protection of care and rights for pregnant teenagers. Children born inside and out of wedlock should be entitled to the same survival rights, identity rights, upbringing rights, school rights, and social benefits and services.
- (II) Ensure equal rights for the physically and mentally disabled in terms of schooling, employment, medical care, and upbringing. Special focus should be given to doubly disadvantaged physically and mentally disabled women. Collect comprehensive data pertaining to female individuals who have disabilities and conduct a thorough assessment of the needs of women

with disabilities, allowing them to live with dignity and have more access to opportunities for development.

- (III) Encourage a greater emphasis to be placed on the importance of gender human rights at every level of society, actively promote discussions on protections and legislative changes concerning relevant rights and interests of persons with diversity of gender and cohabiting partner, and understanding should be sought concerning the situations of persons with diversity of gender and cohabiting partner through the use of studies or statistics.
- (IV) Implement the promotion of caring and assistance measures for marriage immigrations and provide convenient new immigrations consultation service channels. Reinforce the training of interpreters in all locations to provide comprehensive interpretation services for marriage immigrations and strengthen gender awareness training for relevant persons. Sensitivity to human rights and gender should be observed when reviewing and determining "authenticity of marriage".
- (V) Promote the operation of a home-based childcare service registration system, implement region-specific charges, strengthen training and education for at-home childcare professionals, and prevent the labor pool responsible for handling at-home childcare from becoming unduly aged and deficient. Incorporate gender awareness training courses, at-home childcare management and visitation, increase the service quality of at-home childcare professionals, and progressively develop fairly-priced, high-quality, and easily-accessible childcare services.
- (VI) Promote a child-rearing policy that is contingent on a payment-in-kind system, phase in a co-payment system for handling the costs of childcare, expand public day care services, and devise a comprehensive day care service network which covers children from the time they are born until they reach the age of six years old.
- (VII) Examine the utilization of public spaces by taking inventory of underutilized or idle spaces in institutions and schools and devise clearly-defined incentives, methods of encouragement, and standardized mechanisms to integrate existing tangible and intangible resources of nonprofit organizations, professionals, local communities, tribes, and school grounds in order to establish an ample number of service sites, such as nonprofit kindergartens, which meet the need of families for caregiving services.
- (VIII) Develop collaborative modes of childcare and education for indigenous tribes based on a cross-cultural approach, tie together local employment and cultural preservation, establish childcare systems suited to individual localities, and examine the state of integration and utilization of existing tangible and intangible resources and public spaces in order to provide

childcare resources to indigenous population groups and people living in rural areas.

- (IX) Advocate for family education, parenting education, and life education which incorporate the notion of gender equality, and actively examine and integrate a contentious state of awareness into the various stages of national education in order to promote values which recognize gender equality. Channels used to disseminate the values of gender equality should be made more diverse and easily accessible in order to encourage joint participation among family members, thereby instilling the concept of gender equality into values of families and growth environment.
- (X) Popularize the sharing of child-rearing and household duties and encourage males to participate in housework and family care so as to enable men and women to share the burden of household duties in a way that is equitable and mutually beneficial.
- (XI) Provide universally-available nonprofit elementary school after-school care services, promote the commissioning of private groups and organizations to hold personnel training and after-school care services which accommodate the work schedules of parents, support citizens to balance their work and child raising at the same time, and establish family care support mechanism.
- (XII) Establish family / social benefits and service centers / community parent-children centers and reinforce functional services such as childcare resources, parenting education, referrals and consultations, and other diverse services related to health and social welfare in order to provide more convenient family-oriented services. Integrate various types of caregiving services such as those offered by nonprofit organizations and local communities, and strengthen support and assistance programs for high-risk families.

#### IV. Gender on Education, Culture, and Media

- (I) Implement, reinforce, and examine guidance and services at all school levels relating to gender equality education courses and teaching implementation.
- (II) Implement gender equality education in each domain (family, school, and workplace) and each stage of life (such as young children and senior citizens), including training persons in charge and caregivers on the subject of gender awareness and reinforcing pre-job or on-the-job training, along with the implementation and evaluation of gender equality education at various types of educational institutions (such as each level of school within the official education system, kindergartens outside the official education system, community colleges, family education centers, life-long learning

- and special education institutions, etc.)
- (III) Foster a gender-friendly academic environment and reduce gender-based limitations on department selection among students. In particular, gender stereotypes should be broken, attention should be paid to the analysis of gender statistics for high-performing students in STEM fields, and measures should be devised which promote greater participation of female students in scientific fields.
  - (IV) Encourage research and development of teaching methods and educational materials tailored for each level of education and field of study (such as emotional education, gay and lesbian education, family education, and mental health education).
  - (V) Utilize cases and reports which pertain to the subject of gender and opportunities such as educational advocacy and industry seminars to help media organizations rectify problems associated with gender discrimination or biased reporting and adopt increased sensitivity to gender awareness. Provide case compilations to civil organizations and academic fields to promote media literacy education.
  - (VI) Entrust and encourage civic groups to examine instances of gender stereotypes and discrimination in domestic print and electronic media, formulate policy recommendations which may be referred to when amending relevant laws and regulations, and use the results of reports, complaints, and media observations as a basis for imposing administrative guidance from time to time and to serve as evaluation and reference criteria for handling licensing renewals.
  - (VII) Counsel and encourage media organizations to establish internal gender equality mechanisms to improve their own gender-related knowledge and skills, appoint committee members who possess special capabilities in the area of gender equality, and incorporate rules for handling news relating to gender issues into the organization's bylaws or charter or formulate self-regulatory guidelines pertaining to gender issues. Review internal operations within media organizations and whether the production of information is consistent with the principle of gender equality and requirements of diverse communities. Reinforce the self-regulatory capabilities of social networking service providers and establish mechanisms for filing complaints concerning broadcast media, print media, and online media.
  - (VIII) Provide active guidance to companies in the fields of broadcast media, print media, online media, online games, and advertising on the production of gender-friendly media programs, special reports, websites, online games, and advertisements while also examining and devising legislation to help cultivate media platforms which promote relevant gender equality

regulations.

- (IX) Actively cultivate female cultural talent or groups, increase the ratio of women in decision-making and management roles in cultural and artistic sectors, and allocate cultural resources in a fair and reasonable manner.
- (X) Strengthen the promotion of sports and athletic programs, facilities, and friendly spaces which are suitable for use by females and disadvantaged groups.
- (XI) Provide guidance and incentives or conduct evaluations of local governments, service providers involved in culture, local customs, and ceremonial activities, as well as relevant private cultural heritage organizations in order to promote cultural and customary ceremonies which espouse the spirit of gender equality, and increase awareness of gender equality among relevant personnel and workers.

#### V. Gender on Safety and Justice

- (I) Increase knowledge and awareness throughout the whole of society on the subject of preventing gender-related violence, actively promote relevant prevention advocacy and education, and promote advocacy programs in schools and local communities that teach zero-tolerance of gender-related violence, including ways to recognize, prevent, and handle gender discrimination, sexual harassment, sexual bullying, dating violence, and post-separation violence.
- (II) In order to be able to effectively promote prevention work, relevant protective agencies within the central government shall possess ample manpower and resources and be equipped with the function of integrating each relevant department. Local governments should also seek to combine the capabilities of relevant departments and formulate plans for setting up integrated service sites. Conduct an ongoing assessment and review of the effectiveness of prevention policies and measures and make improvements as deemed necessary.
- (III) Reinforce the ability to process and verify evidence collection and investigation ability in protective cases such as sexual assault, train specialized guidance personnel for children and individuals with mental handicaps, reinforce professional capabilities for handling sexual assault cases, and establish professional teams for handling cases of sexual assault.
- (IV) Review and implement a community monitoring and treatment system for sexual offenders.
- (V) A zero-tolerance atmosphere regarding sexual harassment and sexual assault should be inculcated in educational environments (including all levels of schools, kindergartens, supplementary and continuing education, after-school care programs, etc.). Implement relevant prevention work and

- actively handle reports of sexual harassment and sexual assault; any person in charge and faculty member who is found to have committed such behavior shall be met with a substantial punishment in accordance with law, and a report and review shall be carried out for incompetent people.
- (VI) Reinforce the ability of relevant judicial personnel and other staff members to recognize and identify human trafficking so as to enable them to possess specialized knowledge and investigative capacities. Establish mechanisms for preventing and investigating various cybercrimes, including those relating to human trafficking and sexual exploitation, and mandate the sharing of information between investigation and commanding units.
  - (VII) Formulate a diverse range of communication channels and relevant course content, and implement cultural awareness and anti-discrimination education for employers of foreign workers.
  - (VIII) Commission a study of the Human Trafficking Prevention Act based on the UN Convention Against Transnational Organized Crime: Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and review the process flow and processing timeline for judicial investigation and review of human trafficking cases in order to comply with the requirements of international conventions.
  - (IX) Encourage private sector's role in the development of relevant IT security facilities and equipment, reinforce collaboration between the government and private sectors, and promote community-based crime prevention networks.
  - (X) Establish a mechanism for enacting a gender equality policy within the judicial system, examine and oversee the establishment of an environment which is conducive to gender equality, conduct studies on barriers which prevent women from accessing courtroom resources, and increase access to courtroom resources among women living in rural areas and women with disabilities (such as by providing women with legal counsel and information on legal recourse, courtroom interpreters, financial relief, and other similar measures as needed).
  - (XI) Enhanced training on gender awareness, anti-discrimination, and cultural diversity shall be incorporated into training and on-the-job learning for relevant judicial personnel, investigation officers, mediation staffs, restorative facilitators, and attorneys to help prevent the occurrence of gender discrimination during the course of conducting court investigations, mediation, and judgments.
  - (XII) The judicial system shall cooperate with local domestic violence and sexual harassment prevention networks to jointly promote integrated services and programs and establish integrated service sites.

## VI. Gender on Health and Healthcare

- (I) Formulate women's health policies and action plans with a gender-based perspective, and establish assessment benchmarks which allow the effects of the plans to be reviewed on a periodic basis. Such content shall encompass issues such as reproductive and menstrual health, young women's health, active aging, mental health, caregiver support, cancer prevention, prevention of chronic illnesses, prevention against tobacco hazards, food and drug safety, environmental safety and health, promotion of health and labor protection in the workplace, and promotion of women's health issues among new immigrants and indigenous populations.
- (II) Health, medical care, and universal publicly available long-term care policies and action plans shall focus on local communities and tribes and adequately meet the needs of persons of different genders and groups living in urban, rural, and tribal areas.
- (III) Implement local and active aging policies and provide three-tier long-term care services consisting of local community care, support services, and caregiving service systems based on the needs of care recipients, and establish integrated community service models and assess their effects. Long-term care policies shall reflect additional participation of different groups of people and private organizations in democratic review and monitoring mechanisms.
- (IV) Periodically review coping strategies for the gender ratio imbalance of newborns and analyze the effects of such strategies.
- (V) Examine the labor resource policies of nursing practitioners, investigate labor shortages in nursing personnel and instances of low wages and excessive working hours, and improve their working environments and labor conditions.
- (VI) Promote reasonable wage and burden of caregiving for people working in caregiving services. Establish relevant support networks, improve the working environment and labor conditions of caregivers, expand local employment opportunities, and increase respect for individuals who work in the caregiving system.
- (VII) Bolster training programs and expand the number of personnel able to provide caregiving services, design a diverse range of integrated training courses ranging from preventive care to primary care, progressively reinforce training channels to augment professional competencies and retooling, and ensure unimpeded post-training employment matching, and promote industry-academic cooperation to meet the demand for workers qualified to provide caregiving services.
- (VIII) Respond to various issues including the relatively older average age of obstetric and gynecological (OB/GYN) physicians, lack of manpower in



terms of newly-trained OB/GYN physicians, and the unequal availability of such medical practitioners in urban and rural areas. Research and formulate relevant improvement strategies and continue to monitor the number of OB/GYN specialists undergoing training, the supply and demand of labor, and locations of where such specialists provide services so as to ensure that rural areas, regions inhabited by indigenous persons, and women with disabilities are able to obtain adequate reproductive health and medical treatment services in terms of both quality and quantity.

- (IX) Men have a lower average life expectancy compared to women; hence, a comparative study should be conducted on the average life expectancies and lifestyles of males and females, and research on different groups of males should be conducted to examine health risks, healthy lifestyle management, and social participation strategies to bolster the physical and mental health of men and their health self-management as well as reduce the greater susceptibility to illnesses and occupational hazards among males resulting from gender stereotypes. The efficacy of such programs shall also be assessed.
- (X) Establish comprehensive family and community support networks which provide services such as training, consultations, support services, and respite care, including in-home support services, community kitchens for seniors, and elderly day care centers to reduce burdens on caregivers. Assess the availability of caregivers and respite requirements of family caregivers and families which employ home care workers in a way that takes into account the right of workers to a 6-day workweek, and draft annual plans and provide relevant services.
- (XI) Establish a local care network which provides care to pregnant women spanning prenatal to postnatal care, increase reproductive health, self-health care, physical and mental health knowledge and independence, and foster a socially supportive and friendly environment conducive to child-rearing and breastfeeding which allows for participation by both males and females.
- (XII) In light of women's longer life expectancy, higher frequency of disability in old age, and the increasing trend of living alone in old age, a diverse set of holistic programs is to be devised which aims to enhance the physical and mental wellbeing of women in old age. Help senior citizens lead more independent lifestyles, prevent and slow the rate of loss of mental and physical faculties, reduce the amount of time elderly individuals have to rely on long-term care, and increase the average healthy life expectancy in order to enhance the quality of life during old age.

## VII. Gender on Environment, Energy, and ICT

- (I) Each department is to develop active strategies which encourage enterprises in environmental, energy, and technology sectors to hire more women, review labor conditions and overtime working conditions, foster a gender-friendly work environment. The strategies shall also incentivize and commend enterprises which actively hire women and promote balancing work with family obligations in order to attract more women to pursue careers in relevant fields.
- (II) Conduct studies on the risks of various types of catastrophic events, pollution, and public health to seek greater understanding of the differences between gender populations relating to risk vulnerabilities, with special consideration given to living needs and production demands of indigenous persons, farmers and fishermen, and economically disadvantaged persons, and propose strategies to cope with identifiable risks.
- (III) Propose specific indicators for eliminating gaps and gender segregation relating to the gender-based digital divide, including usage rates, accessibility, IT capabilities, etc., and propose action plans including measures aimed at promoting greater access to ICT learning opportunities and internet connectivity, affordable telecom rates, and gender and accessibility friendly webhosting services.
- (IV) Reevaluate the degree of convenience, ease of use, and safety of plans and designs for public spaces, including roadways, sidewalks, pedestrian overpasses and underpasses, public restrooms, and space for breast-feeding, etc., and take into consideration, as appropriate, the number of users and usage frequency of elevators, and ability to make additions to the quantity and capacity of elevators in a flexible manner so as to formulate concrete improvement plans and progress schedules which are designed according to the needs of certain groups of people including women, seniors, children, persons with disabilities, and people with diverse gender identities.
- (V) Comprehensively review the convenience, ease-of-use, and safety of public transportation and green modes of transportation, gradually establish a robust green transportation network, and bridge the urban-rural divide in terms of access to public transportation. In addition, low-floor transit buses shall fully satisfy the functional use requirements and needs of senior citizens, persons sitting in and pushing wheelchairs, persons with strollers, and other similar requirements and feedback based on actual conditions in order to gradually build up a robust and accessible network of bus routes.
- (VI) Promote agricultural technology which does not harm the environment, subsidize the development of small organic farmers, provide guidance to encourage women to adopt safe and organic agricultural practices, and help

women develop and expand sales channels. Encourage the purchase of eco-friendly "green" products, starting with public authorities and schools. Use local food, non-genetically modified materials, reduce food mileage, and increase food security.

- (VII) Subsidize and incentivize industries to research and develop universal designs that are supportive of women and diverse lifestyle needs of disadvantaged groups, such as by researching and developing assistive devices, products, and services which help senior citizens maintain greater autonomy, enable persons with physical and mental disabilities to live more independently, and alleviate burdens on caregivers. Establish universally accessible channels for the sharing and circulation of such products and services to enable the innovative research and development of companies to benefit greater numbers of people in need through the sharing economy.
- (VIII) Cooperate with local communities, rural townships, and women's groups such as community development associations, tribal development associations, or home economics and marketing classes arranged by agricultural councils to promote energy conservation, carbon reduction, and ecological education while also implementing gender awareness training and encouraging women in local communities and rural communities to jointly strive to achieve decision-making positions.