

# 2020 GENDER AT A GLANCE IN R.O.C. (Taiwan)





# Foreword

The use of gender-based statistics to analyze gender issues represents a foundation and important tool for promoting Taiwan's Gender Mainstreaming Policy, and these important gender-based statistical indicators comprise necessary data which is used to compile annual "Gender at a Glance" publications. In addition to helping shed light on the overall current status and differences of each gender, such publications also serve as a means for tracking progress on relevant gender issues. In 2006, the Foundation of Women's Rights Promotion and Development compiled the inaugural issue of "Gender at a Glance in R.O.C. (Taiwan)", which analyzed data from 2005. Subsequently, starting in 2007, the Directorate General of Budget, Accounting, and Statistics, Executive Yuan began compiling its own annual edition of the publication, published in English and Chinese.

In order to more clearly define the direction of gender equality policies in Taiwan, the Executive Yuan issued the "Gender Equality Policy Guidelines" in 2011 and established Department of Gender Equality on January 1, 2012, which is tasked with coordinating planning and promotional efforts relating to gender mainstreaming policies. To more effectively integrate and advance the nation's gender mainstreaming agenda, beginning in 2018, Department of Gender Equality tasked with compiling of the "Gender at a Glance in R.O.C. (Taiwan)" publication in Chinese and English with an aim to accurately reflect the latest development trends in gender equality and address particularly noteworthy issues.

Based on the framework of the "Gender Equality Policy Guidelines", this publication focuses on the seven major topics of "Power, Decision-making, and Influence"; "Employment, Economy, and Welfare"; "Population, Marriage, and Family"; "Education, Culture, and Media"; "Personal Security and Justice"; "Health, Medical Service, and Care"; and "Environment, Energy, and Technology", references the UN's Sustainable Development Goals (SDGs), Minimum Set of Gender Indicators, the Gender Equality Index, and directions set out in the Executive Yuan's gender equality promotion programs, and incorporates important gender-based statistical indicators to present the achievements and differences of members of both genders in various domains of development, which can be referenced by the government and private organizations to promote gender equality efforts and develop related educational courses in Taiwan. This publication is also an important document that facilitates Taiwan's participation in international conferences on gender equality issues.

The indicators and data incorporated into this publication encompass an extensive range of fields and subjects and could not have been gathered without the concerted efforts and coordination of numerous departments and units. 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 Comparison of GII

### ■ Taiwan ranked 9<sup>th</sup> globally and 1<sup>st</sup> in Asia in the Gender Inequality Index in 2018.

The United Nations Development Programme (UNDP) began compiling and issuing the Gender Inequality Index (GII) in 2010. The GII measures the state of gender inequality in countries around the world by analyzing 5 indicators in the 3 dimensions of health, empowerment, and labor market. In terms of the dimension of health, in 2015, Taiwan's maternal mortality ratio was 12 deaths per 100,000 live births, which was far lower than that of the People's Republic of China (27), about on par with the Republic of Korea (11) and Singapore (10), and higher than Japan (5). Meanwhile, Taiwan's adolescent birth rate (births per 1,000 women aged 15–19) has held steady at 4‰, which is comparable to that of Singapore (3.5‰) and Japan (3.8‰) but higher than the Republic of Korea (1.4‰) and Switzerland (2.8‰). With respect to the dimension of empowerment, the proportion of parliamentary seats occupied by women in Taiwan rose to 38.7% in 2018, far surpassing the proportions 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 25%). In terms of education, in 2018, 90.1% of the male population aged 25 and older in Taiwan had at least a secondary education level, which was 8.4 percentage points higher than that of the female population. As for the dimension of the labor market in Taiwan, in 2018, the labor force participation rate of women aged 15 and older was 51.1%, 16.1 percentage points lower than that of men; the gender gap was similar to Singapore (15.8 percentage points) and was smaller than that of Japan and the Republic of Korea (19.3, 20.5 percentage points, respectively).

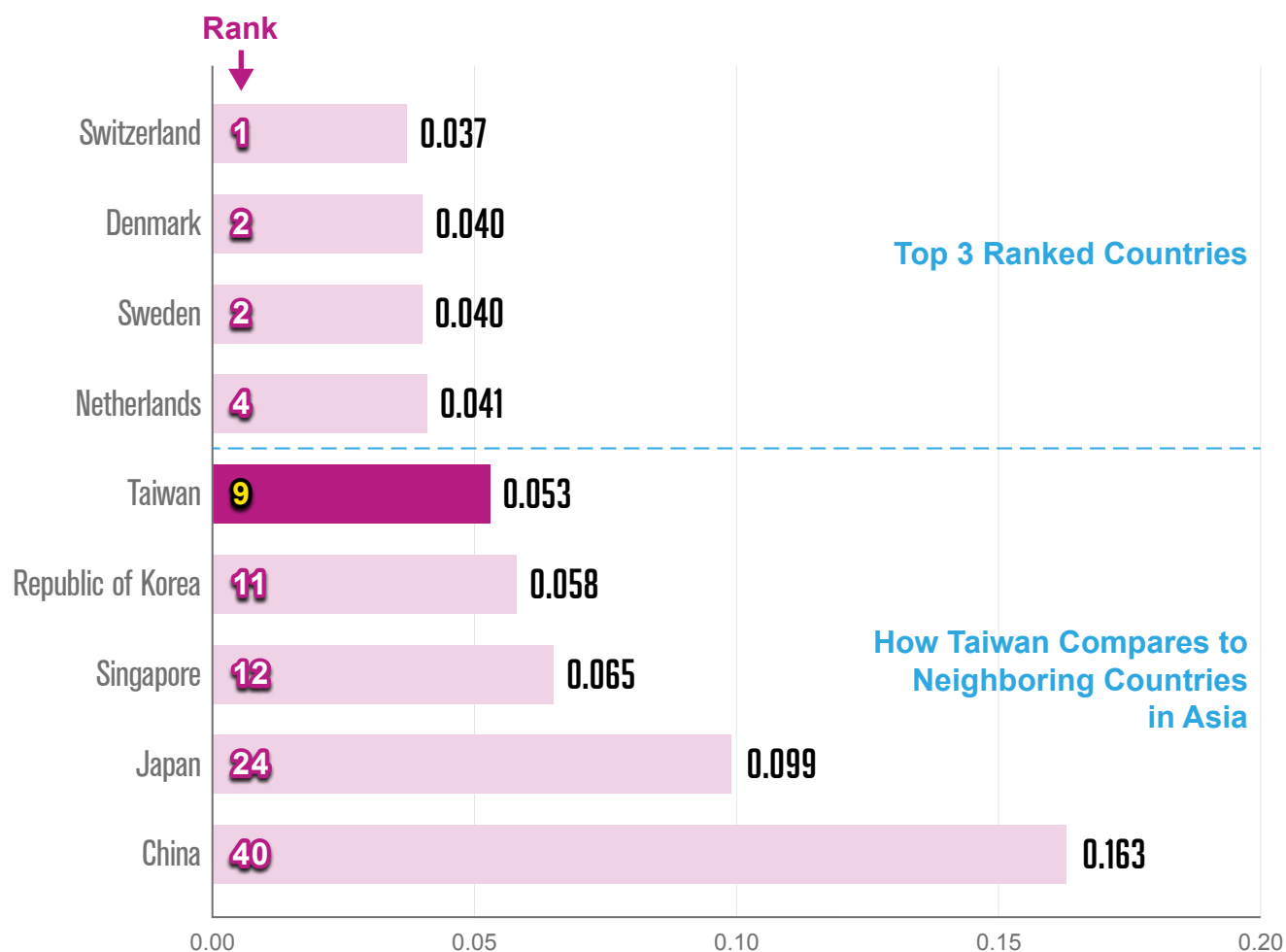
#### Taiwan's Indicators in the Gender Inequality Index

Dimension	Indicator	Data year	Value
Reproductive Health	Maternal mortality ratio (deaths per 100,000 live births)	2015	12
	Adolescent birth rate (births per 1,000 women aged 15–19) (‰)	2018	4.0
Empowerment	Share of seats in parliament (%)	2018	Women: 38.7 Men: 61.3
	Population with at least some secondary education (aged 25 and older) (%)	2018	Women: 81.7 Men: 90.1
Labor Market	Labor force participation rate of persons aged 15 and older (%)	2018	Women: 51.1 Men: 67.2



In the GII global ranking, Switzerland was first, at 0.037 (a lower value is better), followed by Denmark and Sweden, which were tied at 0.040, and the Netherlands at fourth at 0.041. When incorporating the available data for Taiwan into the GII calculation formula, Taiwan's GII value was 0.053 in 2018, ranking it ninth out of the 163 countries measured, and first in Asia. Compared to other more highly-developed OECD member countries, Taiwan outperformed Iceland (0.057) and Germany (0.084).

### GII Values and Rankings of Major Countries, 2018



Source: 2019 Human Development Report published by the United Nations Development Program (UNDP); Ministry of the Interior; Directorate General of Budget, Accounting, and Statistics, Executive Yuan; and Ministry of Health and Welfare.

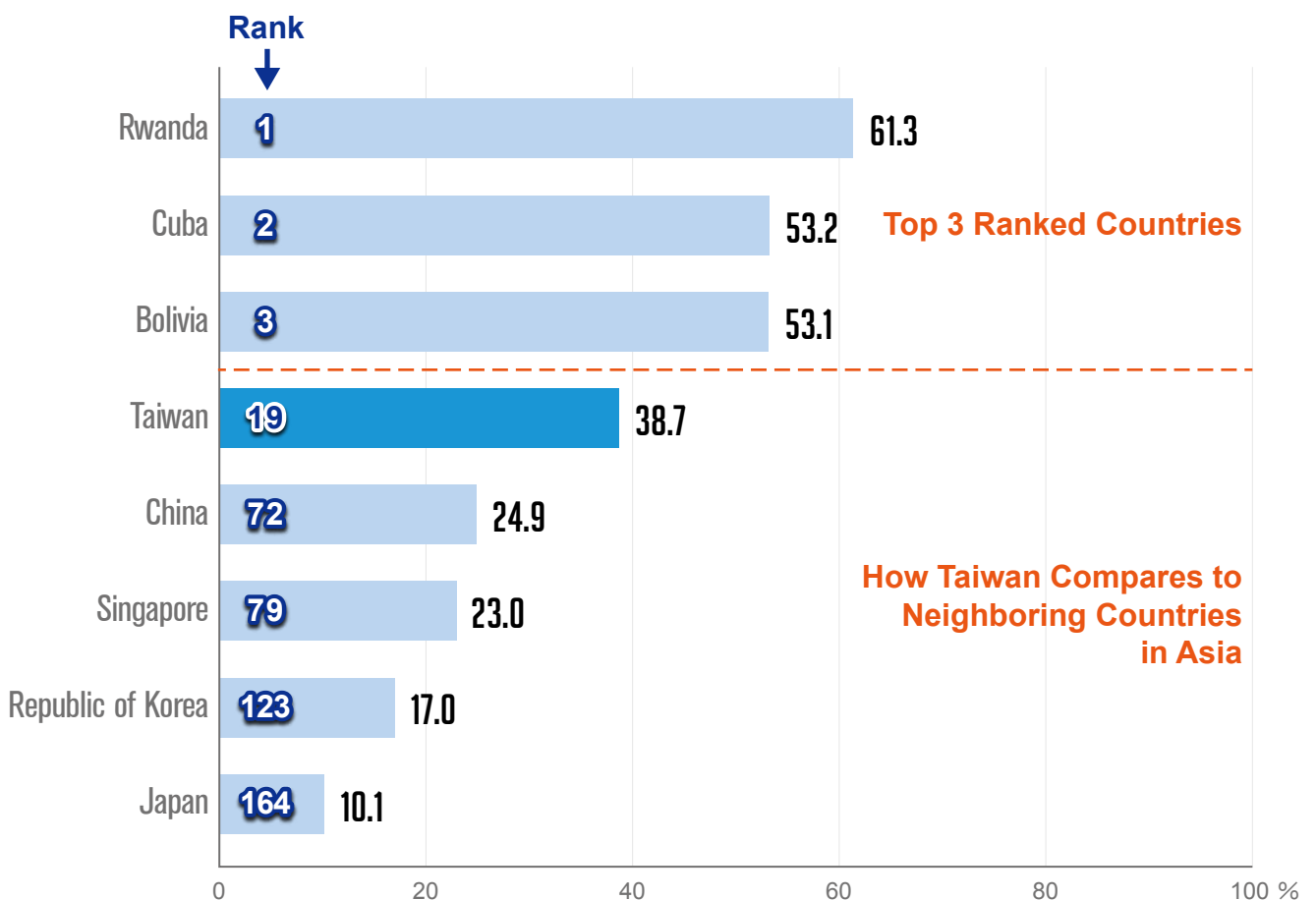
Note: A lower GII value is more desirable (i.e., a value of 0 indicates zero inequality, while a value of 1 indicates extreme inequality). When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.

# 1. Power, Decision-Making, and Influence

## ■ Share of Female Legislators in Taiwan has Reached a New Height.

In order to help increase women's power and influence, the Beijing Declaration and Platform for Action was issued in 1995. It proposed that countries should endeavor to raise the ratio of women in decision-making roles to at least 30%. As early as 1947, when Taiwan's constitution was drafted, the number of women to be elected in the election of representatives was expressly provided. In 2007, the Civil Servants Election and Recall Act was formulated, which stipulates that all political parties are required to nominate no less than 50% women as legislators-at-large and overseas Chinese-elected members, a policy which has greatly increased women's influence and power in Parliament. In 2018, women accounted for 38.7% of legislators in Taiwan, an increase of 8.3 percentage points compared to 2008. According to the World Bank statistics collected among 194 countries, female legislators accounted for less than 20% of the legislatures in 47% of the countries (92 countries). Female legislators accounted for more than 30% of the legislatures in one-quarter of the countries (49 countries). Rwanda, Cuba, and Bolivia had the highest proportion of female legislators, at over 50% each. If data from Taiwan is brought into the compiled statistics, Taiwan would rank 19th worldwide and 1st in Asia, and would be ahead of the United Kingdom (32.2%), Germany (30.7%), and the United States (19.6%).

Proportion of Female Legislators in Major Country, 2018



Source: The World Bank; Gender Statistics Database, Ministry of the Interior.

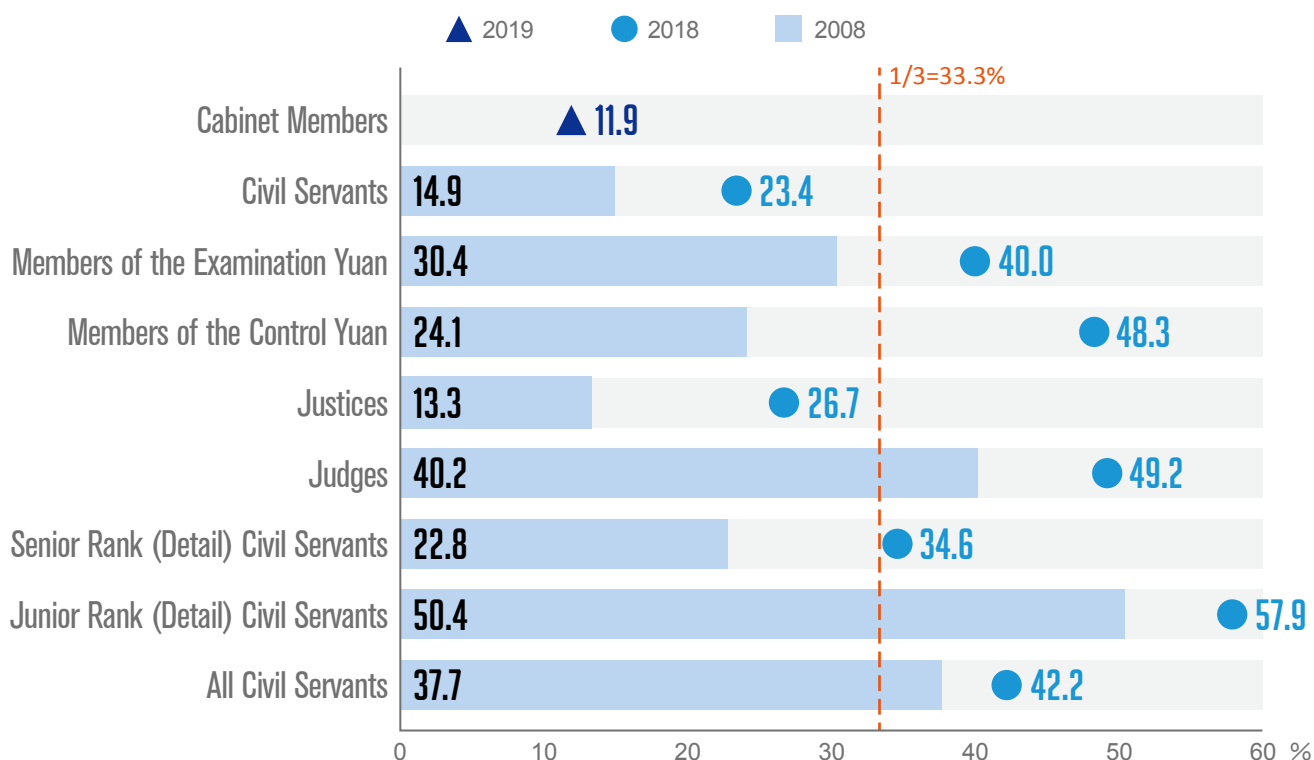
Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.



## ■ Over the Past Decade, Ratio 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 was 11.9% in 2019, which shows that there is a considerable shortfall with respect to the one-third gender rule. Women civil servants in administrative agencies (23.4%) have increased over the past decade, but still fell short of 1/3; as for decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan, women accounted for over 40% of members of the Examination Yuan, members of the Control Yuan, and judges, but only 26.7% of justices (twice as many as compared to 10 years ago). As for civil servants, 42.2% of all civil servants in Taiwan were women, and in particular, women account for 34.6% of senior rank (detail) civil servants. Meanwhile, 39.6% of civil servants at the director level were women, a slight increase of 5.5 percentage points as compared to the end of 2013 (34.1%).

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



Source: Annual Report of Judicial Statistics, Judicial Yuan; Gender Statistics Database, Examination Yuan; Official Statistics, Control Yuan; official website of the Executive Yuan; and Gender Statistics, Ministry of Civil Service.

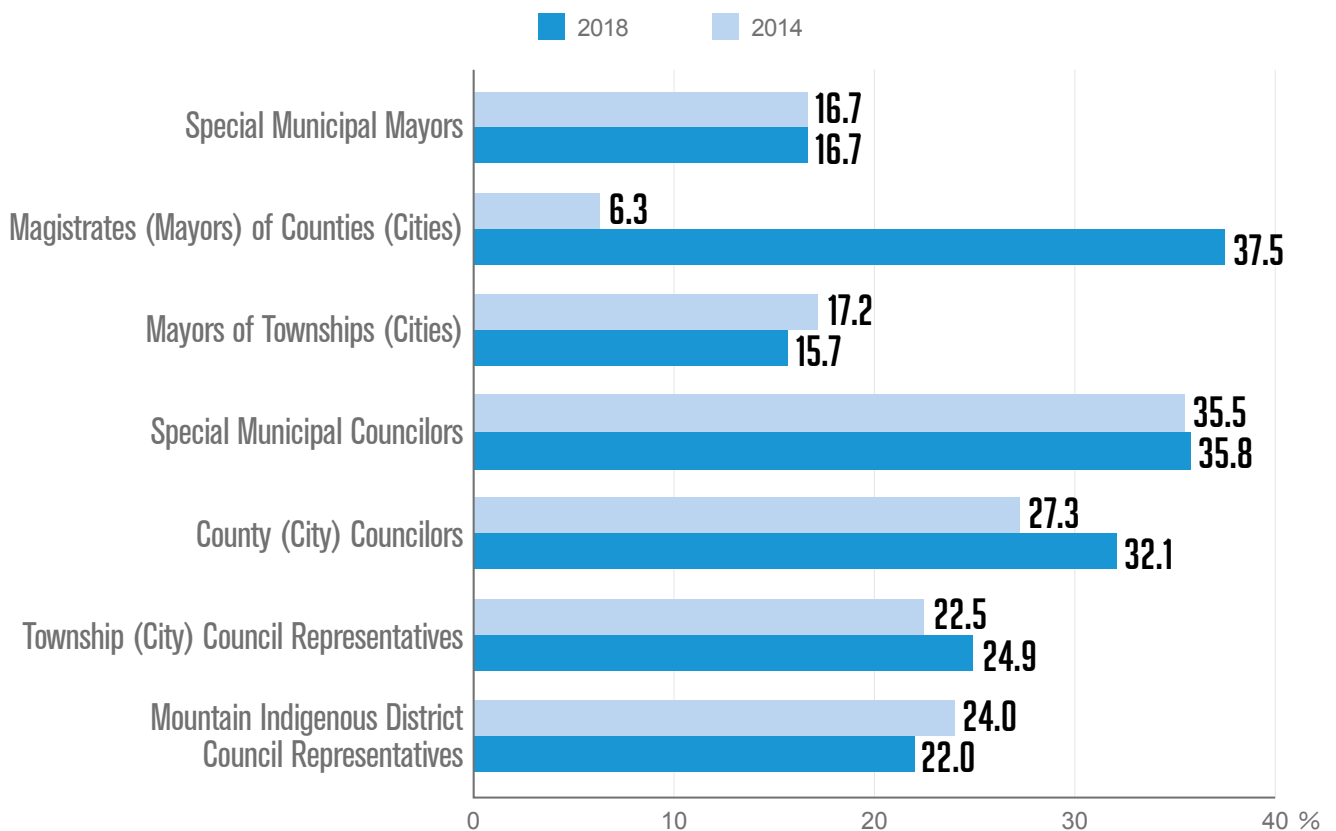
Note:

1. Members of the Examination Yuan include the number of initial appointments in the current session along with the number of members currently in office and do not account for resignations, transfers, and the like.
2. 'Judge' includes both Division-Chief Judges and Judges.
3. Statistics on cabinet members are from August 2019. The scope of these statistics cover institutions and important positions under the Executive Yuan according to the "Organizational Act of the Executive Yuan", including the President of the Executive Yuan, Vice President of the Executive Yuan, Ministers without Portfolio, the Secretary-General, the Spokesperson, and Heads of second-level agencies and equivalent central-level independent agencies (currently includes 31 Ministries and Agencies according to organizational adjustments, and excludes the Transitional Justice Commission, Taiwan Council for U.S. Affairs, Ill-gotten Party Assets Settlement Committee, and Fujian Provincial Government). Each position is counted only once.

**■ Proportions of Women Serving as Local Government Heads and Elected Representatives Has Increased, Further Expanding Women's Power and Political Participation.**

With respect to the proportion of elected women officials in recent years, the proportion of women mayors of special municipalities is 16.7%, the same as the previous period (2014); while the ratio of women magistrates (mayors) of counties (cities) is 37.5%, an increase of 31.2 percentage points since the last election and the first time that number exceeded 1/3 since 1997. With women mayors of townships (cities), on the other hand, there was a slight decrease of 1.5 percentage points. In particular, there remains a relatively large gap between the ratios of women and men as special municipal mayors and as mayors of townships (cities). In terms of local elected representatives, the 1999 Local Government Act stipulated the number of women to be elected as special municipal councilors, county (city) councilors, and township (city) council representatives in each election district, strongly increasing opportunities for women's participation in local governments. In 2018, women accounted for 35.8% of special municipal councilors, 32.1% of county (city) councilors, and 24.9% of township (city) council representatives, for increases of 0.3, 4.8, and 2.4 percentage points, respectively, since the previous election (2014). On the other hand, the ratio of women mountain indigenous district council representatives is 22.0%, slightly lower than the 24.0% of the previous election.

**Percentages of Women Serving as Local Government Heads and Elected Representatives**



Source: Central Election Commission.

Note :

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

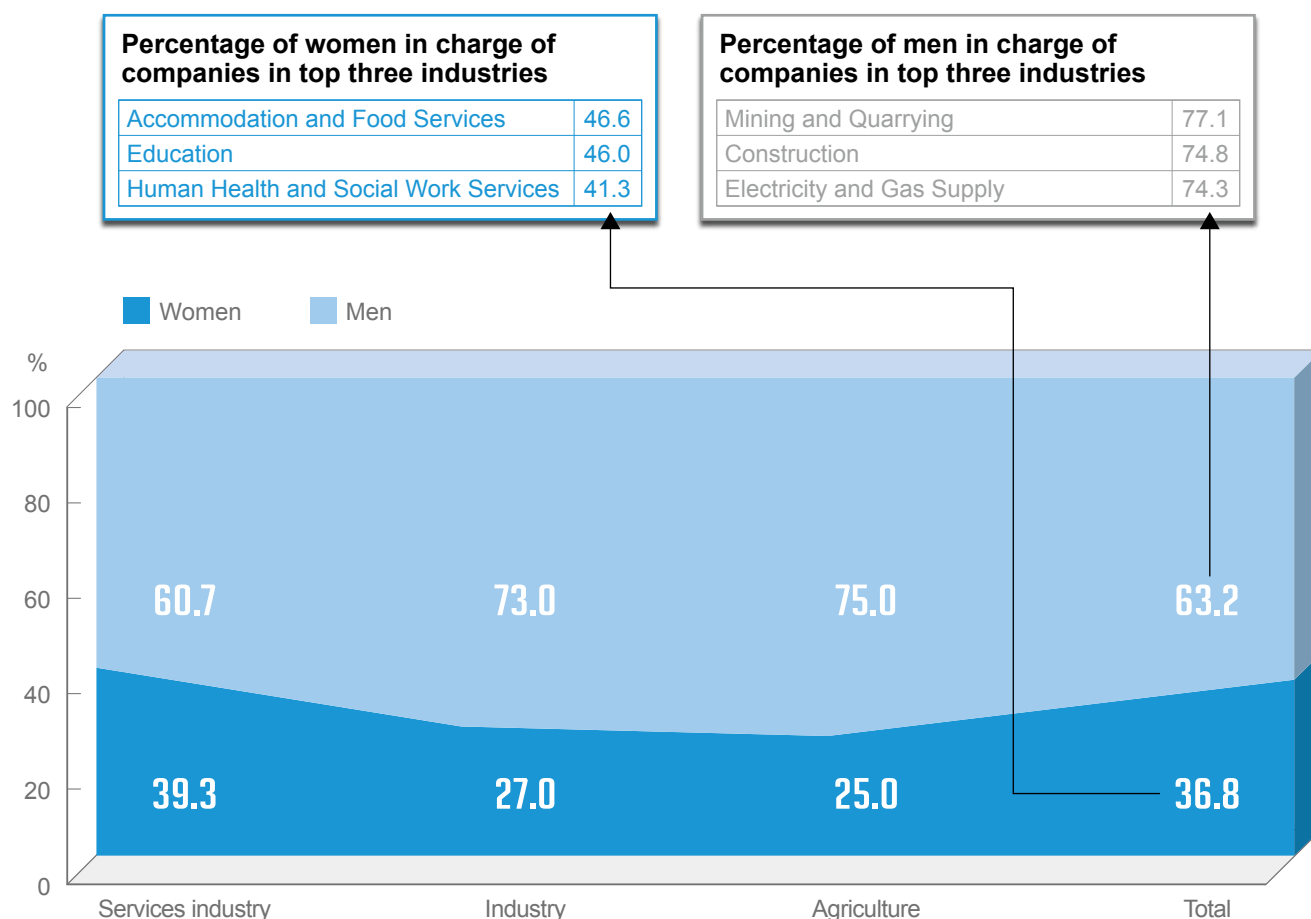




## ■ Numbers of Women Serving as Legal Representatives of Small and Medium Enterprises Have Continued to Increase; Roles of Women in Economic Participation and Decision-making Levels Are Expanding.

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 2018, 534,000 companies (36.8% of the total) were headed by women, an increase of 59,000 companies compared to 2012, which is an increase of more than 10%. In terms of specific industry categories, women accounted for nearly 40% of legal representatives in the services sector, which is higher than in the agricultural sector (25.0%) or industrial sector (27.0%). In terms of industry type, women accounted for as much as 35% of legal representatives in the services sector, with the accommodation and food services sector accounting for the largest proportion (46.6%), followed by the education sector (46.0%).

### Percentages of Persons in Charge of Small and Medium Enterprises, 2018



Source: "Gender Statistics" section, Ministry of Economic Affairs.

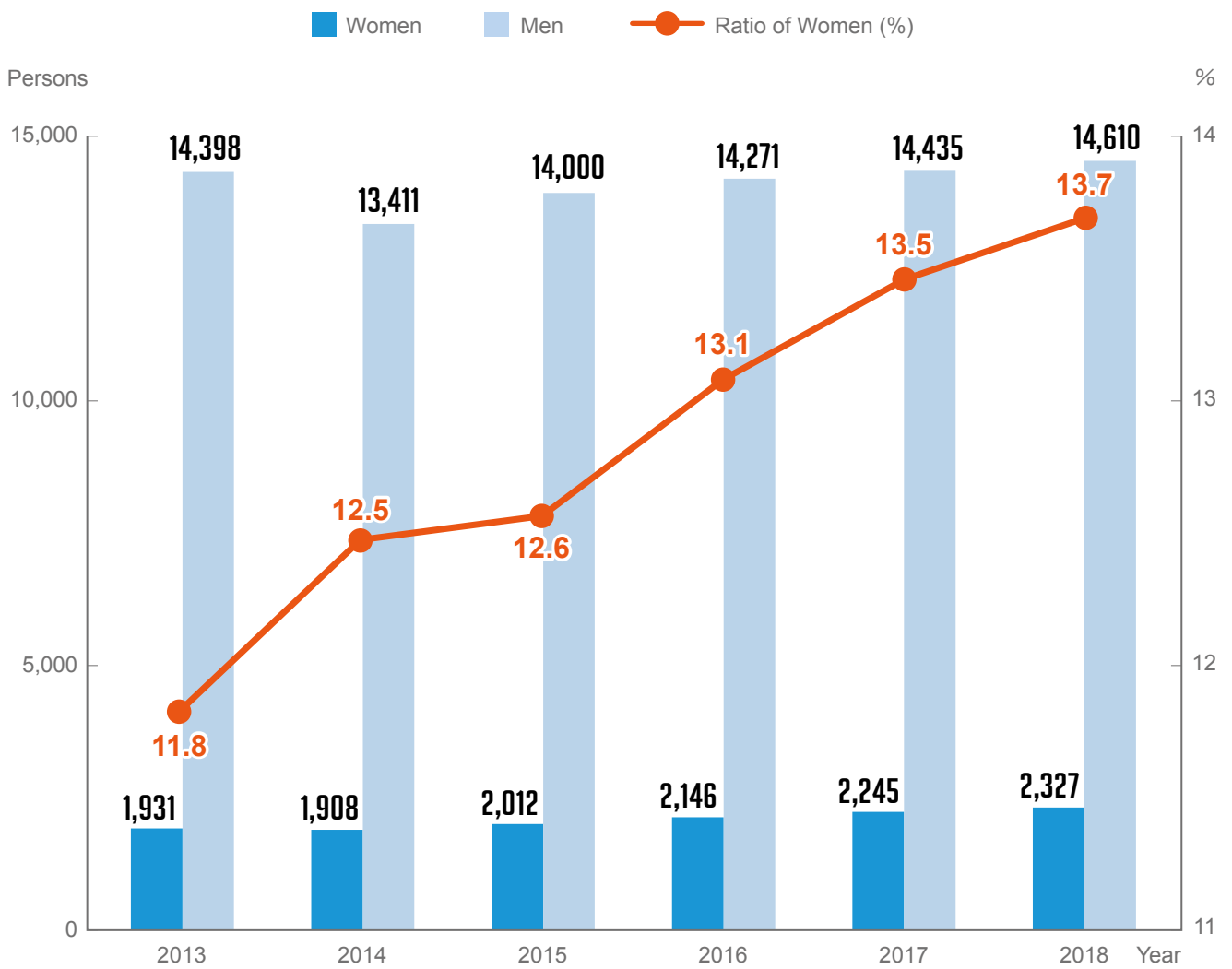
Note:

1. Cases where gender could not be determined due to the representative of a small and medium enterprise being a legal person or foreign individual were left out of the statistics; therefore, the gender weighting value does not encompass all SMEs.
2. The agricultural sector includes agriculture, forestry, fishing and animal husbandry; the industrial sector includes mining and quarrying, manufacturing, electricity and gas supply, water supply and remediation activities, and construction; the services sector includes wholesale and retail trade, transportation and storage, accommodation and food services, information and communication, finance and insurance activities, real estate activities, professional, scientific and technical activities, support service activities, education, human health and social work activities, arts, entertainment and recreation, and other service activities.

## ■ Proportion of Women Directors at Public Companies Has Increased Slightly, but Is Still Less than That of Men.

In 2018, there were 2,327 women directors of public companies (including TWSE and TPEX listed companies), accounting for 13.7% of the total; whereas there were about 14,610 director who were men, or 86.3% of the total. As compared to 2013, this represents an increase of 396 women directors, or an increase of 1.9 percentage points; but the ratio of women to men is still extremely low, showing that a gender gap remains at the decision-making level of public companies.

### Number of Directors of Public Companies and Proportion of Women Directors



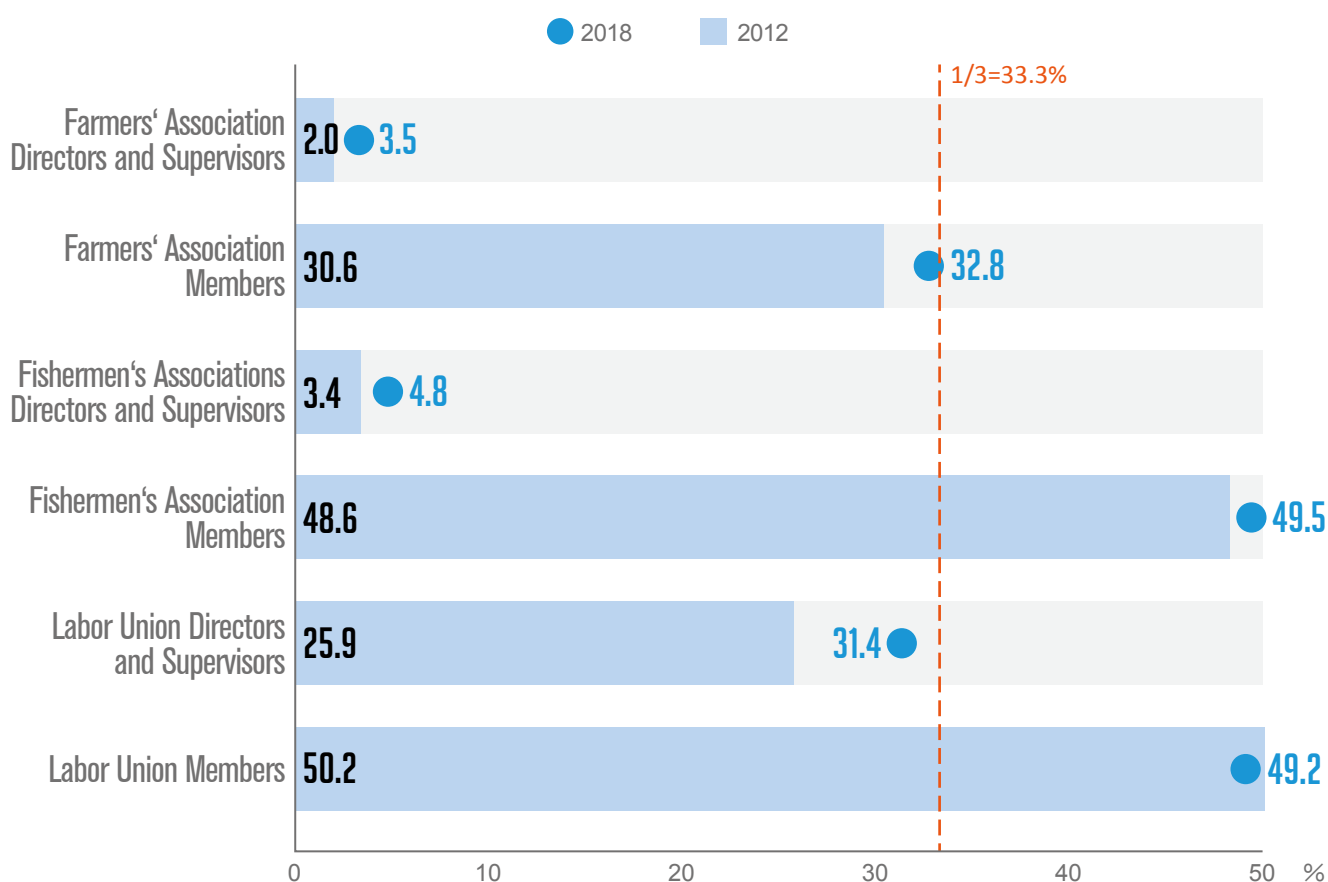
Source: Gender Mainstreaming Database, Financial Supervisory Commission.



## ■ While an Across-the-Board Increase Has Occurred in Women's Participation in Social Organizations and Ratio of Women at the Decision-making Level, There Is Still a Significant Gap Compared to Men.

With regards to the trend of women's participation in the private sector and taking roles at the decision-making level in Taiwan, a comparison of data from 2012 and 2018 reveals an across-the-board increase in women serving as directors, supervisors, and members of Fishermen and Farmers' Associations, as well as directors and supervisors of labor unions. In particular, the ratio of women directors and supervisors of labor unions increased from 25.9% in 2012 to 31.4% 2017, an increase of 5.5 percentage points, which was the largest increase. Nevertheless, the proportion of women among directors and supervisors Fishermen and Farmers' Associations and labor unions and Farmers' Association members still fell short of meeting the one-third gender rule. The proportion of women among directors and supervisors of Fishermen and Farmers' Associations was 3.5% and 4.8%, respectively, revealing a tremendous gender gap which urgently needs to be improved.

### Proportion of Women at Decision-making Level in Social Organizations



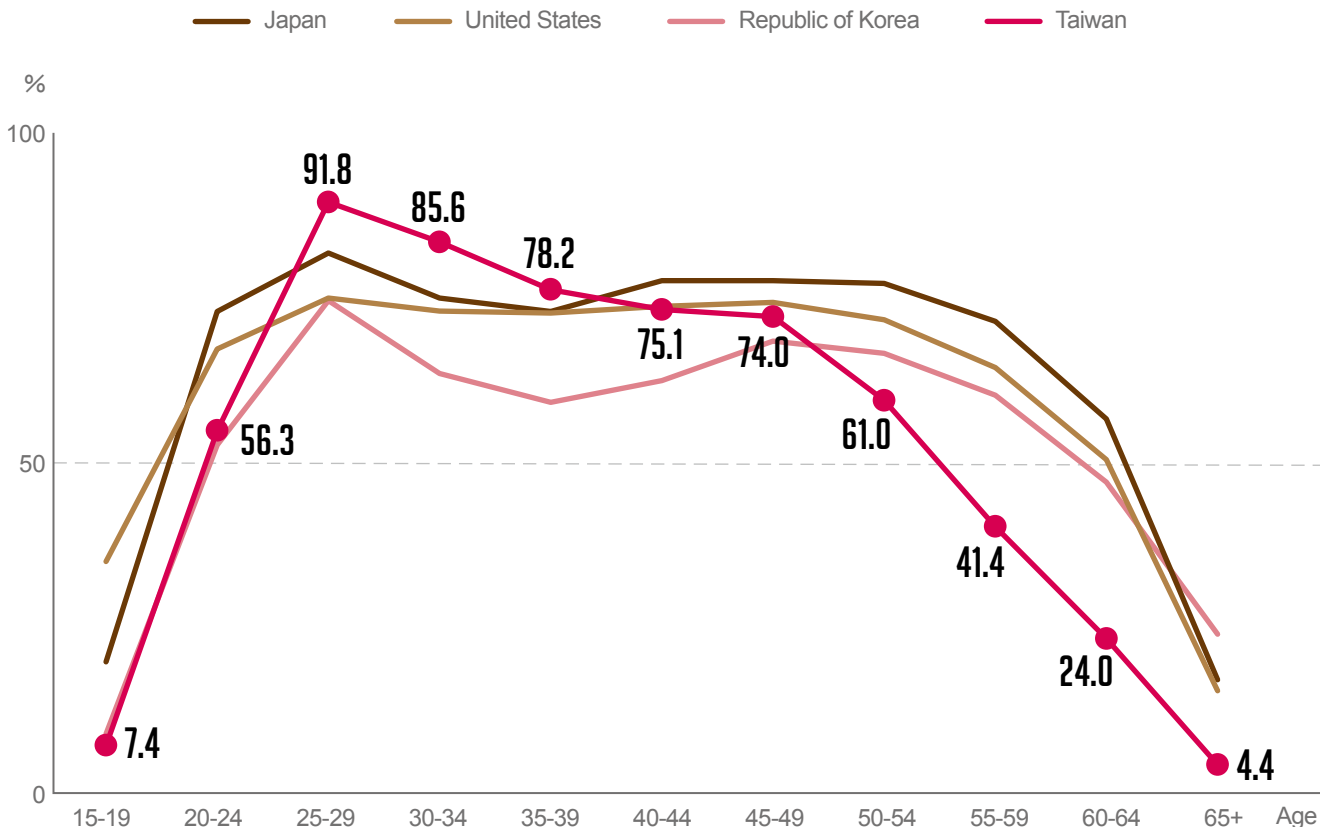
Source: Gender Statistics Database, Council of Agriculture, Executive Yuan; Ministry of Labor.

## 2. Employment, Economy, and Welfare

### ■ After Reaching a Peak Among the 25-29 Age Group, Women's Labor Force Participation Rate in Taiwan Steadily Decreases, with Lower Participation Among Women 50 and Above Than Other Major Countries.

In the wake of steadily increasing education levels and awareness of financial independence among women, the overall labor participation rate of women aged 15 and above in Taiwan surpassed 50% in 2012, and an increasing trend has been noted since then, with women's total labor participation reaching 51.1% in 2018. When observed by age group, in 2018, the labor participation rate of women in Taiwan aged 25-29 was 91.8%, 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 61.0% participation rate among women aged 50-54, lower than that of other major countries; and fewer than 50% of women aged 55 and above participate in the labor force. Upon observing other major countries, it was noted that in Japan and the Republic of Korea, after a temporary decline in labor participation among women aged 25-29, there is a gradual recovery among women aged 35-39, illustrating a clear return to the workforce. In Taiwan, however, women's labor participation rate does not recover after the initial decline.

#### Women's Labor Force Participation Rate in Major Countries in 2018, by Age Group



Source: International Labor Statistics, Ministry of Labor.

Note:

1. Labor Force Participation Rate (%) = Labor Force / Civilian Population × 100.

2. In the US, the labor force participation rate for individuals aged 15-19 refers to the labor force participation rate of individuals aged 16-19.

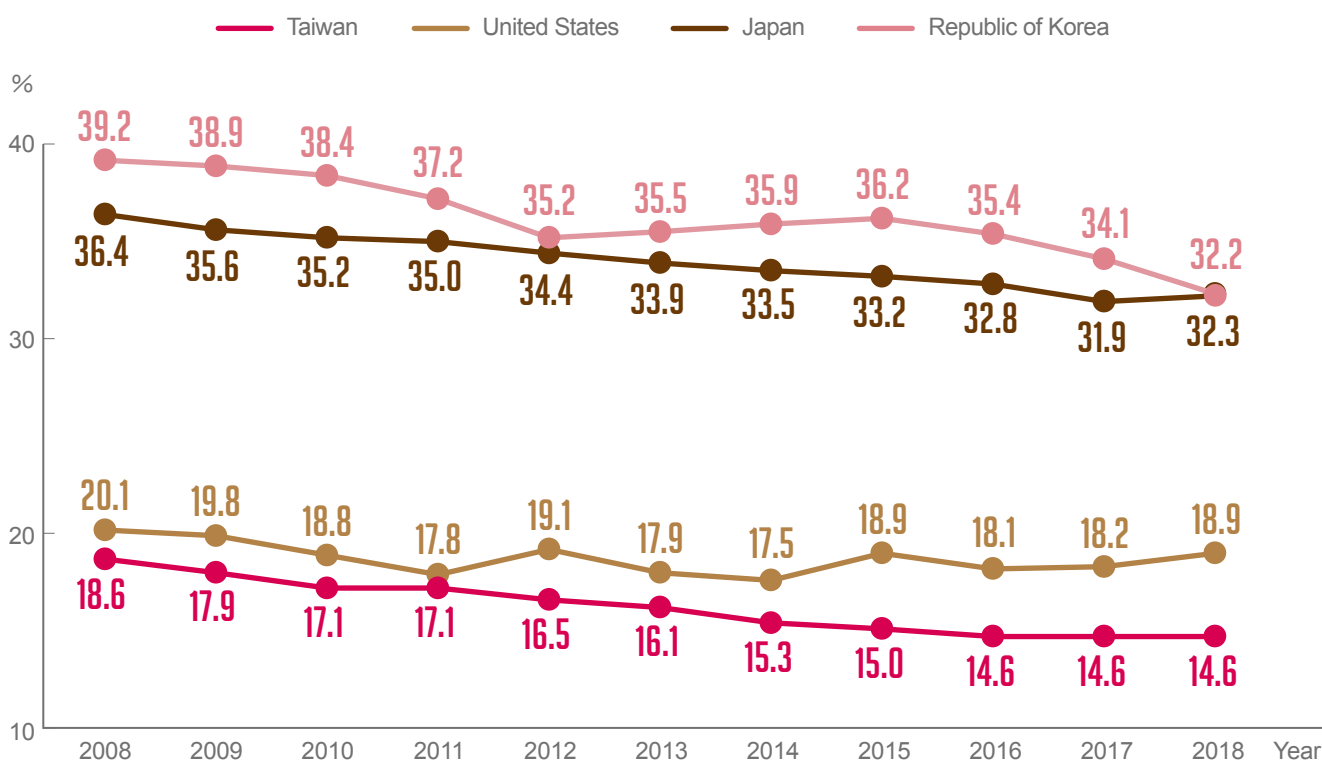




## Taiwan's Gender Pay Gap Has Been Lower Than That of the United States, Japan, and the Republic of Korea in Recent Years, Declining from 18.6% in 2008 to 14.6% in 2018.

Over the past decade, the gender pay gap in Taiwan has declined from 18.6% in 2008 to 14.6% in 2018, which indicates that the number of extra days women are required to work has been reduced from 69 days to 54 days. The average gender pay gap has narrowed by 4.0 percentage points, equivalent to a reduction of 15 working days. In past years, the average gender pay gap in Taiwan has been smaller than in the United States, Japan, and the Republic of Korea. In 2018, the average gender pay gap in Taiwan was 14.6%, which is lower than that of Japan (32.3%), the Republic of Korea (32.2%), and the United States (18.9%). When observing the corresponding percentage increases and decreases, the Republic of Korea has achieved the greatest decline over the past decade, narrowing the gap by 7.0 percentage points, followed by Japan (a decline of 4.1 percentage points), Taiwan (a decline of 4.0 percentage points), and the United States (a decline of 1.2 percentage points).

### Average Gender Pay Gap in Major Countries



Source:

1. Ministry of Labor; Employee Earnings Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.
2. The Republic of Korea -- Survey on Labor Conditions by Type of Employment.
3. Japan: Monthly Labor Survey.
4. United States: Current Population Survey by the Bureau of Labor Statistics.

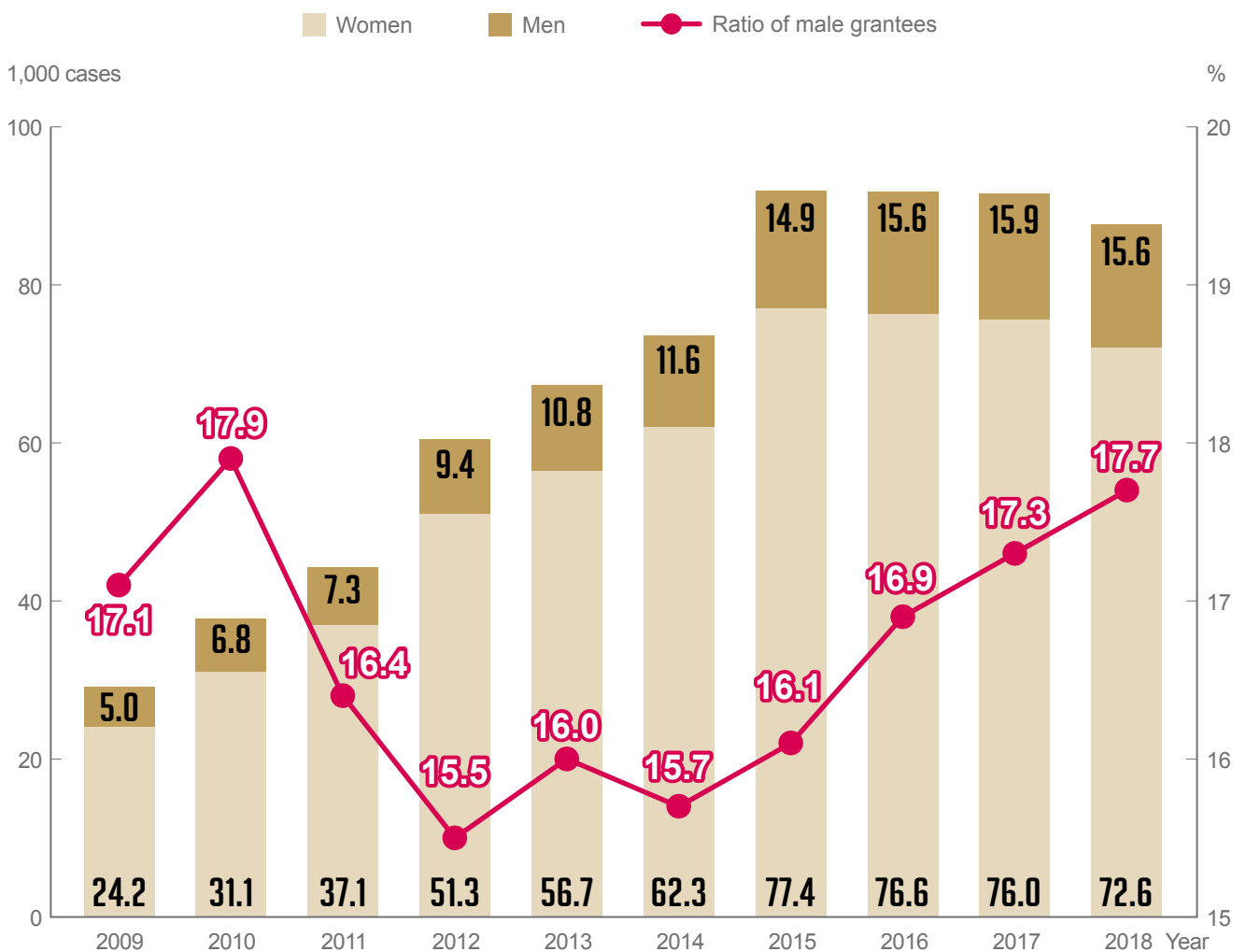
Note:

1. Average hourly pay = [regular salary + non-regular salary (including overtime pay)] / total work hours. Average gender pay gap = (1 - ratio of women's average pay compared to men) × 100.
2. In Taiwan, with regard to the industrial sector and the services sector, adjustments are made according to the statistical standards of the Employee Earnings Survey. The annual gender pay gaps have also been adjusted.
3. The Republic of Korea: All employed persons; annual data is from June of each year.
4. Japan: Encompasses entities in the Industrial Sector or Service Sector with 5 or more people.
5. United States: Refers to median weekly pay data for full-time employees.

## ■ The ratio of male grantees for payment of parental leave allowance has gradually increased over the last five years.

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 2018, there were 88,000 cases of initial approval for payment of parental leave allowance. The majority, over 72,000 cases (82.3%), were granted to women, whereas male grantees increased from nearly 5,000 in 2009, to over 15,000 in 2018. The ratio of male grantees has grown annually over the last five years, from 15.7% in 2014 to 17.7% in 2018.

### Cases of Initial Approval for Payment of Parental Leave Allowance and the Ratio of Male Grantees



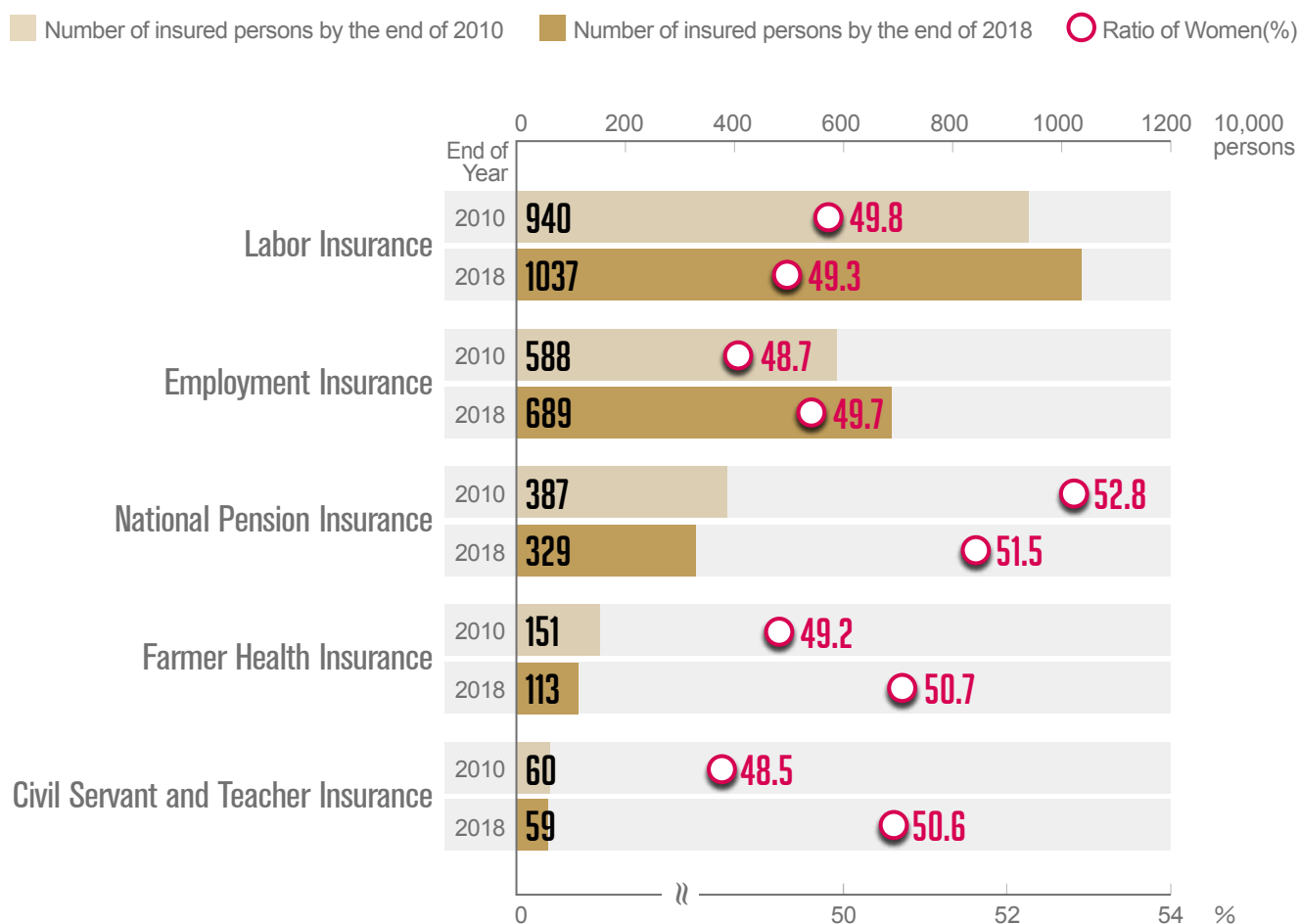
Source: Main Statistical Indicators by Gender, Ministry of Labor.



## ■ No Major Difference Between Proportions of Men and Women Insured under Taiwan's Major Social Insurance Benefits.

Labor Insurance, Employment Insurance, Farmer Health Insurance, and Civil Servant and Teacher Insurance comprise social insurance benefits for persons who are actively employed in the workforce. At the end of 2018, women accounted for 49.3% and 49.7% of labor-focused Labor Insurance and Employment Insurance respectively, 50.7% of Farmer Health Insurance, and 50.6% of Civil Servant and Teacher Insurance. There was no major difference between the proportion of men and women. Also, in order to strengthen protections during old age for homemakers and other economically disadvantaged persons who are unable to participate in social insurance schemes due to not being employed in the workforce, Taiwan established National Pension Insurance in October 2008. By the end of 2018, the proportion of women insured under National Pension Insurance was 51.5%, a decrease of 1.3 percentage points as compared to the end of 2010.

### Numbers of Persons Insured Under Taiwan's Major Social Insurance Benefits and Proportion of Insured Women



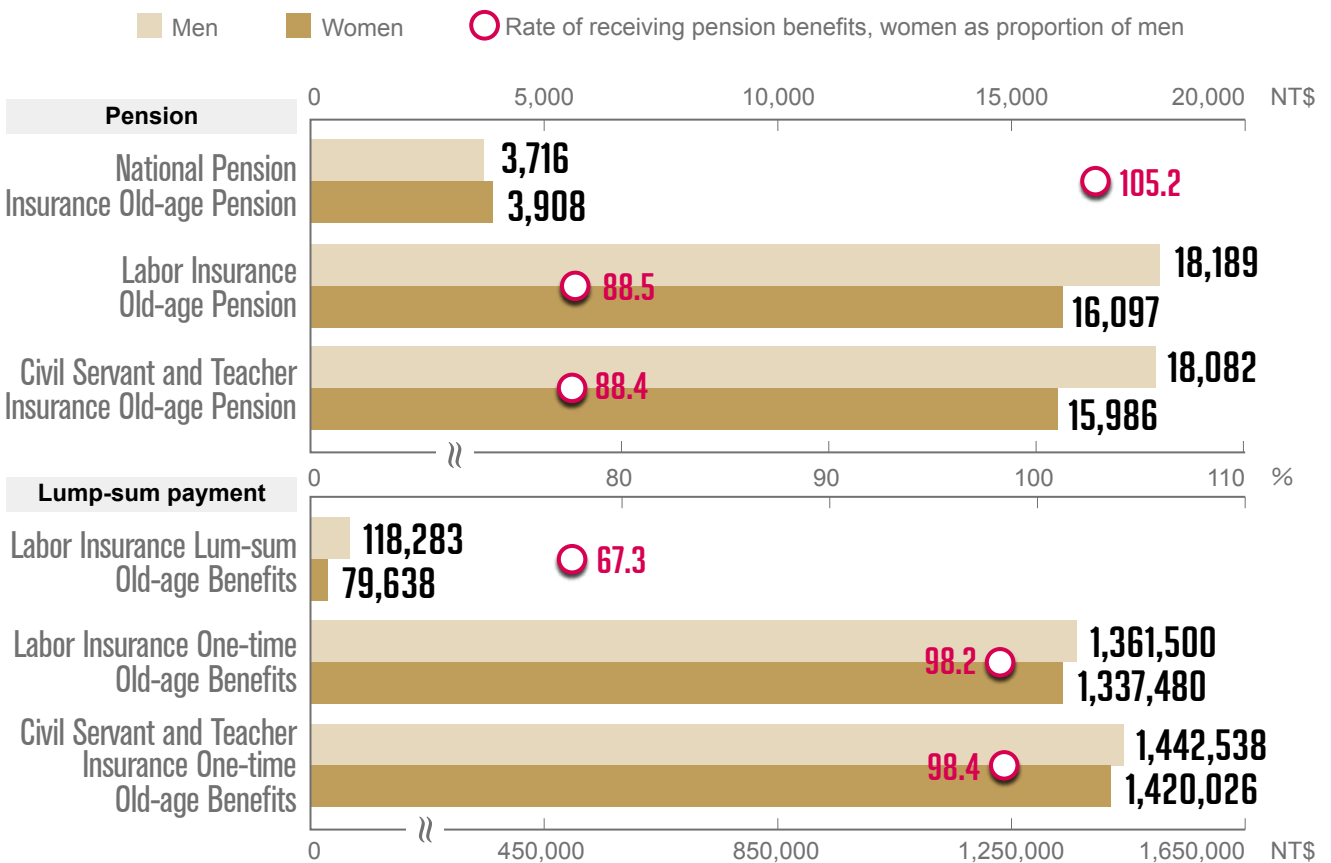
Source: Ministry of Health and Welfare, Ministry of Labor Bureau of Labor Insurance, and Bank of Taiwan.

Note: The number of persons insured under the National Pension Insurance refers to the number of citizens aged 25 and older and under 65 who meet the criteria set out under Article 7 of the National Pension Act and who are thus eligible to participate in the National Pension Insurance.

**Women Receive Slightly More from National Pension Insurance than Men, but Men Receive More in Both Pensions and One-Time Benefits from Labor Insurance and from Civil Servant and Teacher Insurance.**

Taiwan’s social insurance old-age benefits are divided into monthly installment pensions and lump-sum one-time benefits. Observations of the average amount paid out to men and women, with the exception of the National Pension Insurance old-age pension, show that men receive more in both pensions and one-time benefits. In terms of the gender gap, the largest discrepancy is in the amount women receive from Labor Insurance lump-sum old-age benefits, which is just 67.3% of what men receive; this is followed by the Labor Insurance old-age pension and Civil Servant and Teacher Insurance old-age pension, from which women receive only 88% of what men receive.

**2018 Status of Social Insurance Old-age Benefits**



Source: Bureau of Labor Insurance, Ministry of Labor; Bank of Taiwan.

Note:

- Taiwan’s current old-age economic security system includes the zero pillar old-age benefit subsidy, first pillar mandatory social insurance scheme, second pillar mandatory occupational pension scheme, and third pillar personal and voluntary private commercial insurance, savings, and family support. This chapter is an analysis of first pillar social insurance schemes.
- Following the enactment of Taiwan’s Labor Insurance Pension in 2009, old-age benefits have been paid out in three ways: (1) Old-age Pension Benefits: Over 60 years of age, with at least 15 total insured years; (2) Lump-sum Old-age Benefits: Over 60 years of age, with under 15 total insured years; (3) One-time Old-age Benefits (old system): Those with insured years prior to amendments made to the Labor Insurance Act in 2009 can also choose to receive one-time old-age benefits. Once approved, this decision cannot be altered.
- The age to claim Labor Insurance old-age pension benefits and lump-sum old-age benefits increased by 1 since 2018, and will increase by 1 every 2 years afterwards, capping at age 65.
- The average amount of old-age benefits claimed from the National Pension Insurance was calculated by dividing the total amount of old-age benefits claimed by both men and women in December 2018 by the number of men and women who claimed benefits that month.

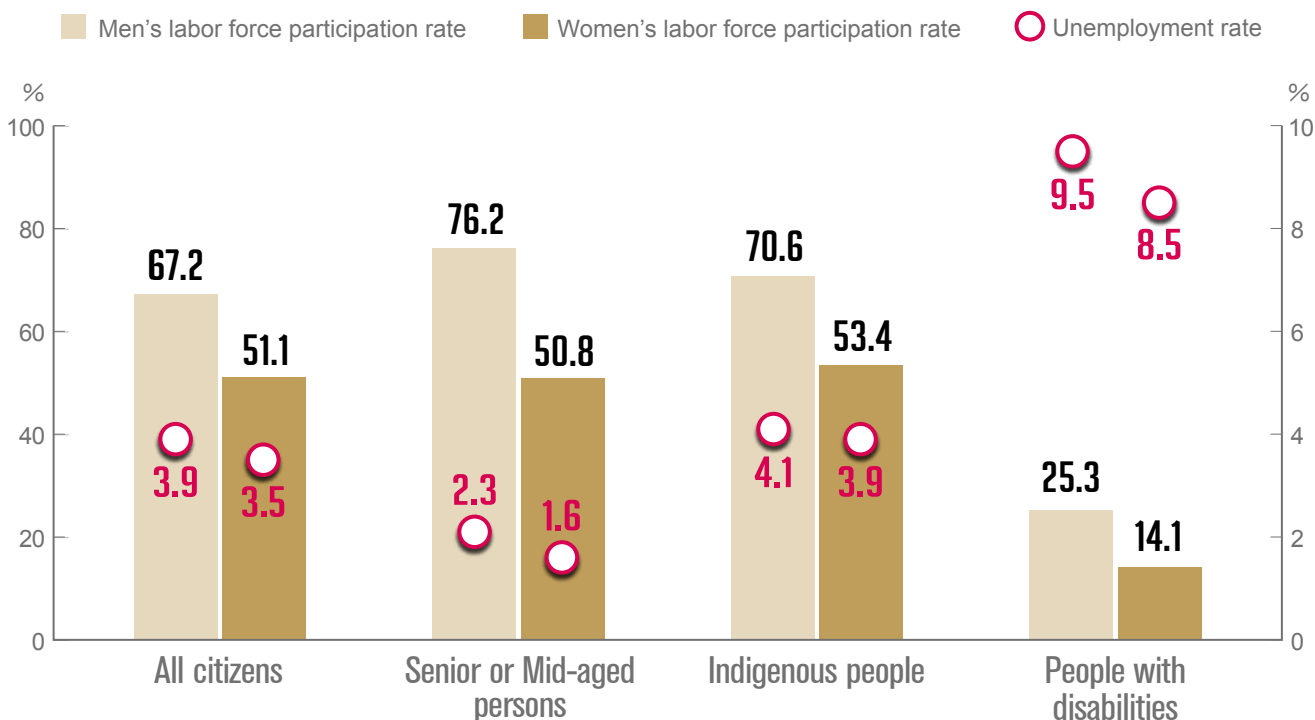




## ■ Disabled Women have the Lowest Labor Force Participation Rate and Highest Unemployment Rate out of All Groups.

Men’s labor force participation rate is higher than that of women in all groups. The biggest gap, of 25.4 percentage points, is among senior or mid-aged persons. The labor force participation rate of indigenous women is 53.4%, which is higher than the national average for women (51.1%); The labor force participation rate of women with disabilities is 14.1%, which is significantly lower than the national average for women. As for the unemployment rate, men’s unemployment rate is higher than women’s unemployment rate across all social groups. In particular, people with disabilities have the largest gender gap, at 1.0 percentage points. The unemployment rate of women with disabilities (8.5%) is noticeably higher than the national average for women (3.5%).

Labor force participation rates and unemployment rates by social group, according to sex



Source: 2018 Manpower Survey, Directorate-General of Budget, Accounting, and Statistics, Executive Yuan; 2018 Labor Survey of Mid-aged and Elderly Population, Ministry of Labor; 2018 Employment Survey of Indigenous Peoples, Council of Indigenous Peoples; 2016 Survey of the Living Conditions and Needs of Persons with Disabilities, Ministry of Health and Welfare.

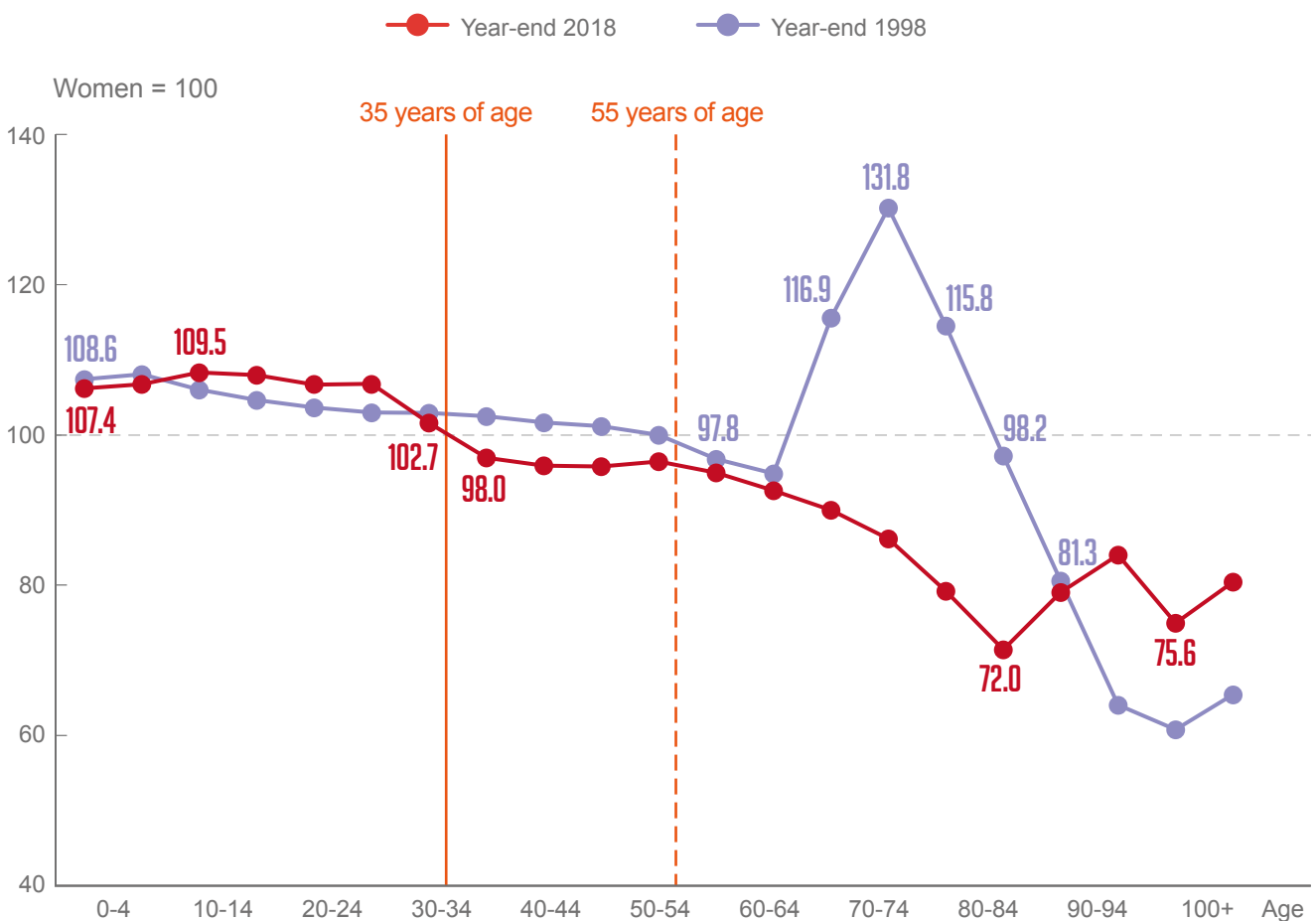
Note: “All citizens” refers to members of the civilian population who are 15 years of age and over; “senior or mid-aged persons” refers to members of the civilian population from 45 to 64 years of age.

## 3. Population, Marriage, and Family

### ■ Considering Taiwan's Population Sex Ratio by Age, Men Outnumber Women Under the Age of 35; Women Outnumber Men over the Age of 35; Dividing Line is Gradually Going Down.

In Taiwan, the total population of women has remained higher than the total population of men since 2013, due in part to women's higher average life expectancy compared to men. As of year-end 2018, Taiwan's total population was 23.59 million, an increase of 1.66 million people compared to the end of 1998. There were 11.88 million women in Taiwan in 2018, an increase of 1.19 million (11.1%) over 1998, and this increase exceeded that of men by 7 percentage points. As a result, the sex ratio decreased from 105.2 to 98.63 (number of men per one hundred women). When broken down by age group, the sex ratio of the population under the age of 35 is greater than 100 (fewer women than men). In particular, the 10-14 age group has the highest sex ratio, at 109.5. Among the population aged 35 and older, the sex ratio is less than 100 (women outnumber men), and the lowest sex ratio, 72, is observed among the 80-84 age group. As of the end of 1998, women began outnumbering men starting at age 55; in comparison, as of the end of 2018, women now outnumber men starting at the age of 35, which is 20 years earlier than before.

2018 Population Sex Ratio, by Age Group



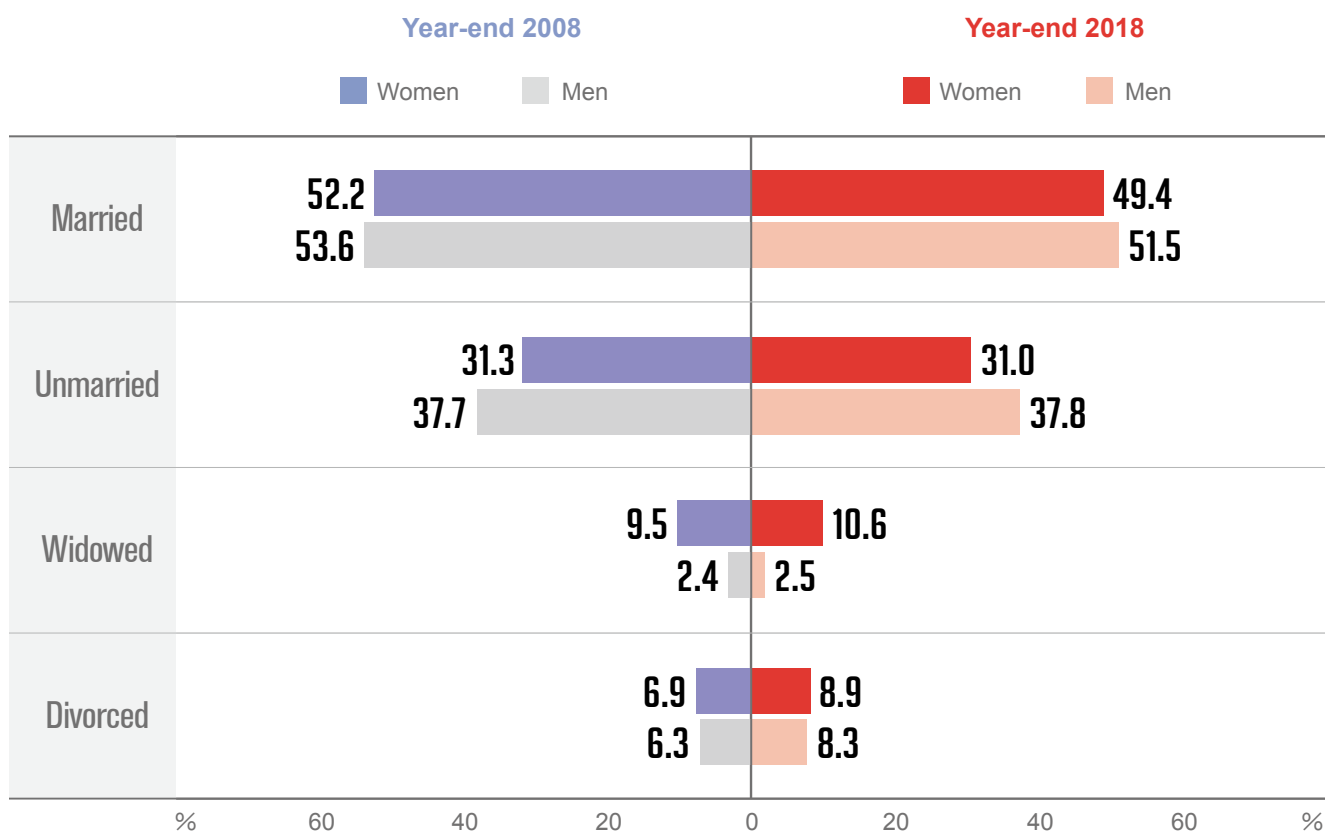
Source: Ministry of the Interior.



## ■ Married Population in Taiwan Decreased Compared with 10 Years Ago, Divorce Rate Increased; in 2019, First Year of Legal Same-Sex Marriage, 2,623 Same-Sex Couples were Married (to end of November).

Observing the state of marriage in Taiwan over the past decade, among the population aged 15 and older in 2018, the proportions of married women and married men were 49.4% and 51.5% respectively, for a decrease of 2.8 and 2.1 percentage points, respectively, from 2008. The proportion of unmarried women was 31.0%, which is a slight decrease of 0.3 percentage points compared with 2008, while the proportion among men slightly increased by 0.1 percentage points. The widowed rate among women was 10.6%, an increase of 1.1 percentage points compared to 2008. The divorce rate increased by 2.0 percentage points among women and 1.9 percentage points among men. Same-sex marriage was legalized on May 24, 2019. From May to November 2019, a total of 2,623 same-sex couples completed marriage registration, including 837 male couples and 1,786 female couples.

### Marital Status of the Population Aged 15 and Above



Source: Ministry of the Interior

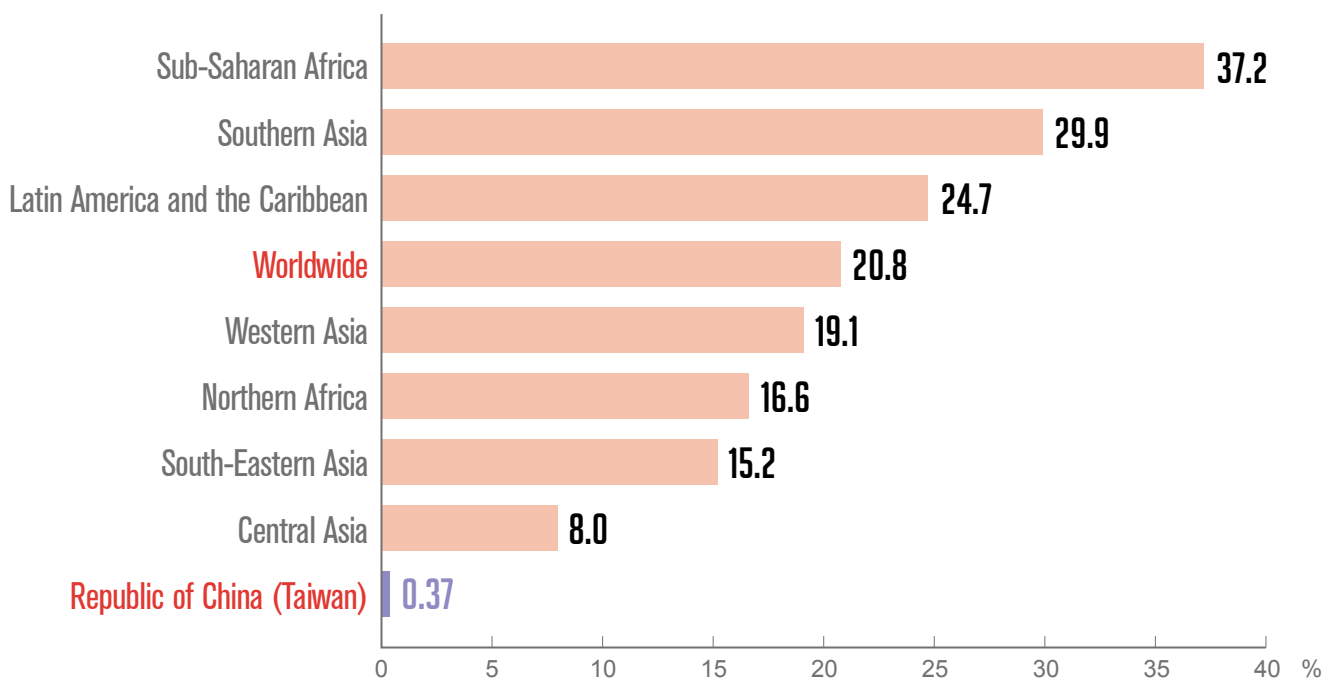
### Number of registered same-sex marriages (May-November 2019)



## ■ Proportion of Women 20-24 in Taiwan Marrying Before Age 18 is Less Than 1%; Taiwan's Child Marriage Rate Far Lower than Other Countries.

Goal 5 of the UN Sustainable Development Goals (SDGs) is to “achieve gender equality and empower all women and girls”. Goal 5.3 in particular strives to eliminate all harmful practices, such as child and early marriage. Among Taiwan’s population aged 20-24 years old in 2018, the number of women who had gotten married before the age of 18 was 2,748 (0.37%), and the proportion of men married before the age of 18 was 0.042%. Compared to other countries and overall global data, it is much rarer for Taiwanese women between the ages of 20-24 to be married before the age of 18.

### Ratio of Women Age 20-24 Married Before Age 18



Source: Ministry of the Interior; The Sustainable Development Goals Report 2019 Statistical Annex, United Nations.

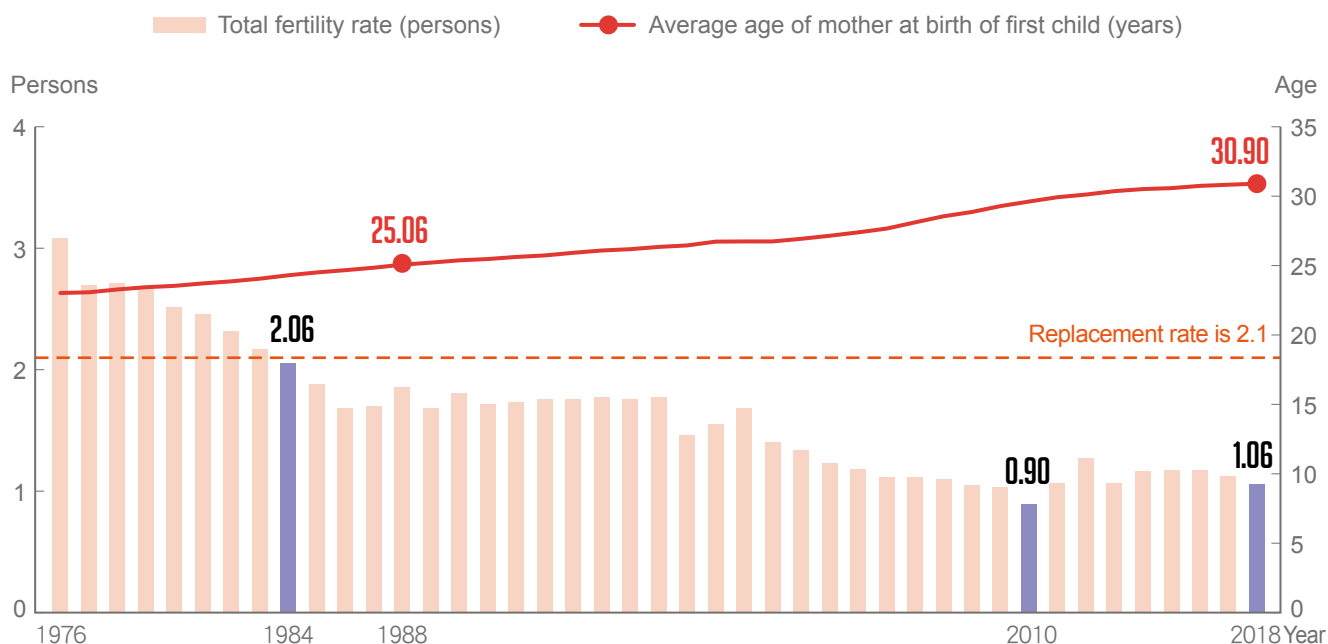
Note: Defined by the United Nations as the ratio of women, ages 20 to 24, who were recorded as having been married or cohabiting for the first time before the age of 18. Taiwan’s data refers to the ratio of women, ages 20 to 24, who were recorded as having been married before the age of 18.



## ■ Fertility Rate for Childbearing-Age Women Decreased to Nearly 1%; 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 replacement rate of 2.1 children per woman. In 2010, the fertility rate dipped below 1, reaching 0.9 children per woman. In 2018, the fertility rate for childbearing-age women was 1.06. In Taiwan, the average age of women at the time of first birth has gradually increased over the years. As of 2018, on average, new mothers gave birth to their first child at the age of 30.9, which is the oldest ever recorded. This is an increase of 5.84 years as compared to 1988.

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

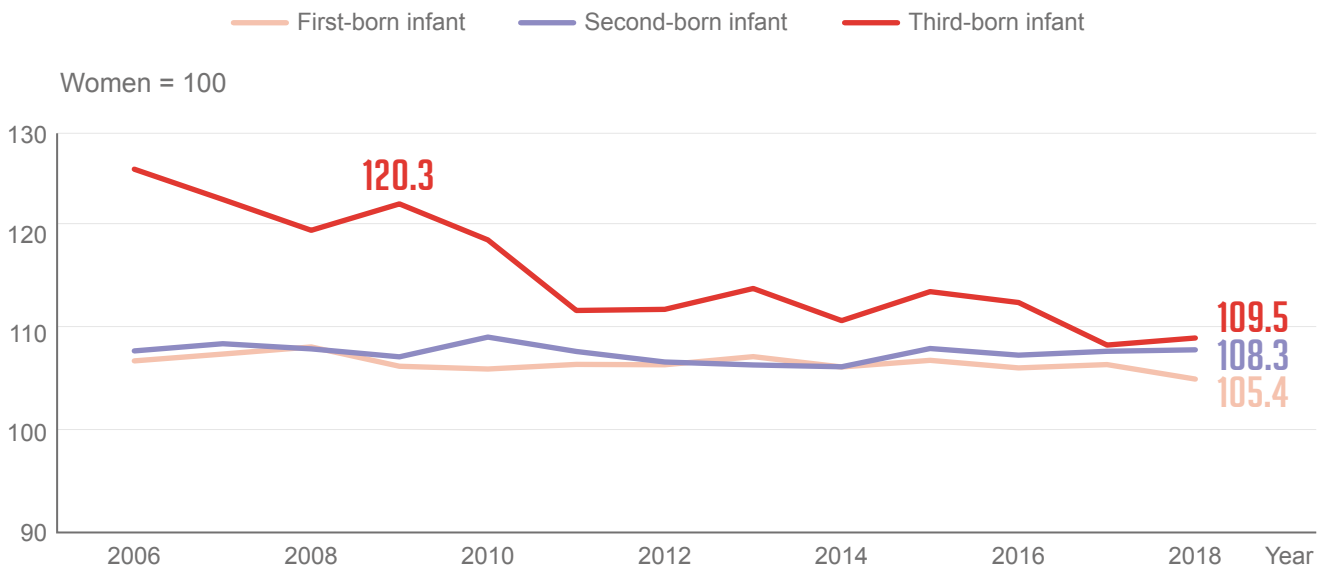


Source: Ministry of the Interior.

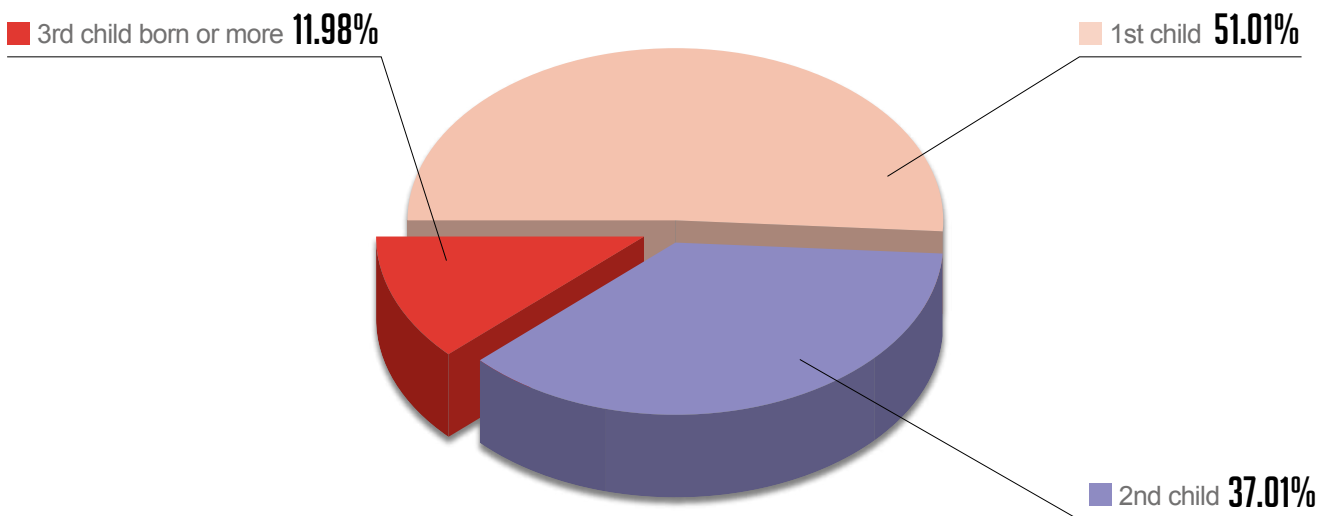
## ■ Over 50% of Newborns are First-born Children; Gender Imbalance Among Third-born Children Has Slowed.

Out of all the infants born in 2018 in Taiwan, over half are first-born children. 37.01% are second-born, and 11.98% are third-born. The sex ratio of newborn infants in 2018 was 106.9. In terms of birth order, the sex ratios for first- and second-born infants (who in total account for nearly 90% of all newborn infants) were 105.4 and 108.3, respectively. The sex ratio of third-born infants has continued over the years to be noticeably higher than that of first- and second-born infants; but the ratio has decreased from 120.3 in 2008 to 109.5 in 2018, indicating that the gender imbalance has eased up.

### Sex Ratio by Number of Newborn Infants



### Number of Newborn Infants in 2018 by Birth Order



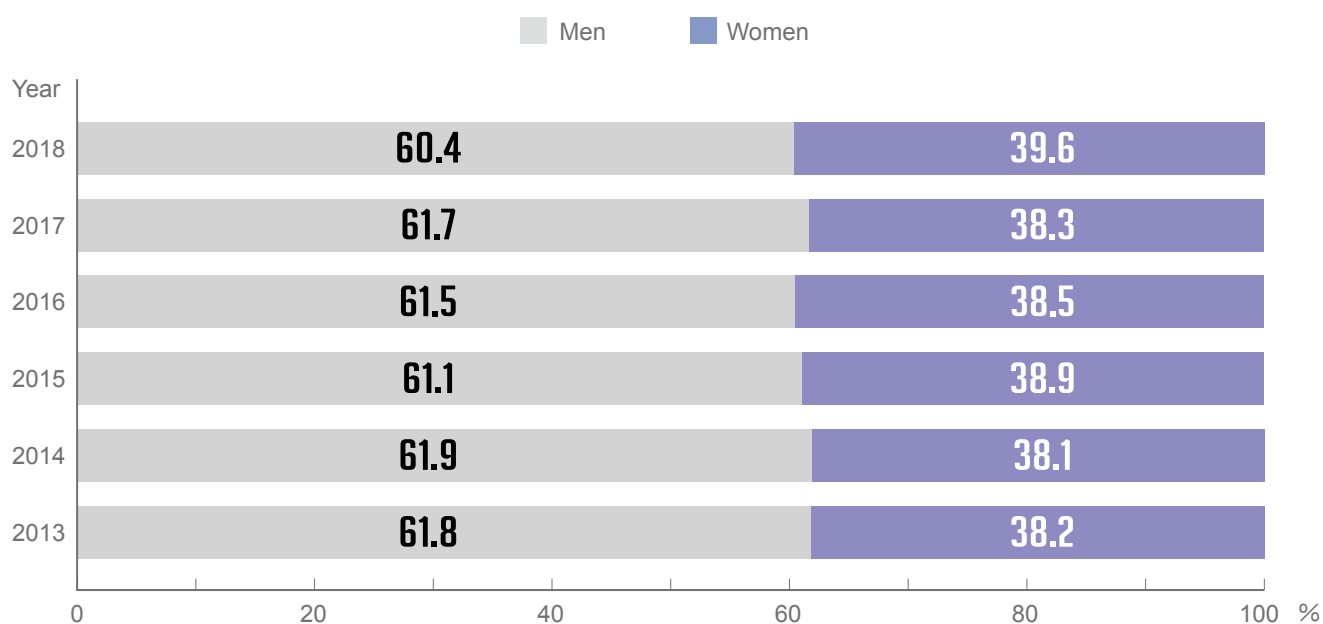
Source: Ministry of the Interior.



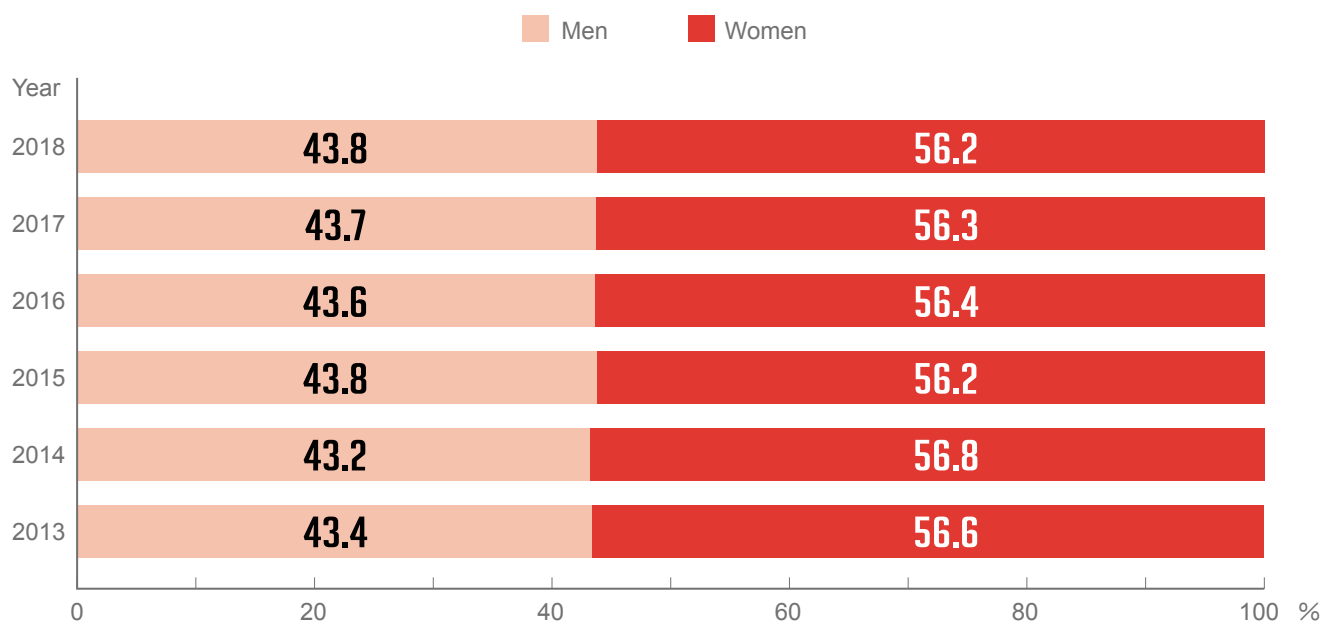
## ■ Taiwanese People Tend to Leave Monetary Assets to Male Heirs; Women Account for Majority of Those Waiving the Inheritance.

In 2018, a total of 240,884 people had to pay gift taxes. Of these, 145,469 were men, accounting for 60.4% of the total; 95,415 are women, accounting for 39.6%. Compared to 2013, the proportion of women has increased by 1.4 percentage points. In 2018, a total of 56,434 people in Taiwan waived their right to inheritance, of which 24,730 (43.8%) were men, and 31,704 (56.2%) were women. Thus, the majority of people who waive their right to inheritance are women, although the proportion has decreased by 0.4 percentage points as compared to 2013.

### Gift Donee Sex Ratio



### Sex Ratio of Individuals Waiving Inheritance Rights



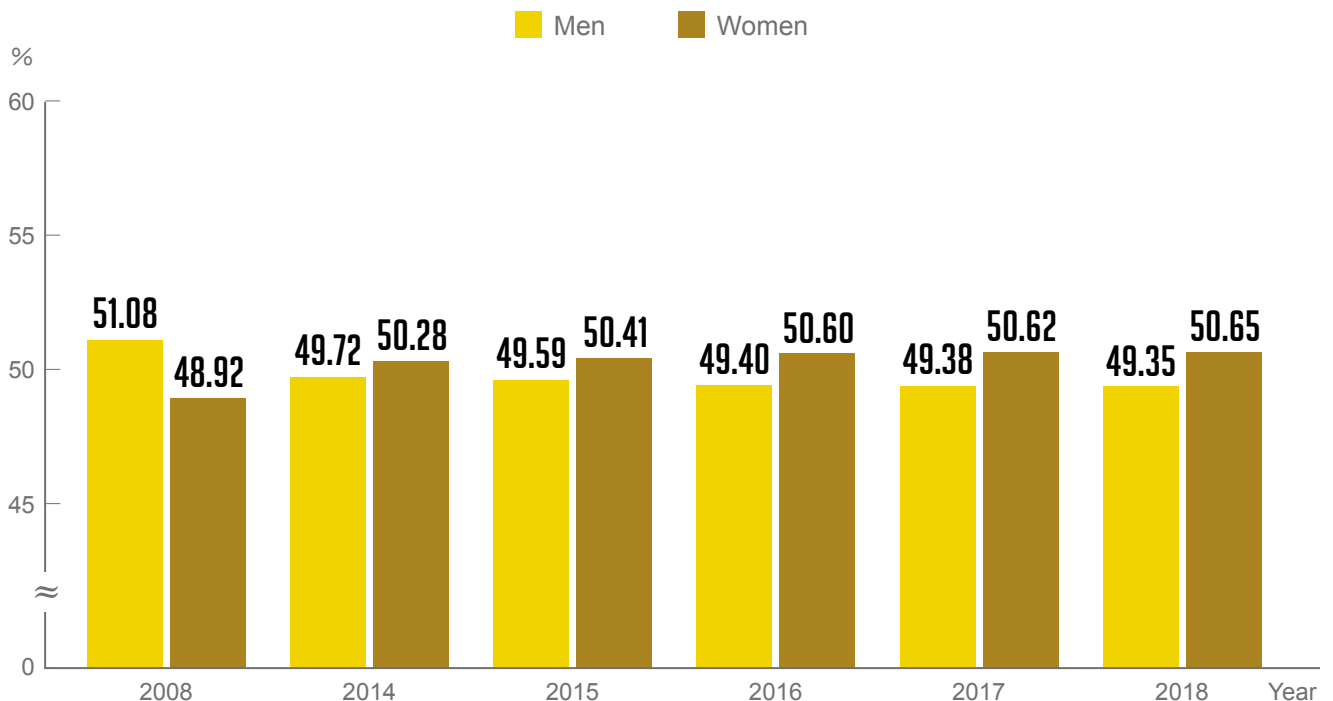
Source: Ministry of the Interior.

## 4. Education, Culture, and Media

### ■ Proportion of Female Students in Higher Education Surpassed Male Students in 2014; Has Increased Ever Since.

Due to the continued promotion of and increased accessibility to basic education, Taiwan has achieved a school attendance rate of more than 90% at the senior high school level and below. With respect to higher education in Taiwan, female students began to outnumber male students in colleges and universities in 2014, and has continued to show an upward trend since then. This indicates that it has become more widely accepted for women to pursue higher education and that the gender gap is narrowing. Consequently, in Taiwan, women's human capital is increasing with each passing year.

#### Gender Ratio of Students in Higher Education



Source: Gender Statistics Database, Ministry of Education.

Note: Data is for academic years in Taiwan.

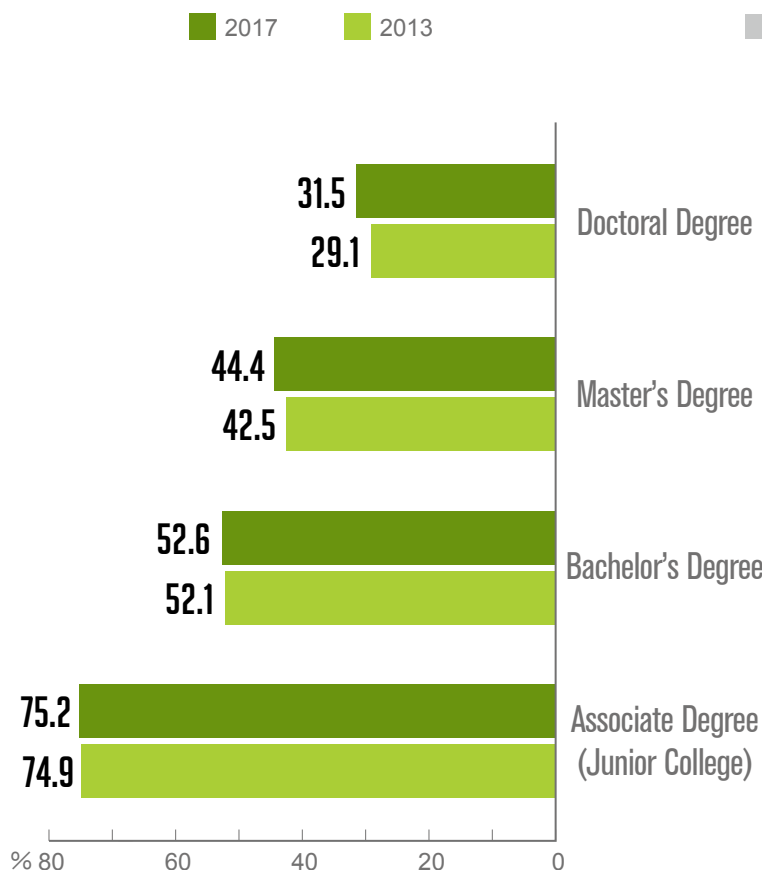




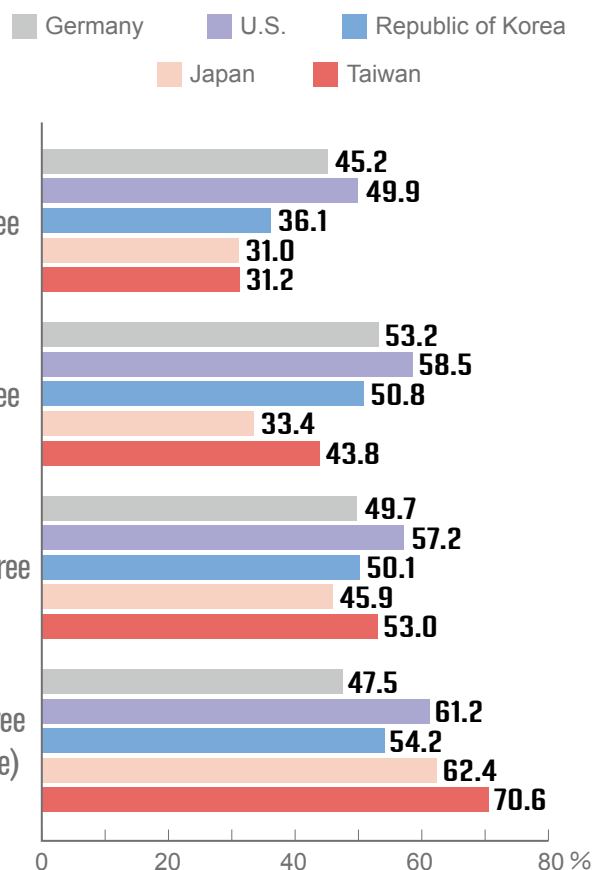
## ■ The Proportion of Women Who Graduate of all levels in Higher Education in Taiwan Has Increased, but Proportion of Women Master's and Doctoral Students Still Lags Behind Other Countries.

In 2017, there were a total of 305,000 higher education graduates in Taiwan. Of these, 159,000 were women, most of whom graduated with an associate degree, accounting for 75.2%; doctoral degrees were rarest, at 31.5%. As compared to 2013, the proportion of female students increased at all school levels, with the largest increase of 2.4 percentage point among women completing doctorates. Compared with other major industrialized countries, women with associate degrees accounted for 70.6% of all women higher education graduates in Taiwan in 2016, a ratio higher than those of Germany, the United States, the Republic of Korea, and Japan. Taiwan's proportion of women with bachelor's degrees was higher than those of Germany, the Republic of Korea, and Japan, while the proportion of women with master's and doctoral degrees was only higher than that of Japan. Compared with other countries at each level, Taiwan's proportion of women with doctoral degrees is significantly lower than the United States, with a discrepancy of 18.7 percentage points. This indicates that the proportion of women with doctorates in Taiwan is increasing with each passing year, but still has room for improvement.

### Proportion of Women Graduates of All Levels in Higher Education in Taiwan



### Proportions of Women Higher Education Graduates in Taiwan (2016) Compared to Major Industrialized Countries



Source: Gender Statistics Database and International Comparison of Education Statistical Indicators, Ministry of Education.

Note:

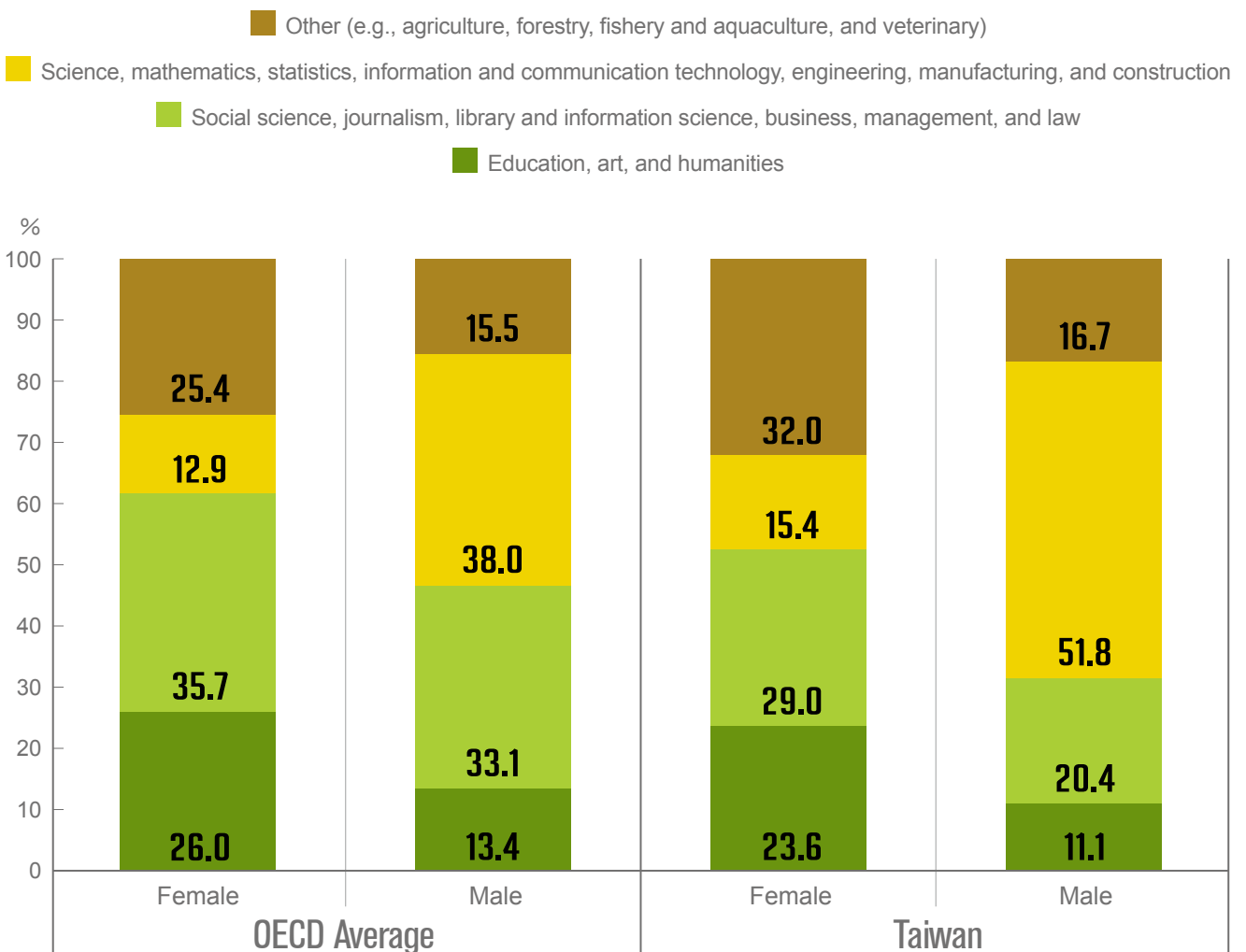
1.Data is for academic years in Taiwan.

2.The number of higher education graduates in Taiwan includes students from colleges and universities, religious schools, junior colleges of continuing education, open universities, and colleges of continuing education.

## ■ Taiwan's Higher Education System Still Has Remnants of Gender Segregation, with More Men in Science and Engineering and More Women in the Humanities.

In 2017, 15.4% of women and 51.8% of men in higher education in Taiwan were studying science, mathematics, statistics, information technology, engineering, manufacturing, and construction, with a gender gap of 36.4 percentage points. In comparison, the 2018 Organization for Economic Co-operation and Development (OECD) average for women was 12.9%, and 38.0% for men, a difference of 25.1 percentage points. In both cases, more men studied these aforementioned subjects than women, but there was a larger gender gap in Taiwan. Also, the proportion of female students studying social sciences, journalism, library and information science, business, management, and law was 29%, while the proportion of male students studying these subjects was 20.4%. In comparison, the OECD average was 35.7% for women and 33.1% for men, meaning that Taiwan has a higher gender gap at 8.6 percentage points.

### Academic Structure in Higher Education Among Students



Source: Gender Statistics Database, Ministry of Education; Education at a Glance: OECD Indicators 2018.

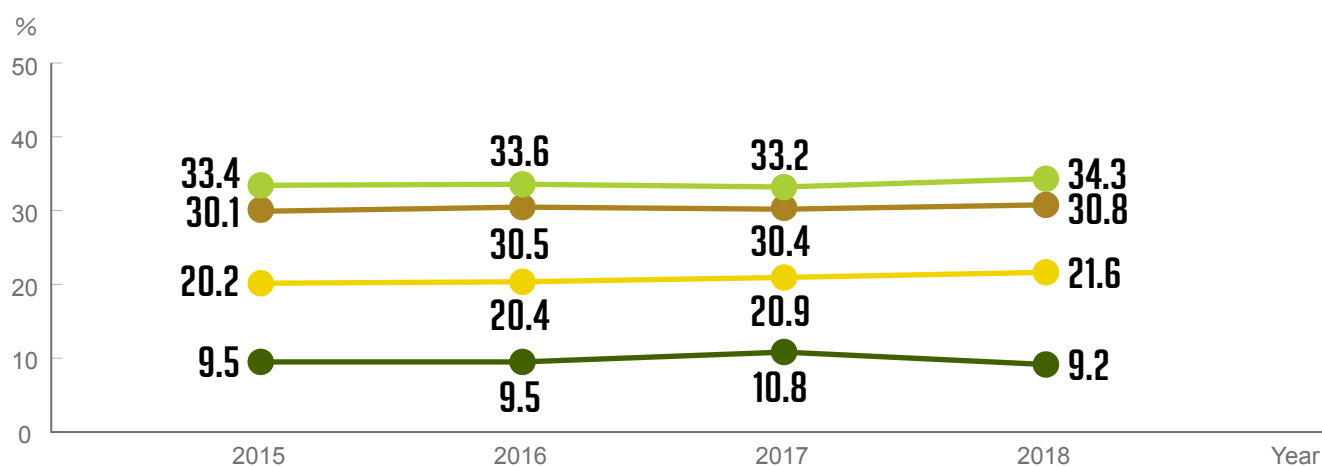
Note: Data in Taiwan is for the 2017 academic year.



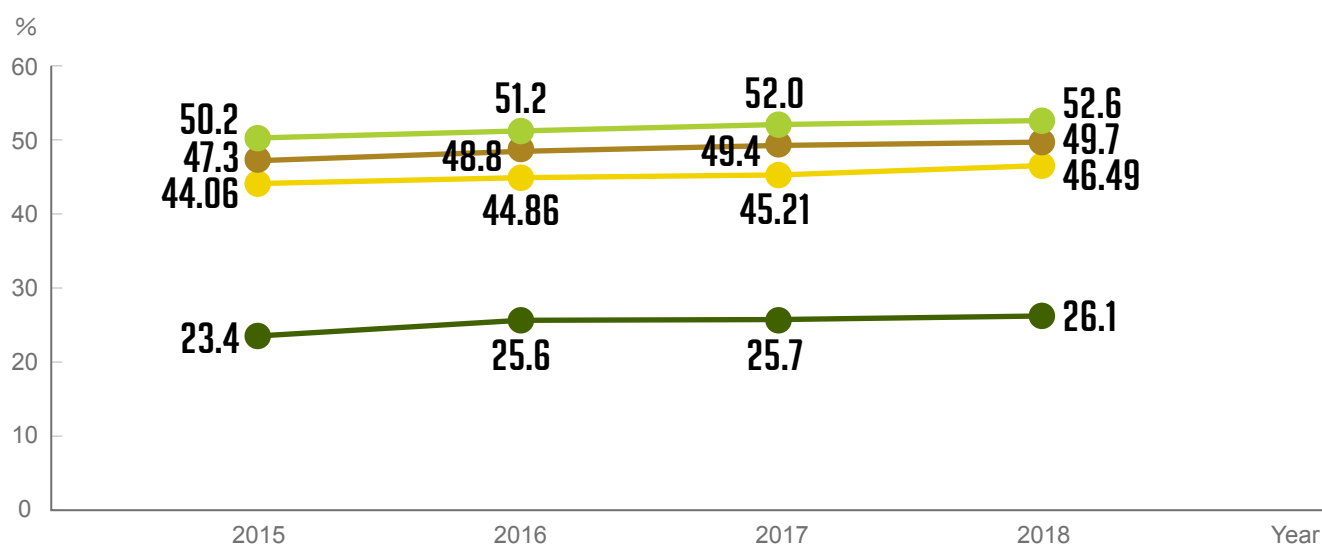
## Gender Gap Still Exists at Decision-Making Level in Educational Workplaces, and Gap Increases with Education Level.

Women account for nearly 33% of principals in elementary and junior high schools, more than 20% of principals in senior high schools, but only 9.2% of presidents in colleges and universities. Women are accounting for an increasing proportion of first rank administrative directors with each passing year, with approximately 50% at the primary and secondary education level, and 25.7%, the smallest proportion, at colleges and universities. Overall, with the exception of a slight decrease in the proportion of women presidents in institutions of higher education, the proportion of women among principals (presidents) and first rank administrative directors at other education levels has increased with each passing year. However, women's proportion decreases as education level increases.

### Proportion of Women Principals (Presidents), by Education Level



### Proportion of Women First Rank Administrative Directors, by Education Level



● Primary Education    ● Secondary Education    ● Senior High School    ● Colleges and universities

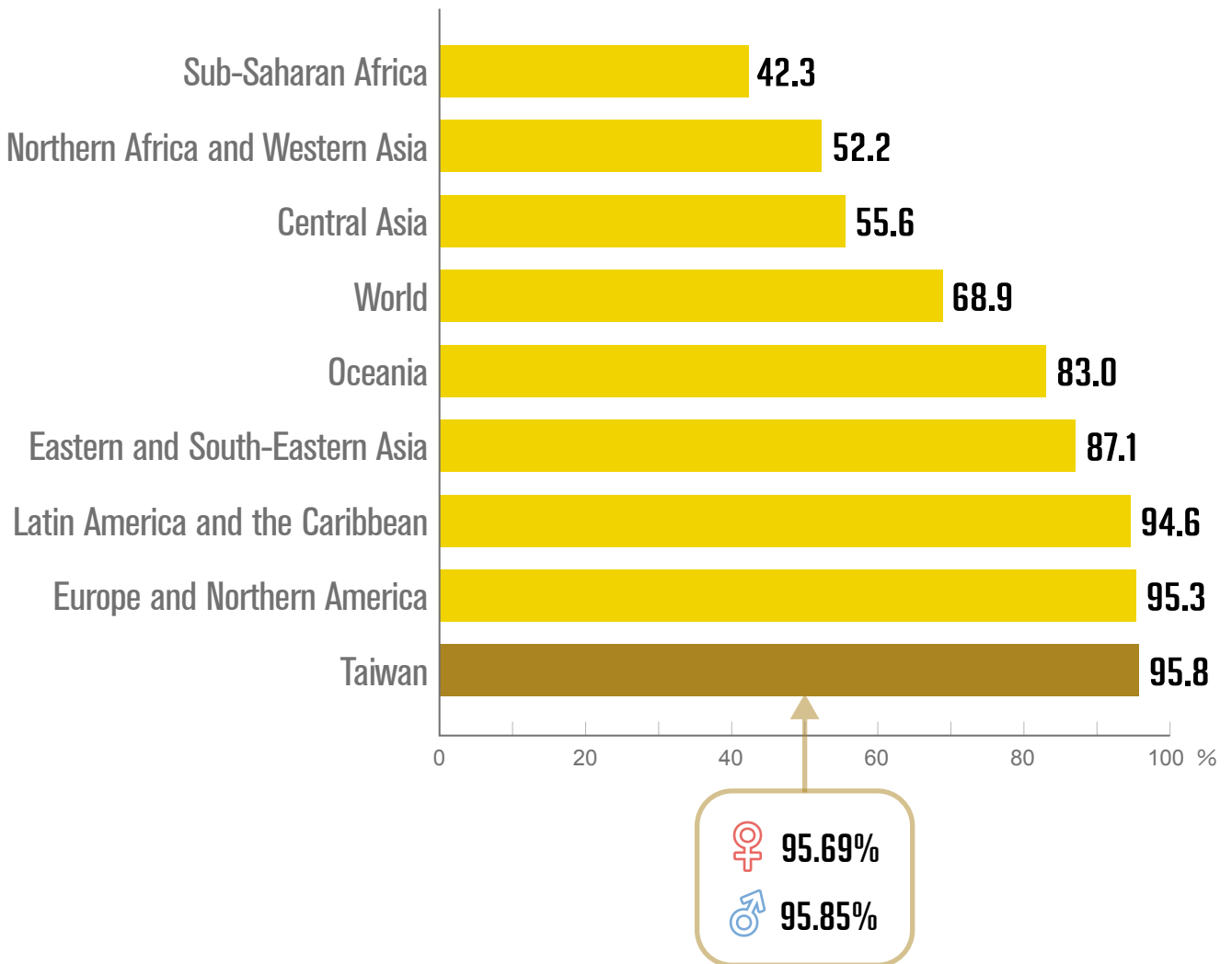
Source: Gender Statistics Database, Ministry of Education.

Note: First rank administrative directors include Vice Principals, 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.

## ■ Children in Taiwan Have High Participation Rate in Organized Learning One Year Before the Official Entry Age for Primary School; No Gender Gap Exists.

The Sustainable Development Goals Report indicates that preschool-aged children undergo a critical period of cognitive development; and that participating in organized learning activities prior to starting primary education facilitates social, emotional, and intellectual development of children, which helps lay a foundation for subsequent primary education and future learning. In Taiwan, about 95.77% of 5-year-olds attend early childhood education institutions, which is higher than many other regions; in addition, there is no significant gender disparity in terms of the attendance rate of 5-year-old boys and girls at such institutions, indicating that children of different genders benefit equally from access to early childhood education.

### Participation Rate in Organized Learning One Year Before the Official Entry Age for Primary School



Source: Ministry of Education K-12 Education Administration; 2019 Sustainable Development Goals Report.

Note:

1.Data for Taiwan refers to the number of children aged five who attended early childhood education institutions (including kindergartens and community/tribal supported daycare centers) as a percentage of the total population of children in the same age group (i.e. Born between September 2, 2012 and September 1, 2013) in 2018.

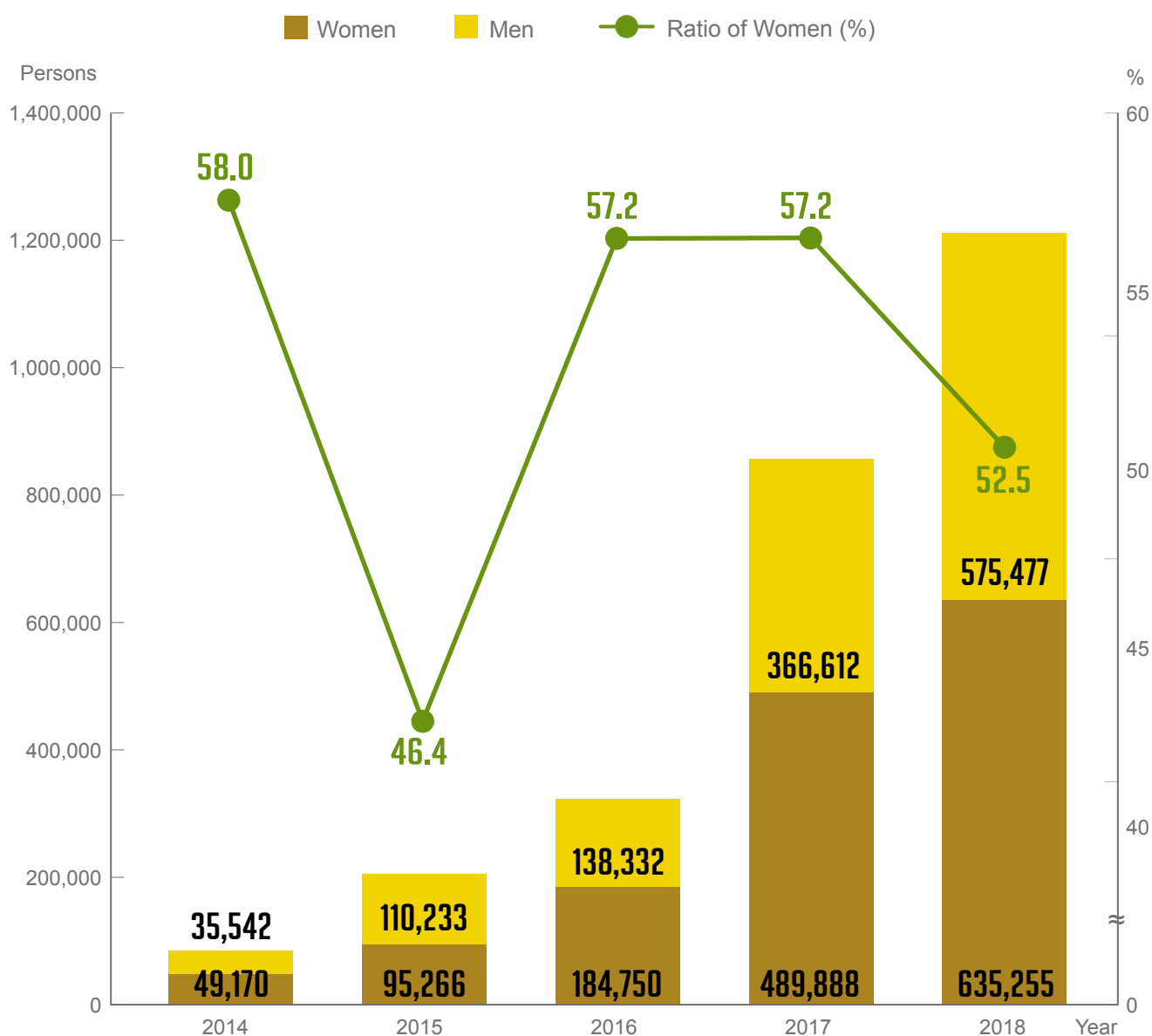
2.UN data is for the year of 2017.



## ■ Significant Increase in Number of Both Men and Women Participating in Community Empowerment Activities; Gender Gap Narrowing with Each Passing Year.

Since 1994, Taiwan has implemented a Community Empowerment Policy aimed at fostering a multicultural spirit and building a more cooperative and shared community environment. The plan provides subsidies to counties and cities to encourage the general public to participate in community development efforts and become more involved in local cultural activities. The number of participants has steadily increased each year, reaching 1.21 million people in 2018, a significant increase of participants of both genders compared to previous years. Men's and women's participation rates were similar, indicating that men's and women's participation in local public affairs is similar.

### Number of Participants in Community Development

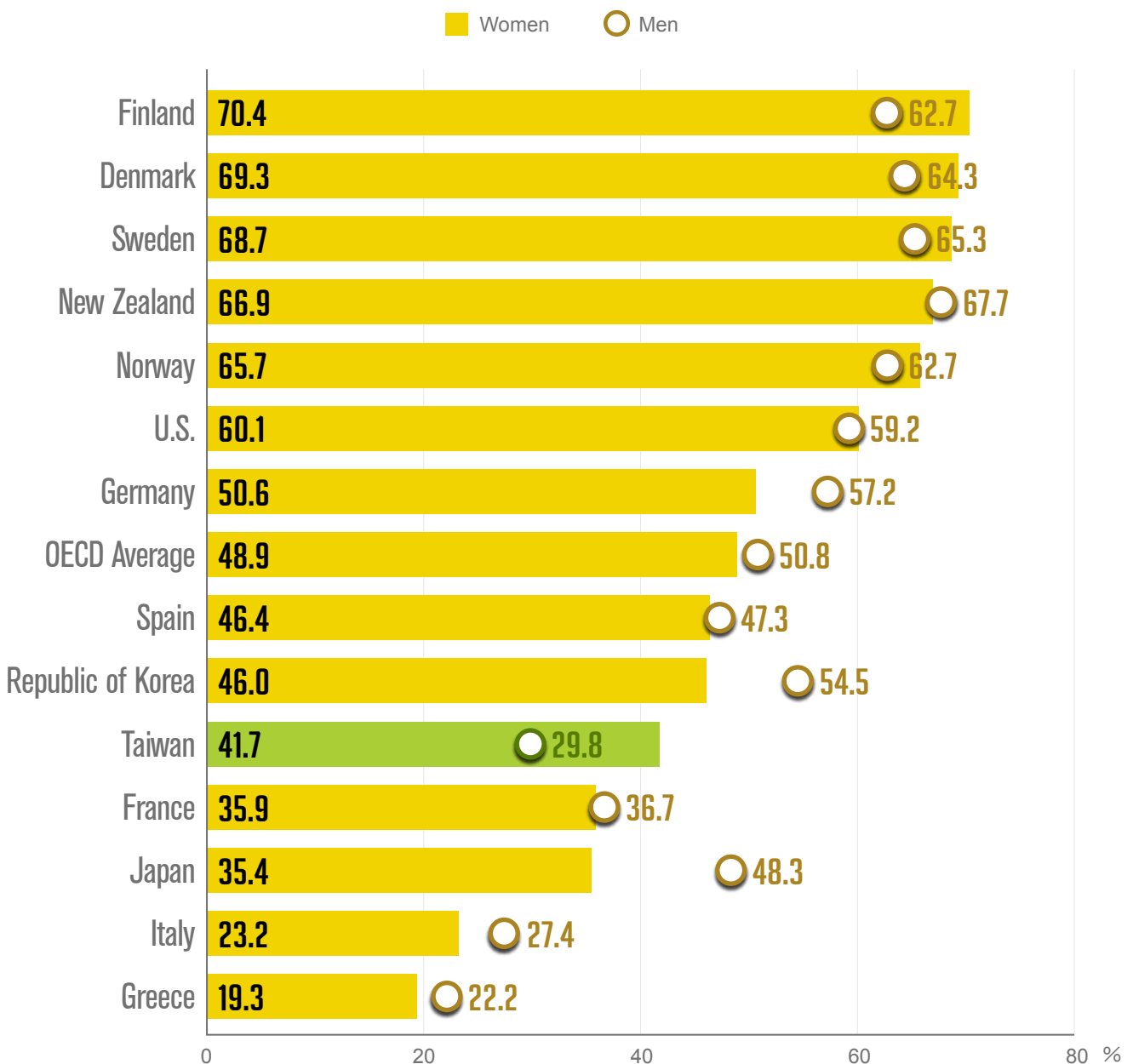


Source: Gender Statistics Database, Ministry of Culture.

## ■ In Taiwan, Both Genders' Participation in Lifelong Learning is Lower than OECD Average; Men's Participation Rate Lower than Women's.

Lifelong learning is an important educational concept, one which is heavily promoted by the world's leading developed countries. In 2015, more than half of adults aged 25 to 64 in OECD countries reported having ever participated in lifelong learning activities, with the average participation rate of women 2 percentage points lower than that of men. In 2017, 41.7% of adult women aged 25-64 in Taiwan had participated in lifelong learning activities, which was 11.9 percentage points higher than that of men (29.8%). With regard to other neighboring countries in Asia, including Japan and the Republic of Korea, men have an obviously higher participation rate than women; while in OECD countries, participation rates are basically equal between genders.

### Proportion of Adults Participating in Lifelong Learning Activities



Source: Major Gender Statistics Database, Executive Yuan; Education at a Glance 2018, OECD.

Note: Data for OECD countries is for 2012 and 2015. Data for Taiwan is for 2017, including all adults aged 25-64.

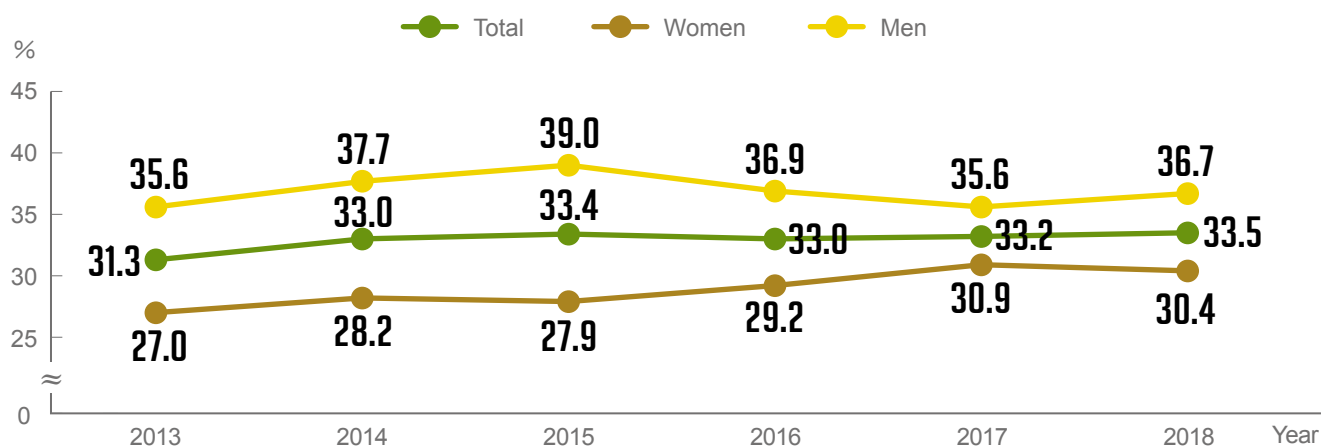




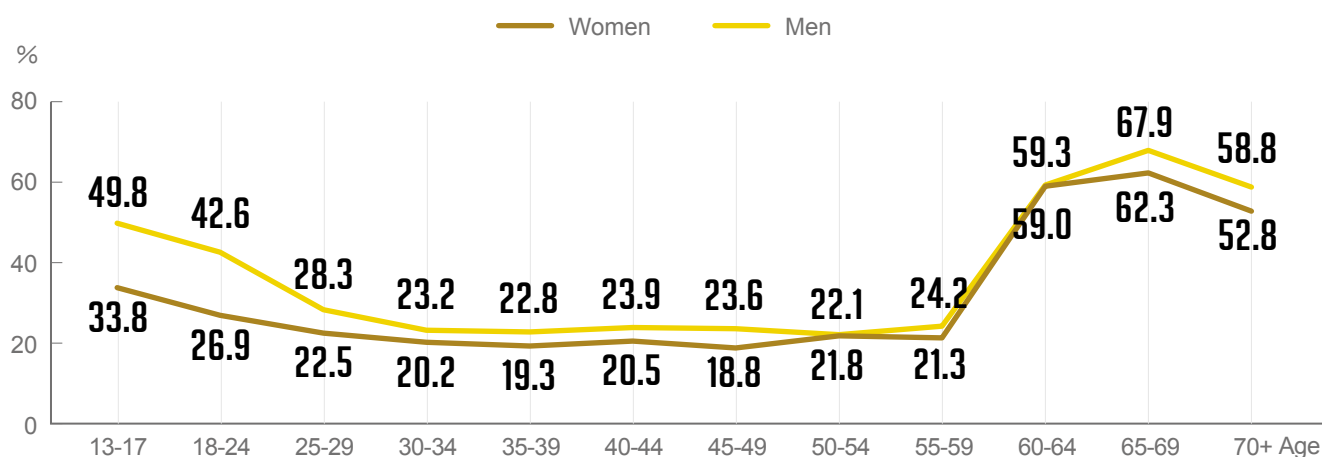
## ■ Gap Still Exists Between Ratios of Men and Women Engaged in Regular Exercise; Lowest Rate Among Women Aged 45-49, and Largest Gender Gap Between Young People Aged 13-19.

In 2018, 33.5% of persons aged 13 and older engaged in regular exercise, which is 2.2 percentage points higher than in 2013 (31.3%). Meanwhile, more men (36.7%) engaged in regular exercise than women (30.4%), a difference of 6.3 percentage points, which is a larger gap than in 2017. When analyzed by age group, the rates of exercise among both genders approximate a U-shaped distribution. Among the elderly population, persons aged 60 and above are more focused on maintaining a healthy lifestyle, which is evidenced by the fact that more than 50% engage in regular exercise. Fewer persons aged 25-59 (10% to 20% of people) exercise regularly, due to busy work and family obligations. Notably, women aged 45-49 have the lowest rate of regular exercise at 18.8%. When analyzed by age group, the greatest gender gap was among young persons aged 13 to 17 years, with a difference of 16 percentage points. The gap is slightly smaller than the 18.9 percentage-point gap in 2017, but there is still room for improvement in terms of the proportion of girls who engage in regular exercise.

### Ratio of Population Engaging in Regular Exercise, by sex



### Ratio of Population Engaging in Regular Exercise, by age



Source: 2018 Sports and Athletics Survey, Sports Administration, Ministry of Education (earlier editions of the report from 2015 and prior years were titled Sports City Survey).

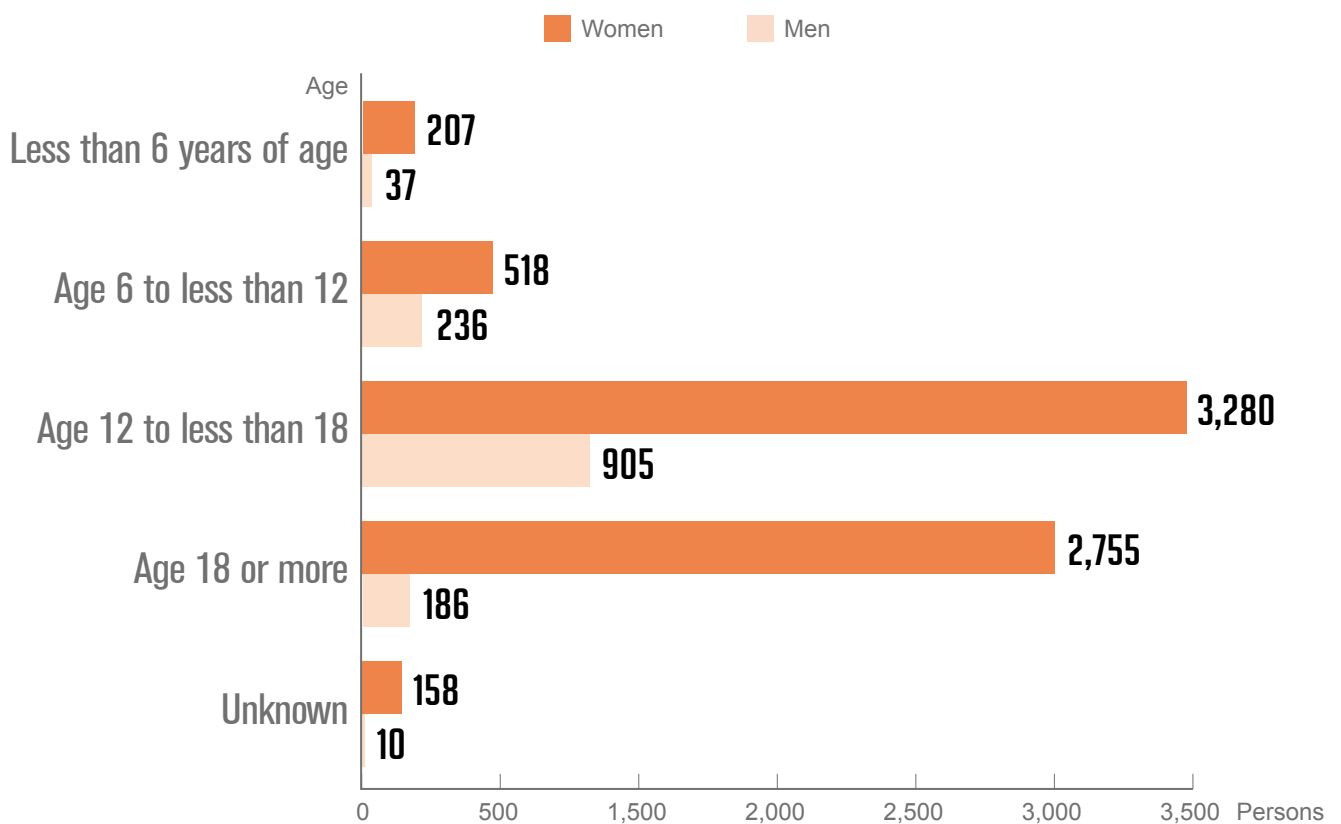
Note: "Regular exercise" is defined as 30-minute exercise routines at least 3 times a week that increase heart rate to 130 bpm or that have sufficient intensity to cause heavy breathing and perspiration.

## 5. Personal Security and Justice

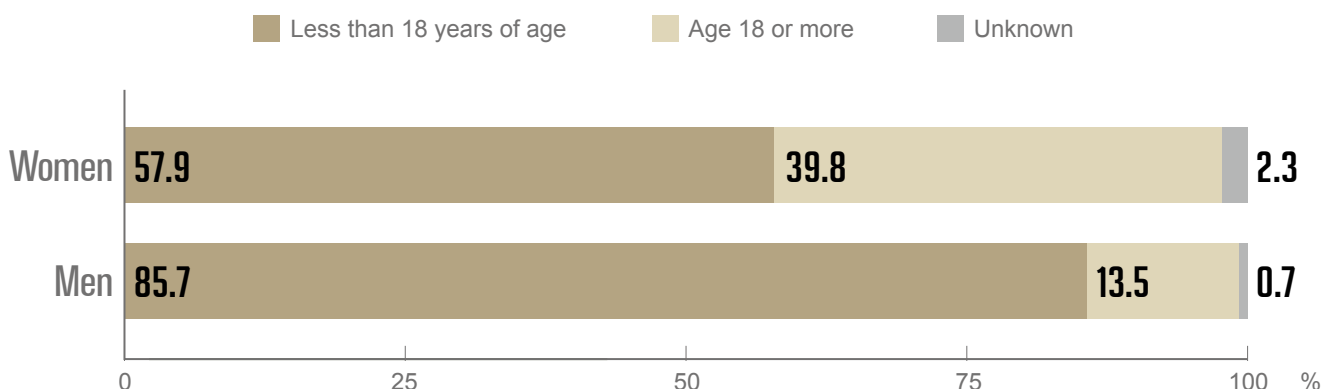
### ■ Over 80% of Victims in Reported Sexual Assault Cases are Female; Majority of Victims Are Under Age 18.

In 2018, a total of 8,499 persons were reported as victims of sexual assault in Taiwan, of which 6,918 were women (81.4%), and 1,374 were men (16.2%). With regards to age, the majority of victims, men and women, were under the age of 18. Of these, 4,005 were female, accounting for 57.9% of all female victims, and 1,178 were male, accounting for 85.7% of all male victims.

2018 Overview of Reported Sexual Assault Cases, by age



2018 Overview of Reported Sexual Assault Cases, by sex



Source: Gender Statistics, Ministry of Health and Welfare.

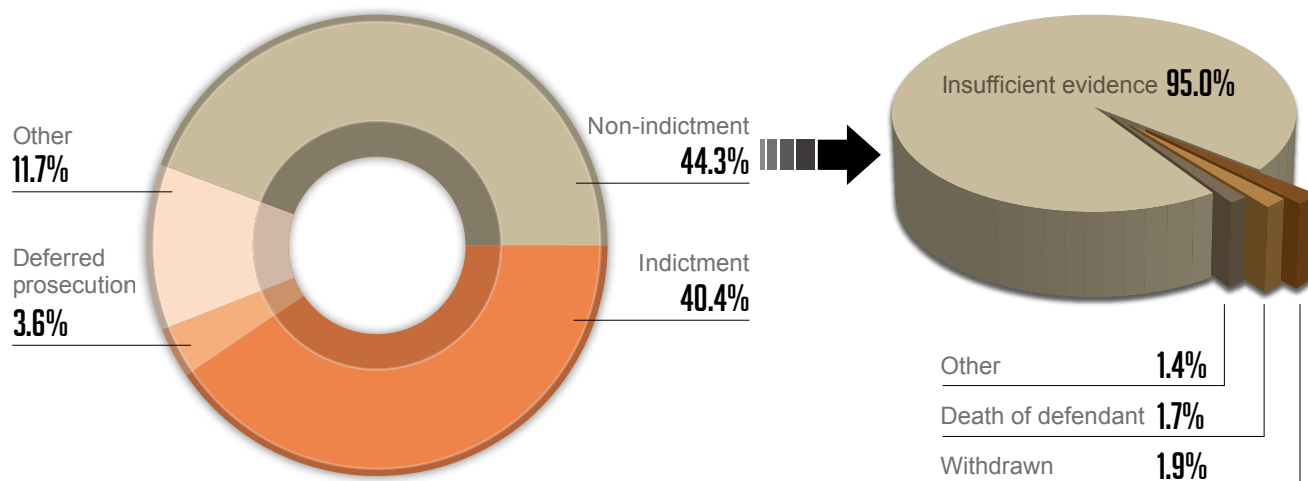




### ■ In 2018, 44.3% of Sexual Assault Defendants Were Not Prosecuted; Most Common: Lack of Evidence.

In 2018, the number of defendants related to sexual assault cases that were concluded with prosecution and so on was 4,266. The number of defendants indicted and not indicted accounted for 40.4% and 44.3% of all defendants, respectively. The three most common reasons for non-indictment were insufficient evidence (95.0%), withdrawal of charges (1.9%), and death of defendant (1.7%).

#### 2018 Resolutions to Sexual Assault Case Investigations

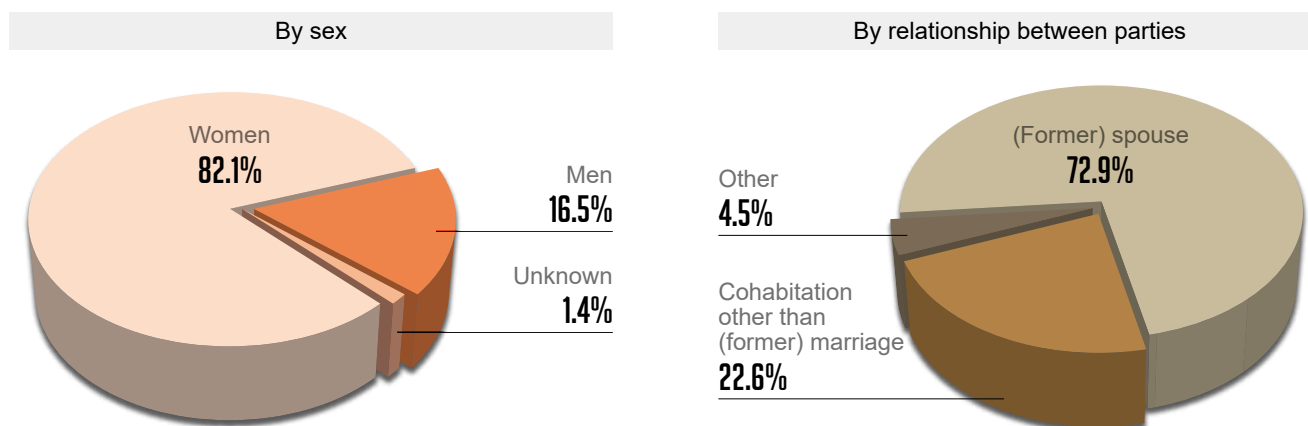


Source: Prosecution Statistics, Ministry of Justice.

### ■ Most Victims of Intimate Partner Violence are Women; Most Cases Involve (Former) Spousal Relationships.

In 2018, 65,021 cases of intimate partner violence were reported, of which 41,604 victims (82.1%) were women, and 8,358 (16.5%) were men. Most cases (72.9%) involve (former) spouses, followed by cohabitation other than (former) marriage (22.6%).

#### 2018 Intimate Partner Violence Statistics



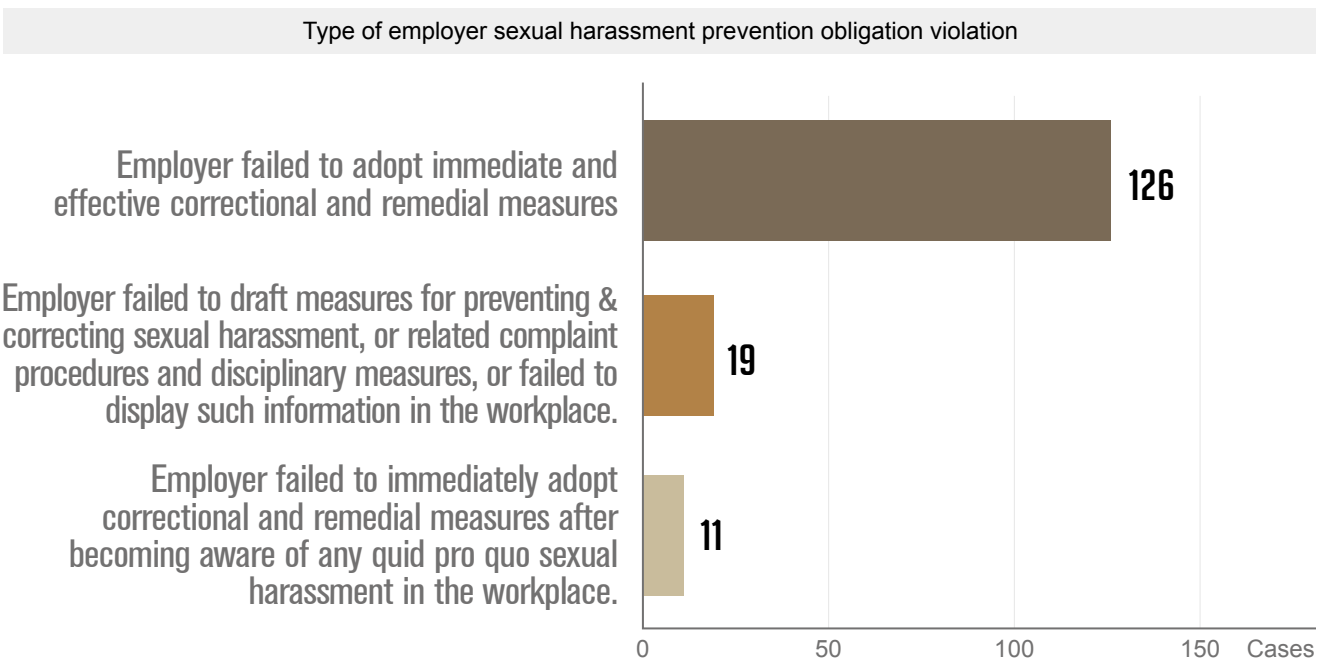
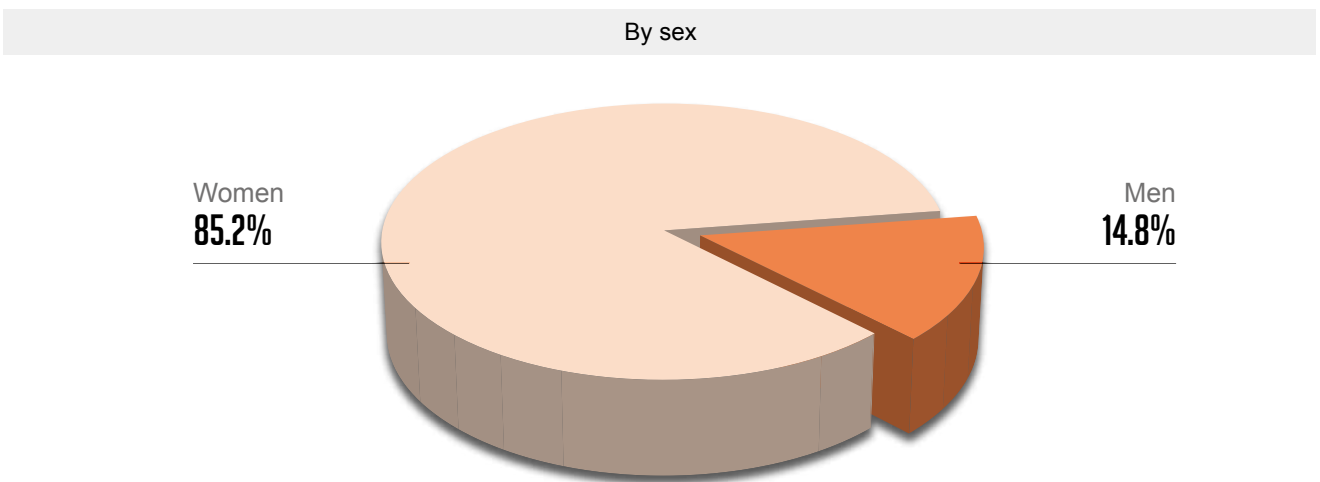
Source: Gender Statistics for Gender Equality Related Complaint, Reporting, and Counseling Mechanism, Ministry of Health and Welfare.

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 85% of Persons Filing Complaints Under Act of Gender Equality in Employment.

Of complaints filed under the Act of Gender Equality in Employment in 2018, 356 (85.2%) were filed by women and 62 (14.8%) were by men. Complaint categories included sexual discrimination, and employer violations of sexual harassment prevention obligations and gender equality measures. In particular, cases of employers violating sexual harassment prevention obligations received a great deal of social attention. 126 cases were instances where “When employers know of the occurrence of sexual harassment... immediate and effective correctional and remedial measures shall be implemented”, accounting for the majority of cases.

### 2018 Complaints Handled in Relation to Gender Equality in Employment



Source: Labor Statistics, Ministry of Labor.

Note:

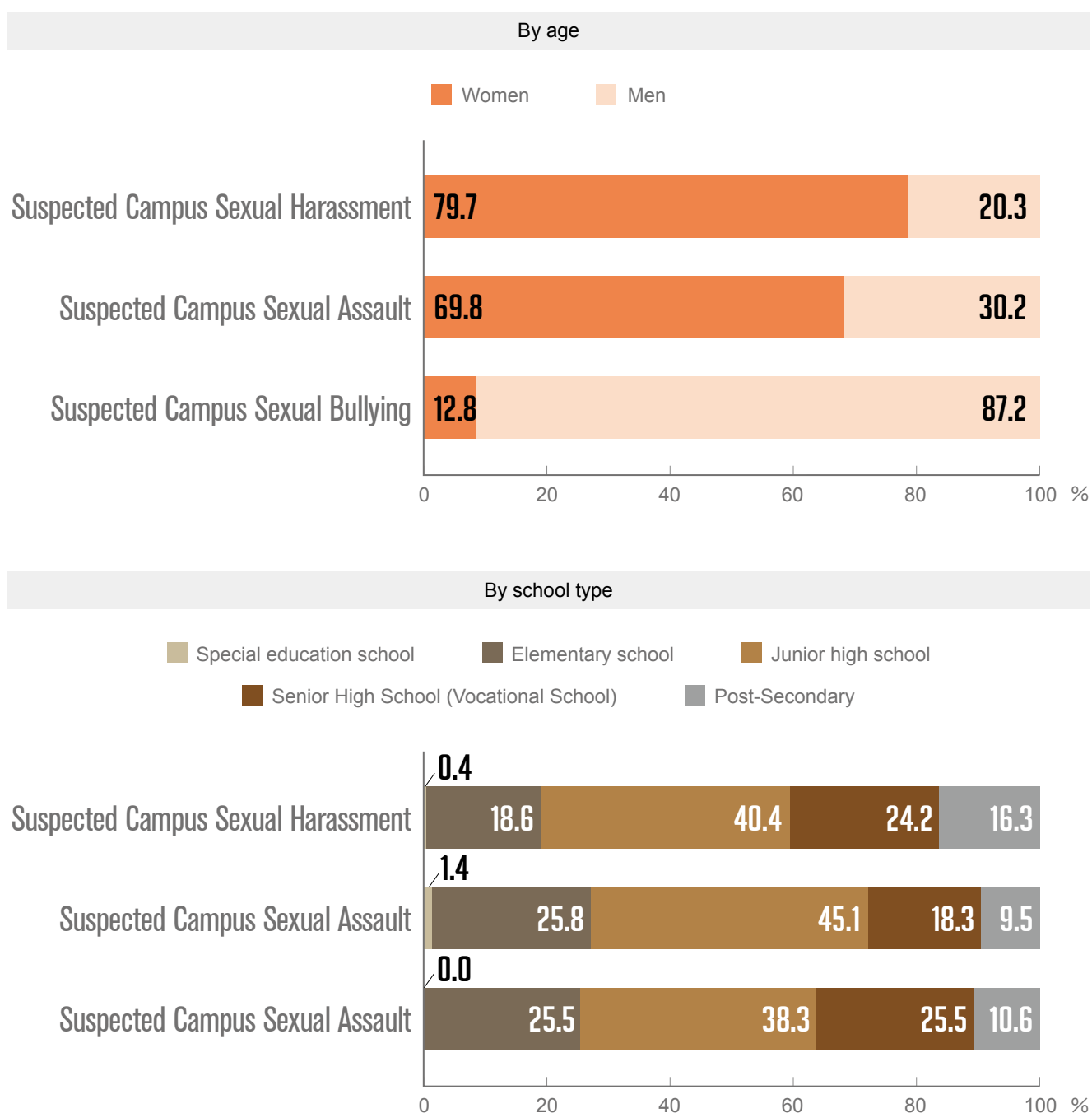
1. Because there were no complainants in cases directly investigated by county or city governments, the number of complainants may be lower than the number of cases.
2. Each complaint may specify 2 or more classifications.



## ■ Of Cases Reported Under the Gender Equity Education Act, Most Victims of Sexual Harassment and Sexual Assault in School Are Women; Most Victims of Sexual Bullying are Men.

In 2018, there were 2126 and 295 reported victims of suspected campus sexual harassment and sexual assault cases, respectively, of which women accounted for 79.7% and 69.8% of the whole. There were 47 reported victims of suspected sexual bullying on campuses, 87.2% of whom were men. Among all categories, a majority of victims were junior high school students (older than 12, less than 18) when the incidents occurred.

### 2018 Victims of Suspected Sexual Harassment, Sexual Assault, and Sexual Bullying at School



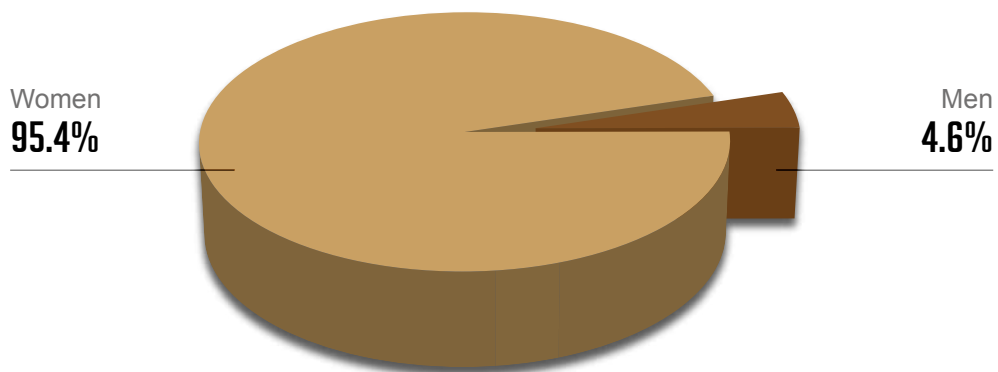
Source: Gender Statistics for Gender Equality Related Complaint, Reporting, and Counseling Mechanism, Ministry of Health and Welfare.

**Female Victims Account for 96% of All Victims of Confirmed Sexual Harassment Cases Reported in Accordance with Sexual Harassment Prevention Act.**

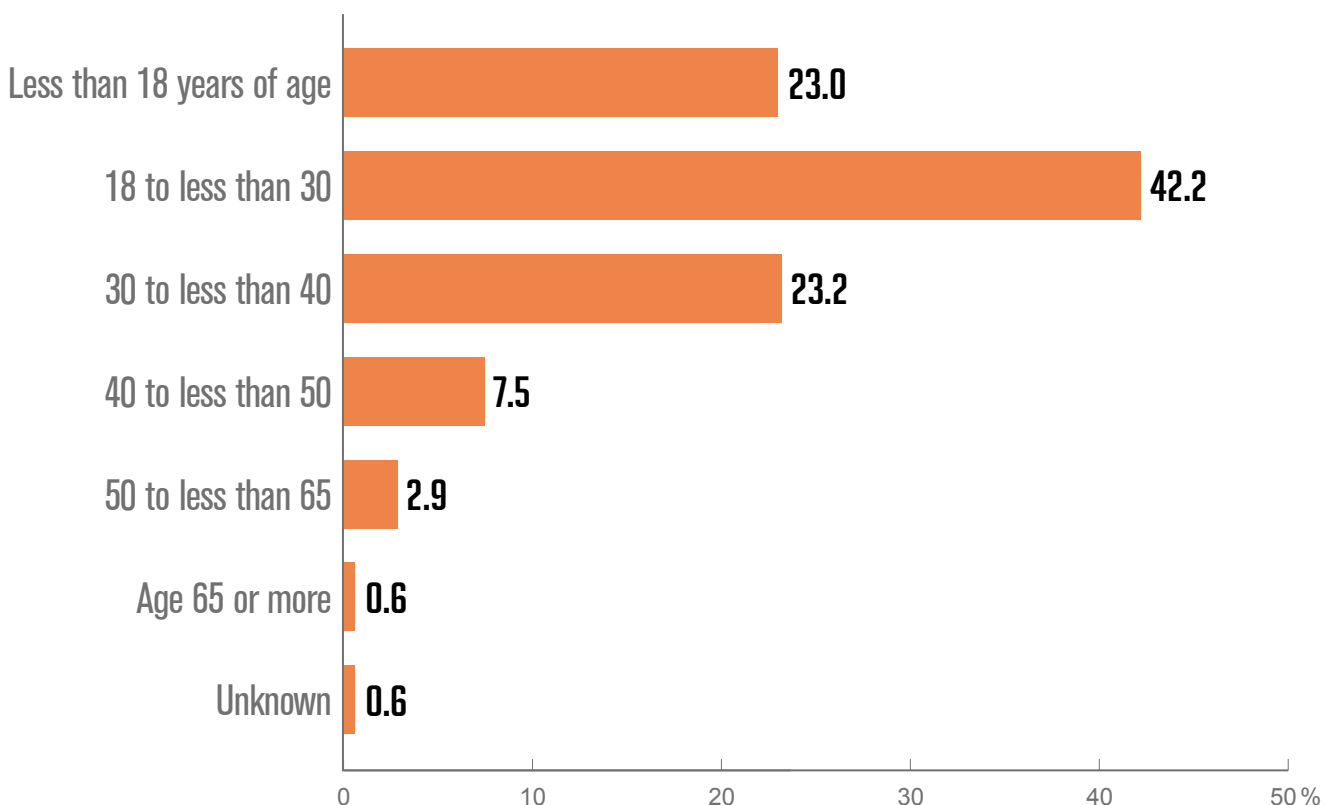
In 2018, there were 547 victims of confirmed cases of sexual harassment complaints, of which 522 (95.4%) were women and 25 (4.6%) were men. Most victims were over the age of 18 and under 30 (42.2%), followed by those between the ages of 30 and 40 (23.2%).

**Victims of Confirmed Sexual Harassment Cases**

By sex



By age



Source: Sexual Harassment Prevention Statistics, Ministry of Health and Welfare.

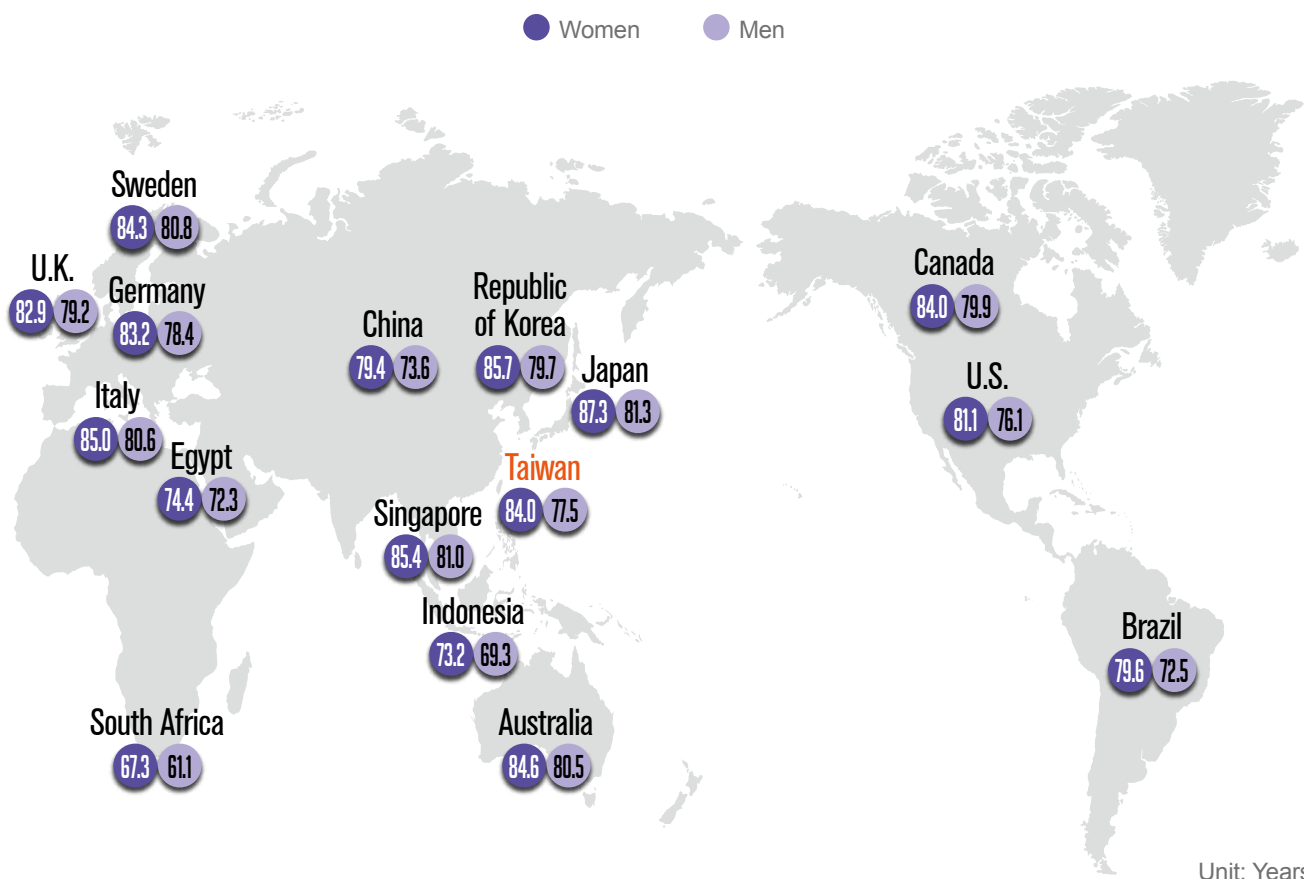


## 6. Health, Medical Service, and Care

### ■ Women Surpass Men in Average Life Expectancy at Birth, Healthy Life Expectancy, and Unhealthy Life Expectancy.

In 2018, the average life expectancy of people in Taiwan was 81 years, 84.0 years for women and 77.5 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 to 7 years. In 2017, the average healthy life expectancy at birth in Taiwan was 74 years for women and 69 years for men, indicating a gender disparity of 5 years. Meanwhile, the average unhealthy life expectancy was 9.8 years for women and 8.3 years for men. When compared to other countries, average life expectancy at birth among females and males in Taiwan is lower than in Japan (87.3 and 81.3 years), Republic of Korea (85.7 and 79.7 years), and Singapore (85.4 years and 81.0 years), but higher than that of the People's Republic of China (79.4 and 73.6 years).

#### Life Expectancy at Birth in Major Industrialized Countries, 2018



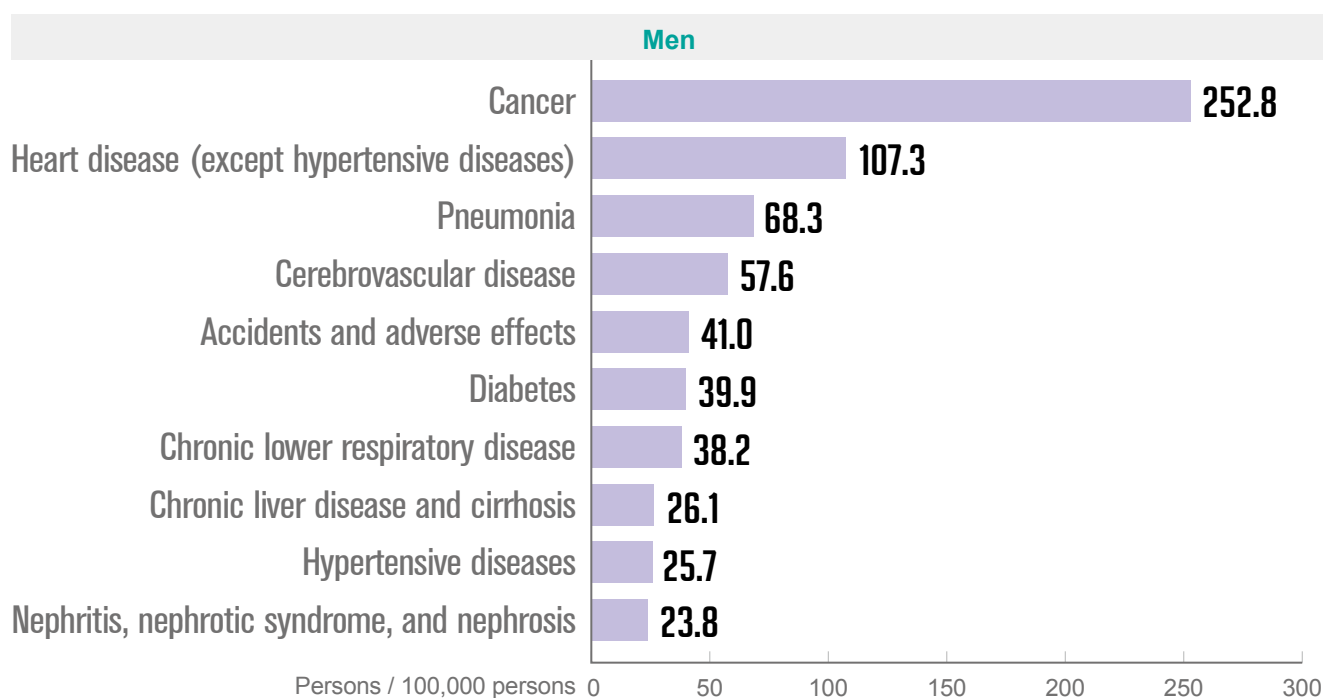
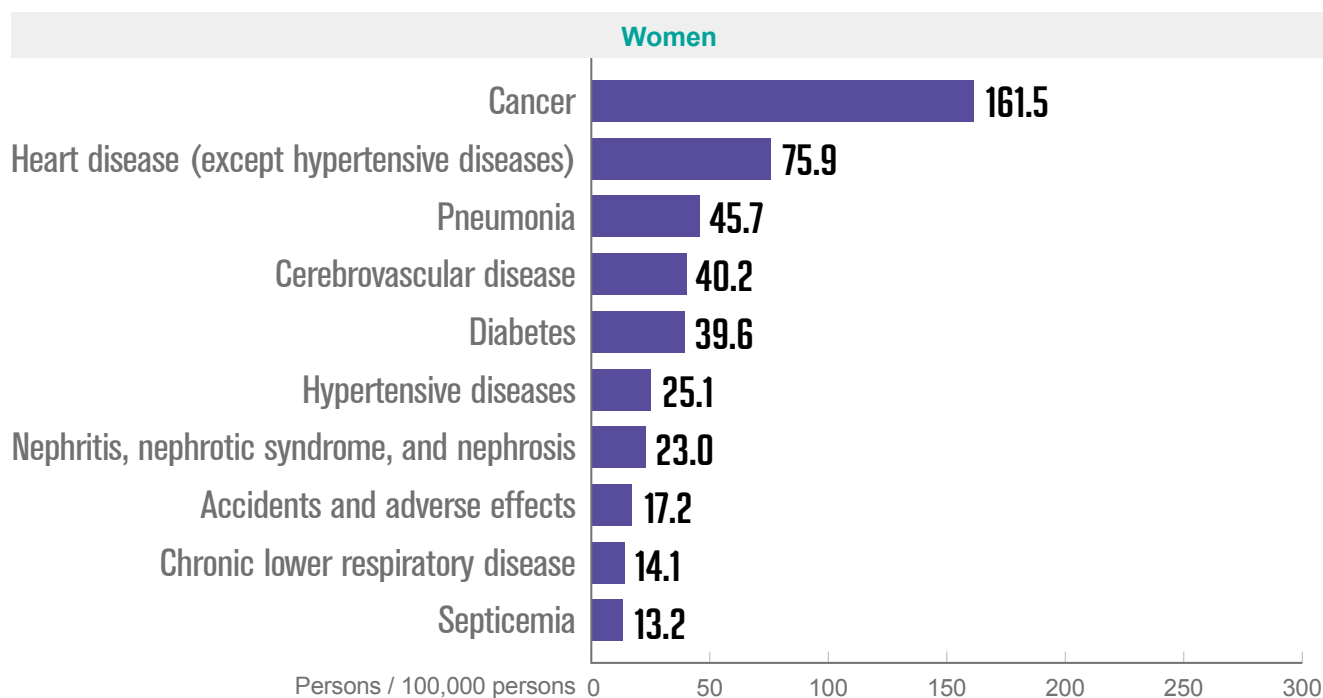
Source: Life Tables for the Republic of China, Ministry of the Interior.

Note: Updated according to each country's latest statistical data (updated July 30, 2019).

## ■ The Three Leading Causes of Death Among Men and Women Are Malignant Neoplasms, Heart Disease, and Pneumonia.

In 2018, men's mortality rates were higher than women's mortality rates for the top 10 leading causes of death. In particular, men were 2.4 times more likely to die from accidents and adverse effects, 2.5 times more likely to die from chronic liver disease and cirrhosis, and 2.7 times more likely to die from chronic lower respiratory disease.

### Ten Leading Causes of Death in 2018, by Crude Death Rate



Source: Causes of Death Statistics, Ministry of Health and Welfare.

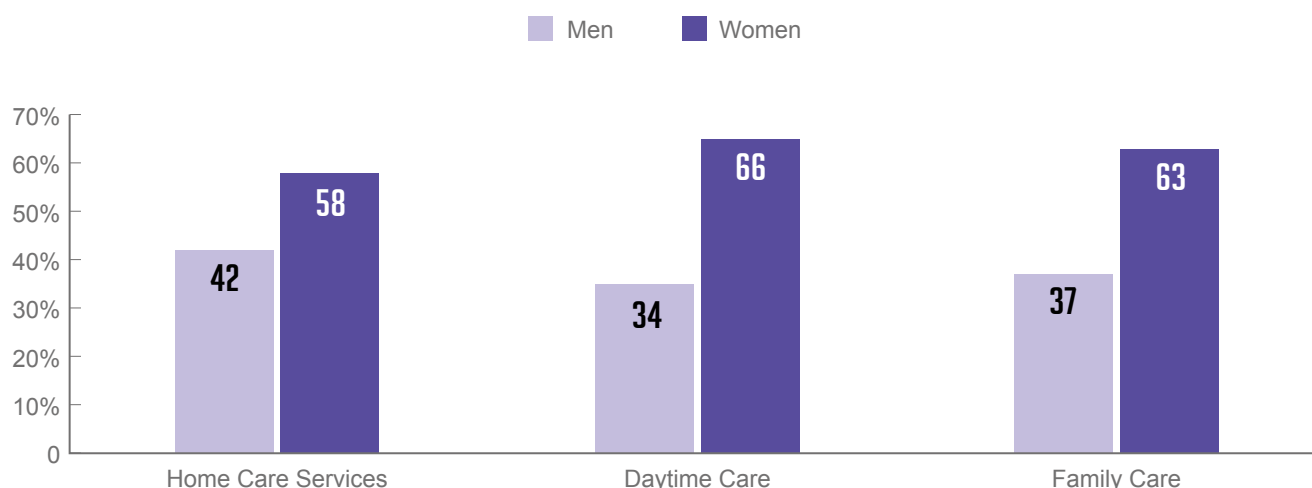
Note: Crude death rate = Number of deaths / Mid-year population × 100,000.



## ■ Women are Majority Recipients of Long-term Care Services.

At the end of 2018, 96,522 people were receiving home care services among long-term care services, followed by 8,968 people receiving daytime care, and 693 people receiving family care. Among home care services cases, 56,038 recipients were women (58%), and 40,484 recipients were men (42%).

### 2018 Long-term Care Service Users, by Gender

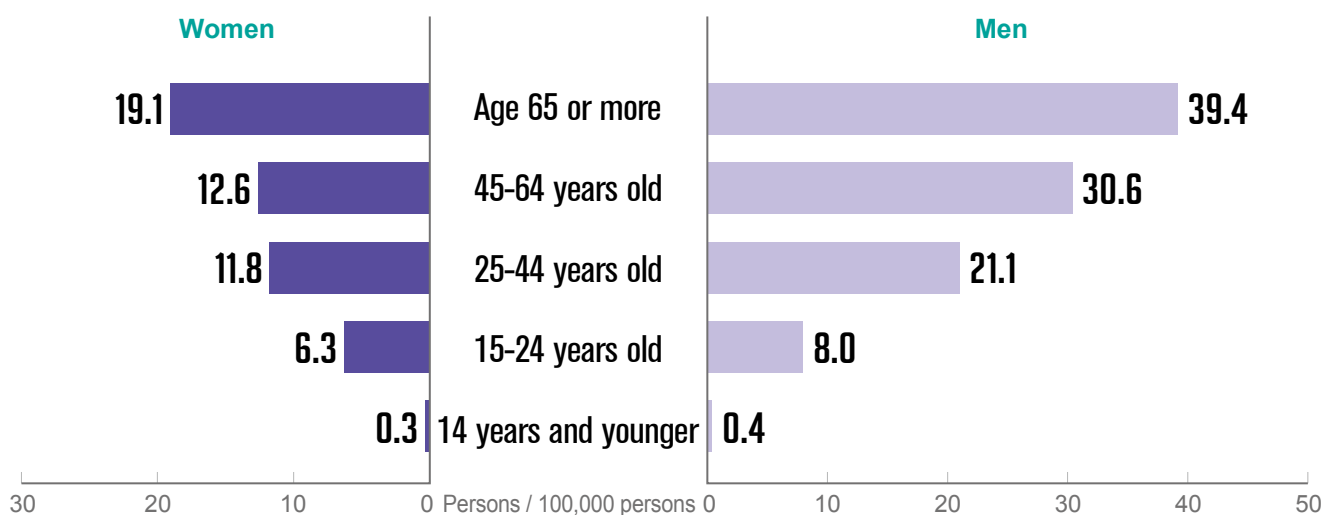


Source: Ten-year Long-term Care Program, Ministry of Health and Welfare.

## ■ Men's Crude Suicide Mortality Rate Is Double That of Women.

In 2018, a total of 2,551 men and 1,314 women died by suicide in Taiwan. The crude suicide mortality rate was 21.8 deaths per 100,000 people for men, and 11.1 deaths per 100,000 for women. By age group, the crude suicide mortality rate increased with age in both sexes; among persons over the age of 65, the crude suicide mortality rate was 39.4 deaths per 100,000 among men, and 19.1 among women.

### Crude Suicide Mortality Rate, 2018



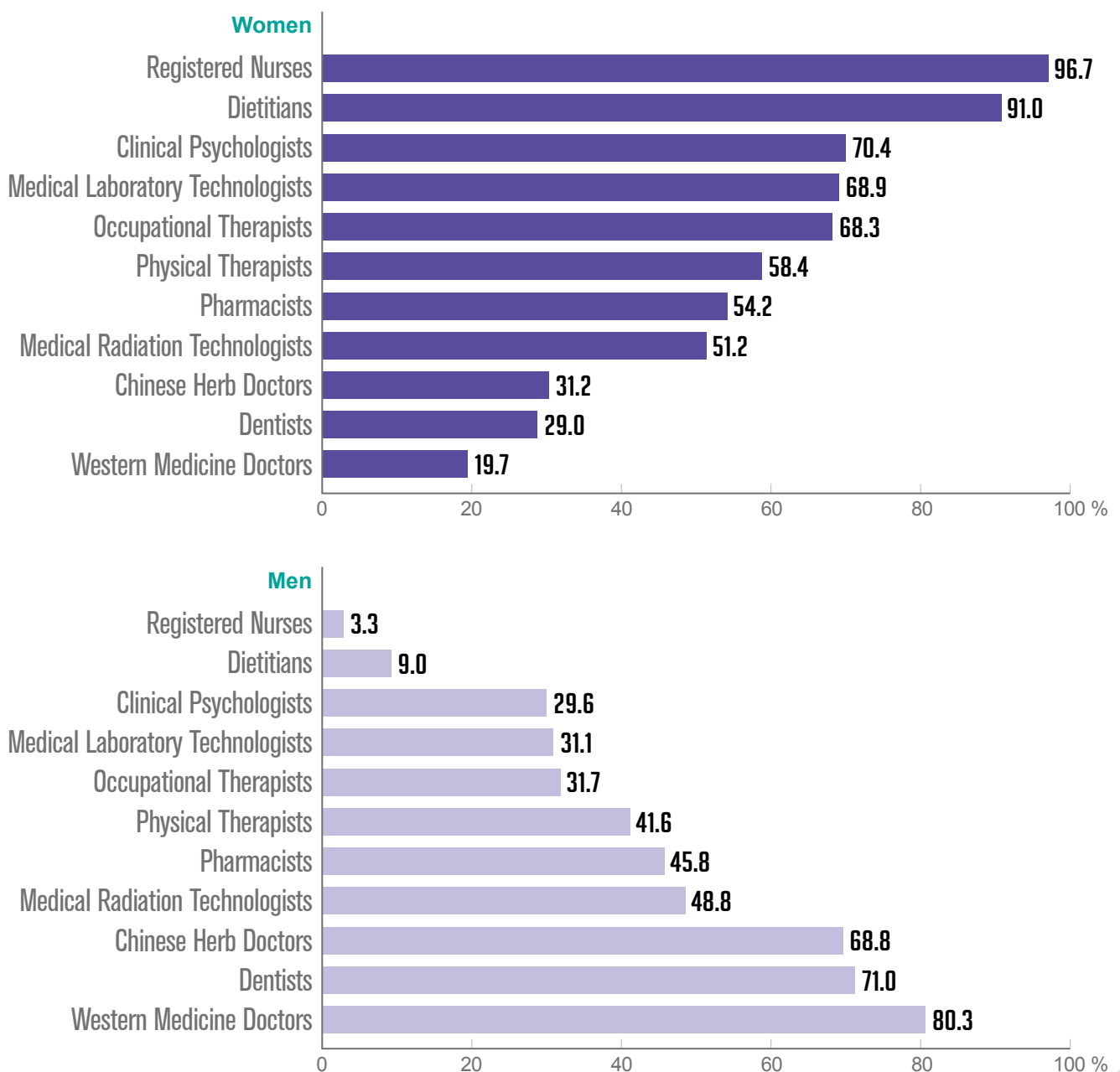
Source: Suicide Mortality Statistics and Suicide Reporting Statistics in Taiwan, Ministry of Health and Welfare.

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

## ■ There Are 2–3 Times as Many Men as Women Among Physicians, Dentists, and Doctors of Chinese Medicine; Women Still Account for Majority of Registered Nurses.

In the medical profession, occupational gender segregation still exists among certain types of medical personnel. In 2019, the proportions of women working as physicians, dentists, and doctors of Chinese medicine were 19.7%, 29.0%, and 31.2%, respectively, all significantly lower than those of men. However, women accounted for a significantly larger number of pharmacists, medical laboratory technologists, medical radiation technologists, clinical psychologists, physical therapists, occupational therapists, dietitians, and registered nurses as compared to men. Among all types of medical personnel, the gender gap was greatest (as much as a 30-fold disparity) among registered nurses, with about 147,000 female registered nurses and about 5000 male registered nurses.

### Gender-based Statistics for Certain Types of Medical Personnel, 2019



Source: Gender-based Statistics on Medical Personnel, Ministry of Health and Welfare.

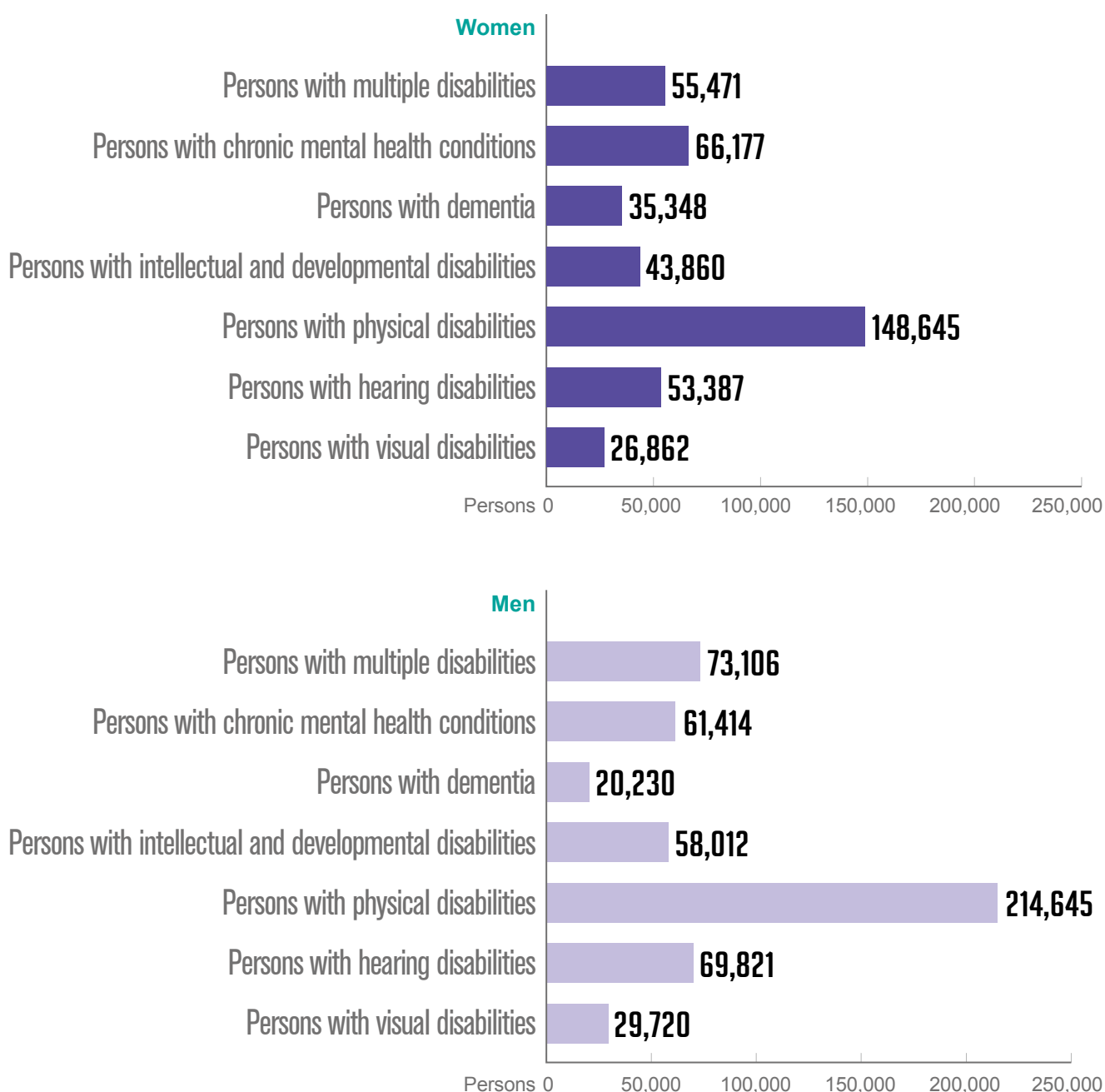




## ■ Men Account for a Larger Share of the Total Population of Persons with Disabilities Than Women; More Women Suffer from Dementia Than Men.

In 2018, among the total population of persons with disabilities, 659,000 (56.1%) were men and 509,000 (43.9%) were women. By category of disability, men accounted for a greater number of persons with certain disabilities than women, including visual disabilities, hearing disabilities, physical disabilities, intellectual and developmental disabilities, and multiple disabilities, with the largest gender gap noted in persons with physical disabilities. In terms of the number of persons with dementia and chronic mental health conditions, however, women outnumbered men.

### Gender-based Statistics for Certain Categories of Disabilities, 2018



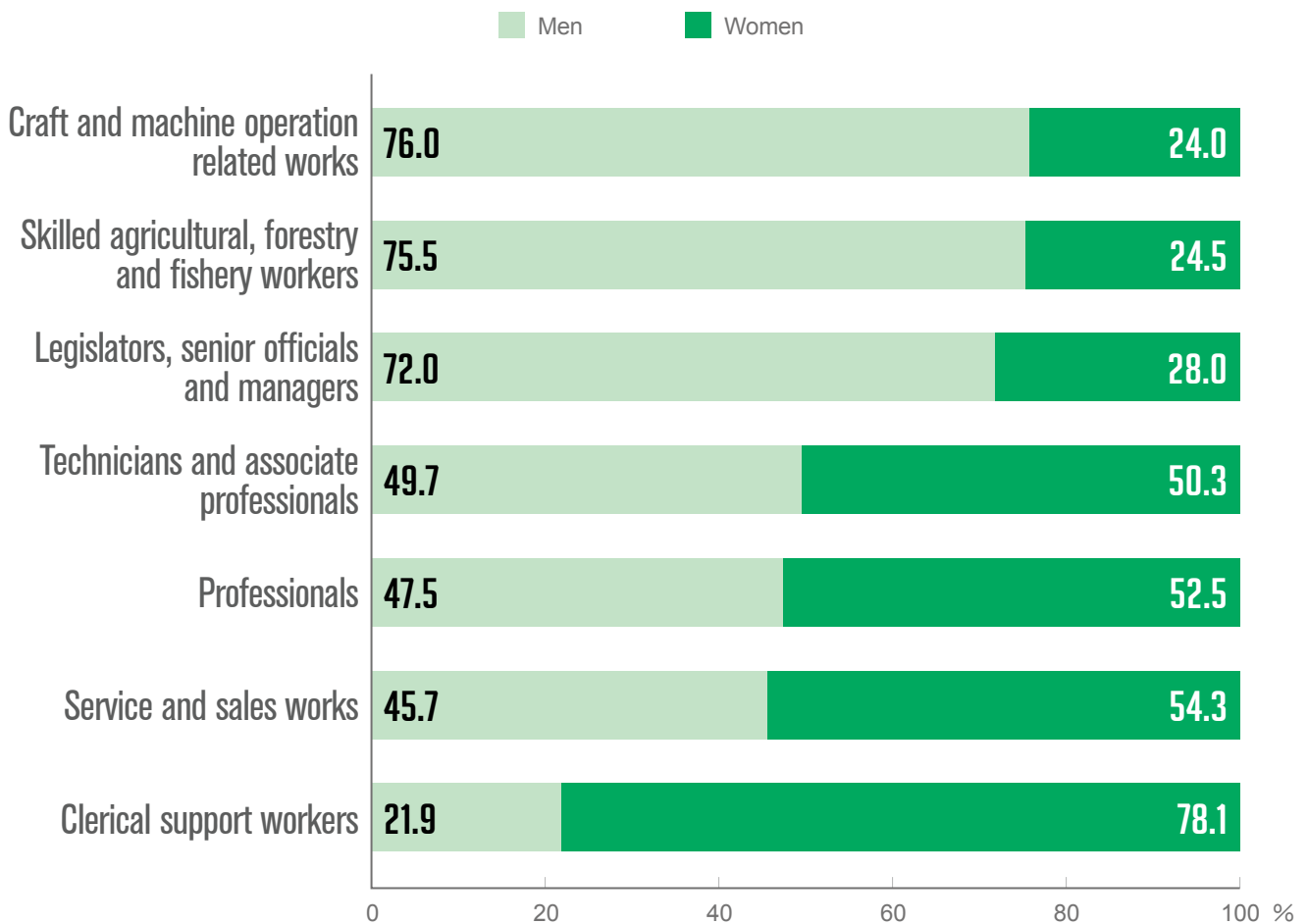
Source: Disability Statistics by Category of Disability, Ministry of Health and Welfare.

## 7. Environment, Energy, and Technology

### ■ Men's Occupations Tend Toward "Craft and Machine Operation Related Works", while Women Are Mainly "Clerical Support Workers".

In 2018, there were 11,434,000 employed persons in Taiwan, of whom women accounted for 44.5%. With regards to occupation type, men accounted for more than 70% of "craft and machine operation related works", "skilled agricultural, forestry and fishery workers", and "legislators, senior officials and managers", while women accounted for 78.1% of "clerical support workers".

2018 Gender Structure of Employment, by Type of Occupation



Source: 2018 Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

Note:

1. "Employed persons" refers to individuals at least 15 years of age, doing paid work, or at least 15 hours a week of unpaid family work.

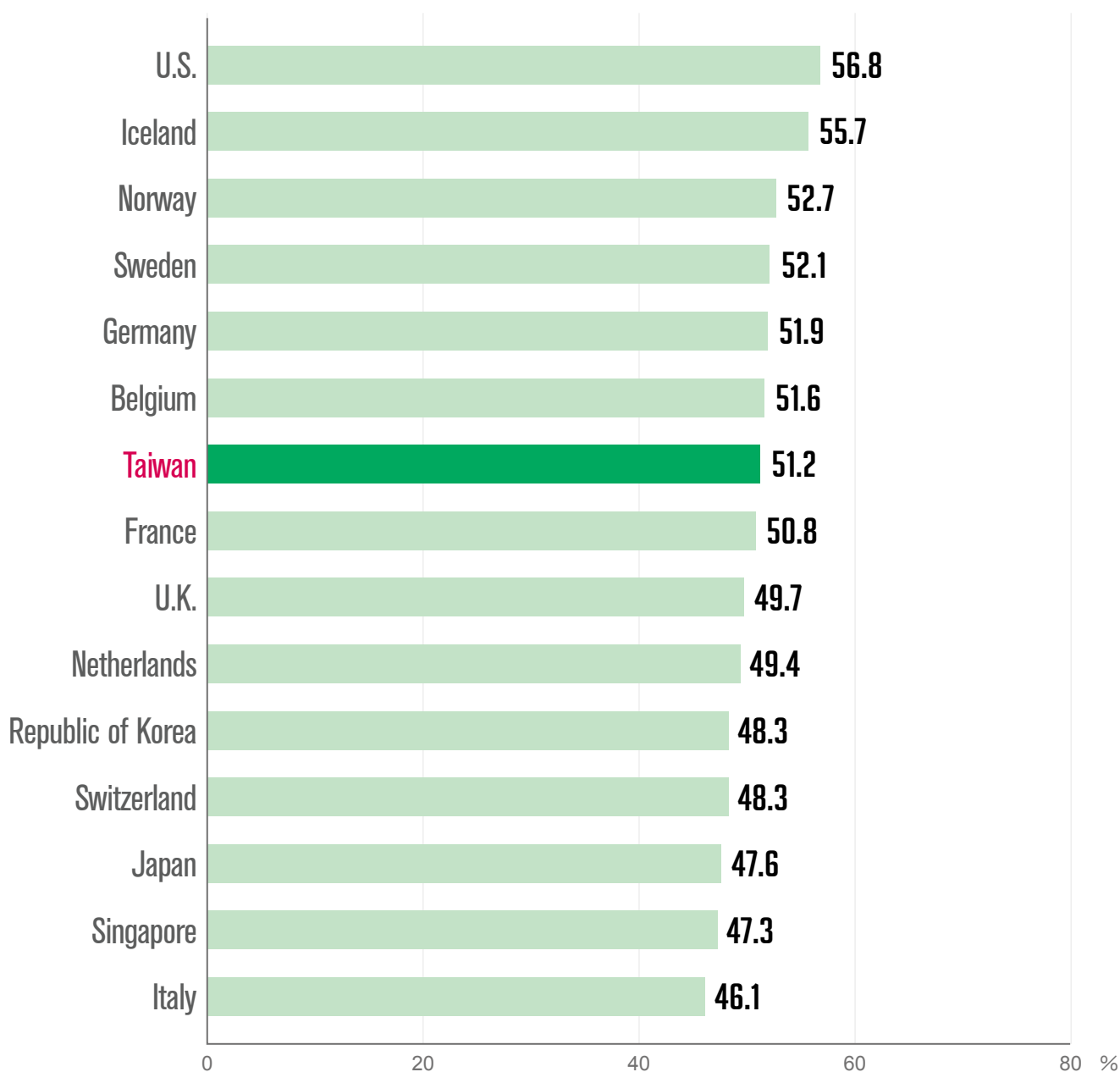
2. Data compiled according to the 6th edition of the Standard Occupational Classification System of the ROC.



## ■ Taiwan's Proportion of Female Technical Personnel is Higher than that of Japan, Republic of Korea, and Singapore; Still Room for Improvement vis-à-vis Nordic Countries.

In 2018, Taiwan had a total of 3.481 million persons were working as technical personnel; of these, 1.782 million were women, accounting for 51.2% of the whole. Out of all major industrialized countries, the country with the highest proportion of female technical personnel is the United States, at 56.8%, followed by Iceland at 55.7%. Taiwan's proportion is 51.2%, higher than that of France at 50.8%, Republic of Korea at 48.3%, Japan at 47.6%, and Singapore at 47.3%.

### 2018 Women's Share in Professionals, Technicians, and Associate Professionals



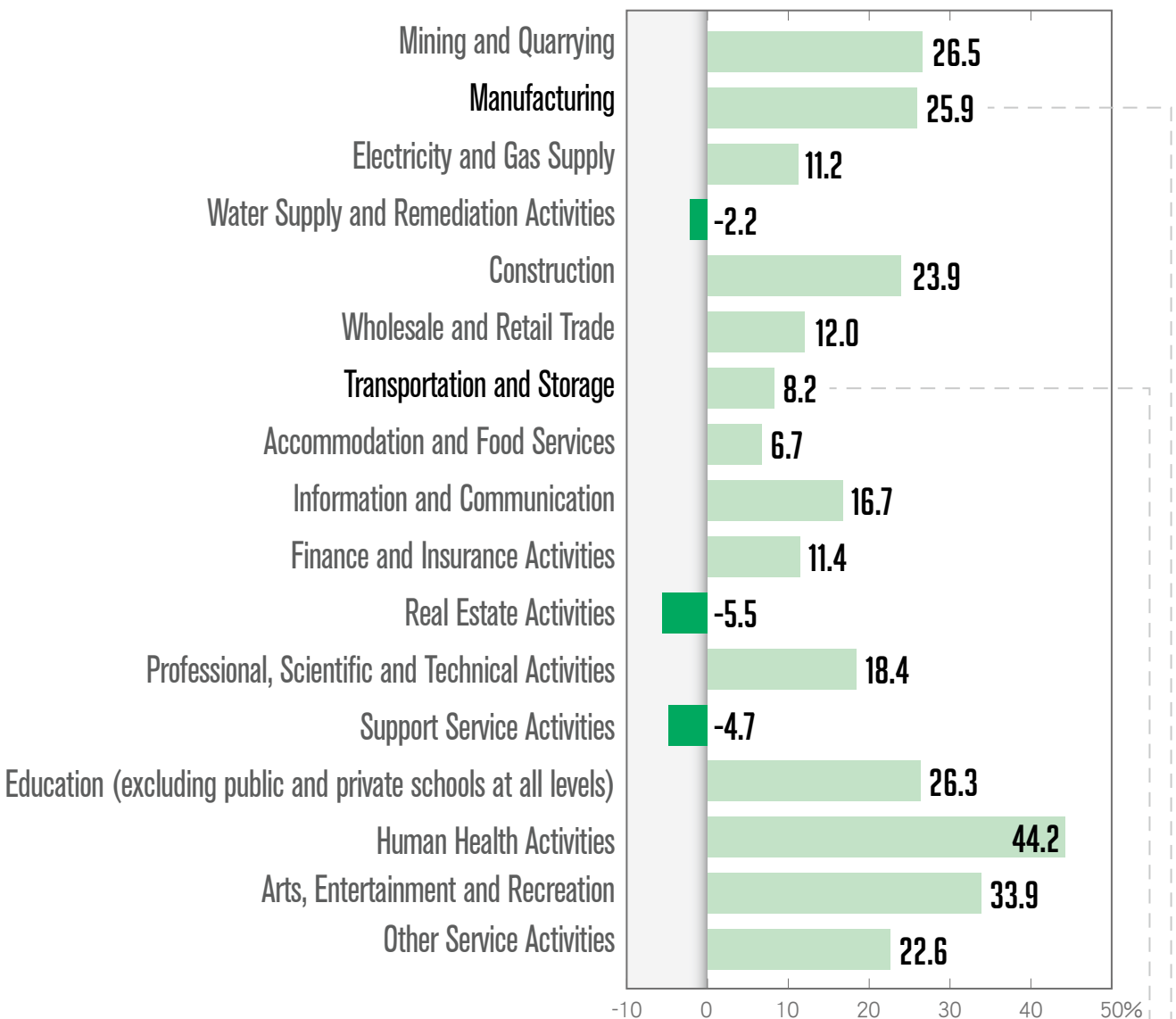
Source: Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Japan -- [Http://www.stat.go.jp/](http://www.stat.go.jp/); Republic of Korea -- [Http://kosis.kr/eng/](http://kosis.kr/eng/); Singapore -- <http://www.mom.gov.sg/>; United States -- <http://www.bls.gov/cps/tables.htm#charemp>; Other -- ILOSTAT Database.

Note: "Technical personnel" refers to professionals, technicians, and associate professionals.

## ■ Science and Engineering for Boys, Humanities for Girls: Gender Pay Gap Created by Occupational Segregation.

In 2018, the average hourly wage in Taiwan's non-agricultural sectors for women was NT\$283, lower than the average of NT\$332 for men, and making for a gender pay gap of 14.6%. In most industries, men have higher hourly wages than women. Upon a closer look at occupational divisions, fields with the biggest gender pay gap include Human Health Activities, Air Transport, and Manufacture of Computers, Electronic and Optical Products, all of which had gender pay gaps of over 40%.

### 2018 Non-Agriculture Employee Gender Pay Gap - by Occupation



#### Divisions of industries with wage gaps of over 40%

Industry (division)	Gender Pay Gap (%)
Manufacture of Computers, Electronic and Optical Products	42.7
Air Transport	42.8
Human Health Activities	44.2

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

Note:

1. Gender wage gap =  $(1 - \text{average women's hourly wage per person per month} / \text{average men's hourly wage per person per month}) * 100\%$ .

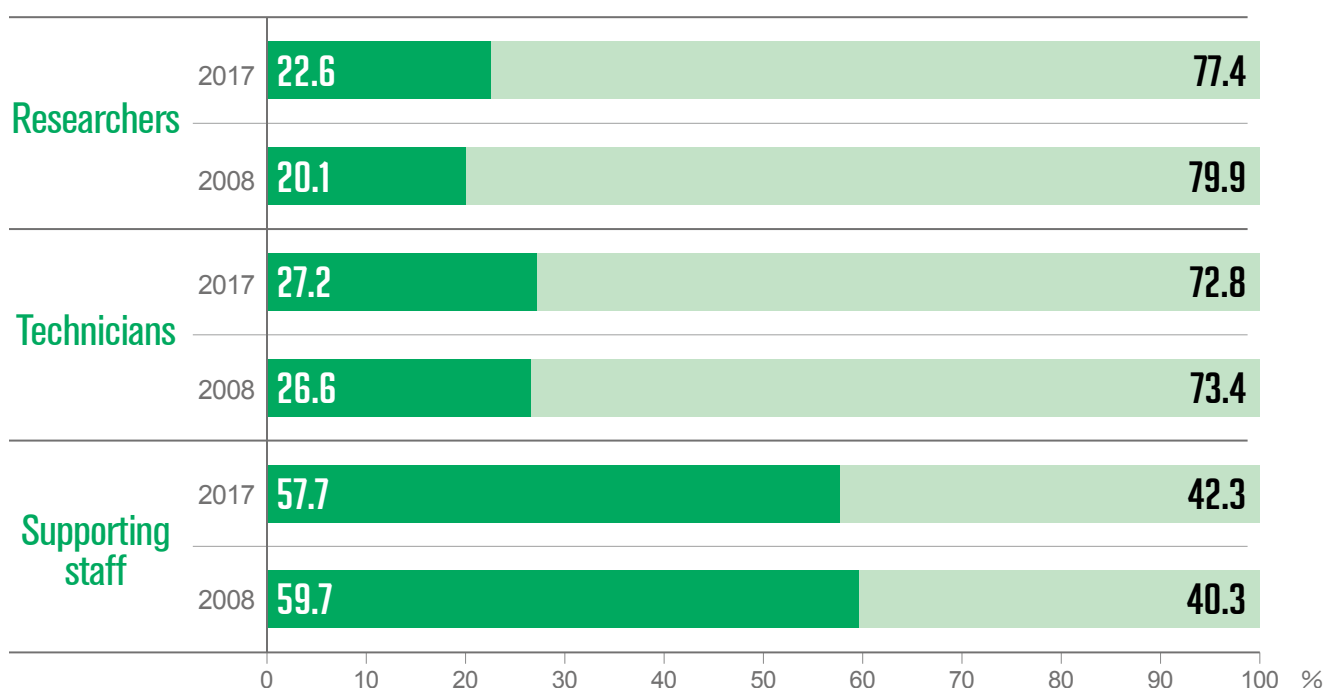
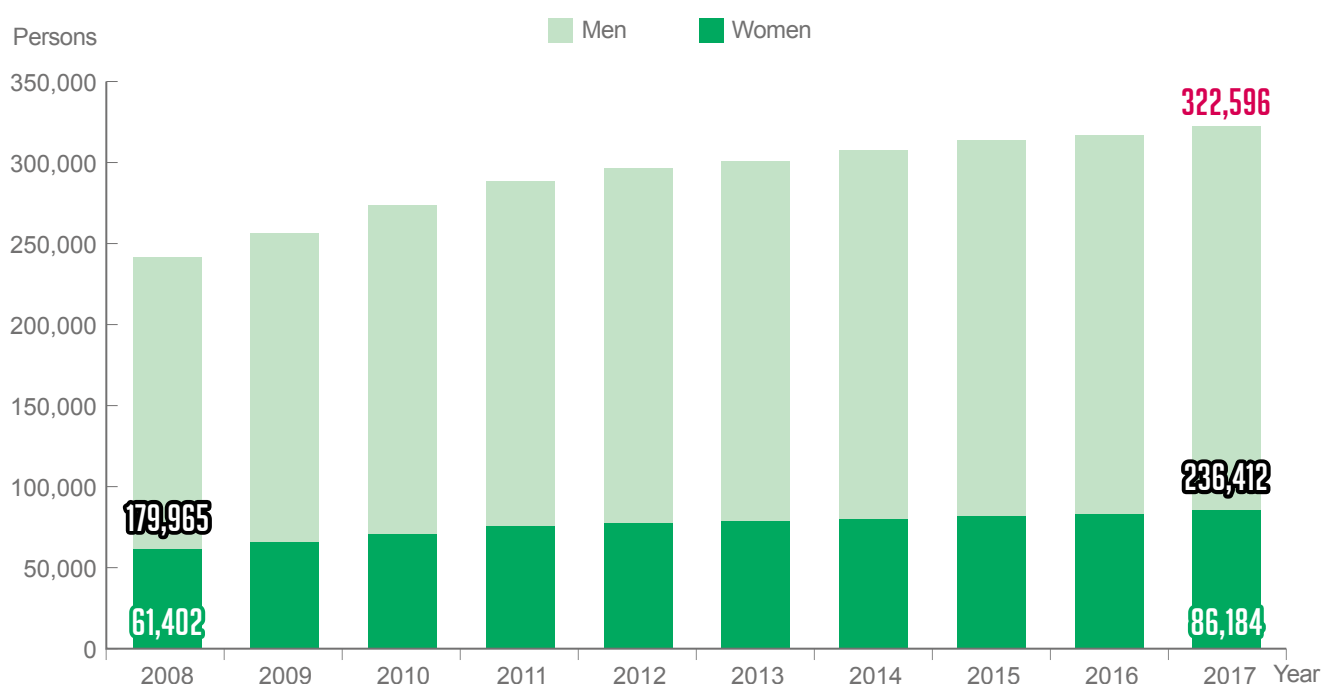
2. Total salary = regular salary + non-regular salary (including overtime pay); total work hours = normal hours + overtime.



## Majority of R&D Personnel are Still Men, but Number of Female R&D Personnel is Steadily Increasing.

In 2017, out of 322,596 R&D personnel in Taiwan, 86,184 (26.7%) were women, higher than in 2008. With regards to the R&D sector, men accounted for more researchers and technicians, at 77.4% and 72.8%, respectively. The proportions of female researchers and technicians increased by 2.5 and 0.6 percentage points, respectively, over 2008. Women accounted for a greater proportion of supporting staff, at 57.7%.

### 2017 Overview of R&D Personnel



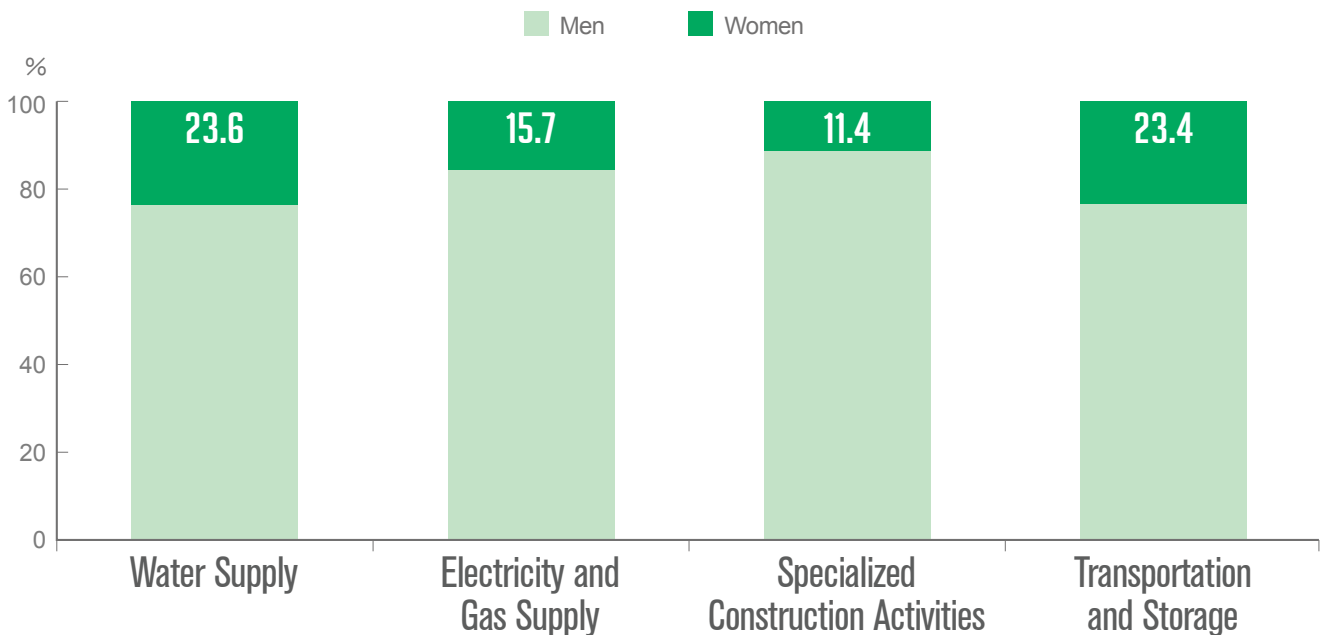
Source: National Science and Technology Survey, Ministry of Science and Technology.

Note: "R&D personnel" includes researchers, technicians, and supporting staff.

## ■ Women Account for Less than 1/4 of Workers in Water and Electricity, Manufacturing, and Transportation Industries; Proportion of Women as Public Transportation Drivers is Relatively Low.








In the environment, energy, and technology sector, industries with lower female participation include water supply and electricity and gas supply. Industries where women make less than men include specialized construction activities and transportation and storage (air transport). In 2018, women accounted for less than 1/4 of the workforce in all the aforementioned industries. Also, with regard to the proportion of female public transportation drivers, the highest was the Taipei MRT (21.8%), while the lowest was the TRA (1.1%).

### 2018 Environment, Energy, and Technology Employment Status



#### Drivers



 Metropolitan and Highway Passenger Vehicles	2.3%
 THSR	11.7%
 Taipei MRT	21.8%
 Kaohsiung RTS	12.1%
 TRA	1.1%
 Maritime Transport	8.5%
 Air Transport	5.1%

Source: 2018 Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Ministry of Transportation and Communications.

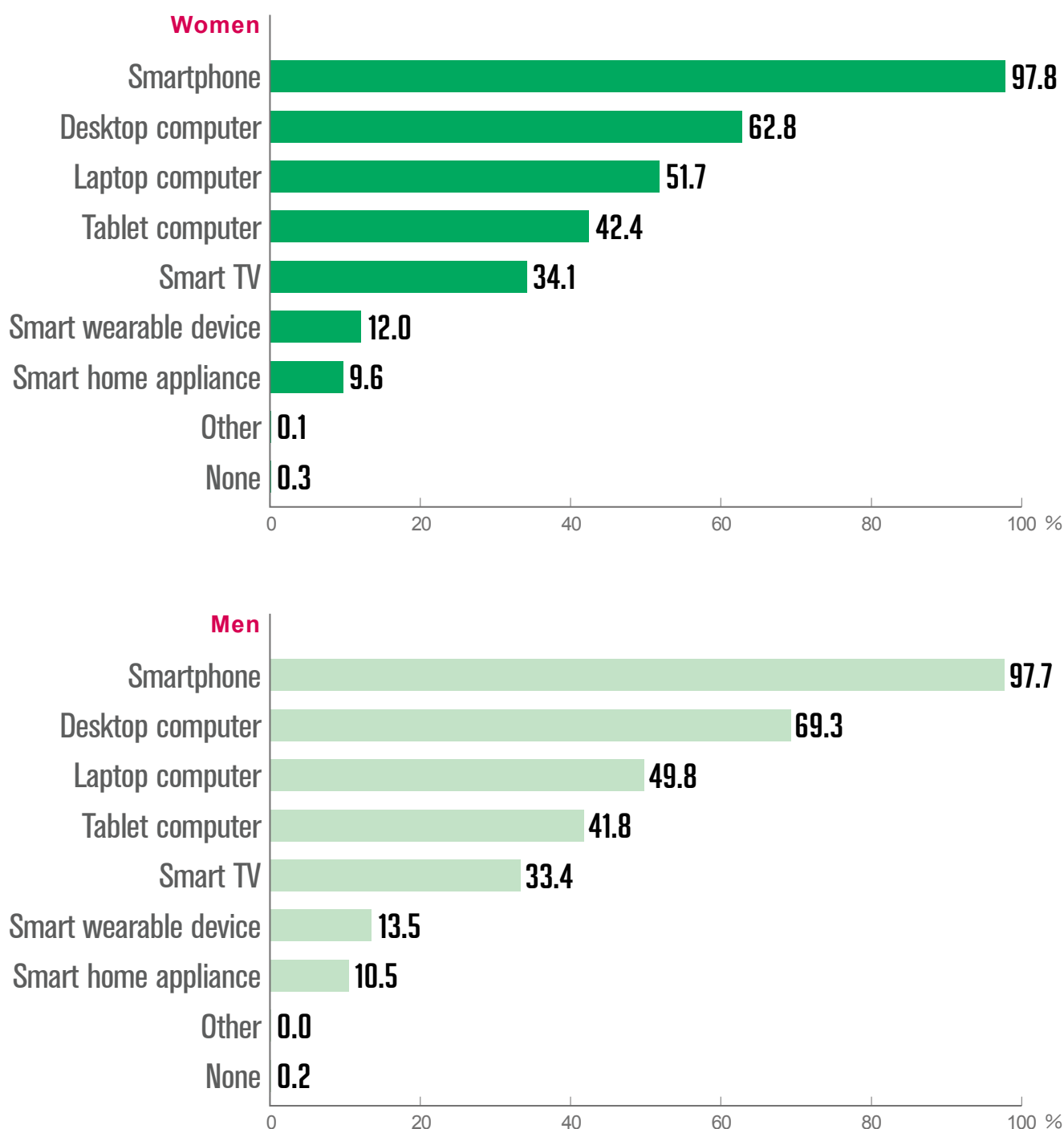
Note: "Ship operators" does not include deck cadets.



## ■ In Ownership of Personal Information Devices, Smartphones Account for the Most Devices Owned, Regardless of Gender.

In recent years, Taiwan has been committed to constructing basic communication infrastructure and reducing the digital gap. In 2018, the ratio of smartphone ownership for both genders was greater than 97%. As for computers, the proportion of men with desktop computers was 69.3%, 6.5 percentage points higher than for women; while the proportion of women using laptops and tablets was higher than men, by 1.9 and 0.6 percentage points respectively.

### 2018 Overview of Personal Information Device Ownership Status



Source: 2018 Individual and Household Digital Opportunity Survey in Taiwan, National Development Council.

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