

Open People's Eyes to Gender Equality

Significant Policies and Current Status of
Gender Equality in Taiwan



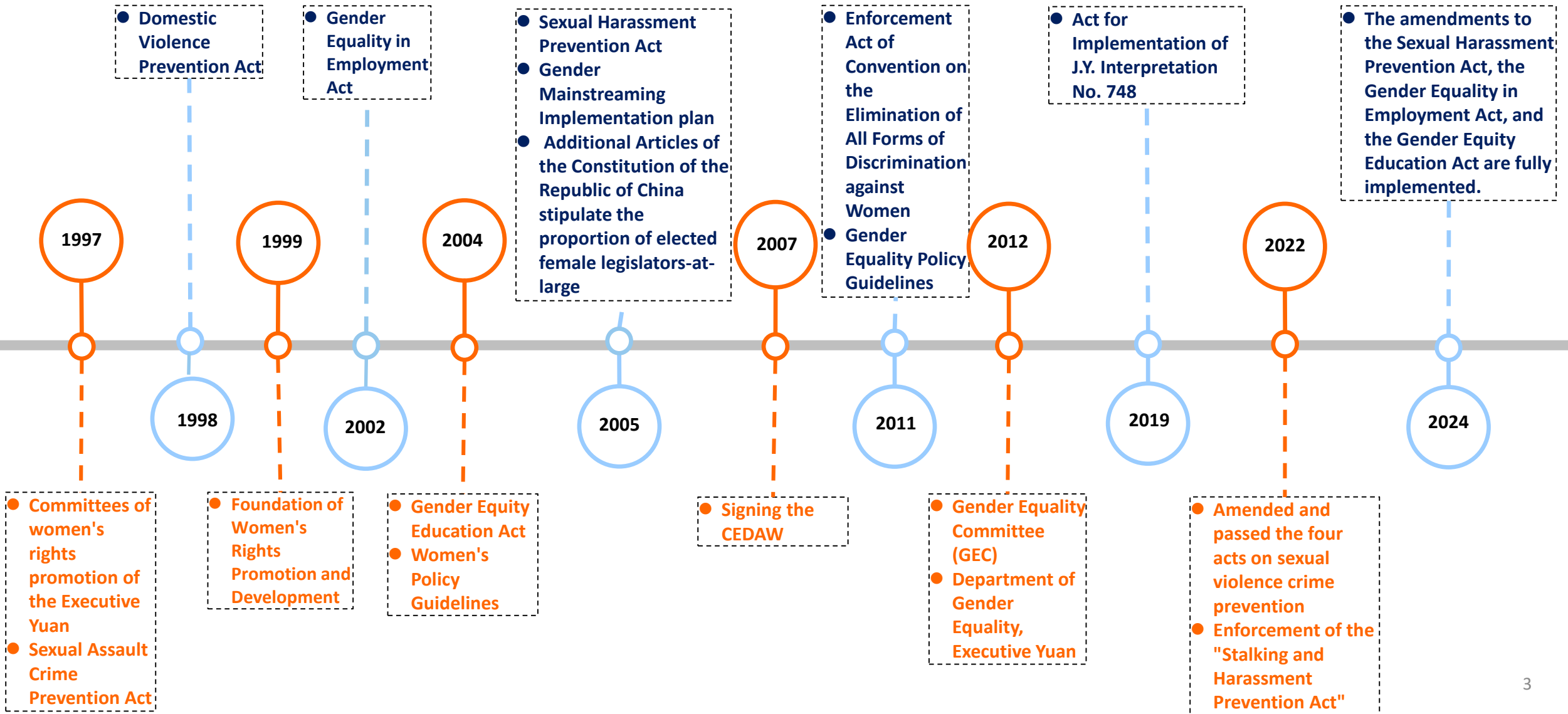
Department of Gender Equality,
Executive Yuan

July, 2024

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- Foreword
- Significant Policies on Gender Equality in Taiwan
- Current Status and Challenges of Gender Equality Development in Taiwan
- Current Work Focuses
- Conclusion

Foreword - From Women's Rights to Gender Equality



Significant Policies on Gender Equality in Taiwan

Significant Policies and Laws on Gender Equality in Taiwan

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Gender Equality Policy Guidelines and Important Issues

2

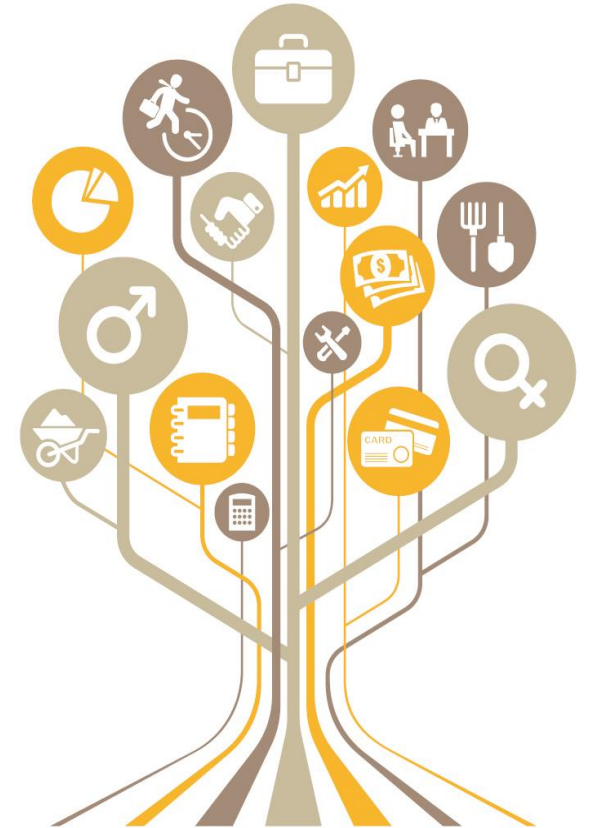
6 Major Tools for Gender Mainstreaming

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

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Revision and Implementation of the Three Acts on Gender Equality and Prevention of Gender-Based Violence (Including Digital/Online)



Gender Equality Policy Guidelines and Important Issues

Development History of Gender Equality Policy Guidelines

2010

- ◇ Invite scholars, experts, and women's groups to begin drafting the "Gender Equality Policy Guidelines".

2011

- ◇ Implemented by letter



2017

- ◇ Respond to suggestions from all fields in order to keep pace with the times and innovate.
- ◇ The first revision was issued by letter by considering social dynamics, international trends, and developments.

2021

- ◇ In line with international trends
- ◇ Taking into account that the policy guidelines serve as the fundamental blueprint for policies, efforts are made to consolidate and integrate key elements, aiming to develop a comprehensive plan aligned with overall policy goals and strategic directions.
- ◇ Revised by the second letter in May 2021.

**Gender Equality
Policy Guidelines**
Six Core Areas

Power, Decision-making, and
Influence

Employment, Economy, and
Welfare

Education, Culture, and Media

Personal Security and Justice

Health, Medical Service, and Care

Environment, Energy, and
Technology

Important Content of Gender Equality Policy Guidelines

Vision

To uphold free and independent gender rights and create a co-governance, sharing, win-win and sustainable society

Philosophy

- Gender equality is the cornerstone of an equal, just, and sustainable society.
- Improving women's rights is top priority in promoting gender equality.
- Gender mainstreaming is an effective route to achieving gender based policy.
- It is the obligation of a nation to respect, protect, and realize the rights of different genders in all areas.

Policy objectives for various aspects

- To facilitate gender equality in participation in decision making
- To combine employment and welfare to strengthen women's economic empowerment
- To build a social culture of gender equality
- To eliminate gender based violence
- To provide gender equal health care
- To ensure a gender sensitive development in the environment, energy and technology

Gender Equality Policy Guidelines

Focus on promoting the six important issues (2022-2025)

Issue 1

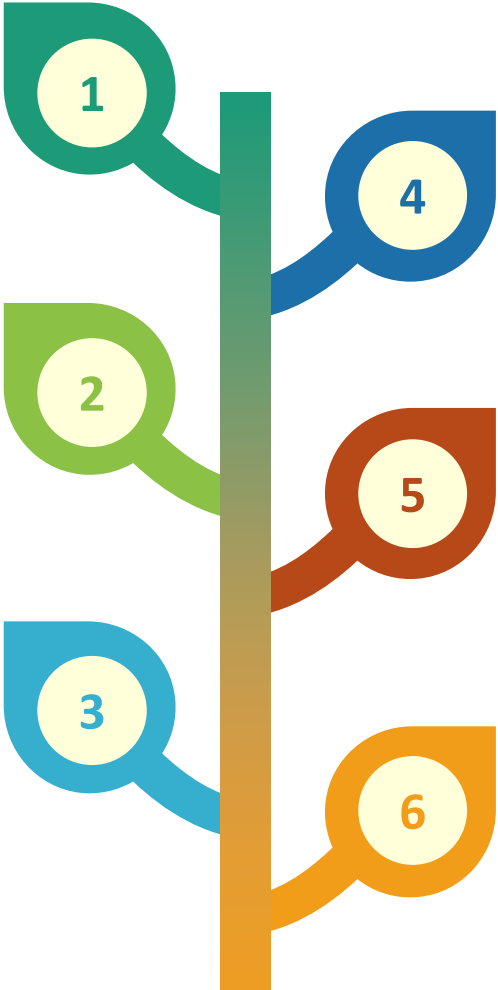
Facilitating gender equality in participation in decision making in public/private sector

Issue 2

Raising women's economic power

Issue 3

Elimination of gender stereotypes, biases and discrimination



Issue 4

Preventing digital/online gender based violence

Issue 5

Facilitating gender equality among health and care work

Issue 6

Creating an environment/space and technological innovations with a gender perspective

Building a sustainable society with gender equality and inclusiveness

6 Major Tools for Gender Mainstreaming

Concepts of gender mainstreaming

- In 1995, the 4th World Conference on Women of the United Nations adopted the "Beijing Declaration of Action", officially establishing "gender mainstreaming" as a global strategy for countries to achieve gender equality. Since 2006, Taiwan has used plans to guide the ministries of the Executive Yuan to conduct education and promotion, and gradually extended them to local governments, the other four yuans, and the private sector.
- "Gender mainstreaming" is both a strategy and a value, aiming to ensure that all government policies and actions incorporate a gender perspective. Before making decisions, an analysis should be conducted to assess the potential impacts on different genders. This approach seeks to allocate government resources in a way that guarantees equal opportunities for all genders to participate in society, public affairs, and access resources, ultimately achieving substantive gender equality.

Gender mainstreaming is a process

Integrate gender **equality** awareness/perspectives into the thinking, formulating, and implementing of policies, and make gender mainstreaming tools a routine part of operations.

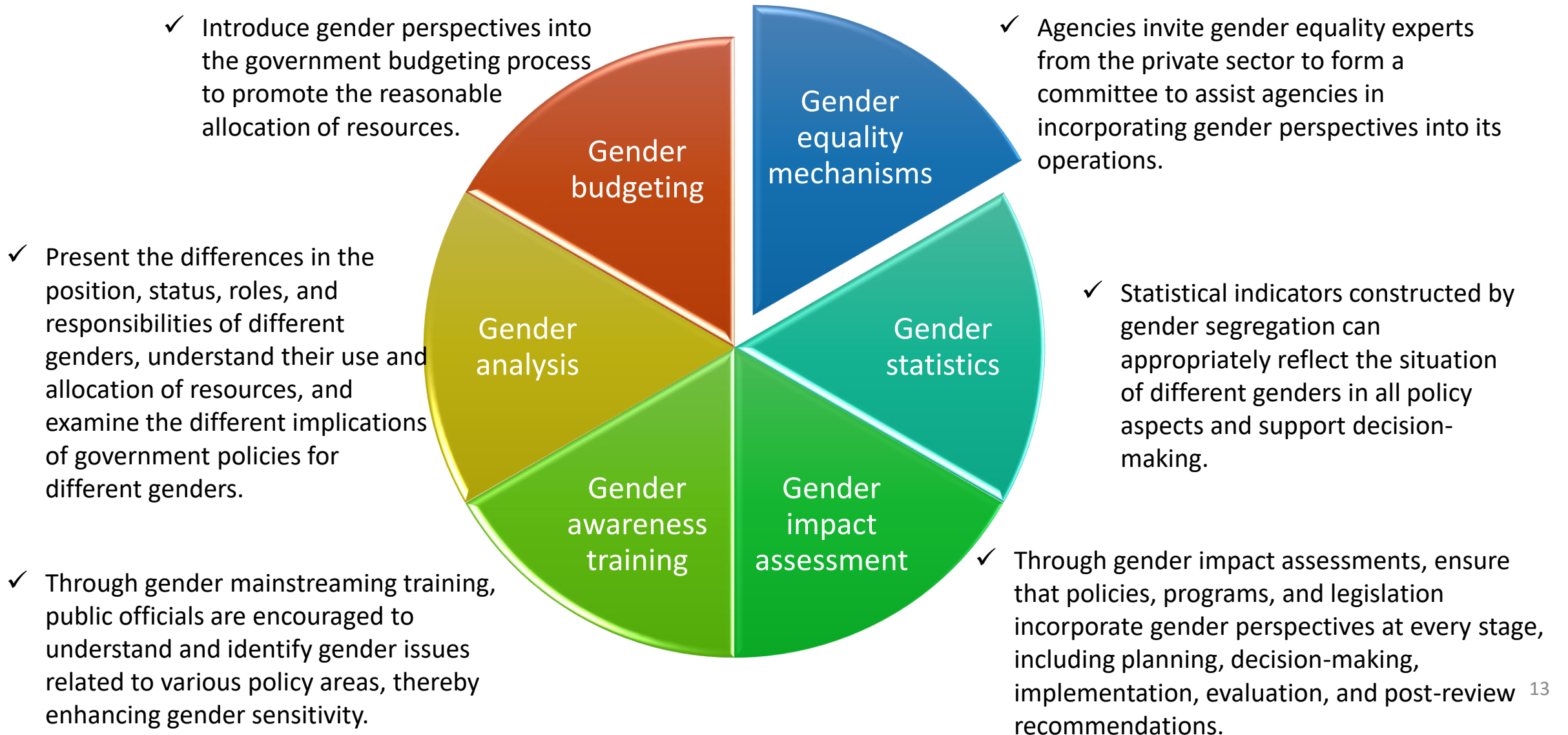
Gender mainstreaming is a strategy

It can take into consideration the concerns and experiences of different genders, and serve as an important basis for policy planning, implementation, and evaluation.

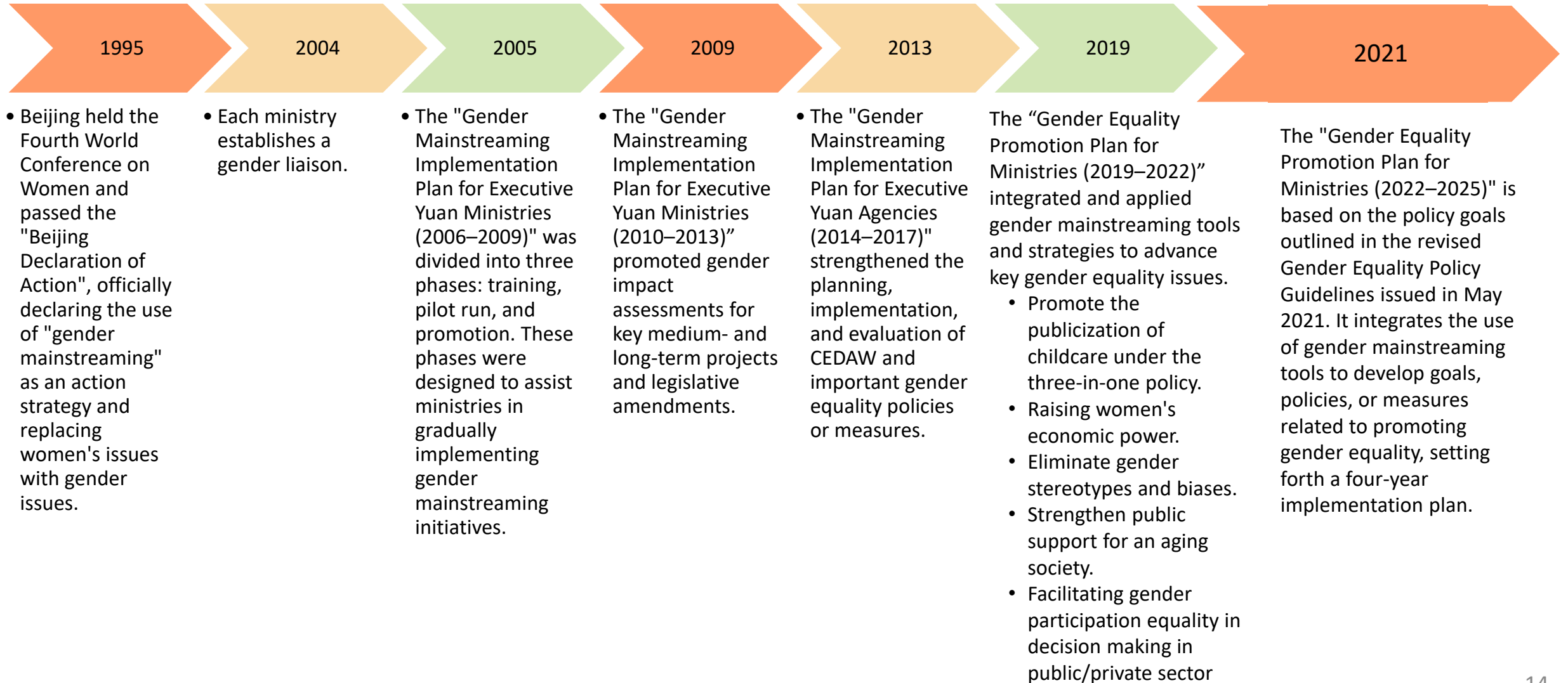
Gender equality is the ultimate goal

Let all genders have fair and reasonable access to and enjoyment of social resources and opportunities to participate in public affairs.

6 Major Tools for Gender Mainstreaming



Development History of Gender Mainstreaming



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

Promotional History of CEDAW

- The United Nations passed the CEDAW in 1979. It serves as an important code for women's rights, with 189 countries signing and implementing the convention to date. CEDAW lists various gender equality rights, including the right to participate in political and public affairs, right to participate in international organizations, right to nationality, right to receive education, employment rights, right to health, social and economic rights, legal rights, right to marriage and family, rights of women in rural areas, etc.
- In 2007, the President signed and ratified the admission to CEDAW. In 2009, the initial national report on CEDAW was completed. In 2011, the Enforcement Act of Convention on the Elimination of All Forms of Discrimination against Women was passed, **incorporating CEDAW into Taiwan's laws**, which came into effect on January 1, 2012. Since then, a national report has been prepared every four years, and international experts are invited to conduct reviews (**the fourth national report was completed in 2022**).

Promotional Features of CEDAW

Autonomous commitment

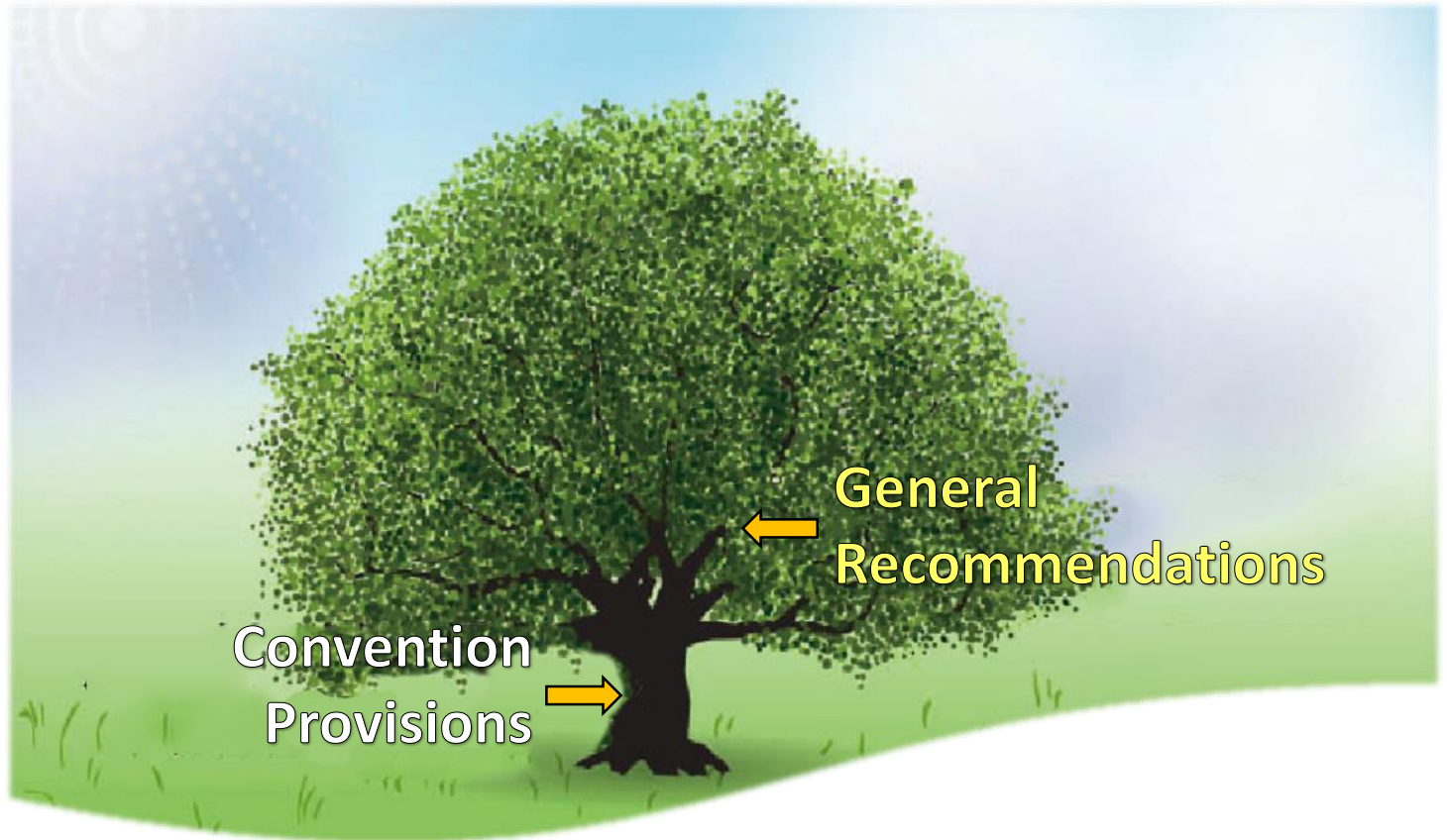
Although Taiwan cannot participate in official United Nations activities, we remain committed to adhering to international human rights conventions. By incorporating these conventions into domestic laws, we have implemented UN human rights monitoring mechanisms in Taiwan.

Local review

In 2009, Taiwan was the first to invite international experts to review our CEDAW national report system. The unique locally-developed review mechanism supports meeting forms that are more beneficial for participation by domestic government agencies, scholars and experts, and private sectors. Active discussions with international review committees are held to promote the local implementation of international human rights conventions.

Articles and General Recommendations of CEDAW

CEDAW operates like a tree, with the convention's provisions acting as the trunk and the general recommendations as its branches, interpreting and expanding the meaning of the convention in response to emerging issues.



Core Concepts of CEDAW



30 Articles

General Recommendations

Articles 1-5:
Summarize the definition of discrimination and the responsibilities of the state.

Articles 6-16:
Rights that women should enjoy in various fields: Political participation, international participation, nationality, education, employment, health, economy, social welfare, rural women, law, and marriage.

Articles 17-30:
Specify the national report submission and review processes, as well as the composition and functions of the CEDAW committee.

By interpreting specific provisions and addressing issues observed by CEDAW Committee members during the review of reports from signatory nations, the scope of the convention can be expanded, allowing the content of CEDAW to evolve with the times. As of 2022, 39 general recommendations have been issued.

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CEDAW in Taiwan

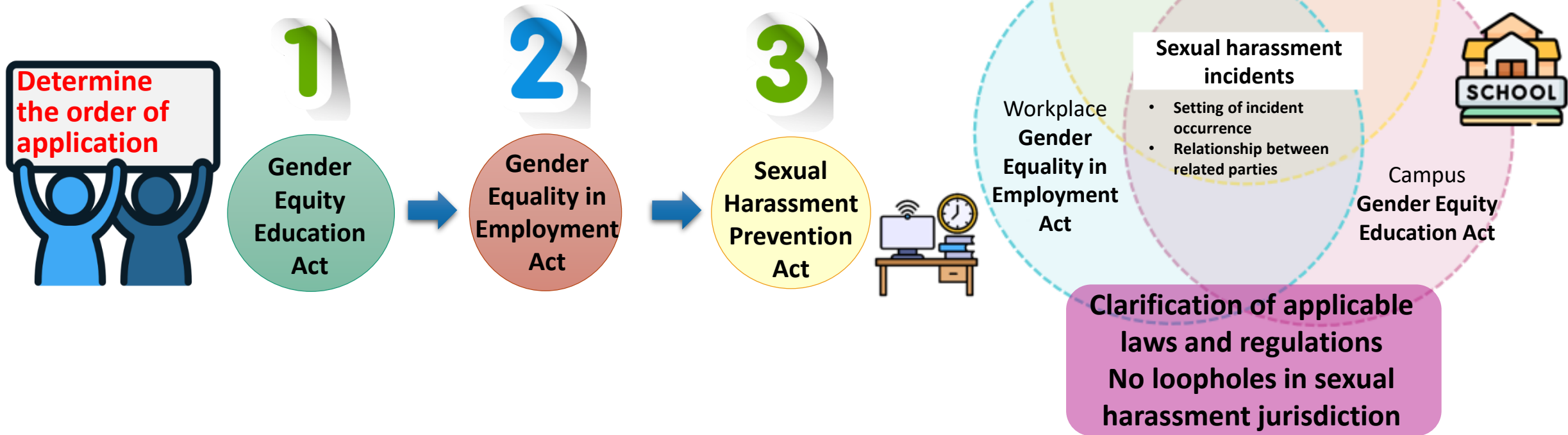
The United Nations passed the CEDAW in 1979. It serves as an important code for women's rights, with 189 countries signing and implementing the convention to date. In **2011**, Taiwan enacted the "Enforcement Act of Convention on the Elimination of All Forms of Discrimination against Women", incorporating CEDAW into domestic law, which came into effect on January 1, **2012**.

Since conducting the international review of the first national report on CEDAW in 2009, Taiwan has carried out similar reviews for other human rights conventions, such as the ICCPR & ICESCR, CRC, and CRPD. In addition to adopting the United Nations' review formats and standards, we have developed a uniquely Taiwanese "localized review" mechanism, which broadens the participation space for non-governmental organizations in Taiwan.

CEDAW has completed the fourth international review of national reports in 2022. It is the convention for which Taiwan has implemented the most international reviews to date. In response to the concluding observations and recommendations from the reviews, a mid-term review meeting was held on April 29 and 30, 2024. Scholars, experts, and private sector organizations were invited to jointly assess and provide feedback.

Revision and Implementation of the Three Acts on Gender Equality and Prevention of Digital/Online Gender-Based Violence

Application Principles of the Three Acts on Sexual Harassment Prevention



- Sexual harassment incidents that do not fall within the Gender Equity Education Act and Gender Equality in Employment Act shall be within the scope of the Sexual Harassment Prevention Act.

Application Relationship of the Three Acts on Sexual Harassment Prevention

➤ §1 subject to the field where the incidents of sexual harassment occur, and the concerned party's identity and relationship.

Gender Equity Education Act

One party to the incident is a school principal, teacher, faculty member, janitor, or student, and the other party is a student



Gender Equality in Employment Act (Former name: Act of Gender Equality in Employment)

➤ Principles:

1. An employee is sexually harassed while performing their duties
2. An employer sexual harasses an employee or applicant

➤ Exceptions:

1. When not performing duties but the Gender Equality in Employment Act is applicable:
 - ① An employee experiences persistent sexual harassment from the same individual within their employing entity during non-working hours.
 - ② An employee experiences persistent sexual harassment during non-working hours from the same individual within a different employing entity with which they share collaborative work or business relations.
 - ③ An employee experiences sexual harassment during non-working hours from the highest-ranking official or employer
2. When performing duties but the Sexual Harassment Prevention Act is applicable:

An employee experiences sexual harassment by an unidentified individual in public or publicly accessible places while performing their duties.

For example: Department store counter staff, station service staff, etc.



Sexual Harassment Prevention Act

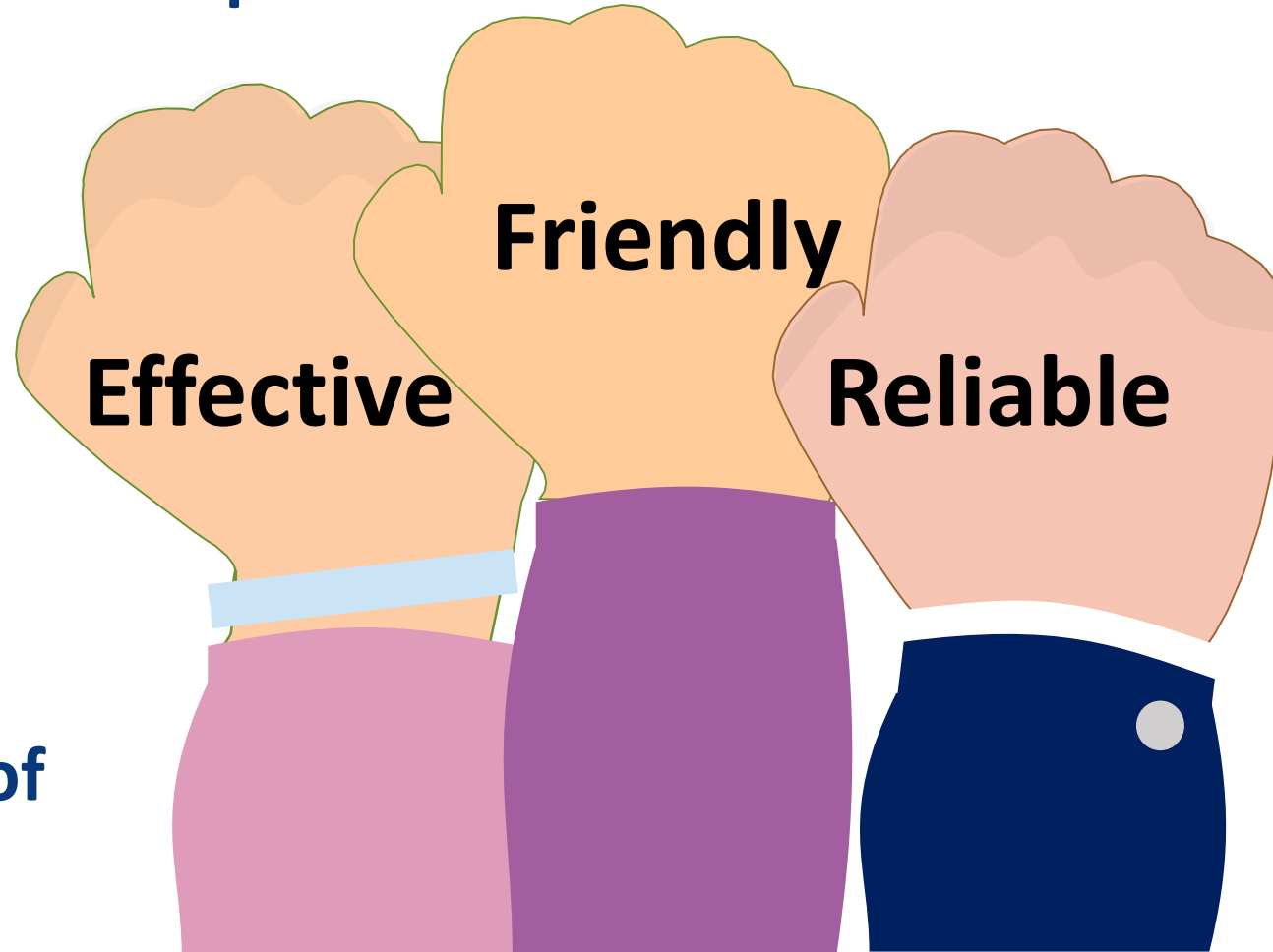
Not covered by the Gender Equity Education Act and Gender Equality in Employment Act



The screenshot is from the newly revised Introduction of the Sexual Harassment Prevention Act by the Ministry of Health and Welfare.

Three Major Goals of Sexual Harassment Prevention

Complete "friendly" victims' rights protection and services



Strengthen "effective" punishment of offenders

Establish a professional and "Reliable" sexual harassment prevention system

New forms of crime -- Digital/Online gender-based violence

Definitions

Acts of gender-based violence via the Internet or digital means. It refers to violence inflicted on others based on gender or actions that disproportionately affect others, including physical, psychological, or sexual harm, infliction of pain, threats, coercion, and deprivation of personal freedom. (Refer to Paragraph 6 of CEDAW General Recommendations No. 19) [In January 2021, the Executive Yuan issued the letter "Definition, Types, and Explanation of Digital/Cyber Gender-Based Violence"]

Type

Cyberstalking • Distributing other people's intimate personal data regarding sexuality or gender with malicious intent or without their consent • Online sexual harassment • Sexually derogatory or hateful speech or behavior • Sexual blackmail • Doxing • Rape and death threats based on gender bias • Enticement through recruitment • Gaining illegal access to or stealing other people's data • Identity forgery or false personation

Related Regulations

- ✓ The Stalking and Harassment Prevention Act was passed on November 19, 2021, and came into effect on June 1, 2022.
- ✓ On January 7, 2023, amendments to the Criminal Code were passed, introducing offenses such as the non-consensual creation and distribution of private sexual images. Additionally, amendments to the Crime Victim Rights Protection Act were enacted, introducing protection orders for victims.
- ✓ The amendment to the Child and Youth Sexual Exploitation Prevention Act was passed on January 10, 2023, increasing criminal liability.
- ✓ Amendments to the Sexual Assault Crime Prevention Act introduced obligations for internet service providers to promptly remove relevant content.

Current Status and Challenges of Gender Equality Development in Taiwan

Taiwan's Gender Equality Performance Ranks First in Asia in Four Categories

2024
Share of
female
legislators
reached 42%

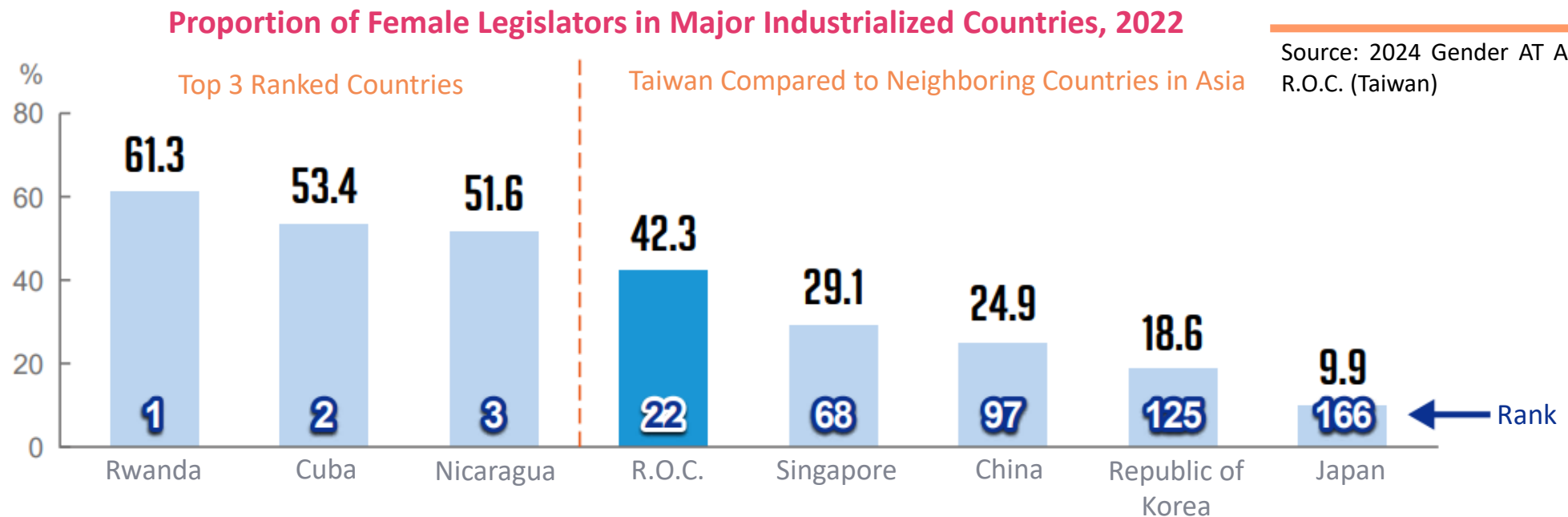
2023
Ranked 6th
globally in the
Social
Institution and
Gender Index
(SIGI)

2021
Ranked 7th
globally in the
Gender
Inequality
Index (GII)

2019
Legalization of
Same-Sex
Marriage

First in Asia Ratio of Female Legislators

- To encourage women's participation in politics, Taiwan's electoral system includes reserved seats for women. Taiwan's proportion of female legislators is 42.3% as of the end of 2022. According to World Bank statistics in 2022, if data from Taiwan is added to these statistics, Taiwan would rank 22nd worldwide and 1st in Asia for its ratio of female legislators among 187 countries.
- In addition, after the 11th legislative election in January 2024, the ratio of women was maintained at more than 40% (41.6%).



Source: 2024 Gender AT A Glance in R.O.C. (Taiwan)

Source: The World Bank; Ministry of the Interior.

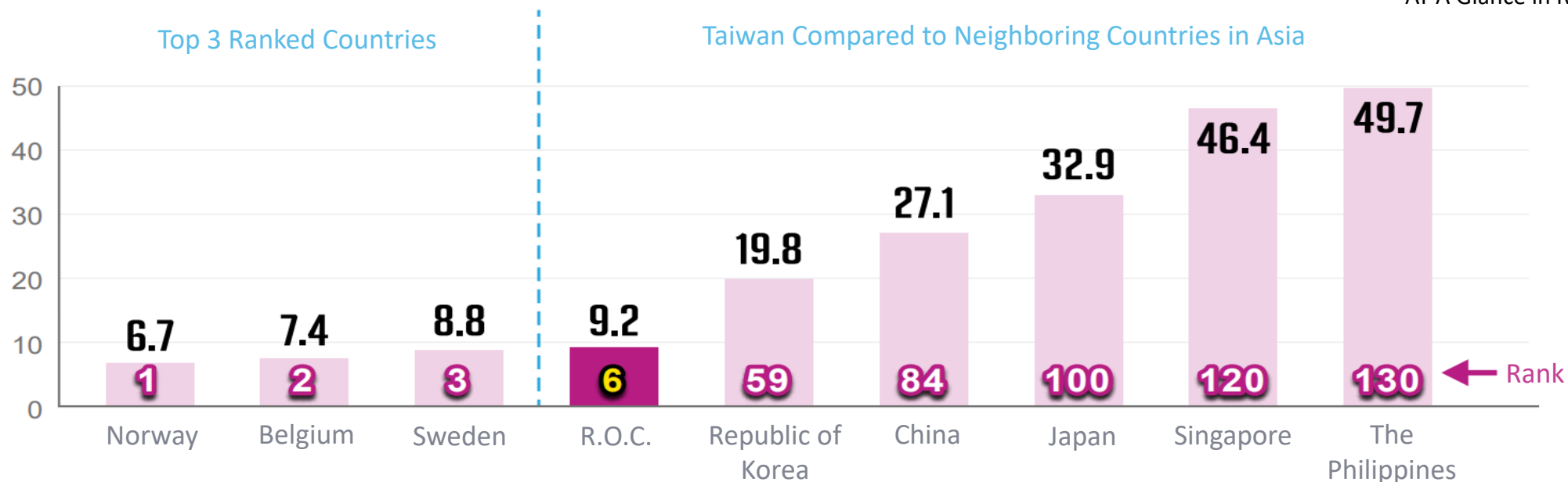
Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.

First in Asia 2023 Social Institution and Gender Index (SIGI)

According to the latest 2023 Social Institutions and Gender Index (SIGI) report by the OECD, Taiwan's SIGI score is 9.2 (lower scores indicate better performance), ranking 6th among 179 countries and 1st in Asia. Compared to other more highly-developed OECD member countries, Taiwan outperformed the Netherlands (9.5) and Switzerland (9.9).

SIGI Values and Rankings of Major Countries, 2023

Source: 2023 OECD Social Institution and Gender Index and 2024 Gender AT A Glance in R.O.C. (Taiwan)



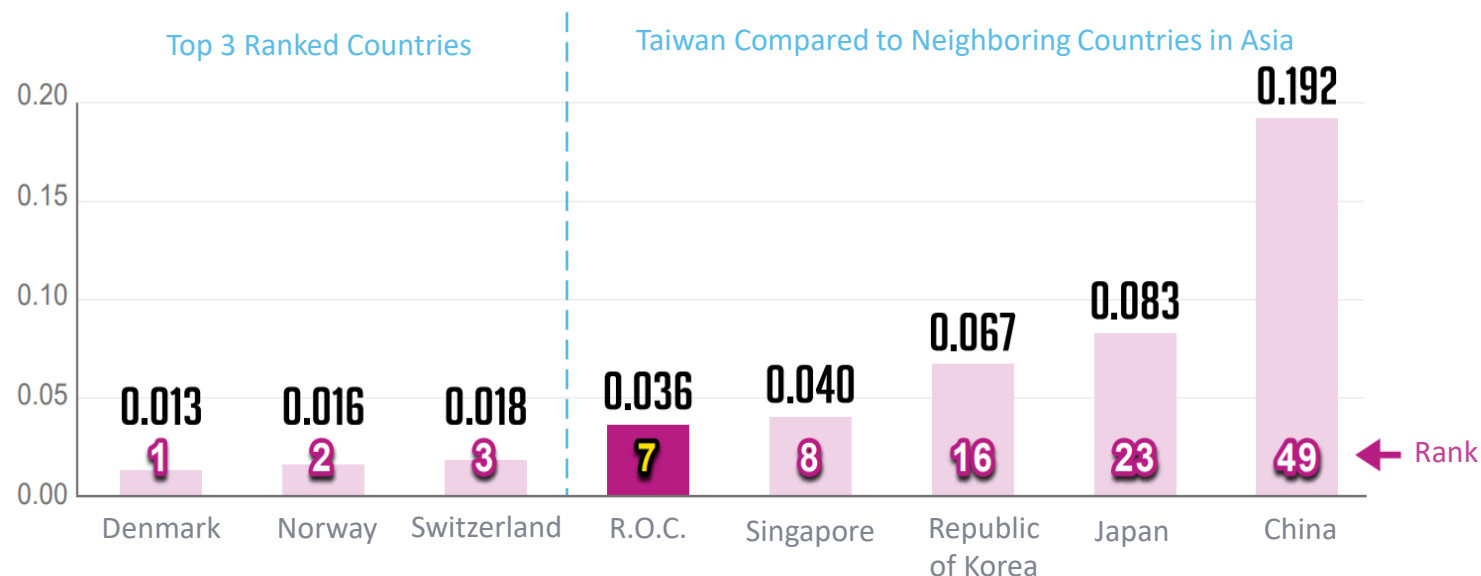
First in Asia

2021 Gender Inequality Index (GII)

Since 2010, the United Nations Development Programme (UNDP) has compiled the Gender Inequality Index (GII). Incorporating Taiwan's data in GII calculations, Taiwan's GII score in 2021 was 0.036, ranking 7th among 171 countries and 1st in Asia. Compared to other more highly-developed OECD member countries, Taiwan outperformed Iceland (0.043) and Germany (0.073).

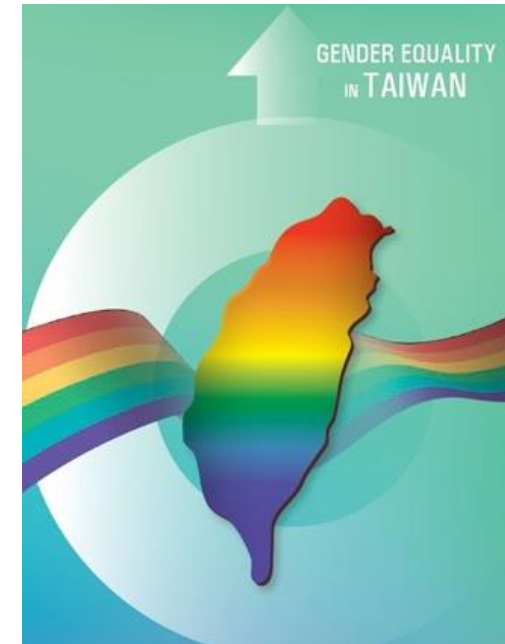
In light of domestic social changes and global trends in gender issues, overcoming traditional cultural norms that constrain gender roles, narrowing gender gaps across various fields, and encouraging women to actively participate in society, assume decision-making roles, and realize their potential and influence remain critical tasks for the sustainable development of gender equality in Taiwan.

GII Values and Rankings of Major Countries, 2021

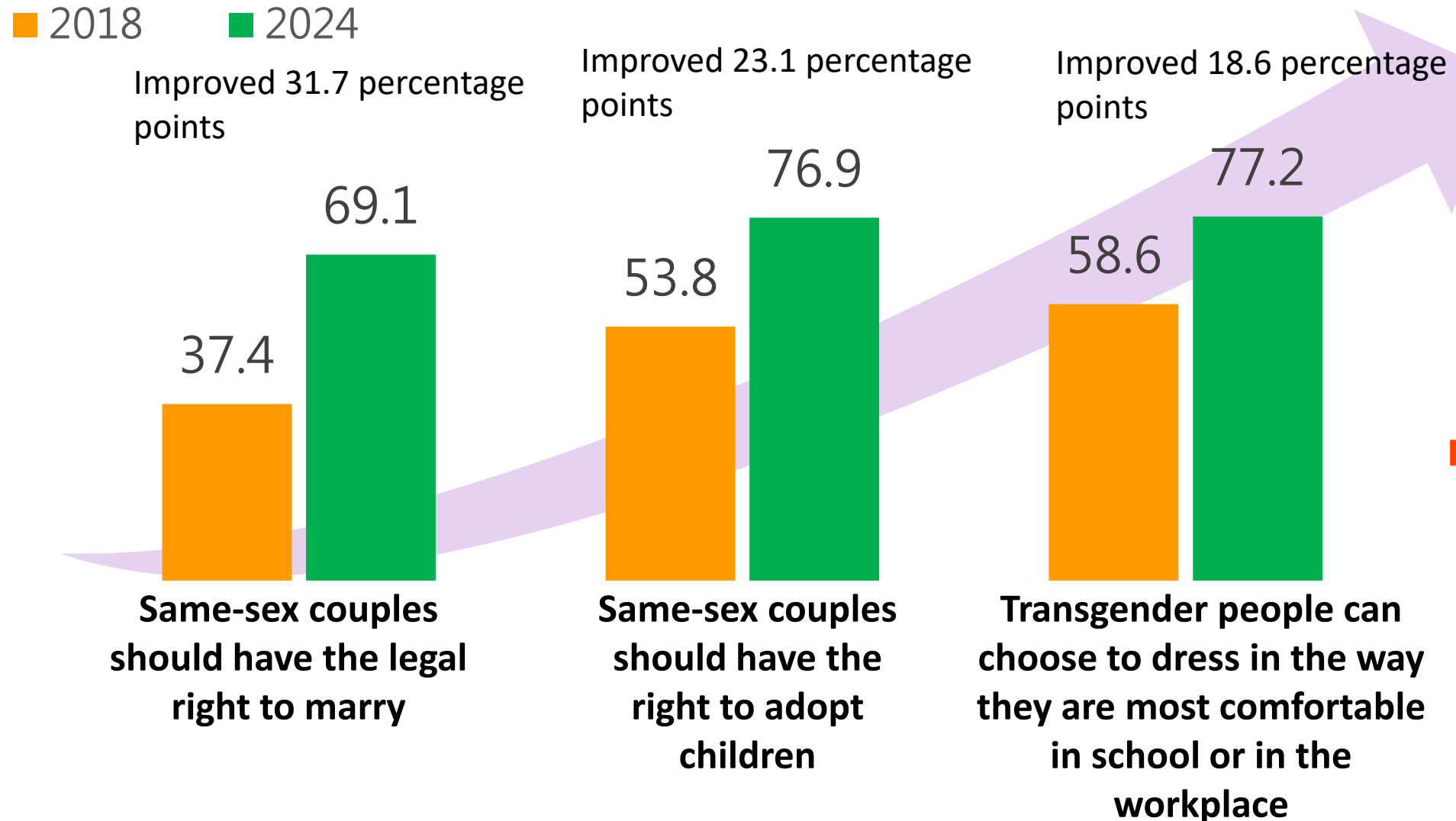


First in Asia Legalization of Same-Sex Marriage

- In 1986, Mr. Chi Chia-wei held a public gay wedding to advocate that marriage between same-sex couples should be legal.
- Since the first pride parade in Asia was held in Taiwan in 2003, the number of participants has been gradually increasing every year.
- The Act for Implementation of J.Y. Interpretation No. 748 was enforced on May 24, 2019.
- Starting in January 2023, Taiwanese citizens and same-sex couples from countries that do not recognize same-sex marriage are able to register for marriage.
- In June 2023, the President promulgated the Legislative Yuan's amended the Enforcement Act of Judicial Yuan explanation letter Shi-Zi No. 748, allowing same-sex couples to jointly adopt children.
- As of the end of May 2024, a total of 14,228 same-sex couples nationwide completed marriage registration.



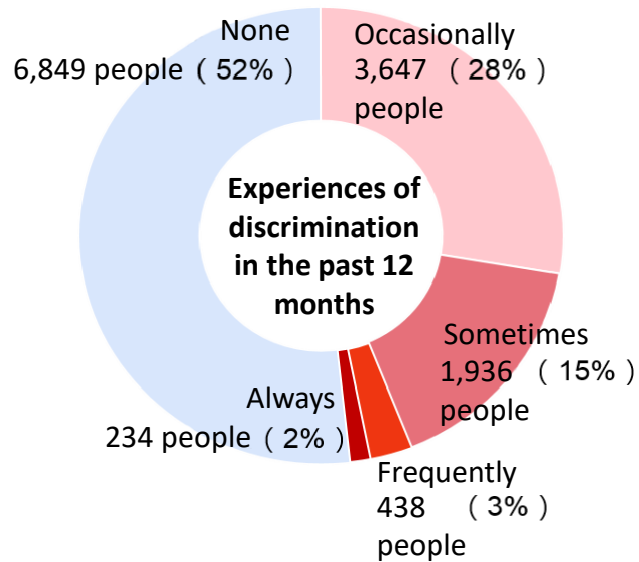
Telephone Poll on Gender Equality



Source:
Report on the Executive
Yuan's "2024 Telephone
Poll on Gender Equality
Concepts"

Results of the 2023 National Survey of LGBTI in Taiwan

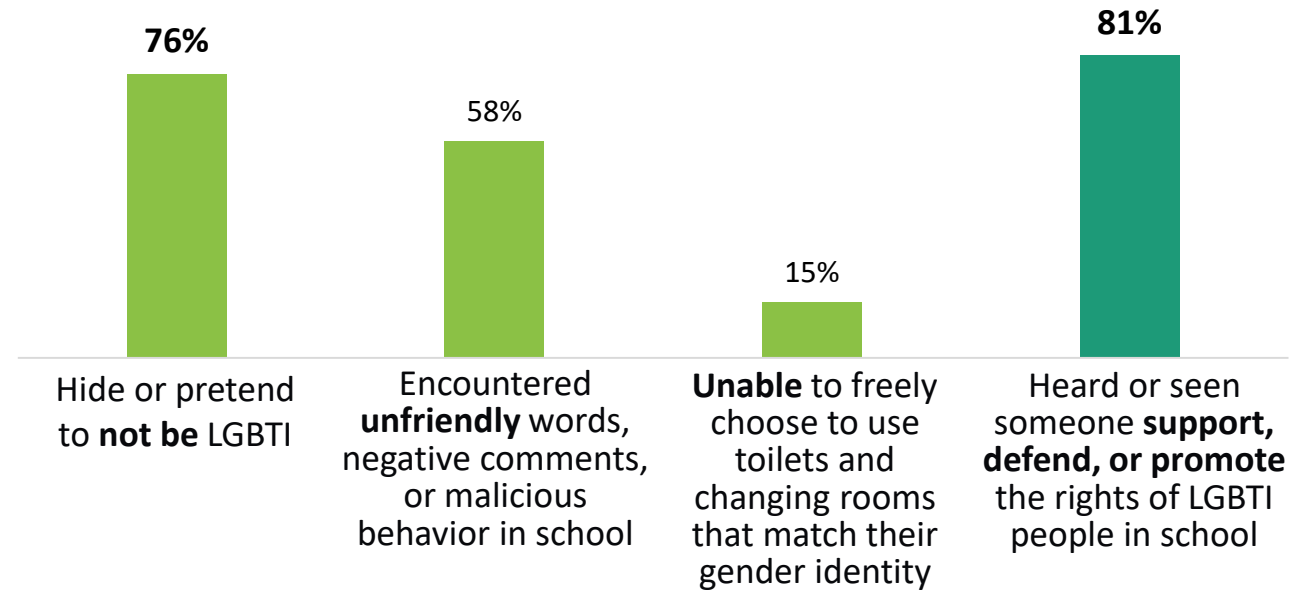
- ✓ 48% of respondents reported experiencing discrimination or discomfort due to their LGBTI identity in the past 12 months.
- ✓ In the past 12 months, among those who experienced discrimination, the highest percentage (32%) occurred within their close family.



Experienced discrimination in the past 12 months

- ✓ On campuses, 81% have heard of and support LGBTI, but 76% hide their LGBTI identity.

For respondents aged 6-18 who have received more than one semester of compulsory national education in Taiwan (N=12,801)



Source:

Study Report on the Executive Yuan's "National Survey of LGBTI in Taiwan"

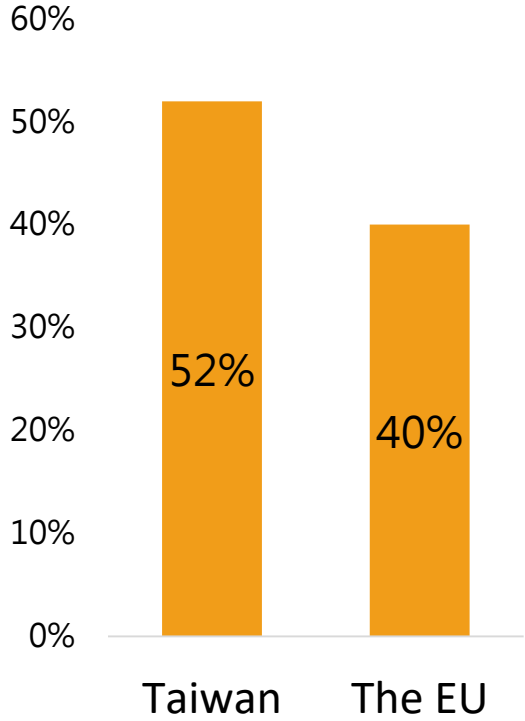
Results of the 2023 National Survey of LGBTI in Taiwan

Affirm the gender-friendliness of Taiwanese society and government

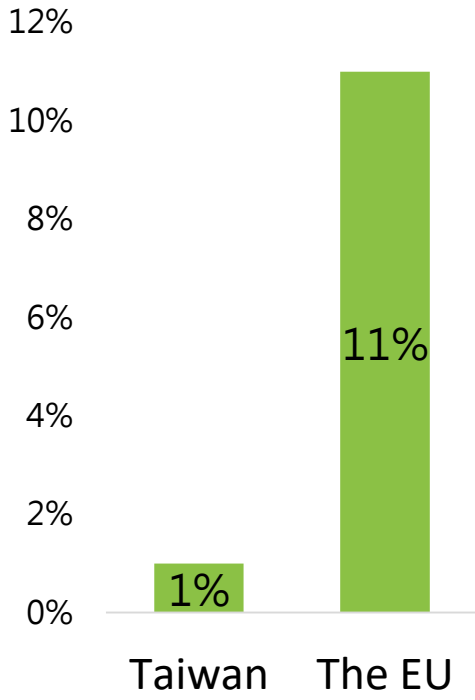
The subjects agreed that the Taiwanese government is actively working to eliminate bias and intolerance towards LGBTI people, with a score of 66.55 (out of 100).



Society's friendly attitude toward LGBTI groups (Taiwan vs EU)



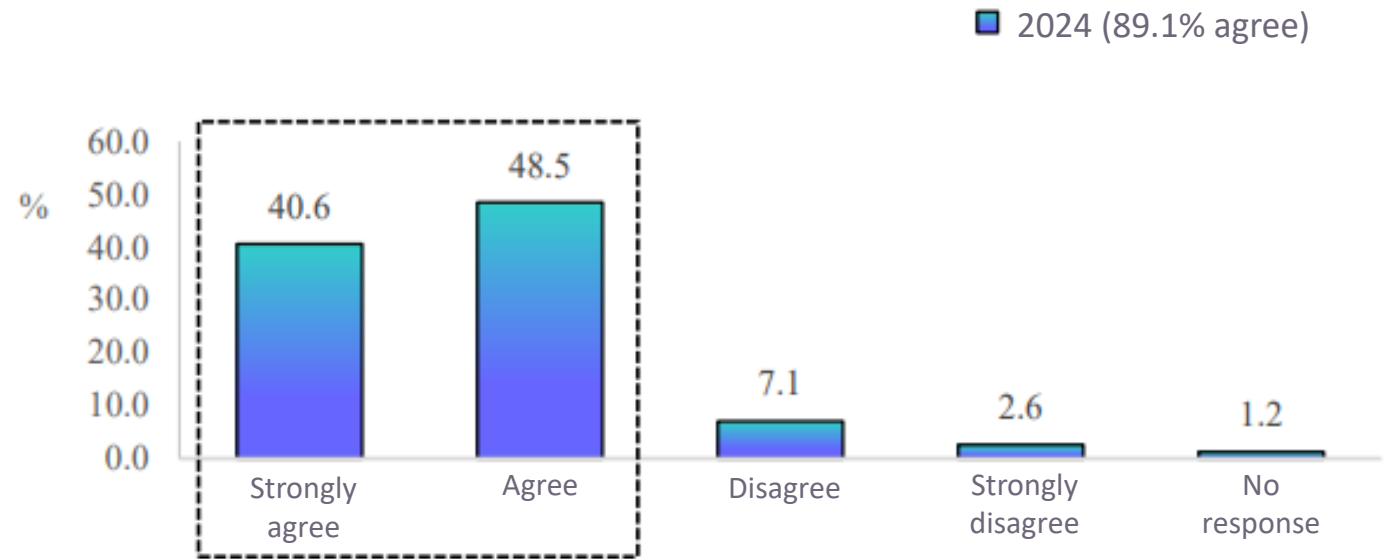
Experienced physical and sexual violence due to their LGBTI identity (Taiwan vs EU)



Source: "Study Report on the Executive Yuan's "National Survey of LGBTI in Taiwan"

The Public's Level of Agreement with the Amendments to the Three Gender Equality Acts

The 2024 Telephone Poll on Gender Equality Concepts Report shows that 89.1% of the public agree that the government's significant amendments in 2023 to the three gender equality acts (the Sexual Harassment Prevention Act, the Act of Gender Equality in Employment, and the Gender Equity Education Act), which strengthened penalties for perpetrators, enhanced protections and services for victims, and established a professional system for preventing sexual harassment, are helpful in reducing the occurrence of sexual harassment.



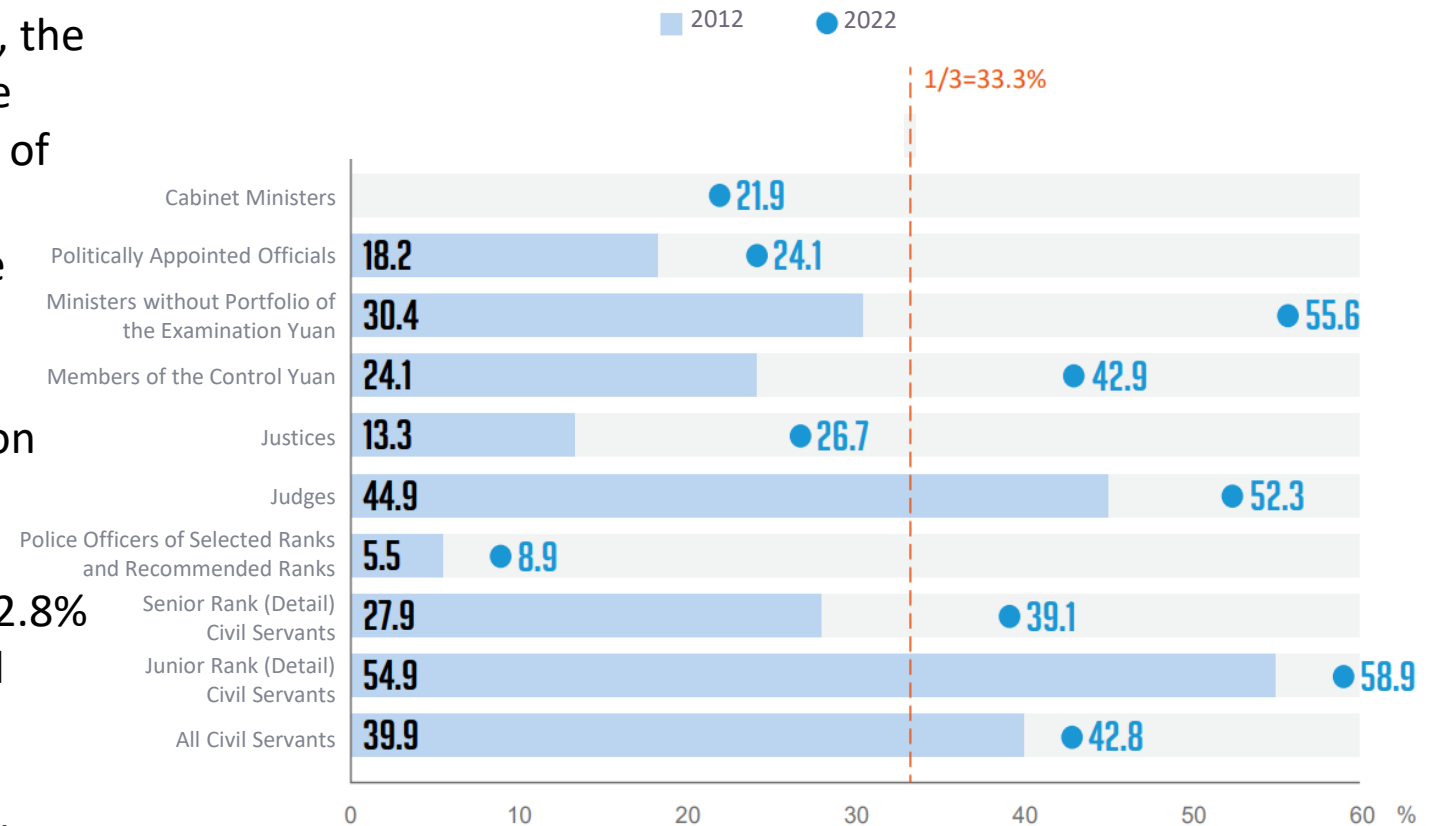
Source:
2024 Telephone Poll on Gender Equality Concepts Report

Current Status

The Number of Women Participating in Decision-making in the Government Sector Continues to Rise

- ✓ 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. According to the statistics in 2022, in the decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan, women accounted for over 50% of the Ministers without Portfolio of the Examination Yuan and judges, as well as over 40% of the members of the Control Yuan.
- ✓ As for civil servants, women accounted for 42.8% of all civil servants in Taiwan and 39.1% of all senior rank (detail) civil servants.
- ✓ According to statistics in July 2024, female cabinet ministers account for 25% of the cabinet. Together with female ministers and politically appointed officials, efforts continue to be made to reach a 1/3 gender ratio.

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

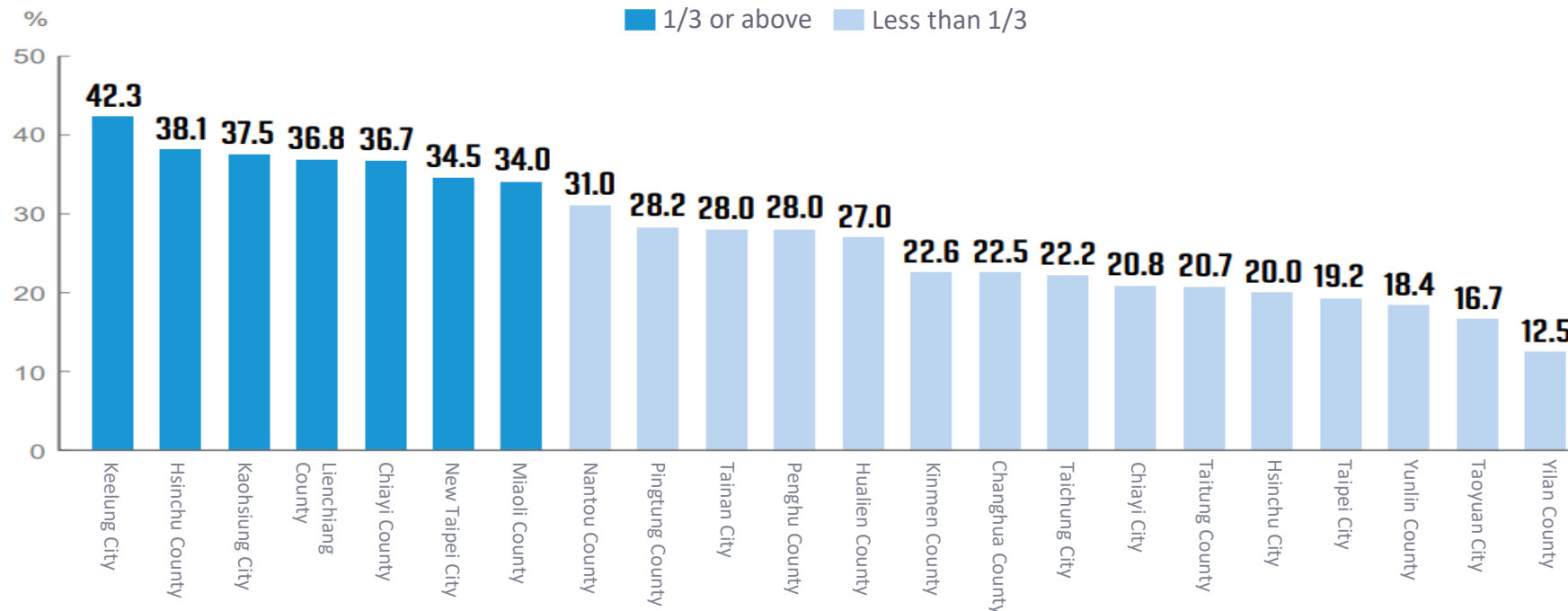


Source:
2024 Gender AT A Glance in R.O.C. (Taiwan) and the Department of Gender Equality, Executive Yuan

Significant Improvements Need to be Made to Shorten the Gap between Men and Women Participating in Decision-Making in Local Governments

- ✓ As of the end of 2022, women accounted for 27.2% of the heads of first-level agencies and subordinate agencies of local governments, which is an increase of 5.2 percentage points compared to 2016 (22.0%). In particular, women accounted for over one-third of officials in the governments of Keelung City, Hsinchu County, Kaohsiung City, Lienchiang County, Chiayi County, New Taipei City, and Miaoli County, while accounting for less than 20% of official positions in the governments of Taipei City, Yunlin County, Taoyuan City, and Yilan County.

Overview of Women as the Heads of First-Level Units and Subordinate Agencies of Local Governments, 2022



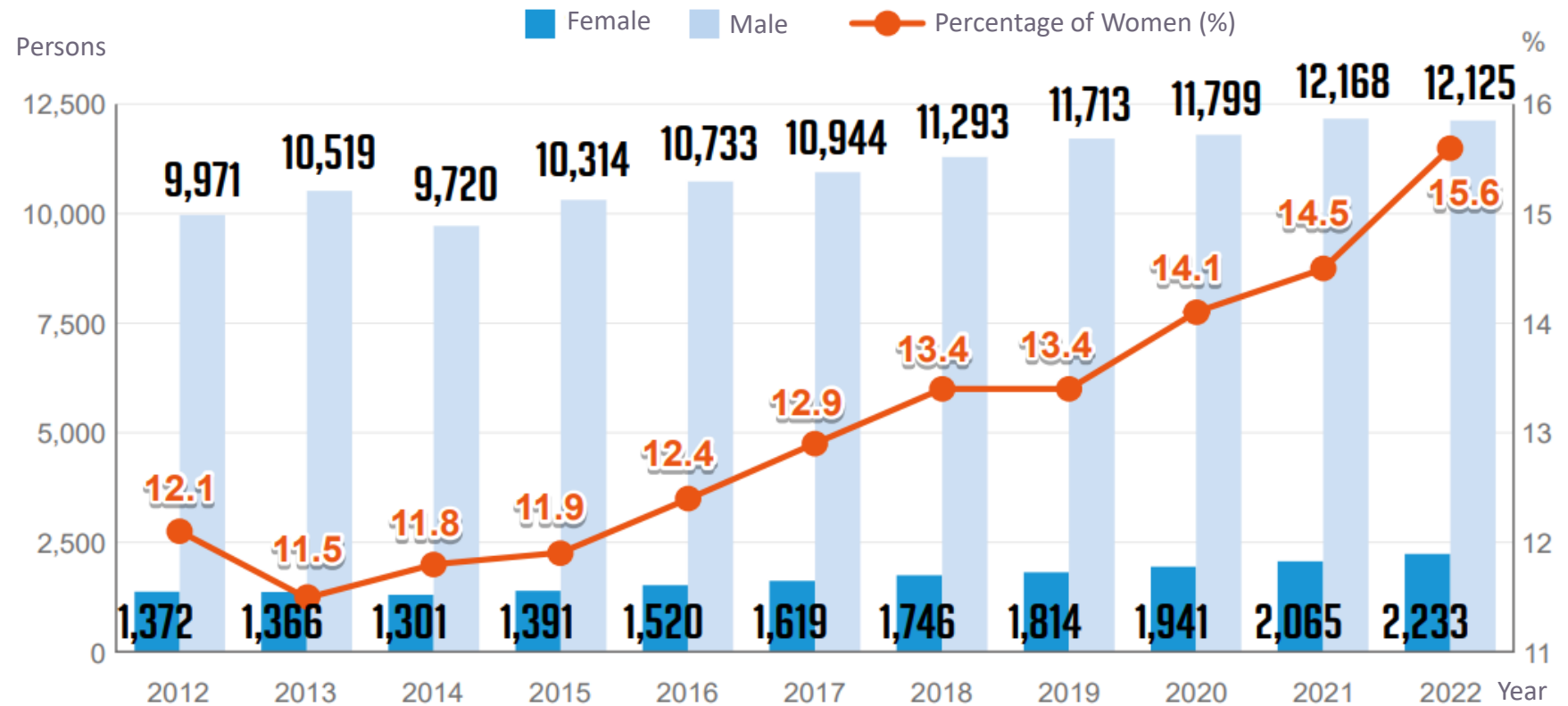
Source:
2024 Gender AT A Glance in R.O.C.
(Taiwan)

Current Status

The Proportion of Female Directors at TWSE- and TPEX-listed Companies Has Increased Slightly but Has Not Reached 1/3

- ✓ In 2022, there were 2,233 female directors of TWSE- and TPEX-listed companies, accounting for 15.6% of the total; whereas there were 12,125 male directors, or 84.4% of the total. Compared with 2012, this represents an increase of 861 female directors, or an increase of 3.5 percentage points; but the ratio of women to men is still low.

Number of Directors of TWSE- and TPEX-listed Companies and the Proportion of Female Directors



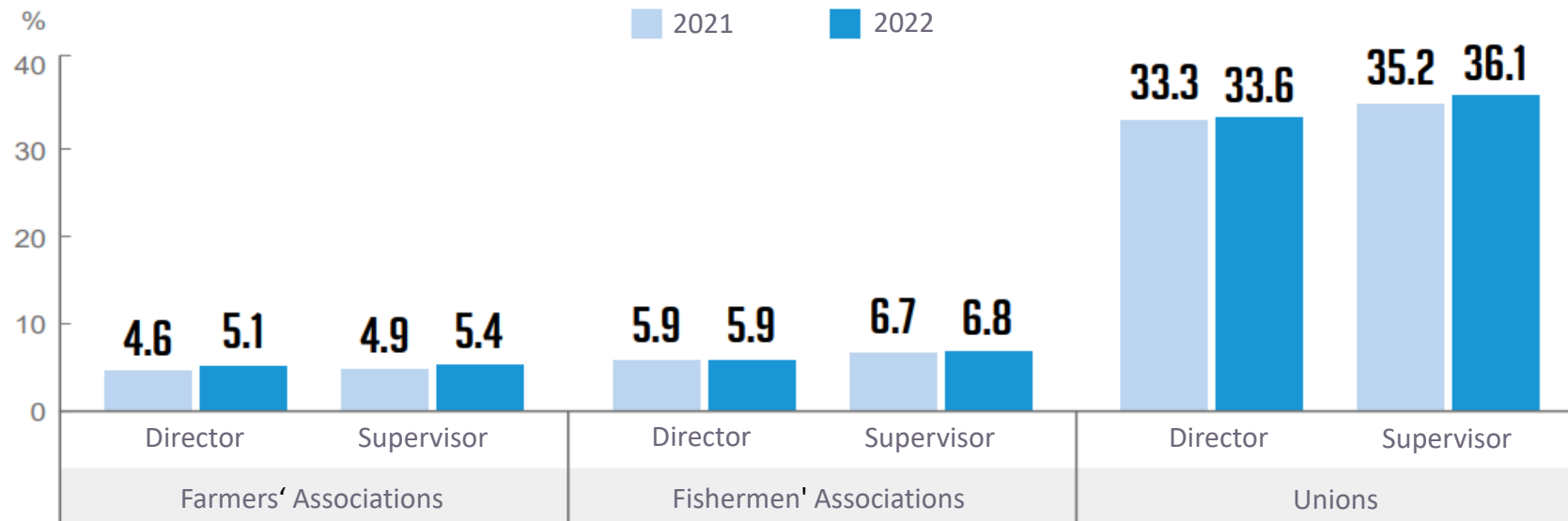
Source:
2024 Gender AT A Glance in R.O.C. (Taiwan)

Current Status

The Proportion of Women in Decision-Making Positions in Social Organizations has increased, but there is Still a Gap compared to men

- ✓ In 2022, women accounted for 5.1% and 5.4% of directors and supervisors in farmers' associations, respectively; in fishermen' associations, women accounted for 5.9% and 6.8% of directors and supervisors, respectively. This shows that the percentages of women serving as directors and supervisors have increased overall since 2021, except for the number of female directors of fishermen' associations, which remains the same. However, there are still large gender gaps.
- ✓ As for labor unions, 33.6% and 36.1% of their directors and supervisors were women, thus fulfilling the one-third gender rule. In particular, the number of female directors increased by 0.3 percent, while that of female supervisors increased by 0.9 percent.

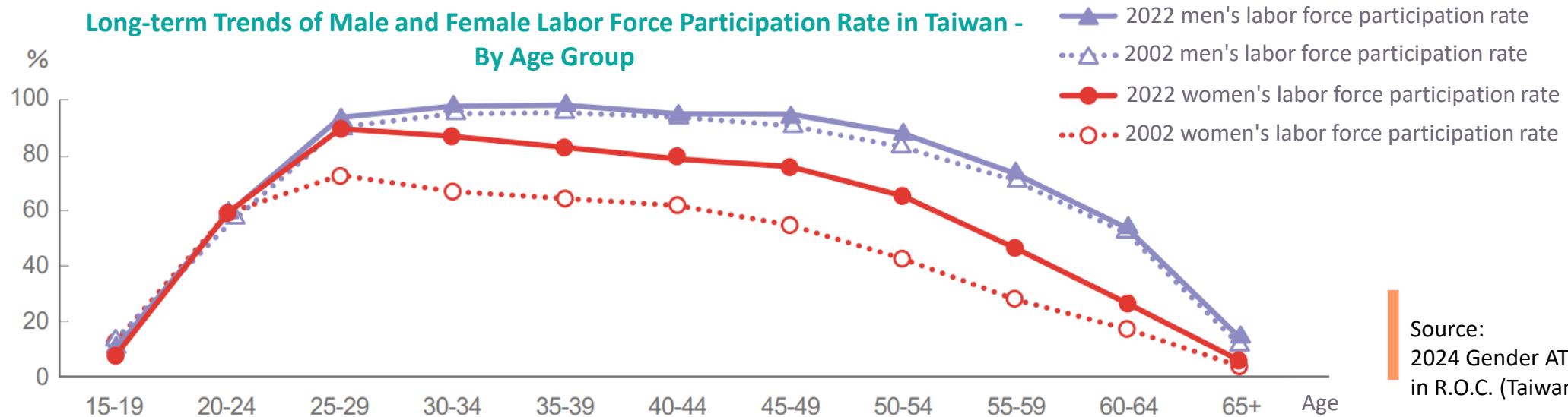
Percentage of Female Directors and Supervisors in Farmers' Associations, Fishermen' Associations and Labor Unions



Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

The Labor Force Participation Rate in the Last 20 Years Has Increased Significantly among Middle-Aged and Elderly Women, but Gradually Declines with Age

- ✓ Over the past 20 years, the labor force participation rate for women has shown a significant upward trend across all age groups, except for the 15-19 and 20-24 age ranges, where rates have decreased or slightly increased due to higher education levels and longer schooling periods.
- ✓ The 50-54 and 45-49 age groups saw higher increases 22.7 and 21.2 percentage points, respectively.
- ✓ The labor force participation rate of middle-aged and elderly women has increased significantly, and the labor force participation rate of women aged 30-34 has also increased 20 percentage points.
- ✓ The female labor force participation rate has decreased for age groups of 30 and above, but the rate of the decrease has slowed.

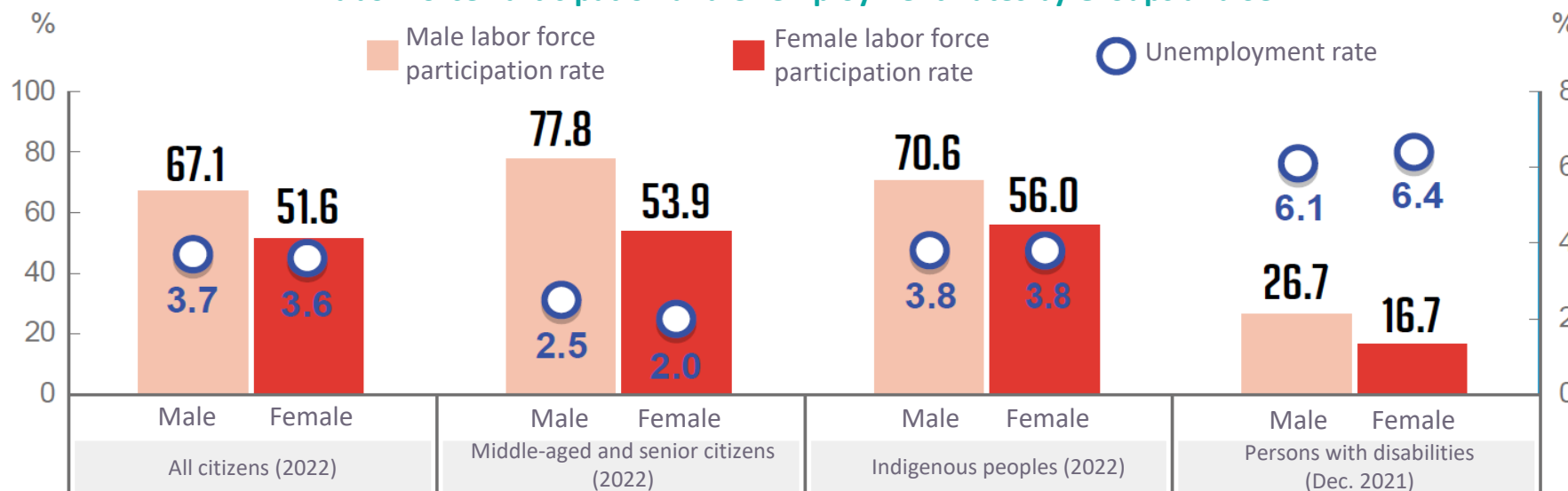


Source:
2024 Gender AT A Glance
in R.O.C. (Taiwan)

The Gender Gap in Labor Force Participation Rate and Unemployment Rate is the Largest for Middle-Aged and Senior Citizens; the Labor Force Participation Rate of Women for Indigenous Peoples is Higher than the National Average for Women; Women with Disabilities Have a Lower Labor Force Participation Rate Compared to the National Average for Women

- ✓ Men’s labor force participation rate is higher than that of women in all groups. The biggest gender gap, of 23.9 percentage points, is among middle-aged and senior citizens. However, the difference is gradually decreasing year over year.
- ✓ In 2022, the labor force participation rate of women for indigenous peoples (56%) and unemployment rate (3.8%) were higher than the national averages for women (51.6% and 3.6%).
- ✓ The labor force participation rate of women with disabilities was 16.7% in December 2021, which is significantly lower than the national average for women. In terms of unemployment rates, the unemployment rate of all people with disabilities is higher than other groups.

Labor Force Participation and Unemployment Rates by Groups and Sex

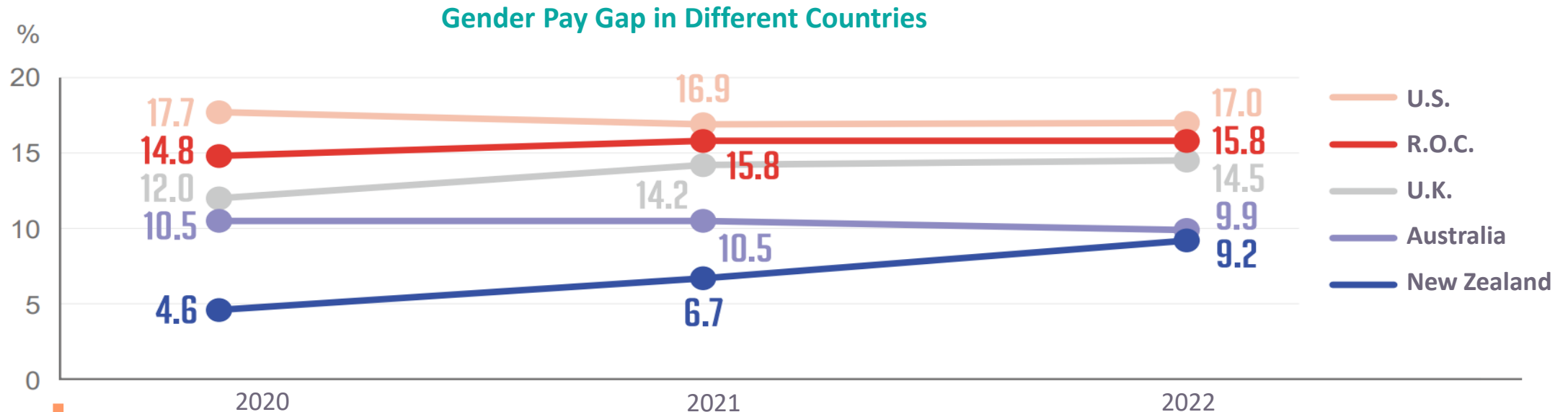


Source:
2024 Gender AT A Glance
in R.O.C. (Taiwan)

Current Status

Taiwan's Gender Pay Gap has been Lower than that of the United States, Japan, and the Republic of Korea in Recent Years

- ✓ In 2022, Taiwan's gender pay gap was 15.8%, the same as in 2021.
- ✓ According to the international gender pay gap information published by the Organization for Economic Co-operation and Development (OECD), Taiwan's gender pay gap is close to the average and lower than that of the United States, Japan, and the Republic of Korea, but higher than countries in Europe such as Belgium, Norway, and Denmark, as well as New Zealand, Australia, and the United Kingdom.
- ✓ **Taiwan's Equal Pay Day for Men and Women in 2024 was February 23, which meant women had to work 54 more days to get equal pay as men.**



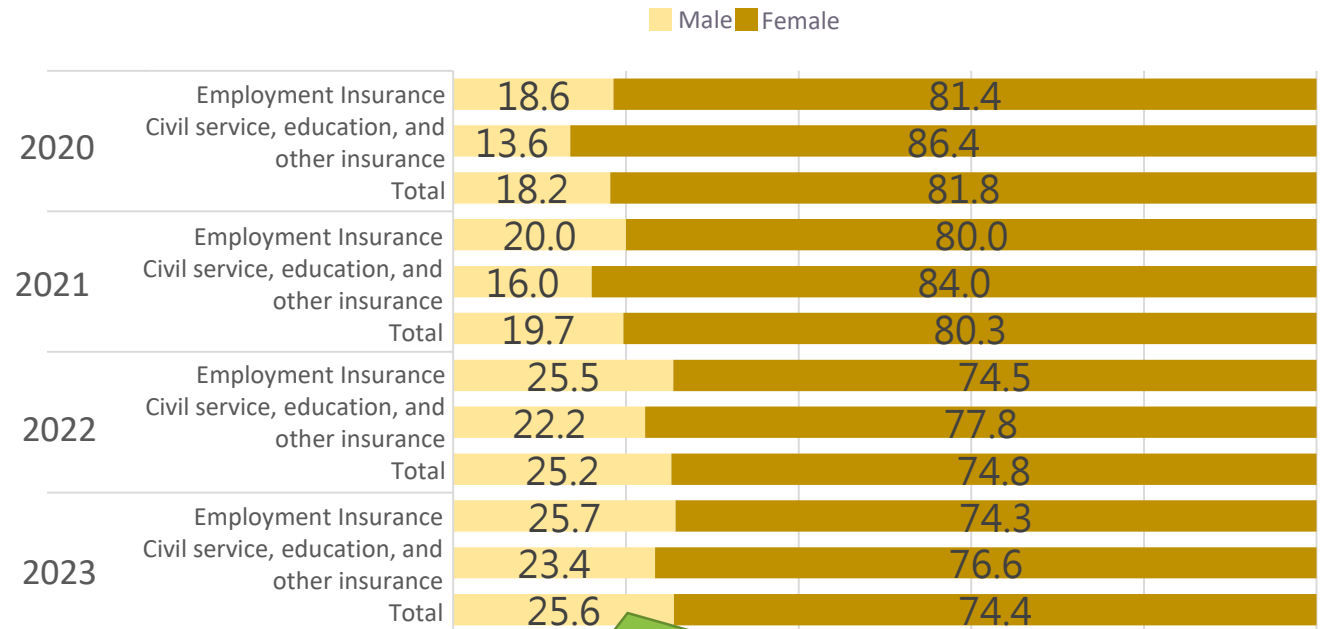
Source: 2024 Gender AT A Glance in R.O.C. (Taiwan)

Current Status

Creating Friendly and Supportive Workplaces

- ✓ Taiwan began incorporating parental leave allowances into social insurance benefits in May 2009.
- ✓ In 2022, "maternity check-up leave" and "paternity check-up and paternity leave" were increased, and the regulations on parental leave without pay were relaxed
 - Amendments to the Act of Gender Equality in Employment and the Employment Insurance Act increased **maternity check-up leave to 7 days**, renamed "paternity leave" to "**paternity check-up and paternity leave**," which was also **extended to 7 days**. To care for children under the age of three, employees working in businesses with fewer than 30 employees can also negotiate with their employers to reduce or adjust their working hours. The regulations on parental leave without pay were relaxed, allowing **couples to apply for parental leave without pay and receive leave allowances at the same time**.
 - Amendments to the Regulations on Retaining Positions without Pay for Civil Servants, the Civil Servant and Teacher Insurance Act, the Act of Insurance for Military Personnel, the Act of Assignment for Officers And Noncommissioned Officers of the Armed Force, and the Act of Military Service for Volunteer Enlisted Soldiers now allow **military personnel, civil servants, and teachers who are spouses to simultaneously apply for parental leave without pay and receive parental leave allowances concurrently**.

Parental Leave Without Pay Allowance Payment Status – Percentage of First-Time Approved Cases by Gender (%)



The number of men is 1.4 times more than in 2020

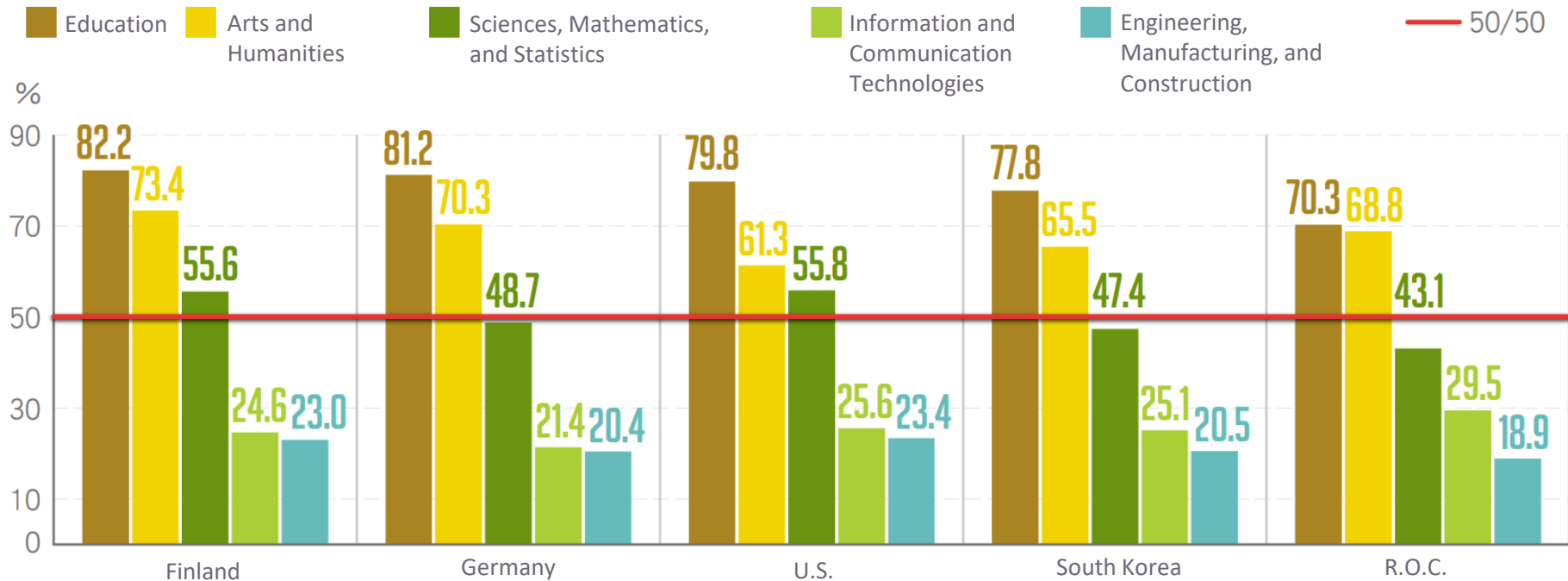
Source: Labor Statistics Website, Ministry of Labor.

- ✓ Starting July 1, 2021, the parental leave without pay allowance was increased from 60% of salary to 80%.
 - An additional 20% of the salary subsidy for parental leave without pay is provided, which is combined with the parental leave without pay allowance. The total can reach 80% of the insured salary replacement rate.

The Higher Education System in Major Industrialized Countries Still Has Remnants of Gender Segregation, with More Men in Science and Engineering and More Women in the Humanities

- ✓ In major countries, female students predominantly enroll in fields such as "Education" and "Arts and Humanities," while their representation in "Information and Communication Technology" and "Engineering, Manufacturing, and Construction" remains low. This indicates that gender segregation in education, "men in STEM, women in humanities," still persists globally.

Percentage of Female Higher Education Graduates in Various Fields in Taiwan (2020) Compared to Major Countries



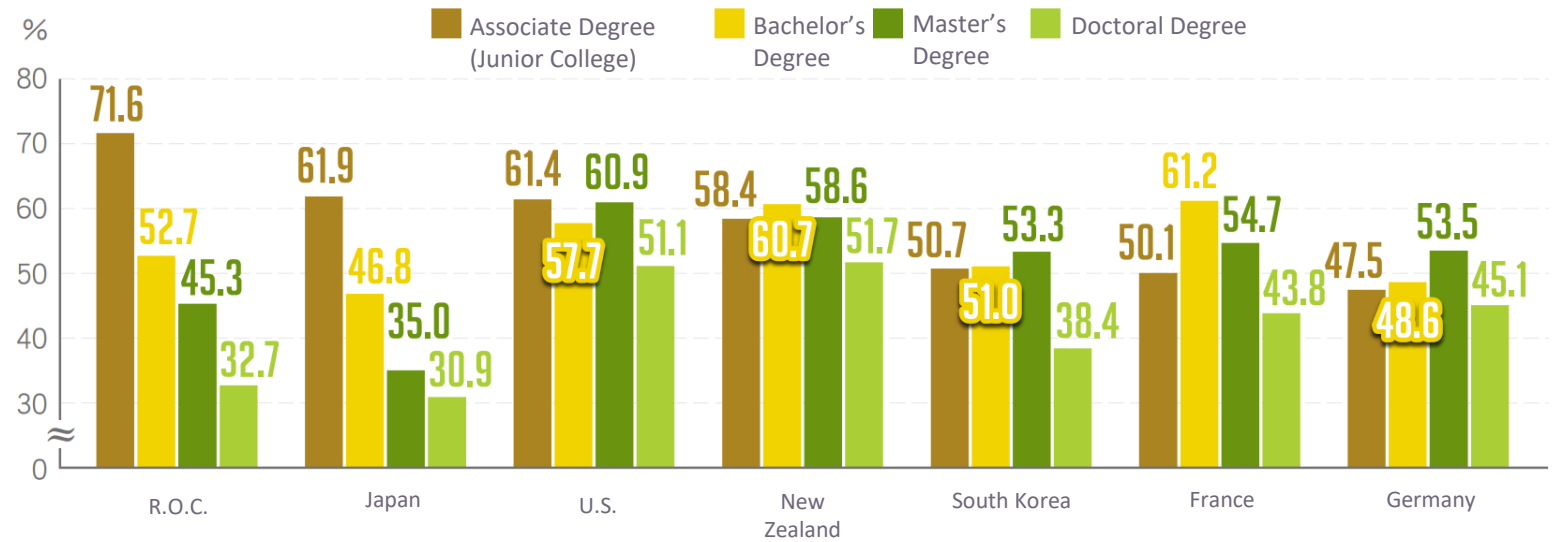
Source: 2024 Gender AT A Glance in R.O.C. (Taiwan)

Current Status

The Proportion of Female Graduates of Higher Education Has Increased, but the Proportion of Female Graduates at Master's and Doctoral Levels Still Lags Behind Other Countries

- ✓ The proportion of women studying in master's and doctoral programs in Taiwan is increasing year by year., Female students accounted for 32.7% of those studying in doctoral programs in 2020.
- ✓ The proportion of female graduates with associate degrees in Taiwan accounted for 71.6%, which is a higher percentage than other major countries. The proportion of female graduates in Taiwan with master's and doctoral degrees was only higher than that of Japan.

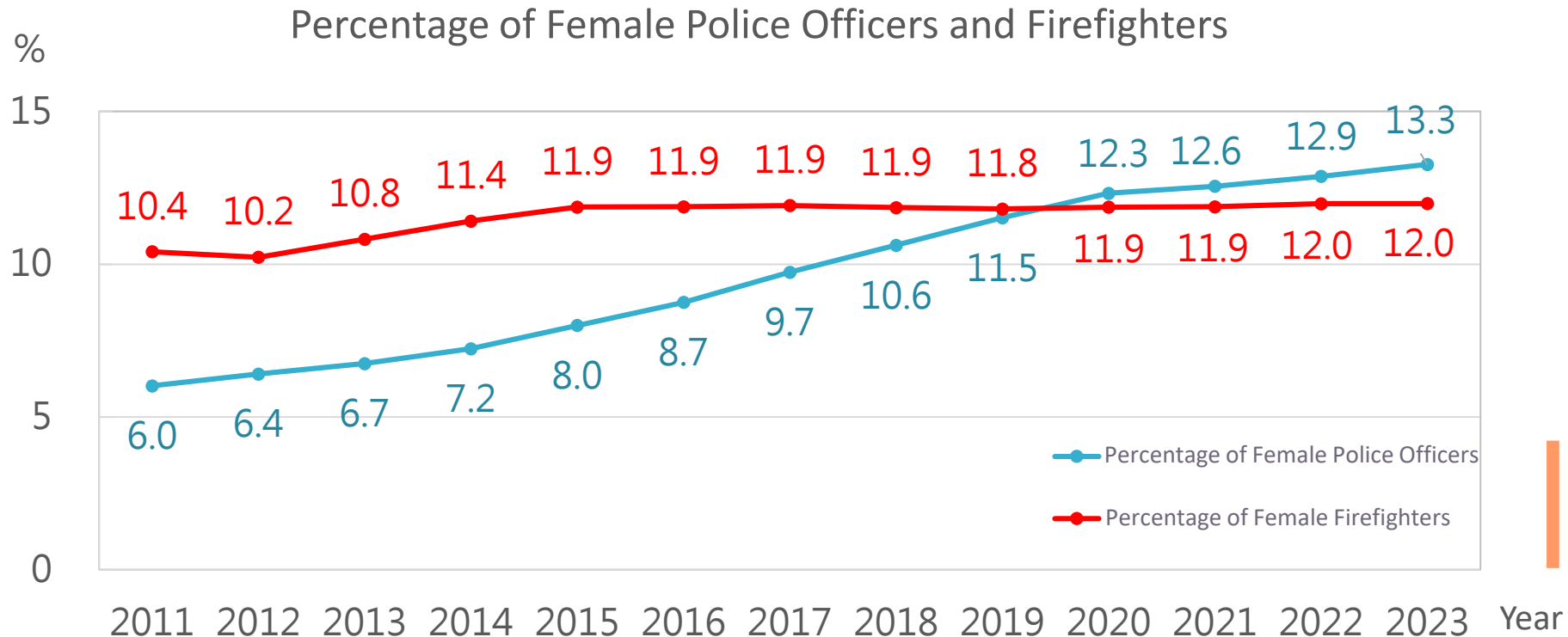
Proportions of Women Higher Education Graduates in Taiwan (2020) Compared to Major Countries



Source:
2024 Gender AT A Glance in R.O.C. (Taiwan)

The Number of Women Serving as Police Officers and Firefighters Has Continued to Increase, with the Greatest Increase Noted in Police Officers

- ✓ There were 9,117 female police officers in 2023 (accounting for 13.3%), increasing 7.3 percentage points from 6.0% in 2011. There were 2,036 female firefighters (12.0%), increasing 1.6 percentage points from 2011.



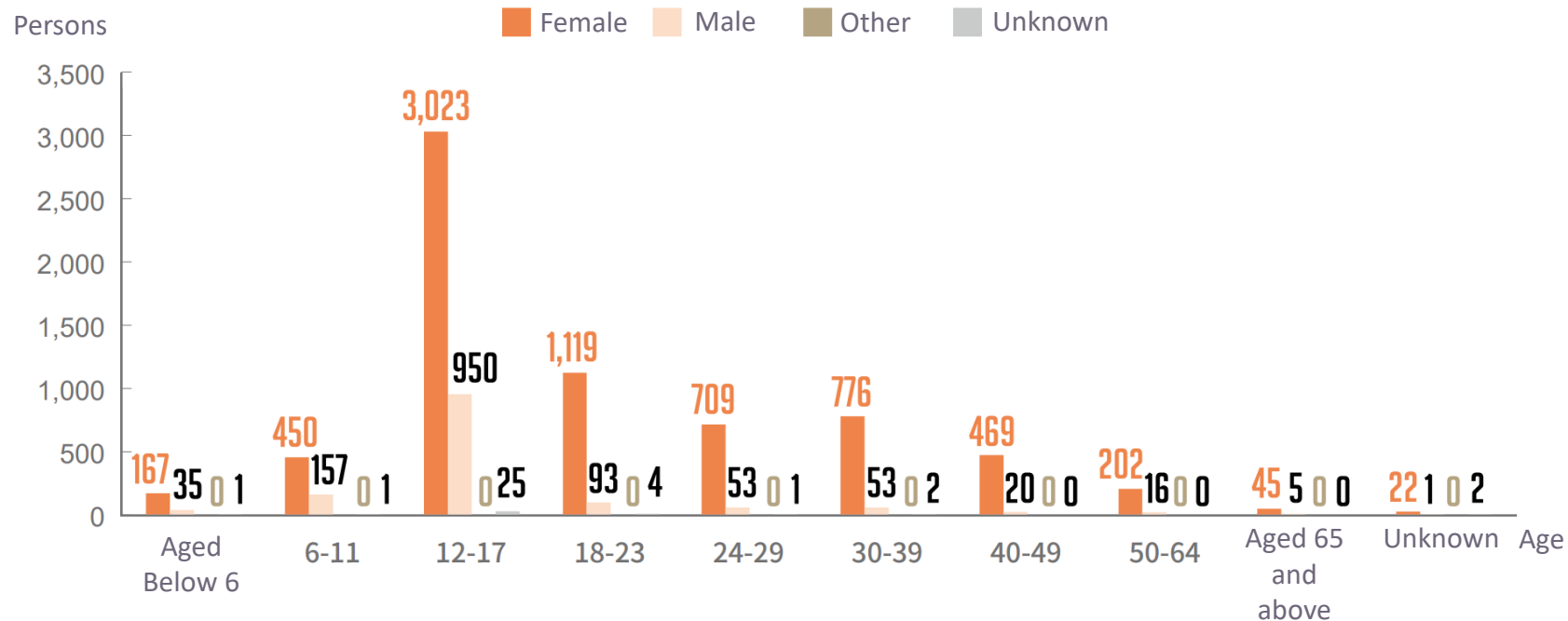
Source: National Police Agency and National Fire Agency, Ministry of the Interior.

Current Status

Over 80% of Victims in Reporting of Sexual Assault Incidents are Female; Majority of Victims are Between the Ages of 12 and 18

- ✓ In 2022, there were 8,401 reported victims of sexual assault in Taiwan, of which 6,982 were female (83.1%), 1,383 were male (16.5%), and 36 were categorized as other (0.4%). By age group, the majority of both male and female victims were aged 12 to under 18 years old.

Overview of Reported Sexual Assault Cases, by Age, 2022

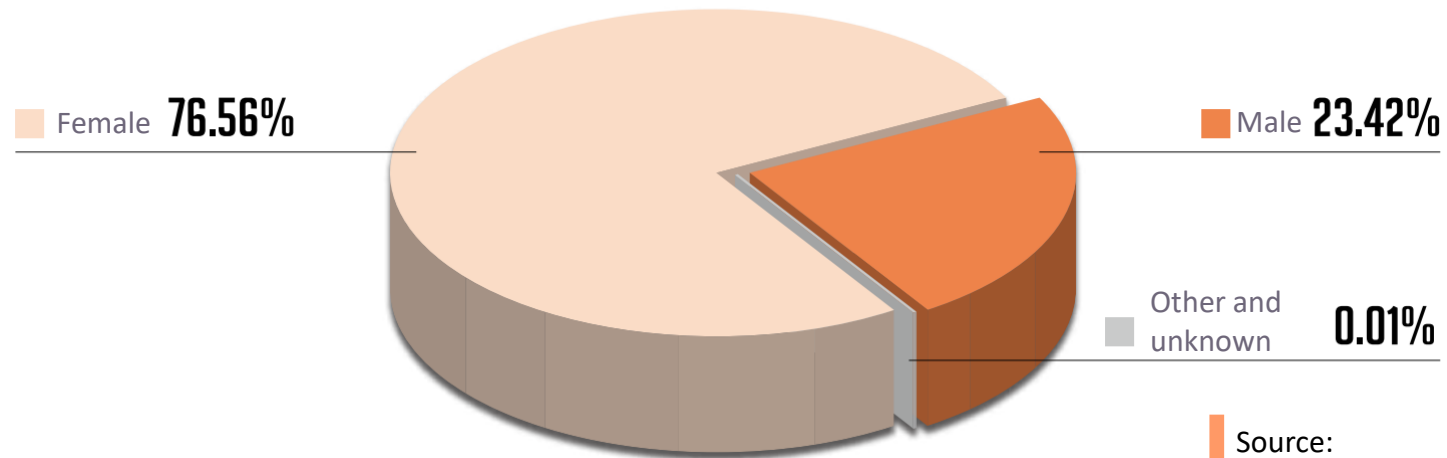


Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

Most Victims of Intimate Partner Violence are Women; Most Cases Involve Spousal Relationships

- ✓ In 2022, there were 56,497 reported cases of intimate partner violence among domestic violence incidents. Of these, 43,255 victims were female (76.56%).
- ✓ Most cases (58%) involved spouses, followed by cohabitants (32%).

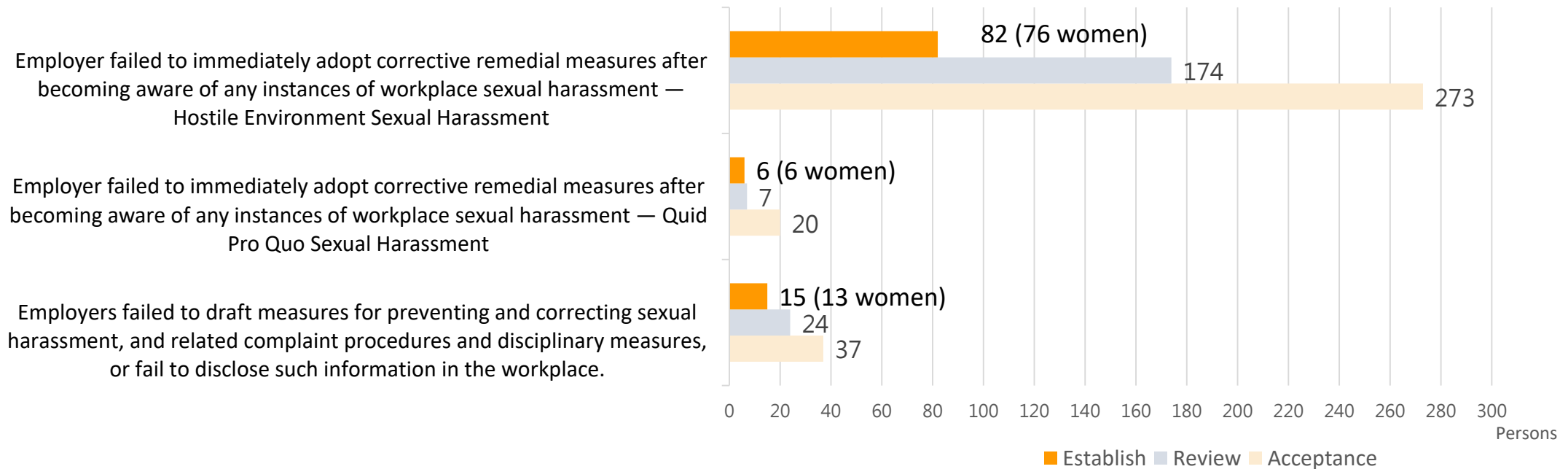
Statistics on Victims of Reported Domestic Violence Cases in Intimate Relationships,
by Sex, 2022



Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

Number of Private Sector Complaints Under the Gender Equality in Employment Act (Sexual Harassment)

- ✓ In 2023, the number of sexual harassment complaints was 290 (260 women). After discussion, the number of established cases was 86 (80 women, accounting for 93%). The major reason was “employer failed to immediately adopt corrective remedial measures after becoming aware of any instances of workplace sexual harassment.”

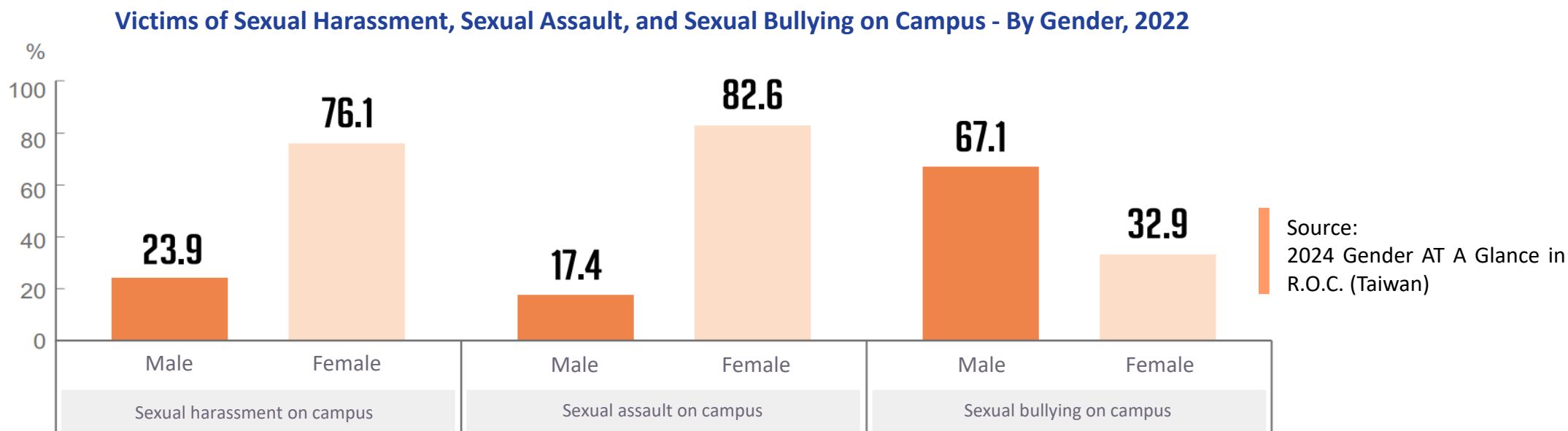


Note: The statistics show the number of complaints to the Labor Bureau, but do not include the number of complaints to the employer (company). Multiple options can be selected for the complaint type. Cases in each year may be evaluated in the following year, so the total number of relevant statistics may not be consistent.

Source:
Ministry of Labor

Of Cases Reported Under the Gender Equity Education Act, Most Victims of Sexual Harassment and Sexual Assault on Campus Are Women; Most Victims of Sexual Bullying on Campus Are Men

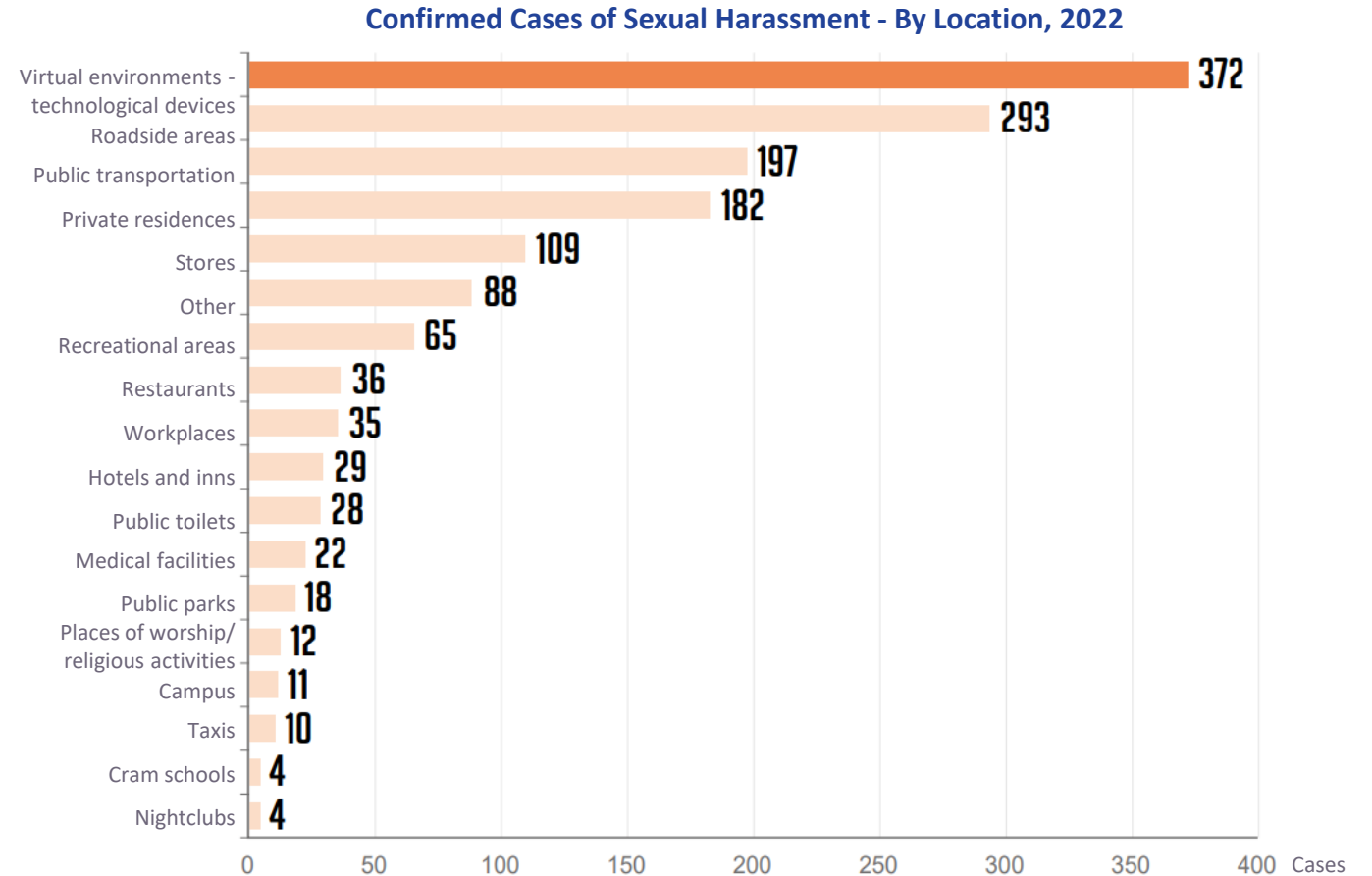
- ✓ In 2022, among reported sexual harassment and sexual assault on campus, female victims accounted for 76.1% and 82.6%, respectively.
- ✓ There were 70 reported victims of sexual bullying in school, 67.1% of which were males.
- ✓ In terms of the identity type of victims of sexual harassment, sexual assault, and sexual bullying on campus, general student account for the highest share, followed by special education students.



Current Status

Around 24% of All Sexual Harassment Complaints Took Place in “Virtual Environments - Technological Devices”

- ✓ In 2022, there are 372 “confirmed” cases of sexual harassment complaints filed under the Sexual Harassment Prevention Act that occurred in “virtual environments - technological devices” such as the Internet and telecommunications devices (accounting for 24.6% of all locations). The number of cases has been on the rise compared to the previous two years.

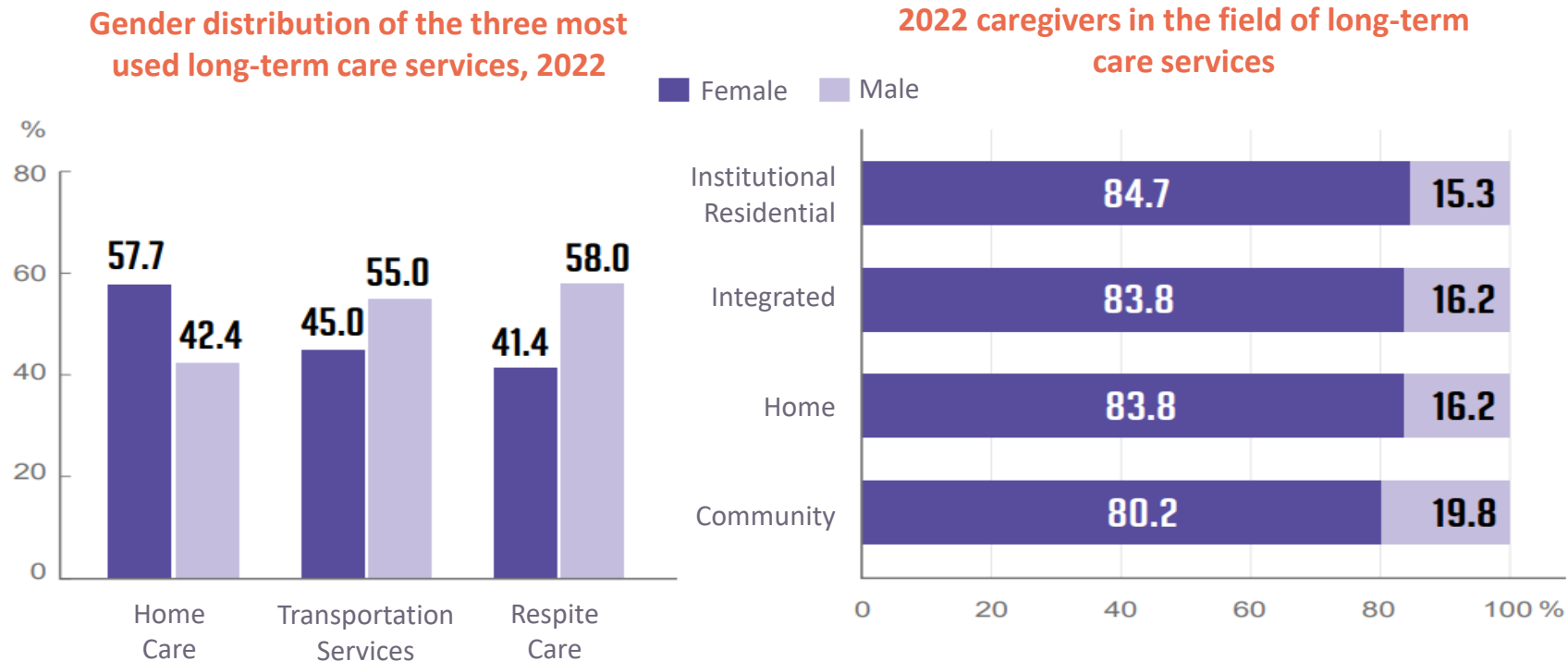


Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

Current Status

The Majority of Long-Term Care Service Users and Givers Are Women

- ✓ As of the end of 2022, among long-term care service users, the largest number of users was observed in home care services, at 294,260 persons, followed by 204,364 users of transportation services, and 144,899 users of respite care.
- ✓ For long-term care service givers in homes, communities, and institutional residential and integrated long-term care institutions, women accounted for more than 80%.



Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

Promote the Publicization of Childcare and Expand Affordable Educational Care Services

Age 0 to 2 (exclusive)

Continue to build public childcare facilities, combine with quasi-public mechanisms, and cooperate with home-based childcare (nanny) and private childcare centers that meet certain conditions

As of the end of December 2023, 99,203 places are available, an increase of 34,183 places from the end of 2018 (65,020 places).

Age 2 to 6 (exclusive)

From 2017 to 2023, public kindergartens have added 3,409 classes (an increase of 83,000 places)

The overall number of places in public kindergartens is about 260,000, and after including quasi-public kindergartens, there are more than 488,000 places (an increase of about 305,000 from 2016)

The kindergarten admission rates for 2-year-old and 3-6 years old (exclusive) reached 52.9% and 90.8%, respectively (showing an increase of 38.2 and 16.4 percentage points compared to 14.7% and 74.4% in 2016, respectively).

In August 2022, the childcare allowance was increased to NT\$5,000. Starting in January 2023, the means-testing requirement and the condition that subsidies are only provided for children aged 5 for pre-elementary school enrollment were removed.

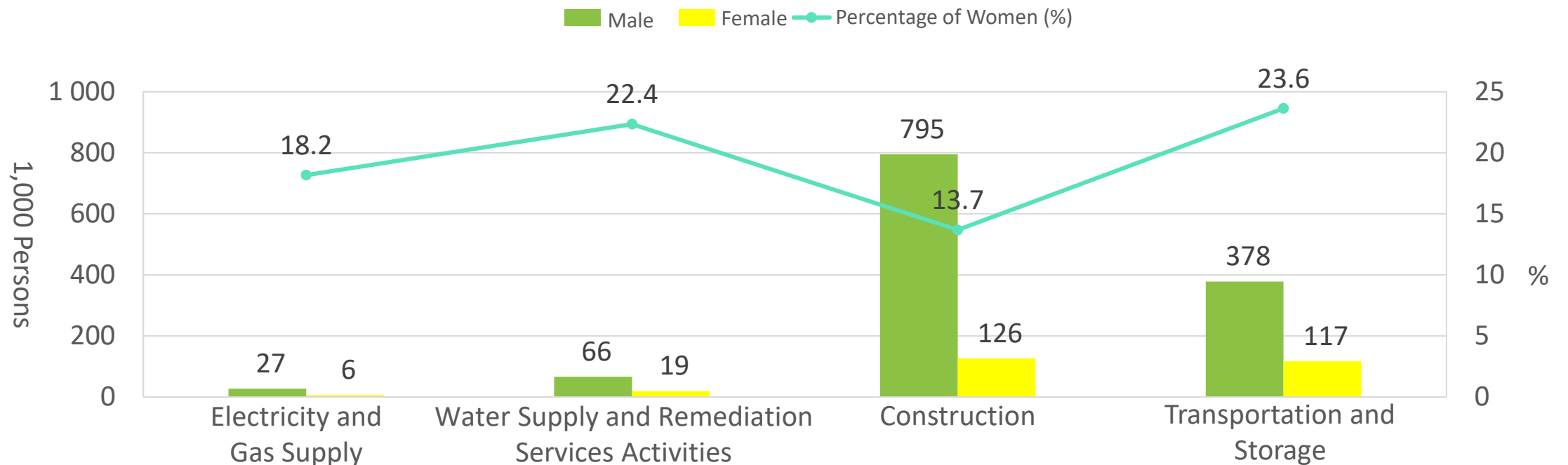
Starting in 2024, childcare subsidies have been increased. For those using public childcare institutions, the monthly subsidy has been raised from NT\$5,500 to NT\$7,000. For quasi-public childcare, the subsidy has been increased from NT\$8,500 to NT\$13,000.

Current Status

Female Participation in the Environment, Energy, and Technology Fields is still Low

- ✓ In 2023, the proportion of women employed in the electricity and gas supply industry, water supply and remediation industry, construction industry, and transportation and storage industry did not exceed one-quarter.

Environment, Energy, and Technology Employment Status, 2023



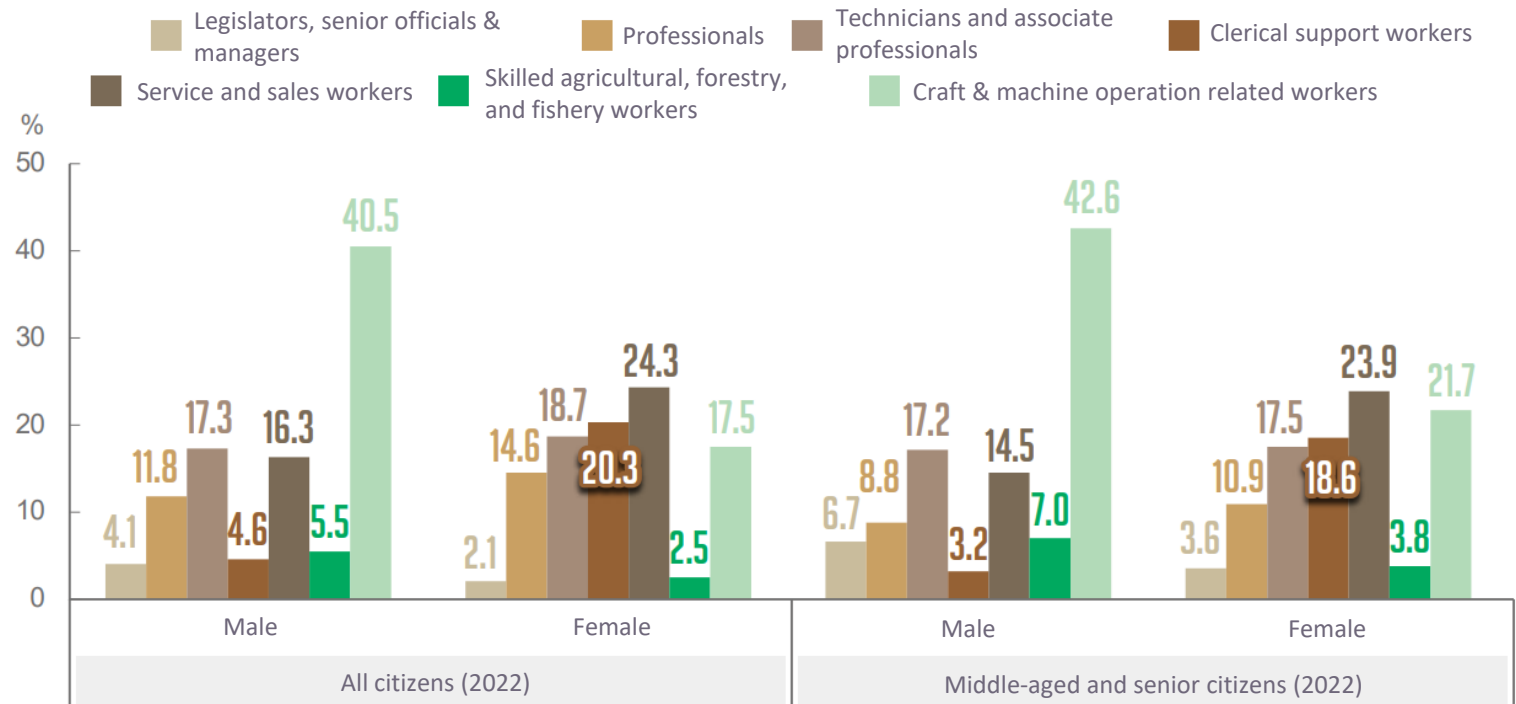
Source: Statistics Section of the Directorate-General of Budget, Accounting and Statistics, Executive Yuan

Current Status

Men Tend to Work as “Craft & Machine Operation Related Workers,” while Women Are Mainly “Service and Sales Workers”

In 2022, according to Taiwan's employment by occupation, the largest proportion of men (40.5%) were "craft & machine operation related workers," while the largest proportion of women (24.3%) were "service and sales workers."

Gender Statistics of Employed Persons from Different Groups by Type of Occupation



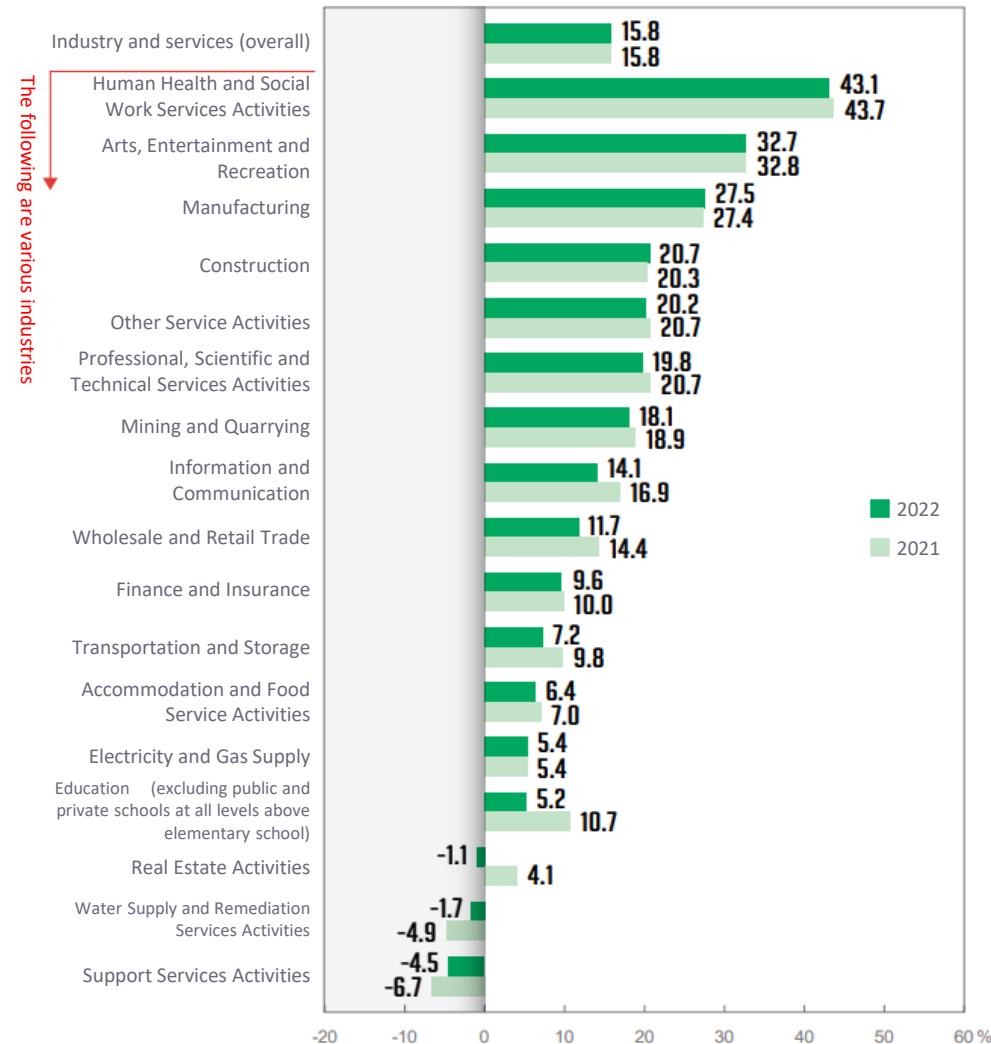
Source:
2024 Gender AT A Glance in R.O.C. (Taiwan)

Current Status

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

In 2022, Taiwan's gender pay gap data for non-agricultural employed people showed that in human health and social work activities, arts, entertainment and recreation, manufacturing, construction, other service activities, and professional, scientific and technical activities, men's average wages are still higher than those of women and the gender pay gap is higher than (or near) 20%.

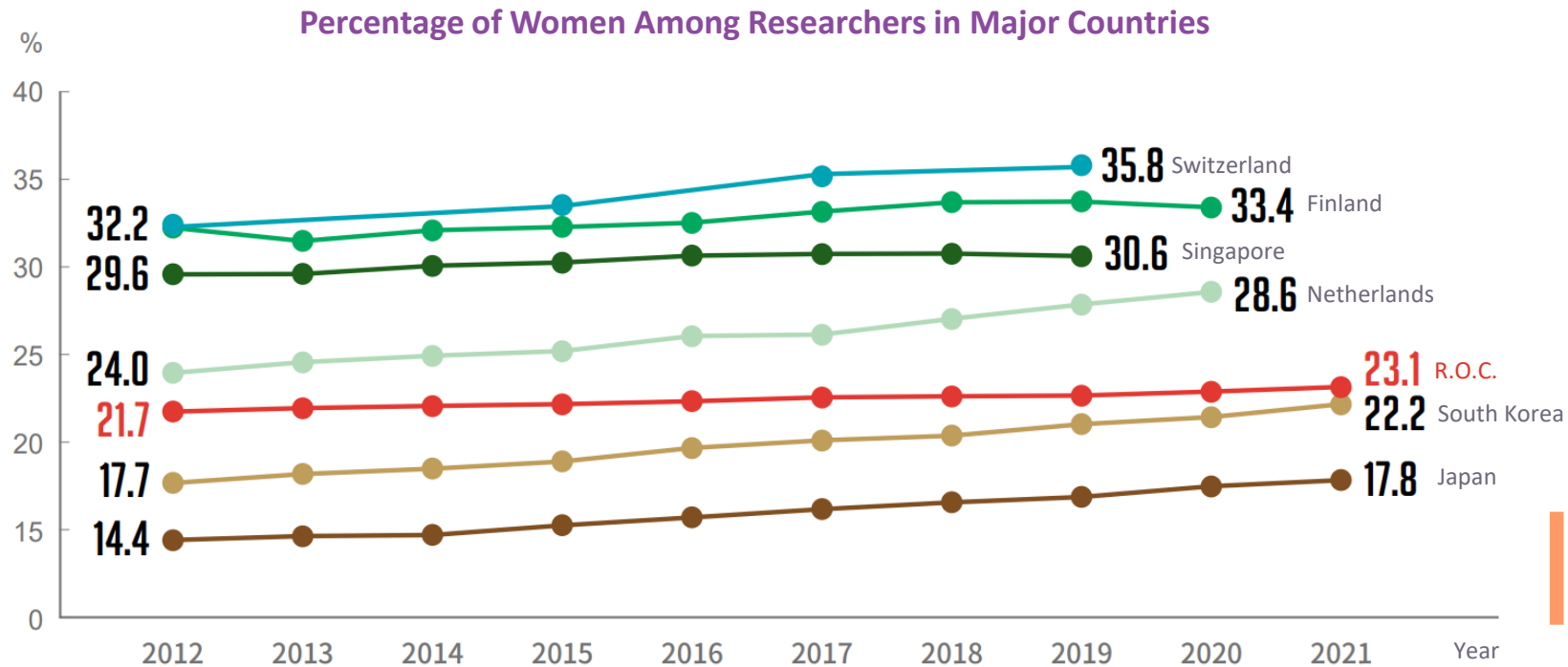
Gender Pay Gap of Non-Agricultural Workers by Occupation



Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

The Percentage of Female Researchers in Taiwan, Japan, and the Republic of Korea is Lower Than 30%

- ✓ In 2021, women accounted for 23.1% of researchers in Taiwan. Among other major industrialized countries, Switzerland had the highest percentage of female researchers at 35.8%, followed by Finland at 33.4%, and Singapore at 30.6%. Apart from Singapore, the percentage of female researchers in other major Asian countries such as Taiwan, Japan, and the Republic of Korea all fell short of 30%.



Source:
2024 Gender AT A Glance in
R.O.C. (Taiwan)

Challenges of Gender Equality Promotion in Taiwan



Power, Decision-making, and Influence

- The gender imbalance in important decision-making positions in the public sector such as cabinet members, politically appointed officials, and justices still requires improvement.
- The proportion of female directors at TWSE- and TPEX-listed companies is far behind that of men.



Employment, Economy, and Welfare

- There is a clear gap between women's labor force participation rate and average salary compared with men.
- Most of the applications for parental leave without pay are from women.
- The gender-stereotyped division of housework.



Education, Media, and Culture

- Remnants of gender segregation, with more men in science and engineering and more women in the humanities.
- The proportion of female graduates with master's and doctoral degrees in Taiwan still has space to improve.
- Gender stereotypes in media and culture



Personal Security

- Cases of internet and physical gender-based violence continue to increase.



Health and Medical Care

- Imbalance of the sex ratio at birth.
- The average unhealthy life expectancy of women is higher than that of men.
- Increased maternal mortality rate
- Assisted Reproduction Act - Surrogate mother controversy



Environment, Energy, and Technology

- Gender pay gap created by occupational segregation.
- The gender friendliness of environments and spaces needs improvement.
- Insufficient application of gendered innovations.

Challenges of Gender Equality Promotion in Taiwan – Gender stereotypes

- Women are weaker and are suitable for nursing, comforting, serving, leading major celebration activities, secretarial work, answering the phone, cooking and volunteering, etc. They are not suitable for labor-intensive physical work.
- Uniforms for female employees can only be skirts, and they cannot wear trousers like men.
- "Help" my wife with housework.



Gender stereotypes

- Women should stay at home to raise children and take care of the family
- Women are not allowed to participate in rotating shifts, day shifts, duty shifts, and night shifts to protect women.



Restrictions on women's right to work

- Describing women based on their appearance, whether positively or negatively, often involves terms like "beautiful policewoman," "femme fatale," "the most venomous is a woman's heart," and "beauty is the cause of disaster."



Objectification of women

- Our agency's regulations and planning services are applicable to both men and women, regardless of gender.



Other

Current Work Focuses

To ensure that people of all genders can enjoy freedom, autonomy, and substantive equality in development and opportunities, while fostering a respectful, inclusive, and gender-friendly society, the Executive Yuan is actively promoting the following initiatives:

Promote gender equality policy guidelines and important issues

Implementation of the three acts on gender and prevention of sexual violence

Integration and application of the various tools for gender mainstreaming

Integration of central and local resources

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

Keep up with international trends

Promoting Gender Equality Policy Guidelines and Structure of Important Issue Policies

Gender Equality Policy Guidelines

Yuan-level issues (6 items)

- Facilitating gender equality in participation in decision making in public/private sector
- Raising women's economic power and establishing gender friendly workplaces
- Elimination of gender stereotypes, biases and discrimination
- Preventing digital/online gender based violence
- Facilitating gender equality among health and care workers
- Creating an environment and technological innovations with a gender perspective

Ministry-level issues

(Each ministry proposes 3-6 items)

Establish
performance
indicators
and specific
practices for
each issue

Ministerial Gender Equality Promotion Plan (2022 to 2025)

Promotion of gender equality policy guidelines and promotion mechanisms of important issues

Based on the policy objectives of the Gender Equality Guidelines

Use gender mainstreaming tools to formulate promotion plans for each ministry

Each ministry formulates a promotion plan

Contains key performance indicators - "Yuan-level" and "ministry-level" issues

Regular follow-up and management	Regularly report on the handling status and implementation results to the ministry task force, gender equality committee division of labor group and pre-meeting consultation meetings.
Rolling amendments and report publication	Each ministry reviews its implementation results, makes rolling amendments, refines key tasks and objectives, and publishes annual progress reports on the gender equality section of their respective websites.
Incorporation into ministry guidance and evaluation	Incorporate the annual performance report into the ministry guidance and evaluation indicators to evaluate the implementation effectiveness of each ministry.




Integration and application of the various tools for gender mainstreaming

Strengthen the integrated use of various gender mainstreaming tools. Through systems, developing tools, and participation in deliberations, guide agencies in implementing gender mainstreaming tools to gradually achieve the objectives outlined in the Gender Equality Policy Guidelines and realize gender equality.


1

Implementation Highlights



Gender Equality Accountability Mechanisms

- ◆ Supervise ministries in implementing the Gender Equality Policy Guidelines and addressing key gender issues, with these tasks incorporated into the guidance and evaluation plan indicators for follow-up.
- ◆ Assist and supervise ministries in strengthening the mechanisms and functions of the gender equality task force, and actively guide ministries in executing its tasks and work.
- ◆ Track the implementation of CEDAW's concluding observations by ministries and incorporate important work into the rolling amendment of the ministries' annual promotion plan.
- ◆ In December 2020, points 4 and 6 of the "Operating Principles for Gender Equality Task Forces of Various Ministries" were revised to add negative qualifications for members and adjust the tasks of the task force in conjunction with the promotion process.



Integration and application of the various tools for gender mainstreaming

Implementation

Highlights




2





**Gender
impact
assessment**

- ◆ In October 2019, the gender impact assessment system was refined, with key revisions including: 1. Streamlined processes by categorizing and evaluating projects based on their relevance to gender. 2. Strengthened guidance on identifying gender issues and formulating gender goals. 3. Added the "gender consultant" system to strengthen the inclusion of gender perspectives in the early stages of planning and bill of act drafting. 4. Expanded procedural participation by public sector gender equality experts.
- ◆ In March 2022, the "Second Phase of Gender Impact Assessment Implementation" was launched. Building on existing requirements for conducting gender impact assessments for medium- and long-term projects and bill of act cases, the scope was expanded to include "international treaties, agreements, and cross-strait, Taiwan-Hong Kong, and Taiwan-Macao agreements" (with documents provided for reference and use). Additionally, a pilot program was introduced to assess "guidelines, white papers, and project plans approved by the Executive Yuan" (with the implementation status to be evaluated in 2024 based on pilot results).



Integration and application of the various tools for gender mainstreaming

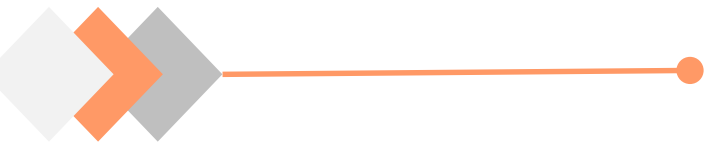


Implementation Highlights




Gender statistics 3

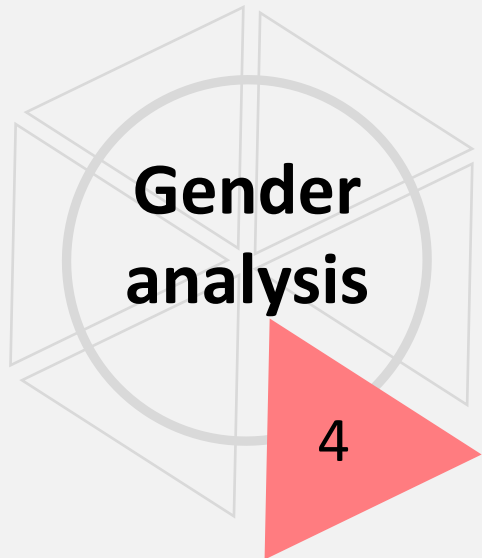
- ◆ Establish a "Major Gender Statistics Database" to provide access to key indicators, regularly adjusting its content in line with international gender equality development trends. Guide agencies to enhance the use of gender statistics and analysis to identify and address gender-related issues.
- ◆ Since 2019, the Chinese and English version of "Gender at a Glance in R.O.C. (Taiwan)" has been compiled every year, including the Gender Inequality Index (GII) compiled by the United Nations and the Gender Gap Index (GGI) compiled by the World Economic Forum for international comparison, and more than 40 selected items with reference to international trends and important gender issues. Each indicator uses simplified statistical charts and analysis to present the current status and trends of important gender issues in Taiwan.
- ◆ In 2023–2024, the "Executive Yuan Ministries Gender Statistics Enhancement Plan" was proposed. This plan consolidates four areas of gender statistics yet to be fully established: key international gender statistics, gender statistics recommended by CEDAW international review committee members and private organizations, statistics on gender-based violence, and gender statistics on disadvantaged groups. The initiative aims to guide agencies in gradually enriching gender statistics to support government decision-making.



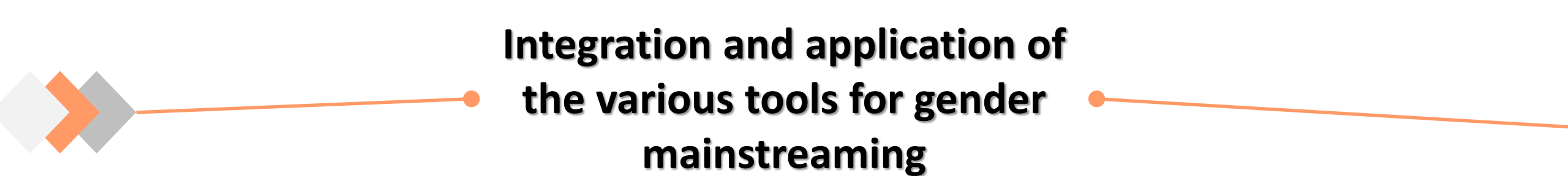
Integration and application of the various tools for gender mainstreaming



Implementation Highlights



- ◆ The "Gender Analysis Reference Manual - Concepts and Practices Used in Gender Impact Assessment" was published in 2020 to strengthen the process of applying gender impact assessments and improve the quality of assessments.
- ◆ Established a "Gender Analysis" section to collect excellent cases of gender analysis for use as learning reference. Regularly conduct "Gender Analysis Workshop" education and training to assist central ministries and county and municipal governments in integrating and applying gender mainstreaming tools.
- ◆ In 2021, the "Taiwan-Canada Gender Analysis and GBA+ Seminar" was held for the first time with the Canadian Trade Office in Taipei to enhance agency personnel's gender awareness and ability to apply gender analysis.



Integration and application of the various tools for gender mainstreaming


Implementation Highlights



Gender awareness training

5

- ◆ **Use gender equality guidance and evaluation mechanisms to strengthen the implementation of gender mainstreaming training in various agencies**
 - General civil servants should receive more than 2 hours of course training every year.
 - General civil servants who handle gender equality matters should receive more than 6 hours of advanced course training every year.
 - Politically appointed officials should receive course training or participate in gender equality-related meetings every year.
- ◆ **Continuously develop various gender equality teaching materials**
 - In 2022, "Taiwan's Gender Equality Policy Platform and Important Issues," "Women and the Economy," "Gender Stereotypes-New Views of Masculinity," "Why Do We Need Feminism?" were produced, as well as "Understanding Transgender People and Their Situations."
 - In 2023, the production of three digital teaching materials: "Discussion on Gender Issues During Disasters", "Gender Equality and Media Literacy", and "Creativity for Gender Equality", was planned.
- ◆ **In 2024, the "Gender Equality Training Program for Agencies" was implemented. It included a comprehensive review of past outcomes, an expansion of the training's scope (covering agencies and participants), and an enhancement of course content, guiding agencies in strengthening their training efforts and integrating the program with the CEDAW education and training plan.**



Integration and application of the various tools for gender mainstreaming

Implementation Highlights

- ◆ Since 2009, Taiwan has practiced gender budgeting, which has been reviewed from a wider perspective by various agencies and reorganized in 2019. Gender budgeting is currently exercised along with gender impact assessments, various policies and regulations pertaining to gender equality and the promotion of gender mainstreaming tools. The budget is requested to be adequately allocated in accordance with expected gender goals and correspondent strategies. Status of follow ups starting in 2021.
- ◆ Regularly prepare and publish an overview of the annual gender budgeting and implementation status for the Executive Yuan and its affiliated ministries. The information is made publicly available in the "Gender Budgeting Section" on the Gender Equality Committee's website of the Executive Yuan. Additionally, assist local governments in gradually establishing gender budgeting systems through local guidance, incentives, and training mechanisms.
- ◆ Attended the 8th Annual Meeting of the OECD Senior Budget Officials' Gender Budgeting Network in 2024 to engage in discussions and exchanges with other countries on related systems.



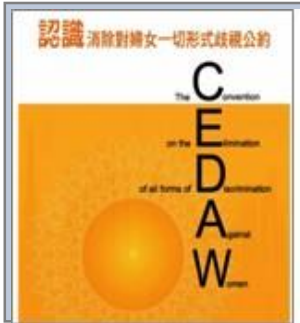
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**Gender
budgeting**

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

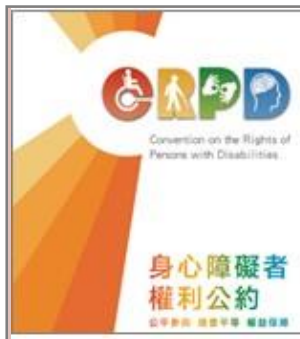
Handle CEDAW and Human Rights Convention-Related Promotion



National review: Establish a reporting system for eliminating all forms of discrimination against women, provide a national report every four years, and invite all relevant experts and representatives of non-government organizations to peruse such report. The government shall, based on the comments and suggestions so provided, review the current circumstances and draw up subsequent resolutions.



Regulatory review and follow up: Conducted inspections of general regulations No. 34 to 37 of CEDAW and convened project review meetings, identifying a total of 39 CEDAW violations. Non-compliant regulations remain under follow-up and management for amendment (10 cases as of May 2024), including Article 288 of the Criminal Code on abortion and the Genetic Health Act.



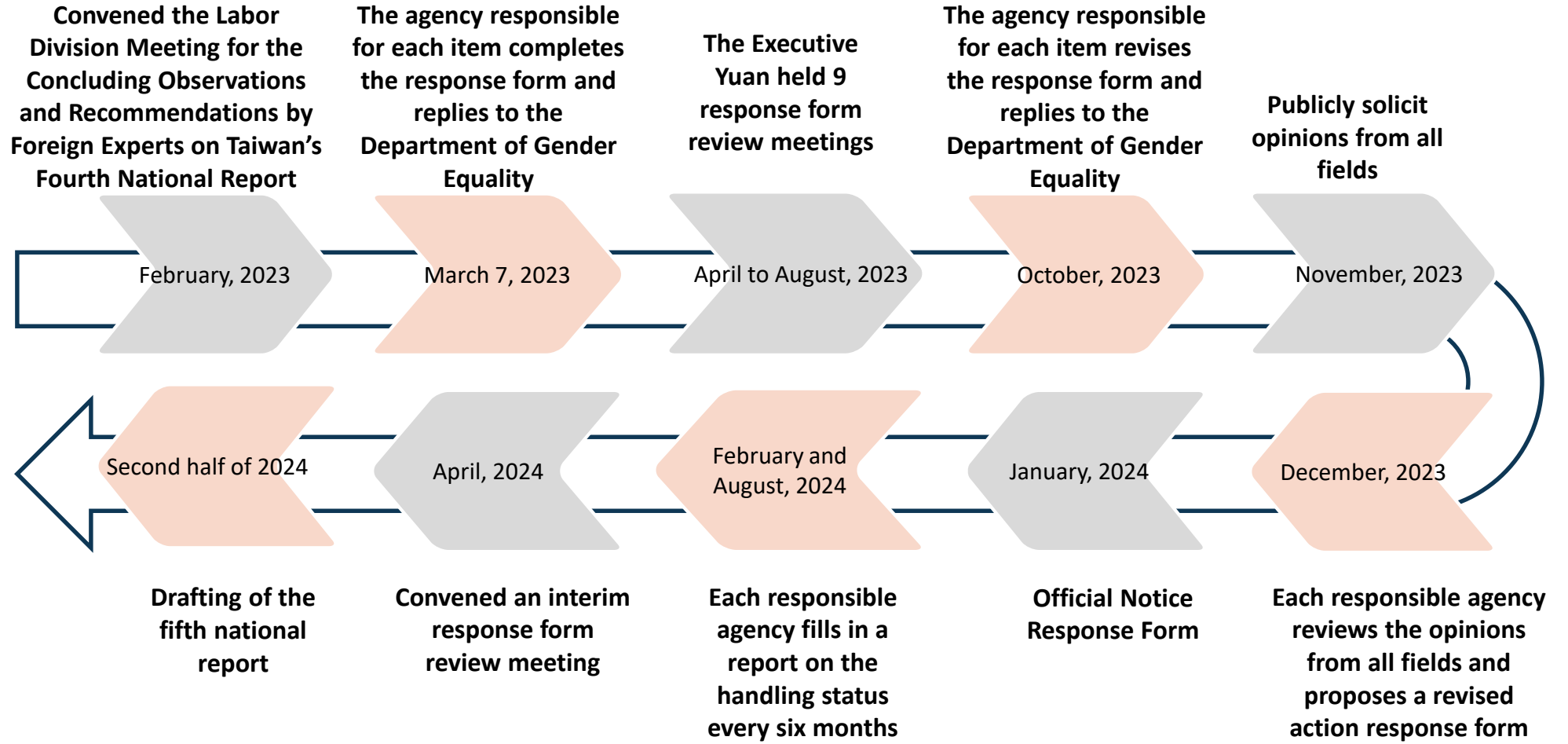
CRPD related work items: In response to Concluding Observation No. 43 of the second national report on the Convention on the Rights of Persons with Disabilities, regarding the protection and promotion of rights of women with disabilities, ministries are tasked with planning and overseeing the improvement of relevant surveys and statistics, as well as proposing measures in areas such as participation in social life, personal safety, reproductive health and medical care, education, employment participation, and social security.

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

Concluding Observations and Recommendations on Taiwan's Fourth National Report

December, 2022

Completed the CEDAW Fourth National Report International review and conducted follow-up on 86 concluding observations and recommendations.



Implementation of the Three Acts on Gender and Prevention of Sexual Violence

-- Promotion Highlights of the Three Gender Equality Acts

Strengthen the promotion of laws

Produce educational materials for use by various sectors and conduct comprehensive promotion of prevention regulations through diverse channels such as media, the internet, internal communication within public and private sectors, and meetings. Additionally, conduct public awareness surveys to assess the level of understanding.

Complete Education and Training

Establish teaching materials and teachers to implement the obligations of providing prevention education under the three acts for sexual harassment prevention in public and private sectors. Strengthen related educational training to comprehensively enhance prevention concepts and gender equality awareness.

Establish complaint handling guidelines and consultation

Establish clear guidelines on complaint handling procedures and prevention obligations for organizations of different sizes. Provide consultations and case studies as references to assist organizations in realizing effective handling.

Development of Professional Knowledge

Systematically develop the skills and competencies of personnel responsible for receiving and investigating sexual harassment complaints to enhance case handling capabilities. Conduct training programs for investigators and establish a talent pool for investigation personnel.

Incorporate assessment and inspection

Include related implementation status into routine guidance evaluation items or key focus areas of labor inspections to strengthen the supervisory mechanism.

Prevention of Sexual Violence

Preventing digital/online gender based violence

Consolidate relevant legal sources and amendments

Conduct education and promotion

Conduct prevalence investigations and establish investigation statistics

Develop the "National Action Plan for Gender-Based Violence Prevention (2025-2027)"

Develop a draft of the plan and hold review meetings and public hearings to elaborate on the plan content.

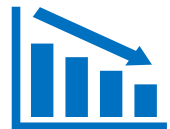
Promote the protection of the rights and interests of LGBTI people



Protection of the rights of gay, transgender, and intersex people



Protection of same-sex marriage rights



Living Condition Survey for LGBTI People and Telephone Poll on Gender Equality



Incorporate LGBTI friendliness in ministerial gender equality promotion plans



▲ According to the 2024 survey: 69.1% of the public agree that "same-sex couples should have the right to legally marry," showing an increase of 31.7 percentage points compared to before the passage of the same-sex marriage legislation.

Central Ministries and Local Governments Provide Guidance and Assessments

Approval by letter for the evaluation incentive plan

Since 2015, the Executive Yuan has issued the "Guidance, Evaluation, and Incentive Plan for Gender Equality Initiatives by Agencies under the Executive Yuan" and the "Guidance and Incentive Program for Promoting Gender Equality Initiatives by Special and County (City) Governments" every two years. These plans provide a basis for guiding, evaluating, and rewarding ministries and local governments, encouraging agencies to actively promote gender equality initiatives.

Improvement of ministry affairs guidance

For ministries with unsatisfactory evaluation results (receiving a "Grade B" or "No Grade" in the past two consecutive evaluations), provide guidance to the Gender Equality Task Force of the reporting ministry or convene special meetings. Engage with committee members to discuss and refine strategies with the aim of enhancing the overall effectiveness of gender equality initiatives within the ministries.

Municipal government visits and guidance

Taking into account the varying resources and progress in promoting gender equality among local governments, the Department of Gender Equality of the Executive Yuan provides regular consultation and guidance, organizes periodic exchange activities, and develops individualized support strategies for counties and cities lagging in progress. Through on-site guidance, training sessions, and hands-on implementation steps, the Department assists local governments in strengthening their promotion mechanisms and enhancing their operational capacity.

Central Ministries and Local Governments Provide Guidance and Assessments

Commendation for excellent performance and experience sharing

- The Golden Carnation Award is presented as encouragement, with outstanding and rapidly improving agencies from various groups invited to share and exchange their experiences. Relevant video records are created to facilitate benchmark learning, thereby motivating ministries under the Executive Yuan and local governments to actively advance gender equality initiatives.
- Organize experience-sharing meetings for senior officials, gender equality task forces, and committees from various ministries, special (Executive-Yuan-governed) municipalities, and county (city) governments. These sessions aim to foster partnerships between government agencies and gender equality committee members, inspire agencies to integrate gender perspectives into their operations effectively, and extend and deepen these practices across units and affiliated organizations.

Planting the roots and expanding outwards

Through guidance, evaluation, and incentive programs, encourage agencies to continuously improve their promotion of gender equality initiatives. It includes establishing dedicated gender equality mechanisms, promoting initiatives to local governments or through inter-agency collaboration, leveraging diverse channels and policy tools for promotion, implementing gender mainstreaming, and utilizing relevant tools. These efforts aim to root and expand gender equality within the operations of all agencies.

Encourage the Promotion of Gender Equality by the Private Sector

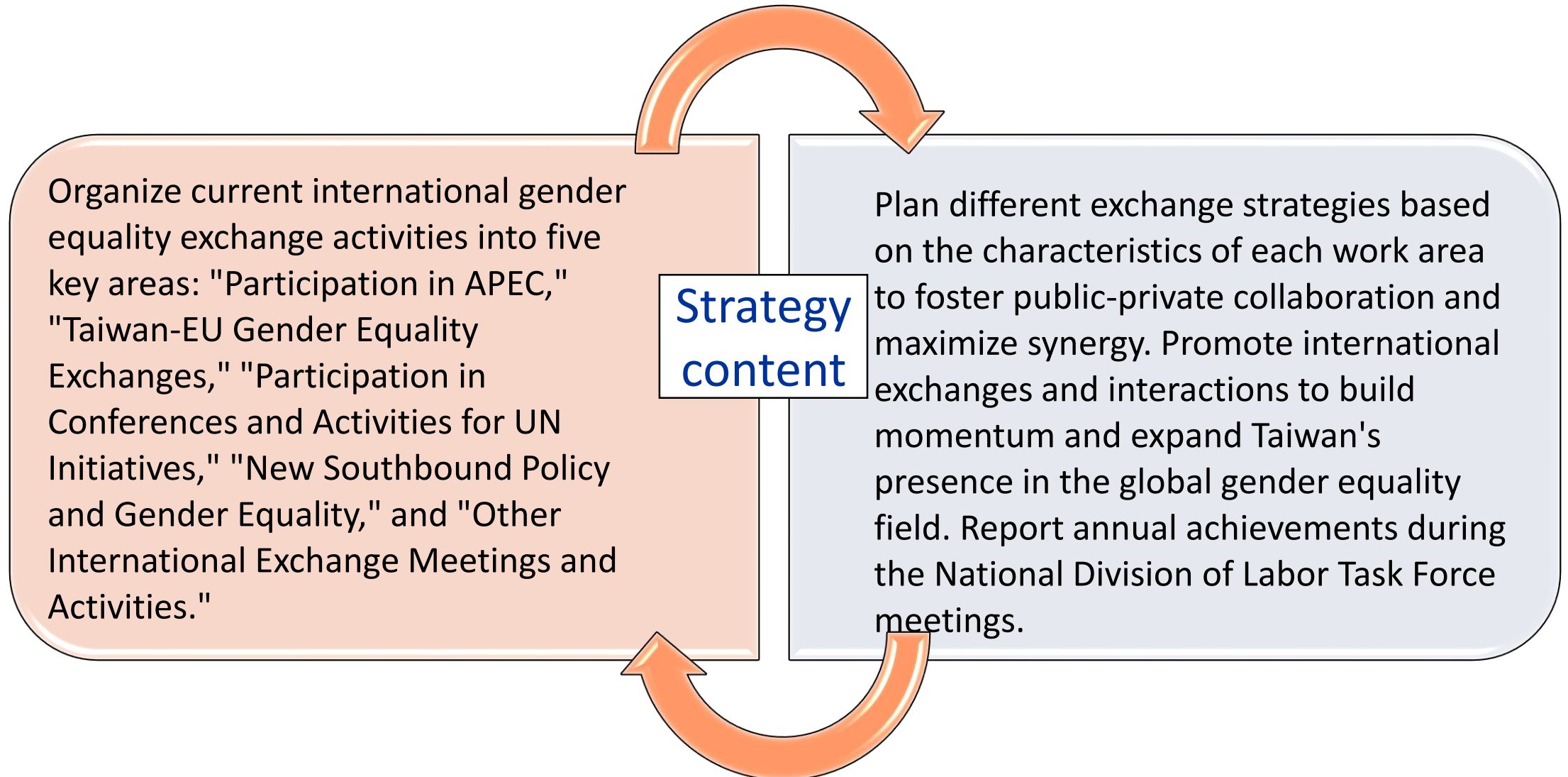
Promotion of
public-private
cooperation
courses

- Produced a "Gender-Friendly Workplace Promotional Video" and co-organized public-private cooperation-themed courses on gender equality with the Civil Service Development Institute.

Commissioned
study
development
strategies

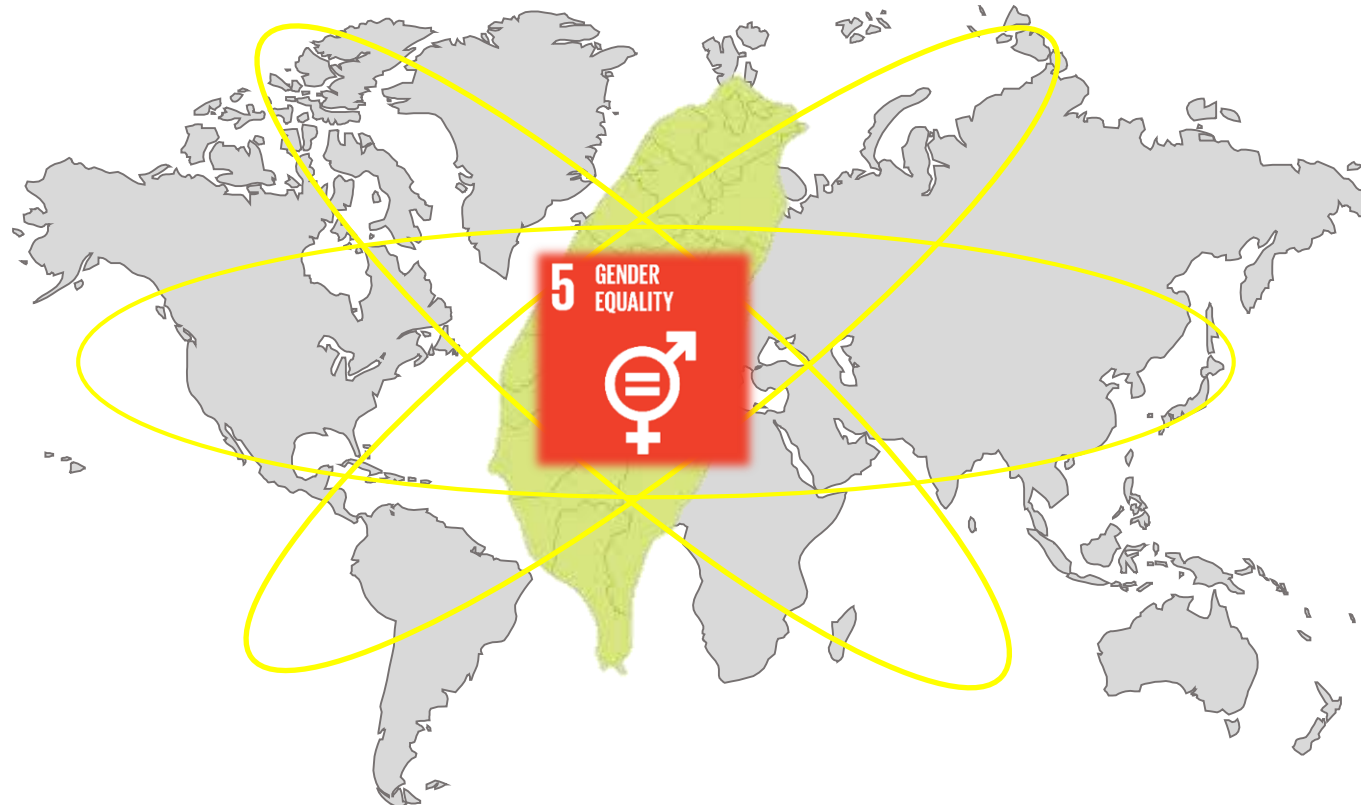
In 2024, commissioned a study on "Strategies for Promoting Gender Equality in the Private Sector" to gather information on challenges, needs, perspectives, and best practices in the private sector, and to develop effective medium- and long-term strategies for guiding or incentivizing the promotion of gender equality in the future.

Strengthening International Exchange Strategies for Gender Equality



International Participation and Exchange

As the European Union in 2020 and the United States in 2021 successively incorporate gender equality into their foreign policies, promoting gender equality has become an indispensable part of the development of global geopolitics. Taiwan's Gender Inequality Index (GII) in 2021 ranked 7th in the world. In addition, the Social Customs Gender Index (SIGI) released by the OECD Development Center in 2023 ranked Taiwan as 6th in the world, with Taiwan ranking first in Asia for both indices. Taiwan has received international recognition with its excellent gender equality, attracting countries to take the initiative to inquire about cooperation and sparking active international exchanges.



International Participation and Exchange



Asia-Pacific
Economic Cooperation

Active
participation

A

- In 2024, continued to actively participate in the Policy Partnership on Women and the Economy (PPWE) task force operations, attend relevant meetings, and contribute to the updating and revision of key documents.

P

- In 2024, attended the Women and Economic Forum (WEF) and APEC's first joint meeting of Ministers Responsible for Trade and Ministers for Women to demonstrate Taiwan's policy achievements and expand bilateral and multilateral exchanges and cooperation.

E

- In 2023, received APEC subsidies for the "Promoting Gender Equality and Inclusion in Digital Health Technology for Caregivers" project, and held international consultation meetings and seminars in 2024

C

- Recommended and assisted Taiwanese female small and medium-sized business owners and researchers to participate in the BCG Award, Healthy Women & Healthy Economy, and other awards

International Participation and Exchange



Promoted the "EU- Taiwan Gender Equality Cooperation and Training Framework Plan" (GECTF,2019 to 2023)

In July 2023, the "EU-Taiwan Gender Equality Forum - Promoting Gender Equality" was held as a milestone summary, compilation, and exchange of women's empowerment and gender equality issues faced by various countries to propose strategies and visions for promoting gender equality in the future.

Visited Europe for gender equality policy exchanges and cooperation

Visited Germany and Belgium in 2023 to discuss gender equality issues, demonstrate Taiwan's promotion results, and learn from international promotion experience.

Participated in EU-Taiwan bilateral consultation meetings for dialogue and exchange

Held discussions on the progress of LGBTI rights and promoting gender equality in decision-making participation within the public and private sectors during the EU-Taiwan Human Rights Consultation Meeting and the EU-Taiwan Non-Economic and Trade Consultation Meeting.

International Participation and Exchange



Exchange and Cooperation with the Organization for Economic Co-operation and Development (OECD)

Attended the Annual Meeting of the OECD Senior Budget Officials' Gender Budgeting Network

- Since 2022, Taiwan has been invited by OECD to participate in the annual meeting of the OECD Senior Budget Officials' Gender Budgeting Network every year. Taiwan participated in the 8th meeting in 2024 to exchange gender budget promotion systems with OECD member states, demonstrating Taiwan's systems and learning from the experiences of other countries.

Participated in the OECD Development Center's "Social Institution and Gender Index" survey

- In December 2022, Taiwan was invited by the OECD Development Center to participate in the "Social Institutions and Gender Index" (SIGI) survey for the first time, achieving an impressive ranking of 6th globally and 1st in Asia, expanding Taiwan's engagement in OECD-related exchanges.

OECD officials came to Taiwan to draft Taiwan's "National Inspection Report"

- In March 2023, representatives from the OECD Senior Budget Officials Committee visited Taiwan for interviews. By understanding Taiwan's budgeting system framework and the division of labor among ministries, the representative drafted a national inspection report and engaged in discussions on the evolution and current practices of Taiwan's gender budgeting system.

Conclusion

Gender equality is now a universal value. The realization of gender equality ensures all genders enjoy the right of freedom and independence and receive development and promotion of real equality, thereby creating a sustainable and gender equal society that embraces diversity , shares resources and equal rights.

There is a **place** for **you** in every field

Elimination of All Forms of Discrimination against Women

Eliminating gender discrimination is an international social trend.
Taiwan protects women's basic rights and interests in various fields through legislation, allowing women to participate equally in society, participate in governance and decision making, obtain equal opportunities for development, and find their own place.
With the launch of CEDAW, we need to work together to realize a friendly society with gender equality.

A wooden chair is shown on a white background. The shadow cast by the chair is a large, stylized black logo of the CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) acronym.