



Foreword

Building a Sustainable and Gender Equality Society

Background:

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

The main purpose of the first worldwide women's conference held in 1975 was to draw the continuous attention of the government and people of each country to gender discrimination by opening a worldwide dialogue. The Mexican Declaration that was passed in this meeting not only confirmed women's contribution to development and peace, it also reiterated the equal status pursued by women, referring to the equality of human dignity and value and the equality of rights, opportunities and responsibilities between men and women. It was also decided that the period from 1876 to 1985 would be the "10 Years for Women", requiring each country to amend legislation during this period to ensure equal rights and resources for the genders. In addition, in order to complete the goal of 10 Years for Women, a "World Action Plan" was also passed in the meeting to ensure that the focus of securing women's equal rights and resources was placed on the rights to education, employment, healthcare, lodging, nutrition and family planning. There were two conceptual breakthroughs in this meeting. One was to abandon the idea that women were born



weaker and to believe that women should be entitled to the same rights and resources as men. The other was that women's development in all aspects could only be achieved through their own active participation.

At the end of 1979, the United Nations passed the Convention on the Elimination of All Forms of Discrimination against Women, or "CEDAW". This convention was binding to a significant extent. The signing countries have the obligation to provide a national report once every 4 years to state the progress of the execution of the convention and the difficulties they encounter. The convention also allows women suffering from gender discrimination to make a complaint to the International Convention Organization. Since then, a personal complaint procedure equivalent to that for other human rights became available for women's human rights. In order to establish a consensus for the convention in the international women's community, a second worldwide women's conference was held in 1980. During discussions in this meeting, participants realized that women themselves actually do not have the ability to exercise the rights granted by law. Thus the differences between "pure protection of women's rights" and "promotion for the exercise of women's rights" were re-considered. It was proposed that the main obstacles against the exercise of women's rights include: lack of male participation, insufficient motivation for women's participation in politics, women's lack of decision-making power and independent economic power, non-disclosure of women's actual needs, lack of packaged measures (such as childcare) to support women's participation in all kinds of activities, etc. For this reason, the "Action Platform for the Second Half of Women's 10 Years by the United Nations" was passed in the meeting, emphasizing employment, healthcare and education as the focuses of women's development.

The third worldwide women's conference held in 1985 came at a crucial time, at the end of the "Women's 10 Years". Using CEDAW as a tool, the meeting started by reviewing and assessing the results of the "Women's 10 Years". According to a report by the United Nations, although the target for the previous 10 years was to improve



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

These constant efforts have brought a significant degree of improvement to the conditions and resources for women worldwide in various aspects. However, the most basic structural issue of gender inequality remains in various countries. That is, the vast majority of decisions that impact people's lives in the world are still dominated by men. Women's point of view and women's experience are almost entirely missing. Therefore, how to increase women's ability and opportunity to participate in decision making and allow more policy output based on female value became the core idea of the fourth worldwide women's conference in 1995. The contribution of the fourth worldwide women's conference was that it achieved a new global commitment, i.e., the Beijing Declaration & Platform for Action ("BPfA"). The participants in the meeting tried to use gender mainstreaming strategies to integrate women's perspectives, issues and rights into each aspect, level and field of society. Such change also represented a new understanding of women's rights. Not only was it confirmed that women's issues were human right issues, it also declared that the



promotion of gender mainstreaming work was an important global task across centuries. What is worth mentioning is that the establishment of an operable central and local gender equality mechanism was also listed as one of the 12 important fields covered by the platform. In addition, this meeting was also an unprecedented example of participative democracy. The number of representatives from non-government organizations from around the world was the highest in history. They not only actually participated in the discussion and establishment of the action platform, they also become the most effective monitors of the realization of political commitments by the government of each country thereafter.

At the same time, the United Nations also had many interpretations of “development”. From the perspective of the benchmarks developed by the United Nations Development Program (UNDP) over the years to measure the degree of development of countries, gross domestic product (GDP)¹ was the only benchmark before 1990. Thereafter, the Human Development Index (HDI)² was introduced, in which benchmarks related to life quality such as human life expectancy and level of education were included. GDP was no longer the only benchmark; the Gender Development Index (GDI)³, the Gender Empowerment Measures (GEM)⁴ and the Gender Inequality Index (GII)⁵ showed the results of development between different genders. After 2000, the people-oriented and environmentally-concerned Millennium Development Goals (MDGs)⁶ were introduced, serving as the development guidelines for all countries worldwide for the following 15 years. Among these goals, six main goals were closely related to women’s development or directly identified gender equality as key development items. When we look back the women’s movement and the interpretation of the substance of development underscore two irreversible facts. One is that the future of mankind will no longer be dominated by

¹ GDP full text: Gross Domestic Product

² HDI full text: Human Development Index

³ GDI full text: Gender Development Index

⁴ GEM full text: Gender Empowerment Measure

⁵ GI full text: Gender Inequality Index

⁶ MDGs full text: Millennium Development Goals



one single gender. Instead a society based on common governance and decision-making under equal gender participation will be the norm. The other is that the fruits of economic development must be shared by all mankind. The goal of social development is to maintain a sustainable environment for all kinds co-existence. Overall, this is a process that evolves from the legislative protection of women’s rights to the promotion of effective exercise of rights by women. Additionally, it is a process that moves from focusing on women’s issues to focusing on gender issues. It is also a process that shifts genders issues from the marginal to the mainstream. It is even more a process of encouraging women’s participation as well as pursuing a transfer of examples.

General Concept of the Guideline

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



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

In terms of legal regulation

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



designated percentage of political participation by women in the Constitution increased women's influence and power in the congress. The percentage of seats held by women increased from 19.1% in 1998 to more than 30% by 2008. The Local Government Act also specified in 1999 that 1/4 of seats in local congresses should be reserved for women. This also increased the opportunities for political participation by women and their election rate.

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



This kind of positive interaction between civil society and government authorities is also fully demonstrated in the process of promotion of the CEDAW convention. In order to convert the concept of “women’s rights are human rights” into a social consensus and basic value, through lobbying by government authorities and women’s groups of the legislative authority, the CEDAW convention was finally passed in 2007. The government also completed the first CEDAW national report in 2009 and started the drafting of domestic regulations that reflected the provisions of the convention. In the same year, civil women’s groups also introduced an “alternative report”. In 2011, the Legislative Yuan passed the CEDAW Enforcement Law, converting the convention into important guidelines for the protection, promotion and development of women’s equal rights in our country. This shows that the implementation of protection of women’s rights has become a common objective among different political parties and has become a basic value shared by Taiwanese society.

In terms of policy decision-making mechanism

In 1997, the Executive Yuan established the Women’s Rights Committee. In 1999, the Foundation of Women’s Rights Promotion and Development (the “Women’s Rights Foundation”) was established. This can be seen as the beginning of civil participation in the government decision-making mechanism to promote women’s rights and gender equality. At the end of 2006, the Executive Yuan Women’s Committee further procured each department to establish gender equality project teams and promoted gender mainstreaming plans. Since then, policies regarding women’s rights in Taiwan have been promoted by various departments under the coordination of the Executive Yuan Women’s Rights Committee. The departmental gender equality teams are responsible for the consultation, planning, promotion and review of activities related to women’s rights and gender equality. In addition, a policy communications platform was also established through the Women’s Rights Foundation to expand the participation of civil opinion leaders. At



the same time, local governments also gradually established county (city) women’s right committees of which the heads of government departments serve as chairmen. Local women’s rights tasks were also executed in accordance with the operational model of common governance by the genders and government and civil cooperation promoted by the Executive Yuan Women’s Rights Committee. The establishment of these decision-making mechanisms had two significant meanings. One was to improve the level of transparency in the decision-making process through participation by the majority of women, reducing the social cost incurred from a lack of trust. The other was to create a new model of women’s political participation through the establishment of policy under a system that included the participation of many women. However, none of these mechanisms had exclusive responsibility and often lacked sufficient manpower.

Due to this observation, the government and private women’s groups continued to dialogue with each other for 13 years. In January 2010, the Legislative Yuan finally passed a draft amendment to the Legislative Yuan Organization Act and established the “Gender Equality Division” with exclusive responsibility under the Executive Yuan in order to enrich the operational functions of the Women’s Rights Committee and gender equality activities. The existing organization of the Executive Yuan Women’s Rights Committee was to be maintained. After the reorganization was completed, it was expected that the Executive Yuan Women’s Rights Committee (Gender Equality Committee in the future), the Executive Yuan Gender Equality Division and the Women’s Right Foundation would be able to properly work with each other, divide their tasks when missions are the same and complement each other when functions are different. With the cooperation of departmental gender equality teams, a gender equality mechanism with exclusive responsibility and localized features would be completed. In fact, this development trend is very similar to the gender mainstreaming strategies promoted by international organizations. For example, “UN Women” established by the United Nations in 2010 was an integration of a high level and fully operative entity that occurred after reviewing the functions,



roles and overall operational process flows of existing women's and gender-related institutions. This process shows that gender governance issues have been upgraded from pure demand for participation to an actual pursuit of transformation, both at the domestic level and at the level of international organizations.

In terms of political participation

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

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



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

Gender Equality Development

In the 21st century of today, globalization brought many problems. To answer to the impact of these problems on women, the United Nations announced on 1 July 2010 that the existing four women-related organizations will be combined into one integrated organization "UN Women" with higher decision-making authority. It is expected to resolve issues faced by women worldwide more effectively and to promote the achievement of gender equality in human society. As a member of the international community, we not only need to face the challenges in the era of globalization such as the financial crisis, extreme climate, frequent natural disasters and shortage of energy and food, we also need to properly answer to the policy issues of an aging domestic population, fewer children, expanding income gap between the



rich and the poor, family and campus violence, new emerging family types, imbalance of physical and mental health, youth and mid-to-old age employment difficulties and excessive environmental exploitation. At the same time, after experiencing political democratization and economic liberation, the development of Taiwanese society is becoming more closely linked to the world and demonstrates a mixed face of globalization and localization. Examples include the impact of diversified culture from cross-border immigrant labor and new immigrants under the trend of international migration, or the awareness and demand for identity recognition and civil rights by minority groups under the trend of general human rights awareness. All of these show that gender equality is no longer a debate about fairness between the genders; it is even more globally connected to the existing structure of society and social changes. Gender is not a category or item in statistics. It is related to whether every public issue can achieve social consensus. It also brings government policies back to the original objective of being people-oriented.

To meet international trends, continue to march forward on an existing basis, adjust the pace of promotion for gender equality between central and local authorities, reinforce the partnership between the government and private organizations for women's rights and gender equality work, promote close contact between domestic and overseas women's organizations to face all types of challenges and overcome all difficulties together, more forward-looking policy planning is required. Taking the opportunity of the reorganization of the government, the Executive Yuan will establish a "Gender Equality Division" within its organization to handle women's rights and gender equality affairs. To establish this mechanism with exclusive responsibility, a clear policy blueprint is also required. Therefore, in the second half of 2010, the Executive Yuan Women's Rights Committee invited academics and private women's groups to start drafting this Gender Equality Guideline. In March 2011, the central government convened the first "National Women's Conference" to discuss the draft of this platform and to bring together a consensus. More than 50



meetings of various types were held for this task, including the participation of more than 2,000 representatives from the government, private organizations, central and local authorities. It can be said that the Women's Rights Committee again served the function of a democratic platform. It is expected that the introduction of this policy platform will continue to open up gender perspectives from all fields of society, allow Taiwan towards a more diversified, inclusive, civilized and sustainable society and create a golden age of women's rights and gender equality in our country.

General Policies

The drafting of this platform was achieved by participation from both private organizations and the government following numerous dialogues. Its form is different from the summary statement model of general platforms. Its structure is designed to look back on the evolution of women's rights and gender equality and then review the existing status and environment in our country. Considering continuity of policy implementation, the six main fields under the 2004 Women's Policy Guideline were expanded and combined. In response to urgent domestic and overseas issues, two chapters were added: "Gender on Demography, Marriage and Family" and "Gender on Environment, Energy and ICT" to achieve completeness and a forward-looking perspective. Its basic spirit is to insist on three main ideas: "Gender equality is the core value to protect social fairness and justice", "Improvement of women's rights is the priority task to promote gender equality" and "Gender mainstreaming is an effective route to achieve human-oriented policy". The entirety of this Guideline was connected by these three main ideas. Each individual chapter also demonstrates the key points to be controlled and the ideals that are pursued in each field. They are detailed as follows.

Chapter 1 "Gender on Equal Rights, Decision Making and Influence" came from the original chapter of "Women's Political Participation". It not only expanded



the aspect of women's participation from the political field to the economic and social fields, it also upgraded the concept of women's participation from obtaining power to participation in decision making and generation of influence. At the same time, the pursuit for equality is no longer limited to equality between the genders; equality within each gender is also emphasized. The realization of these ideas is dependent upon the establishment of a sound participative democracy.

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

Chapter 3 "Gender on Demography, Marriage and Family" covers traditional women's issues. However, not only have the long-term difficulties faced by women in the private domain of marriage and family not been entirely resolved, women continue to carry heavy responsibilities for problems incurred from rapid social change. In particular, the care-taker role played by women in their families has become another heavy and exclusive burden for women. Therefore, fairly-priced, good-quality and commonly accessible caring services must be provided continuously. Disadvantaged groups and populations in remote areas especially require special concern. Also, society should also jointly face and resolve the fact that diversified families are gradually forming.

Chapter 4 "Gender on Education, Culture and Media" recognizes the importance of the existing Gender Equality Education White Paper on gender equality education. Although it recognizes the diversity and innovation of the media, it also raises



concern about the impact on women and children. Therefore, more female participation and perspectives must be included in the self-discipline, external discipline and legal regulation of the media. In addition, the long-term paternal cultural burden must be broken down by establishing cultural customs and ceremonies without gender discrimination.

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

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

Chapter 7 "Gender on Environment, Energy and ICT" is a new issue. It is included in this platform firstly because it is a global idea. Secondly, it is also due to the domestic environment. Currently these three areas are more important in our country, having very strong influence. However, gender awareness has not yet been upgraded in these fields. At the same time, if people are not accounted for in terms of technological development, it often creates even more hidden worries for all of human society. Therefore, breaking the gender wall in these fields and integrating gender



perspectives and requirements will help in the realization of the commitments of technology and that they will always come from human nature. Of course, to ensure the environmental policy of a sustainable society, not only are women required to play their roles as executors in their daily lives, they are also needed to exercise their power and influence in the decision-making process.

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

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



Strategic Objective for Each Chapter

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

- I. Gender on Equal rights, Decision-Making and Influence
 1. Equality of power: Reduce gender difference in job positions
 2. Equality in decision-making: Reduce gender difference in political participation
 3. Equality of influence: Allow gender sensibility in decision making
 4. Establish equality between genders, as well as equality within each gender
 5. Asian examples; connection to international trends
- II. Gender on employment, Economy and Welfare
 1. Combine employment and benefit policy ideas
 2. Promote work and family balance
 3. Implement integrity and equal labor value
 4. Build friendly employment and job creation environment
- III. Gender on Demography, marriage and family
 1. Focus on imbalance of population structure. Implement Demography policy of gender justice.
 2. Promote fairly-priced, good-quality and easily-accessible childcare service and build a comprehensive child care service system
 3. Break down gender discrimination and promote equal gender rights under the marriage system
 4. Respect diverse cultural differences and build a friendly environment for immigration-based marriage
 5. Focus on diversified family types and build a holistic family care system
- IV. Gender on education, culture and media



1. Actively implement gender equality education and planning of gender equality education white paper
 2. Review and study relevant laws, promote media self-discipline and external discipline on media by civil groups and academia
 3. Build up the visibility and subjectivity of women and various gender disadvantaged groups in public domains
 4. Actively break down the burdens of a paternal culture and build cultural customs and ceremonies without gender discrimination
- V. Gender on safety and justice
1. Eliminate acts of violence and discrimination against women
 2. Eliminate any form of human trafficking
 3. Build safe living spaces
 4. Build a justice environment with gender awareness
- VI. Gender on health and healthcare
1. Reinforce policies with gender awareness and health fairness
 2. Actively promote gender friendly healthcare environment
 3. Eliminate impact of gender stereotypes on physical and mental health
 4. Increase independence in health/healthcare and caring process, especially health disadvantaged groups
 5. Develop integrated healthcare and health information of each stage of the life cycle that are focused on women
- VII. Gender on environment, energy and ICT
1. Minimize gender segregation in each policy field
 2. Meet the basic requirements of different genders and disadvantaged groups
 3. Allow the diverse values of women and disadvantaged groups to become mainstream or change the mainstream
 4. Combine private power and improve governance results

Action Plan for Each Chapter

To simplify, the “substantial action measures” of each individual chapter are summarized as follows. In order to respect the original spirit of the drafters of each chapter and conclusion of discussions among all fields, the texts are kept in their integral forms for reference.

- I. Gender on Equal right, Decision Making, and Influence
- (1) Establish and reinforce each government department as soon as possible, especially the gender equality policy mechanism among the five Yuans.
 - (2) In the composition of members of the gender equality teams and relevant committees of each level of government, female representation of aborigines, new immigrants, senior citizens, labor, agricultural and remote areas should be increased.
 - (3) Continuously promote and expand the implementation of the principle of minimum 1/3 of each gender in committees under each department of the Executive Yuan, national and state-run enterprises and government corporate entities.
 - (4) Amend the Local Government Act to change the principle of reserved seats for women to the principle of gender percentage and gradually increase the percentage.
 - (5) Set aside a certain percentage of political party subsidies to promote women’s political participation.
 - (6) Lower the threshold for deposit and threshold for party subsidy allocation to increase opportunities for political participation by women and small political parties.
 - (7) Develop policies with local women’s perspectives, activate women’s organizations, and reinforce gender awareness for townships with concentrations of aboriginal women, tribe leaders, church missionaries, new immigrant females, families of new immigrant spouses and new immigrants, to increase their opportunities to participate in public affairs.



- (8) Provide gender awareness training for members and leaders of farmers' associations, fishermen's associations, joint irrigation associations, labor unions and industrial and commercial groups to increase the level of female participation and the possibility of including women at decision-making levels.
- (9) Establish gender statistics in market economy, social organization and family life. Focus on local knowledge. Implement transparency of government information. Improve suitability of policy planning.
- (10) Reinforce promotion of domestic group issues and ability to connect internationally. Assist grassroots women's groups with their international participation. Increase the visibility of our country in gender equality performance in the international arena.

II. Gender on Employment, Economy, and Welfare

- (1) In terms of policy planning and execution of benefits and service resources, focus should be placed on the differences and requirements of different genders, geographical locations, ethnic groups, cultures and ages. Negative situations of disadvantaged groups in terms of access to relevant information should be overcome. Increase the effect of support policies. Review whether social benefit-related subsidies and allowances based on household and based on citizenship are fair and reasonable.
- (2) In order to allow various annuity systems to effectively respond to women's employment model of balancing family and work, possible consolidation directions should be considered for existing social security systems with occupational insurance to reinforce the solution of annuity systems within the accumulation model of entry and exit of women of different life cycles, effectively ensuring women's economic security.
- (3) Consolidate provision of government social benefits and employment assistance. Reinforce the referral and assistance system of labor policy and



- social policy. Target different groups such as women in agricultural and fishery villages, aborigines, new immigrants, women suffering from violence, AIDS patients and diversified tendencies. Plan suitable employment assistance, entrepreneurship assistance and benefit service proposals.
- (4) Under the spirit of meeting public interest, diversifying cultural ideas and expanding participation from different communicates, avoid excessive market orientation of the caring industry. Study and establish accessible and affordable caring service policies. Develop localized and community-based family support systems.
 - (5) Promote family policies within enterprises to assist "sandwich families" with both seniors and young children. Help meet family caring requirements, including implementing measures related to enterprise maternity leave, paternity leave, leave without pay for childcare, family care leave, flexible work hours and flexible work locations. Ensure the right to return to work after leave. Prevent women and family caretakers from terminating employment or exiting from the labor market due to family care.
 - (6) Implement existing legislation such as the Labor Standard Law, Gender Work Equality Law and Employment Service Law. Reinforce review mechanisms and complaint channels for gender equality and employment discrimination. Increase relevant labor inspection and professional staff training. At the same time, reinforce gender friendly attitude and awareness among enterprise owners of important issues such as gender work equality, labor maternity rights and sexual harassment prevention. Study relevant encouragement measures. Commend gender friendly enterprises.
 - (7) To increase the accumulation of female manpower capital and assets, combine occupational training, integrate employment support systems and



provide accessible and localized occupational training and employment resources for women. In particular, provide occupational training for women returning to the job market to ensure that their skills are compatible with the requirements of the job market. Increase flexible work opportunities to allow women to take care of the family and be employed at the same time.

- (8) Establish proposals and reward measures to encourage social businesses. Plan and assess cross-department, cross-level and cross-area policies. Build a “cooperative business platform” to help women create cooperatives to develop common locations and opportunities for marketing channels. At the same time, amend relevant legislation to create a social enterprise development environment that is favorable to cooperatives.
- (9) Establish a single department for female entrepreneur services and an effective support system. Upgrade business knowledge and increase financing channels. Improve legislative environment and business opportunity information. Expand visibility of women-run enterprises in domestic and foreign markets, moving towards the direction of “full-fledged” centers. Select women with actual entrepreneurship experience and gender rights equality awareness to act as advisors to share their successful experience.
- (10) Develop competitive domains for female entrepreneurs and develop suitable benchmarks and policy practices for female employment and entrepreneurship policies and assistance accordingly. Overturn myths about female-particular job types. Break down employment and entrepreneur restrictions based on stereotypes.

III. Gender on Demography , Marriage and Family

- (1) Demography policy should take into consideration all types of population and family requirements and should integrate gender awareness and



reinforce the review of gender impact assessments in order to ensure gender sensitivity in all policies and service proposals and to implement gender justice and sound social development.

- (2) Continuously promote and improve the operation of existing nanny childcare management systems. Reinforce nanny training and at-home childcare management. Improve the quality of nanny services. Procure enterprises to set up childcare facilities. Encourage enterprises to build family-friendly job environments.
- (3) Implement the protection of care and rights for pregnant teenagers. Children born inside and out of wedlock should be entitled to the same survival rights, identity rights, upbringing rights, school rights and social benefits and services.
- (4) Ensure equal rights for the physically and mentally disabled in terms of schooling, employment, medical care and upbringing. Special focus should be given to doubly disadvantaged physically and mentally disabled women, allowing them to live with integrity and have development opportunities. Regularly review the suitability of various deductible items under consolidated income tax to reduce the economic pressure of various types of family care (such as child care, senior care and the handicapped).
- (5) Review domestic regulations related to population, marriage and family, such as the Civil Code, Immigration Law, Regulations Governing Relationship between People of Taiwan Area and Mainland Area and the Nationality Act, etc., in accordance with the International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, Convention on the Elimination of All Forms of Discrimination against Women and other international human rights conventions, in order to comply with the principle of gender justice.
- (6) Reinforce gender equality education for judicial, prosecution investigation and mediation staff to avoid gender discrimination during court



investigation, mediation and judgment process. Also, reinforce promotion of gender equal rights concept in trials about property succession rights and children's guardianship, as well as selection of children's family names. Eliminate gender discrimination under traditional culture to facilitate reasonable and fair treatment of women with relatively disadvantaged economic status.

- (7) Implement the promotion of caring and assistance measures for marriage immigration and provide convenient new immigrant consultation service channels. Reinforce interpretation talent in all locations to provide comprehensive interpretation services for marriage immigration. Allow gender sensibility in performing review and discretion over the "veracity of marriage". Maintain the rights of new immigrants suffering from domestic violence. Study the revision of current relevant provisions under the Nationality Act to avoid damaging marriage immigrants' basic human rights during the naturalization process.
- (8) Complete caring services and family support systems for each life cycle. Establish good-quality, fairly-priced, and easily accessible childbirth, upbringing and caring environments. Promote child-raising policies using diversified supplies. Reinforce the nanny system and not-for-profit after-school care for elementary school students. Expand community care locations. Promote long-term caring systems. Establish holistic family caring mechanisms.
- (9) Promote family caring services and violence prevention work such as tribal childcare and long-term care tailored to the characteristics of each aboriginal tribe.
- (10) Focus on the current status and trends of family and social development. The government should study relevant benefits for cohabitating couples or members of non-traditional family types, including cohabitation, gay, single, single-parent, cross-generation, and re-composed families, and



families with stepparents, in order to reinforce family functions. All fields of society should be encouraged to focus on gender human rights. There should be active promotion of discussions about the protection of relevant rights of gay couples as well as legislative change.

IV. Gender on Education, Culture and Media

- (1) Actively promote the implementation content and progress included in the gender equality education white paper. Establish review, supervision and assessment mechanisms to eliminate bias and discrimination based on gender, cast and community.
- (2) Implement gender equality education in each domain (family, school and workplace) and each life stage (such as young children and senior citizens), including training educational staff and teachers with gender awareness and reinforce pre-job and on-the-job training. Implement the practice and appraisal of gender equality education of each educational institution (such as each level of school within the official education system, community college outside the official education system, family education center, life-long learning and special education institutions, etc.)
- (3) Reinforce and provide all types of gender-disadvantaged communities (such as women in agricultural and fishery villages, aborigines, new immigrants, women suffering from violence and other tendencies) with gender equality awareness and training. Actively promote male participation in gender equality educational work.
- (4) Encourage the development of gender equality educational and academic research and the development of teaching materials and teaching methods. Prepare teaching materials for all levels of education to integrate basic regulations or guidelines for issues related to gender equality education.
- (5) Promote media self-discipline and external discipline by civil organizations. Reduce media reporting that neglects gender awareness by



using gender-related cases and reports and through educational promotion and industry seminar opportunities. Provide case compilations to civil organizations and academic fields to promote media quality education.

- (6) Assist and encourage media to establish internal gender equality project meetings or committees to improve their own gender-related knowledge and skills. Review internal operations within media organizations and whether the production of information is consistent with the principle of gender equality and requirements of diversified communities.
- (7) Assist the media to produce gender friendly communications programs, online games and print reports. Review and study legislative amendments to establish new media platform rules.
- (8) Establish visibility and subjectivity of women and various gender-disadvantaged communities in the public domain. Train female cultural talent in various fields and fairly allocate relevant cultural resources.
- (9) Break down the burden of paternal culture and build cultural customs and ceremonies without gender discrimination.
- (10) Actively encourage the promotion and implementation of diversified cultural education. Reinforce knowledge and skill of diversified culture for teaching qualifications under school education and social education.

V. Gender on Safety and Justice

- (1) Combine the power of school, community, private organizations and enterprises to build social awareness and education about zero tolerance for gender violence and sexual harassment.
- (2) Each level of government should enrich relevant prevention systems to protect the service manpower and resources of sexual workers. Consolidate the functions of each department to establish networks and consolidated policies and service modes against violence.



- (3) In the educational process for each relevant profession, include professional courses about gender awareness, protection work and legislation for personal security of women and children and gender violence prevention. Provide funds to encourage relevant departments of colleges and universities (such as law, social work, police, crime prevention, medical care and psychological counseling) to provide relevant judicial protection courses.
- (4) Reinforce evidence collection and investigation ability in protective cases such as sexual assault. Establish professional processing teams for cases of sexual assault.
- (5) Review and amend gender violence-related legislation to provide sound protection for victims and implement a community monitoring and treatment system for victims of sexual assault. Study and establish a nationwide database of gender violence crimes and perform relevant research and analysis to assist with the drafting of relevant prevention and treatment measures. Reinforce cooperation and prevention performance of each professional institution.
- (6) Reinforce support proposals tailored for victims of different communities, cultures, sexual orientations and ages. Develop diversified treatment modes to achieve equal and professional treatment. Relevant service staff should have cultural and gender sensitivity to answer the service requirements of diversified communities and different sexual orientations.
- (7) Review the existing cross-border match-making and immigration labor brokerage system. Reinforce identification ability of human trafficking by judicial and working staff. Train professional interpretation talent to establish international cooperation channels for joint efforts to eliminate all forms of human trafficking. Relevant labor policy, immigration, police, social policy and judicial departments should implement project windows for human trafficking activities and establish a prevention network.



- Meetings should be convened regularly. Relevant private organizations should be invited to participate in order to improve prevention results.
- (8) Provide judicial assistance and information services to victims of human trafficking. Establish uniform service process flow for complaint, processing, investigation and protection. Reinforce relevant service resources. Review the process flow and processing timeline for judicial investigation and review of human trafficking cases. Provide interpretation for victims of human trafficking during the waiting period for judicial investigation. Accompany the victims to attend investigations and provide safety escorts outside the court, arrange protection, provide skill learning and employment training and assist them with their living in order to comply with the requirements of international conventions.
 - (9) Reinforce security, review and improve the safety and friendliness of public space, and encourage the development of safety maintenance proposals suitable for the locality. Establish a safe and worry-free living environment.
 - (10) Build a gender friendly judicial environment. Increase gender awareness during the processing of cases involving women and children by judicial and investigation authorities. Establish a common victim protection service mechanism among judicial and police authorities.

VI. Gender on Health and Healthcare

- (1) Establish health policies with gender awareness, fairness and cross-departmental consolidation. Reinforce gender statistics analysis and policy connectivity and effect analysis.
- (2) Actively promote a gender friendly medical and caring environment. Develop assessment benchmarks and strategies. Avoid excessive medicalization. Focus on physical and mental health hazards caused by gender stereotypes. Break down gender blindness about disease and



- provide gender sensitive healthcare services.
- (3) Build gender friendliness into health/medical/caring industries. Reinforce gender sensitivity and diversified cultural perspectives in institutions, staff, services and research. Reduce occupational gender segregation. Develop health strategies based on gender role requirements.
 - (4) Develop suitable holistic healthcare service strategies and protection services tailored for different genders, communities, locations, industries and work feature groups, covering important female health issues during the life cycle such as birth healthcare, menstrual period health and psychological health, ensuring sufficiency, accessibility, independence, prevention and consolidation.
 - (5) Encourage integration of birth information and mother-infant closeness policies into gender equality concepts. Improve gender imbalance ratio among newborns. Reinforce couples' caring responsibility for newborns. Build localized caring networks for pregnant women. Improve birth health knowledge and independence.
 - (6) Build correct physical form awareness and body awareness of children and youths. Provide health education, sexual education, menstrual period education and mental health education with social gender perspective and evaluate and supervise the effect.
 - (7) Reinforce gender sensitivity and cultural suitability of the long-term caring system. Increase the sense of value of caring work. Develop suitable and accessible strategies tailored for gender differences and requirements of township and tribal requirements. Increase participation in democratic review and monitoring mechanisms by different communities.
 - (8) For remote townships, use communities and tribes as subjective entities to consolidate healthcare resource services. Include planning and strategy participation by community and tribal women to satisfy different gender



requirements in each life cycle. Provide gender friendly and convenient physical and mental health consultation, health promotion and hygiene education. Forward relevant information/resources. Consider differences due to community and tribal type, health requirements and resources. Reduce health threats caused by these differences.

VII. Gender on Environment, Energy and ICT

- (1) Collect gender statistics on education, employment, strategy and beneficiary population in the fields of environment (including natural environment, disaster prevention and rescue system, infrastructure, construction engineering, public transportation), energy (including production, supply and consumption phases) and technology (including all science and technology products, information media and communications services) of our country. Build a long-term follow-up database and compare internationally.
- (2) Encourage the development of active strategies by each department, including family and work balance strategies. Review labor conditions and excessive work hours to attract more women into employment in the fields of environment, energy and technology. Encourage males to bear family care responsibilities.
- (3) Perform investigation and research from the perspective of gender and urban/suburban differences in user experience of various infrastructure public facilities such as public transportation, water/electricity/gas, railway and highways, bridges and roads, road lamps, public toilets, sewage, sidewalks, park greenery, libraries and telecommunications. Provide improvement proposals.
- (4) Prepare localized disaster prevention strategies recognized by communities and tribes for areas that are environmentally sensitive to climate change. Investigate and understand women's roles, requirements



and contributions in disaster reduction and adjustment plans.

- (5) Based on the user experience and requirements of women, seniors, children, disabled or other disadvantaged communities, review public space and facilities, including roads, sidewalks, air bridges, public toilets, breast-feeding space and public transportation to see whether they are consistent with diversity friendly common design concepts and establish concrete improvement plans and schedules.
- (6) Promote hazard-free agricultural technology. Support the development of small biological agriculture. Encourage green consumption. Start with public authorities and schools. Use local food materials, reduce food mileage and increase food security.
- (7) Implement transparency mechanisms for environmental information. Include gender awareness in information on various forms of pollution, risks, public health, safety in public premises, impact of new development projects on environment and project scale. Consider the customs and convenience of local inhabitants. Timely provide suitable publication of information.
- (8) Central and local governments should design mechanisms for civil participation and review to ensure that private organizations and citizens have ways to participate in national and local environment, energy and technology decisions. Ensure sufficient participation by women.