

中華民國（臺灣）政府對消除對婦女一切形式歧視公約第五次國家報告國際審查委員會提出問題清單之回應

Replies from the Government of Republic of China (Taiwan) to the List of Issues in Relation to the Fifth National Report on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

2026年5月

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## Table of Contents 目錄

No.1	點次 1 Article 2 第 2 條 CEDAW 的法律地位和執行現況.....	2
No.2	點次 2 Article 2 第 2 條 完善性別平等法制.....	6
No.3	點次 3 Article 3 第 3 條 國家人權機構.....	9
No.4	點次 4 Article 2 第 2 條 侵害婦女人權行為的救濟措施.....	11
No.5	點次 5 Article 2 第 2 條 國內法院對 CEDAW 的適用.....	17
No.6	點次 6 Article 1&16 第 1 條及第 16 條 性傾向、性別認同及性別特徵.....	20
No.7	點次 7 Article 3 第 3 條 促進提高婦女地位的國家機制.....	26
No.8	點次 8 Article 3 第 3 條 促進提高婦女地位的國家機制.....	31
No.9	點次 9 Article 3 第 3 條 促進提高婦女地位的國家機制.....	36
No.10	點次 10 Article 4 第 4 條 暫行特別措施.....	39
No.11	點次 11 Article 4 第 4 條 暫行特別措施.....	52
No.12	點次 12 Article 5 第 5 條 性別刻板印象.....	56
No.13	點次 13 Article 5 第 5 條 家庭暴力.....	67
No.14	點次 14 Article 5 第 5 條 針對婦女之性別暴力.....	73
No.15	點次 15 Article 5 第 5 條 針對婦女之性別暴力.....	85
No.16	點次 16 Article 5 第 5 條 性騷擾.....	94
No.17	點次 17 Article 5 第 5 條 性侵害.....	102
No.18	點次 18 Article 5 第 5 條 跟蹤騷擾.....	108
No.19	點次 19 Article 5 第 5 條 科技促成的性別暴力.....	112
No.20	點次 20 Article 6 第 6 條 婦女及女童販運.....	116
No.21	點次 21 Article 6 第 6 條 女性賣淫剝削.....	122
No.22	點次 22 Article 6 第 6 條 關於軍事性奴隸之人權教育.....	126
No.23	點次 23 Article 7 第 7 條 政治及公共決策中平等且具包容性之代表權.....	130
No.24	點次 24 Article 7 第 7 條 政治及公共決策中平等且具包容性之代表權.....	138
No.25	點次 25 Article 8 第 8 條 國際代表權.....	140
No.26	點次 26 Article 9 第 9 條 國籍.....	144
No.27	點次 27 Article 9 第 9 條 國籍.....	147
No.28	點次 28 Article 16 第 16 條 國籍.....	150
No.29	點次 29 Article 9 第 9 條 國籍.....	152
No.30	點次 30 Article 10 第 10 條 教育.....	155
No.31	點次 31 Article 11 第 11 條 就業.....	159
No.32	點次 32 Article 12 第 12 條 健康.....	172
No.33	點次 33 Article 12 第 12 條 健康.....	174
No.34	點次 34 Article 13 第 13 條 經濟與社會福利.....	179
No.35	點次 35 Article 14 第 14 條 農村婦女與原住民族婦女.....	190
No.36	點次 36 Article 11&12&13 第 11、12、13 條 農村婦女與原住民族婦女.....	202
No.37	點次 37 Article 14 第 14 條 農村婦女與原住民族婦女.....	208
No.38	點次 38 Article 15 第 15 條 法律之前人人平等.....	213
No.39	點次 39 Article 16 第 16 條 婚姻與家庭關係.....	216

No.1 點次 1 Article 2 第 2 條 CEDAW 的法律地位和執行現況

點次	問題內容	
1	原文	<p><b>Legal status and implementation of the Convention</b></p> <p>1. According to the Government's 2025 report, Taiwan formally codified the Convention into domestic law through the Convention Enforcement Act in 2011, which the Committee welcomes as an important milestone. The external review mechanism of Taiwan's CEDAW implementation is now in its fifth round. Please provide the government's assessment of the effectiveness and challenges, as well as any plans to further improve the effectiveness of this mechanism. In addition, the 2022 International Review Committee (IRC) recommended the establishment of a standing Committee on Women's Human Rights by the Legislative Yuan or a similar mechanism to effectively preview legislative proposals for compliance with the Convention, as well as the creation of an appropriate complaint procedure to address violations of international human rights standards under the Convention. Please provide updated information on progress made in implementing these recommendations since 2022.</p>
	中文參考翻譯	<p><b>CEDAW 的法律地位和執行現況</b></p> <p>1.根據臺灣政府 2025 年的報告，臺灣於 2011 年通過《CEDAW 施行法》正式將該公約內國法化，委員會樂見其成，並視之為一大重要里程碑。臺灣施行 CEDAW 成效之外部審查機制目前已進入第 5 輪，請提供政府對其成效及挑戰的評估結果，以及進一步提高該機制成效的計畫。此外，2022 年國際審查委員會 (IRC) 建議立法院設立婦女人權常設委員會或類似機制，俾以有效預先審查立法提案是否符合 CEDAW 規定，並建立適當的申訴程序，以處理違反 CEDAW 所定國際人權標準的行為。請提供最新資訊，說明自 2022 年以來在落實上述建議方面的進展。</p>

權責機關：行政院性平處、立法院

中文回應：

一、臺灣自 2009 年起定期提出 CEDAW 初次國家報告及執行 CEDAW 外部審查機制，至今已進入第 5 輪，整體由行政院性別平等處（下稱性平處）統籌採行「國家報告初稿—民間意見交流—國家報告定稿—國際專家審查—提出結論性意見—民間意見交流—追蹤及期中審查以落實結論性意見」之制度化運作模式。過程中均納入各界多元聲音，包含：公告報告及辦理情形、舉辦座談會及審查會議，讓民間團體掌握國家報告內容及結論性意見落實情形，以

及成立 CEDAW 國際審查指導小組，國際審查會議籌辦過程納入外部專家意見，提升程序透明度與專業性，並促進政府與民間之制度化對話。

- 二、在成效方面，CEDAW 之運作已有效帶動性別平等相關進展，包括：2023 年經濟合作暨發展組織（OECD）社會習俗性別指數（SIGI）評比，我國成績榮獲全球第 6 名，亞洲第 1 名；臺灣性別平等表現優於全亞洲，同性婚姻合法化後，2023 年擴大保障跨國婚姻與收養權，完善同性婚姻權利；2024 年立委女性比例達 41.6%，亞洲最高。其他推動 CEDAW 的具體進展，包括：提升女性決策參與比例、提出「我國少子女化對策計畫（2021-2024 年）」2 期，提供「0-6 歲國家一起養」、建立「雙就業、雙照顧」的友善家庭職場、消除性別刻板印象及打造性平教育環境、婦女健康及友善生養配套等；制定《跟蹤騷擾防制法》，及修訂性平三法、數位性暴力防治四法與《家庭暴力防治法》，全方位強化我國性別暴力防治體系。同時，推動跨部會合作與社會支持機制的整合，提升通報、保護與加害人處遇的整體效能。
- 三、有關挑戰部分，由於 CEDAW 的落實，涉及傳統社會價值觀及結構改革，其推動有賴五院政府機關通力合作，過程動員大量行政人力與資源，且涉及跨機關協調、政策整合及意見溝通，致部分爭議議題之推動時程與執行效率易受影響；另民間團體之使命及參與情形亦呈現差異，致民間意見徵詢過程常有分歧，難以整合。
- 四、將在持續執行 CEDAW 審查機制之基礎上，適度簡化相關行政流程，並精進跨部門協作機制；同時強化多元民間團體之參與誘因與制度設計，促進不同立場意見之理性對話，以提升整體政策落實之效能。
- 五、有關 2022 年國際審查委員會建議立法院設立婦女人權常設委員會或類似機制一節，CEDAW 第 5 次國家報告專要文件 3.1 已有說明。補充 2022 年以後辦理進度如下：截至目前，立法院尚未完成設置婦女人權常設委員會之組織法修正；惟立法院仍持續透過立法院性別平等委員會、法案及性別影響檢視表、性別預算報告及相關性別意識培力等既有機制，協助立法委員於議案及預算審查過程中納入 CEDAW 及性別平等觀點。

#### 英文回應：

1. Since 2009, Taiwan has periodically issued national reports and implemented an external review mechanism on the implementation of CEDAW. Such reporting and review mechanism is now in its fifth round. The overall process is coordinated by the Department of Gender Equality, Executive Yuan (hereinafter referred to as the Department of Gender Equality), with a standardized operating model of “initial draft of national report - exchange of opinions from the public - finalization of national report - review by international experts - submission of concluding

observations - exchange of opinions from the public - follow-up - Mid-term Review and implementation of concluding observations.” The process involves diverse opinions from various sectors, including: public announcement of the report and its implementation, seminars, and review meetings that enable NGOs to stay up-to-date on the content of the national report and the implementation of concluding observations, as well as the establishment of the CEDAW International Review Guidance Team. The organization of international review meetings incorporates the opinions of external experts, enhancing the transparency and professionalism of the process, and facilitating institutionalized dialog between the government and the public.

2. In terms of results, the implementation of CEDAW has effectively led to advancements in gender equality, including: according to the Organization for Economic Co-operation and Development (OECD) 2023 Social Institutions and Gender Index, Taiwan is ranked sixth in the world and first in Asia. Taiwan's performance in gender equality is considered particularly impressive in Asia. Following the legalization of same-sex marriage, Taiwan further improved same-sex marriage rights in 2023 by expanding the protection of transnational marriage and adoption rights. In 2024, the proportion of female legislators in government reached 41.6%, the highest in Asia. Other concrete progress in promoting CEDAW includes: Increasing female participation in decision-making, proposing phase 2 of the “Measures that Counter Falling Fertility Rate (2021-2024),” including the “National Child Care Policy for Ages 0-6” and establishment of “Dual-Income, Dual-Care” family-friendly workplaces, eliminating gender stereotypes, creating a gender equality education environment, and providing support for women's health and childbirth and child-rearing. The government also enacted the Stalking and Harassment Prevention Act and amended the three gender equality laws, the four laws that protect against digital sexual violence crimes, and the Domestic Violence Prevention Act, comprehensively strengthening Taiwan's gender-based violence prevention system. At the same time, the overall effectiveness of reporting, protection, and infringer treatment has been improved through the promotion of inter-ministerial collaboration and integration of social support mechanisms.
3. As for challenges, since the implementation of CEDAW concerns the reform of traditional social values and structures, it requires the concerted efforts of all five branches of government. The process includes mobilizing significant administrative manpower and resources and involves inter-agency coordination, policy integration, and communication, which can easily affect the implementation timeline and efficiency for certain controversial issues. Furthermore, the missions and participation of NGOs vary, often leading to disagreements and difficulties in consolidating public opinion during the consultation process.
4. While continuing to implement the CEDAW review mechanism, relevant administrative procedures will be appropriately simplified and inter-departmental collaboration mechanisms will be enhanced. At the same time, incentives and institutional framework design for diverse NGO participation will be strengthened

to foster rational dialogue across different viewpoints, enhancing the effectiveness of policy implementation.

5. Regarding the 2022 recommendation by the International Review Committee (IRC) that the Legislative Yuan establish a standing Committee on Women's Human Rights or a similar mechanism, this matter was previously addressed in paragraph 3.1 of the Common Core Document of Taiwan's Fifth National Report under CEDAW. The following is a supplementary update on the progress made since 2022: As of now, no amendment to the Organic Law of the Legislative Yuan has been completed for the establishment of such a committee. Nevertheless, the Legislative Yuan continues to use existing mechanisms, including the Legislative Yuan Gender Equality Committee (Legislative Yuan GEC), gender impact review forms for bills, gender-responsive budgeting reports, and gender awareness capacity-building measures, to assist legislators in incorporating CEDAW and gender equality perspectives into the review of bills and budgets.

No.2 點次 2 Article 2 第 2 條 完善性別平等法制

點次	問題內容	
2	原文	<p><b>Comprehensive legislation on gender equality</b></p> <p>2. The Third IRC Review in 2018 urged the Government to adopt comprehensive legislation on gender equality, including a definition of discrimination in line with article 1 of the Convention and addressing multiple and intersecting forms of discrimination. In 2022, the Committee was informed that the Government intended to prepare comprehensive anti-discrimination legislation, including on gender equality, and recommended that this process ensure alignment with the Convention's standards, the meaningful inclusion of gender equality expertise, and the expeditious amendment of all discriminatory laws and regulations. According to the 2025 report, Taiwan is advancing this comprehensive anti-discrimination legislation and collecting extensive opinions from all sectors, with the process still ongoing. Please provide detailed information on:</p> <p>(a) The current status of the drafting process, how widespread and meaningful consultation with gender equality experts is being ensured, and the anticipated timeline for the completion of this legislation, as well as any plans to further expedite its adoption;</p> <p>(b) Measures to ensure full compliance with the Convention, including addressing intersecting forms of discrimination and harm mitigation and reparation measures.</p>
	中文參考翻譯	<p><b>完善性別平等法制</b></p> <p>2. 2018 年國際審查委員會第 3 次審查敦促政府實施完善的性別平等法制，包括根據 CEDAW 第一條定義何謂女性歧視，消除多重形式和交織性歧視。2022 年，委員會獲悉政府準備推動全面性反歧視立法，涵蓋性別平等層面，並建議過程中應確保與 CEDAW 標準保持一致，有意義地納入性別平等方面的專業知能，並迅速修訂所有歧視性法規。根據 2025 年的報告，臺灣正積極推動全面性反歧視立法，廣泛蒐集各界意見，持續推進立法程序中。請提供以下詳細資訊：</p> <p>(a)立法起草程序現況、與性別平等專家進行研商的廣泛程度與實質意義、完成立法的預期時程規劃，以及進一步加快通過法案的計畫；</p> <p>(b)確保完全遵循 CEDAW，包括消除交織性歧視，以及減少傷害與賠償措施。</p>

權責機關：行政院人權處

## 中文回應：

### 一、反歧視法立法現況如下：

- (一) 為研議《反歧視法》草案，行政院於 2024 年 1 月至 4 月，邀請研究憲法、國際公法、行政法、民法、保險法、勞動法、原住民、新住民、性別、兒少、身心障礙、宗教領域等學者專家召開 7 次諮詢會議，並邀集司法院、監察院國家人權委員會、相關部會及性平處召開研商會議。
  - (二) 2024 年 5 月 2 日起辦理草案預告 60 日，並辦理北中南東分區公聽會，以及與相關民間團體(含關注性別平等議題之團體)、兒少代表辦理意見交流會。經彙整各界意見後，行政院人權及轉型正義處(下稱人權處)就《反歧視法》草案所涉性別議題，邀請性平領域專家學者、監察院國家人權委員會、相關部會及行政院性平處召開研商及諮詢會議，就部分民間團體、機關之建議予以釐清、討論。
  - (三) 行政院人權處參酌預告期間蒐整之意見修正草案後，行政院已於 2025 年及 2026 年邀集司法院、監察院國家人權委員會、行政院所屬二級機關、6 個直轄市政府及性平處等單位召開 2 次草案審查會議，因部分機關對草案條文尚有不同意見，行政院仍持續與相關機關研商，以推進我國反歧視法制。
- 二、《反歧視法》草案所定禁止歧視特徵包括種族、膚色、世系、原屬國、民族本源、性別、性別特質、性別認同、性傾向、懷孕、分娩、哺乳、身心障礙、年齡、宗教信仰等數個特徵，以民事責任為救濟手段，包含侵害排除請求權及損害賠償請求權，可解決交織歧視、提供損害減輕及賠償措施。

## 英文回應：

1. Progress of the Anti-Discrimination Legislation:
  - (1) Between January and April 2024, to deliberate on the draft Anti-Discrimination Act, the Executive Yuan organized seven consultation meetings with scholars and experts specializing in constitutional law, public international law, administrative law, civil law, insurance law, labor law, as well as experts in indigenous peoples, new immigrants, gender, children and youth, persons with disabilities, and religion. In addition, the Executive Yuan conducted coordination meetings with the Judicial Yuan, the National Human Rights Commission, relevant ministries, and the Department of Gender Equality.
  - (2) A 60-day public notice period for the draft commenced on May 2, 2024. Public hearings were conducted across northern, central, southern, and eastern regions, along with consultation sessions with relevant civil society organizations (including gender equality groups) and representatives of

children and youth. After consolidating feedback from various sectors, the Department of Human Rights and Transitional Justice of the Executive Yuan held consultation and advisory meetings focusing on gender-related issues in the draft, inviting experts and scholars in the field of gender equality, the National Human Rights Commission, relevant ministries, and the Department of Gender Equality to address the opinions from the civil society and government agencies.

- (3) The Department of Human Rights and Transitional Justice of the Executive Yuan, taking into account the opinions collected during the public notice period, revised the draft. Subsequently, the Executive Yuan, in 2025 and 2026, convened two draft review meetings with the Judicial Yuan, the National Human Rights Commission, second-level agencies under the Executive Yuan, the six special municipal governments, and the Department of Gender Equality. As certain agencies hold different views on the draft, the Executive Yuan continues to deliberate with relevant authorities to develop Taiwan's anti-discrimination legal framework.
2. The draft Anti-Discrimination Act identifies several protected characteristics, such as race, color, descent, national or ethnic origin, gender, gender temperaments, gender identity, sexual orientation, pregnancy, childbirth, breastfeeding, disability, age, and religious belief. The Act utilizes civil liability as the remedial mechanism, encompassing the right to claim for removal of infringement and the right to claim for damages. This framework addresses intersectional discrimination and provides measures for damage mitigation and compensation.

No.3 點次 3 Article 3 第 3 條 國家人權機構

點次	問題內容	
3	原文	<p><b>National human rights institution</b></p> <p>3. With reference to its 2022 recommendations, please provide updated information on measures taken to ensure the independence and effective functioning of the National Human Rights Commission (NHRC), including progress in establishing procedures to independently receive and handle complaints and provide redress to victims, as well as steps taken towards accreditation under the Paris Principles, including engagement with the Global Alliance of National Human Rights Institutions and the Asia Pacific Forum. Please clarify how the NHRC's independence is guaranteed in law and in practice, particularly given its placement under the Control Yuan and provide information on:</p> <p>(a) its mandate, structure and functioning, including the appointment procedures, qualifications, tenure and composition of its commissioners and staff;</p> <p>(b) measures to ensure gender parity and mechanisms for robust engagement with CSOs especially, women's rights organizations and human rights defenders;</p> <p>(c) whether the NHRC has a statutorily guaranteed budget independent of the Control Yuan and clarify how its powers differ from those of the Control Yuan;</p> <p>(d) the operational independence of the NHRC from the Control Yuan in the discharge of its monitoring functions under the Convention, the mandate to initiate independent inquiries, and whether its recommendations carry binding or advisory force.</p>
	中文參考翻譯	<p><b>國家人權機構</b></p> <p>3.關於 2022 年的建議，請提供最新資訊，說明為確保國家人權委員會 (NHRC) 的獨立性和有效運作而採取之措施，包括在建立程序獨立受理並處理申訴、向受害者提供補救等方面取得之進展，以及為通過《巴黎原則》評鑑而採取之行動，包括參與國家人權機構全球聯盟 (Global Alliance of National Human Rights Institutions) 與亞太論壇 (Asia Pacific Forum)。請闡明如何保障 NHRC 在法律和實務上保持獨立性，尤其是在其隸屬於監察院的情況下，並請提供以下資訊：</p> <p>(a)其職權範圍、架構和職能，包括委員和其他人員之任命程序、資格、任期及組成；</p> <p>(b)確保實現性別平等的措施，以及與公民社會組織 (尤其是婦女</p>

	<p>權利組織和人權捍衛者) 密切合作的機制；</p> <p>(c)NHRC 是否有獨立於監察院的法定保障預算，並闡明其權力與監察院有何不同；</p> <p>(d) NHRC 依 CEDAW 執行監督職能時，其運作獨立於監察院之程度；發起獨立調查之職權；以及其所提出之建議是否具有約束力或諮詢效力。</p>
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權責機關：國家人權委員會

**中文回應：**

本項問題由國家人權委員會獨立回應及提供國際審查委員會，並公開於該會網站。

**英文回應：**

This response is independently provided by the National Human Rights Commission to the International Review Committee and is published on the Commission's official website.

No.4 點次 4 Article 2 第 2 條 侵害婦女人權行為的救濟措施

點次	問題內容	
4	原文	<p><b>Remedies for violations of women's human rights</b></p> <p>4. The Committee welcomes recent efforts to simplify complaint procedures and strengthen remedies under the Sexual Harassment Prevention Act, the Gender Equality in Employment Act and the Gender Equity Education Act. However, the information provided focuses on sector specific frameworks and does not clearly explain whether there exists a comprehensive mechanism to address violations of women's human rights more broadly under the Convention. It remains unclear how complaints that fall outside these specific legal regimes, including those involving intersecting forms of discrimination, are received, assessed and resolved. Please provide detailed information on:</p> <p>(a) All existing complaint and redress mechanisms, including their structure, mandates and powers; how cases are handled in practice; and the types of remedies provided, including data on outcomes disaggregated as appropriate.</p> <p>(b) How these mechanisms relate to one another, including their relationship with procedures under the Gender Equality in Employment Act and with the NHRC;</p> <p>(c) Whether the Government intends to establish a comprehensive, coordinated and accessible cross sectoral system for complaints and remedies for violations of women's rights under the Convention, beyond the existing sector specific frameworks, ensuring effective access to justice for all women, including those in marginalized situations.</p>
	中文參考翻譯	<p><b>侵害婦女人權行為的救濟措施</b></p> <p>4. 委員會樂見近期政府在簡化申訴程序和加強《性騷擾防治法》、《性別平等工作法》及《性別平等教育法》規定的救濟措施等方面所做的努力。然而，所提供的資訊著重於特定領域的框架，並未明確說明是否存在一個全面的機制，可以在 CEDAW 下更廣泛地解決婦女人權受到侵害的問題。目前仍有待釐清如何受理、評估和解決上述特定法律制度範圍之外的申訴，包括涉及交織性歧視的情況。請提供以下詳細資訊：</p> <p>(a)所有現行申訴和補救機制，包括其架構、職權範圍和權力；實務中處理案例的方法；以及所提供之救濟措施類型，包含視情況予以細分之成果資料；</p> <p>(b)這些機制之間的相互關係，包括與《性別平等工作法》規定的</p>

	<p>程序及 NHRC 的關係；</p> <p>(c)政府是否意欲建立一個完善、協調、具可近性的跨部門申訴與救濟機制，以處理侵害 CEDAW 婦女權利的事件，並在現行特定領域框架之外，確保所有婦女，包括處於邊緣化處境者，都能有效獲得司法近用保障。</p>
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權責機關：教育部(a、b)、衛福部(a、b)、勞動部(a、b)、行政院性平處(c)

**中文回應：**

一、(a)的部分

(一) 行政院性別平等信箱：行政院設有「行政院性別平等信箱」可受理民眾之申訴案件，即是一個完善、協調、具可近性的跨部門申訴機制，經性平處檢視如涉及相關法令，則交由權責機關處理，並追蹤處理情形，如檢視機關是否依法行政，妥善處理民眾陳情，並適時提供行政指導。此外，如經檢視確實有違反 CEDAW，則要求權責部會進行修正或刪除，後續並列入 CEDAW 追蹤管考作業。

(二) 其他專責法制之申訴及救濟機制

1. 依據《性別平等教育法》規定提出申請調查之案件，由學校依法組成專業之調查小組進行調查，雙方當事人於收到處理結果（包括事實認定、教育處置及懲處）後，如對處理結果不服，得於收到通知次日起 30 內向學校提出申復，行為人為教職員工之案件，學生（被害人）得選擇向主管機關申復，對申復結果不服者，得依身分適用之規定提出申訴。教育部並無類此救濟類型之結果數據。
2. 依據《性騷擾防治法》第 14、15 及 16 條規定，性騷擾事件被害人除可依相關法律請求協助外，並得以書面或言詞提出申訴。政府機關（構）、部隊、學校、警察機關及直轄市、縣（市）主管機關應於受理申訴或移送到達之日起 7 日內開始調查，並應於 2 個月內調查完成；必要時，得延長 1 個月，並應通知當事人；政府機關（構）、部隊、學校、警察機關及直轄市、縣（市）政府完成調查，應作成調查報告及處理建議，移送直轄市、縣（市）主管機關辦理。直轄市、縣（市）主管機關接獲調查報告及處理建議後，應提報審議會審議，並將調查結果之決定通知當事人。倘性騷擾被害人有服務需求，政府機關（構）、部隊、學校、警察機關及直轄市、縣（市）主管機關於性騷擾事件調查過程中，應主動提供或轉介諮詢協談、心理輔導、法律協助、社會福利資源及其他必要之服務；經統計 2025 年共提供 1,389 人、共 1 萬 574 次服務。

3. 依據《性別平等工作法》規定：

- (1) 受僱者於執行職務時遭受性騷擾，如雇主因接獲被害人申訴而知悉性騷擾之情形，應採取立即有效之糾正及補救措施，包括對性騷擾事件進行調查及對行為人為適當之懲戒或處理，2024年(3-12月)通報申訴件數共計1,577件。被害人如不服被申訴人調查或懲戒結果，得逕向地方主管機關提起申訴。
- (2) 最高負責人或僱用人為性騷擾行為人時，受僱者亦可直接向地方主管機關申訴，經調查屬實即裁罰行為人，2024年地方主管機關受理被申訴人為最高負責人或僱用人計75件申訴案件，經調查有25件成立。
- (3) 有關《性別平等工作法》之申訴及救濟機制，依同法第34條規定略以，受僱者或求職者發現雇主違反《性別平等工作法》規定時，可向地方主管機關申訴。倘對於地方主管機關審議後所為之處分有異議時，得向中央主管機關申請審議或逕行提起訴願；如有不服中央主管機關之審定，得逕行提起行政訴訟。另受僱者可循民、刑事等法律途徑救濟，其中受僱者對雇主及行為人之民事損害賠償請求權，依同法第26條至第30條規定辦理。

二、(b)的部分

(一) 2023年，性平三法修法後，明確規範性騷擾管轄權及適用順序，依照性騷擾事件發生之場域及當事人之身分關係，校園性騷擾事件優先適用《性別平等教育法》，職場性騷擾事件適用《性別平等工作法》，其餘性騷擾事件則適用《性騷擾防治法》。另外，當學生於校外事業機構實習遭受性騷擾時，依雙方當事人之身分界定適用法律，針對權益保障或保護，可能同時有《性別平等教育法》及《性別工作平等法》之適用。

(二) 國家人權委員會依「國家人權委員會人權陳情及申訴案件作業程序」進行人權事件之申訴受理及調查。民眾對於違反婦女人權之案件(包含前述性騷擾事件)，亦可同時向國家人權委員會申訴。

三、(c)的部分：行政院設有「行政院性別平等信箱」可受理民眾之申訴案件，即是一個完善、協調、具可近性的跨部門申訴機制，相關內容同本點次(a)。

**英文回應：**

1. Part (a)

- (1) Gender Equality Mailbox of the Executive Yuan: The Executive Yuan has established the “Gender Equality Mailbox of the Executive Yuan” to handle complaints from the public, serving as a comprehensive, coordinated, and

accessible inter-departmental grievance mechanism. If the Department of Gender Equality reviews a case and finds that it involves relevant laws and regulations, the case shall be handed over to the competent authority. The Department then tracks the handling progress to review whether the authority exercises administration according to law, properly addresses the public petition, and provides administrative guidance when appropriate. Furthermore, if the review confirms a violation of CEDAW, the competent ministry or agency is required to amend or repeal the relevant provisions. Such cases are subsequently incorporated into CEDAW follow-up monitoring and control mechanisms.

(2) Other Dedicated Legal Grievance and Remedial Mechanisms

- a. Cases submitted for investigation under the Gender Equity Education Act will be investigated by a professional investigation team formed by the school in accordance with the law. If either party is dissatisfied with the outcome (including fact-finding, educational measures, and disciplinary actions), they may appeal to the school within 30 days of receiving the notification. In cases where the perpetrator is a faculty or staff member, the student (victim) may choose to appeal to the competent authority. Those dissatisfied with the appeal result may file a petition according to the applicable regulations for their status. The Ministry of Education does not have data on the results of this type of remedy.
- b. According to Articles 14, 15, and 16 of the Sexual Harassment Prevention Act, victims of sexual harassment incidents may request assistance in accordance with relevant laws and may also file a complaint either in writing or orally. Government agencies (institutions), military units, schools, police authorities, and the competent authorities of regions, municipalities, and counties (cities) shall commence an investigation within seven days from the date the complaint is accepted or the referral is received, and the investigation shall be completed within two months. If necessary, the period may be extended by one month, and the parties involved shall be notified. Upon completion of the investigation, the government agencies (institutions), military units, schools, police authorities, and the municipal or county (city) governments shall prepare an investigation report and processing recommendations, and transfer them to the municipal or county (city) competent authority for processing. Upon receiving the investigation report and processing recommendations, the municipal or county (city) competent authority shall submit them to the Review Committee for deliberation and notify the parties of the decision regarding the investigation results. If the victim of sexual harassment has service needs, the government agencies (institutions), military units, schools, police authorities, and the municipal or county (city) competent authorities shall, during the investigation process of the sexual

harassment incident, proactively provide or refer the victim to counseling, psychological guidance, legal assistance, social welfare resources, and other necessary services. According to statistics, a total of 10,574 services were provided to 1,389 individuals in 2025.

- (3) According to the provisions of the Gender Equality in Employment Act:
  - a. An employee experiences sexual harassment during his or her duties. When an employer becomes aware of sexual harassment due to a complaint from the victim, they shall take immediate and effective corrective and remedial measures, including investigating the sexual harassment incident and administer appropriate disciplinary action or disposition, and a total of 1,577 complaints were reported in 2024 (March to December). If the complainant is dissatisfied with the results of the investigation or disciplinary actions taken by the accused person's employer, they may directly file a complaint with the local competent authority.
  - b. When the highest-ranking official or the employer is the harasser, employees may directly file a complaint with the local competent authority, and the harasser will be punished if the complaint is verified to be true after investigation. In 2024, local competent authorities accepted 75 complaints in which the harasser was the highest-ranking official or employer, and 25 cases were substantiated after investigation.
  - c. Regarding the complaint and relief mechanisms under the Gender Equality in Employment Act, Article 34 of the Act provides, in summary, that when an employee or job applicant discovers that an employer has violated the provisions of the Act, they may file a complaint with the local competent authority. If they disagree with the disposition made by the local competent authority after review, they may apply to the central competent authority for further review or directly file an administrative appeal. If they are dissatisfied with the decision of the central competent authority, they may directly initiate administrative litigation. In addition, employees may seek remedies through civil or criminal legal channels. Among these, claims by employees for civil damages against the employer and the perpetrator shall be handled in accordance with Articles 26 to 30 of the Act.

## 2. Part (b)

- (1) In 2023, following the amendments to the three gender equality laws, the jurisdiction and application order for sexual harassment cases were clearly regulated. Based on the venue where the sexual harassment incident occurs and the identity relationship of the parties involved, campus sexual harassment incidents shall preferentially apply the Gender Equity Education Act; workplace sexual harassment incidents shall apply the Gender Equality in Employment Act; and all other sexual harassment incidents shall apply the Sexual Harassment Prevention Act. In addition, when students experience sexual harassment during internships at off-campus organizations, the

applicable law depends on the identities of both parties. Regarding the protection of their rights, both the Gender Equity Education Act and the Gender Equality in Employment Act may apply simultaneously.

- (2) The National Human Rights Commission conducts the acceptance and investigation of human rights complaints in accordance with the Operational Procedures for Human Rights Petitions and Complaints of the National Human Rights Commission. Members of the public facing cases that violate women's human rights (including the aforementioned sexual harassment incidents) may also concurrently file a complaint with the National Human Rights Commission.
3. Part (c): The Executive Yuan has established the “Gender Equality Mailbox of the Executive Yuan” to handle complaints from the public, serving as a comprehensive, coordinated, and accessible inter-departmental grievance mechanism; the relevant details are identical to Part (a) of this point.

No.5 點次 5 Article 2 第 2 條 國內法院對 CEDAW 的適用

點次	問題內容	
5	原文	<p><b>Application of the Convention in domestic courts</b></p> <p>5. The Committee notes that, in 2022, it expressed concern that the Convention was rarely invoked and applied by domestic courts, despite the provisions of the Enforcement Act, and welcomes the information indicating that this situation has improved. The Committee commends the measures taken by the Judicial Yuan and the Ministry of Justice to incorporate the Convention as a mandatory subject in pre-service and in-service training for judges, prosecutors, attorneys and other judicial officials, including the development of a reference manual for judges on citing the Convention. However, the Committee remains concerned that these measures appear to rely primarily on training and policy initiatives, without clear evidence of their institutionalization through administrative protocols or in binding legal or regulatory frameworks to guarantee their sustained impact on judicial practice. Please provide information on:</p> <p>(a) Measures taken to ensure the sustainability and institutionalization of initiatives aimed at strengthening the application of the Convention, including whether they are enshrined in legislation, regulations or binding policy frameworks or protocols, and what mechanisms are in place to monitor and evaluate their impact, including data on the number and types of judicial decisions invoking the Convention;</p> <p>(b) Steps being taken to establish a comprehensive, transparent and effective internal grievance mechanism within the judiciary to address allegations of gender discrimination, including measures to ensure accountability, access to remedies, and public reporting on complaints and their outcomes.</p>
	中文參考翻譯	<p><b>國內法院對 CEDAW 的適用</b></p> <p>5. 委員會注意到，2022 年委員會曾表示關切，縱有《CEDAW 施行法》的相關規定，但國內法院很少援引和適用 CEDAW，委員會欣聞此情況已有所改善。委員會讚揚司法院和法務部採取措施，將 CEDAW 納入法官、檢察官、律師和其他司法人員的職前和在職訓練的必要課程，包括訂定「法官辦理引用 CEDAW 參考手冊」。然而，委員會仍有疑慮，此類措施似乎主要仰賴教育訓練與政策推動，未見明確證據顯示其透過行政程序或具約束力之法規框架加以制度化，以確保足以對司法實務帶來長期影響。請提供以下資訊：</p> <p>(a) 確保強化適用 CEDAW 之各項計畫得以延續並予以制度化之</p>

		<p>具體措施，包括該等措施是否明訂於法律、法規或具約束力之政策框架與程序，以及為監督與評估該等措施影響所設置之機制，包括援引 CEDAW 的司法判決數量與類型等資料；</p> <p>(b) 為處理性別歧視指控，在司法系統內建立全面、透明和有效的申訴機制，所採取之措施，包括為確保落實問責制、救濟途徑之近用，以及針對申訴案件及其處理結果進行公開報告所採取之措施。</p>
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權責機關：法務部(a)、司法院(a、b)

### 中文回應：

#### 一、(a)的部分

(一) 法務部為檢察行政機關，並尊重所屬檢察官就個案所為之專業判斷及職權行使，包含：就個案之偵查作為、偵查結果及書類撰擬之內容等，而為提升所屬檢察官對 CEDAW 之認知及運用，法務部每年辦理「婦幼保護及性別平等研習會」，將 CEDAW 之相關議題列入課程設計，並向檢察官宣導於書類中引用 CEDAW。

(二) 行政院制定「消除對婦女一切形式歧視公約施行法」經立法院三讀通過，總統並於 2011 年 5 月 20 日公布施行。該施行法第 2 條明定，CEDAW 公約所揭示保障性別人權及促進性別平等之規定，具有國內法律之效力。是以法院於審理相關案件時，得依法援引適用。為強化法官及司法人員對公約之理解及運用能力，於法官學院規劃年度課程時，將 CEDAW 及一般性建議納入新進法官、在職研習及相關司法人員培訓內容，並蒐集學員回饋意見，定期更新檢討課程內容。於辦理法規草案制定或增修之研議時，均會將公約及一般性建議有關性別人權保障之意旨納入。另於司法院官網人權專區建置引用公約裁判書查詢功能，以供法官及外界查閱參考。又建立各級法院 CEDAW 相關裁判統計機制，以掌握不同案件類型引用 CEDAW 之情形。

二、(b)的部分：性別歧視申訴，司法院及所屬法院均依性騷擾防治等規定辦理。涉司法廉政申訴，則循法定程序查處函覆並提供救濟途徑。各類案件均落實個資保護，對外僅公開去識別化統計數據，兼顧資訊透明與隱私保障。

### 英文回應：

#### 1. Part (a)

(1) The Ministry of Justice (MOJ) serves as the administrative agency for prosecutorial affairs and respects the professional judgment and exercise of authority by its subordinate prosecutors in individual cases. This includes investigative actions, investigation results, and the content of drafted legal

instruments. To enhance the awareness and application of CEDAW among its prosecutors, the MOJ organizes the annual "Seminar on Women and Children Protection and Gender Equality." CEDAW-related topics are integrated into the curriculum design, and the Ministry actively encourages prosecutors to cite CEDAW in their legal documents.

- (2) The Enforcement Act of CEDAW, drafted by the Executive Yuan, was passed by the Legislative Yuan during its third reading and promulgated by the President on May 20, 2011. Article 2 of this Act explicitly affirms that the provisions of the CEDAW concerning the protection to human rights of different genders and promotion of sexual equality possess the same legal effect as domestic legislation. Therefore, courts may invoke and apply these provisions in accordance with the law when adjudicating relevant cases. To enhance the comprehension and application of the Convention among judges and judicial officials, the Judges Academy integrates CEDAW and its General Recommendations into the training programs for newly appointed judges, ongoing professional development, and relevant judicial officials training within its annual curriculum planning. Following the completion of each course, participant feedback is systematically collected to support continuous curriculum review and improvement. When drafting regulations or considering legislative amendments, the Judicial Yuan incorporates the principles related to the protection of gender-based human rights as articulated in the Convention and its General Recommendations. Additionally, the Judicial Yuan has developed a search function on its official website within the human rights section, enabling access to judgments that reference the Convention, thereby facilitating their use by judges and the general public. To gain a comprehensive understanding of how CEDAW is cited across various case types, the Judicial Yuan has also implemented a statistical mechanism to collect data on the citation of CEDAW in judicial decisions at all court levels.
2. Part (b): Complaints of gender discrimination are handled by the Judicial Yuan and courts in accordance with the Sexual Harassment Prevention Act and other relevant regulations. Complaints involving judicial ethics are investigated and addressed through statutory procedures, with formal responses and access to remedies provided. Personal data protection is strictly implemented across all categories of cases; only de-identified statistical data is disclosed to the public to balance information transparency with the protection of privacy.

No.6 點次 6 Article 1&16 第 1 條及第 16 條 性傾向、性別認同及性別特徵

點次	問題內容	
6	原文	<p><b>Sexual orientation, gender identity and sex characteristics</b></p> <p>6. The Committee notes that, in 2022, it requested information on the existence of a comprehensive legal framework to protect lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) persons from discrimination beyond the areas of education and employment. Please provide updated information on the legal and policy framework in place to prohibit and address discrimination based on sexual orientation, gender identity and sex characteristics in all areas covered by the Convention. Please indicate whether planned comprehensive anti-discrimination legislation explicitly includes protection on these grounds. The Committee is concerned that no comprehensive legislation has been adopted to ensure legal gender recognition. Please:</p> <p>(a) Clarify the current legal framework governing change of legal gender markers, including the continued reliance on administrative requirements such as surgical interventions and psychiatric diagnoses, and indicate what is the existing framework for gender recognition, in line with international human rights standards;</p> <p>(b) Provide information on measures taken to ensure that legal gender recognition procedures respect the rights to bodily autonomy, dignity and privacy, and do not impose disproportionate or discriminatory requirements on transgender, non-binary and intersex persons, including steps taken to eliminate mandatory medical or psychiatric requirements and address the specific situation of intersex persons; and</p> <p>(c) Indicate whether the Government is taking steps to review the binary household registration system, including in light of the legalization of same-sex marriage, and to ensure recognition of diverse gender identities.</p>
	中文參考翻譯	<p><b>性傾向、性別認同及性別特徵</b></p> <p>6. 委員會注意到，2022 年委員會曾要求提供資訊，說明是否存在全面性法律框架，以保護女同性戀、男同性戀、雙性戀、跨性別者、酷兒和雙性人 (LGBTQI) 在教育 and 就業以外的領域免受歧視。請提供最新資訊，說明現行法律和政策框架如何針對 CEDAW 涵蓋的所有領域，禁止和解決基於性傾向、性別認同和性別特徵的歧視。請敘明規劃中之全面性反歧視立法，是否明確包含對該等歧視事由之保障措施。委員會相當關切，目前尚未通過任何全面性立法來確保性別法律承認。茲請：</p> <p>(a)釐清規範法律性別登記變更之現行法律框架，包括是否繼續仰</p>

	<p>賴外科手術及精神科診斷等行政要件，並請敘明現行性別承認機制如何銜接國際人權標準；</p> <p>(b)提供相關資訊，說明為確保性別法律承認程序尊重身體自主權、尊嚴權和隱私權，且不對跨性別者、非二元性別者及雙性人施加不當或歧視性要求而採取之措施，包括為取消強制醫療或精神科評估要求及解決雙性人的特殊情況而採取之措施；並且</p> <p>(c)說明政府是否正在採取措施審查二元性別戶籍登記制度，包括在同性婚姻已合法化的情況下，確保承認多元性別認同。</p>
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權責機關：行政院人權處、行政院性平處(a)、內政部(a)、教育部(b)、衛福部(b)、勞動部(b)

**中文回應：**

- 一、《反歧視法》草案禁止歧視之特徵包括性別、性別特質、性別認同及性傾向，能涵蓋保障 LGBTQI 人士於教育、就業、大眾交易領域之禁止歧視、騷擾及報復，並規範雇主及學校之歧視、騷擾防治及糾正補救義務。
- 二、又我國禁止歧視法規散見在不同法律，有保護特定群體在不同領域免於歧視、也有規範在特定領域禁止一種或多種特徵之歧視，未來制定《反歧視法》後，並不影響既有禁止歧視法律之規範，且違反其他法律禁止歧視規定，被害人亦得依反歧視法提起救濟。
- 三、(a)的部分
  - (一) 目前性別變更登記係依內政部 2008 年 11 月 3 日內授中戶字第 0970066240 號令，規定各戶政機關受理性別變更認定要件，所有性別變更者須持 2 位精神科專科醫師評估鑑定之診斷書及合格醫療機構開具已摘除性器官之手術完成診斷書，辦理性別變更登記。
  - (二) 針對前揭內政部令釋規定，CEDAW 與兩公約已明確指出性別認同為基本人權，應廢除強制手術；另我國已有 9 件免術換證經法院判決確定，並認內政部令釋違反法律保留原則、比例原則及平等原則，侵害身體權、健康權、人性尊嚴及人格權而應拒絕適用。
  - (三) 考量性別變更為重大人權議題，且涉及人民權利義務層面甚廣，包括人工生殖、運動競賽、兵役、矯正收容、宿舍管理、警政與社會秩序維護、勞動權益、選舉、公共場所硬體設施（如廁所、游泳池、浴室澡堂內就盥洗設備之使用等）、身分關係、婚姻家庭關係、性別變更後之親子關係及隱私權益等跨領域及跨部會之議題，影響社會大眾生活甚鉅，行政院已持續協調內政部、衛生福利部及法務部等機關召開會議周詳審慎研議、釐清並凝聚社會共識，做為制定政策之參考，以降低不必要之社會對立衝突。

#### 四、(b)的部分

##### (一) 醫療：

1. 衛生福利部於 2018 年以函釋說明，性傾向並非疾病，醫學、精神醫學及心理學上均無所謂「性傾向扭轉（迴轉）」治療，不應視為治療或醫療行為。另於同(2018)年轉請各地方衛生局及各類醫事人員職業與專業團體，俾轉知轄內機構及醫事人員辦理。
2. 衛生福利部為避免雙性或性別不明之未成年人過早接受非緊急且不可逆轉之性別手術，於 2018 年公告「未成年雙性人之醫療手術共同性建議原則」。
3. 衛生福利部為提供跨性別者友善就醫環境及讓醫事人員能夠以同理、支持的態度，提供跨性別者民眾優質照護品質並辦理相關教育訓練，依行政院性別平等會「衛生、福利及家庭組」會議委員建議及決議事項，由衛生福利部參考歐美醫學會組成諮詢委員會多次討論，並於 2024 年公告「LGBT+民眾醫療照護參考指引」。

(二) 職場：《性別平等工作法》第 7 條至第 11 條針對職場性別或性傾向歧視之禁止，已有明確規範，並有明文規定申訴處理、救濟程序及處罰等。

(三) 教育：《性別平等教育法》業明定教育方式指導應尊重多元性別差異，促進性別地位之實質平等。

#### 五、(c)的部分

(一) 按《司法院釋字第七四八號解釋施行法》(下稱施行法)自 2019 年 5 月 24 日施行，依施行法第 2 條及第 4 條規定，相同性別之 2 人得成立永久結合關係，並向戶政機關為結婚登記。如為涉外事件，依《涉外民事法律適用法》第 46 條規定：「婚姻之成立，依各該當事人之本國法。但結婚之方式依當事人一方之本國法或依舉行地法者，亦為有效。」爰此，2 位國人、國人與承認同性之結婚國家或地區外籍人士及 2 位外籍人士雙方均屬承認同性之結婚國家或地區者，自 2019 年 5 月 24 日起可在臺辦理同性結婚登記。

(二) 內政部於 2023 年函釋，國人得與未承認同性婚姻國家人士（含香港、澳門居民及未外交部公告之特定國家人士）同性結婚，並向戶政機關辦理結婚登記。

(三) 內政部於 2024 年函釋，兩岸同性伴侶在承認同性婚姻之第三地結婚生效者，得比照現行兩岸異性於第三地結婚之相關規定，檢附文件並通過面談後，於我國辦理結婚登記。

(四) 行政院於 2022 年至今召開多次「研商性別變更認定要件法制化政策方向

會議」，倘未來明定第三性別之認定標準及認定機關，戶政機關將配合辦理後續登記事宜。

**英文回應：**

1. The protected characteristics of the draft Anti-Discrimination Act include gender, gender temperaments, gender identity, and sexual orientation, covering the protection of LGBTQI persons against discrimination, harassment, and retaliation in education, employment, and the provision of goods and services to the public. Furthermore, the draft mandates that employers and schools fulfill their obligations to prevent discrimination and harassment and implement corrective and remedial measures.
2. Currently, Taiwan's anti-discrimination regulations are dispersed across various statutes. Some laws protect specific groups within different sectors, while others prohibit discrimination based on one or more characteristics within a field. The enactment of the Anti-Discrimination Act will not affect existing anti-discrimination laws. Furthermore, victims of discriminatory acts that violate other anti-discrimination provisions may also seek legal remedy under the draft Anti-Discrimination Act.
3. Part (a)
  - (1) Currently, gender-changing registration is conducted in accordance with the Ministry of the Interior's Decree No. 0970066240, issued on November 3, 2008, which specifies the requirements for gender-change registration to be recognized at household registration offices. The decree requires that an applicant shall present a diagnosis certificate from two psychiatric specialists and a certificate from a qualified medical institution confirming the completion of gender reassignment surgery in order to complete the gender change registration.
  - (2) Regarding the aforementioned Ministry of the Interior decree, CEDAW and the ICCPR and ICESCR have clearly identified gender identity as a basic human right, therefore mandatory surgery should be abolished. Additionally, there have been 9 cases of legal gender change without surgery recognized through court judgments. The courts have ruled that the Ministry of the Interior's decree violates the principles of legal reservation, proportionality, and equality while infringing upon the rights to physical integrity, health, human dignity, and personality, and therefore its application should be denied.
  - (3) Gender alteration is a major human rights issue and involves a wide range of rights and obligations that greatly impact the general public, including areas such as assisted reproduction, sporting competitions, military service, correctional detention, dormitory management, policing and social order, labor rights, elections, public facilities (such as the use of toilets, swimming pools, and bathhouses), identity and relationships, marital and family relationships, parent-child relationships after gender reassignment, and privacy rights. With this in mind, the Executive Yuan has been coordinating with the Ministry of the Interior, the Ministry of Health and Welfare, and the

Ministry of Justice to convene meetings for comprehensive and prudent deliberation, to clarify these issues, and to build social consensus. The outcomes of these meetings serve as a reference for policymaking, in order to reduce unnecessary social division and conflict.

4. Part (b)

(1) Healthcare:

- a. In 2018, the Ministry of Health and Welfare issued an official interpretation clarifying that sexual orientation is not a disease. In the fields of medicine, psychiatry, and psychology, there is no such treatment as “sexual orientation conversion (reversal),” and it should not be regarded as a form of therapy or medical practice. In the same year, the Ministry also requested local health bureaus and various professional and occupational medical associations to disseminate this information to the institutions and healthcare personnel under their jurisdiction.
- b. To prevent intersex or gender-ambiguous minors from undergoing non-emergency and irreversible sex-related surgeries at an early age, the Ministry of Health and Welfare issued the “General Principles for Medical Decision-Making on Surgeries for Intersex Minors” in 2018.
- c. The Ministry of Health and Welfare aims to provide a transgender-friendly healthcare environment and ensure that medical personnel deliver high-quality care to transgender individuals with empathy and support, while also organizing related education and training programs. In accordance with the recommendations and resolutions of the Executive Yuan Gender Equality Committee’s Health, Welfare, and Family Group, the Ministry referenced practices from European and American medical associations, convened an advisory committee for multiple rounds of discussion, and in 2024 issued the “Reference Guidelines for Healthcare Services for LGBT+ Individuals.”

(2) Employment/Workplace: The prohibition of discrimination in the workplace on the basis of gender and sexual orientation is a mandatory legal requirement. Articles 7 through 11 of the current Gender Equality in Employment Act set out clear provisions prohibiting gender-based discrimination, and also explicitly stipulate complaint handling procedures, relief mechanisms, and penalties.

(3) Education: The Gender Equity Education Act stipulates that educational methods and guidance must respect diverse gender differences and promote substantive gender equality.

5. Part (c)

(1) According to the Act for Implementation of J.Y. Interpretation No. 748 (hereinafter referred to as the “Implementation Act”), which came into force on May 24, 2019, Articles 2 and 4 of the Act provide that two persons of the same sex may form a permanent union and register their marriage with the household registration authority. For cases involving foreign elements, Article 46 of the Act Governing the Choice of Law in Civil Matters Involving

Foreign Elements stipulates: “The formation of a marriage shall be governed by the national law of each party. However, a marriage shall also be valid if its formalities comply with the national law of either party or the law of the place where the marriage is celebrated.” Therefore, as of May 24, 2019, same-sex marriage registration in Taiwan is permitted for: two Taiwanese nationals, a Taiwanese national and a foreign national from a country or region that recognizes same-sex marriage, and two foreign nationals, provided both are from countries or regions that recognize same-sex marriage.

- (2) In 2023, the Ministry of the Interior issued an official interpretation stating that a Taiwanese national may marry a person from a country that does not recognize same-sex marriage (including residents of Hong Kong and Macau, as well as nationals of countries not specifically announced by the Ministry of Foreign Affairs), and may apply for marriage registration with the household registration authority.
- (3) In 2024, the Ministry of the Interior further issued an interpretation stating that same-sex couples from Taiwan and Mainland China who have legally married in a third jurisdiction that recognizes same-sex marriage may, by analogy to the existing regulations governing heterosexual cross-strait marriages conducted in a third place, submit the required documents and pass an interview, and then register their marriage in Taiwan.
- (4) Since 2022, the Executive Yuan organized several meetings regarding the gender identity (change) requirements and legislative work. Should the determination standards and competent authorities for third-gender identification be clearly defined in the future, household registration offices will act in accordance to handle subsequent registration matters.

No.7 點次 7 Article 3 第 3 條 促進提高婦女地位的國家機制

點次	問題內容	
7	原文	<p><b>National machinery for the advancement of women</b></p> <p>7. With reference to the fifth national report, please provide updated information on the institutional status and mandate of the Department of Gender Equality of the Executive Yuan. Please:</p> <p>(a) Clarify whether the Department has been elevated to cabinet-level status, and if not, what statutory authority it holds to direct, monitor and enforce gender mainstreaming obligations and legislation across all five Yuans, including the Judicial, Legislative and Examination Yuans, and across local governments, as well as accountability measures in place for entities that fail to comply with gender mainstreaming obligations;</p> <p>(b) Indicate whether an overarching, multi-year national gender equality strategy with time-bound targets, measurable baseline indicators and enforceable sectoral accountability mechanisms has been adopted since the Fourth Review in 2022, and if so, provide details of its scope, implementation timeline, resourcing and progress to date;</p> <p>(c) Provide disaggregated data on gender equality budget allocations across all government ministries and agencies for the period 2021–2024, including steps taken to significantly increase allocations, and describe the gender-responsive budgeting tools developed and implemented across ministries together with evidence of their measurable impact on sectoral appropriations and gender equality outcomes, indicating the existence of a Gender Budget Monitoring system.</p>
	中文 參考 翻譯	<p><b>促進提高婦女地位的國家機制</b></p> <p>7. 請參考第 5 次國家報告，提供行政院性別平等處機構地位和職權範圍的最新資料。茲請：</p> <p>(a)敘明性別平等處（下稱性平處）是否已提升至部會層級；若否，請說明性平處具備何種法定職權，據以指導、監督並執行橫跨五院（包括司法院、立法院及考試院）與各地方政府之性別主流化義務與法令，以及針對未遵守性別主流化義務之機關所採取之問責措施；</p> <p>(b)說明自 2022 年第 4 次審查以來，是否已通過整體性中長程國家性別平等策略，且設有明確時限目標、可衡量的基準指標，以及具執行力之各部門問責機制；如有，請詳細闡明其範圍、實施時程表、資源配置和迄今為止的進展；</p> <p>(c)提供 2021 年至 2024 年期間所有政府部門和機關的性別平等</p>

	<p>預算撥款分組資料，包括為大幅增加撥款而採取之措施，並說明各部門開發和採用的性別回應預算編制工具，併同檢附資料證明上述工具對部門預算編列及性別平等成效之可衡量影響，以反映性別預算監督制度之運作現況。</p>
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權責機關：行政院性平處

**中文回應：**

一、(a)的部分

- (一) 性平處之地位與橫向/縱向監督職權：我國五院皆已設置性別平等專責機制，規劃及發展性別平等政策。性平處為行政院內專責單位，層級已高於部會，為我國第一個性別平等專責機制，推動全國性別平等政策，扮演統合、督導及協調各機關積極推動性別平等業務之角色，使政府整體施政能涵納性別平等措施。
- (二) 地方政府性別主流化業務督導機制：訂頒「行政院辦理直轄市與縣（市）政府推動性別平等業務輔導獎勵計畫」，每 2 年評核地方政府性別平等業務辦理成果(包含性別主流化)，並辦理觀摩交流及輔導，藉由專家培力與交流學習，提升業務橫向與縱向聯繫與溝通協調能力，促進中央與地方、政府與民間之政策對話，提升地方政府推動性別平等業務之量能。
- (三) 評核措施：我國係藉由「行政院所屬機關推動性別平等業務輔導考核及獎勵計畫」及「行政院辦理直轄市與縣（市）政府推動性別平等業務輔導獎勵計畫」，透過設定明確評核指標，並遴聘外部性平專家及民間團體代表擔任考核委員，評核中央部會及地方政府落實性別平等政策情形，考核等第公開於行政院性別平等會(下稱行政院性平會)網站，針對表現不佳者，設有輔導機制，針對表現優異者，則提供獎金、行政獎勵及公開表揚活動。

二、(b)的部分

- (一) 建構國家級性別平等政策推動策略架構：性別平等政策綱領為我國性別平等的政策方針，為使機關落實推動其所揭示之重要工作，行政院邀集行政院性平會委員及相關部會研訂性別平等重要議題，將「促進公私部門決策參與之性別平等」、「提升女性經濟力與建立性別友善職場」、「消除性別刻板印象、偏見與歧視」、「防治數位/網路性別暴力」、「促進健康及照顧工作之性別平等」及「打造具性別觀點的環境空間及科技創新」等 6 項重要議題，作為 2022 至 2025 年推動重點，議題架構包括目標、關鍵績效指標、具體做法、績效指標等項，並納入各部會性別平等推動計畫(2022-2025 年)執行。最新一期(2026-2029 年)性別平等重要議題推動已於 2025 年完成訂

定，並由各部會執行。

(二) 執行成果追蹤管考及評核機制：各部會辦理情形定期納入部會性平專案小組會議追蹤，各年度辦理成果彙整提報至行政院性平會分工小組及會前協商會議，相關會議均有外部學者專家參與，並納入「行政院所屬機關推動性別平等業務輔導考核及獎勵計畫」評核項目，督促機關落實相關工作。

三、(c)的部分：行政院為推動及實踐性別主流化，自 2020 年起實施性別預算制度，由各機關(構)依據行政院函頒之「性別預算作業原則及注意事項」等相關規定，盤點出具有促進性別平等目的或效果之業務，配合編列性別預算，並於性別預算系統填報。各部會並應彙整所屬各機關(構)性別預算執行情形，於次年 7 月底前提報至性別平等專案小組備查，該專案小組所提審查意見，作為各機關(構)後續年度編列及執行性別預算之重要參考。另外，我國自 2021 年 3 月起，首次就預算支出進行追蹤評估，定期就性別預算執行情形撰擬整體分析說明報告，並公告於行政院性平會網站，供各界閱覽。行政院及所屬各部會性別預算逐年增加，2021 年為 1,062 億餘元、2022 年 1,346 億餘元、2023 年 1,555 億餘元、2024 年達 1,886 億餘元，主要係因擴大推動少子女化對策計畫及長照服務等政策所致。

#### 英文回應：

##### 1. Part (a)

- (1) The Department of Gender Equality's status and lateral/vertical oversight authority: All five branches of government in Taiwan have established dedicated gender equality accountability mechanisms to plan and develop gender equality policies. As a dedicated unit in the Executive Yuan, the Department of Gender Equality is positioned at a level above ministries. It is Taiwan's first dedicated mechanism for gender equality, responsible for promoting nationwide gender equality policies. It plays a central role in integrating, supervising, and coordinating government agencies to actively promote gender equality initiatives, ensuring that gender equality measures are incorporated across overall government policymaking and administration.
- (2) Gender mainstreaming oversight mechanisms at the local government level: The "Guidance and Incentive Program for Promoting Gender Equality in Municipalities and County (City) Governments" was enacted to review the performance of local governments in promoting gender equality every two years (including gender mainstreaming). The program also organizes observational exchanges and guidance sessions to enhance lateral and vertical communication and coordination capabilities through expert empowerment and knowledge exchange, facilitating policy dialog between the central and local governments and between the government and the public, thereby improving the local government's capacity for promoting gender equality.

- (3) Evaluation measures: Through 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 in Municipalities and County (City) Governments,” Taiwan has set clear evaluation indicators and selected external gender equality experts and NGO representatives to serve as assessment commissioners to evaluate the implementation of gender equality policies by central ministries and local governments. The evaluation results are published on the website of the Executive Yuan Gender Equality Committee. A guidance mechanism is established for underperformers, and those with excellent performance are rewarded with bonuses, administrative rewards, and public commendation.
2. Part (b)
  - (1) Constructing a national-level strategic framework for promoting gender equality policies: The Gender Equality Policy Guidelines serve as the policy blueprint for gender equality in Taiwan. To ensure that government agencies implement and promote the key initiatives outlined in the Guidelines, the Executive Yuan convened the Executive Yuan Gender Equality Committee and relevant ministries to develop major gender equality issues, focusing on “facilitating gender-equal participation in decision-making across the public and private sectors,” “raising women’s economic power and building gender-friendly workplaces,” “eliminating gender stereotypes, biases, and discrimination,” “preventing digital/cyber gender-based violence,” “facilitating gender equality in health and care work,” and “creating environment/space and technological innovations with a gender perspective” as the six key topics to promote between 2022 and 2025. The issues outlined included objectives, key performance indicators, concrete approaches, and performance indicators, which were incorporated into the Gender Equality Promotion Plan for Ministries (2022-2025). Major gender equality issues for the latest phase (2026-2029) were established in 2025, and are being implemented by various ministries.
  - (2) Implementation results tracking, management, and evaluation mechanisms: The implementation performance of each ministry is regularly reviewed by their respective gender equality task forces. Annual implementation performance results are compiled and submitted to the Executive Yuan Gender Equality Committee’s specialized teams and pre-meeting negotiations. External scholars and experts participate in all relevant meetings, and the results are included in the evaluation criteria of the “Guidance, Evaluation, and Incentive Plan for Gender Equality Initiatives by Agencies under the Executive Yuan,” encouraging agencies to effectively implement the relevant work.
3. Part (c): To promote and implement gender mainstreaming, the Executive Yuan has enforced a gender budgeting system since 2020. In accordance with relevant regulations, such as the Operational Principles and Guidelines for Gender Budgeting issued by the Executive Yuan, all ministries and agencies are required

to inventory and identify tasks that possess the purpose or effect of promoting gender equality, compile their gender budgets accordingly, and report them into the Gender Budgeting System. Furthermore, each ministry shall aggregate the gender budget execution status of its subordinate agencies and submit a report to the Gender Equality Task Force for reference before the end of July of the following year. The review opinions provided by the Task Force shall serve as an important reference for each agency's compilation and execution of gender budgets in subsequent fiscal years. Additionally, Taiwan began tracking and evaluating budget expenditures in March 2021, periodically compiling overall analysis reports on gender budget implementation. These reports are posted on the Executive Yuan Gender Equality Committee website for public viewing. The Executive Yuan and its ministries have increased their gender budgeting year by year, from approximately NT\$106.2 billion in 2021 to NT\$134.6 billion in 2022, NT\$155.5 billion in 2023, and NT\$188.6 billion in 2024. This budget increase is mainly due to the expansion of policies such as countermeasures for declining birth rates and long-term care services.

No.8 點次 8 Article 3 第 3 條 促進提高婦女地位的國家機制

點次	問題內容	
8	原文	<p>8. As follow up to its 2022 observations regarding the lack of concrete outcomes and effective coordination, regulatory tools and accountability mechanisms, the Committee requests updated information on measures taken to strengthen the authority, resources and coordinating role of the Department of Gender Equality of the Executive Yuan in implementing the Convention. Please also provide information on:</p> <p>(a) Progress in establishing effective coordination and accountability mechanisms, including indicators, targets, data collection systems, performance frameworks and incentives, for synergy of mainstreaming efforts;</p> <p>(b) The remaining legislative amendments needed to ensure full compliance with the Convention, indicating timelines, and how the Government plans to update its review mechanism to incorporate the Committee's general recommendations Nos. 38, 39 and 40, and ensure continued alignment of laws and policies with the Convention.</p>
	中文參考翻譯	<p>8. 承續 2022 年針對缺乏具體成果和有效協調、監管工具和問責機制等委員會意見，請就為強化行政院性平處落實 CEDAW 之職權、資源及協調角色所採取之各項措施，提供最新進度。請一併提供以下資訊：</p> <p>(a) 建立有效協調和問責機制（包含相關指標、目標、資料蒐集系統、績效框架和激勵措施），俾使性別主流化相關努力發揮綜效的進展；</p> <p>(b) 為確保完全遵循 CEDAW 規定，目前尚待完成之各項法律修正案，並明訂時程表，以及政府如何規劃更新審查機制，以納入委員會第 38、39 和 40 號一般性建議，並確保法律和政策持續與 CEDAW 保持一致。</p>

權責機關：行政院性平處

中文回應：

一、為加強性平處於執行 CEDAW 之職權、資源及整合協調角色，政府已採取多項制度性與運作面措施如下。

(一) 制度層面：透過行政院性平會之運作機制，強化性平處作為幕僚與統籌單位之政策引導功能，並藉由跨部會分工小組及部會性別平等專案小組，提

升政策橫向整合力。

- (二) 資源層面：持續爭取並整合各部會性別預算與人力資源，推動性別主流化工具(如性別影響評估、性別統計及性別預算)，以強化性別平等及 CEDAW 政策之執行基礎。
- (三) 協調機制層面：建立部會聯繫窗口制度，並透過國家報告撰擬、國際審查及結論性意見追蹤、期中審查等機制，強化各機關共同承擔與分工合作。
- (四) 監督與管考層面：建置指標化追蹤機制，定期檢視各部會落實情形，並將執行情形納入「行政院所屬機關推動性別平等業務輔導考核及獎勵計畫」指標中，進行評核，以提升政策落實之責任性與一致性。
- (五) 最後，透過強化與地方政府及民間團體之協力關係，擴大政策參與及落實範圍，以整體提升 CEDAW 執行之深度與廣度。

## 二、(a)的部分

- (一) 策略目標設定：為使機關落實性別平等政策綱領所揭示之重要工作，及確保性別主流化努力發揮綜效，行政院研訂「性別平等重要議題(院層級議題)」，議題架構包括目標、關鍵績效指標、具體做法、績效指標等項，定期追蹤推動成效。
- (二) 分層管考追蹤：依據所設定之策略目標，各部會需納入機關性別平等推動計畫落實執行，將每年推動情形納入部會性別平等專案小組會議追蹤，並定期彙報至行政院性平會分工小組及會前協商會議進行研議精進。
- (三) 績效評核與鼓勵：各部會推動性別平等推動計畫情形以及落實 CEDAW 執行情形納入「行政院所屬機關推動性別平等業務輔導考核及獎勵計畫」評核項目，以督促機關落實相關工作，針對表現優良者，透過金馨獎給予獎勵並提供其他機關觀摩學習；有待加強者，將由行政院持續積極輔導。

## 三、(b)的部分

- (一) 已建置法規檢視機制：行政院於 2012 年函頒「性別平等大步走-落實 CEDAW 計畫」，首次辦理 CEDAW 教育訓練及法規檢視作業，並於 2016 及 2020 年配合聯合國發布之一般性建議，辦理第 29 至 33 號及第 34 至 37 號一般性建議法規檢視。不符合 CEDAW 法規皆持續列管追蹤，嚴格管控修正進度，並納入性別平等業務考核之扣分項目，以落實監督。
- (二) 進行 38-40 號一般性建議法規檢視：
  1. 性平處持續追蹤聯合國一般性建議之發布情形，在考量人力、行政量能資源與檢視品質下，採取「累積 4 至 5 號一般性建議後啟動新一波檢視作業」之規劃。
  2. 性平處於新的一般性建議公布後，即規劃邀請具相關專業背景之學者專

家進行編撰教育訓練教材，以作為執行法規檢視、強化機關同仁專業知能及推動教育訓練工作之依循基礎。截至目前已完成 CEDAW 第 38 至 39 號一般性建議教育訓練教材之編撰作業，並公告於行政院性別平等會網站；鑑於聯合國已公布第 40 號一般性建議，已規劃辦理第 40 號教育訓練教材之編撰，作為後續推動法規檢視及相關作業之重要參據。另亦持續關注聯合國一般性建議之發布進度，並規劃辦理教育訓練及啟動新一波法規檢視作業。

英文回應：

1. To strengthen the Department of Gender Equality’s authority, resources, and coordination role in implementing CEDAW, the government has adopted several institutional and operational measures as follows.
  - (1) Institutional: Through the operational mechanism of the Executive Yuan Gender Equality Committee, the government has strengthened the Department of Gender Equality’s policy guidance function as a staff and coordinating unit. It has also enhanced lateral policy integration through inter-ministerial specialized teams and ministerial gender equality task forces.
  - (2) Resources: The government has continually strived for and integrated ministerial gender budgets and human resources, promoting gender mainstreaming tools (such as gender impact assessment, gender statistics, and gender budgeting) to strengthen the foundation for implementing gender equality and CEDAW policies.
  - (3) Coordination mechanism: Established communication channels between ministries and strengthened the joint responsibility and division of labor among agencies through mechanisms such as drafting national reports, conducting international reviews, and implementing follow-ups on concluding observations and mid-term reviews.
  - (4) Supervision and evaluation: An indicator-based monitoring mechanism has been established to regularly review the implementation status across ministries. Performance results are incorporated into the indicators of the “Guidance, Evaluation, and Incentive Plan for Gender Equality Initiatives by Agencies under the Executive Yuan” and are evaluated to enhance accountability and consistency in policy implementation.
  - (5) Lastly, the government has expanded the scope of policy participation and implementation by strengthening collaborative relationships with local governments and NGOs, thereby elevating the overall depth and breadth of CEDAW implementation.
2. Part (a)
  - (1) Setting strategic targets: To enable agencies to implement the key tasks outlined in the Gender Equality Policy Guidelines and ensure the effectiveness of gender mainstreaming efforts, the Executive Yuan has

established the “Major Gender Equality Issues (Cabinet-level)”. The issue framework includes targets, key performance indicators, concrete approaches, and performance indicators, with periodic tracking of implementation results.

- (2) Tiered management and assessment tracking: According to the established strategic objectives, ministries must incorporate these goals into their gender equality implementation plans and ensure their execution. Annual implementation status shall be tracked through meetings of each ministry’s gender equality task force, and regularly compiled reports shall be submitted to the Executive Yuan Gender Equality Committee's specialized teams and pre-meeting negotiations for discussion and improvement.
  - (3) Performance evaluation and incentives: The progress of various ministries in promoting gender equality and implementing CEDAW is included in the evaluation criteria of the “Guidance, Evaluation, and Incentive Plan for Gender Equality Initiatives by Agencies under the Executive Yuan” to encourage agencies to implement relevant work. Those with excellent performance will be rewarded through the Golden Carnation Awards and spotlighted as a model for other agencies to learn from. Underperformers shall receive further active guidance from the Executive Yuan.
3. Part (b)
- (1) Regulatory review mechanism established: In 2012, the Executive Yuan issued the “Advancing Gender Equality - Project on Implementing the Convention on the Elimination of All Forms of Discrimination Against Women,” under which CEDAW education and training and regulatory review were conducted for the first time. Subsequently, in accordance with the general recommendations, issued by the United Nations, further regulatory reviews were carried out in 2016 and 2020, covering general recommendations No. 29 to 33 and No. 34 to 37. Laws and regulations found not to comply with CEDAW are subject to continuous tracking and supervision with strict monitoring of the amendment process. Such cases are also incorporated as point-deduction items in gender equality performance evaluations to ensure effective oversight.
  - (2) Regulatory reviews for general recommendations No. 38 to 40:
    - a. The Department of Gender Equality continues to track the United Nations’ issuance of general recommendations. Taking into account human resources, administrative capacity, and review quality, it has adopted a plan “to initiate a new round of reviews after four to five new general recommendations have been issued.”
    - b. Following the issuance of new general recommendations, the Department of Gender Equality makes plans to invite experts and scholars with relevant expertise to compile education and training materials. These materials then serve as the basis for conducting regulatory reviews, strengthening the professional knowledge of agency personnel, and promoting education and training. So far, education and training materials for CEDAW general recommendations No. 38 and 39

have been completed and published on the Executive Yuan Gender Equality Committee website. As the United Nations has issued general recommendation No. 40, plans have been made to compile education and training materials for No. 40 as important references for subsequent regulatory review and related operations. The Department has also continually monitored the United Nations' progress in issuing general recommendations and plans to organize relevant education and training and initiate a new round of regulatory reviews.

No.9 點次 9 Article 3 第 3 條 促進提高婦女地位的國家機制

點次	問題內容	
9	原文	9. Please provide updated information on mechanisms in place to ensure the systematic, meaningful and institutionalized participation of civil society organizations (CSOs) particularly women CSOs, the NHRC and critical stakeholders in the formulation, monitoring and evaluation of gender equality policies, including national reports under the Convention and clarify whether structured and formal channels exist for CSOs to participate in gender equality policy making at the ministerial and inter-Yuan levels, including budget consultations and legislative review processes, or whether such engagement remains ad-hoc and informal.
	中文參考翻譯	9. 請提供最新資訊，說明現行機制如何確保公民社會組織（尤其是婦女公民社會組織）、NHRC 及關鍵利害關係人，能系統化、實質且制度化地參與性別平等政策（含 CEDAW 國家報告）之制定、監督與評核；並請釐清是否已建立架構化的正式管道，供公民社會組織參與部會及院際層級之性別平等政策制定（包括預算諮詢與立法審查程序），抑或此類參與仍屬臨時且非正式。

權責機關：行政院性平處

中文回應：

我國已建立系統化且制度化的正式參與管道，確保公民社會組織（尤其是婦女團體）、專家學者及關鍵利害關係人能實質參與政策制定、預算審核及成效評估，相關機制說明如下。

一、行政院性平會是我國結合公私協力，統合性平事務的核心機制，透過三層級運作模式確保民間意見進入決策核心。

(一) 民間代表組成：性平會委員包含 14 至 18 名民間委員（含婦女團體代表及社會專業人士），占委員會重要比例。

(二) 三層級議事結構與過程：由「分工小組會議」、「會前協商會議」至「委員會會議」，民間委員可依專業，參與下設的 6 個分工小組會議（如人身安全、就業經濟、衛生福利等），針對議案進行深入討論並凝聚共識。

(三) 常態性運作：6 個分工小組每年原則定期召開 3 次會議，截至 2026 年 5 月各層級會議已各召開 35 次，確保參與非屬臨時性。

二、針對部會層級及具體法案、預算的審查，已建立標準化作業程序。

(一) 性別平等專案小組：行政院要求各部會均須設置性別平等專案小組，邀請

民間代表擔任委員，定期參與性別預算之規劃與檢視，強化資源配置的責信。

- (二) 法律案性別影響評估：自 2009 年起，國家重要法律案送行政院審議前，均須進行性別影響評估，並納入外部性平專家參與程序，從源頭預防性別不平等。
- (三) 外部考核機制：辦理各機關性平業務考核時，遴聘具實務經驗之民間專家擔任考核委員，直接對政府施政提出具體改善意見。

### 三、CEDAW 國家報告與國際審查機制採取多元且具國際對話性質的參與模式。

- (一) 報告撰擬參與：透過辦理多場座談會，邀請非政府組織(NGO)表達意見，並將其意見納入報告修正參考。
- (二) 平行報告及參與國際審查機制：制度化保障民間團體提出「平行報告」之權利，並在國際審查期間提供民間團體和國際審查委員會之獨立對話時間，確保國際專家能獲取除政府報告外的多元資訊。
- (三) 結論性意見追蹤：透過定期追蹤及期中審查機制，促使政府與民間持續就審查建議的落實進度進行對話。

### 英文回應：

Taiwan has established systematic and institutionalized formal channels to ensure that NGOs (especially women's organizations), experts and scholars, and key relevant parties can substantively participate in policy-making, budget review, and performance assessment. The relevant mechanisms are explained below.

1. The Executive Yuan Gender Equality Committee is the central mechanism in Taiwan that combines government and public efforts to integrate gender equality affairs. Through a three-tier operating model, it ensures that public opinions reach the core of decision-making.
  - (1) Civil society representatives: The Gender Equality Committee includes 14 to 18 civil society representatives (including representatives from women's organizations and social professionals), representing a significant proportion of the committee.
  - (2) Three-tiered deliberation structure and process: From "specialized team meetings" and "pre-meeting negotiations" to "committee meetings," civil society representatives can participate in the following six specialized team meetings (such as personal safety, employment and economy, health and welfare, etc.) based on their expertise to conduct in-depth discussions on proposals and build consensus.
  - (3) Routine operations: In principle, the six specialized teams hold three meetings annually. As of May 2026, meetings at each level have been held 35 times, ensuring that participation was not ad hoc.
2. Standardized operating procedures have been established regarding ministerial

levels and the review of specific laws and budgets.

- (1) Gender Equality Task Force: The Executive Yuan requires all ministries to establish a gender equality task force. These task forces shall invite civil society representatives to serve as members and periodically participate in gender budget planning and review to strengthen accountability for resource allocation.
  - (2) Gender impact assessment for legislative bills: Since 2009, all major bills of act are required to undergo gender impact assessment before submission to the Executive Yuan for review. This process involves the participation of external gender equality experts, preventing gender inequality at the source.
  - (3) External evaluation mechanisms: When conducting gender equality performance evaluations of government agencies, experienced experts from the private sector are selected to serve as evaluation committee members, directly providing concrete suggestions for improvement to government policies.
3. The CEDAW national report and international review mechanism adopt a diverse and internationally dialog-based participation model.
- (1) Participation in drafting reports: Multiple conferences are organized in which NGOs are invited to express their opinions. These opinions are then incorporated into the report revision process.
  - (2) Parallel reports and participation in international review mechanisms: There is systematic protection of NGOs' right to propose "parallel reports." During the international review process, dedicated time is provided for NGOs to have independent dialog with the international review committee to ensure that international experts can access diverse information beyond government reports.
  - (3) Tracking of concluding observations: Through a regular tracking mechanism, the government and the public are encouraged to continually communicate on the progress of implementing the review recommendations.

No.10 點次 10 Article 4 第 4 條 暫行特別措施

點次	問題內容	
10	原文	<p><b>Temporary special measures</b></p> <p>10. Please provide updated information on temporary special measures adopted or planned in accordance with article 4 (1) of the Convention and general recommendation No. 25 (2004) on temporary special measures, to accelerate substantive equality between women and men in all areas where women remain underrepresented or disadvantaged. Please:</p> <p>(a) Indicate what temporary special measures, beyond the existing constitutional party list quota for the Legislative Yuan, are in place to increase women's representation in the Executive Yuan cabinet, the senior civil service, the judiciary and quasi-diplomatic representation through the Taipei Economic and Cultural Representative Offices abroad, including current gender-disaggregated data on representation across each of these bodies and any numerical targets and timelines in place;</p> <p>(b) Describe the temporary special measures adopted to address women's underrepresentation in the technology, semiconductor, digital economy, artificial intelligence and green energy sectors, and indicate what specific measures have been designed and implemented with an intersectional approach to address the compounded disadvantages of indigenous women, women with disabilities, migrant and older women in the areas of education, employment, health, political participation and socio-economic benefits;</p> <p>(c) Indicate whether Taiwan has considered extending gender quotas or other affirmative measures to the appointment of judges, heads of quasi-diplomatic missions and senior public officials in finance and national security portfolios.</p>
	中文參考翻譯	<p><b>暫行特別措施</b></p> <p>10. 請提供最新資訊，說明為加速在婦女代表性不足或處於不利地位的領域，實現男女間之實質性平等，根據 CEDAW 第 4 條第 (1) 項及有關暫行特別措施之第 25 號 (2004 年) 一般性建議所實施或規劃之暫行特別措施。茲請：</p> <p>(a) 敘明除現行憲法針對立法院政黨比例代表 (不分區) 所規定之婦女保障名額外，目前還採行哪些暫行特別措施，以提升婦女在行政院內閣、高階文官、司法機關，以及透過駐外臺北經濟文化代表處所執行之準外交代表中的比例；並請提供前述各機關之現行性別分組資料，以及所規劃的量化目標與時程；</p>

	<p>(b)說明為解決婦女在科技、半導體、數位經濟、人工智慧和綠色能源領域代表性不足的問題，所採取之暫行特別措施，並指出採用交織性方法設計和實施哪些具體措施，以解決原住民族婦女、身心障礙婦女、移民婦女和高齡婦女在教育、就業、健康、政治參與及社會經濟福利方面面臨的複合劣勢；</p> <p>(c)說明臺灣政府是否考慮將性別配額或其他平權措施擴及法官、準外交代表團團長及財政和國家安全部門高階公職人員的任命。</p>
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權責機關：司法院(a、c)、行政院性平處(a、b)、外交部(a、c)、人事行政總處(a)、教育部(b)、國科會(b)、國防部(c)、數位發展部(b)、環境部(b)、勞動部(b)、經濟部(b)、國家安全會議(c)、金管會(c)

### 中文回應：

#### 一、(a)的部分：

- (一) 委員會與法人機構：行政院訂定「性別平等重要議題(院層級議題)」，其中包括「促進公私部門決策參與之性別平等」議題，推動行政院各部會所屬委員會委員朝性別均等(50:50)邁進；另行政法人、政府捐助財團法人及國營事業董監事任一性別比例邁向40%，以及提升私部門(全國性社會團體、職業團體、農、漁、工會及上市櫃公司)女性參與決策等措施，並請各部會納入機關性別平等推動計畫落實執行，定期納入部會每年性平專案小組會議追蹤，各年度辦理成果彙整提報至行政院性平會分工小組及會前協商會議，並於會上討論精進作法。另結合「行政院所屬機關推動性別平等業務輔導考核」及「行政院辦理直轄市與縣(市)政府推動性別平等業務輔導獎勵計畫」之機制，定期檢視推動情形，以督促中央、地方共同推動決策參與之性別衡平性。
- (二) 內閣與高階文官：為強化女性參與政務推動，行政院人事行政總處持續關注閣員之性別比率，於每月中上旬提供最新閣員性別比率及我國永續發展目標之相關期待，並隨時配合業務推動需要更新統計資料，供院長於延攬人才出任閣員時參考，期能合理兼顧政務推動需求及女性內閣人數之提升。此外，定期於行政院性別平等會重要性別統計資料庫及行政院人事行政總處全球資訊網更新女性閣員比率，以促進性別統計資料之應用與流通，協助各界瞭解我國性別平等發展現況及長期趨勢，以女性參與政務相當職位為目標；截至2026年4月22日止，女性閣員共計9人，占實際派任閣員總數41人之比率為21.95%。另至2026年2月底，行政院所屬及各地方主管機關主管職務人員計5萬2,715人，其中女性2萬1,591人，占40.96%。另為提升公部門女性參與決策程度，業將促進女性參與決策之代表性

納入年度施政計畫之施政策略，並列為人事業務績效考核項目，經統計至 2025 年 12 月底，行政院所屬機關（相當）簡任官等女性人數代表性係數已從 2022 年之 0.85，逐年提升至 0.87，呈現穩定成長。

- (三) 司法機關：共同核心文件第 76 點次提及，2024 年司法院大法官、院長、庭長及法官之性別比率數據：司法院大法官，男性 50%、女性 50%；院長，男性 55.56%、女性 44.44%；庭長，男性 52.57%、女性 47.43%；法官，男性 46.72%、女性 53.28%。是故我國法官之現有性別組成，尚無代表性不足之情形，故尚無相關暫行特別措施之規劃。
- (四) 外交代表：為提升女性於外交領域中之參與，外交部辦理陞任主管作業時均考量性別衡平性，在陞任資格條件均相同時優先拔擢女性擔任主管職務，外交部並自 2022 年起訂定 5 年績效指標，目標逐年提升中、高階主管人數，近 5 年均穩定達標，部內女性主管均穩定逐年上升。鑒於駐外館長職務多自部內高階主管遴派，隨著國內中、高階女性主管人數日益上升，可預期未來將有更多女性出任駐外館長。我國 111 個館處中，現有 23 名女性出任駐外機構館長及大使職位，占比 20.7%。外交部女性高階主管比例 2026 年為 37.8%，預計往後將於每年提升 0.1%，目標於 2029 年女性高階主管比例增至 38.1%。

## 二、(b)的部分：

- (一) 行政院於 2021 年 5 月修正函頒性別平等政策綱領，特別關注不利處境者在各面向的權利保障議題，其中，於權力、決策與影響力面向之推動策略，納入「增加不利處境女性參與決策的機會，並納入其經驗與觀點，從多元的角度，促進性別內的平等」一節，以引導各部會規劃及落實相關措施；另於行政院性別平等重要議題院層級(2026 至 2029 年)議題中，輔導各部會評估於相關業務領域，將交織身分之女性納入決策參與成員，如衛生福利部就特定議題之委員會，於設置要點明定一定比例之保留席次予不利處境女性，環境部規劃修正相關組織或設置要點規定時，視委員會議題性質，將不利處境女性納入成員等。
- (二) 科技與教育 (STEM)：教育部推動「大專校院 STEM 領域及女性研發人才培育計畫」，以有效連結大專校院研發能量及產業資源，鼓勵 STEM 領域與跨領域之學生及教研人員投入 STEM 領域研究，並加強建立女性友善學習研發環境，補助經費之 50%應用於支持女性教研人員教學研究、培育女學生學習與研究能力，以提升我國科技研發與教育發展之整體競爭力。教育部辦理「高中女校科學教育巡訪計畫」教導學生國際數理學科奧林匹亞競賽相關之實驗操作，並邀請臺灣傑出女科學家演講及與學生對談，打破

性別刻板印象，激發高中女學生對科學的興趣，鼓勵未來選擇科研相關科系並投入相關工作。

(三) 數位經濟與 AI：國科會透過 TTA 推動女性科技創業交流，鼓勵女性（特別是女性青年與學生）參與相關產業。2026 年辦理「AI 領航·她力量 | 女性領導力深度對談」等活動，邀集女性 AI 領袖分享職涯與產業經驗，透過成功典範引導與交流，提升女性參與動機與機會。數位發展部辦理友善女性參與之數位技能培訓課程，或鼓勵女性參與數位產業相關活動等暫行特別措施如下：

1. 透過辦理免費 AI 賦能交流活動或課程，並搭配平日或假日等不同授課時間安排，部分亦採線上辦理方式，供女性不受地點限制參加，另酌予邀請女性企業代表擔任講師，促進女性經驗擴散。
2. 透過線上及多元時段授課等設計，提供具家庭照護、生育後回歸職場需求等女性學員，能在授課權與家庭平衡之狀態下，提升上課意願；另辦理交流活動及業師一對一輔導，鼓勵女性參與數位產業相關活動。
3. 辦理導入 AI 應用說明會及轉型等主題活動，鼓勵女性參與數位產業相關活動，並促進中小微型企業數位轉型。

(四) 綠能與環境：

1. 環境部積極落實女性參與決策，確保在環境保護與綠能轉型等領域中納入女性觀點，截至 2026 年 4 月底，所屬 77 個委員會中，已有 92.2%（71 個）符合任一性別比例達 40% 目標。其中，更有 62.34%（48 個）的委員會，女性委員比率趨近 50%，達成性別衡平，顯示環境部委員會之組成結構已具備不同性別代表性。
2. 廢棄物清除處理機構女性從業人員處境，推動相關措施，包括：
  - (1) 辦理性別平等宣導：每年針對廢棄物清除處理機構從業人員辦理性別平等宣導，推廣性別平等法規及友善職場觀念。
  - (2) 監測女性參與情形：定期統計環保專責人員性別比例，以掌握女性參與情形。
3. 回收處理業因產業環境具備高體力需求、需操作大型機械設備等特性，長期以來職場性別結構以男性居多，職務分布呈現顯著區隔：男性多擔任現場技術職，女性則集中於行政管理職位。為強化推動婦女權益工作之整體效能，以達成實質性別平等之目標，資源循環署配合行政院「性別平等政策綱領」，每年辦理回收處理業從業人員性別調查，調查涵蓋其員工組成、性別薪資及廠區性別友善設施等；同時透過每年定期 3 場次回收處理業從業人員教育訓練宣導職場性別平等，透過概

念介紹、法規解析及歧視案例分析等，協助業者建立職場性別平等觀念。考量部分業者正值綠色轉型與導入 AI 設備關鍵階段，2026 年性別調查增加女性從業人員在技術門檻變動下，於就業及經濟效益等方面是否面臨「複合性不利處境」，相關成果將作為未來研擬管理政策及訂定法規之參考，以期達成實質性別平等之目標。

(五) 不利處境及相關支持措施：

1. 為陪伴身心障礙女性走過人生每個重要關卡，教育部預計於 2026 年 8 月推出「身心障礙女性跨階段性別資源手冊」，從 0-18 歲的青少幼健康教育扎根，未來更將規劃 18-99 歲的職涯資源，希望能有效縮減就業資訊的不對稱，讓每位身障女性都能跨越障礙，掌握自主生活。
2. 為掌握不利處境婦女在數位領域面臨之複合性不利處境，數位發展部透過「2025 年數位近用調查報告」進行交織性分析。根據該調查報告顯示，我國 12 歲以上民眾女性（88.2%）的上網率較男性（92.5%）落後 4.3 個百分點。原住民女性（93.0%）的上網率則較男性（91.4%）高 1.6 個百分點；新住民女性（95.2%）的上網率較男性（100.0%）落後 4.8 個百分點；身心障礙者女性（71.3%）的上網率則較男性（82.3%）落後 11.0 個百分點。此外，我國數位斷層主要發生在 70 歲以上族群，其中 70-74 歲男性上網率為 75.9%，女性為 60.3%（差距 15.6 個百分點），而 75 歲以上男性上網率為 49.5%，女性為 36.5%（差距 13.0 個百分點）。相關調查結果作為未來政策推動之參考。
3. 為協助具《就業服務法》第 24 條所定各款身分之婦女就業，各地公立就業服務機構結合地方政府提供個別化就業服務，透過辦理就業促進講座、就業諮詢，及提供僱用獎助、職場學習及再適應等獎助措施鼓勵雇主積極進用，並結合托育、長照等社政資源，協助婦女兼顧家庭適性就業。並落實《中高齡者及高齡者就業促進法》各項措施，透過各地公立就業服務據點及銀髮人才服務據點，由就業服務員依其個別需求提供就業諮詢及推介就業等服務，運用再就業獎勵、五五就業獎勵及特定行業就業獎勵等措施鼓勵再就業；運用職務再設計排除在職場上之工作障礙；推動職場支持輔導鼓勵雇主主動優化職場環境，提供彈性工時、心理諮詢與關懷等友善措施，對於職能不足者，依其就業意願及需求，連結各項職業訓練相關資源，並新增辦理婦女自主訓練獎勵，鼓勵自我精進職能，提升就業能力。
4. 以身心障礙婦女為例，採取多元策略協助女性投入專業領域，包括辦理多元職訓提升工作能力、鼓勵雇主為有家庭照顧需求之婦女規劃工

時調整等獎補助措施，補助提供合理調整及職務再設計排除工作障礙，並辦理各項宣導或表揚措施，以消除刻板印象。依每5年定期更新之身心障礙者勞動狀況調查報告，2024年女性身心障礙者從事民意代表、主管及經理人員、專業人員與技術員及助理專業人員之比率為12.7%，較2019年已上升3.68個百分點。

5. 經濟部（產業技術司）推動「A+企業創新研發淬鍊計畫」，已於申請須知中明確規範，申請單位須落實性別平等，促進並保障女性就業機會，並要求廠商於計畫書中提出「營造性別平等工作環境」之具體作法，例如僱用或新增女性研發人員等措施。此外，為保障身心障礙者權益並鼓勵參與計畫執行，申請須知亦載明，凡符合《經濟部輔導及獎勵主管事業機構成立關係企業僱用身心障礙者辦法》第4條規定之企業，在申請補助時得優先予以支持。

### 三、(c)的部分

- (一) 國家安全會議國安領域高階官員之任命，均依循相關法令及程序進行，目前簡任以上高階文官性別比例尚屬平衡(計男性14人、女性14人)，未來法令如有性別配額或類此措施之規定，將遵照辦理。
- (二) 國防部現役將官女性占1.23%、上校女性占5.44%。國軍軍官之升遷，係依《陸海空軍軍官士官任職條例》及《陸海空軍軍官士官任官條例》辦理，升遷制度採標準化及一致性，在步兵、砲兵、裝甲兵、憲兵、陸戰隊、航空、航輪等兵科，均已全面進用女性人力。為了鞏固女性在軍中長留發展，國防部除推動友善職場政策、加強職場安全環境之外，亦建置性騷擾防治機制，營造性別友善環境，使女性同仁投入工作同時亦能兼顧家庭生活，安心服役。
- (三) 金管會現行未對金融高階長官之任命設定性別配額，將於相關職務出缺遞補人員時，在候選人員資歷相當情形下，考量機關性別比例現況，適時提醒性別比例，作為人事評估之參考。
- (四) 有關法官及外交代表之回應，同(a)之(三)及(四)。

### 英文回應：

1. Part (a):
  - (1) Committees and State-Owned Entities: The Executive Yuan has established the “Major Gender Equality Issues (Cabinet-level),” which include the issue of “facilitating gender-equal participation in decision-making across the public and private sectors” to promote gender equality (50:50) among committee members of various ministries under the Executive Yuan.

Additional measures include advancing the gender ratio of directors and supervisors of administrative corporations, government-endowed foundations, and state-owned enterprises towards at least 40% representation of either gender, as well as increasing women's participation in decision-making in the private sector (national social organizations, professional associations, farmers' and fishermen's associations, trade unions, and TWSE/TPEX-listed companies). All ministries are required to incorporate these measures into their gender equality implementation plan and ensure their execution. Progress of these measures is regularly included in each ministry's annual gender equality task force meetings. Yearly implementation results are compiled and submitted to the Executive Yuan Gender Equality Committee specialized team meetings and pre-meeting negotiations, where further improvement methods are discussed. Additionally, implementation results are regularly reviewed through mechanisms like the "Guidance and Evaluation for Gender Equality Initiatives by Agencies under the Executive Yuan" and "Guidance and Incentive Program for Promoting Gender Equality in Municipalities and County (City) Governments" to urge the central and local governments to jointly promote gender balance in decision-making.

- (2) Cabinet and Senior Civil Service: To strengthen women's participation in governance, the Directorate-General of Personnel Administration (DGPA), Executive Yuan continuously monitors the gender ratio of cabinet members. During the early to mid-month period, the DGPA provides updated gender ratios and relevant expectations aligned with Taiwan's Sustainable Development Goals (SDGs). These statistics are updated as needed to serve as a reference for the Premier when recruiting cabinet members, aiming to balance administrative requirements with the goal of increasing female representation. Furthermore, the ratio of female cabinet members is regularly updated in the Executive Yuan's Gender Equality Committee database and on the DGPA's official website. This promotes the application and circulation of gender statistics, helping the public understand the current status and long-term trends of gender equality in Taiwan, with the ultimate goal of achieving gender parity in senior government positions. As of April 22, 2026, there are 9 female cabinet members, representing 21.95% of the total of 41 currently appointed cabinet officials. As of February 2026, 52,715 managerial personnel were employed by agencies under the Executive Yuan and local governments, 21,591 (40.96%) of whom were female. To enhance women's participation in public sector decision-making, the promotion of female representation has been incorporated as a policy strategy into annual administrative plan of the DGPA, and set as an indicator for assessing human resource management performance. According to statistics as of the end of December 2025, the coefficient of representation for female civil servants at the senior rank (and equivalent) within the Executive Yuan agencies has progressively increased from 0.85 in 2022 to 0.87, reflecting a trend of steady growth.

- (3) Judiciary: Paragraph 76 of the Common Core Report provides gender ratio statistics for 2024 concerning Justices of the Constitutional Court, Chief Judges, Division-Chief Judges, and judges: Justices of the Constitutional Court are evenly split with 50% male and 50% female; Chief Judges are 55.56% male and 44.44% female; Division-Chief Judges are 52.57% male and 47.43% female; and judges are 46.72% male and 53.28% female. Consequently, the current gender distribution among judges in our country does not indicate underrepresentation. Since the conditions required to implement temporary special measures are not met, there are no plans to introduce such measures at this time.
- (4) Diplomatic Representation: To further enhance women’s international representation, the Ministry of Foreign Affairs regards gender equity as a core priority and actively promotes the advancement of women to managerial positions when conducting domestic promotion processes for management when candidates hold equivalent qualifications. Since 2022, the Ministry has implemented a five-year performance framework with annual targets to increase the number of women in mid- and senior-level management. These targets have been consistently met over the past five years, and the number of female managers within the Ministry has risen steadily each year. Given that the positions of heads of overseas missions are typically selected from among senior management within the ministry, and with the number of women in mid- and senior-level managers continuing to grow, it is expected that more women will be appointed to heads of mission positions in the future. The Republic of China (Taiwan) maintains 111 overseas missions. Of these, 23 women currently serve as heads of mission or in ambassadorial positions, representing approximately 20.7% of the total. In 2026, the proportion of female senior executives in MOFA was 37.8%. The plan is to increase by 0.1% each year over the next four years, with the goal of reaching 38.1% by 2029.

2. Part (b):

- (1) In May 2021, the Executive Yuan promulgated the amendment of its Gender Equality Policy Guidelines, putting particular focus on safeguarding the rights of disadvantaged people across various aspects. In particular, the provision to “increase decision-making opportunities for disadvantaged women and integrate their experiences and perspectives, thereby promoting equality within gender from a diverse viewpoint” was added to the strategy for promoting power, decision-making, and influence, guiding ministries in planning and implementing relevant measures. Additionally, under the Executive Yuan’s Major Gender Equality Issues (Cabinet-level) (2026-2029), ministries are guided to assess the inclusion of women with intersecting identities as participants in decision-making within their respective expertise. For instance, the Ministry of Health and Welfare has stipulated in its committee establishment guidelines that a certain percentage of seats be reserved for disadvantaged women for specific issues. Similarly, the Ministry

of Environment, when planning revisions to organizational or establishment regulations, will include disadvantaged women as members depending on the nature of the committee's agenda.

- (2) STEM and Education: The Ministry of Education has implemented the “STEM Fields and Female R&D Talent Cultivation Program for Higher Education Institutions.” This program aims to effectively integrate the research capacity of higher education institutions with industry resources, encourage students and academic staff in STEM and interdisciplinary fields to engage in STEM research, and foster a women-friendly learning and research environment. At least 50% of the subsidy should be allocated to support female faculty members in teaching and research, as well as to enhance female students’ learning and research capabilities, thereby strengthening the overall competitiveness of Taiwan’s technological innovation and educational development. The "High School Girls' Science Education Tour" has provided Olympiad experiment training and dialogues with top Taiwanese female scientists to break stereotypes and encourage STEM careers.
- (3) Digital Economy and AI: The National Science and Technology Council (NSTC), through the Taiwan Tech Arena (TTA), promotes women-focused technology entrepreneurship exchanges and encourages women—particularly young women and students—to participate in related industries. In 2026, events such as the “AI Leadership: Women’s Leadership in Action” forum were organized, bringing together female AI leaders to share career and industry experiences. Through role model examples and knowledge exchange, these initiatives aim to enhance women’s motivation and opportunities to participate. The Ministry of Digital Affairs (MODA) has actively organized digital skills training programs to create a female-friendly environment and has encouraged women’s participation in the digital industry through the following temporary special measures:
  - a. Organizing free AI empowerment exchange activities and training courses. These programs feature flexible scheduling—including weekday, weekend, and online sessions—to ensure accessibility regardless of geographical location. Furthermore, female corporate representatives are specifically invited as lecturers to facilitate the sharing of professional experiences and to foster mentorship among women in the tech sector.
  - b. Recognizing the needs of women who manage family caregiving or are returning to the workforce after childbirth, the MODA utilizes online platforms and diverse time slots to minimize barriers to learning. These measures aim to enhance participation while maintaining a balance between learning opportunities and family obligations. Additionally, the MODA provides networking events and one-on-one mentorship to encourage women to actively engage in digital industry-related activities.

- c. Hosting seminars and thematic events focused on AI application and digital transformation. These initiatives are designed to encourage women's participation in the digital economy and to accelerate the digital transition of small, medium, and micro-sized enterprises (SMMEs), thereby enhancing women's socio-economic benefits in the technology sector.
- (4) Green Energy and Environment: The Ministry of Environment (MOENV) actively promotes women's participation in decision-making to ensure that female perspectives are integrated into environmental protection work and green energy transition. As of April 2026, 92.2% (71 out of 77) of our subordinate committees have met the 40% gender quota for representation. Notably, 62.34% (48 committees) have achieved near 50% female representation, reaching a state of gender parity. These results demonstrate that the Ministry's committee structures have achieved a high level of gender representation.
- (5) Regarding the situation of women workers in waste clearance and disposal organizations, including:
  - a. Gender equality awareness promotion: Annual awareness activities are conducted for personnel in waste clearance and disposal organizations to promote gender equality regulations and workplace inclusion.
  - b. Information disclosure and advocacy: Anti-gender discrimination information and relevant legal provisions are posted on the permit application website for waste clearance and disposal organizations.
  - c. Monitoring women's participation: The gender ratio of certified environmental professionals is regularly compiled to determine women's participation in the sector.
  - d. Recognition of female role models: Annual female role model selection and recognition activities are conducted to enhance women's visibility and encourage their participation in the industry.
- (6) Due to high physical labor requirements and the operation of heavy machinery, the recycling and disposal industry has long been male-dominated, with a pronounced gender-based occupational segregation: men primarily hold frontline technical roles, while women mostly work in an administrative capacity. To bolster women's rights and achieve substantive gender equality, the Resource Circulation Administration (RECA) aligns with the Executive Yuan's Gender Equality Policy Guidelines by conducting annual gender surveys. The surveys cover workforce composition, the gender pay gap, and the availability of gender-friendly facilities. Additionally, the RECA hosts three annual training sessions focused on regulatory analysis and case studies of discrimination to help enterprises cultivate an equitable workplace culture. As the industry undergoes green transformation and AI integration, the 2026 survey will specifically examine whether female employees face "intersectional disadvantages" regarding employment and economic benefits amid these shifting technical demands. The results will serve as reference in

future regulatory frameworks and management policies to ensure a truly inclusive industrial transition.

(7) Support for Disadvantaged Groups

- a. To support women with disabilities across life stages, an August 2026 "Cross-Stage Gender Resource Manual" will be launched. It roots in health education for ages 0-18 and plans future career resources for ages 18-99 to bridge employment information gaps and empower independent living.
- b. In order to better understand the compounded disadvantages faced by women facing disadvantaged circumstances in the digital field, the MODA conducted an intersectional analysis through the 2025 Digital Access Survey Report. According to the survey, the internet usage rate for females aged 12 and above in Taiwan (88.2%) lags behind that of males (92.5%) by 4.3 percentage points. Indigenous females (93.0%) is 1.6 percentage points higher than that of males (91.4%); new immigrant females (95.2%) lags behind that of males (100.0%) by 4.8 percentage points; and among people with disabilities, the internet usage rate for females (71.3%) lags behind that of males (82.3%) by 11.0 percentage points. Furthermore, the digital divide in Taiwan occurs primarily in the age group of 70 and above: for those aged 70-74, the male usage rate is 75.9% compared to 60.3% for females (a gap of 15.6 percentage points), while for those aged 75 and above, the male usage rate is 49.5% and the female rate is 36.5% (a gap of 13.0 percentage points). The relevant government agencies have been notified of the survey results, which will be referenced for future policy implementation.
- c. To assist women who fall under the categories specified in Paragraph 1, Article 24 of the Employment Service Act in returning to the workforce and achieving stable employment, the Ministry of Labor and its regional branches provide individualized employment services, both directly and in collaboration with local governments and private organizations. These services include employment promotion seminars, career counseling, and incentives such as hiring subsidies, workplace training, and re-adaptation programs to encourage employers to actively recruit. In addition, social welfare resources such as childcare and long-term care services are integrated to help women balance family responsibilities while pursuing suitable employment. Furthermore, measures under the Middle-aged and Elderly Employment Promotion Act are implemented. Through public employment service centers and senior talent service centers across various regions, employment service personnel provide individualized services based on job seekers' needs, including job registration, career counseling, and job placement referrals. Incentive programs—such as re-employment rewards for women, the "55 Employment Incentive," and incentives for employment in specific industries—are offered to encourage re-entry into the workforce. Job

redesign is also utilized to remove workplace barriers, and workplace support initiatives are promoted to encourage employers to proactively improve the work environment by offering flexible working hours, psychological counseling, and other supportive, employee-friendly measures.

- d. The Ministry of Labor has adopted diverse strategies to support women with disabilities in entering professional fields. These include offering a wide range of vocational training programs to enhance employability, encouraging employers to implement flexible working hour arrangements for women with family caregiving responsibilities through incentive and subsidy schemes, subsidizing the provision of Reasonable Accommodation and Job Accommodation to remove workplace barriers, and conducting awareness-raising and recognition activities to dispel stereotypes and showcase the professional contributions of women with disabilities across various industries. According to the Survey Report on the Labor Conditions of Persons with Disabilities, which is updated every five years, the proportion of women with disabilities employed as legislators, administrators and managers, professionals, and technicians and associate professionals reached 12.7% in 2024, an increase of 3.68 percentage points compared to 2019.
- e. The Ministry of Economic Affairs (Department of Industry Technology) has been promoting the “A+ Enterprise Innovation R&D Program.” The application guidelines clearly stipulate that applicant organizations must implement gender equality measures, promote and safeguard employment opportunities for women, and require applicants to propose specific actions in their project plans to “create a gender-equal workplace environment,” such as hiring or increasing the number of female R&D personnel. In addition, to protect the rights and interests of persons with disabilities and encourage their participation in project implementation, the application guidelines also state that enterprises meeting the requirements set forth in Article 4 of the “Regulations for Guidance and Incentives for Competent Enterprises Affiliated with the Ministry of Economic Affairs to Establish Related Enterprises for Employing Persons with Disabilities” will be given priority support when applying for subsidies.

3. Part (c)

- (1) The appointment of senior public officials within the National Security Council (NSC) is conducted in accordance with relevant laws, regulations and procedures. At present, the entity maintains a balanced gender ratio among its senior civil servants (14 males and 14 females), and NSC will remain committed to complying with any future legislation regarding gender quotas or similar measures.
- (2) According to the Ministry of National Defense, active-duty female general officers account for 1.23%, while female colonels account for 5.44%.

However, the promotion of officers in the Armed Forces is governed by the “Act of Assignment for Officers and Noncommissioned Officers of the Armed Force” and the “Act of Commission for Officers and Noncommissioned Officers of the Armed Forces”. The promotion system is standardized and consistent. In the infantry, armored, Military Police, Marine Corps, Aviation, and Naval branches, female personnel have been fully integrated. To ensure women can remain and develop long-term within the military, the Ministry not only promotes workplace-friendly policies and enhances workplace safety but has also established mechanisms to prevent sexual harassment, enabling female personnel to balance their professional duties with family life and serve with peace of mind.

- (3) The Financial Supervisory Commission has not instituted mandatory gender quotas for appointing senior financial officials. When vacancies arise and replacements are to be appointed, if candidates possess comparable qualifications, the current gender composition within the agency is taken into consideration. Data regarding gender ratio is provided to recruiters as a reference in personnel evaluations to ensure a more balanced gender perspective in executive appointments.
- (4) Regarding the responses concerning judges and diplomatic representatives, please refer to Part(a)(3) and (4).

No.11 點次 11 Article 4 第 4 條 暫行特別措施

點次	問題內容	
11	原文	<p>11. Please describe capacity building and awareness raising measures targeting government officials, policymakers, employers and the private sector on the temporary, non-discriminatory and developmentally necessary character of temporary special measures under the Convention, including in relation to the financial services and corporate sector. Please also indicate:</p> <p>(a) Whether mandatory disclosure and corrective plan requirements for listed companies falling below the one-third female director threshold have been enforced, and provide data on compliance rates for 2022–2025;</p> <p>(b) What further measures, including binding targets and sanctions for non-compliance, are envisaged to accelerate gender parity in corporate leadership, particularly within Taiwan's technology and semiconductor sector, in line with general recommendations Nos. 25 and 40 (2024) on the equal and inclusive representation of women in decision making systems.</p>
	中文參考翻譯	<p>11. 說明針對政府官員、決策者、雇主和私部門採取了哪些能力建構與意識提升措施，以加強認識 CEDAW 暫行特別措施的臨時性、非歧視性和發展必要性，包括與金融服務和企業部門相關的措施。請一併說明：</p> <p>(a) 針對女性董事佔比低於三分之一的上市公司，是否切實執行強制揭露和糾正計畫等要求，請提供 2022 年至 2025 年的遵循率資料；</p> <p>(b) 目前擬議採行哪些進一步措施（包括設定具約束力之目標及違規罰則），以加速實現企業領導階層（特別是臺灣科技與半導體產業）性別平等，以符合第 25 號一般性建議以及關於婦女在決策系統中平等和包容性代表權之及第 40 號 (2024 年) 一般性建議。</p>

權責機關：行政院性平處、金管會(a、b)、國科會(b)、經濟部(b)

中文回應：

- 一、因應「CEDAW 教育訓練及宣導計畫(2020-2023 年)」實施屆滿，行政院通盤檢討、修正，並自 2024 年起實施「各機關性別平等訓練計畫」，擴大性平訓練實施範圍（包含實施機關及實施對象），增加直接與間接歧視、交叉歧視、暫行特別措施、多元性別權益保障、性騷擾防治等內涵，引導各機關運用各式宣導管道與素材，扎根全民性平意識、提升性別敏感度、關注不利處境者

權益。

二、(a)的部分：自 2025 年起，上市櫃公司董事會任一性別之董事席次未達三分之一者，應於年報具體揭露原因與採行之措施。金管會抽檢上市櫃公司 2025 年年報，女性董事比例未達三分之一公司皆已依規定揭露原因及採行措施。

三、(b)的部分

(一) 行政院訂定「性別平等重要議題(院層級議題)」，其中「促進公私部門決策參與之性別平等」議題，包括促進企業決策層級之衡平性，並訂定關鍵績效指標(含衡量標準與目標值)，以「性別平等重要議題(院層級議題)(2026-2029 年)」為例，訂定於 2029 年之前公開發行上市上櫃(含興櫃)公司女性董事占比達 22%，女性審計委員占比達 28%；另規範上市公司董事任一性別比例達 1/3 之達成率為 18%；上櫃公司董事任一性別比例達 1/3 之達成率為 20%；興櫃公司董事任一性別比例達 1/3 之達成率為 22%；以及公開發行上市上櫃公司審計委員會任一性別比例達 1/3 之達成率為上市公司 32%、上櫃公司 36%；並針對上述的目標值逐年追蹤推動成效，並持續滾動精進目標值。

(二) 行政院 2021 年 5 月修正函頒性別平等政策綱領，特別關注不利處境者在各面向的權利保障議題，其中，於權力、決策與影響力面向之推動策略，納入「增加不利處境女性參與決策的機會，並納入其經驗與觀點，從多元的角度，促進性別內的平等」一節，以引導各部會規劃及落實相關措施；另於行政院性別平等重要議題院層級(2026 至 2029 年)議題中，輔導各部會評估於相關業務領域，將交織身分之女性納入決策參與成員。

(三) 自 2024 年起，上市櫃公司應依董事屆期改選，委任至少 1 名不同性別董事，將上市櫃公司董事會成員性別列為強制性規範。另循序促進不同規模上市櫃公司揭露性別薪資，自 2026 年起強制實收資本額 100 億元以上之上市櫃公司申報男性及女性非主管職務全時員工之薪資平均數及薪資中位數，並每年定期公告公司申報結果，2029 年將進一步擴大強制申報及公告範圍至實收資本額 50 億元以上之上市櫃公司。

(四) 經濟部於辦理說明會、座談會或培訓課程等業務工作，以文宣品、或影片、或講座方式作性別主流化宣導，以加速達成企業領導層的性別平等。

(五) 經濟部推動「女性創業飛雁計畫」，協助不同階段之女性創業家，建構友善的創業環境，提升其經濟力。另外，也辦理「臺灣女性創業學院」加速器，聚焦科技應用領域，及具技術/商業模式創新之企業，遴選具備全球拓展潛力之女性創業家，協助其優化商業模式，藉以達成「創業資金取得」及「國際市場開拓」目標。

英文回應：

1. Following the completion of the “CEDAW Education Training and Advocacy Program (2020-2023),” the Executive Yuan conducted a comprehensive review and revision, and implemented the “Gender Equality Training Program for Agencies” in 2024. This expands the scope of gender equality training (including implementing agencies and target groups) to cover direct and indirect discrimination, intersectional discrimination, temporary special measures, the protection of LGBTI rights, and sexual harassment prevention. The program guides agencies to utilize various promotion channels and materials to cultivate public awareness of gender equality, enhance gender sensitivity, and pay attention to the rights of disadvantaged people.
2. Part (a): By 2025, if any gender accounts for less than one-third of the seats on the board of directors of TWSE/TPEX listed companies, the company shall provide specific explanations in its annual report, along with the measures adopted. Our review of 2025 annual reports of TWSE/TPEX listed companies shows that all listed companies failing to meet the one-third female director threshold have disclosed the underlying reasons and enhancement measures as required.
3. Part (b)
  - (1) The Executive Yuan has established the “Major Gender Equality Issues (Cabinet-level),” of which the issue of “facilitating gender-equal participation in decision-making across the public and private sectors” includes promoting gender balance in corporate decision-making and establishing key performance indicators (including measurement standards and target values). For example, in the “Major Gender Equality Issues (Cabinet-level) (2026-2029),” targets have been set to increase the proportion of women directors in TWSE/TPEX-listed companies (including emerging stock companies) to 22%, and the proportion of female audit committees members to 28% by 2029. Additionally, the target achievement rate for TWSE-listed companies to have either gender represent at least one-third of directors is set at 18%; the target achievement rate for TPEX-listed companies to have either gender represent at least one-third of directors is set at 20%; the target achievement rate for emerging stock companies to have either gender represent at least one-third of directors is set at 22%. The target achievement rate for TWSE/TPEX-listed companies to have either gender represent at least one-third of audit committee members is set at 32% for TWSE-listed companies and 36% for TPEX-listed companies. Progress towards the aforementioned target values is tracked and promoted year by year, and the target values are continuously improved.
  - (2) In May 2021, the Executive Yuan promulgated the amendment of its Gender Equality Policy Guidelines, putting particular focus on safeguarding the rights of disadvantaged people across various aspects. In particular, the provision to “increase decision-making opportunities for disadvantaged women and integrate their experiences and perspectives, thereby promoting

- equality within gender from a diverse viewpoint” was added to the strategy for promoting power, decision-making, and influence, guiding ministries in planning and implementing relevant measures. Additionally, under the Executive Yuan’s Major Gender Equality Issues (Cabinet-level) (2026-2029), ministries are guided to assess the inclusion of women with intersecting identities as participants in decision-making within their respective expertise.
- (3) By 2024, TWSE/TPEX listed companies are required, upon the expiration and re-election of directors, to appoint at least one director of a different gender, thereby making board gender diversity a mandatory requirement. Furthermore, to gradually promote the disclosure of gender salary gaps across various scales of listed companies, by 2026, companies with paid-in capital of NT\$10 billion or more will be mandated to report the average and median salaries of full-time employees in non-managerial positions, categorized by male and female. These results will be announced regularly each year. By 2029, this mandatory reporting and public announcement requirement will be further expanded to include companies with paid-in capital of NT\$5 billion or more.
  - (4) To accelerate the advancement of gender equality in corporate leadership, the Ministry of Economic Affairs has been promoting gender mainstreaming by distributing printed materials, screening videos, and giving lectures at briefing sessions, seminars, and training courses.
  - (5) The Ministry of Economic Affairs has implemented the Women Entrepreneurship Program to support women entrepreneurs at various stages of their business development by fostering an enabling and inclusive entrepreneurial ecosystem, thereby advancing women’s economic empowerment. SMESA also manages the Women Entrepreneurship Accelerator Program, an initiative focused on technology application sectors and enterprises engaged in technological or business model innovation. The initiative selects and supports women entrepreneurs whose enterprises are poised for global expansion, providing strategic guidance to strengthen and scale their business models. In doing so, the program helps enhance access to financing and facilitate entry into international markets, contributing to inclusive economic growth and strengthening women’s participation in the global economy.

No.12 點次 12 Article 5 第 5 條 性別刻板印象

點次	問題內容	
12	原文	<p><b>Gender stereotypes</b></p> <p>12. The Committee notes the measures taken by the Government to address gender stereotypes, including public awareness campaigns, integration of gender equality into education and cultural initiatives, and efforts to reduce occupational gender segregation. However, the Committee remains concerned that these measures appear to focus primarily on awareness-raising and sectoral initiatives, without a comprehensive and sustained approach to addressing and rectifying deeply rooted patriarchal norms and discriminatory gender stereotypes in society. The Committee is further concerned that media reporting on gender-based violence continues to reinforce victim blaming narratives, and that administrative guidance mechanisms lack effective sanctions and transparency. Please provide information on:</p> <p>(a) Whether the Government has adopted, or plans to adopt, a comprehensive strategy to eliminate discriminatory gender stereotypes and patriarchal attitudes, both online and offline, including those relating to the roles and responsibilities of women and men in the family and in society including in the workplace.</p> <p>(b) Measures taken to ensure systematic training of public officials and media professionals on gender-responsive and inclusive language, the elimination of discriminatory gender stereotypes and the promotion of positive portrayals of women, including in the context of reporting on gender-based violence.</p> <p>(c) Temporary special measures to address stereotypes affecting women in marginalized situations, including migrant women, older women, women with disabilities and lesbian, bisexual, transgender and intersex women.</p>
	中文參考翻譯	<p><b>性別刻板印象</b></p> <p>12. 委員會注意到政府為消除性別刻板印象所採取之措施，包括進行公眾宣導、將性別平等納入教育和文化措施，並致力於減少職業性別隔離。然而，委員會持續關注，此類措施似乎主要側重於意識提升和部門措施，缺乏全面性的永續措施來破除和糾正社會中根深蒂固的父權規範和歧視性性別刻板印象。委員會亦非常關切，媒體對性別暴力行為的報導持續強化檢討被害人的論調，且行政指導機制也缺乏有效的處罰手段和透明度。請提供以下資訊：</p> <p>(a) 政府是否已採取或計劃採取全面策略，消除線上與線下的歧視性性別刻板印象與父權思維，包括關於婦女和男性在家庭和社會</p>

	<p>(包含職場上) 的角色和責任；</p> <p>(b)採取了哪些措施，以確保對公職人員和媒體專業人員進行系統培訓，使其掌握性別回應和包容性語言，消除歧視性性別刻板印象，並促進對女性的正面刻畫，包括在處理有關性別暴力事件的報導時；</p> <p>(c)針對刻板印象影響身處邊緣化處境的婦女 (包括移民婦女、高齡婦女、身心障礙婦女，以及女同性戀、雙性戀、跨性別及雙性者) 的問題，所採取之暫行特別措施。</p>
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權責機關：行政院性平處(a、c)、文化部(b)、人事行政總處(b)、通傳會(b)、內政部(c)、衛福部(c)

**中文回應：**

- 一、「性平三法」旨在消弭各場域的性別歧視與性騷擾。對於性別歧視，業明確禁止在教育、職場及公共場所中，因性別或性傾向而產生差別待遇、羞辱、貶抑或敵意環境。
- 二、(a)的部分：為消除性別刻板印象，行政院頒布之「性別平等政策綱領」業將「建構性別平等的社會文化」訂為目標之一，並將「消除性別刻板印象、偏見與歧視」列為行政院層級之性別平等重要議題，推動策略包含「推動文化、禮俗、儀典的性別平等」、「運用獎勵或補助，強化傳統媒體、電子媒體、新媒體、自媒體等從業人員性平意識」、「提升各機關專業人員(警察、移民專業人員、社會工作人員、醫事人員等)的性別意識」、「推動校園性別主流化，於各教育階段改變科系選擇傳統觀念，積極改善校園教師與學生性別比例落差」及「促進對多元性別的理解、接納與平等對待」，由各部會透過各面向共同研擬具體推動作法，並納入部會推動計畫據以落實執行。
- 三、(b)的部分
  - (一) 為培養各機關人員具有性別敏感度，於規劃、執行各項政策及法令納入性別觀點或提供具性別平等意識之服務措施，行政院對公職人員進行系統性培訓辦理情形如下。
    1. 行政院自 2004 年起實施「各機關公務員性別主流化訓練計畫」，規範公務人員每年至少須施以 2 小時性別主流化訓練課程，辦理性別平等業務人員則要求施以 6 小時以上進階課程；於 2018 年起政務人員每年至少應受 2 小時訓練時數。又行政院自 2024 年起實施擴大性別平等訓練實施範圍(包含實施機關及實施對象)，修正上開計畫為「各機關性別平等訓練計畫」，並充實相關課程內容引導各機關加強辦理，課程內容涵蓋性別平等政策綱領加強關注不利處境者

權益、CEDAW 交叉歧視、教育、媒體與文化領域中之性別議題；且因應 CEDAW 教育訓練及宣導計畫(2020-2023 年)實施屆滿，請各機關自將前揭性別平等訓練計畫納入年度訓練計畫實施。

2. 另行政院建立「性別意識培力資源整合平臺」整合共享各機關性平訓練資源，並鼓勵公務人員自主學習；此外，每年積極發展各類實體及數位教材及辦理各項性平訓練活動，以及運用中央及地方政府性別平等業務輔導考核(獎勵)機制，定期追蹤各機關性別意識培力之辦理情形及成效。

(二) 有關確保公務員接受性別包容語言培訓一節，查《公務人員訓練進修法》第 2 條第 3 項規定，公務人員專業訓練及本法第 2 條第 2 項（考試錄取、升官等、行政中立等訓練）以外之公務人員在職訓練，由各中央二級以上機關、直轄市政府或縣（市）政府辦理或授權所屬機關辦理，爰各機關均得本於權責自行辦理性別包容語言相關專業或通識課程。行政院人事行政總處公務人力發展學院可配合主辦機關規劃辦理實體課程，另「e 等公務園+學習平臺」可供各加盟機關掛置數位課程，並提供公務人員認證時數，後續將配合各主管機關製作相關主題數位課程，掛置於該平臺供公務同仁選讀。

(三) 我國廣電媒體針對性別暴力等案件之新聞及節目製播，建立自律、他律、及法律三律共管機制：

1. 自律機制：落實專業倫理與被害人保護
  - (1) 隱私保護：依據《中華民國衛星廣播電視事業商業同業公會新聞自律執行綱要》及《中華民國電視學會新聞自律規範》，廣電媒體報導性別暴力案件時，嚴禁揭露被害人姓名、影像、聲音、住址、就學或服務單位及親屬關係等足以辨識身分之資訊。若加害人與被害人具親屬關係，亦應隱去加害人資訊，以落實去識別化原則，善盡保護責任。
  - (2) 避免二次傷害：前揭自律規範亦提及，報導應排除性別偏見、歧視或刻板印象，避免「性別決定論」或「譴責受害者」之內容。針對性影像事件，媒體應秉持保護原則並主動提供專業諮商資訊，引導受影響之閱聽大眾尋求專業協助。
2. 他律機制：公眾監督與意見回饋  
建立民眾申訴管道，若大眾認為廣電內容涉性別暴力報導有所不妥，可直接向媒體或 NCC 反映，督促業者將民眾意見納入製播優化之參考。

3. 法律機制：製播內容符合法律規定

(1) 廣電法規：廣電媒體依《廣播電視法》第 21 條及《衛星廣播電視法》第 27 條規定，內容不得妨害兒少身心健康，或妨害公共秩序與善良風俗。並應遵守《電視節目分級處理辦法》規定，落實節目分級之時段及內容限制。

(2) 遵守特別法規定：廣電媒體製播必須嚴格遵守《性侵害犯罪防治法》、《性騷擾防治法》、《犯罪被害人權益保障法》、《兒童及少年福利與權益保障法》及《兒童及少年性剝削防制條例》等專法，嚴禁報導任何足以辨識被害人身分之資訊。

(四) 國家通訊傳播委員會每年針對製播節目之廣電事業從業人員規劃專業訓練，期藉此提升廣電事業從業人員之性別平權意識。課程內容包含與性別平權、CEDAW 實踐、尊重多元、性平三法、性暴力防制四法及相關案例說明，如綜藝節目中不應羞辱女性身材或開性暗示的玩笑、新聞報導中的性暴力事件不應責備受害者(例如穿著暴露、輕率交往)、廣告嘗試以多元形象呈現性別及新聞報導中的特別強調外貌標籤等不當性別用語。2024 年辦理相關課程共計 4 堂，出席人數合計 365 人；2025 年辦理相關課程共計 4 堂，出席人數合計 361 人；2026 年下半年持續規劃辦理相關課程共計 4 堂。

(五) 數位平臺與網路傳播之性別平權推動措施：

1. 推動民眾網路素養培力及業者教育訓練計畫：通傳會自 2024 年起辦理「民眾網路素養培力及業者教育訓練案」，除了提升民眾網路知能及數位自保能力，由於數位平臺從業人員對網路的影響力甚鉅，本計畫亦透過專業培訓以增進數位平臺從業人員的法遵意識、強化社群守則與自律規範，同時落實使用者權益維護。
2. 數位平臺從業人員之觀念建構與實踐：針對數位平臺從業人員自 2024 年起陸續辦理如「性別數位焦點」、「性別平權：生成式 AI 中的性別歧視」、「社群互動中的性別歧視與暴力」、「解析性別仇恨言論」等性別平權相關課程。課程透過實務案例，引導學員掌握現行體制下的法律見解與個人行動策略，同時導入 CEDAW 之概念與工具，旨在強化學員在日常生活中將平權意識轉化為實質的社會共融行動。

(六) 文化部每年委託媒體業者辦理性別平權與媒體自律宣導活動，邀請性平相關領域專家學者與媒體從業人員交流、探討性別平權、兒少權益保障等相關議題，以促進新聞從業人員對相關議題及法規之理解，促進媒體

自律。

- (七) 行政院性別平等重要議題(2026至2029年)已納入「提升各機關專業人員(警察、移民專業人員、社會工作人員、醫事人員等)的性別意識」之推動策略，由內政部及衛福部等研擬具體做法共同落實推動，避免在執行業務時，因性別刻板印象而有歧視的言行，尤其針對不利處境者。
- (八) 為減少大眾對身心障礙者之刻板印象及歧視，衛福部持續透過多元宣導方式提升社會大眾之障礙意識，例如2025年製作CRPD簡介，讓社會大眾對身心障礙者多元性及CRPD有更多瞭解。而意識提升也有賴各級政府機關共同協力推動，爰衛福部已訂定「身心障礙者權利公約教育訓練及宣導計畫」並自2026年實施，促使各級政府機關共同辦理CRPD教育訓練及宣導，以提升公務人員及社會大眾對身心障礙者之認識。衛福部亦每年辦理CRPD示範性教育訓練，並納入交織議題，讓受訓之公務人員瞭解身心障礙女性可能面臨的刻板印象及交織歧視等議題，以利在政策制定或推動過程中考量並保障身心障礙女性之權利。

#### 四、(c)的部分

- (一) 行政院2021年5月修正函頒性別平等政策綱領，特別關注不利處境者在各面向的權利保障議題，其中，於權力、決策與影響力面向之推動策略，納入「增加不利處境女性參與決策的機會，並納入其經驗與觀點，從多元的角度，促進性別內的平等」一節，以引導各部會規劃及落實相關措施；另於行政院性別平等重要議題院層級(2026至2029年)議題中，輔導各部會評估於相關業務領域，將交織身分之女性納入決策參與成員，如衛生福利部就特定議題之委員會，於設置要點明定一定比例之保留席次予不利處境女性，環境部規劃修正相關組織或設置要點規定時，視委員會議題性質，將不利處境女性納入成員等。
- (二) 內政部移民署建置「新住民培力發展資訊網」，提供中文、英文、越南語、印尼語、泰語、緬甸語、柬埔寨語等多語言資訊，涵蓋性別平等權益說明，確保新住民女性平等獲取資訊。2023年至2025年辦理「新住民家庭教育及法令宣導」課程，內容涵蓋性別平等、多元性別尊重及性別暴力防治，2023年辦理297場、參與6,623人次；2024年辦理329場、參與7,060人次；2025年辦理310場、參與6,634人次。
- (三) 為實踐對於多元高齡族群的關心，衛福部運用公益彩券回饋金，鼓勵與支持相關民間團體針對多元族群、移民、性別等高齡者提出創新或實驗計畫，透過公私協力合作模式，協助老人安老。
- (四) 為因應超高齡社會到來，衛福部積極布建社區照顧關懷據點，提供在地

的初級預防照顧網絡，鼓勵跨世代共融，使據點成為全齡社會參與的場域，供不同年齡層、多元性別族群共同交流，打造全齡互助、社區共生，建構多元、包容、共融且永續的社區。

英文回應：

1. The "three gender equality laws"(Sexual Harassment Prevention Act, Gender Equity Education Act, and Gender Equality in Employment Act) aim to eliminate gender discrimination and sexual harassment across all venues. With regard to gender discrimination, laws have explicitly prohibited any discriminatory treatment, humiliation, disparagement, or the creation of a hostile environment in educational institutions, workplaces, and public spaces on the basis of gender or sexual orientation.
2. Part (a): To eliminate gender stereotypes, the Gender Equality Policy Guidelines," issued by the Executive Yuan, have set "to build a social culture of gender equality" as a target and listed the "elimination of gender stereotypes, biases, and discrimination" as a major gender equality issue at the Executive Yuan level. Strategies for promoting these issues include "promoting gender equality in cultures, customs, and ceremonies," "strengthening gender equality awareness among professionals in traditional media, electronic media, new media, and self-media through rewards or subsidies," "enhancing gender awareness among professionals in various agencies (police officers, immigration professionals, social workers, medical personnel, etc.)," "promoting gender mainstreaming on campuses by changing traditional perceptions of academic major selection at all education levels and actively improving the gender gap between teachers and students on campuses," and "facilitating the understanding, acceptance, and equal treatment of LGBTI people". Ministries are responsible for formulating specific implementation measures and incorporating them into their respective action plans to ensure effective execution.
3. Part (b)
  - (1) To cultivate gender sensitivity among agency personnel and integrate gender perspectives into the planning and execution of policies and laws, or to provide service measures with gender equality awareness, the Executive Yuan has conducted systematic training for public servants. The implementation status is as follows:
    - a. Since 2004, the Executive Yuan has implemented the "Gender Mainstreaming Training Plan for Civil Servants of All Agencies," which stipulates that civil servants must undergo at least 2 hours of gender mainstreaming training courses annually. Personnel in charge of gender equality business are required to take advanced courses of 6 hours or more. Starting from 2018, political appointees should receive at least 2 hours of training annually. Furthermore, to expand the scope of gender equality training (including implementing agencies and target

- participants), the Executive Yuan has implemented the "Gender Equality Training Plan for All Agencies" since 2024, replacing the aforementioned plan. This update enriches course content to guide agencies in strengthening their implementation, enhances focus on the rights of the disadvantaged in line with the Gender Equality Policy Guidelines, and ensures the implementation of sexual harassment prevention in accordance with the amendments to the intersectional discrimination under CEDAW, and gender segregation within the realms of education, media, and culture. In response to the expiration of the "CEDAW Education, Training and Promotion Plan (2020-2023)," all agencies are requested to incorporate the aforementioned gender equality training plan into their annual training plans for implementation.
- b. In addition, the Executive Yuan has established the "Gender Awareness Capacity Building Resource Integration Platform" to integrate and share gender equality training resources across agencies and encourage self-directed learning among civil servants. Furthermore, the Executive Yuan actively develops various physical and digital teaching materials and organizes gender equality training activities each year. It also utilizes the counseling, evaluation, and incentive mechanisms for gender equality business of the central and local governments to regularly track the implementation status and effectiveness of gender awareness capacity building in various agencies.
- (2) With regard to ensuring that public officials and receive training on gender-responsive and inclusive language, Article 2, Paragraph 3 of the Civil Service Training and Continuing Education Act stipulates that professional training and in-service training (excluding induction, promotion or administrative neutrality training) shall either be undertaken by central government agencies of grade two or higher, the municipal, county or city government or the delegated subordinate agencies. Therefore, all agencies are empowered to organize their own specialized or general education courses on gender-responsive and inclusive language based on their respective mandates. The Civil Service Development Institute (CSDI) of the Directorate-General of Personnel Administration (DGPA), Executive Yuan, stands ready to facilitate and host physical training sessions in coordination with the planning of the lead organizing agencies, ensuring that gender-responsive pedagogical resources are effectively integrated into the professional development of public officials. Furthermore, the "Public Service e-Learning+ Platform" serves as a centralized resource hub where member agencies can host digital courses and offer certified learning hours for civil servants. Subsequently, the DGPA will cooperate with the relevant competent authorities to produce digital curricula on gender-responsive and inclusive themes, which will be accessible via the platform to promote widespread awareness among all public officials.
  - (3) Taiwan's broadcast media have established a tripartite regulatory

mechanism—encompassing self-regulation, external regulation, and legal oversight—governing the production and broadcasting of news and programs concerning cases of gender-based violence(GBV).

- a. Self-Regulation: Upholding Professional Ethics and Victim Protection
  - (a) Privacy Protection: Pursuant to the News Self-Regulation Guidelines of the Satellite Broadcasting Co-Regulation Association of the R.O.C. and the News Self-Regulation Code of the Television Society of the R.O.C., broadcast media are strictly prohibited from disclosing a victim's name, image, voice, address, school, workplace, or familial relationships, or any other identifying information. In cases where the perpetrator and victim are relatives, information regarding the perpetrator must also be withheld to ensure the principle of de-identification and to fulfill the duty of protection.
  - (b) Prevention of Secondary Victimization: These self-regulation codes stipulate that reports must eliminate gender bias, discrimination, or stereotypes, avoiding content that promotes "gender determinism" or "victim-blaming." Regarding incidents involving non-consensual sexual images, media outlets shall prioritize protection and proactively provide professional counseling resources to guide affected audiences toward assistance.
- b. External Regulation: Public Supervision and Feedback: Public complaint channels have been established to facilitate external oversight. If the public finds broadcast content involving GBV inappropriate, a report may be submitted directly with the media outlet or with the National Communications Commission (NCC). This encourages operators to incorporate public feedback into the continuous optimization of their production and broadcasting standards.
- c. Legal Framework: Ensuring Statutory Compliance
  - (a) Broadcasting Regulations: Pursuant to Article 21 of the Radio and Television Act and Article 27 of the Satellite Radio and Television Act, the content of broadcast media shall not impair the physical or psychological health of children and juveniles, nor shall it disrupt public order or good morals. Furthermore, media operators must comply with the Regulations Governing the Grading of Television Programs to strictly implement restrictions on time slots and content ratings.
  - (b) Compliance with Special Statutes: The production of broadcast content must strictly comply with specialized laws, including the Sexual Assault Crime Prevention Act, the Sexual Harassment Prevention Act, the Crime Victim Rights Protection Act, the Protection of Children and Youth Welfare and Rights Act, and the Prevention of Child and Youth Sexual Exploitation Act. These statutes explicitly prohibit the reporting of any information that

could lead to the identification of a victim.

- (4) The NCC organizes annual professional training programs for broadcast practitioners to enhance gender equality awareness. The curriculum encompasses gender equality principles, the implementation of CEDAW, respect for diversity, the 'Three Gender Equality Acts,' the 'Four Acts for the Prevention of Sexual Violence,' along with relevant case studies. Key areas of focus for these programs include, ensuring variety shows refrain from body-shaming women or making sexually suggestive jokes; avoiding victim-blaming in news reports of sexual violence (e.g., focusing on revealing clothing or 'reckless' dating); striving for diverse gender representation in advertisements; and eliminating inappropriate gendered language, such as the use of appearance-based labels in news reporting. In 2024, a total of four courses were conducted with 365 participants; in 2025, another four courses were held with a total of 361 participants. The NCC is planning to conduct an additional four sessions of these training programs in the second half of 2026.
- (5) Measures for Digital Platforms and Online Communications:
  - a. Digital Literacy Training for the Public and Digital Platform Professionals: Since 2024, NCC has implemented the "Project for Public Digital Literacy Empowerment and Industry Training." Recognizing the significant influence of digital platform professionals, this project aims not only to bolster the public's digital proficiency and self-protection capabilities but also provide specialized training for industry professionals. These efforts are designed to heighten legal compliance awareness, strengthen community guidelines and, ultimately, effectively safeguard the rights and interests of all users.
  - b. Capacity Building for Digital Platform Professionals: Beginning in 2024, a series of seminars focusing on gender equality in the digital sphere have been conducted for platform professionals. Key topics include "Focus on Digital Gender," "Gender Equality: Addressing Gender Discrimination in Generative AI," "Gender Discrimination and Violence in Social Media," and "Analyzing Online Gendered Hate Speech." By utilizing practical case studies, these courses guided participants in mastering current legal interpretations and individual action strategies. Furthermore, the curriculum integrates the core concepts of CEDAW, empowering professionals to translate gender equality awareness into substantive actions within their professional roles and broader social engagement.
- (6) The Ministry of Culture has commissioned media organizations to conduct "Gender Equality and Media Self-Regulation Promotion Campaign," inviting experts and scholars in gender equality-related fields to discuss with media professionals in this topic. The Campaign, aimed at instructing journalists to comply with relevant laws and fostering media self-regulation, has encouraged many participants to exchange ideas and explore related issues

such as gender equality, the protection of children's rights, and so forth.

- (7) “Major Gender Equality Issues (Cabinet-level)(2026-2029)”of the Executive Yuan has Strategies to promote “enhancing gender awareness among professionals in various agencies (police officers, immigration professionals, social workers, medical personnel, etc.)” has been incorporated. Relevant agencies are required to develop specific measures for joint implementation to prevent discrimination based on gender stereotypes in the course of professional duties, especially those targeting disadvantaged groups.
  - (8) To reduce stereotypical and discriminatory beliefs held by the general public, the Ministry of Health and Welfare continues to promote disability awareness through diverse outreach approaches, including an introductory CRPD pamphlet released in 2025 that promotes understanding of the diverse nature of persons with disabilities and the contents of the Convention itself. Awareness raising requires the concerted effort of government agencies at all levels. The Ministry of Health and Welfare formulated the CRPD Education, Training, and Promotion Plan, which was put into action in 2026. The plan encourages government agencies at all levels to co-organize CRPD training and promotion campaigns, raising awareness and understanding of persons with disabilities among civil servants and society at large. The Ministry of Health and Welfare also organizes annual CRPD education and training demonstrations that incorporate intersectional issues, enabling participating civil servants to better understand the stereotypes and intersecting forms of discrimination that women with disabilities may face, so that the rights women with disabilities are duly considered and safeguarded in policy formulation and implementation.
4. Part (c)
- (1) In May 2021, the Executive Yuan promulgated the amendment of its Gender Equality Policy Guidelines, putting particular focus on safeguarding the rights of disadvantaged people across various aspects. In particular, the provision to “increase decision-making opportunities for disadvantaged women and integrate their experiences and perspectives, thereby promoting equality within gender from a diverse viewpoint” was added to the strategy for promoting power, decision-making, and influence, guiding ministries in planning and implementing relevant measures. Additionally, under the Executive Yuan’s Major Gender Equality Issues (Cabinet-level) (2026-2029), ministries are guided to assess the inclusion of women with intersecting identities as participants in decision-making within their respective expertise. For instance, the Ministry of Health and Welfare has stipulated in its committee establishment guidelines that a certain percentage of seats be reserved for disadvantaged women for specific issues. Similarly, the Ministry of Environment, when planning revisions to organizational or establishment regulations, will include disadvantaged women as members depending on the nature of the committee's agenda.
  - (2) The National Immigration Agency (hereinafter referred to as the NIA) of the

Ministry of the Interior established the “Information for Immigrants Network” website, offering multilingual resources in Chinese, English, Vietnamese, Indonesian, Thai, Burmese, and Khmer. The platform covers gender equality rights, ensuring that new immigrant women have access to relevant information without language barriers. From 2023 to 2025, the NIA introduced the “New Immigrant Family Education and Legal Advocacy” program, covering topics including gender equality, gender diversity, and gender-based violence prevention. A total of 297 sessions were held with 6,623 participants in 2023, 329 sessions with 7,060 participants in 2024, 310 sessions with 6,634 participants in 2025.

- (3) To demonstrate our care for the elderly from diverse ethnic backgrounds, the Ministry of Health and Welfare utilizes public welfare lottery reward funds to encourage and support relevant non-governmental organizations to propose innovative or experimental projects targeting elderly people from diverse ethnic groups, immigrant groups, and gender groups. Through public-private partnerships, we assist the elderly in aging comfortably.
- (4) In response to the arrival of a super-aged society, the Ministry of Health and Welfare is actively establishing community care and support centers, providing local primary preventative care networks, encouraging intergenerational integration, and making these centers spaces for participation from all ages and gender groups. This fosters interaction and creates a "mutual assistance across all ages, symbiotic community" environment, building a diverse, inclusive, harmonious, and sustainable community.

No.13 點次 13 Article 5 第 5 條 家庭暴力

點次	問題內容	
13	原文	<p><b>Domestic violence</b></p> <p>13. The Committee notes the amendments to the Domestic Violence Prevention Act in 2023, aimed at strengthening protection orders, victim safeguards and recidivism prevention, as well as the statistical information indicating a continued increase in reported domestic violence cases, with women consistently representing most victims. The Committee notes disparities in indictment rates between men and women and requests information on whether the Government recognizes domestic violence as a form of gender-based violence against women rooted in structural inequality, as required under the Convention. Please also provide information on:</p> <p>(a) Measures taken to ensure the effective enforcement and monitoring of protection orders, including coordination among police, prosecutors and relevant services, and safeguards against further harm.</p> <p>(b) The scope and effectiveness of perpetrator intervention programmes, including whether participation is mandatory, how compliance is ensured and how regional disparities in access are addressed.</p> <p>(c) How the Government ensures that the implementation of the Domestic Violence Prevention Act is effectively translated into practice, including through adequate and sustained resource allocation, integrated data collection and tracking systems and measurable outcomes, and what proportion of resources is specifically allocated to addressing domestic violence and supporting victims of gender-based violence.</p>
	中文參考翻譯	<p><b>家庭暴力</b></p> <p>13. 委員會注意到，2023 年《家庭暴力防治法》修法旨在加強保護令、被害人保護和預防再犯，並且統計資料顯示，家庭暴力案件通報數量持續增加，其中女性被害人始終佔大多數。委員會注意到男性和女性的起訴率存在差異，並要求政府提供資訊，說明政府是否依循 CEDAW 規定，承認家庭暴力係一種針對婦女且根植於結構性不平等之性別暴力形式。請一併提供以下資訊：</p> <p>(a) 為確保有效執行和監督保護令而採取之措施，包括警察、檢察官和相關部門之間的協調，以及防止進一步傷害的保障設施；</p> <p>(b) 加害者處遇方案之實施範圍與成效，包含參與該方案是否具強制性、如何確保其遵行，以及如何解決資源近用上之區域落差；</p> <p>(c) 政府如何確保《家庭暴力防治法》之施行能有效落實於實務運</p>

	<p>作，包括透過充足且持續之資源分配、整合性資料蒐集與追蹤系統，以及可衡量之成效；並請說明專門分配用於防制家庭暴力及支持性別暴力被害人之資源比例。</p>
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權責機關：衛福部(a、b、c)、內政部(a)、法務部(a)、行政院性平處

**中文回應：**

一、臺灣於 2025 年提出首部「性別暴力防治國家行動計畫(2025-2027 年)」，該計畫係依照 CEDAW 及第 19 號及 35 號一般性建議精神，承認性別暴力(包含家庭暴力)係一種針對婦女且根植於結構性不平等之性別暴力形式，強調應該破除性別不平等的社會文化、不譴責被害人、創傷知情與旁觀者介入等，並將這些重要概念納入現行性別暴力防治法規，包含《家庭暴力防治法》、《性侵害犯罪防治法》、《性騷擾防治法》、《跟蹤騷擾防制法》、《性別平等工作法》、《性別平等教育法》等。

二、(a)的部分

- (一) 為防治家庭暴力及保護被害人權益，《家庭暴力防治法》除明定各直轄市、縣(市)主管機關應依被害人需求提供相關保護措施外，並設有民事保護令制度及相關刑事程序，包括：逕行逮捕、拘提(第 29 條)、預防性羈押(第 30 條之 1)、具保、責付、限制住居或釋放時得附條件命令被告遵守(第 31 條、第 32 條、第 34 條之 1)，緩刑付保護管束應附條件命令被告遵守(第 38 條)，及違反保護令罪之刑事程序(第 61 條)等規定，俾透過強力司法作為，有效遏止暴力行為。
- (二) 家庭暴力案件保護令係由法院核發，由警察機關執行。《家庭暴力防治法》第 61 條定有違反保護令罪，對於故意違反保護令者，處 3 年以下有期徒刑、拘役或科或併科新臺幣十萬元以下罰金。另為防止暴力行為再發生，民事保護令並納入命相對人完成加害人處遇計畫之款項，俾及早改善加害人暴力認知及行為。
- (三) 警察機關之即時執行與約制監控：按《家庭暴力防治法》第 15 條及第 16 條，保護令自核發時起生效，為使相對人知悉保護令禁止事項並告誡相對人，警察機關於收到法院核發的保護令後，將派員至相對人住所執行；如未遇相對人，將以電話執行；如相對人因通緝等因素無法聯繫，執行情形將回報法院；為防制相對人再犯，警察每 3 個月至少查訪約制告誡相對人一次以上。
- (四) 跨部會協調與合作機制：「檢察機關辦理家庭暴力案件注意事項」第 28 點規定：「檢察機關應與家庭暴力防治中心、警察、衛生、教育等防治

家庭暴力有關機關建立聯絡人制度，以加強平時之業務聯繫，提昇被害人救援效能。」法務部所屬檢察機關均依上開規定，與警察機關、家庭暴力防治中心等單位共同聯繫合作，防止加害人繼續為侵害行為。

### 三、(b)的部分

(一) 依據我國《家庭暴力防治法》，加害人處遇計畫係由法院裁定，內容包括接受認知輔導教育、親職輔導教育、心理輔導及其他輔導、精神治療、戒癮治療及其他治療，裁定對象則包括：

1. 於核發保護令時得命相對人完成加害人處遇計畫。
2. 針對犯家庭暴力罪或違反保護令罪假釋出獄或受緩刑宣告附保護管束者，於保護管束期間內，得命完成加害人處遇計畫。

(二) 加害人處遇計畫為法院裁定，具有強制力，如違反亦有相關罰則，以督促加害人確實遵守。如未依保護令接受或完成加害人處遇計畫者，將依違反保護令罪移送法辦。受緩刑宣告或假釋之加害人，如違反保護管束事項(含加害人處遇計畫)情節重大，將撤銷緩刑宣告或假釋。經統計，2025年應執行加害人處遇計畫人數計6,564人，處遇執行率為90.4%。

(三) 有關處遇資源一節，處遇計畫之執行機構包含醫療機關及經地方政府指定之機關或團體，衛福部並訂有處遇人員培訓基準，並責成地方政府每年辦理家庭暴力處遇執行人員訓練課程，以持續增加處遇人員，並提升處遇量能，目前尚無處遇資源不足之情形。

四、(c)的部分：為有效將政策轉化為實務執行，中央政府依《家庭暴力防治法》第5條規定，應辦理研擬家庭暴力防治法規及政策、協調、督導有關機關家庭暴力防治事項之執行、提高家庭暴力防治有關機構之服務效能、督導及推展家庭暴力防治教育、協調被害人保護計畫及加害人處遇計畫、協助公立、私立機構建立家庭暴力處理程序、統籌建立、管理家庭暴力電子資料庫、協助地方政府推動家庭暴力防治業務，並提供輔導及補助，此外，定期對家庭暴力問題、防治現況成效與需求進行調查分析，並定期公布家庭暴力致死人數、各項補助及醫療救護支出等相關之統計分析資料。為落實家庭暴力防治工作，政府投入家庭暴力防治之總預算平均每年共60億元，其中被害人保護預算占92.59%，加害人輔導處遇經費則占7.41%。

### 英文回應：

1. In 2025, Taiwan proposed its first "National Action Plan on Gender-Based Violence Prevention and Control (2025–2027)." Conforming to the spirit of CEDAW and its General Recommendations No. 19 and No. 35, the plan

recognizes that gender-based violence (including domestic violence) is a form of violence against women rooted in structural inequality. It emphasizes the need to dismantle the socio-cultural patterns of gender inequality, refrain from victim-blaming, and incorporate trauma-informed approaches as well as bystander intervention. These essential concepts have been integrated into Taiwan's current laws and regulations on gender-based violence prevention, including the Domestic Violence Prevention Act, the Sexual Assault Crime Prevention Act, the Sexual Harassment Prevention Act, the Stalking and Harassment Prevention Act, the Gender Equality in Employment Act, and the Gender Equity Education Act.

2. Part (a)

- (1) To prevent domestic violence and protect the rights and interests of victims, the Domestic Violence Prevention Act stipulates that the competent authorities of each municipality and county (city) shall provide relevant protective measures in accordance with the needs of victims. The Act also establishes a civil protection order system and related criminal procedures, including: immediate arrest and compulsory appearance (Article 29); preventive detention (Article 30-1); orders imposing conditions on defendants upon release on bail, release on recognizance, restriction of residence, or release (Articles 31, 32, and 34-1); orders imposing conditions on defendants under probation and protective supervision (Article 38); and criminal procedures for violations of protection orders (Article 61). These provisions are intended to effectively curb violent behavior through robust judicial measures.
- (2) Protection orders in domestic violence cases are issued by the courts and enforced by police authorities. Article 61 of the Domestic Violence Prevention Act stipulates the crime of violating a protection order; any person who willfully violates such an order shall be sentenced to imprisonment for not more than three years, detention, or a fine of not more than NT\$100,000, or both. Furthermore, to prevent the recurrence of violence, civil protection orders may include provisions requiring the respondent to complete a perpetrator treatment program, with the aim of improving the perpetrator's awareness of, and behavior related to, violence at an early stage.
- (3) Police Enforcement and Active Monitoring: According to Articles 15 and 16 of the Domestic Violence Prevention Act, a protection order takes effect immediately upon issuance. To ensure the respondent is aware of the prohibitions and to provide a formal warning, the police department will dispatch personnel to the respondent's residence to execute the order after receiving it from the court. Execution Procedures:
  - a. In-Person Execution: Police will visit the respondent's residence to serve the order and provide a warning.
  - b. Telephone Execution: If the respondent is not present, the execution will be conducted via telephone.
  - c. Reporting to Court: If the respondent cannot be contacted (e.g., due to being wanted by the law), the status of the execution will be reported

back to the court.

- d. Follow-up Prevention: To prevent recidivism, the police will conduct follow-up visits and provide warnings to the respondent at least once every three months.
- (4) Inter-Agency Coordination and Integrated Support: Point 28 of the "Directions for Prosecutors Handling Domestic Violence Cases" provides: "Prosecutorial authorities shall establish a liaison system with domestic violence prevention centers, police, health, education, and other relevant domestic violence prevention agencies to strengthen routine operational contact and enhance the effectiveness of victim rescue efforts." In accordance with the aforementioned regulations, all prosecutorial authorities under the Ministry of Justice maintain close contact and cooperation with police agencies, domestic violence prevention centers, and other relevant units to prevent perpetrators from continuing to commit acts of infringement.
3. Part (b)
- (1) In accordance with the Domestic Violence Prevention Act of the Republic of China (Taiwan), perpetrator intervention programmes are imposed by protection order. These programmes may include cognitive and behavioral education, parenting education, psychological and other counseling services, psychiatric treatment, substance abuse treatment, and other therapeutic interventions. Court orders requiring completion of perpetrator intervention programmes may be issued to the following individuals:
    - a. Respondents against whom a protection order is issued may be ordered, at the time of issuance, to complete perpetrator intervention programmes.
    - b. Offenders convicted of domestic violence offenses or violations of protection orders who are released on parole, or who receive a suspended sentence with probationary supervision, may be ordered to complete perpetrator intervention programmes during the supervision period.
  - (2) As perpetrator intervention programmes are mandated by court order, they are legally enforceable and subject to penalties in the event of noncompliance. Failure to participate in or complete the required programmes as stipulated in a protection order will result in referral for prosecution for violation of the protection order. For perpetrators granted parole or a suspended sentence, serious violations of probationary conditions—including noncompliance with perpetrator intervention programmes—may lead to revocation of parole or the suspended sentence. According to statistics, a total of 6,564 individuals were required to undergo perpetrator intervention programmes in 2025, with an overall programme implementation rate of 90.4%.
  - (3) With respect to intervention resources, perpetrator intervention programmes are implemented by medical institutions as well as agencies or organizations designated by local governments. The Ministry has established standardized training requirements for intervention personnel and mandates that local governments conduct annual training programmes for domestic violence

intervention practitioners to continuously expand the workforce and enhance service capacity. At present, there is no indication of insufficiency in perpetrator intervention resources.

4. Part (c): To effectively translate policies into practical implementation, the central government, in accordance with Article 5 of the Domestic Violence Prevention Act, shall be responsible for formulating domestic violence prevention legislation and policies; coordinating and supervising the implementation of domestic violence prevention matters by relevant agencies; enhancing the service efficiency of domestic violence prevention institutions; supervising and promoting the implementation of domestic violence prevention education; coordinating victim protection plans and perpetrator treatment programs; assisting public and private institutions in establishing domestic violence response procedures; coordinating the establishment and management of electronic databases on domestic violence; assisting local governments in promoting domestic violence prevention services and providing guidance and subsidies; and regularly conducting surveys and analyses on domestic violence issues, prevention status, effectiveness, and service needs, as well as regularly publishing statistical data, including the number of deaths caused by domestic violence, various subsidies, and medical care expenditures. To implement domestic violence prevention measures, the total annual budget allocated by the government for domestic violence prevention averages NT\$6 billion, of which 92.59% is allocated to victim protection, while 7.41% is allocated to perpetrator counseling and treatment programs.

No.14 點次 14 Article 5 第 5 條 針對婦女之性別暴力

點次	問題內容	
14	原文	<p><b>Gender-based violence against women</b></p> <p>14. The Committee notes the adoption of the National Action Plan for Gender-Based Violence Prevention (2025). Please provide updated and detailed information on:</p> <p>(a) How the Government legally defines and addresses gender-based violence against women in non-cohabiting and non-marital intimate relationships, including whether such cases are fully covered under the Domestic Violence Prevention Act or are treated under separate legal frameworks, and updated statistical data on the prevalence of such violence disaggregated by marital or relationship status, type of violence and outcomes of complaints;</p> <p>(b) Safeguards in place to ensure that victims are effectively protected in all proceedings, including that mediation or settlement is not pursued in a manner that undermines their safety and rights.</p> <p>(c) How the National Action Plan ensures a coordinated and comprehensive approach across sectors, and geographic locations including how it addresses root causes of violence in intimate relationships beyond marriage and ensures effective implementation, monitoring and accountability.</p>
14	中文參考翻譯	<p><b>針對婦女之性別暴力</b></p> <p>14. 委員會注意到臺灣已通過《性別暴力防治國家行動計畫》(2025年)，請提供以下最新詳細資訊：</p> <p>(a)政府如何在法律上定義並因應非同居和非婚親密關係中針對婦女的性別暴力，包括此類案件是否完全適用《家庭暴力防治法》，亦或另由不同法律框架處理；並請提供此類暴力盛行率之最新統計資料，且依婚姻或關係狀況、暴力類型及申訴結果進行細分；</p> <p>(b)為確保被害人在所有訴訟程序中受到有效保護而採取之保障措施，包括不得以損害被害人安全和權利的方式進行調解或和解；</p> <p>(c)國家行動計畫如何確保採取跨部門與跨地理區域的全面性協調策略，包括如何針對婚姻以外之親密關係暴力根源進行處置，並確保有效執行、監督與問責。</p>

權責機關：衛福部(a、b、c)、司法院(b)、行政院性平處(c)

中文回應：

一、(a)的部分：查《家庭暴力防治法》(下稱本法)第3條業明定，現有或曾有同居關係者，適用本法相關保護措施；又本法第63之1條亦明定，年滿16歲

遭受現有或曾有親密關係之未同居伴侶施暴者，亦準用本法相關保護措施。因此，現行《家庭暴力防治法》相關保護措施已涵蓋遭受「非同居」及「非婚」親密關係暴力之女性。2021 至 2024 年親密關係暴力案件中，雙方關係為婚姻中為 18 萬 1,344 件、離婚關係為 3 萬 1,685 件，現有或曾有同居關係為 9 萬 9,155 件，未同居交往關係 2 萬 3,814 件；暴力類型以肢體暴力為主，占 53.7%，精神暴力次之，占 51.6%。

## 二、(b)的部分

(一) 查本法第 50 條明定，我國家庭暴力事件採責任通報制度，各直轄市、縣(市)政府接獲通報後，應即行處理，並評估被害人需求，視其需要提供相關保護措施。另為確保被害人在程序中受到有效保護，本法第 13 條及第 47 條皆明定民事保護令事件不得進行調解或和解；法院於訴訟或調解程序中如認為有家庭暴力之情事，亦不得進行和解或調解。

(二) 被害人於民事司法程序中受到有效保護之現有措施

1. 法院或調解委員會認為適當者，得不公開審判或利用遮蔽、視訊等設備為適當隔離（參考《勞動事件法》第 25 條及第 32 條、《民事訴訟法》第 195 條之 1 規定）。
2. 法院得以有聲音及影像相互傳送之科技設備或其他適當隔離措施於法庭外訊問被害人，將被害人與被告或其他在庭之人隔離（參考《民事訴訟法》第 211 條之 1 及第 305 條、《跟蹤騷擾防制法》第 10 條、《性侵害犯罪防治法》第 23 條規定）。
3. 調解程序不公開或得不公開，並得於適當處所行之（參考《勞動事件法》第 25 條、《民事訴訟法》第 410 條規定）。
4. 司法文書不會揭露足以識別被害人身分之資訊（參考《性侵害犯罪防治法》第 15 條）。

(三) 刑事案件被害人一般保護規範內容

1. 為保護被害人隱私，協助被害人表達意見，避免二度傷害，並有效平復被害人因犯罪所生傷痛，2020 年 1 月 8 日修正《刑事訴訟法》部分條文，增訂被害人一般保護規定，包含：
  - (1) 偵查中保護被害人的措施（第 248 條之 1、第 248 條之 3）：檢察官於偵查中或檢察事務官、司法警察官或司法警察於調查時，應保護被害人及其家屬之隱私、被害人與被告、第三人間之適當隔離保護措施，此外，除被害人法定代理人、配偶或一定親屬外，專業人員或被害人信賴之人，經被害人同意後，亦得在場陪同並陳述意見。

- (2) 審理中保護被害人的措施(第 271 條之 2、第 271 條之 3): 法院於審判中應保護被害人及其家屬之隱私、被害人與被告、旁聽人間之適當隔離保護措施, 此外, 除被害人法定代理人、配偶或一定親屬外, 專業人員或被害人信賴之人, 經被害人同意後, 亦得在場陪同。
  - (3) 偵查及審理中移付調解及轉介修復機制(第 248 條之 2、第 271 條之 4): 檢察官於偵查中及法院於審理中, 均得將案件移付調解, 或依被告及被害人之共同聲請, 轉介適當之機關、機構或團體, 由專業之修復促進者來進行修復式司法程序。
2. 為保護犯罪被害人, 避免在指認嫌犯或開庭過程中遭受二次傷害、恐懼與壓力, 臺灣的司法機關已建立完善的「遠距訊問」與「指認室」機制, 以隔絕被害人與被告間之物理接觸, 更能消弭其因庭訊所生之畏怖、恐懼與精神壓力。
  3. 關於訴訟照料方面:
    - (1) 函請各級法院注意維護被害人及其家屬之隱私, 避免公開宣讀被害人與其家屬或陪同人之個資。
    - (2) 案件進入審理時, 由法院主動寄發「犯罪被害人訴訟參與權益告知書」、「犯罪被害人及告訴人訴訟權益告知書」等資料, 以適時告知被害人所受保護措施及得行使之權利。
    - (3) 為保障被告、被害人等訴訟權益, 司法院已將「犯罪被害人及告訴人訴訟權益告知書」翻譯為英、日、韓、越、泰、印尼、馬來文等語言, 並建置於司法院網站外語譯文專區, 請各法院於第一次寄發外籍被害人之訴訟文書時一併檢送。
  4. 關於遮蔽隔離方面: 函請各級法院規劃落實被害人保護措施, 編列預算購置遮蔽設備, 務必注意保護被害人隱私。
  5. 按《刑事訴訟法》第 271 條之 4 第 1 項規定, 法院將案件移付調解, 必以經被告及被害人雙方同意為前提, 藉此落實意思決定自由, 嚴禁在違背被害人意願之情況下強制開啟程序。於執行層面, 承辦人員應併依同條第 2 項規定, 審酌個案之安全風險, 採行適當之隔離措施或環境安排, 以防堵被告對被害人實施威脅、恐嚇或造成二次傷害之可能。此外, 調解過程應尊重被害人之主體地位, 確保其在無外力壓迫且資訊充分之狀態下行使處分權, 方符憲法保障正當法律程序及維護人性尊嚴之本旨。

(四) 少年性侵害犯罪事件之被害人或其家屬之保護：依《少年事件處理法》第 26 條第 2 項及第 3 項，少年法院就少年觸犯性侵害犯罪相關行為之事件，經審酌少年健全自我成長之保障與被害人或其家屬之保護，認有必要者，得於裁定責付時，命少年於事件終結確定前遵守下列事項：(一) 禁止對被害人或其家屬之身體或財產實施危害；(二) 禁止對被害人或其家屬為恐嚇、騷擾、接觸、跟蹤之行為；(三) 禁止無正當理由接近被害人或其家屬之住居所、學校、工作場所或其他經常出入之特定場所特定距離；(四) 禁止其他危害被害人或其家屬之事項。涉及性影像部分，並得命少年於事件終結確定前遵守下列事項：(一) 禁止重製、散布、播送、交付、公然陳列，或以他法供人觀覽被害人之性影像；(二) 提出或交付被害人之性影像；(三) 移除或向網際網路平臺提供者、網際網路應用服務提供者申請刪除已上傳之被害人之性影像。

(五) 家庭暴力案件當事人之保護

1. 為提供涉及家庭暴力議題之家事事件當事人於調解或審理程序之友善、安全的出庭環境，並獲得充分保護，落實 CEDAW 第 15 條及第 33 號、第 35 號一般性建議意旨，以及《家事事件法》第 11 條第 2 項、《家庭暴力防治法》第 19 條第 1 項之規定意旨，法院於寄發第一次庭期通知書時，分別提供「家事調解事件安全評估表」或「涉及家庭暴力被害人詢問通知書」，以利法院及早辨識個案是否須提供適切措施，避免涉及家庭暴力議題之當事人遭受二度傷害。
2. 經評估有安全疑慮之家事事件，法院得依個案情形採行如：不同時間到、退庭，不同出入路線及等候處所，請適當人員陪同出庭等措施；必要時，並得與家庭暴力防治網絡或地方政府駐法院家庭暴力事件服務處、家事事件服務中心合作，提供法律諮詢、社工陪同、心理諮商輔導及轉介服務。
3. 另為避免於調解過程中因當事人雙方權力關係不對等或存在暴力風險，而損及被害人安全與權利，司法院參酌 CEDAW 第四次國家報告國際審查委員會意見，於 2025 年 2 月 18 日修正發布「法院設置家事調解委員辦法」第 6 條第 5 項，增列家事調解委員名冊應特別載明曾受家庭暴力防治專業訓練者，供法官選任。法院得優先選任具相當專業知能的家事調解委員處理涉及家庭暴力議題之家事調解事件，以利於調解進行中查覺有危害被害人安全或相對人有控制意圖時，適時終止調解或改採適當方式處理，避免損害被害人安全及權利。

4. 又，為提升辦理性別暴力案(事)件之法官及司法人員之敏感度及專業知能，持續辦理性別平權、創傷知情及性別暴力防治相關議題之教育訓練，以研議精進被害人保護及友善措施。

### 三、(c)的部分

(一) 行政院於 2025 年 3 月 8 日實施首部「性別暴力防治國家行動計畫(2025-2027 年)」，將性別暴力防治正式納入國家整體發展架構與政府施政核心。本計畫包含「預防」、「建構被害人多面向服務體系」、「法律與司法權益」及「統計資料建置及研究發展」等 4 大議題，由性平處為督導單位，統籌並建立跨院際、部際性別暴力防治機制，運用行政院性別平等會相關會議監督、協調各權責機關落實情形，促使跨部會、跨地域資源有效妥適分配及運用於性別暴力防治，並透過滾動修正、優化計畫內容與實務作為，實現暴力零容忍與性別平等的社會。

(二) 針對婚姻之外親密關係暴力之根源問題，除適用或準用家庭暴力防治法相關保護措施外，「性別暴力防治國家行動計畫」亦以預防為導向，從結構性與文化面向同步介入，說明如下。

1. 教育與宣導層面：推動性別平等教育(含情感教育)及性別暴力防治教育，強化學生及社會大眾對性別權力不對等、控制行為之辨識能力，破除性別刻板印象與暴力合理化之社會文化基礎。
2. 制度及服務層面：
  - (1) 檢視並強化《家庭暴力防治法》等相關法規及服務體系，使非婚姻關係(如同居、未同居之交往關係、前伴侶關係等)之被害人亦能及時獲得保護令申請、庇護安置、法律扶助及心理支持等服務，確保保護範圍之完整性。
  - (2) 家庭暴力防治工作需要跨部門共同合作，故《家庭暴力防治法》法第 4 條業明定主管機關及各目的事業主管機關之權責事項，且第 8 條亦明定直轄市、縣(市)主管機關應整合所屬警政、教育、衛生、社政、民政、戶政、勞工、新聞等機關、單位業務及人力，設立家庭暴力防治中心，並協調司法、移民相關機關，辦理各項保護措施。另考量親密關係暴力係根源於性別不平等，故本法第 8 條及第 57 條明定直轄市、縣(市)主管機關應推廣家庭暴力防治教育、訓練及宣導，並於第 59 條明定各目的事業主管機關辦理家庭暴力在職教育訓練，應納入性別平等課程。
3. 加害人處遇層面：落實《性侵害犯罪防治法》第 34 條第 1 項所訂對於付保護管束加害人之處遇措施，以及定期辦理親密關係、性侵害

與跟蹤騷擾保護管束人處遇相關之訓練；另將發展性侵害加害人強制治療處遇模式，以及辦理性侵害及家庭暴力加害人再犯風險與成效評估。

英文回應：

1. Part (a): Article 3 of the Domestic Violence Prevention Act clearly stipulates that individuals who are currently or have previously been in a cohabiting relationship are subject to the relevant protection measures under the Act. Furthermore, Article 63-1 of the same Act explicitly provides that individuals aged 16 or above who experience violence from a current or former intimate partner with whom they have not cohabited shall also be afforded the relevant protection measures *mutatis mutandis* under the Act. Accordingly, the existing protection measures under the Domestic Violence Prevention Act already cover women who are subjected to violence in “non-cohabiting” and “non-marital” intimate relationships. From 2021 to 2024, among cases of intimate partner violence, the relationship between the parties was as follows: 181,344 cases involved parties in a marital relationship; 31,685 cases involved divorced partners; 99,155 cases involved parties who were currently or had previously cohabited; and 23,814 cases involved non-cohabiting relationships. In terms of the types of violence, physical violence accounted for the majority at 53.7%, followed by psychological violence at 51.6%.
2. Part (b)
  - (1) Article 50 of the Domestic Violence Prevention Act explicitly establishes a mandatory reporting system for domestic violence incidents in Taiwan. Upon receiving a report, the municipal or county (city) competent authorities shall take immediate action, assess the needs of the victim, and provide relevant protective measures as required. Furthermore, to ensure that victims are effectively protected throughout legal proceedings, Articles 13 and 47 of the Act expressly stipulate that mediation or settlement shall not be conducted in cases involving civil protection orders. Where a court, in the course of litigation or mediation proceedings, determines that domestic violence has occurred, it shall likewise refrain from proceeding with mediation or settlement.
  - (2) Victim Protection in Civil Judicial Proceedings
    - a. Where deemed appropriate by the court or the mediation committee, proceedings may be conducted in camera, or appropriate separation measures such as the use of screens or video equipment may be adopted (see Article 25 and Article 32 of the Labor Incident Act, and Article 195-1 of the Code of Civil Procedure).
    - b. The court may examine the victim outside the courtroom through audiovisual transmission technology or other appropriate isolation measures, separating the victim from the defendant or other persons present in the courtroom (see Article 211-1 and Article 305 of the Code

of Civil Procedure, Article 10 of the Stalking and Harassment Prevention Act, and Article 23 of the Sexual Assault Crime Prevention Act).

- c. Mediation proceedings are not open to the public or may be closed to the public, and may be conducted at an appropriate place (see Article 25 of the Labor Incident Act and Article 410 of the Code of Civil Procedure).
- d. Judicial documents shall not disclose information sufficient to identify the victim (see Article 15 of the Sexual Assault Crime Prevention Act).

(3) General Victim Protection in Criminal Proceedings

- a. In order to enhance the victim's position as a party in criminal proceedings, the Judicial Yuan formulated draft amendments to certain provisions of the Code of Criminal Procedure (concerning general victim protection and procedural participation), which entered into force on January 10, 2020. The main contents are as follows:

(a) General Protective Provisions for Victims: In order to protect the privacy of victims, assist victims in expressing their opinions, avoid secondary victimization, and alleviate the harm suffered by victims as a result of crime, amendments to certain provisions of the Code of Criminal Procedure promulgated on January 8, 2020 introduced general protective provisions for victims, including:

I. Protective Measures During Investigation (Articles 248-1 and 248-3)

- i. During the investigation, the public prosecutor, or the public prosecutor investigator, judicial police officer, or judicial police conducting inquiries, shall protect the privacy of the victim and the victim's family members, and adopt appropriate separation arrangements between the victim and the accused and third persons.
- ii. In addition, except for the victim's statutory agent, spouse, or certain relatives, professional personnel or a person trusted by the victim, with the consent of the victim, may be present to accompany the victim and state opinions.

II. Protective Measures During Trial (Articles 271-2 and 271-3)

- i. During trial, the court shall protect the privacy of the victim and the victim's family members, and adopt appropriate separation arrangements between the victim and the accused and spectators.
- ii. In addition, except for the victim's statutory agent, spouse, or certain relatives, professional personnel or a person trusted by the victim, with the consent of the victim, may be present to accompany the victim.

III. Referral to Mediation and Restorative Justice Mechanisms

(Articles 248-2 and 271-4): During the investigation, the public prosecutor, and during trial, the court, may refer the case to mediation; or, upon the joint application of the accused and the victim, refer the case to appropriate agencies, institutions, or organizations for professional facilitators to conduct restorative justice proceedings.

- (b) Remote Interrogation and Identification Mechanisms: In order to protect victims of crime and to avoid secondary victimization, fear, and pressure during suspect identification or court proceedings, judicial authorities in Taiwan have established mechanisms for remote interrogation and identification rooms to isolate physical contact between the victim and the accused, and to reduce the fear, anxiety, and psychological pressure arising from court proceedings.
- (c) Litigation Care Measures
  - I. Letters are issued to courts at all levels requesting that attention be paid to protecting the privacy of victims and their family members, and that the personal data of victims, their family members, or accompanying persons not be publicly read out.
  - II. When a case enters the trial stage, the court shall proactively send documents such as the “Notice of Procedural Participation Rights for Crime Victims” and the “Notice of Litigation Rights for Crime Victims and Complainants,” in order to timely inform victims of the protective measures afforded to them and the rights they may exercise.
  - III. In order to safeguard the procedural rights and interests of the accused, victims, and others, the Judicial Yuan has translated the “Notice of Litigation Rights for Crime Victims and Complainants” into multiple languages, including English, Japanese, Korean, Vietnamese, Thai, Indonesian, and Malay, and has made them available on the foreign-language section of its website; courts are requested to enclose such materials when sending litigation documents to foreign victims for the first time.
- (d) Shielding and Isolation Measures: Letters are issued to courts at all levels requesting them to plan and implement victim protection measures, allocate budgets for the procurement of shielding equipment, and ensure the protection of victims’ privacy.
- b. Pursuant to Article 271-4, Paragraph 1 of the Code of Criminal Procedure, the court may refer a case to mediation only where both the accused and the victim have given their consent, thereby respecting the parties’ free will; it is strictly prohibited to initiate such procedures against the will of the victim. At the implementation level, the personnel in charge shall also, in accordance with Paragraph 2 of the same Article,

assess the safety risks of each individual case, and adopt appropriate separation arrangements or environmental measures to prevent the accused from making threats, intimidation, or causing secondary victimization to the victim. In addition, the mediation process shall respect the victim's position as a party in the proceedings, and ensure that the victim may make decisions regarding his or her interests free from external pressure and with sufficient information, so as to be consistent with the fundamental purpose of safeguarding due process of law and protecting human dignity under the Constitution.

(4) Protection of Victims and Their Families in Juvenile Cases of Violation of Sexual Autonomy: With reference to Article 26, Paragraphs 2 and 3 of the

Juvenile Justice Act, in a matter where a juvenile is involved in conduct constituting sexual assault-related offenses, the juvenile court, after assessing the balance between safeguarding the juvenile's sound self-development and the protection of the victim or the victim's family members, may, when it deems necessary, include the following stipulations in its ruling ordering the juvenile to custody, to be observed by the juvenile before the matter is finalized: (1) prohibiting the juvenile from causing harm to the person or property of the victim or the victim's family members; (2) prohibiting the juvenile from engaging in conduct such as threatening, harassing, contacting, or stalking the victim or the victim's family members; (3) prohibiting the juvenile, without justifiable cause, from approaching within a certain distance of the residence, school, workplace, or other specific places regularly frequented by the victim or the victim's family members; (4) prohibiting the juvenile from engaging in any other acts that may harm the victim or the victim's family members. With regard to matters involving sexual images, the juvenile court may further require the juvenile, before the matter is finalized, to comply with the following: (1) prohibiting the juvenile from reproducing, distributing, broadcasting, delivering, publicly displaying, or otherwise making available for viewing the sexual images of the victim; (2) requiring the juvenile to submit or hand over the sexual images of the victim; (3) requiring the juvenile to remove, or to apply to an internet platform provider or an internet application service provider for the removal of, any sexual images of the victim that have been uploaded.

(5) Protection of Domestic Violence Victims

a. To promote safe and supportive judicial environments for individuals involved in domestic violence cases during mediation or trial proceedings, and to ensure their adequate protection, the court issues either a "Safety Assessment Form for Mediation on Family Matters" or an "Interrogation Notice for Victims of Domestic Violence" upon the initial notification of the court date. This procedure facilitates the timely identification of the necessity for appropriate protective measures in each case, thereby mitigating the risk of secondary victimization of the

parties involved. This initiative is designed to operationalize the mandates set forth in Article 15 of CEDAW and its General Recommendations Nos. 33 and 35, as well as the stipulations outlined in Article 11, Paragraph 2 of the Family Act and Article 19, Paragraph 1 of the Domestic Violence Prevention Act.

- b. In instances where a family matter is evaluated as presenting safety risks, the court may implement a range of measures tailored to the particular circumstances of the case. These measures may include scheduling different arrival and departure times, assigning distinct entry and exit pathways and waiting areas, or arranging for suitable personnel to escort the involved parties within the court premises. When deemed necessary, the court may also coordinate with domestic violence prevention networks, local government-affiliated domestic violence service centers, or family case service centers to offer legal consultation, social worker support, psychological counseling, and referral services.
- c. Furthermore, to safeguard the safety and rights of victims during the mediation process—particularly in light of power imbalances between parties or the potential risk of violence—the Judicial Yuan, responding to the conclusions and recommendations of the International Review Committee regarding the review of the Taiwan’s Fourth National Report on the Implementation of CEDAW, amended and promulgated Article 6, Paragraph 5 of the Regulations for Courts Appointing Family Mediators on February 18, 2025. This amendment mandates that the roster of family mediators explicitly indicate those who have undergone specialized training in domestic violence prevention, thereby providing judges with a reference when making appointments. Courts are encouraged to prioritize the selection of mediators possessing relevant professional expertise to oversee family mediation cases involving domestic violence. Such trained mediators are better equipped to recognize circumstances that jeopardize the victim’s safety or reveal controlling behaviors by the opposing party, enabling them to promptly terminate mediation or implement appropriate alternative measures to protect the victim’s safety and rights.
- d. To further augment the sensitivity and professional competence of judges and judicial officials involved in adjudicating cases of gender-based violence, the Judicial Yuan will persist in implementing training initiatives centered on gender equality, trauma-informed methodologies, and the prevention of gender-based violence. These programs are designed to cultivate and enhance strategies that safeguard victims and promote a victim-centered judicial environment.

3. Part (c)

- (1) On March 8, 2025, the Executive Yuan enacted the first “National Action Plan for Gender-Based Violence Prevention,” officially including the prevention of gender-based violence as part of Taiwan’s overall national development

framework and the core of government policy. The action plan comprises four main areas: “prevention,” “establishing a multifaceted service system for victims,” “legal and judicial rights,” and “statistical data establishment and research development.” The Department of Gender Equality serves as the supervisory unit, responsible for coordinating and establishing inter-agency and inter-ministerial mechanisms for preventing gender-based violence. It utilizes relevant meetings of the Executive Yuan’s Gender Equality Committee to supervise and coordinate the implementation progress of competent agencies, facilitate the effective and appropriate allocation and use of inter-ministerial and cross-regional resources for gender-based violence prevention. In addition, through continuous revision and optimization of the plan's content and practical actions, it aims to achieve a society of gender equality and zero tolerance for violence.

- (2) Regarding the root causes of violence in intimate relationships outside of marriage, in addition to the application of or mutations to protective measures under the Domestic Violence Prevention Act, the “National Action Plan on Gender-Based Violence Prevention and Control (2025–2027)” is prevention-oriented and intervenes from both structural and cultural perspectives, as explained below.
  - a. Education and advocacy: Promote gender equality education (including emotional education) and gender-based violence prevention education, strengthen students' and the general public's ability to identify gender power inequality and controlling behavior, and break down the socio-cultural foundations of gender stereotypes and the rationalization of violence.
  - b. Institution and services:
    - (a) Examine and strengthen the Domestic Violence Prevention Act and other relevant laws and service systems so that victims in relationships outside of marriage (such as cohabitation, non-cohabiting relationships, former partners, etc.) can also obtain timely support such as protection order applications, shelter and resettlement, legal assistance, and mental health support, ensuring the integrity of the scope of protection.
    - (b) The prevention of domestic violence requires coordinated inter-agency collaboration. Accordingly, Article 4 of the Domestic Violence Prevention Act clearly stipulates the responsibilities of the competent authority and the relevant line ministries. Article 8 further provides that municipal and county (city) competent authorities shall integrate the functions and personnel of their respective departments—including police, education, health, social affairs, civil affairs, household registration, labor, and information services—to establish Domestic Violence Prevention Centers and shall coordinate with judicial and immigration authorities in implementing various protective measures. Furthermore, recognizing that intimate partner violence is rooted in gender inequality, Articles 8 and 57 of the Act require municipal and

county (city) competent authorities to promote education, training, and public awareness on domestic violence prevention. Article 59 further stipulates that in-service training on domestic violence conducted by the relevant line ministries shall incorporate gender equality curricula.

- c. Offender treatment: Implement the treatment measures for offenders placed on probation supervision as stipulated in Article 34, Paragraph 1 of the Sexual Assault Crime Prevention Act, and conduct regular training for personnel responsible for the treatment of individuals on probation supervision in cases involving intimate relationships, sexual assault, and stalking. In addition, models for compulsory treatment of sexual assault offenders will be developed, and assessments will be conducted on recidivism risk and treatment effectiveness for sexual assault and domestic violence offenders.

No.15 點次 15 Article 5 第 5 條 針對婦女之性別暴力

點次	問題內容	
15	原文	<p>15. The Committee notes statistical information indicating disparities in the prevalence of gender-based violence among different groups of women, including that intimate partner violence rates are higher among indigenous women and foreign women compared to non-indigenous Taiwanese women, and that sexual assault rates are also disproportionately higher among foreign and indigenous women. Please explain the reasons for these disparities and indicate whether the Government recognizes the intersectional nature of gender-based violence affecting women belonging to different ethnic and nationality groups. Please also provide information on:</p> <p>(a) Targeted, culturally sensitive measures adopted to prevent and respond to such violence, including efforts to address structural barriers and ensure effective access to justice.</p> <p>(b) The prevalence and forms of gender-based violence against women with disabilities, including in intimate relationships and in the context of stalking and harassment, disaggregated by type of disability, age, relationship to the perpetrator, location and outcome of complaints, and how the Government ensures comprehensive and publicly available data collection capturing the intersection of gender and disability.</p> <p>(c) Measures adopted to prevent and respond to gender-based violence against women with disabilities, older and other structurally excluded women including access to specialized support services, shelters, assistive technologies and reporting mechanisms.</p>
	中文 參考 翻譯	<p>15. 委員會注意到統計資料顯示，不同群體女性遭受性別暴力之盛行率存在差異，包括：原住民族女性及外籍女性之親密暴力率，高於非原住民族之臺灣女性；且外籍與原住民族女性遭受性侵害之比例亦明顯偏高。請說明造成這些差異的原因，並指出政府是否體認到性別暴力對不同族裔和國籍婦女的影響具有交織性。請一併提供以下資訊：</p> <p>(a) 為預防及因應此類暴力所採行針對性且具文化敏感度之措施，包括致力於消除結構性障礙，並確保有效司法近用；</p> <p>(b) 身心障礙婦女遭受性別暴力之盛行率與形式（包含親密關係暴力及跟蹤騷擾之情境），並依障礙類型、年齡、與加害者之關係、地點及申訴結果進行細分；以及政府如何確保資料蒐集全面且公開，足以反映性別與身心障礙之交織點；</p> <p>(c) 針對預防及因應身心障礙婦女、高齡婦女及其他遭到結構性排</p>

	除的女性遭受性別暴力所採行之措施，包括提供專業支持服務、庇護所、輔助科技及通報機制。
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權責機關：衛福部、司法院(a)、原民會(a)、內政部(b)

**中文回應：**

一、政府理解並正視不同族裔、國籍及身心障礙婦女在性侵害議題及親密關係暴力之交織性困境，以及被害婦女多元處境，包括性別、文化差異、語言障礙、法律地位（如移工）及身體機能等結構性因素相互之影響。查原住民婦女與外籍婦女遭受親密關係暴力的比率高於非原住民的臺灣婦女，顯示不同族裔與國籍婦女確實受到交織性影響，實務上亦發現，他們常因經濟弱勢、文化、語言與資訊障礙，及社會支持網絡不足等因素，而需依賴加害人，進而提高其受暴風險，並影響其脫離暴力之能力。

二、(a)的部分

(一) 衛福部業訂頒「保護性社工訓練實施計畫」，將新住民及原住民親密關係暴力議題納入家庭暴力防治專題課程中，以提升保護性社工人員對多元族群遭受親密關係暴力交織性本質之認識與處遇知能。另亦透過經費挹注，鼓勵直轄市、縣(市)政府結合民間團體發展新住民及原住民服務方案，提供具文化敏感度之服務措施。並持續透過三級預防措施強化未成年性侵害防治工作，於初級預防部分，針對性侵害多元樣態(如男性、移工、原住民、身心障礙者、同志、數位/網路性暴力案件等)製作宣導素材(如影片、繪本、宣導單張)，增進兒少建立身體自主權與強化自我保護觀念，並寄送直轄市、縣(市)政府、原鄉地區學校及原住民家庭暨婦女服務中心與相關民間團體等，加強應用於原鄉地區之家庭暴力及性侵害防治宣導。且性侵害防治中心社工針對新住民及外籍婦女，結合內政部移民署、司法單位通譯人才庫提供多語種通譯服務，確保性侵害被害人在報案及偵訊過程中的意思表達不因語言受阻。

(二) 《法律扶助法》規定，對於無資力或因其他原因，無法獲得適當法律保護者，得申請財團法人法律扶助基金會(下稱基金會)提供必要之法律扶助。外籍婦女如符合《法律扶助法》第14條第1項各款情形，亦得申請法律扶助，並不因國籍而有差異。另原住民族委員會委託基金會辦理「原住民族法律服務專案」，具原住民身分之婦女如有法律扶助需求，得依專案規定申請扶助，該專案未設資力門檻，經審查通過，得准予扶助，提供其必要之法律協助。

(三) 另基金會依現行法規已放寬家庭暴力被害人資力審查。依《法律扶助

法》第 5 條第 1 項第 2 款及《特殊境遇家庭扶助條例》第 4 條第 1 項規定，經核發特殊境遇家庭資格證明者，當然符合無資力標準；未取得者，仍得依《法律扶助法》第 5 條第 2 項及無資力認定標準，於與被害人有訟爭關係或無扶養、同居事實之親屬不列入家庭人口，並得依實際情形彈性主張。另遭遺棄、虐待或家庭暴力致暫時同住者，相關成員亦得排除。基金會並允許扣除必要支出，並參酌社工訪查報告認定資力，以兼顧彈性與救濟需求，協助被害人取得法律扶助。

- (四) 司法院將持續敦促該會定期針對扶助律師及該會員工進行與性別議題相關之教育訓練，及要求接辦原民族文化衝突相關案件之扶助律師，需上過原民議題之相關課程。期就不同族裔與國籍之女性申請法律扶助時，第一線人員及扶助律師能夠具性別與族群文化之敏感度，以保障婦女於訴訟中之權益。
- (五) 另為加強對原住民婦女與外籍婦女等不通曉國語人士之司法權益保障，自 2006 年採行「特約通譯制度」，各法院審理案件有傳譯需要時，可為訴訟當事人或關係人選任通譯到庭協助傳譯，有傳譯需求即可提出，不因性別有所區分，以消除法庭審理程序上語言之障礙，提供司法救濟之可及性。司法院並自 2013 年起委由法官學院辦理「特約通譯備選人教育訓練」，課程內容包含法庭傳譯技巧及實務演練、法律常識及多元化與性別平等相關課程，以提升特約通譯專業及性別平等意識。
- (六) 又為保障原住民族、偏鄉及離島地區民眾之司法近用權，並落實 CEDAW 第 15 條及第 33 號一般性建議意旨，自 2014 年起持續推動遠距視訊審理。對於涉及家庭暴力之民事保護令事件被害人，法院得視具體個案情節，運用視訊設備協助被害人於其就近地區參與程序，以減少交通往返及時間等經濟成本負擔；惟法院得先和擬遠距訊問所在地之機關協調，進行實機連線測試，並注意被訊問者之人身安全。另為協助外籍人士或新住民瞭解民事保護令聲請書狀內容，得以親近及使用法院，司法院已備有英、日、韓、泰、越南、印尼及馬來西亞等中外文譯本，供其使用。
- (七) 原民會為預防婦女的性別暴力，2025 年度全國原住民族家庭服務中心針對性暴力、性騷擾及多元性別等議題，辦理宣導活動共計 143 場次，累計受益原住民計 5,513 人次，其中男性 1,872 人次、女性 3,638 人次、其他性別 3 人次，透過結合在地文化於部落（社區）辦理，以提升原住民族對性別暴力防治及性別平等之認知，及強化對性別暴力之預防意識與求助能力，提升相關資源之可近性。

### 三、(b)的部分

(一) 有關身心障礙者在遭受各類型數位性別暴力之終生盛行率，以遭受騷擾行為(40.5%)為最多，其次依序為羞辱與攻擊(24.3%)、跟蹤或肉搜(17.3%)、控制或限制表意(15%)、影像性暴力(11.6%)、數位排除(7.5%)、騷擾威脅親友(6.4%)、線下性暴力(6.4%)、身分侵犯冒用(5.8%)、捏造不實訊息(4.6%)以及招募引誘(1.7%)。2021年至2024年身心障礙婦女遭受親密關係暴力計9,784人，占整體親密關係暴力女性被害人之5.5%，平均受暴率為0.46%，障礙類別以精神障礙者為多，占39%，肢體障礙者次之，占17%；被害人年齡以50歲以上未滿65歲者為主，占28%；40歲以上未滿50歲者次之，占26%。未來將強化性別、障礙類型、年齡等資料蒐集與分析，並定期公開統計資訊，以提升資料之完整性與透明性。

(二) 截至2024年，總計7,551件跟蹤騷擾案件中，計有187件被害人為女性且疑似或領有身心障礙手冊。案件涉及之行為樣態如下(因案件中包含複數次行為，故行為總和大於案件總和)，依照年齡、雙方關係、發生地點及障礙別綜合分析，完整分析數據詳如**附件1**：

1. 監視、觀察、跟蹤或知悉特定人行蹤：68件。
2. 以盯梢、守候、尾隨或其他類似方式接近特定人之住所、居所、學校、工作場所、經常出入或活動之場所：73件。
3. 對特定人為警告、威脅、嘲弄、辱罵、歧視、仇恨、貶抑或其他相類之言語或動作：54件。
4. 以電話、傳真、電子通訊、網際網路或其他設備，對特定人進行干擾：73件。
5. 對特定人要求約會、聯絡或為其他追求行為：62件。
6. 對特定人寄送、留置、展示或播送文字、圖畫、聲音、影像或其他物品：33件。
7. 向特定人告知或出示有害其名譽之訊息或物品：14件。
8. 濫用特定人資料或未經其同意，訂購貨品或服務：3件。

四、(c)的部分：為回應身心障礙婦女、高齡婦女之多元需求，衛福部業設置113保護專線，提供24小時全年無休之家庭暴力、性侵害、性騷擾及兒少、老人與身心障礙者保護諮詢服務，除電話服務外，並提供簡訊及網路對談服務，與多國語言通譯服務，讓被害人可透過多元管道及時獲得相關協助。另外，目前各直轄市、縣(市)政府均設置緊急短期庇護處所，並結合旅宿業提供庇護服務，可24小時協助被害人緊急庇護，並依個別需求提供輔具租借、通

譯服務、陪同就醫、就業支持及法律協助等個別化服務。

**英文回應：**

1. The Government acknowledges and addresses the intersectional challenges faced by women of different ethnicities, nationalities, and disabilities in the context of sexual assault and intimate partner violence, as well as the diverse circumstances of female victims influenced by structural factors such as gender, cultural differences, language barriers, legal status (e.g., migrant workers), and physical functions. The higher prevalence of intimate partner violence among Indigenous women and foreign women is attributed to multiple intersecting structural factors. In practice, it is also observed that these women often rely on perpetrators due to factors such as socio-economic vulnerability, cultural, language, and information barriers, as well as insufficient social support networks. This, in turn, increases their risk of experiencing violence and adversely affects their ability to leave abusive relationships.
2. Part (a):
  - (1) The Ministry of Health and Welfare has formulated and promulgated the Implementation Plan for Training of Protective Social Workers, which incorporates issues relating to intimate partner violence affecting new immigrants and Indigenous peoples into specialized courses on domestic violence prevention. This is intended to enhance protective social workers' understanding of the intersectional nature of intimate partner violence experienced by diverse populations, as well as their capacity to respond effectively. In addition, the Ministry of Health and Welfare provides financial support to encourage municipal and county (city) governments to collaborate with civil society organizations in developing service programs for new immigrants and Indigenous peoples, thereby delivering culturally sensitive services. The Ministry continues to strengthen the prevention of sexual assault against minors through three-tier prevention measures. In terms of primary prevention, the Ministry has developed diverse educational materials (e.g., videos, picture books, and pamphlets) addressing various forms of sexual assault—including cases involving males, migrant workers, indigenous peoples, persons with disabilities, the LGBTQ+ community, and digital/online sexual violence. These materials aim to empower children and youth with the concept of bodily autonomy and self-protection. These resources are distributed to local governments, schools in indigenous areas, Indigenous Family and Women's Service Centers, and relevant NGOs to enhance prevention awareness within indigenous communities. Furthermore, to overcome structural barriers to access to justice for women of diverse ethnicities (including migrant workers), social workers at Sexual Assault Prevention Centers collaborate with the National Immigration Agency and judicial interpreting pools to provide multi-language interpretation services, ensuring that victims' testimonies during reporting and interrogation are not

hindered by language barriers.

- (2) The Legal Aid Act stipulates that people who are indigent or are unable to receive proper legal protections for other reasons may apply to the Legal Aid Foundation for necessary legal assistance. Women with foreign nationalities who meet any of the conditions set forth in Article 14, Paragraph 1 of the Legal Aid Act may also apply for legal aid without distinctions based on nationality. In addition, the Council of Indigenous Peoples has commissioned the Foundation to implement the “Indigenous Peoples Legal Service Program.” Indigenous women who need legal assistance may apply under this program in accordance with its provisions. This program does not impose a financial eligibility threshold; applicants who pass case review may be granted assistance and provided with necessary legal support.
- (3) Furthermore, under the current legal framework, the Foundation has relaxed the financial eligibility review for victims of domestic violence. Pursuant to Article 5, Paragraph 1, Subparagraph 2 of the Legal Aid Act and Article 4, Paragraph 1 of the Act of Assistance for Family in Hardship, those who have been issued certification as a family in hardship are deemed to meet the indigency criteria. Those who have not obtained such certification may make claims based on the actual circumstances, in accordance with Article 5, Paragraph 2 of the Legal Aid Act and the standards for determining indigency, and the financial eligibility will be determined with more flexibility. The income and assets of family members who are in litigation with the victim or who have no factual dependency relationship or cohabitation will not be counted as the victim’s disposable assets and income. In addition, where cohabitation arises temporarily due to abandonment, abuse, or domestic violence, the assets and income of the relevant members may also be excluded. The Foundation allows for the deduction of necessary expenses and takes social worker investigation reports into account in determining financial eligibility, to ensure flexibility, meet practical needs at the same time, and provide victims with adequate legal aid.
- (4) The Judicial Yuan will continue to urge the Foundation to regularly provide education and training on gender-related issues for legal aid lawyers and its staff. It will also require legal aid lawyers to attend courses on Indigenous issues before they are allowed to handle cases involving Indigenous cultural conflicts. The aim is to ensure that, when women of different ethnicities and nationalities apply for legal aid, frontline personnel and legal aid lawyers possess gender awareness and cultural sensitivity, thereby safeguarding women’s rights and interests in litigation.
- (5) To further strengthen the protection of judicial rights for Indigenous women, women with foreign nationalities, and those who are not proficient in Mandarin Chinese, the “Contracted Interpreter System” has been implemented since 2006. As long court interpretation is needed, courts may appoint an interpreter to assist litigants or related parties. Requests for interpretation can be made whenever there is a need, without distinction

based on gender, in order to eliminate language barriers in court procedures and improve access to judicial remedies. Additionally, the Judicial Yuan has commissioned the Judges Academy to conduct training for contracted interpreters since 2013. The curriculum includes courtroom interpretation skills and practical exercises, legal knowledge, as well as courses on diversity and gender equality, with the aim of enhancing interpreters' professional competence and awareness of gender equality.

- (6) To ensure the protection of the right to access justice for indigenous peoples, as well as residents of remote areas and outlying islands, and to fulfill the mandates outlined in Article 15 of the CEDAW and General Recommendations No. 33, the Judicial Yuan has actively promoted the use of remote video hearings since 2014. In cases involving civil protection orders related to domestic violence, the court may, based on the specific circumstances, employ video technology to facilitate victims' participation in legal proceedings from a location proximate to their residence. This approach aims to alleviate the financial and temporal burdens associated with travel. Furthermore, the court coordinates in advance with the relevant authorities at the remote hearing site and conducts on-site connection tests to ensure the safety and security of the individuals being interrogated. Moreover, to support foreigners and new immigrants in comprehending the content of civil protection order applications, the Judicial Yuan has made translations accessible in English, Japanese, Korean, Thai, Vietnamese, Indonesian, and Malay, thereby enhancing their ability to utilize court resources.
  - (7) To prevent gender-based violence against women, the Council of Indigenous Peoples (CIP) organized through the National Indigenous Family Service Centers in 2025, a total of 143 outreach events raising awareness and addressing issues such as sexual violence, sexual harassment, and gender diversity. These events benefited 5,513 indigenous participants, including 1,872 men, 3,638 women, and 3 individuals of other genders. By integrating local cultural elements and conducting activities within tribal communities, the initiative aimed to enhance Indigenous peoples' understanding of gender-based violence prevention and gender equality, strengthen awareness of prevention and help-seeking capabilities regarding gender-based violence, and improve access to related resources.
3. Part (b)
- (1) Regarding the lifetime prevalence of various forms of digital/online gender-based violence among disability individuals, harassment is the most commonly reported experience (40.5%), followed by humiliation and attacks (24.3%), stalking or doxxing (17.3%), control or restriction of expression (15%), image-based sexual violence (11.6%), digital exclusion (7.5%), harassment or threats targeting friends and family (6.4%), offline sexual violence (6.4%), identity theft or impersonation (5.8%), dissemination of false information (4.6%), and recruitment or luring (1.7%). From 2021 to 2024, a total of 9,784 women with disabilities experienced intimate partner

violence, accounting for 5.5% of all female victims of intimate partner violence, with an average victimization rate of 0.46%. By type of disability, persons with mental disabilities constituted the largest group at 39%, followed by those with physical disabilities at 17%. In terms of age distribution, victims aged 50 to under 65 accounted for the highest proportion at 28%, followed by those aged 40 to under 50 at 26%. Going forward, efforts will be made to strengthen the collection and analysis of data disaggregated by sex, type of disability, age, and other relevant factors, and to regularly publish statistical information in order to enhance data completeness and transparency.

- (2) As of 2024, among 7,551 stalking and harassment cases, 187 victims were women who were suspected of having or officially held disability certificates. A comprehensive analysis of the 187 cases, categorized by age, relationship between parties, location of occurrence, and type of disability, is provided in **Attachment 1** for detailed data. The types of behaviors involved in these cases are as follows (since multiple behaviors may occur within a single case, the total number of behaviors exceeds the total number of cases):
  - a. Monitoring, observing, following, or tracking the whereabouts of a specific person: 68 cases.
  - b. Approaching a specific person's residence, dwelling, school, workplace, or places they frequently visit or engage in activities by means such as staking out, waiting, tailing, or similar methods: 73 cases.
  - c. Issuing warnings, threats, mockery, insults, discrimination, hatred, derogatory remarks, or similar words or actions toward a specific person: 54 cases.
  - d. Harassing a specific person via phone, fax, electronic communication, the internet, or other devices: 73 cases.
  - e. Requesting dates, contact, or engaging in other pursuit behaviors toward a specific person: 62 cases
  - f. Sending, leaving, displaying, or broadcasting text, images, sounds, videos, or other items to a specific person: 33 cases.
  - g. Informing or presenting a specific person with messages or items harmful to their reputation: 14 cases.
  - h. Misusing a specific person's personal data or ordering goods or services without their consent: 3 cases.
4. Part (c): In response to the diverse needs of women with disabilities and older women, the Ministry of Health and Welfare has established the 113 Protection Hotline, which provides 24-hour, year-round consultation services for domestic violence, sexual assault, sexual harassment, and the protection of children, youth, older persons, and persons with disabilities. In addition to telephone services, the hotline also offers SMS and online chat services, as well as multilingual interpretation services, enabling victims to access timely assistance through multiple channels. Furthermore, all municipal and county (city) governments have established emergency short-term shelters and collaborate with the hospitality

sector to provide shelter services, offering 24-hour emergency accommodation for victims. Based on individual needs, these services also include the provision of assistive device rentals, interpretation services, medical accompaniment, employment support, and legal assistance, among other individualized support services.

No.16 點次 16 Article 5 第 5 條 性騷擾

點次	問題內容	
16	原文	<p><b>Sexual harassment</b></p> <p>16. The Committee welcomes the amendments to the Gender Equality in Employment Act, the Sexual Harassment Prevention Act and the Gender Equity Education Act adopted in 2023 that entered into force in 2024. However, the Committee notes the significant increase in reported sexual harassment cases and requests information on:</p> <p>(a) The factors underlying this increase and whether it reflects improved reporting, increased prevalence or gaps in prevention.</p> <p>(b) Measures to ensure effective investigation, prosecution and remedies, including protection from retaliation, and steps taken to address reported gaps in practice, including repeated questioning of victims, lack of trauma informed procedures and insufficient gender sensitivity among law enforcement and judicial personnel.</p>
	中文參考翻譯	<p><b>性騷擾</b></p> <p>16. 委員會欣聞 2023 年完成修法的《性別平等工作法》、《性騷擾防治法》及《性別平等教育法》已於 2024 年正式生效。然而，委員會注意到性騷擾案件通報數量顯著增加，並要求提供以下資訊：</p> <p>(a) 通報增加背後之成因，以及其所反映的是通報機制改善、盛行率增加，亦或防範不足；</p> <p>(b) 為確保有效調查、起訴與救濟（包含免受報復之保護）所採取之措施，以及為解決已反映之實務執行面落差所採取之行動，包含重複詢問被害人、缺乏創傷知情程序，以及執法與司法人員性別敏感度不足等問題。</p>

權責機關：教育部、衛福部、內政部(b)、法務部(b)、勞動部(a、b)、司法院(b)

中文回應：

一、(a)的部分

- (一) 《性別平等教育法》第 22 條規定，學校校長、教師、職員或工友知悉服務學校發生疑似校園性別事件應立即通報學校防治規定所定學校權責人員，由其依規定向主管機關通報，至遲不得超過 24 小時，延遲通報者並得由學校函報主管機關依性別平等教育法第 43 條裁罰，近幾年教育部及各地方政府針對延遲通報事件之裁罰效應（最高罰款額度 15 萬元），已促使上開各級學校人員心生警惕，積極依法通報。惟通報數量並不代表事件實際有發生。知悉疑似即通報，但事件是否進入調查程

序，依據性平法第 31 條規定，尚需經被害人或其法定代理人提出申請調查、經任何人提出檢舉，或經學校性平會以公益考量決議以檢舉案進行調查。倘所通報事件經學校性平會開會討論，考量並未涉及公益，且被害人或其法定代理人亦表明不願申請調查時，性平會得僅就相關安全之改善、課程教學之落實、校園宣導或輔導等事宜進行討論及執行。

- (二) 《性騷擾防治法》於 2024 年全面施行，為建立有效、友善、可信賴的性騷擾防治制度，本次修法除延長申訴期限外，並簡化申訴程序，以提升民眾申訴意願。
- (三) 《性別平等工作法》2023 年修正前，未要求雇主應通報性騷擾案件。為瞭解事業單位性騷擾案件數，2023 年修法後規定雇主應於接獲申訴時或調查認定屬實時，通知地方主管機關；爰勞動部建置「職場性騷擾案件通報系統」，並自 2024 年 3 月 8 日起彙整性騷擾防治事件資料。
- (四) 綜上，2023 年性平三法修正，透過強化「有效」打擊加害人的裁罰處置、完備「友善」被害人的權益保障及服務、建立專業「可信賴」的性騷擾防治制度，改善過去性騷擾被害人不敢申訴之困境，並且 Me Too 運動亦讓臺灣社會大眾對於性騷擾防治議題更具敏感度，因此，過去礙於不信任調查機制不願意申訴、礙於權勢不敢申訴、或未敏感察覺自身處在性騷擾情境而不知申訴等案件，在性平三法修法過後，被害人開始勇於揭露自身受害經驗並提起申訴。

## 二、(b)的部分

### (一) 強化法律保障、救濟與免受報復機制

1. 職場保障：《性別平等工作法》第 36 條已明定，雇主不得因受僱者提出本法之申訴或協助他人申訴，而予以解僱、調職或其他不利之處分。如勞工認雇主違反前開規定，得向地方主管機關提起申訴。
2. 校園保障：《性別平等教育法》施行 20 餘年，從立法之初即已注意到免於報復的保護，在《校園性別事件防治準則》第 26 條即定有提醒學校應採取相關措施保護當事人，包括減低當事人雙方互動的機會、避免報復情事及預防與減低行為人再度加害之可能。
3. 公共場所義務與罰則：為確保被害人安全，並落實場所主人性騷擾之防治及責任，《性騷擾防治法》第 7 條規定，政府機關(構)、部隊、學校、機構或僱用人於所屬公共場所及公眾得出入之場所有性騷擾事件發生當時知悉者，除注意被害人安全及隱私之維護，並應協助被害人申訴及保全證據、必要時協助通知警察機關到場處理，以及檢討所屬場所安全。違反上述規定者，依據《性騷擾防治法》第 28

條第 2 項規定，處新臺幣 2 萬元以上 20 萬元以下罰鍰；基此，性騷擾防治準則第 5 條規定，機構知悉其所屬公共場所及公眾得出入之場所發生性騷擾事件者，應避免報復情事發生。

## (二) 避免重複詢問被害人

1. 《性騷擾防治法》第 15 條第 3 項規定，有詢問當事人之必要時，應避免重複詢問，以避免被害人遭受二次傷害。
2. 《性別平等教育法》第 23 條也規定應給予雙方當事人充分陳述意見及答辯之機會，但應避免重複詢問。
3. 《性別平等工作法》第 13 條第 3 項明定，雇主查證性騷擾事件，有詢問當事人之必要時，應避免重複詢問。另依據《地方主管機關受理工作場所性騷擾事件申訴處理辦法》第 13 條規定，性騷擾事件之調查應秉持客觀、公正、專業原則，給予當事人充分陳述意見及答辯機會，除有詢問當事人之必要時，應避免重複詢問。
4. 「行政院所屬中央及地方各機關(構)性騷擾案件申訴處理作業流程指引」就有關申訴調查處理程序亦規定，協助申訴人保留相關證據應注意即時性、不宜過度訪談及實質調查，避免影響調查小組後續之調查及重複詢問。此外，亦持續透過教育訓練及案件稽核機制，檢視各機關案件處理流程，除為釐清事實或補強證據之必要外，原則上應避免重複詢問；如確有再行詢問之需求時，應事前向被害人充分說明理由，並採取同理、尊重之方式進行，以降低被害人二度傷害。

## (三) 推動「創傷知情」與提升執法、司法人員性別敏感度

1. 教育部在 2025 年已委託專家研發「創傷知情」培訓課程基準及教學說明，提供各教育主管機關辦理培訓運用，並將於 2026 年年底針對大專校院之一般學校之教職員工及防治人員辦理培訓，期能減低被害人在程序中遭受傷害。
2. 為提升警察人員處理性騷擾事件之性別敏感度，於 2024 年及 2025 年分別辦理「性騷擾防治種子教官訓練講習」及「婦幼安全工作專業人員訓練」。課程邀請衛生福利部代表、專家學者及資深家庭暴力防治官授課，內容涵蓋性平三法修法重點與實務因應、職場性騷擾防治、性騷擾調查實務及相關作業程序等。此外，「婦幼安全工作專業人員訓練」已自 2022 年起加入「創傷知情」等課程，以提升員警處理婦幼案件敏感度與溝通技巧。
3. 就創傷知情部分，為讓法官及司法人員瞭解創傷對個人行為、情緒

和認知的影響，法院人員於法庭程序中，提升敏感度，採取更具包容性及同理性方式，減少對當事人二次傷害，司法院持續透過法官學院辦理性別平權相關課程、開設創傷知情相關課程，提升法院辦理性別暴力案(事)件的專業素養。

4. 「性騷擾防治種子教官訓練講習」於 2024 年及 2025 年分別培訓種子教官 266 人及 285 人，「婦幼安全工作專業人員訓練」於 2024 年及 2025 年則分別培訓種子教官 300 人及 299 人，並由受訓人員返原服務單位辦理分區教育訓練，進而逐層施教，使基層人員確實掌握執行重點。此外，透過年度評核機制，持續督導各警察機關落實教育訓練工作，以全面提升員警處理婦幼案件之專業敏感度與應處能力。
5. 法務部所屬檢察機關之檢察官偵辦性騷擾案件，均依《性騷擾防治法》、《性侵害犯罪防治法》規定辦理。法務部每年辦理「婦幼保護及性別平等研習會」，參訓對象為檢察官、檢察事務官，並將創傷知情、重大兒虐、家庭暴力、性侵害等相關議題列為課程設計，以強化、提升檢察官偵辦是類案件之專業知能、敏感度及熟稔度。
6. 司法院每年度均自行與委請法官學院辦理「法院辦理性侵害案件專業研習會」、「法院辦理性侵害案件專業課程(初中階班、高階班)」、「兒童或心智障礙被害人特殊訊問專業課程(初階班、進階班)」，並適時將創傷知情、性別敏感等議題納入研習課程，以期能提升司法人員性別意識及強化辦理性侵害案件之專業能力。

#### 英文回應：

##### 1. Part (a)

- (1) Article 22 of the Gender Equity Education Act stipulates that school principals, teachers, staff, or workers who become aware of suspected gender-related incidents at their schools should immediately report them to the responsible personnel as defined in the school's prevention regulations. These personnel must then report to the competent authority within 24 hours. Delayed reporting may result in penalties imposed by the school in accordance with Article 43 of the Gender Equity Education Act. In recent years, the penalties imposed by the Ministry of Education and local governments for delayed reporting (with fines reaching up to NT\$150,000) have instilled vigilance in school personnel at all levels, prompting them to actively report incidents according to the law. However, the number of reports does not necessarily indicate whether an incident has actually occurred. While reporting a suspected incident is required, whether an investigation is

initiated depends on Article 31 of the Gender Equity Education Act. This requires an application for investigation from the victim or their legal representative, a report from anyone, or a decision by the school's Gender Equity Committee to investigate the report based on public interest considerations. If a reported incident is discussed at a meeting of the school's Gender Equity Committee, and it is determined that the public interest is not involved, and the victim or their legal representative has indicated that they do not wish to request an investigation, the Gender Equity Committee may only discuss and implement measures related to improving safety, implementing curriculum and teaching, and conducting campus outreach or counseling.

- (2) The Sexual Harassment Prevention Act was fully implemented in 2024. In order to establish an effective, friendly, and trustworthy system for the prevention of sexual harassment, this amendment not only extends the time limit for filing complaints but also simplifies the complaint procedures to enhance the willingness of the public to file such complaints.
  - (3) Before the amendment in 2023 to the Gender Equality in Employment Act, employers were never required to report sexual harassment incidents. In order to understand the number of sexual harassment cases in business entities, the law was amended in 2023 to stipulate that employers shall notify the local competent authority when they receive a complaint from the victim or when it is determined to be a sexual harassment case. The Ministry of Labor established the "Workplace Sexual Harassment Reporting System" to summarize data on sexual harassment incidents since March 2024.
  - (4) In summary, the amendments to the Three Gender Equality Acts mentioned above—by strengthening "effective" punitive measures to combat perpetrators, perfecting "friendly" rights protections and services for victims, and establishing a professional and "trustworthy" sexual harassment prevention system—have alleviated the past plight where sexual harassment victims did not dare to file complaints. Furthermore, the Me Too movement has heightened the Taiwanese public's sensitivity to sexual harassment prevention issues. Consequently, cases that previously went unreported because victims distrusted the investigation mechanism, feared pushing back against power imbalances, or were not sensitive enough to recognize they were in a sexual harassment situation, have begun to surface as victims now find the courage to disclose their traumatic experiences and file formal complaints after the legal overhaul.
2. Part (b)
- (1) Strengthening Legal Safeguards, Remedies, and Anti-Retaliation Mechanisms
    - a. Workplace Protections: Article 36 of the Gender Equality in Employment Act has already stipulated, employers may not terminate, transfer or take any adverse action against employees who personally file complaints or assist other persons to file complaints pursuant to the

Act.

- b. **Campus Protections:** The Gender Equity Education Act has been in effect for over 20 years, and from its inception, it has prioritized protection against retaliation. Article 26 of the Guidelines for the Prevention of Gender-Related Incidents on Campus reminds schools to take relevant measures to protect those involved, including reducing opportunities for interaction between the parties, preventing retaliation, and preventing or reducing the possibility of further harm from the perpetrator. Furthermore, regarding the lack of a "trauma informed consent" procedure, the Ministry of Education commissioned experts in 2025 to develop standards and instructions for "trauma informed consent" training courses, which will be provided to education authorities for training purposes. Training will be conducted for faculty, staff, and prevention personnel in universities and colleges by the end of 2026, aiming to reduce harm suffered by victims during the process.
- c. **Public Premises Obligations:** To ensure the safety of victims and implement the prevention and responsibilities of premises owners regarding sexual harassment, Article 7 of the Sexual Harassment Prevention Act stipulates that when a government agency (institution), military unit, school, organization, or employer becomes aware of a sexual harassment incident occurring in a public place or a place accessible to the public under its jurisdiction at the time of occurrence, it shall, in addition to ensuring the safety and maintaining the privacy of the victim, assist the victim in filing a complaint and preserving evidence, assist in notifying the police to attend the scene if necessary, and review the safety of the premises. Those who violate the aforementioned provisions shall be fined between NT\$20,000 and NT\$200,000 in accordance with Paragraph 2, Article 28 of the Sexual Harassment Prevention Act. Accordingly, Article 5 of the Regulations on Sexual Harassment Prevention stipulates that when an organization becomes aware of a sexual harassment incident in a public place or a place accessible to the public under its jurisdiction, it shall prevent the occurrence of retaliation.

(2) Preventing Repeated Questioning of Victims

- a. Regarding the prevention of repetitive questioning, Paragraph 3, Article 15 of the Sexual Harassment Prevention Act stipulates that when it is necessary to question the parties involved, repetitive questioning shall be avoided to prevent the victim from suffering secondary victimization.
- b. Article 23 of the Gender Equity Education Act also stipulates that both parties should be given ample opportunity to present their opinions and respond, but repeated questioning should be avoided.
- c. Article 13 paragraph 3 of the Gender Equality in Employment Act has already stipulated, when employers verify sexual harassment incidents, when necessary to interview the parties, repetitive questioning shall be

avoided. In addition, in accordance with Article 13 of the Regulations for Local Competent Authorities in Handling Complaints of Workplace Sexual Harassment, investigations of sexual harassment incidents must adhere to the principles of objectivity, impartiality, and professionalism. Parties involved shall be given ample opportunity to provide statements and defenses. Furthermore, repeated questioning should be avoided unless absolutely necessary for the inquiry.

- d. According to the Operational Guidelines for Sexual Harassment Complaint Procedures for Central and Local Government Agencies (and Institutions) under the Executive Yuan, when assisting complainants in preserving evidence, personnel must prioritize timeliness and avoid excessive interviewing or substantive investigation to prevent interference with the subsequent investigation team and to avoid repeated questioning. Additionally, through ongoing education, training, and case auditing mechanisms, the handling procedures of various agencies are regularly reviewed. In principle, repeated questioning shall be avoided unless necessary for clarifying facts or reinforcing evidence. If a follow-up interview is required, the reasons must be fully explained to the victim beforehand, and the process must be conducted with empathy and respect to minimize secondary victimization.
- (3) Advancing "Trauma-Informed" Care and Enhancing Personnel Sensitivity
- a. Regarding the lack of a "trauma informed consent" procedure, the Ministry of Education commissioned experts in 2025 to develop standards and instructions for "trauma informed consent" training courses, which will be provided to education authorities for training purposes. Training will be conducted for faculty, staff, and prevention personnel in universities and colleges by the end of 2026, aiming to reduce harm suffered by victims during the process.
  - b. Professional Training and Gender Sensitivity: To enhance the gender sensitivity of police officers in handling sexual harassment cases, the "Sexual Harassment Prevention Seed Instructor Training Workshop" and "Professional Training for Women and Children Safety Personnel" were conducted in 2024 and 2025, respectively. The curriculum featured representatives from the Ministry of Health and Welfare, academic experts, and senior Domestic Violence Prevention Officers. Content covered key amendments to the Three Gender Equality Acts and practical responses, workplace sexual harassment prevention, investigation practices, and relevant standard operating procedures. Furthermore, "Trauma-Informed Care" has been integrated into the "Professional Training for Women and Children Safety Personnel" since 2022 to improve officers' sensitivity and communication skills when handling cases involving women and children.
  - c. As for trauma-informed approaches, to assist judges and judicial officials in comprehending how trauma affects a person's behavior,

emotions, and thinking, and to help court personnel become more sensitive, adopt more inclusive and compassionate approaches, and minimize additional harm to those involved during proceedings, the Judicial Yuan continues to provide training on gender equality and trauma-informed practices via the Judges Academy. These programs are designed to improve the courts' professional ability to manage cases involving gender-based violence.

- d. The "Seed Instructor Training Workshop for Sexual Harassment Prevention" trained 266 and 285 seed instructors in 2024 and 2025, respectively. During the same period, the "Professional Training for Women and Children Safety Personnel" trained 300 and 299 instructors, respectively. Upon completion, these trained personnel returned to their original units to conduct regional education and training, facilitating a cascading instruction model that ensures frontline personnel thoroughly master key execution points. Furthermore, through an annual evaluation mechanism, police agencies are continuously supervised to ensure the implementation of education and training, thereby comprehensively enhancing officers' professional sensitivity and response capabilities when handling cases involving women and children.
- e. Prosecutors conduct investigations into sexual harassment cases in accordance with the Sexual Harassment Prevention Act and the Sexual Assault Crime Prevention Act. The Ministry of Justice organizes the annual "Seminar on Women and Children Protection and Gender Equality," targeting prosecutors and prosecution associates. The curriculum is designed to include topics such as trauma-informed practice, major child abuse, domestic violence, and sexual assault. These efforts aim to strengthen and enhance the professional expertise, sensitivity, and proficiency of prosecutors in handling such cases.
- f. Annually, the Judicial Yuan, either independently or by commissioning the Judges Academy, organizes a "Professional Symposium on Handling Sexual Assault Crime Cases," "Professional Courses on Handling Sexual Assault Crime Cases" (Beginner/Intermediate and Advanced Levels), and "Specialized Interrogation Courses for Child or Physically/Mentally Disabled Victims" (Beginner and Advanced Levels). It also timely incorporates topics such as trauma-informed care and gender sensitivity into the training curriculum, with the aim of enhancing the gender awareness of judicial personnel and strengthening their professional competence in handling sexual assault crime cases.

No.17 點次 17 Article 5 第 5 條 性侵害

點次	問題內容	
17	原文	<p><b>Sexual assault</b></p> <p>17. The Committee welcomes measures taken by the Government to prevent and respond to sexual assault, including increased funding and expanded professional training. The Committee notes that women constitute approximately 82.3 per cent of sexual assault victims, with higher prevalence among foreign women, indigenous women and women with disabilities. Please explain how the Government interprets these disparities and whether it recognizes sexual assault as a form of gender-based violence rooted in structural inequality. Please also:</p> <p>(a) Provide information on measures taken to address underreporting and barriers to prosecution, including the availability of disaggregated data and measures to strengthen accountability, in line with general recommendation No. 33 on women's access to justice.</p> <p>(b) Provide information on how the Government ensures that victims, in particular children and other vulnerable groups, have effective access to justice and remedies, including through survivor-centred and trauma-informed procedures, timely protection measures and safeguards against re-traumatization.</p> <p>(c) Clarify whether training programmes and public awareness campaigns address sexual assault explicitly as a form of gender-based violence and a consequence of gender inequality, including efforts to combat victim-blaming attitudes and harmful gender stereotypes.</p>
	中文參考翻譯	<p><b>性侵害</b></p> <p>17. 委員會歡迎政府為預防及因應性侵害所採取之措施，包括增加經費及擴大專業培訓。委員會注意到女性約佔性侵害被害人之 82.3%，且在外籍女性、原住民族女性及身心障礙女性中盛行率更高。請說明政府如何解讀此類差異，以及是否承認性侵害係一種根植於結構性不平等之性別暴力形式。亦請：</p> <p>(a) 依據關於婦女司法近用之第 33 號一般性建議，提供針對通報不足及起訴障礙因應措施之相關資訊，包括分組資料的可得性與強化問責措施；</p> <p>(b) 提供關於政府如何確保被害人（特別是兒童及其他不利處境群體）能有效獲得司法近用與救濟之資訊，包括透過「以倖存者為中心」與「創傷知情」程序、即時保護措施，以及防止二次創傷的保障機制；</p> <p>(c) 釐清培訓計畫與公眾宣導活動是否明確將性侵害視為性別暴力</p>

	的一種形式及性別不平等之產物，包括致力於消除「檢討被害人」的態度及有害的性別刻板印象。
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權責機關：衛福部、內政部(b)、法務部(a、b)、司法院(b)

**中文回應：**

一、衛福部理解並正視不同族裔、國籍及身心障礙婦女在性侵害議題之交織性困境，以及被害婦女多元處境，包括性別、文化差異、語言障礙、法律地位（如移工）及身體機能等結構性因素相互影響。

二、(a)的部分

(一) 衛福部針對多元處境性侵害被害人，考量其資訊落差、語言障礙、文化差異、心智障礙等困境，依《性侵害犯罪防治法》（以下簡稱本法）第 11 條規定建立責任通報制度，包含醫事人員、社會工作人員、教育人員、保育人員、教保服務人員、警察人員、勞政人員、司法人員、移民業務人員、矯正人員、村（里）幹事人員、私立就業服務機構及其從業人員，於執行職務時，知有疑似性侵害犯罪情事者，應立即向當地直轄市、縣（市）主管機關通報，至遲不得超過 24 小時，倘被害人為未成年而責任通報人員無正當理由隱匿通報者，得依《兒童及少年福利與權益保障法》第 100 條規定，處新臺幣 6,000 元以上 6 萬元以下罰鍰。

(二) 檢察官偵辦性侵害案件，依《刑事訴訟法》第 251 條規定，依偵查所得之證據，足認被告有犯罪嫌疑者，即應提起公訴。

三、(b)的部分

(一) 依本法第 6 條規定，直轄市、縣（市）主管機關應整合所屬警政、教育、衛生、社政、勞政、新聞、戶政與其他相關單位，設立性侵害防治中心，以被害人為中心，提供包含協助被害人就醫診療、驗傷及採證、心理治療、輔導、緊急安置法律諮詢等保護服務。另考量弱勢性侵害被害人相關司法權益，自 2000 年函頒「性侵害案件減少被害人重複陳述作業要點」，並於 2015 年修正本法，納入專業人士在場協助詢（訊）問制度，另於本法第 10 條亦規定，法院、檢察署、司法警察機關及醫療機構處理性侵害案件之專責人員，每年應至少接受性侵害防治專業訓練課程 6 小時，於課程中應納入創傷知情概念，藉以強化渠等專業知能，並避免被害人二度創傷。

(二) 檢察官偵辦性侵害案件，均依《性侵害犯罪防治法》規定及衛生福利部頒佈之「性侵害案件減少被害人重複陳述作業要點」規定訊問被害人，致力於減少被害人重複陳述，避免造成二度傷害。並且落實社工、特定

關係或信任之人陪伴開庭權、溫馨談話室、隔離訊問等友善被害人措施。法務部每年辦理「兒童或心智障礙之性侵害被害人訊(詢)問專業課程」,分為「基礎班」及「進階班」,精進檢察官、檢察事務官訊(詢)問被害人之專業職能。課程包含以被害人為中心之訊(詢)問技巧訓練、落實創傷知情、兒童認知發展學介紹等。法務部所屬檢察機關檢察官或檢察事務官完成訓練課程後,准予認證並取得證書。

- (三) 內政部警政署定期辦理兒童或心智障礙之性侵害被害人詢問訓練班、婦幼安全工作專業人員基礎訓練班及各地方政府警察機關辦理性侵害案件專責人員訓練,強化員警處理性侵害案件時應以被害人為中心及具備創傷知情之專業知能。當接獲被害人報案時,依據衛生福利部「性侵害案件減少被害人重複陳述作業要點」,啟動減少被害人重複陳述作業,由檢察官親自詢問,或指揮受過專業訓練之員警製作調查筆錄,並由社工全程介入安撫被害人情緒,以避免被害人遭受二度傷害。
- (四) 在審判程序中,為維護被害人權益,性侵害案件應由受過專業訓練的專責法官辦理,且審判以不公開為原則,公示文書亦須妥適遮掩被害人身分資訊以確保隱私。另被害人出庭時,可由親屬、社工或其信賴之人陪同並陳述意見,針對兒童或心智障礙者,法院應指派專業人士協助詢問,並得利用單面鏡、聲音影像傳送等隔離措施,將其與被告隔離以減輕壓力並促進陳述。此外,法官應嚴格限制有關性經驗的不當詰問,並及時制止任何性別歧視之言行。至於在證據能力與協助方面,法院得選任專家證人提供專業意見,若被害人因身心創傷或壓力導致無法陳述,其先前於調查時所為的陳述,經證明具有可信性且為證明犯罪事實存否之必要者,可作為證據。又主管機關亦得補助被害人相關訴訟與律師費用(《性侵害犯罪防治法》第10條、第15條、第18條、第19條、第24條至第28條規定參照)。

四、(c)的部分:有鑑於性侵害是最嚴重的性別暴力,衛福部積極宣導並落實性暴力防治觀念與作為,於2023年2月公布施行性暴力防治四法,包括《中華民國刑法》、《犯罪被害人權益保障法》、《兒童及少年性剝削防制條例》、《性侵害犯罪防治法》;以專章保護、加重罪責、提供被害人相關協助、配套措施等,消除檢討被害人態度,保障被害人權益。

#### 英文回應:

1. The Ministry of Health and Welfare acknowledges and addresses the intersectional challenges faced by women of different ethnicities, nationalities, and disabilities in the context of sexual assault, as well as the diverse circumstances of female

victims influenced by structural factors such as gender, cultural differences, language barriers, legal status (e.g., migrant workers), and physical functions.

2. Part (a)

(1) In consideration of the challenges faced by sexual assault victims in diverse circumstances—such as information gaps, language barriers, cultural differences, and mental disabilities—the Ministry has established a mandatory reporting system in accordance with Article 11 of the Sexual Assault Crime Prevention Act (hereinafter referred to as "the Act"). This system requires medical personnel, social workers, educational personnel, childcare personnel, early childhood education and care service personnel, police officers, labor affairs personnel, judicial personnel, immigration personnel, correctional personnel, village (borough) secretaries, private employment service agencies, and their employees to immediately report suspected sexual assault crimes to the local competent authority of the municipality or county (city) while performing their duties, no later than 24 hours. Furthermore, if the victim is a minor and a mandatory reporter conceals the report without a justifiable reason, they may be subject to a fine between NT\$6,000 and NT\$60,000 in accordance with Article 100 of the Protection of Children and Youths Welfare and Rights Act.

(2) When investigating sexual assault cases, in accordance with Article 251 of the Code of Criminal Procedure, a prosecutor shall initiate a public prosecution if the evidence obtained from the investigation is sufficient to determine that the defendant is suspected of a crime.

3. Part (b)

(1) Pursuant to Article 6 of the Act, the competent authorities of municipalities and counties (cities) shall integrate their respective police, education, health, social affairs, labor, news, household registration, and other relevant departments to establish Sexual Assault Prevention Centers. These centers adopt a survivor-centered approach, providing protection services that include assisting victims in obtaining medical treatment, taking medical examinations, and collecting evidence, as well as providing psychotherapy, counseling, emergency placement, and legal consultation. Furthermore, to safeguard the judicial rights and interests of vulnerable victims, the Directions for Reducing Repeated Statements by Victims in Sexual Assault Cases was promulgated in 2000. The Act was subsequently amended in 2015 to incorporate a system where professionals are present to assist during inquiries or interrogations. Additionally, Article 10 of the Act stipulates that specialized personnel in courts, prosecutors' offices, judicial police agencies, and medical institutions who handle sexual assault cases shall receive at least six hours of professional training on sexual assault prevention annually. Such training must incorporate the concept of trauma-informed care to strengthen their professional expertise and prevent secondary victimization of the victims.

(2) When investigating sexual assault cases, prosecutors conduct interviews and

questioning of victims in accordance with the Sexual Assault Crime Prevention Act and the "Directions for Reducing Repeated Statements by Victims of Sexual Assault Cases" promulgated by the Ministry of Health and Welfare. They are committed to reducing repeated statements by victims to avoid secondary victimization. Furthermore, they implement victim-friendly measures, including the right to have social workers, specific relatives, or trusted individuals accompany them during proceedings, the use of "warm interview rooms," and isolated questioning. The Ministry of Justice organizes the annual "Professional Training Course on Interrogating (Questioning) Victims of Sexual Assault with Childhood or Mental Disabilities," categorized into "Basic" and "Advanced" levels, to refine the professional competencies of prosecutors and prosecution associates. The curriculum includes training on victim-centered interrogation techniques, the implementation of trauma-informed practices, and introductions to child cognitive development. Prosecutors or prosecution associates within the Ministry's subordinate agencies who complete the training are granted certification and issued certificates.

- (3) The National Police Agency of the Ministry of the Interior regularly conducts "Interview Training for Victims of Sexual Violence with Child or Intellectual Disabilities," "Basic Training for Women and Children Safety Personnel," and specialized training for sexual assault case officers within local police departments. These programs are designed to reinforce a victim-centered approach and equip officers with professional expertise in trauma-informed care when handling sexual assault cases. Upon receiving a report, the "Standard Operating Procedures for Reducing Repeated Statements by Victims of Sexual Assault" (established by the Ministry of Health and Welfare) are activated. This ensures that interviews are conducted personally by a prosecutor or by specially trained police officers under judicial direction. Furthermore, social workers provide full-process accompaniment to offer emotional support, thereby preventing secondary victimization.
- (4) To safeguard the rights of victims in sexual assault crime proceedings, cases are required to be handled by specialized judges with professional training. As a general principle, these trials shall be conducted in private. Furthermore, any publicly released official documents must have the victim's identifying information properly redacted to ensure privacy. When victims appear in court, they may be accompanied by a family member, physician, psychologist, social worker, or a person they trust to provide support and state their opinions. For victims who are children or have physical or mental disabilities, the court shall appoint a physician, psychologist, social worker, or other appropriate professional to assist in the interrogation. The court may also use measures such as screens, one-way mirrors, or audio-visual transmissions to separate the victim from the defendant to reduce stress and facilitate their testimony. Furthermore, judges must strictly limit inappropriate cross-examination concerning a victim's sexual history and promptly stop any

gender-discriminatory language or behavior. Regarding evidence and assistance, the court may appoint expert witnesses to provide professional opinions. If a victim is unable to make a statement due to trauma or stress, their previous statements made during the investigation may be admitted as evidence, provided they are proven to have probative value and are necessary for establishing the facts of the case (see Articles 10, 15, 18, 19, and 24 through 27 of the Sexual Assault Crime Prevention Act).

4. Part (c): Given that sexual assault is the most severe form of gender-based violence, the Ministry actively promotes and implements concepts and actions for the prevention of sexual violence. In February 2023, the Four Acts of Sexual Violence Prevention were promulgated and implemented, including the "Criminal Code of the Republic of China," the "Crime Victim Rights Protection Act," the "Prevention of Children and Youth Sexual Exploitation Act," and the "Sexual Assault Crime Prevention Act." Through the establishment of dedicated protection chapters, increased penalties, the provision of relevant assistance to victims, and supporting measures, these legislative efforts aim to eliminate victim-blaming attitudes and safeguard the rights and interests of victims under a survivor-centered framework.

No.18 點次 18 Article 5 第 5 條 跟蹤騷擾

點次	問題內容	
18	原文	<p><b>Stalking and harassment</b></p> <p>18. The Committee notes the implementation of the Stalking and Harassment Prevention Act and the information provided on cases handled, written warnings issued and protection orders granted. However, the Committee remains concerned about gaps in implementation, including the low number of protection orders issued compared to reported cases, delays in their issuance and instances of non-compliance. Please provide information on:</p> <p>(a) Measures taken to ensure the timely issuance, effective enforcement and monitoring of protection orders, including whether victims may apply directly and whether emergency protection orders are envisaged.</p> <p>(b) Steps being taken to eliminate requirements for psychiatric assessments and the financial burden placed on victims, and measures to ensure consistent implementation of the Act across regions, including the availability of specialized support services.</p> <p>(c) How planned legislative amendments will address evolving forms of stalking, including online harassment and trolling, and whether the Government intends to strengthen protection orders by including affirmative measures such as compensation, perpetrator and tech service provider obligations.</p>
18	中文參考翻譯	<p><b>跟蹤騷擾</b></p> <p>18. 委員會注意到《跟蹤騷擾防制法》之施行，以及關於已受理案件、核發書面告誡與准許保護令之相關資訊。然而，委員會對於執行上之落差仍感到關切，包括相較於通報案件，保護令核發件數偏低、核發延宕及未遵守保護令之情形。請提供以下資訊：</p> <p>(a)為確保及時核發、有效執行和監督保護令而採取之措施，包括被害人是否得直接申請，以及是否擬議設置緊急保護令；</p> <p>(b)為消除精神鑑定要求及減輕被害人經濟負擔所採取之行動，以及為確保該法於各地區一致執行（包括提供專業支持服務）之措施；</p> <p>(c)擬議中之法律修正將如何因應不斷演變之跟蹤騷擾形式（包括網路騷擾與網路挑釁），以及政府是否意欲透過納入損害賠償、加害者及科技服務提供者義務等積極性措施，以強化保護令制度。</p>

權責機關：內政部、司法院(a)

中文回應：

## 一、(a)的部分

- (一) 我國採行「行政介入先行」與「司法保護後盾」之雙軌制。依《跟蹤騷擾防制法》第 4 條規定，警察機關受理報案後，於調查階段即可依職權或被害人請求核發「書面告誡」，此機制具備即時制止之功能。實務數據顯示，約 90% 以上的案件在警察受理或核發書面告誡後即未再犯，顯示現行制度已達成立法預期的效果。
- (二) 另依《跟蹤騷擾防制法》第 5 條規定，行為人經警察機關為書面告誡後 2 年內，再為跟蹤騷擾行為者，被害人得向法院聲請保護令；檢察官或警察機關亦得依職權向法院申請保護令。
- (三) 內政部將與司法院研商參考《家庭暴力防治法》模式，評估建立「緊急保護令」制度之可行性，惟查緊急保護令制度之設計，依家庭暴力防治法（下稱家暴法）之規定，係提供警察介入原本屬於民事法律關係之家庭成員或有親密關係之未同居伴侶間的明確執行依據，其核發之緊急保護令僅有家暴法第 16 條第 3 項所定部分內容，而與通常保護令有所不同，緊急保護令係專就緊急狀態下立即破壞家庭成員間既有之法律關係與生活秩序而設。然跟騷法之保護令主要針對家庭成員或有親密關係之未同居伴侶間以外之行為人，由於行為人與被害人間並無既有之家庭成員或有親密關係之未同居伴侶關係，為加強被害人之保護，故將第三人之行政不法行為提升至刑事不法行為，與前述家暴法之保護令功能明顯不同，警察在緊急狀態下就刑事不法行為原本就可以介入處理，毋須透過緊急保護令始能處理。
- (四) 惟鑑於跟蹤騷擾行為使被害人心生恐懼、長期處於感受敵意或冒犯之狀態，除造成其心理壓力，亦影響其日常生活方式或社會活動，侵害個人行動與意思決定自由。為保護個人之行動自由、免於身心傷害之身體權、於各場域中得合理期待不受侵擾之自由與個人資料自主權，免於受到跟蹤騷擾行為之過度冒犯或侵擾，並維護個人人格尊嚴。司法院業於 2025 年 8 月 12 日以院台廳民一字第 1140101133 號函促請各法院於受理旨揭事件時應依法妥速審結。司法院亦將持續關注實務運作情形，並蒐集相關問題，於不侵害審判核心之前提下，適時提供協助與支援。

二、(b)的部分：現行《跟蹤騷擾防制法》並未規定被害人須進行精神評估等事宜，又依法被害人的保護扶助（如諮商、補助）將由社政機關依個別需求提供，減少被害人負擔。內政部於 2026 年度推動「重大跟蹤騷擾案件檢討及諮詢會議試辦計畫」，透過跨局處（警政、社政、衛生、教育）連結，整合全國地方政府之執行標準。藉由案例研討發掘區域執行差異，確保偏遠或不同行

政區之被害人均能獲得同等之專業支持服務。

三、(c)的部分：針對網路騷擾、肉搜及洗版等新興行為，目前已可視個案情節適用於《跟蹤騷擾防治法》第3條第1項第3、4、6、7款等規定。未來將進一步與司法機關及法律學者討論，採取「法律解釋擴張」或「概括條款修正」之優劣，在確保「法律明確性原則」的前提下，涵蓋新興的犯罪手法。另內政部也將與各界溝通以期強化保護令制度，以構建更全面的防治網絡。

#### 英文回應：

##### 1. Part (a)

- (1) Our country adopts a dual-track system consisting of "Prior Administrative Intervention" backed by "Judicial Protection." According to Article 4 of the Stalking and Harassment Prevention Act, upon receiving a report and during the investigation stage, police authorities may issue a "Written Warning" either ex officio or upon request. This mechanism serves as an immediate deterrent. Empirical data indicates that in over 90% of cases, offenders do not recidivate after police intervention or the issuance of a written warning, demonstrating that the current system has achieved its intended legislative effect.
- (2) Pursuant to Article 5, paragraph 1 of the Stalking and Harassment Prevention Act, where a perpetrator, within two years after having been warned in writing by the police, commits a further act of stalking and harassment, the victim may apply to the court for a protection order; the prosecutor or the police authority may also apply for a protection order ex officio.
- (3) The Ministry of the Interior will consult with the Judicial Yuan to evaluate the feasibility of establishing an "Emergency Restraining Order" system, referencing the model used in the Domestic Violence Prevention Act. However, with respect to the design of the emergency protection order under the Domestic Violence Prevention Act, it serves to provide a clear legal basis for police intervention in what would otherwise be civil legal relationships between family members, or between intimate partners not cohabiting. Emergency protection orders issued thereunder are limited to the scope set forth in Article 16, paragraph 3 of the Domestic Violence Prevention Act and differ from ordinary protection orders. Such emergency protection orders are specifically intended to address urgent circumstances requiring the immediate disruption of existing legal relationships and living arrangements among family members. By contrast, protection orders under the Stalking and Harassment Prevention Act primarily apply to perpetrators who are not family members or intimate non-cohabiting partners of the victim. Given the absence of such pre-existing relationships between the perpetrator and the victim, and in order to enhance victim protection, the Stalking and Harassment Prevention Act elevates unlawful administrative acts committed by third parties to criminal offenses. This function is therefore fundamentally

distinct from that of protection orders under the Domestic Violence Prevention Act. Moreover, in situations of urgency involving criminal conduct, the police are already empowered to intervene directly, without the need to rely on the issuance of an emergency protection order.

- (4) Nevertheless, given that stalking and harassment conduct may instill fear in victims and subject them to a prolonged state of perceived hostility or offense, thereby causing psychological distress, affecting their daily routines and social activities, and infringing upon their freedom of movement and autonomy of decision-making. In order to safeguard individuals' freedom of movement, their right to bodily integrity free from physical and psychological harm, their reasonable expectation of being free from intrusion in various settings, and their right to informational self-determination—while also protecting them from undue offense or intrusion arising from stalking and harassment conduct and upholding human dignity—Judicial Yuan, by Official Letter dated August 12, 2025, has urged all courts to adjudicate such cases duly and expeditiously in accordance with the law. Judicial Yuan will continue to monitor practical implementation, collect relevant issues, and, without encroaching upon the core functions of judicial adjudication, provide timely assistance and support as appropriate.
2. Part (b): The current Stalking and Harassment Prevention Act does not mandate that victims undergo psychiatric evaluations. Furthermore, in accordance with the law, protective assistance for victims (such as counseling and financial aid) is provided by social affairs agencies based on individual needs to minimize the burden on the victim. In 2026, the Ministry of the Interior launched the 'Pilot Project for Review and Consultation Meetings on Major Stalking and Harassment Cases.' By establishing cross-departmental links—encompassing police, social affairs, health, and education—this project aims to standardize enforcement protocols across all local governments. Through case studies, the project identifies regional disparities in execution, ensuring that victims in remote areas or different administrative districts receive equal access to professional support services.
3. Part (c): Regarding emerging behaviors such as cyber harassment, doxing, and comment flooding, such acts can currently be categorized under Article 3, Paragraph 1, Subparagraphs 3, 4, 6, and 7 of the Stalking and Harassment Prevention Act, depending on the specific circumstances of each case. Moving forward, further consultations will be held with judicial authorities and legal scholars to evaluate the pros and cons of 'expanding legal interpretation' versus 'amending omnibus clauses.' This aims to encompass emerging criminal methods while strictly adhering to the 'Principle of Legal Clarity.' Additionally, the Ministry of the Interior will engage with various stakeholders to strengthen the protection order system and construct a more comprehensive prevention and control network.

No.19 點次 19 Article 5 第 5 條 科技促成的性別暴力

點次	問題內容	
19	原文	<p><b>Technology-facilitated gender-based violence</b></p> <p>19. The Committee welcomes the legislative and policy measures adopted to address technology-facilitated gender-based violence, including amendments to the Criminal Code, the Sexual Assault Crime Prevention Act and the Child and Youth Sexual Exploitation Prevention Act, as well as the establishment of mechanisms for the removal of sexual images. However, the Committee remains concerned about the high prevalence of technology-facilitated gender-based violence and the fragmented nature of the current legal and institutional response. Please:</p> <p>(a) Clarify whether the Government intends to adopt a comprehensive response and prevention plan, including the designation of a coordinating authority, integration of efforts across agencies, regular data collection and evaluation of outcomes.</p> <p>(b) Explain what measures are envisaged to address gaps in accountability frameworks, including the absence of sanctions for individuals who purchase or access non-consensual sexual images of others persons including adults and children, limitations in prosecuting certain offences without a complaint, and challenges posed by online anonymity and cross-border platforms.</p> <p>(c) Indicate how awareness-raising efforts will be complemented by structural and legal reforms to address the root causes of technology-facilitated gender-based violence, including gender inequality, digital gender poverty and harmful social norms, and what targeted measures exist for children, adolescents and older women.</p>
	中文參考翻譯	<p><b>科技促成的性別暴力</b></p> <p>19. 委員會歡迎政府為因應科技促成的性別暴力所採行之法律與政策措施，包括修正《刑法》、《性侵害犯罪防治法》及《兒童及少年性剝削防制條例》，以及建立性影像移除機制。然而，委員會仍然十分關切科技促成的性別暴力的高盛行率，以及現行法律與制度的因應對策零散不完整。茲請：</p> <p>(a)釐清政府是否擬採行全面性因應與預防計畫，包括指定協調機關、整合跨部會工作、定期資料蒐集及成效評估；</p> <p>(b)說明擬議採取何種措施解決問責框架之缺口，包括針對購買或瀏覽他人（包括成人及兒童）未經同意性影像之個人缺乏罰則、部分犯罪行為存在告訴乃論之限制，以及網路匿名性與跨境平台所帶來之挑戰；</p>

	(c)敘明宣導活動將如何輔以結構性與法律改革，以處理科技促成的性別暴力之根源，包括性別不平等、數位性別貧窮及有害之社會規範，以及針對兒童、青少年與高齡婦女有哪些針對性措施。
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權責機關：行政院性平處(a)、衛福部(a、b、c)、法務部(b、c)

### 中文回應：

一、(a)的部分：行政院已於 2025 年偕同司法院訂定「性別暴力防治國家行動計畫（2025-2027 年）」，該計畫為我國首部國家級跨司法院、行政院以及所屬部會之性別暴力防治計畫，將性別暴力防治列入國家整體發展策略，建立性別平權的社會，確保民眾免受性別暴力，該計畫透過「預防」、「建構被害人多面向服務體系」、「法律及司法權益」、「統計資料建置及研究發展」等 4 大議題，完備性別暴力防治工作及相關權益保障事宜，營造性別暴力零容忍的社會環境。此外，衛生福利部亦規劃於 2026 年成立跨部會性別暴力防治調查研究中心，以掌握性別暴力等各項防治工作推動與發展，檢討執行成效，並據以精進防治措施。

### 二、(b)的部分

(一) 為因應支付對價持有或觀覽兒少性影像之案件，衛福部 2024 年修正公布《兒童及少年性剝削防制條例》，增加支付對價持有或觀覽兒少性影像罪、提高持有兒少性影像及支付對價觀覽兒少性交猥褻行為罪刑責。基於保護未成年人，兒少性剝削案件屬非告訴乃論罪（公訴罪），檢警獲報後則啟動司法偵辦。衡酌性影像犯罪具跨國、匿名及高度科技化等特性，《兒童及少年性剝削防制條例》及《性侵害犯罪防治法》皆已明定網際網路平臺業者負有限制瀏覽或移除性影像之法定義務，違法者除處以罰鍰外，最重主管機關得限制接取該網站。

(二) 《刑法》第 319 條之 3 第 1 項規定：「未經他人同意，無故重製、散布、播送、交付、公然陳列，或以他法供人觀覽其性影像者，處五年以下有期徒刑，得併科五十萬元以下罰金。」針對購買或觀看非經同意拍攝之成人性影像之人，購買或觀看之行為如符合重製之規定，以上開規定處罰。

### 三、(c)的部分

(一) 2023 年衛福部與法務部修正公布《兒童及少年性剝削防制條例》及《刑法》第 28 章之 1，已明確定義性影像犯罪，並依其手段施以刑責，將其視為身體自主權之延伸，已從法律結構面轉向問責加害者，禁止行為人偷拍、強拍、散布性影像；且處罰無故重製偷拍、強拍性影像之行為。

另立法禁止製造、散布、播送、交付、公然陳列，或以他法供人觀覽不實性影像行為。

- (二) 針對兒童或少年，衛福部性影像處理中心設立線上文字諮詢服務，協助申訴人及時保留關鍵證據，及提供被害人在不同社群平臺隱私設定教學，而針對高齡婦女，性影像處理中心亦提供 365 天全年無休電話諮詢熱線，降低數位落差造成之求助困境，並視被害人需求適時轉介各地方政府社政主管機關，依法提供諮詢協談、庇護安置、偵詢訊陪同服務、法律服務、經濟服務及心理諮商等必要支持。

英文回應：

1. Part (a): In 2025, the Executive Yuan, in collaboration with the Judicial Yuan, established the National Action Plan on Gender-Based Violence Prevention and Control (2025–2027). As Taiwan’s first national-level framework to integrate the efforts of the Judicial Yuan, the Executive Yuan, and all relevant ministries, this plan incorporates the prevention of gender-based violence into the national development strategy. It seeks to build a society rooted in gender equality and ensure that all citizens are protected from gender-based violence. By focusing on four core pillars—prevention, the development of a multi-dimensional service system for victims, the protection of legal and judicial rights, and the advancement of statistical data collection and research—the plan strengthens the overall prevention network and safeguards related rights. Ultimately, this comprehensive approach aims to foster a social environment that upholds zero tolerance for gender-based violence. In addition, the Ministry of Health and Welfare also plans to establish an inter-ministerial research center for the prevention and control of gender-based violence in 2026 to monitor the progress and development of prevention and control efforts, review the implementation performance, and improve prevention and control measures accordingly.
2. Part (b)
  - (1) In response to cases involving the paid viewing or possession of child and youth sexual images, the MOHW amended the Child and Youth Sexual Exploitation Prevention Act in 2024. The amendments criminalize the possession or viewing of child and youth sexual images through the payment of consideration and increase the criminal penalties for such offenses. To ensure the protection of minors, offenses under the Act are classified as indictable offenses; upon receiving a report, law enforcement and prosecutors must initiate a judicial investigation automatically. Recognizing that sexual image crimes are characterized by their transnational nature, anonymity, and high level of technological sophistication, both the Child and Youth Sexual Exploitation Prevention Act and the Sexual Assault Crime Prevention Act stipulate the legal obligations of internet platform operators to remove

offending content. Failure to comply may result in administrative fines, and in severe cases, the competent authorities may impose DNS enforcement (site-blocking) to restrict access to the non-compliant website.

- (2) Article 319-3, Paragraph 1 of the Criminal Code stipulates: "A person who, without the consent of another and without justifiable cause, reproduces, distributes, broadcasts, delivers, publicly displays, or by other means makes available for viewing the sexual images of another shall be sentenced to imprisonment for not more than five years, and in addition thereto, a fine of not more than NT\$500,000 may be imposed." Regarding individuals who purchase or view adult sexual images filmed without consent, such acts shall be punished under the aforementioned provision if they meet the criteria for reproduction.

3. Part (c)

- (1) In 2023, the MOHW, in collaboration with the Ministry of Justice, amended the Child and Youth Sexual Exploitation Prevention Act and introduced Chapter 28-1 to the Criminal Code. These reforms clearly define sexual image crimes and impose criminal penalties based on the methods used. By legally recognizing sexual images as an extension of bodily autonomy, the legal structure has shifted toward a framework of strict perpetrator accountability. The laws prohibit individuals from unauthorized filming, forced filming, and distributing sexual images; it also penalizes the reproduction of sexual images obtained through unauthorized or forced filming without justifiable cause. Furthermore, the legislation prohibits the manufacture, distribution, broadcasting, delivery, public display, or making available for viewing of falsified sexual images (e.g., Deepfakes).
- (2) To support children and youth, the Sexual Image Abuse Reporting Center has established an online text consultation service that assists complainants in preserving key evidence in real-time while providing practical tutorials on managing privacy settings across various social media platforms. Similarly, to address the needs of older women and bridge the "digital divide" that often hinders them from seeking help, the Center operates a 365-day-a-year consultation hotline to ensure that assistance remains accessible regardless of their level of technological proficiency. Depending on the victim's specific needs, cases are referred to local social affairs bureaus to provide necessary support, including counseling, emergency shelter, accompaniment.

No.20 點次 20 Article 6 第 6 條 婦女及女童販運

點次	問題內容	
20	原文	<p><b>Trafficking in women and girls</b></p> <p>20. The Government's 2025 report provides statistics on human trafficking cases from 2021 to 2024, indicating that the number of victims has decreased over the years, while many victims are women, with a considerable number of minors. Please provide disaggregated statistics on female victims of trafficking from 2021 to 2024 by their nationality, age and type of exploitation, including labour, sexual and dual exploitation. Please also:</p> <p>(a) Provide information on the true situation regarding investigations, prosecutions and victim identification procedures, including measures to ensure victims' effective access to justice and protective care.</p> <p>(b) Indicate measures taken to address the vulnerability of specific groups of women, including new immigrant women and domestic workers, to trafficking.</p>
	中文參考翻譯	<p><b>婦女及女童販運</b></p> <p>20. 政府發布的 2025 年報告提供了 2021 年至 2024 年的人口販運案件統計資料，顯示被害人人數逐年減少，但許多被害人皆是女性，其中未成年者人數相當可觀。請提供 2021 年至 2024 年女性人口販運被害人之分組統計資料，並依國籍、年齡及剝削類型（包括勞力剝削、性剝削及雙重剝削）進行分類。亦請：</p> <p>(a)提供資訊說明調查、起訴和被害人身分識別程序的真實情況，包括確保被害人有效獲得司法救濟和保護性照顧之措施；</p> <p>(b)指出為解決特定女性群體（包括新住民女性和家事勞工）易受人口販運侵害的問題而採取之措施。</p>

權責機關：內政部、法務部(a)、勞動部(b)

中文回應：

一、有關 2021 至 2024 年人口販運案件的統計數據，請參考專要文件附件表 6-1。

二、(a)的部分

(一) 依據 2024 年修正施行之《人口販運防制法》第 11 條及「人口販運被害人鑑別原則」，司法警察機關（單位）查獲或受理經通報之疑似人口販運案件時，應進行被害人鑑別，必要時，應請求社工人員或相關專業人員協助疑似被害人，並於鑑別前充分告知被害人相關權益（如陪偵、鑑別後住居所、申請工作許可及補助金等），及說明案件相關偵審流程。

- (二) 內政部移民署已設置「疑似人口販運案件之協助鑑別執行方案」，目前計有 102 名之協助鑑別專業人員名冊，包含任職於 NGO 之社工人員 25 人、中央及地方機關之社政人員 66 人、地方機關之勞政人員 9 人及地方機關之衛政人員 2 人。
- (三) 《人口販運防制法》第 11 條於 2023 年修正，依修正後之規定，檢察機關偵辦人口販運案件，檢察官已非被害人鑑別主體。但檢察機關依第 11 條第 2 項規定，隨視偵辦案件之進展，注意有無疑似人口販運之情事。於發現疑似人口販運被害人時，應即移請司法警察機關（單位）進行人口販運被害人之鑑別。另有關檢察機關 2021 年至 2024 年偵辦人口販運案件結果統計如下表：

項目別	偵查終結	起訴		緩起訴處分	不起訴處分
		通提	聲判		
		常起程公序訴	請決簡處易刑		
<b>110年</b>	<b>258</b>	<b>76</b>	<b>2</b>	<b>12</b>	<b>138</b>
性剝削	168	51	1	10	82
勞力剝削	90	25	1	2	56
器官摘取	-	-	-	-	-
<b>111年</b>	<b>617</b>	<b>323</b>	<b>3</b>	<b>-</b>	<b>239</b>
性剝削	274	139	-	-	114
勞力剝削	330	172	3	-	125
器官摘取	13	12	-	-	-
<b>112年</b>	<b>957</b>	<b>404</b>	<b>-</b>	<b>4</b>	<b>355</b>
性剝削	235	143	-	4	82
勞力剝削	678	231	-	-	262
器官摘取	62	44	-	-	14
<b>113年</b>	<b>767</b>	<b>247</b>	<b>2</b>	<b>10</b>	<b>335</b>
性剝削	295	106	2	6	126
勞力剝削	419	114	-	1	196
器官摘取	38	17	-	3	3
人流處置	41	20	-	-	18

### 三、(b)的部分

- (一) 本國籍之性剝削被害人大多數為未成年女性，被害人後續將轉介地方社政單位提供包含醫療協助、法律協助、心理輔導及諮商服務、陪同接受詢(訊)問、福利服務資源之諮詢及轉介、經濟補助、就業技能及教育訓練等服務。由於兒童及少年須受到更嚴謹加強之預防及保護，衛生福利部設置「兒童及少年性剝削防制諮詢會」，邀集中央相關部會、專家學者及民間團體代表擔任委員，推動兒童及少年性剝削防制政策及整合規劃工作。
- (二) 對於外籍之被害人，除上述協助外，並得核發居留、工作許可，及由安置處所協助辦理被害人技能學習課程，協助就業需求。
- (三) 為協助與國人結婚而移居臺灣之新住民，勞動部與內政部合作，於新住民培力發展資訊網(<https://ifi.immigration.gov.tw/wSite/mp?mp=1>)，提供就業訊息，編印多語「新住民入國前輔導手冊及宣導影片」，包括中英、中越、中印、中泰、中東及中緬 6 種雙語版，提供勞動權益、就業歧視之防治、職場暴力防範等說明。此外，亦設置 1955 勞工諮詢申訴專線，積極保障新住民就業權益。
- (四) 勞動部針對持有工作簽證之女性人口販運被害人及疑似被害人，已建立完整之轉介與支持機制，提供安置保護服務，包括：人身安全保護、必要醫療協助、通譯服務、法律協助、心理輔導與諮詢、陪同接受詢(訊)問、協助處理勞資爭議、辦理全民健康保險及居留延長，並視個案需求提供經濟補助及其他必要協助，以確保其基本權益與身心安全。

### 英文回應：

1. As for the statistics on human trafficking cases from 2021 to 2024, please refer to the Convention-specific Document-Appendix Table 6-1.
2. Part (a)
  - (1) According to Article 11 of the “Human Trafficking Prevention Act,” (amended and implemented in 2024) and the “Guidelines for Identification of Human Trafficking Victims,” law enforcement agencies (units) that discover or receive reports of potential trafficking cases shall conduct victim identification. If necessary, they shall call for social workers or other relevant professionals to assist the potential victims. Prior to identification, law enforcement personnel shall fully inform potential victims of their rights (such as the right to have an accompanying person present during interviews, potential post-identification place of residence, eligibility to apply for work permits and subsidies), and shall explain the relevant procedures of investigation and trial.

- (2) The National Immigration Agency of the Ministry of the Interior has established the “Implementation Plan for Assistance in Identifying Potential Human Trafficking Cases.” At present, a roster of 102 professional personnel for assistance in identification includes 25 social workers from NGOs, 66 social welfare personnel from central and local government agencies, 9 labor welfare personnel and 2 health welfare personnel from local agencies.
- (3) Article 11 of the Human Trafficking Prevention Act was amended in 2023. According to the amended provisions, when prosecutorial authorities investigate human trafficking cases, prosecutors are no longer the primary authority responsible for victim identification. However, pursuant to Paragraph 2 of Article 11, prosecutorial authorities shall, at all times and in light of the progress of the investigation, remain alert to any circumstances suspected of involving human trafficking. Upon discovering a suspected victim of human trafficking, they shall immediately refer the matter to judicial police agencies (units) for victim identification. Furthermore, the statistics on the results of human trafficking case investigations conducted by prosecutorial authorities from 2021 to 2024 are provided in the table below:

Statistics on the Effectiveness of District Prosecutors' Offices in Handling Human Trafficking Cases—By Type of Human Trafficking					
Unit: Person					
Type	Conclusion of Investigation	Indict / Prosecution		Deferred Prosecution Disposition	Non-indictment Disposition
		Initiate a Public Prosecution	Application for a Summary Judgment		
<b>Year of 2021</b>	<b>258</b>	<b>76</b>	<b>2</b>	<b>12</b>	<b>138</b>
Sexual Exploitation	168	51	1	10	82
Labor Exploitation	90	25	1	2	56
Removal of Organs	-	-	-	-	-
<b>Year of 2022</b>	<b>617</b>	<b>323</b>	<b>3</b>	<b>-</b>	<b>239</b>
Sexual Exploitation	274	139	-	-	114

Labor Exploitation	330	172	3	-	125
Removal of Organs	13	12	-	-	-
<b>Year of 2023</b>	<b>957</b>	<b>404</b>	<b>-</b>	<b>4</b>	<b>355</b>
Sexual Exploitation	235	143	-	4	82
Labor Exploitation	678	231	-	-	262
Removal of Organs	62	44	-	-	14
<b>Year of 2024</b>	<b>767</b>	<b>247</b>	<b>2</b>	<b>10</b>	<b>335</b>
Sexual Exploitation	295	106	2	6	126
Labor Exploitation	419	114	-	1	196
Removal of Organs	38	17	-	3	3
Article 33	41	20	-	-	18

3. Part (b)

- (1) The majority of domestic victims of sexual exploitation are minor female. These victims are subsequently referred to local social welfare agencies, which provide services including medical assistance, legal assistance, psychological counseling and therapy, accompaniment during interviews, consultation and referral to social welfare resources, financial assistance, vocational skills training, and educational programs. Given the need to enhance the protection of children and youths, the Ministry of Health and Welfare has established the “Advisory Committee on Prevention of Sexual Exploitation of Children and Youths,” inviting representatives from relevant ministries, experts and scholars, and non-governmental organizations to serve as committee members. This committee promotes child and youth sexual exploitation prevention policies and coordinates integrated planning work.
- (2) For foreign victims, in addition to the above-mentioned services, residence permits and work permits may be granted. Shelters also provide support in arranging vocational training and facilitating employment.
- (3) The Ministry of Labor has established a comprehensive referral and support mechanism for female victims and suspected victims of human trafficking with work visas. This provides shelter and protection services, including personal safety protection, medical assistance, interpretation services, legal assistance, psychological counseling and consultation, accompaniment

during interviews (or interrogations), assistance handling labor disputes, enrollment in the National Health Insurance program, and residency extensions. Based on individual needs, financial aid and other assistance are also provided to uphold the basic rights and physical and mental well-being of victims.

- (4) To assist new immigrants who marry Taiwanese citizens and move to Taiwan, the Ministry of Labor and the Ministry of the Interior have collaborated to provide employment information on the Development Network for Immigration (<https://ifi.immigration.gov.tw/wSite/mp?mp=1>). They have also compiled a multilingual "New Immigrant Pre-Entry Guidance Handbook and Promotional Videos," available in six bilingual versions (Chinese-English, Chinese-Vietnamese, Chinese-Indonesian, Chinese-Thai, Chinese-Khmer, and Chinese-Burmese), providing explanations on labor rights and interests, employment discrimination, and prevention of workplace violence. Furthermore, they have established the 1955 Counseling and Protection Hotline for Foreign Workers, and protecting the rights of employers and foreign workers.

No.21 點次 21 Article 6 第 6 條 女性賣淫剝削

點次	問題內容	
21	原文	<p><b>Exploitation of prostitution</b></p> <p>21. The Committee notes that, under article 80 of the Social Order Maintenance Act, the majority of individuals fined for illegal sexual transactions from 2021 to 2024 were women, despite a sexual transaction involving both parties. Please explain why a disproportionate number of women were penalized and provide information on Government measures to protect sex service providers from potential infection, violence and exploitation. Please also provide background information on the small number of women referred for alternative livelihood assistance and indicate any steps taken to strengthen those referral and support mechanisms.</p>
	中文參考翻譯	<p><b>女性賣淫剝削</b></p> <p>21. 委員會注意到，根據《社會秩序維護法》第 80 條之規定，儘管性交易涉及買賣雙方，但在 2021 年至 2024 年間，因非法性交易而被處以罰鍰的絕大多數為女性。請說明為何受罰女性比例明顯失衡，並提供政府為保護性服務提供者免於潛在感染、暴力及剝削所採取措施之相關資訊。亦請提供關於轉介接受替代生計協助之女性人數偏少之背景資訊，並敘明為強化此類轉介與支持機制所採取之任何行動。</p>

權責機關：內政部、衛福部、勞動部

中文回應：

- 一、由於取締場所現場通常會有數名受僱之女性，有時只有 1 人正從事性交易，惟其他女性經詢問後，亦坦承她們於數日或數週前有從事性交易，所以仍依《社會秩序維護法》第 80 條處分，致生《社會秩序維護法》男女裁罰比例有差異現象。
- 二、內政部警政署已持續依 2024 年 7 月 3 日修正之「取締涉嫌妨害風化場所及廣告執行計畫（正俗計畫）」規定，要求各警察機關加強涉嫌妨害風化（俗）營業場所之臨（擴）檢勤務，採取不定期、不定點方式清查取締，並將涉有組織性、集團性之業者列為重點查察對象，深入追查跨國招募、落地接應、工作媒介及薪資給付等事項，以瓦解從事該等不法活動之剝削者及幕後集團。
- 三、為提升愛滋病及性病防治，內政部持續督促各警察機關於查獲性交易服務者及相對人時，確實通報當地衛生單位儘速辦理人類免疫缺乏病毒與其他性病防治講習及篩檢。

- 四、衛生福利部於 2022 年 3 月 29 日函頒之「協助從事性交易女性轉業輔導措施」，推動警政、勞政、社政三方合作轉介機制與流程，經警政單位查獲並詢問性交易女性有就業、轉業需求者，轉介後提供相關轉業輔導協助，並結合民間協助性交易者團體辦理就業服務員相關教育訓練，以提升服務敏感度。
- 五、內政部警政署於 2024 年 7 月 23 日訂頒「警察機關協助輔導從事性交易女性轉業獎勵規定」，執行單位辦理「主動告知從事性交易女性相關轉業及社會福利措施資訊」及「使從事性交易女性有意願轉業或明確表達有社會福利服務需求，並依規定轉介相關單位」等事項時，均得依相關規定予以獎勵。
- 六、為提供從事性交易服務者當事人安全、匿名、保密之線上諮詢管道，衛福部結合民間團體建置「性交易服務者轉業諮詢暨資源網」，提供法律、從業風險、人身安全、自我照顧等資訊。2025 年瀏覽人次計 2,291 人次，匿名諮詢收件數計 10 案。
- 七、為維護移工工作權益，《就業服務法》(下稱本法)第 59 條已明定移工因不可歸責之事由，經勞動部核准後得轉換雇主或工作。現行移工依法已有轉換雇主或工作規範，移工倘遭受性剝削除通報警察機關外，地方政府亦對該移工進行緊急安置，移工如有轉換雇主需要，勞動部據以核處外國人轉換事宜，並同意跨類別轉換，且可申請延長轉換期間，不受申請次數限制。
- 八、另為保障涉及非法性交易之女性(含人口販運被害人及疑似被害人)之人身安全與基本權益，勞動部已建立跨機關轉介與保護機制，針對持有工作簽證之女性人口販運被害人及疑似被害人，提供安置保護服務，包括人身安全保護、必要醫療協助、通譯服務、法律協助、心理輔導與諮詢、陪同接受詢(訊)問、協助處理勞資爭議、辦理全民健康保險及居留延長等協助，以保障其權益。

**英文回應：**

1. Since there are usually several employed women at the scene of the raid, sometimes only one woman is engaged in sex work. However, when the other women are questioned, they also admit that they have engaged in sex work a few days or weeks ago. Therefore, they are still punished in accordance with Article 80 of the Social Order Maintenance Act, which leads to the phenomenon of gender difference in Article 80 of the Social Order Maintenance Act.
2. The National Police Agency has continued to implement the "Implementation Plan for Combating Suspected Public Indecency and Advertising (Property Management Plan)" amended by the National Police Agency's Administrative Letter No. 1130123579 dated July 3, 2024. The plan requires all police agencies to strengthen their inspection and crackdown operations on suspected public indecency businesses. The operation will be conducted irregularly and at

unspecified locations. Organized and group-based businesses will be the focus of investigation. The investigation will delve into matters such as cross-border recruitment, on-the-ground liaison, employment intermediaries, and salary payments, in order to dismantle the exploiters and behind-the-scenes groups engaged in such illegal activities.

3. To enhance the prevention and control of HIV/AIDS and sexually transmitted infections (STIs), the Ministry of the Interior continues to urge all police agencies to ensure that, upon apprehending sex workers and their counterparts, a report is promptly filed with local health authorities. This measure aims to facilitate the expedited arrangement of seminars and screenings for Human Immunodeficiency Virus (HIV) and other sexually transmitted infections.
4. In accordance with the "Measures for Assisting Women Engaged in Sexual Prostitution to Career Transition " issued by the Ministry of Health and Welfare on March 29, 2022, the Ministry of Labor actively promotes and improves the referral mechanism and process of cooperation among the police, labor, and social welfare authorities. Police units inquire about the employment and career change needs of women engaged in sexual prostitution, and provide relevant career change guidance and assistance immediately after accepting the referral. In addition, relevant education and training for employment service personnel are conducted according to business needs to enhance service sensitivity.
5. The National Police Agency, Ministry of the Interior, will continue to collaborate with the Ministry of Health and Welfare and the Ministry of Labor to promote 'Vocational Transition Assistance Measures for Females Engaged in the Sex Trade.' Accordingly, the 'Regulations on Rewards for Police Agencies Assisting in Vocational Transition for Females Engaged in the Sex Trade' was promulgated on July 23, 2024. Implementing units may be granted rewards in accordance with relevant regulations when executing tasks such as 'proactively providing information on vocational transition and social welfare measures' and 'referring individuals who demonstrate an intent to transition or express a clear need for social welfare services to the appropriate authorities.
6. To provide sex service providers with a safe, anonymous, and confidential online consultation channel, the Ministry of Health and Welfare collaborates with non-profit organizations, through public welfare lottery surplus funding, to support the establishment of the Consultation and Resource for Job Transfer of Sex Service Providers. The website provides information on legal issues, occupational risks, personal safety, self-care, and related resources. In 2025, the website recorded 2,291 visits and received 10 anonymous consultation inquiries.
7. To safeguard the labor rights of foreign workers, provisions in Article 59 of the Employment Service Act (hereinafter "the Act") clearly stipulate such workers can, with the approval of the ministry, transfer employers or work for reasons not directly attributable to themselves. Current regulations already contain legal provisions permitting such transfers. If a foreign worker is subject to sexual exploitation, in addition to reporting the case to the police, local governments will also arrange emergency placement. If a worker needs to change employers, the

ministry will process the application accordingly, permit cross-category transfers, and allow extensions of the transfer period with no limit to the number of applications.

8. To protect the safety and basic rights of women involved in the illegal sexual trade (including victims and suspected victims of human trafficking), the ministry has established an inter-agency referral and protection mechanism. For female victims and suspected victims of human trafficking with a work visa, shelter and protection services are provided, including personal safety protection, medical assistance, interpretation services, legal assistance, psychological counseling and consultation, accompaniment during interviews (or interrogations), assistance in handling labor disputes, and help obtaining National Health Insurance and extending residency.

No.22 點次 22 Article 6 第 6 條 關於軍事性奴隸之人權教育

點次	問題內容	
22	原文	<p><b>Human rights education on military sexual slavery</b></p> <p>22. In 2023 the CEDAW Committee found that the Philippines government violated the rights of Filipina “comfort women”, by failing to redress continuous discrimination and suffering of sexual slavery victims and providing official recognition, reparations and social support for the injuries perpetrated by the Japanese Imperial Army during World War II. Relatedly, on 6 March 2026, seventeen United Nations experts issued a statement on justice, truth and reparations for survivors of the so-called 'comfort women' system established and controlled by the Japanese Imperial Army during the Second World War, stressing the importance of preserving historical memory through educational materials, memorials and commemoration. Considering that there is no longer surviving ‘comfort women’ victims in Taiwan, please:</p> <p>(a) Indicate how the government is dealing with the failed obligation to protect and redress the discrimination and suffering of the Taiwan “comfort women” who have now become a part of Taiwanese history; and</p> <p>(b) Elaborate on the Government's response to the CEDAW Committee findings and the call of the UN Experts, including whether more active initiatives are being considered, such as memorials and commemoration by the government, inclusion of the history of “comfort women” in the curriculum of educational institutions and describe existing educational programmes and materials addressing this historical issue.</p>
	中文參考翻譯	<p><b>關於軍事性奴隸之人權教育</b></p> <p>22. 2023 年，CEDAW 委員會裁定菲律賓政府違反了菲律賓「慰安婦」之權利，理由是政府未能平復性奴隸被害人持續遭受的歧視與苦難，且未針對二戰期間大日本帝國陸軍所造成的傷害，提供官方承認、賠償及社會支持。與之相關的是，2026 年 3 月 6 日，17 位聯合國專家針對二戰期間由日軍建立並掌控的所謂「慰安婦」制度下之倖存者，就正義、真相與賠償發表聲明，強調透過教材、紀念設施及紀念活動保存歷史記憶的重要性。鑑於臺灣已無「慰安婦」被害人在世，請：</p> <p>(a) 說明政府如何處理對於現已成為臺灣歷史一部分的臺灣「慰安婦」，在保護及平復其歧視與苦難方面未盡之義務；並且</p> <p>(b) 詳述政府對 CEDAW 委員會認定及聯合國專家呼籲之回應，包</p>

	<p>括是否正考慮採行更積極之倡議 (例如由政府設置紀念設施或辦理紀念活動)、將「慰安婦」歷史納入教育機構課綱，並請描述現行針對此一歷史議題之教育計畫與教材。</p>
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權責機關：文化部(b)、教育部(b)、衛福部

**中文回應：**

一、有關(a)的部分：本項衛福部相關計畫說明業納入 CEDAW 第 5 次國家報告專要文件點次 6.8(c)。

二、有關(b)的部分

(一) 文化部持續補助「阿嬤家—和平與女性人權館」結合當代議題開發多元教育素材及辦理推廣活動：

1. 開發多元教材：

- (1) 首本慰安婦主題繪本：製作臺灣首本以阿嬤為主角的繪本《蘆葦花開》，將沉重的歷史轉化為兒童與青少年易於理解的教材。
- (2) 迷你策展教具箱：開發「慰安婦迷你策展教具箱」，讓博物館跨越地理限制，化身「行動博物館」。

2. 教育推廣成效：自 2022 年至 2025 年，文化部補助該館辦理 70 場行動博物館講座，走進全臺學校與社區，觸及民眾超過 1,800 人。2025 年起，更進一步「帶著故事連結偏鄉」，進入 4 至 5 所偏鄉小學，並邀請偏鄉學子參訪館舍，透過專業導覽與互動教學，增進民眾了解阿嬤的故事。

3. 積極倡議與紀念活動：文化部支持該館於每年 8 月 14 日舉辦國際「慰安婦」紀念日活動。如 2025 年透過「記憶如歌」紀念音樂會，成功吸引現場及線上逾 1,100 人次參與，有效利用藝文感召力，凝聚大眾對於反戰及性別平權之共識。同時，文化部亦支持該館積極倡議將「慰安婦」正名為「軍事性奴隸」，以還原歷史尊嚴與真相。

(二) 依據「十二年國民基本教育課程綱要」社會領域，在高級中等教育階段的歷史科部定課程已包含「東亞地區人民在二十世紀重大戰爭的經歷」學習內容，另加深加廣選修課程包括「性別與歷史」主題。同時，依據「十二年國民基本教育課程綱要總綱」規定，「人權教育」為 19 項議題之一，教師得在教學歷程引導學生反思人性尊嚴之重要性，並檢視各種偏見與歧視或檢討人際對待的公平性。

**英文回應：**

1. Part (a): Resources are allocated to assist the Ama Museum (Peace and Women's Human Rights Museum) in providing accurate information to society and in schools.
  - (1) Over the past decade, the MOC has collaborated with the Ama Museum under Taipei Women's Rescue Foundation to support private intermediary organizations in providing the public with a learning experience on women and human rights. The exhibition upgrade and gender issue promotion period ran from 2021 to 2024, during which a total of NT\$3.8 million was provided in subsidies. This helped the museum upgrade the exhibition space in its new building and hold special exhibits such as #MeToo Pioneers and Restoring Your Heart, which aligned with contemporary issues on gender-based violence. The Ama Museum also published Reed Blossoms, Taiwan's first illustrated book featuring an elderly comfort woman as the protagonist, and launched the comfort women mini-curation teaching toolbox, a mobile museum which reached nearly 1,000 people in over 10 schools and 20 communities.
  - (2) To more accurately and solemnly reflect the inhumane treatment received by these women during World War II, in lesson plans the term comfort women was revised to military sex slave. The MOE is currently developing 3 lesson plans for courses to improve students' understanding of the connection between war and gender. It aims to publish the lesson plans online at the end of August 2025 for use by teachers.
  - (3) The MOHW implemented a program to assist Taiwan nationals who became military sex slaves when Taiwan was under Japanese rule. It provided living allowances, medical subsidies, caregiver subsidies for major illnesses and injuries, psychological counseling, welfare visits, and various other consultation services. The project ended after the last program participant passed away on May 10, 2023.
2. Part (b)
  - (1) The Ministry of Culture (hereinafter referred to as "the Ministry") continues to subsidize the "Ama Museum—Peace and Women's Human Rights Museum" to develop diverse educational materials and conduct promotional activities in conjunction with contemporary issue:
    - a. Development of Diverse Teaching Materials:
      - (a) The first picture book themed on "comfort women": Produced Taiwan's first picture book featuring "Ama" (Grandma) as the protagonist, titled *The Reeds are in Bloom* (2021), transforming heavy history into materials easily understood by children and adolescents.
      - (b) Mini-curation Educational Kits: Developed "Comfort Women Mini-curation Educational Kits," allowing the museum to transcend geographical limitations and transform into a "Mobile Museum."
    - b. Effectiveness of Educational Promotion: From 2022 to 2025, the Ministry of Culture subsidized the museum to conduct 70 mobile

museum lectures, reaching schools and communities across Taiwan and touching more than 1,800 people. Starting from the 2025 project, a further goal of "Connecting Remote Areas with Stories" has been set, entering 4 to 5 remote primary schools and inviting students from these areas to visit the museum. Through professional tours and interactive teaching, cultural equity is implemented.

- c. Active Advocacy and Commemorative Activities: The Ministry of Culture supports the museum in holding International "Comfort Women" Memorial Day activities every August 14. In 2025, the "Memory Like a Song" memorial concert successfully attracted over 1,100 participants both on-site and online, effectively utilizing the resonance of arts and culture to build public consensus on anti-war, peace, and gender equality issues. Furthermore, The Ministry of Culture also supports the museum's active advocacy for the rectification of the term "comfort women" to "Military Sexual Slavery" to restore historical dignity and truth.
- (2) According to the Curriculum Guidelines of 12-Year Basic Education, within the Social Studies domain at the senior secondary level, the required History curriculum formally incorporates the learning content entitled "the experiences of people in East Asia during major wars in the twentieth century." In addition, the advanced elective curriculum further encompasses thematic studies such as "Gender and History." Furthermore, pursuant to the General Guidelines of the Curriculum Guidelines of 12-Year Basic Education, "Human Rights Education" is designated as one of the 19 cross-cutting issues. Teachers are thereby expected, in the course of instruction, to guide students in reflecting upon the importance of human dignity, examining various forms of prejudice and discrimination, and critically assessing fairness in interpersonal interactions.

No.23 點次 23 Article 7 第 7 條 政治及公共決策中平等且具包容性之代表權

點次	問題內容	
23	原文	<p><b>Equal and inclusive representation in political and public life</b></p> <p>23. Taiwan's record on women's political representation is among the strongest in Asia, with over 40 per cent of Legislative Yuan seats held by women in 2024. Please indicate whether the existing constitutional threshold requiring that at least one fifth of party list seats be assigned to women is considered sufficient and whether steps are being taken to move towards parity of 50 per cent, in line with CEDAW General Recommendation No. 40 (2024) on the equal and inclusive representation of women in decision-making systems. Please also:</p> <p>(a) Clarify what concrete measures have been taken to address the persistent underrepresentation of women in senior decision-making positions, including ministers, vice-ministers and senior executive posts, and provide updated disaggregated data.</p> <p>(b) Explain the reasons for the persistent low representation of women at the local executive level and indicate whether legislative or policy measures, including amendments to the Local Government Act, are envisaged.</p> <p>(c) Indicate what measures are in place to increase women's representation in male-dominated policy domains including finance, national security and technology, and outline strategic plans for achieving the 50:50 parity target across sectors and tiers of governance in line with General Recommendation No. 40.</p> <p>(d) Provide data and information on the participation of rural women, indigenous women, women with disabilities and other marginalized or structurally excluded groups in political and public life.</p>
	中文參考翻譯	<p><b>政治及公共決策中平等且具包容性之代表權</b></p> <p>23. 臺灣女性在政治代表權方面之紀錄位居亞洲前列，2024 年立法院女性席次比例已超過 40%。請說明現行憲法門檻規定政黨比例代表（不分區）席次中婦女應佔至少五分之一，此一標準是否足夠，以及是否採取行動以朝向 50% 的性別平等目標邁進，俾符合關於婦女在決策系統中平等和包容性代表權之 CEDAW 第 40 號一般性建議（2024 年）。亦請：</p> <p>(a) 釐清已採取哪些具體措施，以解決女性在高階決策職位（包括部長、次長及高階行政職）代表性持續不足的問題，並提供最新分組資料；</p> <p>(b) 說明女性在地方行政首長層級之代表性持續偏低的原因，並說明是否擬議採行法律或政策措施，包括修正《地方制度法》；</p>

	<p>(c)敘明目前採行哪些措施，以提升女性在包括金融、國家安全及科技等男性主導政策領域中之代表權，並簡述為達成第 40 號一般性建議所訂各部門及各治理層級 50:50 性別平等目標之策略計畫；</p> <p>(d)提供關於農村婦女、原住民族婦女、身心障礙婦女及其他邊緣化或遭到結構性排除的群體參與政治及公共生活之資料與資訊。</p>
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權責機關：行政院性平處(a、c)、人事行政總處(a)、內政部(b)、金管會(c)、國科會(c)、國防部(c)、國家安全會議(c)、農業部(d)、原民會(d)、衛福部(d)

**中文回應：**

一、依據我國《憲法增修條文》第 4 條規定立法院立法委員中，依政黨名單投票選出的全國不分區及僑居國外國民立法委員，各政黨當選名單中，婦女不得低於二分之一，非本點次所指之五分之一。2024 年 1 月第 11 屆立法委員當選人，女性占 41.6%，逐步朝向 50%的性別平等目標邁進。

二、(a)的部分

(一) 為強化女性參與政務推動，行政院人事行政總處持續關注閣員之性別比率，於每月中上旬提供最新閣員性別比率及我國永續發展目標之相關期待，並隨時配合業務推動需要更新統計資料，供院長於延攬人才出任閣員時參考，期能合理兼顧政務推動需求及女性內閣人數之提升。此外，定期於行政院性別平等會重要性別統計資料庫及行政院人事行政總處全球資訊網更新女性閣員比率，以促進性別統計資料之應用與流通，協助各界瞭解我國性別平等發展現況及長期趨勢，以女性參與政務相當職位為目標；截至 2026 年 4 月 22 日止，女性閣員共計 9 人，占實際派任閣員總數 41 人之比率為 21.95%。另截至 2026 年 5 月 18 日統計，行政院及所屬二級機關之女性政務副首長占 19.61%、二級機關女性常務副首長占 32.14%；另至 2026 年 2 月底，行政院所屬及各地方主管機關主管職務人員計 5 萬 2,715 人，其中女性 2 萬 1,591 人，占 40.96%。

(二) 另行政院人事行政總處為提升公部門女性參與決策程度，業將促進女性參與決策之代表性納入年度施政計畫之施政策略，並列為人事業務績效考核項目，經統計至 2025 年 12 月底，行政院所屬機關（相當）簡任官等女性人數代表性係數已從 2022 年之 0.85，逐年提升至 0.87，呈現穩定成長。(內容同 10(a))

三、(b)的部分

(一) 針對直轄市政府、縣（市）政府晉用女性擔任一級單位主管及所屬一級

機關首長職位情形，基於民選之直轄市長、縣（市）長須為施政負責之責任政治原則，及地方政府之組織管理及用人權為地方自治核心事項，因此各地方政府高階職務之任用係由民選地方行政首長決定。

- (二) 內政部已持續透過多元管道向民選地方行政首長宣導，於晉用一級單位主管及所屬一級機關首長時，在候選人資歷相當情形下，優先晉用表現優異之少數性別，落實性別平等，尚不宜逕予修正地方制度法。
- (三) 針對直轄市政府、縣（市）政府晉用女性擔任一級單位主管及所屬一級機關首長職位情形，於「行政院辦理直轄市與縣(市)政府推動性別平等業務輔導獎勵」將「提升女性公共參與情形」納入考核衡量指標，定期檢視推動情形，以促進地方政府重視女性決策參與情形。

#### 四、(c)的部分

- (一) 行政院訂定「性別平等重要議題(院層級議題)(2026-2029年)」，其中包括「促進公私部門決策參與之性別平等」議題，推動行政院各部會所屬委員會委員朝性別均等(50:50)邁進，由各部會納入機關性別平等推動計畫落實執行，定期納入部會每年性平專案小組會議追蹤，各年度辦理成果彙整提報至行政院性平會分工小組及會前協商會議，並於會上討論精進作法。另結合「行政院所屬機關推動性別平等業務輔導考核」機制，定期檢視推動情形，以督促行政院各部會推動決策參與之性別平衡性。
- (二) 國安與國防領域：國家安全會議高階決策職位(政務官及相當職位)人員，男、女性皆有，惟以男性居多，未來將持續關注婦女在決策系統中的平等和包容性代表權之議題。國防部 2026 至 2029 年性別平等推動計畫中，公部門之決策參與持續朝所屬委員會任一性別比例均等及政府捐助財團法人董、監事任一性別比例達 40%之目標邁進。未來配合董、監事遴選時機，請相關機關優先推薦符合學、經歷等資格女性代表，戮力達成任一性別達 40%之比例原則。
- (三) 金融領域：為推動性別平等，金管會已督導中華民國銀行商業同業公會全國聯合會業修正「金融控股公司治理實務守則及銀行業公司治理實務守則」規定，並督導臺灣證券交易所修正「證券商公司治理實務守則」第 20 條規定、臺灣期貨交易所修正「期貨商公司治理實務守則」第 20 條規定，及投信投顧公會修正「證券投資信託事業證券投資顧問事業公司治理實務守則」第 25 條規定，另備查中華民國產物保險商業同業公會及中華民國人壽保險商業同業公會函報之「保險業公司治理實務守則」，規定任一性別董事比率宜達董事席次三分之一，鼓勵各金融機構提高董事會女性董事占比門檻至三分之一，以因應國際性別平等發展趨

勢，提升女性參與及進入公司決策階層。

- (四) 科技領域：行政院為促進公部門決策參與性別平等，訂定性別平等重要議題(2026-2029 年)，規定所屬機關及政府捐助財團法人須分別設定績效指標，逐年提升各機關所屬委員會委員性別比例趨於平等，以及法人團體董、監事任一性別比例邁向 40%。為落實上開目標，國科會遇所屬委員會委員異動或任期屆滿改聘(派)及法人團體董、監事改選，均主動提醒相關單位，相關組成比例須朝政策目標逐年邁進。

#### 五、(d)的部分

- (一) 行政院身心障礙者權益推動小組第 6 屆委員共計 27 名，其中女性為 13 人，具身心障礙身分之女性為 5 人（占整體人數 18.51%）。衛生福利部身心障礙者權益保障推動小組第 9 屆委員共計 33 名，其中女性為 19 人，具身心障礙身分之女性為 4 人（占整體人數 12.12%）。
- (二) 農業部持續推動農村社區人才培育，由農村社區在地組織及團體以自主精神，整合當地居民意見，共同對農村社區建設提出構想，並研提農村永續發展及活化再生計畫。2025 年辦理相關計畫，總培訓人數達 5,180 人，其中女性為 2,834 人，占總培訓人數 54.7%，顯示農村婦女亦積極參與社區人才培育及地方發展相關工作。
- (三) 凡從事漁業勞動之漁村婦女參與漁會選任人員，與男性資格條件一律平等，目前全國各級漁會理事、監事及會員代表共計 2,257 人，其中男性 1,963 人占 87%，女性 294 人占 13%。
- (四) 提升女性參與社區林業計畫共同巡護山林比例，藉由向社區積極宣導之方式，讓更多女性了解巡護山林的重要性與知識。2025 年參與社區林業總人數為 1,258 人，其中女性有 452 人，比例為 36%。
- (五) 原民會持續關注原住民族婦女參與政治與公共生活議題之機會，在各級政府機關原住民族事務相關委員會或諮詢機制中，亦納入女性代表。持續強化女性在決策過程中的實質參與與影響力。另針對原住民族婦女，政府透過在地培力、公共事務參與訓練及相關諮詢機制課程，亦促進其參與公共事務之能力與機會，持續完善相關支持措施。

#### 英文回應：

1. According to Article 4 of the Additional Articles of the Constitution of the Republic of China (Taiwan), among the members of the Legislative Yuan, for the nationwide constituencies under party lists and the overseas compatriot lawmakers elected via party-list ballots, the number of women elected on each political party's list shall not be less than one-half, rather than the "one-fifth" stated under this

specific point. Among the legislators elected to the 11th Legislative Yuan in January 2024, women accounted for 41.6%, making a progressive stride toward the target of 50% gender equality.

2. Part(a)

(1) To strengthen women's participation in governance, the Directorate-General of Personnel Administration (DGPA), Executive Yuan continuously monitors the gender ratio of cabinet members. During the early to mid-month period, the DGPA provides updated gender ratios and relevant expectations aligned with Taiwan's Sustainable Development Goals (SDGs). These statistics are updated as needed to serve as a reference for the Premier when recruiting cabinet members, aiming to balance administrative requirements with the goal of increasing female representation. Furthermore, the ratio of female cabinet members is regularly updated in the Executive Yuan's Gender Equality Committee database and on the DGPA's official website. This promotes the application and circulation of gender statistics, helping the public understand the current status and long-term trends of gender equality in Taiwan, with the ultimate goal of achieving gender parity in senior government positions. As of April 22, 2026, there are 9 female cabinet members, representing 21.95% of the total of 41 currently appointed cabinet officials. According to statistics as of May 18, 2026, female political deputy heads accounted for 19.61% of the total in the Executive Yuan and its subordinate tier-2 agencies, while female administrative deputy heads in tier-2 agencies accounted for 32.14%; As of February 2026, 52,715 managerial personnel were employed by agencies under the Executive Yuan and local governments, 21,591 (40.96%) of whom were female.

(2) To enhance women's participation in public sector decision-making, the promotion of female representation has been incorporated as a policy strategy into annual administrative plan of the DGPA, and set as an indicator for assessing human resource management performance. According to statistics as of the end of December 2025, the coefficient of representation for female civil servants at the senior rank (and equivalent) within the Executive Yuan agencies has progressively increased from 0.85 in 2022 to 0.87, reflecting a trend of steady growth.

3. Part(b)

(1) Regarding the appointment of women as heads of first-level units and subordinate first-level agencies in municipal and county (city) governments. On the basis of the principle of accountable politics under which elected heads are responsible for their administration and the recognition that organizational management and personnel appointments constitute core matters of local autonomy, the selection of high-ranking officials remains at the discretion of elected mayors and magistrates.

(2) The Ministry of the Interior continues to promote gender equality to elected local executives through multiple channels, encouraging them to prioritize candidates from the underrepresented gender, when candidates possess

comparable qualifications, during the appointment of heads of first-level units and subordinate first-level agencies, thereby advancing gender equality; therefore, it is not advisable to abruptly amend the Local Government Act.

- (3) Regarding the appointment of women as heads of first-tier departments and agencies in municipal, county, and city governments, the 'Executive Yuan's Guidance and Incentive Program for Promoting Gender Equality by Local Governments' includes 'Enhancing Women's Public Participation' as a key performance indicator. The implementation progress is reviewed regularly to encourage local governments to prioritize women's involvement in decision-making processes.

4. Part(c)

- (1) The Executive Yuan has established the “Major Gender Equality Issues (Cabinet-level) (2026-2029),” which include the issue of “facilitating gender-equal participation in decision-making across the public and private sectors.” This aims to promote gender equality (50:50) among committee members of various ministries within the Executive Yuan, which are required to incorporate these measures into their gender equality implementation plans and ensure their execution. Progress of these measures is regularly included in each ministry’s annual gender equality task force meetings. Yearly implementation results are compiled and submitted to the Executive Yuan Gender Equality Committee specialized team meetings and pre-meeting negotiations, where further improvement methods are discussed. The “Guidance and Evaluation for Gender Equality Initiatives by Agencies under the Executive Yuan” was also integrated to regularly review implementation progress, thereby urging ministries under the Executive Yuan to advance gender balance in decision-making.
- (2) National Security and Defense: High-level decision-making positions at the National Security Council (such as political appointees or equivalent roles) are held by both genders. While men currently comprise the majority of these positions, National Security Council will continue to track and monitor the issue about women’s equal and inclusive representation in decision-making systems. In the Ministry of National Defense’s Gender Equality Promotion Plan for 2026-2029, efforts to increase women’s participation in public sector decision-making continue to advance toward the goals of achieving an equal gender ratio in all subordinate committees and ensuring that at least 40% of the board members and supervisors of government-funded foundations are of one gender. In the future, when selecting directors and supervisors, relevant agencies are requested to prioritize the recommendation of female representatives who meet the qualifications regarding education and experience, and to strive to achieve the principle of a 40% ratio for either gender.
- (3) Financial Supervision: To promote gender equality, the Financial Supervisory Commission has supervised the Bankers Association of the Republic of China in amending the “Corporate Governance Best Practice Principles for

Financial Holding Companies” and the “Corporate Governance Best Practice Principles for the Banking Industry”. It has also supervised the TWSE in amending Article 20 of the “Corporate Governance Best Practice Principles for Securities Firms”, the Taiwan Futures Exchange in amending Article 20 of the “Corporate Governance Best Practice Principles for Futures Commission Merchants”, and the Securities Investment Trust and Consulting Association in amending Article 25 of the “Corporate Governance Best Practice Principles for Securities Investment Trust and Consulting Enterprises”. In addition, it has approved for recordation the “Corporate Governance Best Practice Principles for Insurance Enterprises” submitted by the Non-Life Insurance Association of the Republic of China and the Life Insurance Association of the Republic of China. The above self-regulatory rules are amended to recommend to reach at least one-third of the total number of board seats. These measures encourage financial institutions to raise the threshold for the proportion of female directors on their boards to one-third, in line with international trends in gender equality, and to enhance women’s participation in and access to corporate decision-making levels.

- (4) Technology: The Executive Yuan has identified priority gender equality issues (2026–2029) to promote gender-equal participation in public sector decision-making. It requires subordinate agencies and government-funded foundations to establish performance indicators and progressively improve the gender balance of members on agency committees, as well as to work toward achieving at least 40% representation of either gender among the directors and supervisors of legal entities. To implement these objectives, the National Science and Technology Council (NSTC), whenever there are changes in committee membership or reappointments upon the expiration of terms, as well as during the re-election of directors and supervisors in affiliated legal entities, proactively reminds relevant units that the gender composition of personnel should advance annually toward the policy targets.

5. Part(d)

- (1) The Executive Yuan’s 6th Committee for the Promotion of the Rights of Persons with Disabilities is composed of 27 members, including 13 women, 5 of whom are women with disabilities (accounting for 18.51% of the total membership). The Ministry of Health and Welfare’s 9th Committee for the Promotion of the Rights of People with Disabilities is composed of 33 members, including 19 women, 4 of whom are women with disabilities (accounting for 12.12% of the total membership).
- (2) The Ministry of Agriculture (MOA) continues to promote capacity-building programs for rural communities. Through locally based community organizations and groups, residents are encouraged to collaborate and contribute ideas for community development, as well as to formulate projects focused on rural sustainability, revitalization, and regeneration. In 2025, these programs trained a total of 5,180 participants, including 2,834 women, representing 54.7 percent of all participants. The figures demonstrate that

rural women are actively engaged in community capacity building and local development initiatives.

- (3) Women working in the fisheries sector have the same eligibility as men to serve in elected positions within fishermen's associations. Across Taiwan, fishermen's associations currently have 2,257 elected representatives, directors, and supervisors, including 1,963 men (87%) and 294 women (13%).
- (4) To increase women's participation in community forestry patrol programs, active outreach has been conducted within communities to raise awareness of the importance of forest patrols and related knowledge among women. In 2025, a total of 1,258 people participated in community forestry programs, including 452 women, accounting for 36 percent of all participants.
- (5) The CIP continues to focus on opportunities for indigenous women to participate in political and public affairs. Female representatives are also included in Indigenous affairs committees and consultation mechanisms at all levels of government, continuously strengthening women's substantive participation and influence in the decision-making process. Furthermore, for indigenous women, the government facilitates their capacity and opportunities for public affairs participation through local empowerment, public affairs participation training, and related consultation mechanism courses, while continually improving relevant support measures.

No.24 點次 24 Article 7 第 7 條 政治及公共決策中平等且具包容性之代表權

點次	問題內容	
24	原文	24. In light of reports of the 2024 elections being marked by documented gendered online attacks on female politicians as a deterrent to women's political participation, please provide information and data pertaining political violence against women reported from 2022 to date, measures taken to prevent and address harassment, hate speech and cyber violence targeting women in politics, and whether any legislation specifically targeting gendered political violence has been enacted or is planned.
	中文 參考 翻譯	24. 鑑於有報導稱，2024 年大選期間，針對女性政治家的網路攻擊頻傳，嚴重阻礙了女性的政治參與，請提供 2022 年至今已通報針對女性的政治暴力事件之相關資訊和資料，以及為防止和因應針對女性政治家的騷擾、仇恨言論和網路暴力而採取之措施，並說明是否已頒布或計劃訂立針對政治性別暴力的法律。

權責機關：內政部、衛福部

中文回應：

- 一、2022 年至 2024 年間計有 7 件案件被害人為女性政治人物，其行為態樣包含：被害人住所附近守候（1 件）、向被害人表達追求之意願（2 件），或傳送與性或性別相關的騷擾言論（4 件），警察機關業依法採取相關偵查及保護作為。
- 二、依據《性騷擾防治法施行細則》第 2 條規定略以，性騷擾樣態，包含以電話、傳真、電子通訊、網際網路或其他設備，展示、傳送或傳閱猥褻文字、聲音、圖畫、照片或影像資料。基此，女性遭受仇恨言論與網路暴力，可依《性騷擾防治法》第 14 條規定，以書面或言詞向行為人所屬政府機關(構)、部隊、學校、警察機關或直轄市、縣(市)政府提出申訴，以維護女性之尊嚴與安全。

英文回應：

1. Between 2022 and 2024, there were a total of seven cases in which the victims were female political figures. The behavioral patterns included waiting near the victims' residences (1 case), expressing intentions to pursue or seek a relationship with the victims (2 cases), and sending sexually or gender-related harassing messages (4 cases). Relevant investigative and protective measures were taken in accordance with the law.
2. According to Article 2 of the Enforcement Rules of the Sexual Harassment Prevention Act, the forms of sexual harassment include the exhibition,

transmission, or circulation of obscene text, sounds, pictures, photos, or video materials through telephone, facsimile, electronic communication, the Internet, or other equipment. On this basis, women who encounter hate speech and cyber violence may, pursuant to Article 14 of the Sexual Harassment Prevention Act, file a complaint either in writing or orally with the government agency (institution), military unit, school, or police agency to which the performer belongs, or with the competent authority of the local professional city, county (city), in order to safeguard the dignity and safety of women.

點次	問題內容	
25	原文	<p><b>International representation</b></p> <p>25. Despite Taiwan's diplomatic context, women's representation in the Taipei Economic and Cultural Representative Offices worldwide remains male-dominated at the senior level. The Government indicates that there are sixteen male and four female ambassadors at large. Please clarify the reasons for this disparity and whether temporary special measures, as encouraged by article 4 of the Convention and General Recommendation No. 25, are envisaged. Please also:</p> <p>(a) Provide updated data on the representation of women in senior diplomatic positions, including heads of mission and ambassadorial roles.</p> <p>(b) Explain why, the fact that although between 47.7 per cent and 55 per cent of women passed the diplomatic examination, this does not translate into equivalent representation at senior levels, and indicate measures taken to address this gap.</p> <p>(c) Describe measures taken to promote women's leadership in international representation, including mentorship, career advancement programmes and the visibility of women role model</p>
	中文參考翻譯	<p><b>國際代表權</b></p> <p>25. 儘管臺灣外交處境特殊，但遍布全球之駐外臺北經濟文化代表處在高階層級仍由男性主導。政府指出目前有 16 位男性與 4 位女性無任所大使。請釐清造成此差異之原因，以及是否擬議採行 CEDAW 第 4 條及第 25 號一般性建議所鼓勵之暫行特別措施。亦請：</p> <p>(a)提供高階外交職位（包括駐外使領館館長及大使級職位）女性代表權之最新資料；</p> <p>(b)說明為何雖有 47.7% 至 55% 的女性通過外交特考，卻未能轉化為高階層級之對等代表比例，並敘明為解決此落差所採取之措施；</p> <p>(c)說明為促進女性在國際代表權中之領導力所採取之措施，包括導師制、職涯晉升計畫及提升女性典範能見度。</p>

權責機關：外交部

中文回應：

一、我國現有 10 名無任所大使，其中 2 位女性、8 位男性。無任所大使係榮譽

性之無給職，設置目的在於借重民間力量，協助政府共同推展對外工作。遴選標準以特定領域之專業資歷為主要考量，現任無任所大使之專業領域涵蓋醫藥公衛、環境永續、數位經濟、數位治理、原住民族事務、運動外交及性別平等公眾議題，均由長期深耕各該領域之資深人士出任。現行性別比例之差距，主要反映各相關領域高階人才本身存在之性別差異，而非現行遴選機制存在主觀性別歧視。

- 二、賴清德總統於 2024 年聘任之無任所大使當中，劉大使柏君致力於推動性別平等及運動外交，劉大使上任後積極任事與泰國暹羅大學、「聯合國協會世界聯合會」(WFUNA) 洽談並選派我國足球女孩赴泰交流；偕同北投國中女壘隊赴美參與 2025 年 U16 貝比魯斯聯盟世界壘球錦標賽奪冠；見證立法院女子運動外交促進會會長黃捷與「國際婦女與運動工作小組」(IWG) 代表簽署「2014 布萊頓暨赫爾辛基女性與運動宣言」；偕同台灣運動好事協會前往孟加拉與非營利組織 Deshi Baller 合作，為當地女性運動員安排訓練課程；出席見證「外交運動兩部雙部長會議」，就對組團參與英國伯明罕「2026 IWG 全球高峰會」提出建議，未來持續推動 (IWG)，提升我國能見度促進參與等多項推動工作；外交部將持續協助劉無任所大使推動性平及女子運動外交，加強女性國際參與及能見度。
- 三、我國現有 111 個駐外機構中，計有 23 名女性出任駐外機構館長及大使職位，占比 20.7%，男性則為 88 位。我國駐外館長女性比例偏低主要係因外交特考在 1995 年以前對女性名額有所限制，致使早期女性外交人員進用人數不多，影響現階段高階主管之性別比例。自 1995 年外交特考開放女性率取名額後，新進人員女性比例逐年提高，近幾年甚常有女性多於男性情形，前情反應在外交部目前女性科長(中階主管)人數已高於男性，且持續逐年增加。在女性中階主管人數穩定成長之基礎上，可預期未來女性高階主管及駐外館長之比例將隨之逐步提升。
- 四、為提升女性於外交領域中之參與並促進性別平等，外交部辦理國內陞任主管作業時均考量性別衡平性，優先拔擢女性擔任主管職務，外交部並自 2022 年起訂定 5 年績效指標，目標逐年提升中、高階女性主管人數，近 5 年均穩定達標，部內女性主管均穩定逐年上升。

#### 英文回應：

1. The Republic of China (Taiwan) currently has 10 Ambassadors-at-Large, of whom 2 are women and 8 are men. The position of Ambassador-at-Large is an honorary, unpaid appointment designed to leverage non-governmental expertise in support of the government's diplomatic efforts. Selection is based primarily on domain

expertise and professional seniority. The current Ambassadors-at-Large represent fields including medicine and public health, environmental sustainability, the digital economy, digital governance, indigenous peoples' affairs, sports diplomacy, and gender equality — all of whom are appointed from among individuals with long-standing careers in their respective fields. The existing gender imbalance reflects the broader underrepresentation of women in senior positions across these sectors, rather than reflecting any subjective gender bias in the current selection process.

2. Among the Ambassadors-at-Large appointed by President Lai Ching-te in 2024, Ambassador Liu Po-chun has been dedicated to promoting gender equality and sports diplomacy. Since then, Ambassador Liu has actively engaged in events, including coordinating with Siam University, Thailand and the World Federation of United Nations Associations (WFUNA) to bring Taiwanese girls' football teams for exchange programs in Thailand; She also accompanied Beitou Junior High School girls' softball team to the United States and win the Championship of 2025 U16 Babe Ruth League World Softball; she witnessed the signing of the "2014 Brighton and Helsinki Declaration on Women and Sport" by Legislator Huang Chieh, Chair of the Legislative Women's Sports Diplomacy Promotion Association, and representatives of the International Working Group on Women and Sport (IWG), collaborated with the Taiwan Sports Philanthropy Association to visit Bangladesh and work with the non-profit organization Deshi Baller to arrange training programs for local female athletes, attended the "Bilateral Ministers' Meeting on Sports Diplomacy," providing insight for Taiwan's delegation to participate in the 2026 IWG Global Summit in Birmingham, UK, and promoting future engagement with IWG to enhance Taiwan's visibility and participation. The Ministry of Foreign Affairs continues to support Ambassador Liu and other Ambassadors at large in advancing gender equality and women's sports diplomacy, strengthening international participation and visibility for women.
3. The Republic of China (Taiwan) maintains 111 overseas missions. Of these, 23 women currently serve as heads of mission or in ambassadorial positions, representing approximately 20.7% of the total, as compared to 88 male heads of mission. The relatively low proportion of female heads of mission is primarily attributable to historical quota restrictions on female candidates in the Foreign Service Examination prior to 1995, which limited the number of women entering the foreign service during that period and has consequently affected the current gender composition at senior levels. Since the Foreign Service Examination was fully opened to female candidates in 1995, the proportion of women among new entrants has risen steadily each year. In recent years, female recruits have frequently outnumbered their male counterparts. This trend is already reflected in the composition of mid-level management within the Ministry: the number of female Section Chiefs now exceeds that of male Section Chiefs, and continues to grow year by year. Building on this sustained growth in female mid-level managers, the Ministry anticipates that the proportion of women in senior positions and as

heads of overseas missions will increase progressively in the years ahead.

4. In order to increase women's international representation, the Ministry of Foreign Affairs incorporates gender equity as a standing consideration and actively prioritizes the advancement of women to managerial positions. Since 2022, the Ministry has established a five-year performance framework with annual targets for increasing the number of women in mid- and senior-level management. These targets have been consistently met over the past five years, and the number of female managers within the Ministry has risen steadily year by year.

No.26 點次 26 Article 9 第 9 條 國籍

點次	問題內容	
26	原文	<p><b>Nationality</b></p> <p>26. The Committee notes the information provided on measures taken to define the criterion of 'no illicit or illegal behaviour' in the context of naturalization, as well as statistical data indicating low rejection rates. Please clarify how the definition and application of this criterion are ensured to be objective, proportionate and free from gender bias in practice. Please provide updated data on naturalization applications and rejections, disaggregated by gender, nationality and grounds for rejection, and indicate whether independent oversight mechanisms exist to review such decisions. Please also indicate the measures taken to address structural inequalities, gender stereotypes and risks of dependency or vulnerability among new immigrant women, and whether such measures effectively enhance women's autonomy and productivity.</p>
	中文參考翻譯	<p><b>國籍</b></p> <p>26. 委員會注意到關於界定歸化脈絡下「無不良素行」準則所採行措施之資訊，以及統計資料顯示駁回率偏低。請釐清在實務操作上，如何確保該準則之定義與應用符合客觀與比例原則，且無性別偏見。請提供按性別、國籍和駁回理由分類之最新歸化申請和駁回資料，並說明是否存在獨立監督機制負責審查此類決定。請一併說明為解決新住民婦女面臨的結構性不平等、性別刻板印象和依賴或脆弱風險而採取之措施，以及此類措施是否有效提高婦女的自主性和生產力。</p>

權責機關：內政部

中文回應：

一、查近 3 年歸化國籍申請案，計有 7,786 人申請歸化，女性計 6,615 人，因不符無不良素行之要件致無法歸化我國國籍之女性申請人共 11 人，僅占女性申請人數 0.17%，此外，男性申請人不符上揭之要件者為 5 人，占男性申請案件數（1,171）0.43%，為女性件數之 2.5 倍，爰無「高比例的婦女申請在不良素行標準上遭到駁回」之情形。又《歸化國籍無不良素行認定辦法》第 7 條第 1 項規定略以，不良素行之認定範圍，主管機關應每 3 年至少召開 1 次會議，邀請專家學者及社會公正人士代表檢討之。內政部業於 2025 年 8 月 12 日邀集 12 名專家學者及社會公正人士共同研商檢討，並邀請司法院、外交部、法務部、衛生福利部、教育部、勞動部、內政部警政署、移民署及

各直轄市縣（市）政府列席提供意見，於 2026 年 2 月 4 日預告《歸化國籍無不良素行認定辦法》第 2 條、第 3 條、第 6 條修正草案。內政部將持續依上揭規定，定期檢視相關法規，確保其不致對新住民女性歸化國籍造成特別阻礙。

- 二、內政部移民署建置「新住民培力發展資訊網」，提供中文、英文、越南語、印尼語、泰語、緬甸語、柬埔寨語等多語言資訊，涵蓋性別平等權益說明，確保新住民女性得平等獲取資訊。2023 年至 2025 年辦理「新住民家庭教育及法令宣導」課程，內容涵蓋性別平等、多元性別尊重及性別暴力防治，2023 年辦理 297 場、參與 6,623 人次；2024 年辦理 329 場、參與 7,060 人次；2025 年辦理 310 場、參與 6,634 人次。
- 三、內政部移民署辦理「新住民多元文化人才培訓計畫」，2022 年至 2025 年間累計 263 人次受訓人才擔任家庭教育講師，使新住民女性從服務對象轉型為社區參與的主動行動者。

#### 英文回應：

1. An examination of naturalization applications over the past three years reveals that out of 7,786 total applicants, 6,615 were female. Among these female applicants, only 11 were unable to acquire ROC nationality due to failure to meet the "no record of bad behavior" requirement, representing a mere 0.17% of the female applicant pool. In contrast, 5 male applicants failed to meet the aforementioned requirement, accounting for 0.43% of male applications (1,171). This percentage for males is 2.5 times higher than that of females. Therefore, there is no evidence to support the claim that "a high proportion of women's applications are rejected based on bad behavior standards." Furthermore, Paragraph 1, Article 7 of the "Regulations for the Assessment Criteria of No Illicit or Illegal Behavior" stipulates that the competent authority must convene a meeting at least once every three years. This meeting involves inviting experts, scholars, and representatives of social justice to review the scope of identifying "illicit or illegal behavior." The Ministry of the Interior (MOI) recently convened a review meeting on August 12, 2025, which included 12 experts, scholars, and representatives of social justice. The following agencies were also invited to provide feedback: Judicial Yuan and Ministry of Foreign Affairs, Ministry of Justice and Ministry of Health and Welfare, Ministry of Education and Ministry of Labor, National Police Agency and National Immigration Agency, Local governments of various municipalities, counties, and cities. Following this consultation, the MOI issued a public notice on February 4, 2026, regarding the proposed amendments to Articles 2, 3, and 6 of the aforementioned Regulations. The Ministry of the Interior will continue to conduct periodic reviews of relevant regulations in accordance with the law to ensure that they do not create undue obstacles for the naturalization of female new immigrants.

2. The National Immigration Agency (NIA) of the Ministry of the Interior established the “Information for Immigrants Network” website, offering multilingual resources in Chinese, English, Vietnamese, Indonesian, Thai, Burmese, and Khmer. The platform covers gender equality rights, ensuring that new immigrant women have access to relevant information without language barriers. From 2023 to 2025, the NIA introduced the “New Immigrant Family Education and Legal Advocacy” program, covering topics including gender equality, gender diversity, and gender-based violence prevention. A total of 297 sessions were held with 6,623 participants in 2023, 329 sessions with 7,060 participants in 2024, 310 sessions with 6,634 participants in 2025.
3. Through the “New Immigrant Multicultural Talent Training Program,” a cumulative total of 263 training participations between 2022 and 2025 enabled new immigrants to serve as education instructors, transforming them from service recipients into active community contributors.

No.27 點次 27 Article 9 第 9 條 國籍

點次	問題內容	
27	原文	27. Please clarify how provisions relating to residency and parental rights under the Immigration Act are implemented in practice, particularly in cases of divorce, and whether safeguards are in place to ensure that women's residency status and parental rights are not adversely affected. Please also indicate whether any measures have been taken to address concerns related to coercive marriages or pressures linked to residency status. With reference to amendments to the Nationality Act concerning stateless children, please provide updated information on the implementation of these provisions and clarify whether all children born in the territory are guaranteed access to nationality without discrimination, and what measures are in place to ensure that stateless or undocumented children, in particular girls, have effective access to rights and social protection.
	中文參考翻譯	27. 請說明《入出國及移民法》中有關居留權和親權的規定在實務上如何執行，尤其是在離婚案件中，以及是否採行保障措施確保婦女的居留權和親權免受不利影響。亦請說明是否已採取任何措施，以解決與強迫婚姻或與居留地位相關壓力有關的問題。關於《國籍法》就無國籍兒童之修正案，請提供這些條款實施情況的最新資訊，並釐清是否所有在境內出生的兒童都能不受歧視地獲得國籍，以及採取了哪些措施確保無國籍或無證兒童，尤其是女童，能夠有效獲得權利和社會保護。

權責機關：內政部、衛福部、教育部

中文回應：

- 一、為保障父母照顧子女權利及責任，維護子女之最佳利益，依《入出國及移民法》第 31 條第 4 項及第 5 項規定，「外國人於離婚後對在臺灣地區已設有戶籍未成年子女，有撫育事實、行使負擔權利義務或會面交往者」，或「因居留許可被廢止而遭強制出國，對在臺灣地區已設有戶籍未成年子女造成重大且難以回復損害之虞者」，得申請繼續居留，且經准予繼續居留者，其子女已成年，仍得申請繼續居留。
- 二、內政部前於 2017 年 1 月 9 日訂定「在臺出生非本國籍兒童、少年申請認定為無國籍人流程」，就在我國出生之生母行蹤不明、生父不詳之兒少建立跨機關办理流程。在臺出生之無依兒少於醫療院所有留存之生母身分證明文件，通常為居留我國時所持載有原屬國籍之外僑居留證，可判斷生母為非本國籍

人士。續由內政部移民署於境內協尋兒少生母，另函請外交部向生母原屬國確認渠等國籍事宜。實務上部分生母原屬國在臺駐外機構獲悉後即有提供公民保護，協助該兒少取得該國旅行證件順利返回其原屬國，爰自 2022 年起經內政部認定為無國籍人之兒童及少年之案例已無新增。另部分國家於協查期間遲未回應時，該名兒少仍可透過內政部核發居留證，並透過社政機關協助後續就學及就醫等事宜。

三、2024 年 5 月 24 日修正公布之《國籍法》，經內政部認定為無國籍人之非本國籍兒少者，倘經國人收養後，即得由養父母代其申請歸化；由社會福利機關（構）監護，得由其監護人代其申請歸化。另經原屬國確認國籍卻未積極實施公民保護之無證件兒少，經法院裁判由社會福利機關（構）監護，由社會福利機關代為申請歸化並經許可者，於 2026 年計有 1 名。

四、為協助無國籍兒少順利就讀我國國中小學，業於《國民教育法》增列其入學法源，訂定《無國籍學生就讀國民小學及國民中學辦法》，明列無國籍學生就學相關事項。平價教保服務機構入園對象包含設籍或居住於本國之外籍或無國籍幼兒，其中，公立幼兒園每月收費不超過 1,000 元，非營利幼兒園每月收費不超過 2,000 元，準公共幼兒園每月收費不超過 3,000 元。倘有幼兒園就讀之需求，可直接向所在地之直轄市、縣（市）政府教育局（處）反映，以獲得即時的協助。

五、我國社會福利政策秉持不歧視原則，確保非本國籍兒童不因身分影響其獲得安置協助或醫療補助之權利。衛生福利部社會及家庭署已於 2025 年 5 月頒布「父或母為失聯外籍移工之兒童及少年相關醫療及福利補助指引」。針對非本國籍兒童，各地方政府得依據該指引提供安置保護及醫療協助，確保獲得權利保障與社會福利補助，不受其父母居留身分或國籍身分影響。

#### 英文回應：

1. To safeguard parental rights and responsibilities in caring for their child, and uphold the best interests of the child, pursuant to Article 31, Paragraph 4 and 5 of the Immigration Act, a foreign national may apply for continued residence under any of the following circumstances: "After divorce, the foreign national has a minor child with registered household in the Taiwan Area and has engaged in actual caregiving, exercised parental rights and obligations, or maintained visitation." or "The foreign national is subject to deportation due to the revocation of his/her residence permit, and such deportation is likely to cause significant and irreparable harm to a minor child with registered household in the Taiwan Area. " In addition, a foreign national who has been granted continued residence under the preceding paragraph may continue to apply for such residence even after the child has reached adulthood.

2. The Ministry of the Interior (MOI) established the "Procedure for Recognition of Stateless Status" in 2017 to handle cases of abandoned children born in Taiwan to unidentified parents. By using hospital records and original residency data, the National Immigration Agency and the Ministry of Foreign Affairs work together to locate biological mothers or confirm nationality with their home countries. Many countries have since provided consular protection to repatriate these children, resulting in no new recognized "stateless" cases since 2022. For those awaiting a response, the Ministry ensures their rights to education and medical care through resident certificates.
3. Furthermore, following the 2024 amendment to the Nationality Act, recognized stateless children or those lacking active consular protection from their home countries can now apply for naturalization through their adoptive parents or social welfare guardians. In 2026, one such individual was successfully naturalized under these provisions.
4. To facilitate and support the enrollment of stateless children and youth in Taiwan's elementary and junior high schools. The Ministry of Education has incorporated a legal basis for their admission into the Primary and Junior High School Act and has promulgated the Regulations Governing Stateless Students Undertaking Studies at Elementary and Junior High Schools, which clearly set out matters related to the schooling of stateless students. Enrollment in public and quasi-public kindergartens includes foreign or stateless children registered or residing in the country. The monthly fees for public kindergartens do not exceed NT\$1,000, for non-profit kindergartens do not exceed NT\$2,000, and for quasi-public kindergartens do not exceed NT\$3,000. Those needing kindergarten enrollment can directly contact the education bureau (office) of their local municipality or county (city) government for immediate assistance.
5. Taiwan's social welfare policies are anchored in the principle of non-discrimination, ensuring that the rights of non-national children to placement assistance and medical subsidies are not compromised by their legal status. In May 2025, the Social and Family Affairs Administration (SFAA) of the Ministry of Health and Welfare (MOHW) promulgated the "Guidelines for Medical and Welfare Subsidies for Children and Youth Whose Father or Mother is a Missing Migrant Worker." Under these guidelines, local governments are empowered to provide necessary placement protection and medical assistance to non-national children. This mechanism ensures that such children receive comprehensive rights protection and social welfare support, independent of their parents' residency status or nationality.

點次	問題內容	
28	原文	28. The Committee is further concerned that, despite the legalization of same sex marriage, gaps remain in the legal framework governing parentage. In particular, the absence of a presumption of parentage for same-sex couples may result in children being legally recognized as having only one parent at birth. Please provide information on measures taken to address this situation, including whether the Government intends to amend the relevant legislation to ensure equal recognition of parentage in same-sex families, and how the rights and best interests of children in same sex families are fully protected, including in transnational contexts.
	中文 參考 翻譯	28. 委員會亦關切，雖然同性婚姻已合法化，但在親子關係方面的法律框架仍存在落差。尤其，由於同性伴侶之間不存在親子關係推定，可能導致孩童在出生時被法律認定為只有一位父母。請闡明為解決此情況而採取之措施，包括政府是否有意修訂相關法律以確保同性家庭中親子關係獲得平等承認，以及如何充分保護同性家庭中兒童的權利和最大利益，包括在跨國背景下。

權責機關：法務部

中文回應：

- 一、按我國《民法》第 1063 條「婚生推定」之規定，係根據夫妻正常婚姻生活，妻之懷胎原則係自夫之受胎此一社會通念與婚姻規範，並為避免父母子女關係舉證之困難而設。由於同性配偶原則上不具備自然受胎之事實基礎，爰無從適用該規定。另同性配偶之一方如欲與他方所生子女建立法律上之親子關係，則可透過收養方式為之，並適用《民法》及其他法律中有關父母與子女間權利義務關係之規定（司法院釋字第七四八號解釋施行法第 20 條規定及其立法理由參照）。
- 二、至跨國情境之子女婚生認定問題，《涉外民事法律適用法》第 51 條已有明確規範。

英文回應：

1. Article 1063 of the Civil Code establishes a presumption of legitimacy. The rule is based on the traditional assumption that if a wife becomes pregnant during marriage, her husband is presumed to be the father. The purpose of this presumption is to avoid difficult disputes over proof of the legal parent-child

relationship. Because same-sex spouses generally cannot conceive children naturally, this presumption does not apply to same-sex spouses in the same way. If one same-sex spouse wishes to become the legal parent of a child born to the other spouse, the legal path is adoption. Once that relationship is established, the Civil Code and other relevant laws govern the rights and duties between parent and child (refer to Article 20 of the Act for Implementation of J.Y. Interpretation No. 748 and its legislative rationale).

2. Regarding the issue of presumption of parentage for children in transnational contexts, Article 51 of the Act Governing the Choice of Law in Civil Matters Involving Foreign Elements provides clear regulations.

點次	問題內容	
29	原文	29. Please provide updated information on the legal and policy framework governing dependent visas, temporary entry and residency rights of new immigrant women, including safeguards to ensure that their legal status is not dependent on marital relationships in a manner that exposes them to vulnerability, including in situations of divorce, widowhood or family breakdown. Please indicate what targeted, cross-sectoral measures have been adopted to address structural barriers faced by new immigrant women, including precarious employment, language barriers and disproportionate care responsibilities, and to ensure their economic autonomy and full participation in society. Please also provide information on any follow-up to the study on residency and parental rights of divorced new immigrants.
	中文參考翻譯	29. 請提供最新資訊，說明新住民婦女的依親簽證、臨時入境和居留權的法律與政策框架，包括確保其法律地位不依賴於婚姻關係，以避免其處於弱勢地位（例如在離婚、喪偶或家庭破裂的情況下）的保障。請敘明已採取哪些針對性的跨部門措施，以解決新住民婦女面臨的結構性障礙，包括就業不穩定、語言障礙和不成比例承擔更多照顧責任，並確保其經濟自主權和充分參與社會生活。亦請提供有關離婚新住民之居留權與親權研究的後續追蹤資訊。

權責機關：內政部、勞動部

#### 中文回應：

- 一、除項次 27 所回應之保障措施外，另為確保外國人不因離婚、喪偶或家庭破碎之情形，而陷入脆弱處境，依《入出國及移民法》第 31 條第 4 項規定，「因依親對象死亡者」，或「外國人為居住臺灣地區設有戶籍國民之配偶，因遭受家庭暴力離婚」，得申請繼續居留，渠等如有同法第 23 條第 1 項各款情形之一者（如應聘、投資、就學等），亦得申請變更居留原因。
- 二、內政部移民署辦理「新住民多元文化人才培訓計畫」，2022 年至 2025 年間累計 263 人次受訓人才擔任家庭教育講師，使新住民女性從服務對象轉型為社區參與的主動行動者。
- 三、新住民發展基金於 2020 年補助辦理「新住民離婚後在臺居留及子女親權研究」，研究成果已於 2021 年 9 月 17 日函知大陸委員會、內政部戶政司等相關部會參考。內政部移民署依據研究建議修訂《入出國及移民法》第 23 條、第 31 條，於 2024 年 1 月 1 日施行，放寬離婚後外籍配偶之居留條件，對在

臺設籍未成年子女有撫育事實並行使親權者，得繼續居留至子女成年；離境後亦得主張親權及探視權並重新申請居留，切實保障離婚新住民女性之居留權益與親權行使。

- 四、為協助與國人結婚而移居臺灣之新住民，勞動部與內政部合作，於新住民培力發展資訊網 (<https://ifi.immigration.gov.tw/wSite/mp?mp=1>)，提供就業訊息，編印多語「新住民入國前輔導手冊及宣導影片」，包括中英、中越、中印、中泰、中東及中緬 6 種雙語版，提供勞動權益、就業歧視之防治、職場暴力防範等說明。又為加強宣導政府就業服務、職業訓練、創業服務及技能檢定等相關措施，協助有就業需求之新住民認識及善用政府就業服務相關資源，製作多國語「新住民就業資源簡介」，分送各新住民單位運用。

#### 英文回應：

1. In addition to the protective measures mentioned in Paragraph 27., to prevent a foreign national from falling into vulnerable situation due to divorce, widowhood or family breakdown, pursuant to Article 31, Paragraph 4 of the Immigration Act, a foreign national may apply for continued residence under either of the following circumstances: "His/Her sponsor is deceased." or "The foreign national is the spouse of a national with registered household in the Taiwan Area, has divorced due to domestic violence." In addition, where any of the circumstances set forth in Article 23, Paragraph 1 of the Act (such as employment, investment, or study) are met, the foreign national may apply for a change of the purpose of residence.
2. Through the "New Immigrant Multicultural Talent Training Program," a cumulative total of 263 training participations between 2022 and 2025 enabled new immigrants to serve as education instructors, transforming them from service recipients into active community contributors.
3. In 2020, the New Immigrant Development Fund commissioned a "Study on The Residency and Parental rights of Divorced New Immigrants." The findings were formally shared on September 17, 2021 with the Mainland Affairs Council, the Department of Household Registration. In response to the study's recommendations, the NIA amended Articles 23 and 31 of the Immigration Act, which took effect on January 1, 2024. Divorced foreign spouses who exercise parental rights over children registered in Taiwan may now maintain residency until those children reach adulthood. Those who have departed Taiwan may also assert parental and visitation rights and reapply for residency. These changes substantively strengthen legal protections for divorced new immigrant women.
4. To assist new immigrants who marry Taiwanese citizens and move to Taiwan, the Ministry of Labor and the Ministry of the Interior have collaborated to provide employment information on the Development Network for Immigration (<https://ifi.immigration.gov.tw/wSite/mp?mp=1>). They have also compiled a multilingual "New Immigrant Pre-Entry Guidance Handbook and Promotional

Videos," available in six bilingual versions (Chinese-English, Chinese-Vietnamese, Chinese-Indonesian, Chinese-Thai, Chinese-Khmer, and Chinese-Burmese), providing explanations on labor rights and interests, employment discrimination, and prevention of workplace violence. Furthermore, to strengthen awareness of government measures related to employment services, vocational training, start up assistance, and skill test assistance, a multilingual "Introduction to Employment Resources for New Immigrants" has been produced and distributed to various new immigrants service organizations.

點次	問題內容	
30	原文	<p><b>Education</b></p> <p>30. The Committee raised concerns in 2022 that gender and women's studies programmes and institutes in Taiwanese universities have a weak institutional position. Please indicate what measures have been taken to support such programmes and institutes. The 5th Taiwan CEDAW report states that significant progress has been made in girls' participation in STEM education, with increasing female enrollment in technology-related degree programmes. The government's gendered innovation initiative (2023–2025) also reportedly extends gender mainstreaming into scientific research and technological development however, impact in addressing gender disparities in the technology industry remains unclear. Please provide information on:</p> <p>(a) Disaggregated data on educational enrollment, completion, and attainment by gender, disability, indigenous status, and geographic region for 2021-2024;</p> <p>(b) Measures taken to ensure equal, inclusive and affordable access for women and girls to all levels and fields of education, including efforts to reach parity in science, technology, engineering and mathematics; and</p> <p>(c) Steps taken to address gender stereotypes in educational curricula and to mainstream gender equality into teaching content, including measures aimed at enhancing the capacity of teachers.</p>
	中文參考翻譯	<p><b>教育</b></p> <p>30. 委員會在 2022 年提出，臺灣各大學的性別與女性研究課程和研究所具有較弱的制度地位。請說明已採取哪些措施來支援此類課程和研究所。《消除對婦女一切形式歧視公約》(CEDAW) 中華民國第 5 次報告指出，鼓勵女童參與 STEM 教育方面已取得顯著進展，科技相關學位課程的女性入學人數不斷增加。根據報告，政府的性別化創新計畫 (2023 至 2025 年) 也將性別主流化延伸至科學研究和技術開發中；然而，其在解決科技業性別差距方面的影響仍待釐清。請提供以下資訊：</p> <p>(a) 2021 至 2024 年按性別、身心障礙、原住民族身分和地理區域分類之教育入學率、完成率和教育程度資料；</p> <p>(b) 為確保在各教育等級和領域為婦女和女童提供平等、包容且可負擔的教育而採取之措施，包括在科學、技術、工程和數學領域實現性別平等所作之努力；</p>

	(c)為解決教育課程中的性別刻板印象問題，並在教學內容實現性別平等的主流化而採取之措施，包括旨在提升教師能力的措施。
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權責機關：教育部

**中文回應：**

一、因應部分性別教育研究所經營情形，教育部已先以專案資源挹注模式支持學校及特定系所持續運作，自 2023 學年度起補助國立高雄師範大學、高雄醫學大學、世新大學等 3 校之性別相關研究所每年各 250 萬元，迄今共 3 年。

二、(a)的部分：有關所詢之教育統計資料，教育部提供 2021 至 2024 年按性別、身心障礙別、原住民身分別之學生及畢業生數、各級教育學齡人口粗在學率供參，**詳附件 2 之表 1~表 6**。

三、(b)的部分

(一) 教育部自 2021 年度起推動「大專校院 STEM 領域及女性研發人才培育計畫」(簡稱 STEM 計畫)，鼓勵 STEM 領域與跨領域之學生及教研人員投入 STEM 領域研究，並加強建立女性友善學習研發環境，補助經費之 50% 應用於支持女性教研人員教學研究、培育女學生學習與研究能力，以提升我國科技研發與教育發展之整體競爭力。

(二) 為提升國中小女學生在科技領域之學習興趣，教育部國民及學前教育署透過辦理科技教育創意實作競賽，新增科技女力特別獎，以鼓勵女學生投入 STEM 領域，2025 學年度評選出 10 隊獲獎。針對高級中等教育階段，自 2012 學年度起辦理「高中女校科學教育巡訪計畫」教導學生國際數理學科奧林匹亞競賽相關之實驗操作，並邀請臺灣傑出女科學家演講，女學生投入研究科學領域之興趣，截至 2026 年 4 月 15 日止，已辦理 132 場巡訪活動，共計 1 萬 5,505 名學生參與(女生：13,689 人次；男生：1,816 人次)。另「提升國中小女學生科學與數學學習興趣」計畫至 2025 年完成影片 31 部、12 篇訪談文章及 41 篇臉書圖文內容，透過社群媒體平臺 Youtube 頻道之「數感實驗室」，吸引 109 萬曝光次數。另辦理參訪營隊近 1,400 位學生參與，讓學生了解無論是在學業還是職場，女性可在 STEM 領域中發光發熱。

四、(c)的部分

(一) 教育部業於全國大專校院校長會議及全國大學校院教務主管會議，向各校宣導並鼓勵學校開設性別平等議題相關課程、建立相關教師研究社群，或將性別平等意識融入課程教學內涵。

(二) 依「十二年國民基本教育課程綱要」總綱規定，課程設計應適切融入性別平等教育議題。高級中等以下學校應性別平等教育議題學習主題之「性別

權力關係與互動」、「性別與多元文化」等內容融入各領域或學科，各校亦可透過校訂課程、彈性學習時間或校本課程，落實性別平等教育及消除歧視或文化偏見，爰現行課程內容已具備多元性及避免偏見。為支持各地方政府及學校落實性別平等教育議題融入領域課程之教學，教育部國民及學前教育署持續透過中央性平團及學群科中心提供各地方政府輔導團及學校教學資源及課程諮詢，並辦理工作坊、研討會為教師增能，使教師具備性別平等意識，且具將性別平等教育議題多元融入各領域之教學能力。

### 英文回應：

1. In response to the operational status of certain gender studies graduate institutes, the Ministry of Education has adopted a project-based funding approach to support the continued operation of relevant universities and specific departments. Since the 2023 academic year, annual subsidies of NT\$2.5 million have been provided to gender-related graduate institutes at three universities—National Kaohsiung Normal University, Kaohsiung Medical University, and Shih Hsin University—for three consecutive years to date.
2. Part (a): Regarding the requested educational statistics, the Ministry of Education provide the number of students and graduates by gender, disability, and indigenous from 2021 to 2024, as well as the Gross Enrollment Ratio of Each Level of Schools at each level for reference (**Please refer to Tables 1 through 6 in Attachment 2**).
3. Part (b)
  - (1) The Ministry of Education has implemented the “Directions Governing Ministry of Education Subsidies for University and Tertiary College Projects to Train Research and Development Professionals in STEM Fields and Women Research and Development Professionals” (hereafter referred to as the STEM Program) since 2021. The program aims to encourage students and faculty members in STEM and interdisciplinary fields to engage in STEM-related research, while fostering a women-friendly learning and research environment. At least 50% of the subsidy should be allocated to support female faculty members in teaching and research, as well as to enhance female students’ learning and research capabilities, thereby strengthening the overall competitiveness of Taiwan’s technological innovation and educational development.
  - (2) To encourage girls in STEM, the Ministry of Education added a "Women in Tech Special Award" for K-9 students (10 winning teams in 2025). Additionally, the "High School Girls' Science Education Tour" (since the 101st academic year) provides Olympiad experiment training and talks by top female scientists. As of April 15, 2026, 132 tours have reached 15,505 students (13,689 girls; 1,816 boys). By 2025, the "Boosting K-9 Girls' Interest in Science and Math" project garnered 1.09 million impressions via YouTube's "Numeracy Lab" (producing 31 videos, 12 interviews, and 41

Facebook posts). Furthermore, nearly 1,400 students attended camps highlighting women's success in STEM fields.

4. Part (c)

- (1) The Ministry of Education has, through the National Conference of University Presidents and the National Conference of Academic Affairs Administrators of Universities and Colleges, promoted and encouraged universities to offer courses related to gender equality issues, establish relevant teacher research communities, and integrate gender equality awareness into curriculum design and teaching content.
- (2) According to the 12-Year Basic Education Curriculum Guidelines, Gender Equality Education must be integrated into all school curricula. Schools integrate core themes like "Gender Power Relations & Interaction" and "Gender & Multiculturalism" into subject areas and school-based/flexible courses to eliminate discrimination and cultural bias, ensuring diverse and unbiased content. To support this integration, K-12 Education Administration, MOE, provides instructional resources and consulting via central advisory groups and subject centers. We also host workshops and seminars to enhance teachers' gender awareness and ability to integrate these topics into their teaching.

No.31 點次 31 Article 11 第 11 條 就業

點次	問題內容	
31	原文	<p><b>Employment</b></p> <p>31. The Committee observes no significant progress in closing the gender wage gap and notes that measures taken appear to focus primarily on symbolic and awareness-raising activities. Please indicate what plans the Government must take to concretize these measures and ensure increased wage transparency and requirements for objective job evaluation schemes, at least in large companies. Furthermore, inadequate legal and regulatory provisions exist for low-income workers in the economy, particularly women in caregiving, domestic service, and agricultural sectors, where they lack full labour protections and social security coverage, creating long-term poverty and pension insecurity among older women. Please also:</p> <p>(a) Provide updated information on the employment situation of women with disabilities, including steps taken to establish more comprehensive statistical data, formulate policies in accordance with international human rights standards and provide reasonable workplace accommodations and assistive measures.</p> <p>(b) Indicate what steps have been taken to adopt encompassing legislation for the protection of foreign domestic workers, engage and involve the large group of foreign domestic workers in policy consultations, and assess the overall situation of foreign domestic workers including an impact assessment of measures taken to date.</p> <p>(c) Provide information on how the Government is conducting studies, research and envisaging plans to make significant progress related to work and family balance, including measures to address the very short period of maternity leave, the lack of affordable childcare services in remote areas, and the need to ensure that childcare facilities are adapted to diverse work schedules.</p> <p>(d) Provide existing or anticipated plans to integrate concrete gender targets and outcomes into the National Business and Human Rights Agenda for private sector entities and under digitization procedures within the Digital Economy Policy and Plan.</p>
	中文參考翻譯	<p><b>就業</b></p> <p>31. 委員會注意到，在縮小性別薪資差距方面未有顯著進展，並且所採取之措施似乎主要著重在象徵性和提升意識的活動上。請敘明政府必須採取哪些計畫，至少從大企業開始落實具體措施，並確保提高薪資透明度，以及要求建立客觀的職位評估機制。此外，經濟中低收入勞工的法律和監管規定不足，尤其是從事照護、家事服</p>

	<p>務和農業的婦女，她們缺乏全面的勞動保護和社會保障，導致高齡婦女長期貧窮和缺乏退休金保障。亦請：</p> <p>(a)提供有關身心障礙婦女就業狀況的最新資訊，包括採取了哪些行動，以建立更全面的統計資料、依循國際人權標準制定政策，以及提供工作場所合理調整和輔助措施；</p> <p>(b)敘明已採取哪些措施，推動保護外籍家事勞工的全面立法，邀集廣大外籍家事勞工參與政策研商，並評估外籍家事勞工的整體狀況，包括對迄今所採取措施進行影響評估；</p> <p>(c)提供資訊說明政府如何執行研究、調查和制定計畫，以在工作與家庭平衡方面取得顯著進展，包括旨在解決產假期間過短、偏遠地區缺乏可負擔之托兒服務以及確保托兒設施能適應不同工作時間安排的措施；</p> <p>(d)提供現行或預期採行之計畫，說明如何將具體的性別目標和成果納入針對私部門實體的企業與人權國家議程，以及數位經濟政策與計畫中的數位化程序。</p>
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權責機關：勞動部(a、b、c)、教育部(c)、衛福部(c)、數位發展部(d)、經濟部(d)

#### 中文回應：

一、有關縮小性別薪資差距，推動政策及主要措施如下：

- (一) 行政院已將「促進各行業薪資待遇之性別平等」納入性別平等重要議題「建立性別友善職場與提升女性經濟力」之重點策略，要求各部會針對所主管行業進行性別薪資落差分析及研提具體做法，掌握性別因素對年資、職位、工時與薪資差距之影響，特別是性別薪資差距較高的製造業、營建工程業、藝術娛樂休閒服務業，以及女性投入比例高的醫療保健、社會工作服務業等領域。另透過行政院性別平等會三層級會議定期檢視推動成效，確保各項措施之有效性。
- (二) 勞動部制定「事業單位同工同酬自我檢核表」，協助事業單位檢視員工薪資是否因性別而有差異，並自 2025 年起納為勞動條件法令遵循訪視表之附件，透過勞動檢查機制確保落實。
- (三) 金融監督管理委員會採分階段推動策略，自 2023 年起將推動性別平等納入公司治理評鑑 (ESG 評鑑) 評分指標，透過市場機制鼓勵企業揭露性別薪資情形。自 2026 年起強制要求實收資本額 100 億元以上之上市櫃公司揭露男性及女性非主管職務全時員工之薪資平均數及薪資中位數資訊，並規劃於 2029 年進一步擴大強制申報範圍至實收資本額 50 億元以上之上市櫃公司。金管會並規劃定期公布 ESG 評鑑有關指標得分，以及大型上市

櫃公司員工性別薪資相關統計數據，以發揮企業同儕帶動效果。

## 二、(a)的部分

(一) 有關身心障礙婦女就業情況的最新統計資訊，可參考最新的「2024 身心障礙者勞動狀況調查」(網址:<https://statdb.mol.gov.tw/html/s4/svy13/1341menu.htm>)，內容包含勞動狀況(勞動力參與率、需要就業服務措施情形等)、就業(從事職業、行業、工時、工作收入等)、失業者(未就業原因、遭遇之困難、希望工作類型等)、非勞動力(未參與勞動原因、未找工作原因等)。依據前述調查，身心障礙女性的就業情況摘述如下：

1. 勞動力參與及失業狀況：2024 年 5 月身心障礙女性的勞動力參與率為 16.7%，較 2019 年上升 2 個百分點，仍低於男性的 26.3%。女性失業率為 7.5%，較 2019 年下降 0.6 個百分點。
2. 從事行職業分布：女性就業者主要集中在製造業、批發及零售業、住宿及餐飲業，此三類行業合計占比達 47%。在職業方面，以基層技術工及勞力工 (29.5%) 及服務及銷售工作人員 (23%) 最多，此外從事事務支援人員的比例亦超過 2 成。
3. 工作類型與從業身分：女性從事非典型工作 (如部分工時、臨時性工作) 的比例為 27.4%，高於男性的 25.4%，其中從事「部分工時」者占 22%。從業身分則以受僱者為主 (82.4%)，比例高於男性。
4. 工時與收入情況：女性每週經常性工作時數平均為 35.7 小時 (含加班 0.8 小時)，低於男性的 38.3 小時。在薪資方面，女性有酬就業者每月主要工作收入平均為 2.7 萬元，亦低於男性的 3.3 萬元。
5. 服務與訓練需求：女性對政府就業服務措施的需求占比為 37.6%，高於男性的 29.5%；且有 36.6% 的女性表示有意願參加職業訓練，此意願同樣明顯高於男性 (24%)。

(二) 勞動部已頒布「身心障礙者職場合理調整行政指導」並自 2025 年 7 月 1 日實施，相關資料已公告於勞動部身心障礙者職場合理調整專區，前開行政指導內容可協助雇主了解合理調整概念、雇主有責任回應障礙員工需求，並提供實務案例及可運用之政府資源、諮詢輔導窗口等重要資訊，可供醫療院所等事業單位運用。依每 5 年定期更新之身心障礙者勞動狀況調查報告，2024 年女性身心障礙者勞動參與率 16.7%，較 2019 年已上升 2 個百分點。

## 三、(b)的部分

(一) 勞動部設置「跨國勞動力政策協商諮詢小組」，作為研議移工(包含家事移

工)相關政策之重要平台，透過勞資學政代表共同參與討論。本小組藉由納入專家學者及民間團體代表，蒐整多元意見，促進政策諮詢之參與。

(二) 勞動部持續推動各項家事移工權益保護措施如下：

1. 工作權益保障：設立移工機場服務站提供接機與諮詢服務，辦理事務移工一站式入國講習以提升權益知能；設立 1955 勞工諮詢專線提供 24 小時雙語諮詢及申訴服務；設立各地方政府移工諮詢服務中心，辦理例行查察和查處非法行為；設置北中南外籍婦幼諮詢服務中心，提供移工於生育及工作權益之跨區服務；設置「雇主聘僱移工轉換服務中心」強化公立就業服務機構媒合雇主與移工機制；提供遭遇勞資爭議及人身侵害移工安置服務，並協助醫療、通譯及法律扶助等服務；開辦數位學習課程提升移工華語能力；遭受人身侵害或重大傷病移工經專案認定有補助必要，將提供最高 10 萬元之補助等移工工作權益保障措施，以協助移工適應在臺工作及生活。
2. 社會支援：補助地方政府辦理文化活動及製播中外語廣播節目，幫助移工適應在臺生活；建立就醫指南系統，協助移工就醫；彙整家庭看護移工遇重大傷病協助措施，發布「家庭看護移工重大傷病支援服務流程圖」；整合相關單位協助資源，公布實施「移工婦幼權益保障指引」等社會支援措施，以進一步保障移工權益及福祉。

四、(c)的部分

(一) 為協助年輕父母得兼顧職場與家庭，行政院於 2018 年核定「我國少子女化對策計畫」(以下簡稱少子女化計畫)，整合各部會資源，規劃育兒津貼、擴大公共化、建置準公共機制、友善家庭的就業職場對策等相關配套措施，以營造「敢婚、願生、樂養」之友善環境。

(二) 針對少子女化計畫中，2 歲以上至入國民小學前幼兒之教育及照顧措施辦理情形如下：

1. 在擴展平價教保服務方面，2017-2025 年度增設公共化幼兒園及 2 歲專班累計 3,922 班，並建置準公共機制，2025 學年度申請加入之私立幼兒園計 2,096 園，合計可提供約 52 萬個平價教保服務名額。至有關偏遠地區缺乏可負擔教保服務一節，2025 學年全國原住民族地區計 341 所國民小學共 314 校有設置附設幼兒園，並於偏遠及原住民族地區共設置 11 園非營利幼兒園，核定可招收幼生人數計 1,109 人。教育部國教署另補助於原住民族地區成立社區(部落)互助教保服務中心，2025 學年度全國已設立 15 家中心，2023 至 2026 學年度核定招收數計 375 人。

2. 在減輕家長育兒負擔方面，就讀平價教保服務機構之幼兒，家長每月繳費最多不超過 3,000 元，第 2 胎以上子女再優惠，低收入、中低收入家庭子女「免繳費用」；至於家長自己照顧或就讀一般私立幼兒園者，每月發給家長育兒津貼或 5 歲就學補助 5,000 元，第 2 胎以上再加發。2026 年 3 月，2 歲入園率達 64%，3 歲至入國小前幼兒入園率達 93%，顯見政策實質減輕家長負擔，提升整體幼兒入園率。
  3. 在完善教保服務時間方面，推動公立幼兒園寒暑期加托服務，並延長平日托育服務時間，開辦率業逾 9 成；另於公共化幼兒園計 60 園推動試辦臨時照顧服務。
- (三) 為強化原住民偏遠地區之托育量能，衛福部 2025 年 5 月訂定「原住民兒童零至二歲托育服務試辦計畫」，針對托育資源較為匱乏的原住民地區，結合現有社區互助或部落互助教保服務中心場地，延伸提供 0 至 2 歲托育服務，衛福部並補助開辦費及營運費。
- (四) 為配合職場多樣化工作時間，托嬰中心可提供日間托育、半日托育、延長托育時間及臨時托育服務，職場托育設施並可配合工作性質申請增設夜間托育服務時段。截至 2026 年 3 月底，全國企業及政府機關（構）已設置之職場托育設施共計 49 處，其中包括員工子女托嬰中心（收托 5 名以上）44 處以及職場保母（收托 4 名以下）5 處，支持育兒家庭兼顧工作與育兒。
- (五) 2026 年 4 月 14 日立法院三讀通過之《兒童托育服務法》，明定社區、部落及職場互助式托育機構，離島、偏遠地區、政府機關（構）、學校、公營事業機構、公司及非政府組織因應照顧服務需求，得設互助式托育機構。續由衛福部訂定授權法規，據以協助家庭提供多元托育服務。
- (六) 各國對於產假之定義不盡相同，部分國家將產後母體恢復為目的之「產假」與照顧年幼子女為目的之「育嬰假」統稱為「產假」。我國《性別平等工作法》就廣義之產假，係針對懷孕、分娩及育兒分項訂定安胎休養、產檢假、產假及育嬰留職停薪等假別，對於育兒婦女已有相當保障。
- (七) 為協助企業建置友善育兒職場，依《性別平等工作法》第 23 條規定，僱用受僱者 100 人以上之雇主，應提供哺(集)乳室、托兒設施或適當之托兒措施。勞動部為鼓勵雇主設置托兒設施或提供措施，依同法第 23 條第 3 項規定，訂定《哺集乳室與托兒設施措施設置標準及經費補助辦法》及「勞動部補助哺集乳室與托兒設施措施作業須知」，補助企業設置托兒設施或提供托兒措施，依員工需求，提供其托育服務。

#### 五、(d)的部分

- (一) 「企業與人權國家行動計畫」(NAP)係一平台，由企業人權相涉部會共同

提出行動事項推動執行，並由經濟部(投資促進司)負責秘書工作。例如於 NAP 第 2 版草案中，勞動部提出「宣導『企業防制強迫勞動參考指引』」行動事項，並由勞動部主責推動，含相關單位配合執行。

(二) 數位發展部於 DIGITAL+數位創新補助平台之數位服務創新補助計畫等獎補助計畫申請須知落實性別平權政策宣導，請獲獎補助企業應落實性別平權政策及友善家庭職場環境，以支持各場域之性別意識，並要求申請企業須於計畫書內說明營造友善職場環境之規劃(含公司有關性別平權、友善家庭職場環境等)，以提供委員做為審查參考項目之一。

(三) 金融監督管理委員會透過公司治理評鑑指標，將具體性別目標納入上市櫃公司之治理實務中：

1. 自公司治理評鑑第二屆(2015年)起增加女性董事相關指標，並自2020年起增加董事任一性別達三分之一之加分項目，藉由評鑑機制鼓勵及引導上市櫃公司重視決策性別多元化。
2. 2021年修正發布「公開發行公司年報應行記載事項準則」，要求公司於年報揭露董事會包括性別組成等多元化政策、具體管理目標與落實達成情形，以促進上市櫃公司董事會組成結構健全發展。
3. 2023年3月發布之「上市櫃公司永續發展行動方案」項下增加董事不同性別之強制性規範，包含自2023年起申請上市櫃掛牌公司董事會須包含至少1名不同性別董事，自2024年起已上市櫃公司應依董事屆期改選委任至少1名不同性別董事，及自2025年起上市櫃公司董事會任一性別董事席次未達三分之一者，應於年報具體揭露原因與採行之措施。截至2025年底上市櫃公司女性董事占比已由2020年底之14.13%，提升至21.04%，董事會任一性別達董事會席次三分之一之上市、上櫃及興櫃公司比例已由2020年底之9.92%、11.83%及13.21%，提升至19.44%、28.6%及24%，且目前逾八成上市櫃公司已有設置至少1席女性董事。
4. 其他推動措施：例如發展性別平等主題之投資，推出性別平等指數，以引導市場資金挹注國內性別平等表現優良之企業。

#### 英文回應：

1. The policies and main measures to narrow the gender pay gap are as follows:
  - (1) The Executive Yuan has incorporated "promoting gender equality in pay and compensation across all industries" into the key strategies of the major gender equality issue: "Establishing a Gender-Friendly Workplace and Enhancing Women's Economic Empowerment." It requires all ministries and agencies to

conduct gender wage gap analyses and propose concrete measures for the industries under their jurisdiction. This aims to grasp the impact of gender factors on seniority, position, working hours, and wage differentials, particularly in sectors with higher gender wage gaps—such as manufacturing, construction, and arts, entertainment, and recreation services—as well as fields with high female participation, including human health and social work services. Furthermore, the implementation effectiveness is regularly reviewed through the three-tier meeting mechanism of the Gender Equality Committee of the Executive Yuan to ensure the efficacy of various measures.

- (2) The Ministry of Labor has formulated the "Self-Checklist for Equal Pay for Equal Work for Business Entities" to assist business entities in reviewing whether employee salaries differ based on gender. Starting from 2025, this checklist has been attached to the "Labor Conditions Legal Compliance Visit Form," ensuring its implementation through the labor inspection mechanism.
  - (3) The Financial Supervisory Commission (FSC) has adopted a phased implementation strategy, integrating the promotion of gender equality into the evaluation indicators of the Corporate Governance Evaluation (ESG Evaluation) since 2023 to encourage enterprises to disclose gender wage situations through market mechanisms. Starting from 2026, listed companies with a paid-in capital of NT\$10 billion or more are mandatorily required to disclose the average and median salaries of male and female full-time employees in non-managerial positions. The FSC further plans to expand this mandatory reporting scope to listed companies with a paid-in capital of NT\$5 billion or more in 2029. Additionally, the FSC plans to periodically publish the scores of relevant indicators from the ESG Evaluation, as well as gender-based salary statistics of employees in large listed companies, to leverage a peer-driven effect among enterprises.
2. Part (a)
- (1) For the latest statistical data on the employment situation of women with disabilities, please refer to the "2024 Survey Report on the Employment Status of People with Disabilities" (URL: <https://statdb.mol.gov.tw/html/s4/svy13/1341menu.htm>). The survey covers the following areas: Labor Force (labor force participation rates, requirement rates for different employment service measures, etc.), Employment (occupations, industries, working hours, work income, etc.), Unemployment (reasons for unemployment, difficulties encountered, preferred job types, etc.), Not in Labor Force (reasons for not in labor force, reasons for not seeking employment, etc.) According to "2024 Survey Report on the Employment Status of People with Disabilities", the employment situation of women with disabilities is summarized as follows:
    - a. Labor Force Participation and Unemployment Status: In May 2024, the labor force participation rate for women with disabilities was 16.7%, an increase of 2 percentage points compared to 2019, but still lower than the 26.3% recorded for men. The unemployment rate for women was

7.5%, a decrease of 0.6 percentage points compared to 2019.

- b. Distribution of Industries and Occupations: Employed women were primarily concentrated in the manufacturing industry, wholesale and retail trade, and accommodation and food service activities, which collectively accounted for 47% of the total. In terms of occupations, elementary laborers (29.5%) and service and sales workers (23%) constituted the largest groups, while the proportion of those employed as clerical support workers also exceeded 20%.
  - c. Employment Types and Statuses: The proportion of women engaged in atypical employment (such as part-time or temporary work) was 27.4%, higher than the 25.4% recorded for men, with those in "part-time work" accounting for 22%. In terms of employment status, the majority were employees (82.4%), a proportion higher than that of men.
  - d. Working Hours and Income: The average regular weekly working hours for women were 35.7 hours (including 0.8 hours of overtime), which was lower than the 38.3 hours for men. In terms of wages, the average monthly income from the primary job for paid employed women was NT\$27,000, which was also lower than the NT\$33,000 recorded for men.
  - e. Service and Training Demands: The demand among women for government employment service measures accounted for 37.6%, higher than the 29.5% for men. Furthermore, 36.6% of women expressed a willingness to participate in vocational training, an inclination that was also significantly higher than that of men (24%).
- (2) The Ministry of Labor has promulgated the Administrative Guidance on Reasonable Accommodation in the Workplace for Persons with Disabilities, effective July 1, 2025. Relevant materials have been made publicly available on the Ministry of Labor's Dedicated Section on Reasonable Workplace Adjustments for Persons with Disabilities. The guidance is designed to help employers understand the concept of reasonable accommodation, their responsibility to respond to the needs of employees with disabilities, and provides practical case examples as well as information on available government resources and advisory support channels. It serves as a practical reference for businesses and institutions, including medical and healthcare facilities. According to the Survey Report on the Labor Conditions of Persons with Disabilities, which is updated every five years, the labor force participation rate of women with disabilities stood at 16.7% in 2024, an increase of 2 percentage points compared to 2019.
3. Part (b)
    - (1) The Ministry of Labor has established a "Transnational Workforce Policy Consultation and Advisory Committee" as an important platform to discuss foreign worker (including live-in foreign workers) related policies, with participation from representatives of labor, employers, academia and government. By incorporating experts, academics and representatives from civil society organizations, the committee embraces a wide range of

perspectives and encourages policy consultation.

(2) The ministry continues to promote various measures to protect the rights of live-in foreign workers, as detailed below:

a. Protection of labor rights: Airport service stations have been established to provide arrival and consultation services, while a one-stop orientation program for newly arrived live-in foreign workers is provided to enhance awareness of their rights in Taiwan; the 1955 Labor Consultation Hotline offers 24-hour bilingual consultation and complaint services; local government foreign worker service centers conduct routine inspections to identify illegal activities; foreign women and children consultation service centers have been set up in northern, central, and southern Taiwan to provide cross-regional services on issues related to childbirth and labor rights; the “Employer–Foreign Worker Transfer Service Center” has been established to enhance mechanisms matching public employment service employers and foreign workers; shelter services are provided for foreign workers involved in labor disputes or subject to physical harm, together with assistance in medical care, interpretation, and legal aid; digital learning courses are offered to improve Chinese language proficiency and foreign workers who suffer personal harm or serious illness and are deemed eligible can receive a maximum subsidy of NT\$100,000. These measures seek to support foreign workers in adapting to work and life in Taiwan.

b. Social support: Funding is provided to local governments to organize cultural activities and produce multilingual radio programs to help foreign workers adapt to life in Taiwan; a medical guidance system has been established to assist foreign workers access healthcare; support measures for live-in care workers facing major illness or injury have been published in the “Support Services for Live-in Care Workers with Serious Injuries and Illnesses”; with the integration of resources across related agencies and the publication and implementation of the “Guidelines on the Protection of the Rights of Foreign Women and Children.” These social support measures further protect the rights and well-being of foreign workers.

4. Part (c)

(1) To help young parents balance work and family responsibilities, the Executive Yuan approved the “Comprehensive Policy for Addressing the Low Birth Rate” in 2018. This plan integrates resources across various ministries and agencies to implement supporting measures such as childcare subsidies, expansion of public childcare services, establishment of a quasi-public mechanism, and family-friendly workplace policies, with the aim of creating a supportive environment where people are “willing to marry, willing to have children, and happy to raise them.”

(2) Regarding the implementation of educational and care measures for children aged 2 to before entering elementary school under the Declining Birth Rate

Plan, the details are as follows:

- a. In terms of expanding affordable early childhood education and care services, from 2017 to 2025, a cumulative total of 3,922 additional classes in public preschools and special classes for two-year-olds have been established. A quasi-public mechanism has also been implemented. For the 2025 academic year, a total of 2,096 private preschools have applied to join this system, providing approximately 520,000 affordable childcare service slots. As for the lack of affordable childcare services in remote areas, 314 affiliated preschools have been set up out of 341 elementary schools in aboriginal peoples' regions, with 11 non-profit kindergartens accessible for 1,109 children in remote and aboriginal peoples' regions. K-12 Education Administration, MOE has assisted the establishment of 15 community and tribal cooperative educare service centers until 2025. 375 children can be accepted into the centers from 2023 to 2026.
  - b. In terms of reducing parents' childcare burden, for children enrolled in affordable preschools, parents are required to pay no more than NT\$3,000 per month, with additional discounts for second or subsequent children. Children from low-income and lower-middle-income families are exempt from fees. For parents who care for their children at home or enroll them in general private preschools, a monthly childcare subsidy or a NT\$5,000 education subsidy for five-year-olds is provided, with additional amounts for second or subsequent children. As of March 2026, the enrollment rate for two-year-olds reached 64%, and for children aged 3 to before entering elementary school reached 93%, demonstrating that these policies have effectively reduced parental burdens and increased overall preschool enrollment rates.
  - c. In terms of improving service hours for early childhood education and care, public preschools have introduced extended care services during winter and summer breaks and lengthened weekday service hours, with an implementation rate exceeding 90%. Additionally, a pilot program for temporary care services has been launched in 60 public preschools.
- (3) To strengthen childcare capacity in remote indigenous areas, the Ministry of Health and Welfare established the " Pilot Program for Indigenous Childcare Under the Age of Two " in May 2025. Targeting indigenous regions with limited childcare resources, the program utilizes existing community mutual aid or tribal mutual aid childcare centers to extend services to infants and toddlers aged 0 to 2. The Ministry of Health and Welfare also provides subsidies for both startup costs (including interior design and renovation) and operating expenses.
- (4) To accommodate diverse working hours, childcare centers may offer full-day, half-day, extended-hour, and temporary childcare services. Workplace infant care centers may apply to provide night-time childcare sessions based on specific work requirements. As of the end of March 2026, a total of 49

workplace infant care centers have been established by enterprises and government agencies nationwide. These include 44 employee infant care centers (caring for 5 or more children) and 5 workplace nanny services (caring for up to 4 children). These measures effectively support families in balancing their careers and childcare responsibilities.

- (5) The Child Care Services Act, passed by the Legislative Yuan on 14 April 2026, stipulates the establishment of tribal-based, community-based, and workplace-based childcare institutions. The Ministry of Health and Welfare is actively preparing comprehensive childcare support measures and drafting the subordinate legislation authorized by the Act.
  - (6) Countries differ in their definitions of maternity leave. In some countries, “maternity leave” is used as an umbrella term that includes both leave for postpartum recovery and leave for the purpose of caring for young children. In Taiwan, under the Gender Equality in Employment Act, maternity-related leave in a broad sense is categorized into different types, including pregnancy-related medical leave, prenatal check-up leave, maternity leave, and unpaid parental leave. These provisions already provide substantial protection for women with childcare responsibilities.
  - (7) To assist enterprises in establishing a childcare-friendly workplace, the Ministry of Labor provides support in accordance with Article 23 of the Gender Equality in Employment Act, which mandates that employers with 100 or more employees shall provide breastfeeding (breast milk collection) rooms, childcare facilities, or suitable childcare measures. To further incentivize these efforts, the Ministry of Labor has—pursuant to Paragraph 3, Article 23 of the same Act—promulgated the " Regulations on Subsidy and Standards for Establishing Breastfeeding (Breast Milk Collection) Rooms, Childcare Facilities and Measures " and the "Ministry of Labor Guidelines for Subsidizing the Establishment of Breastfeeding (Breast Milk Collection) Rooms and Childcare Facilities and Measures." Through these initiatives, the Ministry of Labor subsidizes enterprises to set up childcare facilities or provide childcare measures to offer services based on employees' needs.
5. Part (d)
- (1) The “National Action Plan on Business and Human Rights” (NAP) serves as a platform through which relevant ministries and agencies jointly propose and implement action items related to business and human rights, while the Ministry of Economic Affairs (Department of Investment Promotion) is responsible for providing secretariat support. For example, in the draft second edition of the NAP, the Ministry of Labor proposed an action item on “promoting the Reference Guidelines for Enterprises on the Prevention of Forced Labor.” This action item is to be implemented under the lead of the Ministry of Labor, including coordination with and participation by relevant agencies.
  - (2) The MODA has explicitly incorporated gender equality policy advocacy into the application guidelines of various subsidy and grant programs, such as the

Digital Service Innovation Subsidy Program under the DIGITAL+ Digital Innovation Subsidy Platform. Enterprises applying for these subsidies are required to outline their specific plans for creating a Gender-Friendly Workplace Environment within their project proposals. These plans must encompass strategies for ensuring gender equality and supporting a family-friendly work environment within the company. These gender-responsive workplace plans are utilized as a key reference and evaluation criterion by the review committee during the selection process.

- (3) The Financial Supervisory Commission integrates specific gender targets into the governance practices of listed companies through the Corporate Governance Evaluation indicators:
  - a. Indicators related to female directors have been added since the second Corporate Governance Evaluation (2015), and a bonus-point item for either gender accounting for at least one-third of the board directors has been introduced since 2020. Through this evaluation mechanism, listed companies are encouraged and guided to value gender diversity in decision-making.
  - b. In 2021, the amendments to the Regulations Governing Information to be Published in Annual Reports of Public Companies were issued and promulgated. It requires companies to disclose in their annual reports their diversity policies for the board of directors—including gender composition—as well as specific management objectives and their implementation status, thereby promoting the sound development of the board composition structure in listed companies.
  - c. Under the Sustainable Development Action Plan for TWSE/TPEX Listed Companies released in March 2023, mandatory regulations regarding different genders among board directors were introduced. These include: starting from 2023, the board of directors of companies applying for initial public offering (IPO) listing must include at least one director of a different gender; starting from 2024, listed companies must appoint at least one director of a different gender upon the re-election of directors following the expiration of their terms; and starting from 2025, listed companies whose board of directors does not have either gender accounting for one-third of the total seats must explicitly disclose the reasons and the measures adopted in their annual reports. As of the end of 2025, the ratio of female directors in listed companies increased from 14.13% at the end of 2020 to 21.04%. The proportions of TWSE-listed, TPEX-listed, and Emerging Stock Market (ESM) companies whose board seats achieved the threshold of either gender reaching one-third of the total board seats increased from 9.92%, 11.83%, and 13.21% at the end of 2020 to 19.44%, 28.6%, and 24%, respectively. Furthermore, currently over 80% of listed companies have appointed at least one female director.
  - d. Other promotional measures: For instance, developing gender equality-

themed investments and launching gender equality indices to channel market funds into domestic enterprises with outstanding performance in gender equality.

點次	問題內容	
32	原文	<p><b>Health</b></p> <p>32. Taiwan maintains a Universal National Health Insurance system providing comprehensive coverage, including cervical cancer screening, breast cancer screening, prenatal care and reproductive healthcare. Please provide information on access to sexual and reproductive health services, including disparities affecting marginalized groups, and updated data on obstetric violence and child and teenage pregnancy. With regards to reproductive autonomy, the spousal consent requirement for abortion under the Genetic Health Act has not been abolished. Please indicate:</p> <p>(a) Whether any legislation has been enacted or is planned towards eliminating the spousal consent or parental consent requirement for abortion.</p> <p>(b) Whether the draft amendment to the Reproductive Health Act of 2022 is being carried out in coordination with the review procedures of the Executive Yuan, and how women, including women's organizations, are consulted in the development of health policies relating to reproductive rights.</p>
	中文參考翻譯	<p><b>健康</b></p> <p>32. 臺灣實施全民健康保險制度，提供全面的醫療保障，包括子宮頸癌篩檢、乳癌篩檢、產前護理和生殖健康照護。請提供有關獲得性與生殖健康服務的資訊，包括影響邊緣化群體的差異，以及有關產科暴力和兒少懷孕的最新資料。關於生育自主權，尚未廢除《優生保健法（生育保健法）》所定墮胎須經配偶同意之要求。請敘明：</p> <p>(a) 是否已頒布或計劃訂立任何法律，取消墮胎須經配偶或父母同意之要求；</p> <p>(b) 2022 年《優生保健法（生育保健法）》修訂草案是否與行政院的審查程序相互協調，以及在制定與生殖權利相關之健康政策時，如何徵詢婦女（包括婦女組織）的意見。</p>

權責機關：衛福部

中文回應：

- 一、我國針對不同族群(包括：青少年、家長、教學工作者、醫療專業人員等)製作多元性健康促進相關衛教資源，亦製作易讀版衛教素材提供心智障礙者使用，並建置「健康九九+」官方網站，將相關衛教資源公開提供各界運用，

我國 2024 年 15-19 歲青少年生育率為 3‰。

- 二、(a)及(b)的部分：我國已於《優生保健法》修正草案中刪除人工流產需配偶同意之規定，另亦增加未成年人決定人工流產之司法協助機制。我國在研擬相關法規或制定政策時，透過邀請婦女團體代表、辦理公聽會或法案修正預告等方式，諮詢相關利害人或蒐集各界意見，以做為政策調整或修正之依據。本案各界意見呈現高度分歧，婦女團體之主張應保障女性身體及生育自主權；部分宗教及家長團體則強調胎兒生命權與家庭價值，認為應夫妻共同決策並提供專業引導，將持續綜整各界意見，作為法案內容修正、政策溝通策略及立法推動時機之重要依據，俾於兼顧國民健康、社會接受度及政策可行性之前提下，穩健推動修法作業。

#### 英文回應：

1. Taiwan has developed diverse health education resources on sexual health promotion for different groups, including adolescents, parents, educators, and healthcare professionals. Easy-to-read materials have also been produced for individuals with intellectual disabilities. In addition, the official “Health 99+” website has been established to make these resources publicly accessible for use by all sectors. In 2024, the adolescent birth rate among girls aged 15–19 in Taiwan was 3‰(permille).
2. Part (a) & (b): In the draft amendment to the Reproductive Health Act, the requirement for spousal consent for induced abortions has been removed. Additionally, a judicial assistance mechanism has been introduced to support minors in making such decisions. The draft amendment is currently under review by the Executive Yuan. Moreover, when formulating relevant regulations or policies, we consult stakeholders and gather public opinions by inviting representatives from women’s organizations, holding public hearings, and issuing pre-announcements of legislative amendments, which serve as references for policy adjustments or revisions. Regarding the amendment to the Reproductive Health Act, opinions from various sectors remain highly divided. Women's rights groups advocate for the protection of women's bodily autonomy and reproductive freedom. Conversely, certain religious and parental organizations emphasize the fetus's right to life and family values, maintaining that decisions should be made jointly by couples and accompanied by professional guidance. The government will continue to synthesize perspectives from all sides to serve as a vital basis for bill revisions, policy communication strategies, and the timing of legislative promotion. This approach aims to steadily advance the legislative amendment process under the prerequisites of balancing national health, social acceptance, and policy feasibility.

點次	問題內容	
33	原文	<p>33. While National Health Insurance covers migrants employed through official channels, undocumented workers and those between contracts have no coverage. Please provide information on:</p> <p>(a) Healthcare provisions available to women with disabilities, women in the low-income bracket and migrant women workers without formal health insurance coverage, and measures in place to address language and cultural barriers to healthcare access for all marginalized groups of women.</p> <p>(b) Measures being taken towards the expansion of mental health coverage for survivors of gender-based violence, including sexual assault victims and women experiencing domestic violence, given that trauma informed, gender sensitive mental health care remains insufficiently resourced.</p> <p>(c) Targeted programmes to address the specific reproductive and maternal health needs of indigenous women in remote and mountainous communities, who face geographic barriers to maternal health, specialist care and reproductive health services.</p>
	中文參考翻譯	<p>33. 雖然全民健康保險涵蓋透過正式管道僱用的移民，但無證工作者和離職待業者不享有健保。請提供以下資訊：</p> <p>(a)為身心障礙婦女、低收入婦女和沒有正式健保的移工婦女提供的醫療保健服務，以及為消除所有邊緣化婦女群體在獲得醫療保健方面存在的語言和文化障礙所採取之措施；</p> <p>(b)鑑於創傷知情、具性別敏感度的心理健康保健資源仍然不足，為擴大對性別暴力倖存者（包括性侵害受害者和遭受家庭暴力的婦女）心理健康涵蓋範圍所採取之措施；</p> <p>(c)針對偏遠山區原住民族婦女特殊生殖和孕產婦健康需求之具針對性的方案，這些婦女在獲得孕產婦保健、專科照護和生殖健康服務方面面臨地理障礙。</p>

權責機關：衛福部、勞動部(a)、原民會(c)

中文回應：

一、(a)的部分

- (一) 為鼓勵醫療機構改善身心障礙婦女就醫環境，衛福部於 2021 年及 2023 年辦理「醫療機構設置無障礙就醫環境獎勵計畫」，邀集相關領域專家及身心障礙團體、老人福利團體代表等，協助規劃計畫相關工作，以獎勵醫療

機構設置友善通路與廁所、無障礙設施設備（含適用身心障礙婦女之移位機、無障礙檢查臺、產臺、X光機或其他就醫流程中必要之儀器設備），與多元輔助溝通工具等事項。2 年計獎勵 1,789 家診所及 41 家醫院，並公布於衛福部友善就醫資訊網，提供民眾就醫參考。

(二) 為協助移工就醫，勞動部已於 LINE@移點通建置「友善移工就醫地圖服務」，移工可透過該服務查詢醫療機構、看診及領藥程序等，並透過線上翻譯提供就醫通譯服務，如就醫時遇有問題需線上通譯，或移工在治療期間有進一步支援需求，亦可透過 LINE@移點通轉真人服務或可直接撥打 1955 專線進行真人同步翻譯，以提升就醫效率與溝通品質。

(三) 另衛福部輔導所屬醫院設置多語志工，並編製越、泰、印尼等語言之衛教素材與就醫手冊，強化外籍人士就醫便利性。移民署已建置「通譯人員資料庫」(idb.immigration.gov.tw)，涵蓋社政、衛生醫療、警政及勞政等領域，需求單位可依需求搜尋合適通譯人員，醫院遇無相對語言志工時，可透過此平台即時媒合通譯資源，提升就醫溝通品質與安全。

(四) 多國語言就醫溝通素材：衛福部已完成越南語與印尼語醫療詞彙，並於 2025 年 4 月上架國家教育院「樂詞網」。另衛福部於 2025 年度配合新版「孕媽咪健康手冊」及「孕媽咪衛教手冊」，更新出版多國語孕媽咪健康/衛教手冊(英、印、越、泰、柬文)，提供生育保健通譯人員使用。

二、(b)的部分：為支持早年遭受性暴力被害人復原需求，並引導、結合更多民間團體投入性創傷復原服務行列，衛福部自 2017 年推動建置性創傷復原中心，至 2026 年計成立 15 家性創傷復原中心。透過公私部門合作，持續深化性創傷復原專業模式與多元化服務，提升服務品質與量能。有關非法移工遭受家庭暴力之心理照護資源，依《家庭暴力防治法》第 8 條規定，直轄市、縣(市)政府得依被害人需求，提供或轉介被害人身心治療、諮商、社會與心理評估及處置，並得依同法第 58 條補助非屬全民健康保險給付範圍之醫療費用及身心治療、諮商與輔導費用。

三、(c)的部分

(一) 我國「周產期高風險孕產婦追蹤關懷計畫」針對具健康、社會風險因子以及現居於山地原鄉之孕產婦，主動詢問並經其同意後收案，提供孕期至產後 6 週相關衛教諮詢、關懷追蹤及資源轉介等服務，以促使其規律產檢，增進孕產健康知能。

(二) 為促進原住民族地區母嬰健康，並減輕原住民婦女產檢之交通上經濟障礙，提升產檢利用率，自 2019 年 10 月起補助原住民族地區之原住民孕產婦產前檢查及生產交通費，並於 2025 年擴大補助對象至山地原住民族地區非

原住民籍孕產婦，依居住地至醫療機構之距離補助交通費用，2025 年共計補助服務 4,508 人次。

- (三) 原民會配合主管機關衛生福利部及地方政府推動原鄉婦幼健康政策，透過原住民族文化健康站、原住民族家庭服務中心及部落健康促進活動，共同協助辦理孕產婦健康、生育保健及婦女健康等衛教宣導與健康促進工作，提升偏遠及山區部落原住民婦女健康識能與服務可近性。

**英文回應：**

1. Part (a)

- (1) Enhancing Accessible Healthcare Environments for Women with Disabilities: To encourage medical institutions to improve healthcare environments for women with disabilities, the Ministry of Health and Welfare (MOHW) implemented the "Incentive Program for Establishing Accessible Healthcare Environments in Medical Institutions" in 2021 and 2023. Experts from relevant fields, along with representatives from disability and senior welfare organizations, were invited to assist in planning the program's initiatives. These incentives support the installation of barrier-free pathways and restrooms, accessible facilities and equipment (including patient lifts suitable for women with disabilities, accessible examination tables, delivery beds, X-ray machines, and other essential diagnostic tools), and diverse augmentative and alternative communication (AAC) tools. Over these two years, a total of 1,789 clinics and 41 hospitals received incentives. This information has been published on the MOHW Friendly Healthcare Information Website as a reference for the public.
- (2) To assist foreign workers access medical care, the Ministry of Labor has introduced a "Foreign worker-friendly medical treatment map" on 1955 E-LINE. Using this service, workers can search for medical facilities, better understand consultation and medication procedures, and use online translation tools during medical visits. If issues arise during treatment requiring interpretation, or foreign workers need additional support when being treated they can use 1955 E-LINE for real-time services or directly call the 1955 Hotline for simultaneous interpretation, thereby improving healthcare related efficiency and communication.
- (3) Ministry of Health and Welfare affiliated hospitals have multilingual volunteers and provide health education materials and medical guidance in Vietnamese, Thai, Indonesian, and other languages to enhance accessibility for foreign workers. The National Immigration Agency has also established an "Interpreter Database" ([idb.immigration.gov.tw](http://idb.immigration.gov.tw)), covering social services, healthcare, policing, and labor administration. Related institutions can search for suitable interpreters based on their needs, and when hospitals lack volunteers for a specific language, they can use this platform for real-time

interpretation resources matching, thereby improving communication quality and patient safety.

- (4) **Multilingual Healthcare Communication Materials:** The MOHW has completed a compilation of medical terminology in Vietnamese and Indonesian, which was uploaded to the National Academy for Educational Research's "Terms Online" system in April 2025. In 2025, in conjunction with the updated "Maternal Health Booklet" and "Maternal Health Education Manual," the MOHW published updated multilingual versions (English, Indonesian, Vietnamese, Thai, and Cambodian) for use by reproductive health interpreters.
2. **Part (b):** To support the recovery needs of victims who experienced sexual violence in their early years, and to encourage more civil society organizations to participate in providing sexual trauma recovery services, the Ministry of Health and Welfare has been promoting the establishment of Sexual Trauma Recovery Centers since 2017. As of 2026, a total of 15 centers has been established. Through public-private partnerships, we continue to refine professional recovery models and diversify service offerings, thereby enhancing both the quality and capacity of our services. With regard to psychological care resources for undocumented migrant workers who experience domestic violence, Article 8 of the Domestic Violence Prevention Act provides that municipal and county (city) governments may, based on the needs of the victim, provide or arrange referrals for physical and mental health treatment, counseling, as well as social and psychological assessment and intervention. Furthermore, pursuant to Article 58 of the same Act, subsidies may be granted for medical expenses not covered by the National Health Insurance, as well as for costs related to psychological treatment, counseling, and guidance services.
3. **Part (c)**
  - (1) Taiwan's "Perinatal High-Risk Pregnancy Care Program" targets pregnant and postpartum women with health or social risk factors, as well as those residing in mountainous or indigenous areas. With active outreach and their informed consent, eligible women are enrolled in the program. From pregnancy through six weeks postpartum, the program provides health education consultations, continuous follow-up care, and resource referrals. The goal is to promote regular prenatal checkups and enhance knowledge of maternal and perinatal health.
  - (2) To promote maternal and infant health in Indigenous communities, reduce transportation-related financial barriers to prenatal care for Indigenous women, and increase the utilization of prenatal services, a transportation subsidy for prenatal checkups and childbirth has been provided since October 2019 to pregnant Indigenous women residing in Indigenous areas. In 2025, eligibility was expanded to include non-Indigenous pregnant women living in mountainous Indigenous regions. Transportation costs are subsidized based on the distance between the place of residence and the medical facility. A total of 4,508 service instances were subsidized in 2025.

- (3) The CIP cooperates with the Ministry of Health and Welfare, and local governments to promote women and child health policies in indigenous communities. Through Indigenous Culture and Health Stations and Indigenous Family Service Centers, the CIP conduct health education and promotion activities related to maternal health, reproductive healthcare, and women's health. This elevates health literacy and improves the accessibility of services for indigenous women in remote and mountainous indigenous communities.

點次	問題內容
34	<p data-bbox="453 371 852 405"><b>Economic and social benefits</b></p> <p data-bbox="453 416 1372 734">34. The Government reports that several guidelines for establishing gender-inclusive facilities, including restrooms, were adopted during the period 2022–2025. However, alternative sources indicate uneven quality in implementation, a lack of uniform legal standards and instances of non-compliance. Please explain how the Government is following up and assessing the implementation of these standards, and why many groups, including LGBTQI respondents, report that they are unable to use non-discriminatory facilities at work and on campus.</p> <p data-bbox="453 745 1372 943">Older women, particularly those who spent significant portions of their working lives outside the formal economy due to care responsibilities, face pension poverty. Labour insurance pension calculations disadvantage women who took extended career breaks, and the National Pension basic benefit is insufficient as a sole income source.</p> <p data-bbox="453 954 1372 1317">Migrant women workers are reportedly excluded from labour insurance and National Pension schemes, meaning that after years of contribution to Taiwan’s care economy, they retire with no Taiwanese social security entitlements, reinforcing their economic precariousness. Women entrepreneurs, particularly those in indigenous and rural communities, face barriers to business finance including collateral requirements that disadvantage women with limited property ownership history and limited access to formal business networks. Please provide information on:</p> <p data-bbox="453 1328 1372 1480">(a) What social security entitlements, if any, that migrant women workers accumulate during their period of employment in Taiwan, and if there are any bilateral portability agreements in place with sending countries?</p> <p data-bbox="453 1491 1372 1644">(b) What social protection coverage is available to women in the informal economy, including agricultural workers and gig (freelance) economy workers indicating if there are plans to extend pension and healthcare coverage to these groups?</p> <p data-bbox="453 1655 1372 1767">(c) What actions the government has taken to recognise, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?</p> <p data-bbox="453 1778 1372 1975">(d) Available data regarding women’s access to capital, credit guarantees, loans and other economic opportunities including affirmative procurement and investment opportunities to bridge economic gaps and reduce feminized poverty especially in the Digital era.</p> <p data-bbox="453 1986 1372 2022">(e) Steps taken by government to monitor the impacts of current trade</p>

	<p>agreements with regards to enhancing women's economic empowerment and gender equality?</p> <p>(f) Measures in place or in the pipeline to conduct gender and intersectional impact assessments of the government's taxation regime?</p>
<p>中文 參考 翻譯</p>	<p><b>經濟與社會福利</b></p> <p>34.政府報告稱，在 2022 年至 2025 年期間，已通過多項關於建立性別包容設施（包括廁所）的指導方針。然而，其他來源顯示，執行品質參差不齊，缺乏統一的法律標準，並且存在不符合規定的情況。請說明政府如何追蹤和評估這些標準的實施情況，以及為什麼包括 LGBTQI 受訪者在內的許多群體反映，他們在工作場所和校園內無法使用非歧視性設施。</p> <p>高齡婦女，尤其是因為照顧家庭的責任而很長一段時間從事非正式經濟工作的女性，面臨退休金貧窮的問題。勞工退休金的計算方式對長期中斷職業生涯的女性不利，且國民年金的基本福利不足以作為唯一的收入來源。</p> <p>根據報告，移工婦女遭排除在勞工保險和國民年金計畫之外，亦即她們在為臺灣的照顧經濟做出多年貢獻後，退休時卻無法享有臺灣的社會保障權益，加劇了她們的經濟不穩定。女性創業者，尤其是原住民族和農村社區的女性創業者，在獲得商業融資方面面臨諸多障礙，包括抵押品要求，導致財產所有權歷史有限且難以接觸正式商業網絡的女性處於不利處境。請提供以下資訊：</p> <p>(a)移工在臺灣工作期間可以累積哪些社會保障權益（如有），以及臺灣與原籍國之間就福利之可攜性是否有任何雙邊協議？</p> <p>(b) 農工和零工（自由業）經濟工作者等從事非正式經濟勞動的婦女，可以獲得哪些社會保障，以及是否計劃將退休金和醫療保健涵蓋範圍擴大至這些群體？</p> <p>(c)政府採取了哪些措施來承認、減少及/或重新分配無償照顧和家事勞動，並促進工作與家庭的平衡？</p> <p>(d)關於婦女獲得資本、信用擔保、貸款和其他經濟機會（包括肯定採購和投資機會）之現況的可用資料，這類機會特別因應數位時代消弭經濟差距，減少女性貧窮。</p> <p>(e)政府採取了哪些措施來監督現有貿易協定對增強婦女經濟賦權和促進性別平等的影響？</p> <p>(f)政府稅收制度是否已採取或正在制定措施進行性別和交織性影</p>

		響評估？
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權責機關：教育部、環境部、衛福部(a、b、c)、勞動部(a、b、c、d)、農業部(b)、經濟部(d、e)、工程會(d)、金管會(d)、行政院經貿談判辦公室(e)、財政部(f)

**中文回應：**

一、性別友善空間為落實性別平等教育之基礎。教育部已發布宿舍及廁所相關原則、指引與參考手冊，提供大專校院建置依循；並自 2024 年起每年辦理研討會，提升學校人員專業知能，促進安全、尊重及多元性別包容之校園環境。同時，透過補助要點及審查與評核機制，將性別友善空間納入經費補助與績效指標，鼓勵學校建置性別友善宿舍及每棟建物設置至少一處性別友善廁所，以強化整體推動成效。

二、環境部環境管理署已於 2026 年 4 月 22 日訂定「性別友善廁所友善度查核輔導提升計畫」，透過地方政府執行全國性別友善廁所友善度查核輔導作業，提高現有性別友善公廁之友善度以符合內政部國土管理署訂定「性別友善廁所設計指引」之規範，進而達成建構真正共融、友善公共空間之目標。

三、(a)的部分

(一) 全民健康保險部分：依《全民健康保險法》(下稱健保法)第 1 條規定，本保險為強制性之社會保險，於保險對象在保險有效期間，發生疾病、傷害、生育事故時，依本法規定給與保險給付。另同法第 9 條規定，在臺灣地區領有居留證明文件者，除有一定雇主之受僱者自受僱之日起、在臺灣地區出生之新生嬰兒自出生之日起應參加健保為保險對象外，其餘應自在臺居留滿 6 個月之日起參加健保。女性移工在臺灣受僱期間即應依前開規定參加健保，並獲得健保之醫療保障。

(二) 國民年金部分：按《國民年金法》(下稱國保)係屬強制納保之社會保險制度，旨為確保我國國民之老年基本經濟安全。依《國民年金法》第 7 條納保規定，年滿 25 歲至未滿 65 歲，在國內設有戶籍，且未參加其他職域性社會保險之國民，始應參加本保險為被保險人。女性移工來台工作係以參加勞保為主，依規定並無法參加本保險。

(三) 勞工保險為強制性社會保險，實際從事勞動工作並獲致報酬之勞工，依規定加保，且加保規定一體適用本國籍及外國籍勞工，爰依《就業服務法》或其他法規，經中央主管機關或目的事業主管機關核准在台從事工作之外國籍勞工，其雇主應依規定為其辦理參加勞工保險累計保險年資。凡依規定加保並繳納保險費者，於發生保險事故時，得依規定請領生育、傷病、失能、老年或死亡給付。又我國現行並無與其他國家簽訂雙邊年金可攜性協議；外國籍勞工離境後，如符合保險給付條件，仍得請領保險給付。

#### 四、(b)的部分

(一) 全民健康保險部分：提供其醫療保障。依健保法第 1 條規定，本保險為強制性之社會保險，於保險對象在保險有效期間，發生疾病、傷害、生育事故時，依本法規定給與保險給付。

(二) 退休年金與老年經濟安全：

1. 國民年金部分：依《國民年金法》第 7 條納保規定，年滿 25 歲至未滿 65 歲，在國內設有戶籍，且未參加其他職域性社會保險之國民，則應參加國民年金保險為被保險人。
2. 勞工保險：依《勞工保險條例》規定，受僱於僱用勞工 5 人以上公司、行號或農場等單位之勞工，應以其雇主為投保單位參加勞工保險；受僱於未滿 5 人單位者，得準用本條例之規定由雇主辦理加保。又勞工如屬無一定雇主或自營作業而參加職業工會者，應由所屬工會辦理加保。爰勞保制度對於不同工作型態之勞工，已提供不同加保管道，勞工得依其勞動關係，參加勞工保險並獲給付權益保障(包含老年年金、失能年金及遺屬年金給付)。
3. 農民健康保險：我國社會保險採職業分立，公教人員參加公教人員保險，軍人參加軍人保險，勞工參加勞工保險，農民參加農民健康保險(下稱農保)，其餘則參加國保。所以非正式經濟中的女性，若為自力耕作農民，可申請參加農保。社會保險有法定退休年齡限制，但農保並無退休年齡限制。因此，高齡從農者仍可參加農保，截至 2026 年 2 月底，65 歲以上農保人數為 526,407 人，其中女性人數為 294,133 人，占 55.9%。至於我國境內工作之農業勞工，無論本、外國籍均適用本國勞動法令，無排除、亦無性別之差別。對於年滿 65 歲且符合請領資格之農民，每人每月發放 8,110 元老年農民福利津貼，2025 年底領取津貼之女性占 60.0%。

(三) 有關職業災害保險部分，依《勞工職業災害保險及保護法》規定，凡受僱於登記有案事業單位之勞工，均屬強制納保對象；參加職業工會之自營作業業者，應由所屬工會辦理加保；至於受僱於自然人雇主之勞工，或未加入職業工會之自營作業業者，則可透過保險人網站等簡便管道辦理加保。爰處於非正式經濟中的女性工作者(包括農業勞工與零工/自由職業者)，均能按其勞動關係依規定參加職業災害保險，獲得工作安全保障。

#### 五、(c)的部分

(一) 有關重新分配無給職照顧與家事勞動，並促進工作與家庭的平衡一節，勞動部自 2026 年 1 月 1 日起實施育嬰留停照顧彈性化新制，受僱者得「以

日申請育嬰留停」。查 2025 年男性整體申請育嬰留職停薪比率為 27.8%，2026 年 3 月單月提升至 49.6%，接近一半申請者為男性，顯示彈性化政策正有效鼓勵男性投入家庭育兒。

- (二) 衛福部透過宣導倡議與照顧支持服務雙軌推動，除每年結合母親節等活動倡議家庭成員共同分擔家務與照顧責任外，並提供托育、育兒支持、家庭照顧及喘息服務等措施，以減輕家庭無給照顧負擔，促進工作與家庭平衡。

#### 六、(d)的部分

- (一) 2025 年關於公司登記及商業登記之企業，其得標之全部件數 165,534 件，其中，女性企業得標件數 47,654 件(約占全部件數之 28.79%)。各類女性企業承包政府採購之件數變動情形：女性企業承包件數比率，2025 年較 2024 年增加 0.10%。
- (二) 金管會自 2013 年起將女性中小企業主之放款核貸績效結果，做為審核金融機構申請增設國內分支機構之評核項目，以鼓勵金融機構承做女性中小企業主之放款業務，並持續督請銀行於辦理融資審核時，留意女性應與男性有平等取得資金的機會。銀行對女性中小企業主放款餘額，2025 年底共約 2.4 兆元，較 2024 年底增加約 1,443 億元，成長 6.39%。另督導櫃買中心建置創櫃板，提供女性創業者一個友善的創業管道，不僅提供免費輔導功能，協助解決女性創業時可能面對資金取得、建立管理模式等困難，亦可透過創櫃板免除一般公開發行程序，以股權方式公開辦理籌資，獲得公司營運所需資金。2025 年創櫃板女性負責人公司家數比率為 22.46%。
- (三) 為協助婦女減輕創業資金取得之壓力，透過辦理「微型創業鳳凰貸款」，提供貸款額度最高 200 萬元、低利率、免保證人、免擔保品及 2 至 3 年免利息措施，2022 年至 2025 年期間核准婦女申請貸款計 1,601 案。
- (四) 經濟部中小企業貸款方案係以『性別平等』及『機會均等』為原則，針對全體中小企業主提供公平、開放的融資協助。經統計獲貸女性比例約占三成，與 2025 年「中小企業白皮書」女性企業主占比約 3 成 7 之比例相近，顯示女性企業同等地受到政府優惠措施的支援。
- (五) 「女性創業飛雁計畫」：針對歷屆女性創業菁英獎得獎企業、歷屆加速器入選企業，以深度輔導形式，藉由顧問輔導、活動、商機拓展交流、媒合海外代理商及通路、引薦投資社團或創投代表等方式，協助企業獲得投增資、政府補助等，並鏈結海外資源、拓展海外市場。自 2012 年起每年深度輔導至少 30 家企業，累計促成投增資逾新臺幣 20 億元。

#### 七、(e)的部分

- (一) 行政院經貿談判辦公室 (OTN) 依據行政院性別平等委員會國際及公共參

與組會議決議，皆定期提報有關經貿談判增進婦女經濟賦權與性別平等的考量，未來將持續於該會議中提報相關執行情形。

(二) 我國對外談判及洽簽 FTA/ECA 之相關作業，包含洽簽前後進行影響評估，以及談判中研議是否納入相關條文等事項，均由行政院經貿談判辦公室（OTN）統籌規劃辦理。協定生效後，相關承諾由各主管部會負責執行，有關經濟部（國際貿易署）負責執行部分，將會在執行過程中確保各項措施不致對婦女權益產生不利影響，並致力於促進女性參與國際經貿活動，協助女性業者參與國內外展會活動及各類人才培訓課程，以拓展市場，強化婦女經濟賦權。

八、(f)的部分：財政部就現行稅法制定或修正，依「行政院所屬各機關主管法案報院審查應注意事項」規範，於法律案陳報行政院審議前，均進行性別影響評估，填具性別影響評估檢視表。現行性別影響評估作業重點包含運用性別統計及性別分析，於政策規劃評估過程中就可能之性別不平等現象進行評析，並納入外部性別平等專家學者程序參與，俾評估稅法實施結果可能之性別影響。

#### 英文回應：

1. The establishment of gender-friendly spaces is fundamental to advancing gender equity education. The Ministry of Education has issued relevant principles, guidelines, and reference manuals for dormitories and restrooms (2022–2026) to guide higher education institutions. Since 2024, annual symposiums have been held to strengthen institutional capacity and promote safe, respectful, and inclusive campus environments. In addition, gender-friendly space requirements have been incorporated into funding schemes and evaluation mechanisms, encouraging universities to develop gender-friendly dormitories and to provide at least one gender-friendly restroom in each building, thereby enhancing overall implementation effectiveness.
2. On April 22, 2026, the Environmental Management Administration (EMA) of the Ministry of Environment established the All-Gender Restroom Friendliness Inspection, Guidance, and Improvement Plan. Through the execution of nationwide inspections and guidance by local governments, the plan seeks to enhance the quality of existing all-gender restrooms to ensure they comply with the All-Gender Restroom Design Guidelines set by the National Land Management Agency, Ministry of the Interior. The ultimate goal is to achieve the construction of truly inclusive and friendly public spaces.
3. Part (a)
  - (1) National Health Insurance (NHI): Pursuant to Article 1 of the NHI Act, the NHI is a compulsory social insurance program under which insurance benefits are provided, in accordance with the Act, in the event of illness,

injury, or maternity occurring during the coverage period. Furthermore, Article 9 of the same Act stipulates that persons holding an Alien Resident Certificate (ARC) in Taiwan shall enroll in the NHI as insured persons. Except for employed persons with a specific employer, who shall enroll from the date of employment, and newborns born in Taiwan, who shall enroll from the date of birth, all others are required to enroll after having resided in Taiwan for at least six months. Accordingly, migrant women workers are required to enroll in the NHI during their period of employment in Taiwan in accordance with the aforementioned provisions, thereby obtaining NHI medical coverage.

(2) National Pension Insurance : This Act is stipulated to ensure the basic economic safety for citizens not being able to be adequately covered by related social insurances when they become old. Furthermore, Article 7 of citizens aged 25 to under 65 with their household registration in ROC except for those who shall participate or have already participated in other related social insurances, take part in the Insurance and become insured persons. The main issue in this case is workplace protection for female migrant workers. They come to Taiwan to work primarily through labor insurance and are therefore ineligible to participate in the National Pension Insurance according to regulations.

(3) Labor Insurance is a compulsory social insurance program. Workers who are actually engaged in labor and receive remuneration shall enroll in Labor Insurance in accordance with the regulations, and such enrollment requirements apply equally to both national and foreign workers. Accordingly, Labor Insurance also applies to foreign workers who are authorized to work in Taiwan. And their employers should handle the enrollment for Labor Insurance to accumulate insurance coverage years in accordance with regulations. Any person who is enrolled in accordance with the relevant regulations shall be entitled to insurance benefits including maternity, injury or sickness, disability, old-age, and death benefits. At present, Taiwan has not entered into any bilateral portability agreement with other countries. Nevertheless, after departing Taiwan, foreign workers who meet the eligibility requirements for insurance benefits, can still claim those benefits.

#### 4. Part (b)

(1) National Health Insurance (NHI): Healthcare coverage is already provided by NHI. According to Article 1 of the NHI Act, this insurance is compulsory social insurance. When beneficiaries experience illness, injury, or maternity during the insurance period, insurance benefits shall be provided in accordance with the provisions of this Act.

(2) Pension and Old-age Economic Security:

a. National Pension Insurance: Pursuant to Article 7 of the National Pension Act, citizens aged 25 to under 65 with their household registered in ROC, except for those who shall participate or have already

participated in other related social insurances, take part in the Insurance and become insured persons.

- b. Labor Insurance: According to the Labor Insurance Act, workers employed by companies, business entities, farms, or other units with more than 5 employees shall participate in Labor Insurance. Workers employed in enterprises which have fewer than 5 employees, may participate in the labor insurance scheme. In addition, members of an occupational union who have no definite employer or who are self-employed shall be enrolled through the occupational union they belong. Accordingly, the Labor Insurance scheme provides different enrollment ways for workers with different types of employment relationships. Workers may participate in Labor Insurance in accordance with their employment status and thereby obtain entitlement to benefit protection (including old-age pension, disability pension and survivors' pension).
  - c. Farmers' Health Insurance (FHI): Taiwan's social insurance system is organized by occupation. Public servants and teachers participate in Government Employee and Teacher Insurance, military personnel in National Pension Insurance. Social insurance programs generally have a statutory retirement age limit, but Farmer Health Insurance does not impose any retirement age restriction. Therefore, elderly individuals engaged in farming may still participate in the program. As of the end of February in 2026, there were 526,407 individuals aged 65 and above insured under the Farmers' Health Insurance, of whom 294,133 were women, accounting for 55.9%. As for agricultural workers employed within our country, regardless of whether they are nationals or foreign nationals, they are all subject to the same domestic labor laws, with no exclusions and no discrimination based on gender. A welfare allowance for elderly farmers of NT\$8,110 per person per month is issued to farmers aged 65 and above who meet the eligibility criteria. By the end of 2025, female recipients accounted for 60.0% of the total.
- (3) Concerning occupational accident insurance, under the Labor Occupational Accident Insurance and Protection Act, insurance is mandatory for all employees of registered business entities. Self-employed workers who are members of professional unions shall be enrolled through their respective unions. As for workers employed by individual employers (natural persons) or self-employed workers who have not joined a union, they may enroll via simplified channels, such as the Bureau of Labor Insurance website. This ensures that female workers in the informal economy, such as agricultural workers and gig (freelance) economy workers, can be covered by occupational accident insurance based on their work status, thereby securing their occupational safety and protection.
5. Part (c)
- (1) With regard to the redistribution of unpaid caregiving and household labor, and the promotion of work–family balance, the Ministry implemented a new,

more flexible system for unpaid parental leave starting January 1, 2026. Under this system, employees are able to apply for parental leave without pay with greater flexibility. Statistics show that in 2025, the overall proportion of male applicants for unpaid parental leave was 27.8%. Following the implementation of the new policy allowing parental leave to be taken on a daily basis in 2026, the proportion rose to 49.6% in March 2026 alone, with nearly half of all applicants being men. This demonstrates that the flexible policy is effectively encouraging greater male participation in family childcare.

- (2) The Ministry of Health and Welfare of adopts a dual approach of public advocacy and care support services to address unpaid care and domestic work. In addition to organizing awareness-raising campaigns in conjunction with Mother's Day and other related activities each year to promote shared household and caregiving responsibilities among family members, the Government provides childcare, parenting support, family caregiving, and respite care services to reduce the burden of unpaid care work and promote work - family balance.

6. Part (d):

- (1) Regarding companies registered for business or corporations in 2025, a total of 165,534 bids were awarded. Of which, 47,654 bids were awarded to female-owned enterprises (approximately 28.79% of all bids). Changes in the number of government procurement contracts by various types of female-Owned enterprises: The proportion of contracts undertaken by female-owned enterprises increased by 0.10% in 2025 compared to 2024.
- (2) Since 2013, the Financial Supervisory Commission has incorporated banks' performance in approving loans to women SME owners as an assessment item in reviewing applications by financial institutions to establish additional domestic branches, with the aim of encouraging banks to extend credit to women SME owners. The FSC has also continued to urge banks to ensure that women have equal access to financing opportunities as men during the loan review process. As of the end of 2025, the outstanding balance of loans to women SME owners reached approximately NT\$2.4 trillion, representing an increase of about NT\$144.3 billion, or 6.39%, compared to the end of 2024. In addition, the FSC has supervised the Taipei Exchange in establishing the Go Incubation Board for Startup and Acceleration Firms (GISA), providing a friendly startup channel for female entrepreneurs. The platform not only offers free counseling services to assist in addressing challenges such as access to funding and the establishment of management structures, but also enables companies to raise capital through equity financing without undergoing the standard public issuance procedures, thereby securing the funds necessary for business operations. In 2025, companies on the GISA platform with female persons-in-charge accounted for 22.46% of the total.
- (3) To assist women in alleviating the financial pressure of obtaining startup

capital, the Phoenix Micro Business Start-up Loan program offers several supportive measures. Key features of this initiative include a maximum loan amount of NT\$2 million with low interest rates, no guarantor or collateral required, and an interest-free period for the first 2 to 3 years. Between 2022 and 2025, a total of 1,601 loan applications from women have been approved under this program.

- (4) The SME loan programs administered by the Ministry of Economic Affairs are based on the principles of “gender equality” and “equal opportunity,” and provide fair and open financing assistance to all small and medium-sized enterprise owners. According to statistics, the proportion of female borrowers is approximately 30%, which is close to the roughly 37% share of female business owners reported in the 2025 "SME White Paper." This demonstrates that female enterprises receive equal support from the government's preferential measures.
- (5) For Award winner in Women Entrepreneurship Award and Female Entrepreneur graduated from Women Entrepreneurship Accelerator Program from previous cohorts, the program provides Strategic In-depth Counseling to ensure long-term business scaling and sustainability. Through specialized consulting and business development networking, the initiative facilitates matchmaking with overseas agents and distribution channels. By bridging the gap to venture capital, additional funding, and government subsidies, the program effectively leverages global resources to promote the internationalization of women-led enterprises, fulfilling the state's commitment to advancing women's economic empowerment. Since 2012, the program has provided in-depth counseling to at least 30 enterprises annually. To date, this initiative has facilitated over NT\$2 billion in total investment.

7. Part (e)

- (1) In accordance with the guidance of the International and Public Participation Group under the Gender Equality Committee of the Executive Yuan, Office of Trade Negotiations has regularly reported on the incorporation of women's economic empowerment and gender equality considerations into trade negotiations, and will continue to report on relevant implementation progress through this mechanism in the future.
- (2) Taiwan's negotiations and conclusion of FTAs/ECAs, including pre- and post-negotiation impact assessments and decisions on whether to include relevant provisions, are coordinated by the Office of Trade Negotiations (OTN) under the Executive Yuan. Once such agreements enter into force, the related commitments are implemented by the respective competent authorities. For matters under the jurisdiction of the Ministry of Economic Affairs (through its International Trade Administration), we will ensure that related measures do not adversely affect women's rights and interests, while also promoting women's participation in international trade by supporting women entrepreneurs in participating in domestic and international exhibitions and various talent training programs. These efforts aim to expand

market opportunities and enhancing women's economic empowerment.

8. Part (f): In formulating or amending tax laws, the Ministry of Finance (MOF) follows the Notices of Bills Submission Review for the Competent Authorities of the Executive Yuan. Accordingly, the MOF conducts gender impact assessment (GIA) and completes GIA checklist before submitting bills to the Executive Yuan for review. The current GIA framework focuses on using gender statistics and gender analysis, analyzing possible phenomenon of gender inequality during the process of policy planning and evaluation, and engaging external experts/scholars in gender equality with procedure participation. These actions fully assess the potential gender-related impacts resulting from the implementation of tax laws.

點次	問題內容	
35	原文	<p><b>Rural women and indigenous women</b></p> <p>35. Taiwan's Indigenous Peoples Basic Law (2005) establishes foundational rights for indigenous peoples, including land rights, cultural rights and the right to self-governance. Please provide information on:</p> <p>(a) Specific intersectional gender equality measures adopted for indigenous women within the Indigenous Peoples Basic Law framework and related policies, and how indigenous women's organizations are engaged in the design and monitoring of such measures.</p> <p>(b) Access to healthcare, educational and social welfare programmes for rural women, including elderly women and women with disabilities in indigenous communities.</p> <p>(c) Gender disaggregated data on poverty rates, educational attainment, gender-based violence prevalence, employment and healthcare access specifically for indigenous women, disaggregated by indigenous group and geographic region.</p>
	中文參考翻譯	<p><b>農村婦女與原住民族婦女</b></p> <p>35. 臺灣《原住民族基本法》(2005 年) 確立了原住民的基本權利，包括土地權、文化權和自治權。請提供以下資訊：</p> <p>(a)在《原住民族基本法》框架及相關政策中，針對原住民族婦女採取之具體交織性性別平等措施，以及原住民族婦女組織如何參與此類措施的設計和監督；</p> <p>(b)為農村婦女（包括原住民族社區的高齡婦女和身心障礙婦女）提供的醫療保健、教育和社會福利計畫；</p> <p>(c)按性別分類之貧窮率、教育程度、性別暴力盛行率、就業和醫療保健享有情況資料，尤其是針對原住民族婦女的情況，按原住民族群體和地理區域細分。</p>

權責機關：原民會(a、b、c)、農業部(b)、教育部(b、c)、衛福部(b、c)、勞動部(c)

中文回應：

一、(a)的部分：原民會推動原住民族事務時透過性別主流化機制，發展兼顧文化脈絡之交織性性別平等措施如下。

(一) 原民會辦理部落公法人試辦計畫中，提供部落族人參與自治治理之培力機會，涵蓋組織運作、公共事務決策及在地治理能力建構，並採開放性機制

鼓勵原住民婦女參與，強化其在部落公共事務中的能見度與影響力，使性別觀點融入自治制度之推動與精進。

- (二) 原民會組成「原住民族文化及藝能認證審查委員會」或與教育部組成「原住民族教育政策會」等委員會，透過邀請女性委員積極參與審查及諮詢過程，充分表達意見，以確保審查機制及相關措施更貼近實際需求，另達成任一性別委員比例不得低於三分之一之目標。
- (三) 原民會訂定原住民族社會安全發展第 5 期 4 年計畫(2025 年至 2028 年)，藉由「保障原住民族社福權利」、「重視原住民族健康權利」及「促進原住民族就業權利」等三大架構，以確保原住民族女性基本權利(包含福利權、文化權及自主權)為總體目標，增進社會包容，並透過部會性別平等專案小組會議，定期徵詢專家學者女性團體代表意見。
- (四) 原民會自 2015 年起推動「百萬創業計畫」，透過提供創業獎勵金及企業顧問診斷輔導，提升原住民族創業之競爭力。自 2021 年推動「百合綻放新創學程計畫」，除規劃一系列培訓課程外，並針對完成課程之女性學員，於 5 年內申請「百萬創業計畫」時給予加分機制，以鼓勵原住民族女性創業。此外，亦邀集曾受原民會輔導之企業領袖擔任計畫審查委員或產業交流營分享者，藉由實務經驗與多元觀點導入，納入女性意見回饋，持續優化計畫設計與執行機制。
- (五) 原民會於 2024 年 10 月 31 日修正發布「鄉鎮市區原住民保留地土地權利審查委員會設置要點」，訂定土審會委員任一性別人數不得少於三分之一之相關規定，促進女性表達意見權利，並落實消除對婦女一切形式歧視公約(CEDAW)精神。

## 二、(b)的部分

- (一) 教育：為縮小偏鄉及農村地區女性在教育與數位應用上的落差，於偏鄉地區設置數位機會中心(Digital Opportunity Center, DOC)，辦理數位應用課程，2024 至 2026 年 4 月共培訓 5 萬 4,912 人，其中女性學員占 4 萬 2,370 人(77.16%)，另開設婦女數位課程專班 307 班次，提升女性數位科技應用能力。
- (二) 醫療保健服務與就醫可近性
  1. 衛福部提供 30-39 歲民眾每五年 1 次、40 至 64 歲民眾每三年 1 次成人預防保健服務，並提供 65 歲以上民眾、55 歲以上原住民及罹患小兒麻痺且年齡在 35 歲以上者每年 1 次成人預防保健服務；另提供 1986 年次以前(含)出生至 79 歲民眾終身一次 B、C 型肝炎篩檢。且每年補助地方衛生局設計並執行因地制宜的成人預防保健服務推廣方式。

2. 為提升原住民族地區婦女獲得醫療保健及健康照護資源可近性，2020年起於原住民族地區衛生所設置遠距醫療專科門診服務，提供眼科、皮膚科、耳鼻喉科、心臟內科等醫療專科照護，由大型醫院專科醫師與在地衛生所在共同照護，確保原住民族地區婦女獲得適切醫療照護，2025年約服務3,800人次原住民族地區婦女，其中高齡者約2,100人次(占比約57%)。
3. 為減輕原住民族地區原住民婦女就醫經濟負擔，其居住地若無適當醫療或長期照顧機構以提供所需之醫療照護服務者，依其就醫距離補助就醫交通費用，2025年共補助16,560人次，其中高齡者約5,380人次(占比約32%)；以地理區域分類，山地原鄉補助13,847人次，平地原鄉補助2,713人次。
4. 另為提升原住民地區衛生所醫療服務品質及效率，每年依地方衛生局需求補助原住民族地區衛生所汰換或購置醫療設施設備，強化原住民族地區在地醫療服務功能。
5. 為鼓勵醫療機構改善身心障礙婦女就醫環境，衛福部於2021年及2023年辦理「醫療機構設置無障礙就醫環境獎勵計畫」，獎勵醫療機構設置友善通路與廁所、無障礙設施設備(含適用身心障礙婦女之移位機、無障礙檢查臺、產臺、X光機或其他就醫流程中必要之儀器設備)，與多元輔助溝通工具等事項。2年計獎勵1,789家診所及41家醫院，並公布於衛福部友善就醫資訊網，提供民眾就醫參考。

### (三) 社會福利、生活支持與經濟安全

1. 我國係請各地方政府於核(換)發身心障礙證明後，由身心障礙需求評估人員以主動電訪方式，逐案了解身心障礙者之服務需求並提供服務資訊，並在完成評估後轉介至相關服務單位。另後續提供之福利服務，可依各地區之特殊文化、地域背景而進行調整，以滿足身心障礙者之個別需求。
2. 為增進老人社會參與，衛福部獎助各地方政府結合民間基層組織於都市、農村、偏鄉等地區廣布社區照顧關懷據點，以建構初級社區預防網絡，提供關懷訪視、電話問安、餐飲服務及健康促進活動，支持老人安老，截至2026年3月底已布建5,242處據點，村里涵蓋率近60%。另為強化預防照顧與健康促進，及因應據點高齡女性社會參與需求，鼓勵地方政府依區域特性輔導據點辦理相關課程納入多元性別、高齡及城鄉差距等意識，提供適切活動設計及相關服務，以支持婦女社會參與。

3. 為使實際從事農業工作農民享有適足社會經濟安全保障，農業部近年來陸續建立起完整的三保一金農民福利體系，包含農民健康保險(下稱農保)、農民職業災害保險(下稱農職保)、農業保險及農民退休儲金，依法規符合資格者得參加上述相關保險及儲金，依保險事故類別給與生育給付、醫療給付、身心障礙給付及喪葬津貼，逐步完備農民的社會經濟安全網。
4. 自力耕作的農村婦女，可申請參加農保，獲得社會保險保障。另從農過程中，可參加農職保，保障其從事農業工作的職業安全。年滿 65 歲農保被保險人，由政府發給老農津貼，作為晚年經濟安全保障。另未滿 65 歲前可參加農退儲金，65 歲後按月定期發給農退儲金，提升退休保障水準。
5. 持續辦理田媽媽農村料理創新服務、經營管理及專業技能之培訓工作，扶植並創造農村婦女創(就)業機會。
6. 原民會補助各地方政府辦理原住民族部落大學，開設基本型課程，提供高齡婦女教育機會，2025 年計有 1,333 名高齡婦女學員參與，透過參與課程，提升文化認同，並培養終身學習能力；另透過原住民族文化健康站、部落健康營造及長照等資源，協助原住民族部落高齡婦女與身心障礙婦女獲得健康促進、醫療照護及社會福利服務；截至 2025 年，原住民族高齡婦女接受文化健康站照護服務者計 12,697 人，並透過健康教育及在地關懷機制，提升其醫療可近性與社會支持。

### 三、(c)的部分

- (一) 依據《原住民族教育法》第 39 條，地方政府得輔導原住民族、部落，或非營利之機構、法人、團體，設立原住民族推廣教育機構，提供原住民下列教育：一、識字教育。二、各級學校補習或進修教育。三、民族技藝、特殊技能或職業訓練。四、家庭教育。五、語言文化教育。六、部落、社區教育。七、人權教育。八、性別平等教育。九、其他終身教育。教育部及原住民族委員會共同合作以確保原住民族教育的系統性和持續性發展。
- (二) 依據衛福部 2025 年公務報表統計，原住民女性低收入戶為 1 萬 4,009 人、中低收入戶為 1 萬 2,488 人。
- (三) 有關本國籍原住民 15 歲以後曾遭受數位/網路性別暴力之終生盛行率為 61.9%；以遭受騷擾行為(54.2%)為最多，其次依序為羞辱與攻擊(29.2%)、跟蹤或肉搜(20.8%)、控制或限制表意(8.9%)、影像性暴力(8.3%)、數位排除(5.4%)、身分侵犯冒用(5.4%)、捏造不實訊息(4.8%)、騷擾威脅親友(3.6%)、線下性暴力(1.2%)以及招募引誘(0.6%)。2021 至 2024 年親密關係暴力女

性被害人為原住民者共 1 萬 724 人，占整體親密關係暴力女性被害人 6%；平均受暴率為 0.88%；族別以阿美族為多，占 29.4%，泰雅族次之，占 21.5%，其次依序為排灣族(14.5%)、布農族(11.5%)及太魯閣族(9%)。以地理區域區分，被害人居住區域以桃園市為主，占 19.3%，其次為花蓮縣(15.3%)及臺東縣(11.5%)。

(四) 2024 年女性原住民族勞動力人數平均為 14 萬 4,890 人，勞動力參與率為 57.46%；就業人數 13 萬 9,649 人，其中北部地區 5 萬 2,543 人最多(占 37.63%)，東部地區 3 萬 6,800 人次之(占 26.35%)。

(五) 有關原住民族婦女教育程度：

1. 有關原住民族婦女教育程度與在學狀況，原住民族女性在各級教育階段的粗在學率普遍高於男性，且隨著教育階段提升，性別差距愈發明顯。國小與國中階段女性在學率均略高於男性，高中階段差距擴大至約 4 個百分點，而在高等教育（18 - 22 歲）女性在學率更達 67.53%，大幅領先男性的 48.03%，差距達 19.50 個百分點。大專以上女性學生人數達 15,909 人，顯著高於男性的 11,013 人；在畢業人數方面，2023 學年度女性畢業生佔比約 64%，顯示女性在高等教育中具有明顯優勢。
2. 有關族群分布與性別比例，在大專以上教育階段，原住民族女性學生總數為 15,909 人，占有所有原住民學生的 59.09%。各族群分布顯示，阿美族女性人數最多（5,502 人），占全體女性學生的 34.5%，其次為排灣族（2,925 人）與泰雅族（2,630 人）。整體呈現「女多於男」的現象，16 個已申報族籍的族群中女性人數均超過男性，其中撒奇萊雅族（66.15%）、拉阿魯哇族（65.52%）及賽德克族（64.31%）的女性比例尤為突出。相對而言，雅美族的性別比例最為接近（女性佔 52.50%）。
3. 有關地理區域分布（高級中等以下學校）在高級中等以下教育階段，原住民族女性學生主要集中於一般地區就讀。國小階段女性學生在一般地區人數達 15,992 人，遠高於山地原住民地區的 4,057 人與平地原住民地區的 4,142 人。隨著教育階段提升，山地原住民地區女性學生人數顯著減少，高中階段僅剩 225 人。此現象反映出高等教育資源集中於都市，促使原住民族女性學生逐漸往一般地區流動。
4. 有關專業學門選擇：在大專以上教育階段，原住民族女性的學門選擇與全體女性有明顯差異。原住民族女性主要集中於醫藥衛生學門（21.74%）、社會福利學門（12.63%）及餐旅與民生服務學門（11.53%），顯示其偏向於照護、服務與公共福祉相關領域。相較之下，全體女性學生則主要集中於商業及管理學門（18.79%）。此外，在研究所階段，

女性原住民研究生占比達 61.15%，但博士班女性比例僅 43.36%，顯示在高階學術領域男性仍佔優勢。

5. 有關原住民身分教師之女性統計在各級學校具原住民身分的教師中，女性占比達 65.14%，顯示女性在教育專業領域的高度參與。族語能力方面，女性教師通過族語認證的比率為 82.54%，顯著高於男性的 70.02%；在聽、說、讀、寫的自評能力上，女性教師平均分數亦高於男性。此結果顯示原住民族女性教師不僅在數量上佔優勢，且在族語能力與文化傳承上扮演更為重要的角色。

- (六) 有關原住民族婦女貧窮狀況：2025 年度全國低收入戶人數為 26 萬 014 人，其中男性 14 萬 2,790 人、女性 11 萬 7,224 人；原住民族低收入戶人數為 2 萬 8,854 人，其中男性 1 萬 4,845 人、女性 1 萬 4,009 人；原住民族占全體低收入戶比率為 11.10%，其中男性為 10.40%、女性為 11.95%。上開資料顯示，原住民族低收入戶中，男性人數略高於女性，但女性占全體女性低收入戶之比率高於男性，顯示原住民族女性在經濟及就業面向上可能仍處於相對弱勢。

#### 英文回應：

1. Part (a): The CIP utilizes gender mainstreaming mechanisms when promoting Indigenous affairs to develop intersectional gender equality measures that integrate cultural context, as follows:
  - (1) In CIP's pilot project for the Tribal Public Juristic Person, opportunities for capacity building in autonomous governance are provided to indigenous communities members, covering organizational operation, public affairs decision-making, and local governance capacity building. An open mechanism is adopted to encourage the participation of Indigenous women, strengthening their visibility and influence in indigenous communities' public affairs and integrating gender perspectives into the promotion and improvement of self-governance system.
  - (2) The CIP forms committees such as the "Indigenous Cultures and Arts Accreditation and Review Committee" or the "Indigenous Education Policy Council" with the Ministry of Education. By inviting female members to participate in the review and consultation processes, CIP ensures that the review mechanisms and related measures are more aligned with actual needs, also achieving the goal that the proportion of members of any single gender shall not be less than one-third.
  - (3) CIP formulated the 5th phase Indigenous Social Security Development Plan (2025 to 2028), using three major frameworks: "Guaranteeing Indigenous Social Welfare Rights," "Emphasizing Indigenous Health Rights," and "Promoting Indigenous Employment Rights". The overall objective is to

ensure Indigenous women's basic rights (including welfare rights, cultural rights, and autonomy rights), enhance social inclusion, and regularly consult experts, scholars, and representatives from women's groups through the inter-ministerial Gender Equality Task Force meetings.

- (4) CIP had been implementing the "Million Entrepreneurship Program" since 2015, offering entrepreneurial grants and business consultant guidance to enhance the competitiveness of Indigenous entrepreneurship. Since 2021, the "Inspiring Women Entrepreneurs" has been promoted, which includes a series of training courses and grants a bonus point mechanism for female participants who complete the courses when applying for the "Million Entrepreneurship Program" within five years, thereby encouraging Indigenous women to start businesses. Additionally, CIP invites business leaders who have been granted support to serve as plan review committee members or industry exchange speakers, incorporating practical experience and diverse perspectives, including feedback from women, to continuously optimize the design and execution mechanisms of the program.
  - (5) On October 31, 2024, the CIP revised and issued the Directions for the Establishment of the Township/District Indigenous Reserved Land Rights Review Committee, stipulating that the number of members of any single gender on the committee shall not be less than one-third. This promotes women's right to express opinions and implements the spirit of CEDAW.
2. Part (b)
- (1) Education: To bridge the educational and digital divide for women in remote and rural areas, Digital Opportunity Centers (DOC) have been established in these regions to provide digital application courses. From 2024 to April 2026, a total of 54,912 individuals received training, with female participants accounting for 42,370 (77.16%). Furthermore, 307 specialized digital courses for women were conducted to enhance their proficiency in digital technology applications.
  - (2) Healthcare Services and Accessibility
    - a. The Ministry of Health and Welfare provides adult preventive healthcare services with differentiated service intervals based on age and risk groups. Individuals aged 30–39 are eligible for services once every five years, while those aged 40–64 are eligible once every three years. Annual services are provided for individuals aged 65 and over, Indigenous peoples aged 55 and over, and individuals aged 35 and over with a history of poliomyelitis. In addition, a one-time lifetime screening for Hepatitis B and C is offered to individuals born in or before 1986, up to the age of 79, to facilitate early detection and timely intervention. Furthermore, the Ministry allocates funding to local health bureaus annually to support the development and implementation of tailored outreach strategies, enabling jurisdictions to design context-specific interventions that address local population health needs and improve service accessibility.

- b. To enhance Indigenous women’s access to healthcare and medical resources in Indigenous areas, telemedicine specialist outpatient services have been established at health centers in these regions since 2020. These services provide care in specialties such as ophthalmology, dermatology, otolaryngology, and cardiology. Through collaboration between specialists from major hospitals and local health center physicians, appropriate and continuous care is ensured for Indigenous women. In 2025, approximately 3,800 visits were provided to Indigenous women in these areas, of which around 2,100 visits (about 57%) were for older adults.
  - c. To alleviate the financial burden of accessing medical care for Indigenous women in Indigenous communities, transportation subsidies are provided when appropriate medical or long-term care institutions are not available in their area of residence to deliver the required services. Subsidies are granted based on the distance traveled for medical visits. In 2025, a total of 16,560 service instances were subsidized, including approximately 5,380 instances involving older adults (accounting for about 32%). By geographic distribution, 13,847 instances were in mountainous Indigenous areas, and 2,713 instances were in plains Indigenous areas.
  - d. In addition, to improve the quality and efficiency of healthcare services at health centers in Indigenous areas, annual subsidies are provided, based on the needs identified by local health authorities, for the replacement or procurement of medical facilities and equipment, thereby strengthening local healthcare service capacity in Indigenous communities.
  - e. Improving Healthcare Accessibility for Women with Disabilities: To encourage medical institutions to improve healthcare environments for women with disabilities, the Ministry of Health and Welfare (MOHW) implemented the "Incentive Program for Establishing Accessible Healthcare Environments in Medical Institutions" in 2021 and 2023. These incentives support the installation of barrier-free pathways and restrooms, accessible facilities and equipment—including patient lifts suitable for women with disabilities, accessible examination tables, delivery beds, X-ray machines, and other essential diagnostic tools—as well as diverse augmentative and alternative communication (AAC) tools. Over these two years, a total of 1,789 clinics and 41 hospitals received incentives. The list of these institutions has been published on the MOHW Friendly Healthcare Information Website for public reference.
- (3) Social Welfare, Support, and Economic Security
- a. In Taiwan, following the issuance or renewal of a disability identification by local governments, needs assessment personnel proactively reach out to persons with disabilities by phone to gain a

better understanding of their needs, provide information on available services, and, upon completion of the assessment, refer them to appropriate service providers. Subsequent welfare services are tailored to reflect the local culture and regional contexts so as to better meet the individual needs of persons with disabilities.

- b. To enhance the social participation of the elderly, the Ministry of Health and Welfare provides incentives to local governments, in conjunction with grassroots NGOs, to establish community care and support centers in urban, rural, and remote areas. These centers aim to build primary community prevention networks, providing care visits, telephone check-ins, meal services, and health promotion activities to support the elderly in their aging process. As of the end of March 2026, 5,242 centers had been established, covering nearly 60% of villages and neighborhoods. Furthermore, to support preventative care and health promotion, and to address the social participation needs of elderly women at these centers, local governments are encouraged to guide them in implementing relevant courses that incorporate awareness of gender diversity, aging, and urban-rural disparities, providing appropriately designed activities and related services to support women's social participation.
- c. To ensure that farmers who are actually engaged in agricultural work enjoy adequate socio-economic security, the ministry has, in recent years, progressively established a comprehensive “three insurances and one pension” welfare system for farmers. This system includes the Farmers' Health Insurance, Farmers' Occupational Accident Insurance, Agricultural Insurance, and the Farmers' Pension Savings Program. Farmers who meet the statutory eligibility requirements may enroll in the above-mentioned insurance programs and savings scheme, and receive benefits according to the type of insured contingency, including maternity benefits, medical benefits, disability benefits, and funeral allowances. These measures aim to progressively strengthen and complete the socio-economic safety net for farmers.
- d. Rural women who engage in self-farming may apply to enroll in the Farmers' Health Insurance and obtain social insurance coverage. In addition, during the course of agricultural work, they may participate in the Farmers' Occupational Accident Insurance to ensure protection against occupational risks associated with farming. Insured persons under the Farmers' Health Insurance who have reached the age of 65 are granted the Welfare Allowance for Elderly Farmers by the government as a source of financial security in later life. In addition, before reaching age 65, they may participate in the Farmers' Pension Savings Program; after age 65, the accumulated pension savings are disbursed on a monthly basis, thereby enhancing their level of retirement protection.
- e. We continue to provide training in innovative services, business management, and professional skills for 'Tian-Mama' Rural cuisine,

fostering and creating entrepreneurship and employment opportunities for rural women.

- f. CIP provides subsidies to local governments to operate Indigenous Community Colleges, offering foundational courses and educational opportunities for elderly Indigenous women. In 2025, a total of 1,333 elderly female participants enrolled in these programs. Through course participation, they strengthened their cultural identity and developed lifelong learning skills. In addition, through resources such as Cultural and Health Station, community health promotion programs, and long-term care services, assistance is provided to elderly Indigenous women and those with disabilities in indigenous communities to access health promotion, medical care, and social welfare services. As of 2025, a total of 12,697 elderly Indigenous women received care services through Cultural and Health Stations. Through health education and community-based support mechanisms, their access to healthcare and social support has also been enhanced.

### 3. Part (c)

- (1) In accordance with Article 39 of the Indigenous Peoples Education Act, local governments may assist indigenous peoples, tribes, non-profit organizations, legal persons, or groups to set up organizations to expand indigenous education, by providing the following for indigenous people: 1. Literacy education; 2. Supplementary and/or advanced education at educational institutions at all levels; 3. Ethnic arts and crafts, special skills, and/or vocational training; 4. Family education; 5. Language and culture education; 6. Tribal and community education; 7. Human rights education; 8. Gender equity education; 9. Other lifelong education. Ministry of Education (MOE) and the Council of Indigenous Peoples (CIP) cooperate to ensure the systematic and sustained advancement of indigenous education.
- (2) According to the Ministry of Health and Welfare's official statistical reports for 2025, the number of Indigenous women in low-income households was 14,009, while those in lower-middle-income households was 12,488.
- (3) Among Indigenous people with ROC nationality, the lifetime prevalence of experiencing digital/online gender-based violence after the age of 15 is 61.9%, harassment is the most common (54.2%), followed by humiliation and attacks (29.2%), stalking or doxxing (20.8%), control or restriction of expression (8.9%), image-based sexual violence (8.3%), digital exclusion (5.4%), identity theft or impersonation (5.4%), fabrication of false information (4.8%), harassment or threats toward family and friends (3.6%), offline sexual violence (1.2%), and recruitment or luring (0.6%). From 2021 to 2024, a total of 10,724 female victims of intimate partner violence were Indigenous persons, accounting for 6% of all female victims of intimate partner violence, with an average victimization rate of 0.88%. By ethnicity, the majority were Amis, accounting for 29.4%, followed by Atayal at 21.5%, Paiwan at 14.5%, Bunun at 11.5%, and Truku at 9%. By geographic distribution, the largest

proportion of victims resided in Taoyuan City, accounting for 19.3%, followed by Hualien County at 15.3% and Taitung County at 11.5%.

- (4) The number of female indigenous workers participating in the workforce in 2024 was 144,890, and the labor force participation rate was 57.46%. Of these, 139,649 were employed, with the Northern Region accounting for the highest portion at 52,543 (37.63%), followed by the Eastern Region at 36,800 (26.35%).
- (5) Regarding the education and literacy of Indigenous women:
  - a. The gross enrollment rates of Indigenous female students are generally higher than those of males at all educational levels, the gender gap widens as education stage elevates. Female enrollment rates in elementary and junior high school are slightly higher than those of males, while the gap widens to approximately 4% at the senior high school level. In higher education stage (ages 18–22), the female enrollment rate reaches 67.53%, significantly exceeding the male rate of 48.03% with a gap of 19.50%. The number of female students enrolled in colleges and universities or above reached 15,909, considerably higher than the 11,013 male students. Regarding graduation figures, female graduates accounted for approximately 64% in the 2023 academic year, demonstrating a clear advantage for women in higher education.
  - b. Regarding ethnic group distribution and gender ratios, Indigenous female students in higher education totaled 15,909, accounting for 59.09% of all Indigenous students. By ethnic group, the Amis had the highest number of female students (5,502), representing 34.5% of all female Indigenous students, followed by the Paiwan (2,925) and Atayal (2,630). Overall, the phenomenon of “more females than males” is evident, with female student numbers exceeding male numbers across all 16 officially registered Indigenous groups. Particularly high female proportions were observed among the Sakizaya (66.15%), Hla’alua (65.52%), and Seediq (64.31%). In contrast, the Yami/Tao had the most balanced gender ratio, with females accounting for 52.50%.
  - c. Regarding geographic distribution (schools below the senior secondary level), Indigenous female students at the elementary and secondary education levels are primarily enrolled in general areas. At the elementary school level, the number of female students in general areas reached 15,992, far exceeding the 4,057 in mountainous Indigenous areas and 4,142 in plains Indigenous areas. As the education level increases, the number of female students in mountainous Indigenous areas declines significantly, with only 225 remaining at the senior high school level. This phenomenon reflects the concentration of higher educational resources in urban areas, which encourages Indigenous female students to gradually move toward general areas for study.
  - d. Regarding fields of study, Indigenous women in higher education demonstrate notable differences from the overall female student

population. Indigenous female students are mainly concentrated in the fields of health and welfare (21.74%), social welfare (12.63%), and hospitality and personal services (11.53%), indicating inclination toward care-related, service-oriented, and public welfare professions. By contrast, female students overall are primarily concentrated in business and management fields (18.79%). Furthermore, at the graduate level, female Indigenous postgraduate students account for 61.15%, while the proportion of women in doctoral programs drops to only 43.36%, indicating that men still dominate at the highest academic levels.

- e. Regarding statistics on female Indigenous teachers, women account for 65.14% of Indigenous teachers across all levels of schools, demonstrating the high participation of women in the education profession. In terms of Indigenous language proficiency, the certified rate for female teachers is 82.54%, significantly higher than the 70.02% for males. Female teachers also report higher average self-assessment scores in listening, speaking, reading, and writing abilities. These results indicate that Indigenous female teachers not only outnumber their male counterparts, but also play a more significant role in Indigenous language preservation and cultural transmission.
- (6) Regarding the poverty situation of Indigenous women: In 2025, the total number of low-income individuals nationwide was 260,014, including 142,790 males and 117,224 females. Among them, the Indigenous low-income population totaled 28,854, including 14,845 males and 14,009 females. Indigenous Peoples accounted for 11.10% of the total low-income population, including 10.40% of males and 11.95% of females. These figures show that while the number of Indigenous males in low-income households is slightly higher than that of females, Indigenous women account for a higher proportion of the overall female low-income population than Indigenous men do among males. This suggests that Indigenous women may still face relatively disadvantaged conditions in terms of economic opportunities and employment.

點次	問題內容	
36	原文	<p>36. The Committee notes that women with disabilities continue to face low labour participation, low wages and difficulties in accessing higher education, and that Government efforts in intersectional statistics concerning gender and disability, legal protection and policy advocacy remain insufficient. Please provide information on:</p> <p>(a) Policies specifically targeting accessible facilities such as restrooms, breastfeeding rooms and medical equipment that consider the needs of women with severe physical disabilities, and measures to ensure accessible medical information and resources, including easy to read materials.</p> <p>(b) Updated information on measures taken to address economic inequalities affecting rural and indigenous women, including access to land and housing, investment trends in rural areas and steps to discontinue customary land tenure systems that discriminate against women.</p>
	中文參考翻譯	<p>36. 委員會注意到，身心障礙婦女仍然面臨勞動參與率低、薪資低和接受高等教育困難等問題，政府在性別與身心障礙交織統計、法律保護和政策倡導方面的努力仍然不足。請提供以下資訊：</p> <p>(a) 專門針對無障礙設施（如廁所、哺乳室和醫療設備）的政策，其需考慮到有嚴重身體障礙之婦女的需求，以及為確保提供無障礙醫療資訊和資源（包括易於閱讀的教材）所採取之措施；</p> <p>(b) 有關為解決影響農村和原住民族婦女經濟不平等問題所採取措施之最新資訊，包括獲得土地和住房的機會、農村地區的投資趨勢以及停止歧視婦女的土地所有權習慣制度之措施。</p>

權責機關：內政部(a)、衛福部(a)、環境部(a)、農業部(b)、原民會(b)

中文回應：

一、(a)的部分

- (一) 為推動建立建築物無障礙生活環境，內政部依據《身心障礙者權利公約》規範之權益保障，參照通用設計理念之「識別資訊」、「節省體力」、「空間尺寸可及性與易使用性」等原則，配合我國標準與相關法規規定，以及參酌國際間相關規定，於 2019 年 1 月修正「建築物無障礙設施設計規範」，並自同年 7 月生效。該規範旨在促進行動不便者自立及發展，因應其使用需求，以達公平使用參與社會之機會。

- (二) 為推廣人性化公廁之正確設計，依照使用者之行為需求訂定其準則，內政部已於 2010 年 1 月訂有「公共建築物衛生設備設計手冊」，其中針對行動不便者廁所，特別依照各種行動不便者如廁時之特殊需求，訂定五種行動不便者廁所之設計（其中二種設有折疊床」即照護床）均為多功能廁所，以符合通用設計 (Universal Design) 之趨勢，有設置需求之場所皆可參照上開手冊內容予以設置。
- (三) 內政部已因應各界對於無障礙廁所設置照護床之建議，上開規範業於 2019 年 1 月 4 日修正並自 2019 年 7 月 1 日實施，將照護床之設置規定納入附錄 4 其他設施，明定照護床設置規定，以供依循。以通用設計理念之前提下，兼顧重度肢體障礙女性族群之需求，以落實建築物無障礙生活環境。
- (四) 為鼓勵醫療機構改善身心障礙婦女就醫環境，衛福部於 2021 年及 2023 年辦理「醫療機構設置無障礙就醫環境獎勵計畫」，獎勵醫療機構設置友善通路與廁所、無障礙設施設備（含適用身心障礙婦女之移位機、無障礙檢查臺、產臺、X 光機或其他就醫流程中必要之儀器設備），與多元輔助溝通工具等事項。2 年計獎勵 1,789 家診所及 41 家醫院，並公布於衛福部友善就醫資訊網，提供民眾就醫參考。
- (五) 衛福部已於友善就醫資訊網，公告身心障礙者（含兒童及婦女）醫病溝通使用之易讀資訊，包含知情同意書、衛教單張、醫病共享決策單張與臨床醫療流程圖卡。
- (六) 我國透過法規要求公共場所設置之哺(集)乳室，應有獨立空間，不得與其他空間(如：廁所、辦公室等)共同使用，另要求哺(集)乳室應具有靠背椅、緊急求救鈴等相關設備，重度肢體障礙婦女如有哺乳或收集母乳之需求，可在親友的協助下使用哺(集)乳室。另針對避孕及結紮手術，我國已製作易讀版衛教手冊，提供心智障礙者使用。

## 二、(b)的部分

- (一) 農業部推動 20 種政策性農業專案貸款，提供低利營農資金，農漁民為申貸對象，女性農漁民申貸資格、條件及利率等與男性農漁民一致，並無差別措施。2025 年核貸件數 24,838 件(對象為自然人)，其中女性核貸件數為 8,331 件，占總件數之 34%，高於近年女性農、林、漁、牧從業人口之比率 (29%)，顯見現行貸款規定尚能有效支應農村婦女貸款需求。
- (二) 近年來陸續建立起完整的三保一金農民福利體系，包含農民健康保險(下稱農保)、農民職業災害保險(下稱農職保)、農業保險及農民退休儲

金，年滿 65 歲農保被保險人，由政府發給老農津貼，作為晚年經濟安全保障。依保險事故類別給與生育給付、醫療給付、身心障礙給付及喪葬津貼，逐步完備農民的社會經濟安全網。截至 2026 年 2 月底，65 歲以上農保人數為 526,407 人，其中女性人數為 294,133 人，占 55.9%。

- (三) 持續推動農村社區人才培育，並研提農村永續發展及活化再生計畫。2025 年辦理相關計畫，總培訓人數達 5,180 人，其中女性為 2,834 人，占總培訓人數 54.7%。不論是輔導或培訓等，沒有男女區別，目前農村婦女均已獲得相關權益及福利。
- (四) 原住民族女性在財務管理上呈現極為穩健且風險規避的趨勢，其投資參與率雖與全體族人同樣偏低（約 10%），但在理財工具的選擇上，女性展現出對互助型與保障型金融產品的偏好。調查顯示，女性經濟戶長加入「儲蓄互助社」的比率高達 61.88%，顯著高於男性的 52.42%，反映出其更依賴社群金融體系進行資金周轉與儲蓄；此外，女性在投資項目上多以「銀行定存」及「儲蓄型或投資型保險」為主，較少參與高風險波動的市場，且在資金貸款需求上，除了商業經營外，對於醫療費用與家庭基本生活費的保障型貸款需求也明顯高於男性。
- (五) 原民會提供就業機會、促進就業媒合及提高民眾參訓意願，除獎勵受僱之原住民族女性勞工獎勵津貼，促進穩定就業，提高工作收入，創造就業機會。並運用全國 10 區原住民族就業服務辦公室、原 JOB 原住民族人力資源網及原住民族免付費就業專線(0800-066995)提供女性族人職涯諮詢、就業媒合、職業訓練及勞動權益相關資源開發與連結，深化就業服務。另輔導原住民族女性失業者或在職者參與多元適性的職業訓練課程，強化職業訓練。

### 英文回應：

#### 1. Part (a)

- (1) To implement the Convention on the Rights of Persons with Disabilities (CRPD), the Ministry of the Interior revised the Design Specifications of Barrier-Free Facilities in Buildings in January 2019 (effective July 2019). Integrating Universal Design principles—specifically perceptible information, low physical effort, accessible space/usage—the revisions align with Chinese National Standards (CNS) and international regulations. These specifications aim to empower individuals with mobility impairments, meeting their needs to ensure equitable social participation and facility access.
- (2) To promote humanized public toilet design based on user behavior and needs, the Ministry of the Interior published the Design Manual for Sanitary Facilities in Public Buildings in January 2010. This manual features five

types of barrier-free toilet designs tailored to the specific needs of persons with mobility impairments—including two models equipped with folding nursing beds—all of which function as multi-purpose restrooms. Aligning with Universal Design trends, these guidelines serve as a standard reference for any facility requiring such installations to ensure accessibility and inclusivity.

- (3) In response to public recommendations for nursing beds in barrier-free restrooms, the Ministry of the Interior revised the Design Specifications of Barrier-Free Facilities in Buildings on January 4, 2019 (effective July 1, 2019). The update incorporates nursing bed requirements into Appendix 4: Other Facilities, providing clear standards for compliance. Grounded in Universal Design principles, these regulations specifically address the needs of women with severe physical disabilities, further realizing the goal of a barrier-free living environment in buildings.
- (4) Improving Healthcare Accessibility for Women with Disabilities: To encourage medical institutions to improve healthcare environments for women with disabilities, the Ministry of Health and Welfare (MOHW) implemented the "Incentive Program for Establishing Accessible Healthcare Environments in Medical Institutions" in 2021 and 2023. These incentives support the installation of barrier-free pathways and restrooms, accessible facilities and equipment—including patient lifts suitable for women with disabilities, accessible examination tables, delivery beds, X-ray machines, and other essential diagnostic tools—as well as diverse augmentative and alternative communication (AAC) tools. Over these two years, a total of 1,789 clinics and 41 hospitals received incentives. The list of these institutions has been published on the MOHW Friendly Healthcare Information Website for public reference.
- (5) Accessible Communication Resources for Medical Consultation: The MOHW has published Easy-to-Read (ETR) information on the Friendly Healthcare Information Website to facilitate communication between healthcare providers and persons with disabilities (including women and children). These resources comprise simplified versions of informed consent forms, health education leaflets, Shared Decision-Making (SDM) pamphlets, and visual aids for clinical medical procedures.
- (6) Under current regulations, breastfeeding rooms in public places must be designated as dedicated spaces and may not be shared with other facilities, such as restrooms or offices. In addition, such breastfeeding rooms are mandated to be equipped with amenities, including chairs with backrests and emergency call bells. Women with severe physical disabilities who need to breastfeed or collect breast milk may use breastfeeding rooms with the assistance of family or friends. Furthermore, we have developed easy-to-read health education manuals on contraception and sterilization procedures, specifically designed for individuals with intellectual disabilities.

## 2. Part (b)

- (1) Ministry of Agriculture (MOA) administers 20 policy-based agricultural loan programs that provide low-interest financing for farming operations. Farmers and fishers are eligible applicants, and women are subject to the same eligibility requirements, loan conditions, and interest rates as men, with no discriminatory measures applied. In 2025, a total of 24,838 loans were approved for individual applicants, of which 8,331 were granted to women, accounting for 34% of all approved cases. This figure exceeds the proportion of women engaged in the agricultural, forestry, fishery, and livestock sectors in recent years (29%), indicating that the current loan programs have effectively met the financing needs of rural women.
- (2) In recent years, MOA has established a comprehensive welfare framework for farmers, consisting of three insurance programs and one pension scheme: Farmers' Health Insurance, Farmers' Occupational Accident Insurance, agricultural insurance, and the Farmers' Pension Fund. Insured farmers aged 65 and over are entitled to the Old-age Farmer Allowance provided by the government to help ensure financial security in later life. Depending on the type of insured event, benefits are available for childbirth, medical care, disability, and funeral expenses, thereby strengthening farmers' social and economic protection. As of the end of February 2026, there were 526,407 insured persons aged 65 and over under Farmers' Health Insurance, of whom 294,133 were women, representing 55.9% of the total.
- (3) MOA continues to support talent development in rural communities while promoting programs for sustainable rural development and revitalization. In 2025, these programs provided training to 5,180 participants, including 2,834 women, who accounted for 54.7% of all trainees. All advisory and training services are offered on an equal basis regardless of gender, and rural women have full access to the associated rights, benefits, and opportunities.
- (4) Indigenous women demonstrate a notably prudent and risk-averse approach to financial management. Although their investment participation rate remains relatively low—similar to that of the overall Indigenous population (approximately 10%)—women show a stronger preference for mutual-support and protection-oriented financial products. The survey indicates that the proportion of female household heads participating in “credit unions” reaches 61.88%, significantly higher than the 52.42% recorded among men. This reflects a greater reliance on community-based financial systems for savings and financial turnover. In addition, women tend to favor low-risk financial instruments such as fixed-term bank deposits and savings- or investment-linked insurance products, while participating less frequently in highly volatile investment markets. Regarding loan demand, aside from business-related financing, women also exhibit a significantly higher need than men for protective loans related to medical expenses and essential household living costs.
- (5) CIP provides employment opportunities, promotes job matching services, and enhances public willingness to participate in vocational training. Through

employment incentive subsidies for employed Indigenous women workers, CIP aims to promote stable employment, increase income, and create job opportunities. In addition, CIP utilizes its 10 regional Indigenous Employment Service Offices, the “Indigenous JOB Human Resources Network,” and the Indigenous toll-free employment hotline (0800-066995) to provide Indigenous women with career counseling, employment matching, vocational training, and resource development and linkage services related to labor rights, thereby strengthening employment services. Furthermore, CIP supports unemployed and employed Indigenous women in participating in diverse and adaptive vocational training programs to further enhance professional skills and vocational capacity.

No.37 點次 37 Article 14 第 14 條 農村婦女與原住民族婦女

點次	問題內容	
37	原文	37. While Taiwan's Indigenous Languages Development Act (2017) designates indigenous languages as national languages, access to key services in indigenous languages remains inconsistent and understaffed. Please indicate what steps are being taken to ensure that key social services, including gender-based violence support, healthcare and legal aid are accessible in indigenous languages and are culturally appropriate for indigenous women in remote communities. Please also indicate what measures are taken to address unpaid care work and ensure rural women's access to credit, markets, training and digital technologies, particularly in remote areas, and provide data on women's participation in agricultural, fisheries and rural organizations, including in decision-making roles.
	中文參考翻譯	37. 雖然臺灣的《原住民族語言發展法》(2017 年) 將原住民族語言指定為國家語言，但原住民族語言重要服務的提供仍然不穩定且人力不足。請說明正在採取哪些措施，以確保重要的社會服務(包括性別暴力支援、醫療保健和法律扶助) 能夠以原住民族語言提供，並符合偏遠社區原住民族婦女的文化需求。請一併說明採取了哪些措施來解決無償照顧工作問題，並確保農村婦女(尤其是偏遠地區婦女) 能夠獲得信貸、市場、培訓和數位技術，並提供有關婦女參與農業、漁業和農村組織(包括決策角色) 的資料。

權責機關：原民會、農業部

中文回應：

- 一、原民會為確保農村原住民族女性公平獲得金融資源，積極推動「原住民族微型經濟活動貸款」(下稱微笑貸)、「企業貸款信用保證」(下稱企業信保)與「原住民保留地貸款信用保證」(下稱原保地貸款，含住宅及經濟事業貸款) 機制，有效協助族人化解擔保品不足的困境。自開辦迄今，女性獲微笑貸計有 1 萬 2,304 件、金額達 26 億 403 萬餘元；企業信保已受理女性申請 30 件、核貸金額達 8,995 萬元，充分展現原鄉女性參與經濟活動的顯著成效；而 2026 年 1 月 16 日新開辦的原保地貸款亦已受理女性申請 2 件，原民會將持續關注並提供輔導。此外，原民會亦透過原住民族金融輔導員深入部落，為農村女性提供一對一諮詢與申貸協助，確保每位有資金需求的女性族人都能順利取得支持家庭與事業發展的關鍵動力，進而強化其經濟韌性與自主能力。
- 二、原民會 2024 年透過「全國原住民族家庭服務中心」持續推動拒絕性暴力、

性騷擾及多元性別議題之相關宣導業務，致力營造對性別暴力零容忍之社會環境，並透過在地服務提供具文化脈絡之服務，逐步提升原住民族婦女對性別暴力防治、社會福利及相關服務之認知。為確保原住民族司法權益，維護原住民族生命財產安全及傳統文化慣習，並提供法律服務，並依「推動原住民族法律服務要點」委由財團法人法律扶助基金會辦理原住民族法律服務工作。另族人如有原住民族語言使用需求，將協助申請通譯服務；若涉及特定方言，並得結合當地原住民族家庭服務中心社工人員協助翻譯，以充分了解族人需求並提供適切服務。

- 三、原民會為協助失業原住民於參加職業訓練期間安心受訓、提升就業能力及改善生活，特訂定「原住民族委員會強化原住民參加職業訓練津貼補助要點」。參訓之原住民女性可透過本補助措施，協助其穩定參訓並提升經濟自主能力。凡年滿 15 歲以上之失業原住民，參加各級政府機關主辦、委託或補助辦理，且訓練期間達 6 個月以上之全日制職業訓練課程，並已依「就業促進津貼實施辦法」申領 6 個月職業訓練生活津貼者，得接續申請本補助。
- 四、依據 2024 年原住民族就業狀況調查，原住民族女性勞動參與意願高(57.5%)，勞動力參與率表現佳，另因城鄉差異，就業困境亦有所不同，都會區原住民女性多面臨穩定就業及職涯發展問題，原鄉地區則以工作機會不足為主要挑戰等就業差異，原民會設置 10 區原住民族就業服務辦公室，依求職者個別狀況提供就業諮詢、職涯測評、職場輔導及資源轉介等服務，並採個案管理方式協助其進入及穩定就業；針對具有照顧責任者，亦協助連結相關社會福利或照顧資源，以降低其就業障礙。並透過「原住民族職業訓練運用計畫」協助原住民族女性提升就業所需之專業技能與知識，強化職場競爭力，並有效運用政府及民間社會資源，結合當前產業發展趨勢與就業市場需求，規劃辦理多元職業訓練課程，以促進原住民族女性穩定就業與經濟自主。以及 2026 年辦理「促進原住民族就業獎勵計畫」提升原住民族族人經濟生活品質與就業穩定性，鼓勵積極投入就業市場，促進原住民在職留任與長期穩定就業。
- 五、為協助農漁業者取得營農所需資金及促進產業發展，農業部推動 20 種政策性農業專案貸款，提供低利營農資金，農漁民為申貸對象，女性農漁民申貸資格、條件及利率等與男性農漁民一致，並無差別措施。
- 六、2025 年核貸件數 24,838 件(對象為自然人)，其中女性核貸件數為 8,331 件，占總件數之 34%，高於近年女性農、林、漁、牧從業人口之比率 (29%)，顯見現行貸款規定尚能有效支應農村婦女貸款需求。
- 七、辦理農業產銷班女性管理專班，以確保農村婦女獲得培訓的機會，2025 年

- 農業產銷班幹部人數共 17,676 人，女性幹部計有 2,572 人，比例達 14.55%。
- 八、各級農會主管共計 3,126 人，其中女性主管計 1,693 人占 54.16%。2025 年各級農會辦理屆次改選，符合農會理事任一性別比例達 1/3 家數為 12 家 (3.97%)，較 2021 年屆次改選之結果 4 家(1.32%)，成長 8 家。農會監事任一性別比例達 1/3 家數為 39 家(12.92%)，較 2021 年屆次改選選舉結果，農會監事任一性別比例達 1/3 家數 33 家(10.93%)成長 6 家。
- 九、全國各級漁會理事計 495 人，其中男性 453 人占 91.5%，女性 42 人占 8.5%；監事計 149 人，其中男性 139 人占 93.3%，女性 10 人占 6.7%。
- 十、2025 年畜牧產業團體主管人數共 311 人，其中女性主管 30 人占 9.6%，畜牧產銷班 3,537 人，女性幹部人數 357 人占 10.1%。

#### 英文回應：

1. CIP has actively promoted mechanisms such as the “Indigenous Micro Economic Activity Loan Program” (hereinafter referred to as the Microloan Program), the “Business Loan Credit Guarantee Program,” and the “Indigenous Reserved Land Loan Credit Guarantee Program” (including housing and economic enterprise loans). These initiatives have effectively helped Indigenous peoples overcome difficulties arising from insufficient collateral. Since their implementation, women have received a total of 12,304 Microloan cases, with approved loan amounts exceeding NT\$2.604 billion. Under the Business Loan Credit Guarantee Program, 30 applications from women have been approved, with total loan amounts reaching NT\$89.95 million, demonstrating the significant achievements of Indigenous women in participating in economic activities. In addition, under the Indigenous Reserved Land Loan Program, newly launched on January 16, 2026, two applications from women have already been accepted, and CIP will continue to provide guidance and support. Furthermore, through Indigenous financial counselors stationed in tribal communities, CIP provides one-on-one financial consultation and loan application assistance to rural Indigenous women. This ensures that every Indigenous woman in need of financial support can successfully access the critical resources necessary to sustain family livelihoods and business development, thereby strengthening their economic resilience and autonomy.
2. In 2024, CIP continues public awareness initiatives on the prevention of sexual violence, sexual harassment, and issues related to gender diversity through Indigenous Family Service Centers nationwide. CIP committed to fostering a social environment with zero tolerance for gender-based violence. Through community-based services grounded in cultural context, CIP also seeks to gradually enhance Indigenous women’s awareness of gender violence prevention, social welfare resources, and related support services. To safeguard the judicial rights and interests of Indigenous peoples, protect their lives, property, and traditional cultural practices, and ensure access to legal assistance, CIP has

commissioned the Legal Aid Foundation, in accordance with the “Guidelines for Promoting Indigenous Legal Services,” to provide legal services for Indigenous peoples. In addition, if Indigenous peoples require the use of Indigenous languages during legal or service processes, assistance will be provided in applying for interpretation services. Where specific dialects are involved, Indigenous Family Service Center social workers may also assist with interpretation to ensure a full understanding of community members’ needs and the provision of appropriate services.

3. To assist the unemployed in participating in vocational training and improve their livelihoods, CIP has established the “Directions for Strengthening Subsidies for Indigenous Peoples Participating in Vocational Training.” Through this program, Indigenous women participating in vocational training are provided with support to sustain their training and strengthen their economic independence. Any unemployed Indigenous person aged 15 or above who enrolls in a full-time vocational training program lasting six months or longer—organized or subsidized by government agencies at various levels—and who has already received six months of vocational training living allowances in accordance with the “Regulations Governing Employment Promotion Allowances,” may subsequently apply for this subsidy program.
4. According to the 2024 Survey on the Employment Status of Indigenous Peoples, Indigenous women demonstrate a strong willingness to participate in the workforce (57.5%), with a comparatively high labor force participation rate. However, employment challenges vary between urban and rural areas. Indigenous women in metropolitan areas are more likely to face issues related to stable employment and career development, while those in rural communities primarily encounter a lack of job opportunities. To address these disparities, CIP has established 10 regional Indigenous Employment Service Offices to provide individualized services, including employment counseling, career aptitude assessments, workplace guidance, and resource referrals. Through a case management approach, the offices assist job seekers in obtaining and maintaining stable employment. For individuals with caregiving responsibilities, CIP also facilitates connections to relevant social welfare and caregiving resources in order to reduce employment barriers. In addition, through the “Indigenous Vocational Training Utilization Program,” CIP supports Indigenous women in enhancing the professional skills and knowledge required for employment, strengthening their workplace competitiveness. By effectively integrating government and private-sector resources, and aligning training programs with current industrial development trends and labor market demands, CIP organizes diverse vocational training courses aimed at promoting stable employment and economic independence among Indigenous women. Furthermore, in 2026, CIP implemented the “Indigenous Employment Promotion Incentive Program” to improve the economic well-being and employment stability of Indigenous peoples, encourage active participation in the labor market, and promote long-term job retention and sustainable employment among Indigenous workers.

5. To facilitate the acquisition of operational capital for farmers and fishers and to promote industrial development, the Ministry of Agriculture (MOA) has implemented 20 types of Policy-Oriented Special Agricultural Loans. These loans provide low-interest financing for agricultural operations to eligible farmers and fishers. Notably, the eligibility criteria, terms, and interest rates for female applicants are identical to those for male applicants, ensuring no gender-based discriminatory measures.
6. In 2025, a total of 24,838 loan applications (for individual applicants) were approved. Of these, 8,331 approvals were granted to female applicants, accounting for 34% of the total. This proportion exceeds the share of women in the agricultural, forestry, fishery, and animal husbandry workforce in recent years (29%), indicating that the current loan framework has been effective in meeting the financing needs of rural women.
7. Special training programs for female leaders of agricultural production and marketing groups were organized to ensure that rural women have access to training opportunities. In 2025, the total number of leaders in agricultural production and marketing groups was 17,676, of whom 2,572 were women, accounting for 14.55% of the total.
8. A total of 3,126 managerial positions in farmers' associations at all levels were held by 1,693 women, accounting for 54.16% of the total. In the 2025 elections for farmers' associations at all levels, 12 associations (3.97%) achieved at least one-third representation of either gender among their directors, up from 4 associations (1.32%) in the 2021 elections, representing an increase of 8 associations. Among supervisors, 39 farmers' associations (12.92%) achieved at least one-third representation of either gender in 2025, compared with 33 associations (10.93%) in 2021, an increase of 6 associations.
9. Nationwide, fishers' associations at all levels had 495 directors, including 453 men (91.5%) and 42 women (8.5%). Of the 149 supervisors, 139 were men (93.3%) and 10 were women (6.7%).
10. In 2025, livestock industry organizations had 311 managerial personnel, including 30 women, who accounted for 9.6% of the total. Livestock production and marketing groups had 3,537 leadership positions, of which 357 were held by women, representing 10.1%.

No.38 點次 38 Article 15 第 15 條 法律之前人人平等

點次	問題內容	
38	原文	<p>38. Regarding the Ancestor Worship Guilds that continue to exclude female offspring, please provide information on the Government's plans and steps to fully implement the Constitutional Court's ruling of 2023. Relatedly, according to the World Bank Women, Business and the Law 2024 data, Taiwan's legal frameworks score is 75/100, above global and regional averages, but the expert opinion index reveals gaps in practical realization, indicating that formal legal equality does not uniformly translate into lived equality for women across family and marriage matters. Please indicate what measures are in place to:</p> <p>(a) Ensure that women in indigenous communities have effective access to their inheritance and property rights under both statutory and customary frameworks, including access to legal aid where customary practice discriminates.</p> <p>(b) Guarantee that the formal legal equality provisions translate in practice to everyday life, at all levels including within Cities and Communities through adopting models like the Cities for CEDAW initiative.</p>
38	中文參考翻譯	<p><b>法律之前人人平等</b></p> <p>38. 針對持續排斥女性後代的祭祀公業，請提供政府全面落實憲法法庭 2023 年裁決之計畫和行動的資訊。與之相關的是，根據世界銀行《2024 年女性、經商與法律》(Women, Business and the Law 2024) 的資料，臺灣法律框架得分為 75/100，高於全球和區域平均水準，但專家意見指數顯示實際落實方面的差距，指出在家庭和婚姻事務中，形式上的法律平等並未一致轉化為婦女的實際平等。請說明已採取哪些措施，確保：</p> <p>(a) 原住民族社區的婦女能夠根據成文法和習慣法有效享有繼承權和財產權，包括在實踐慣例存在歧視之情況下獲得法律扶助；</p> <p>(b) 正式的法律平等條款轉化為日常實踐，在城市和社區等各個層級，透過採用「Cities for CEDAW」倡議等模式來實現。</p>

權責機關：內政部、司法院(a)、原民會(a)、性平處(b)

中文回應：

一、內政部已依據憲法法庭 112 年憲判字第 1 號判決意旨，檢視《祭祀公業條例》，針對派下員資格及繼承規定中不符性別平等原則部分，研擬修正條文並推動修法，以建立符合憲法價值之制度。在修法完成前，亦已訂定女子派

下權申報變動及補列處理原則，並透過講習，提升各地方政府辦理案件之一致性與效率。另規劃辦理修法座談會，廣納祭祀公業團體意見，作為後續政策與法制作業參據，以兼顧性別平等、制度穩定及社會共識。

## 二、(a)的部分

- (一) 民事訴訟程序，未因性別不同而給予不同的處遇，女性後代或原住民族女性，均得依民事訴訟程序主張祭祀公業等財產權利。
- (二) 又按憲法法庭第 112 年憲判字第 1 號判決，認定《祭祀公業條例》第 4 條第 1 項及第 2 項關於「男系子孫」為限之規定違憲。司法院將持續出席法規主管機關研擬《祭祀公業條例》第 4 條修正草案相關會議並適時提供意見，希望能確保不論男女皆享有平等派下權。至於保障原住民女性之繼承權與財產權部分，司法院於各級法院設立原住民專庭或專股，要求法官於審理相關案件時，除了參酌慣習，也應引用 CEDAW 之精神。
- (三) 為確保原住民族女性於法定制度與傳統慣習下均能保障其繼承權及財產權，並得獲得適當法律協助，原民會依「推動原住民族法律服務要點」，委由財團法人法律扶助基金會推動原住民族法律服務工作，提供族人法律諮詢、扶助及相關資源連結，以強化其權益保障。

三、(b)的部分：透過「行政院辦理直轄市與縣(市)政府推動性別平等業務輔導獎勵計畫」，將鼓勵地方政府「推動落實在地 CEDAW」及「CEDAW 宣導」納入評分項目，另將「提出 CEDAW 城市檢視報告」納入加分項目，積極強化城市與社區層級之參與及治理能力，逐步實現性別平等於日常生活中的全面落實，未來也將定期檢視辦理成效予以檢討精進。

## 英文回應：

1. The Ministry of the Interior has, in accordance with the Constitutional Court Judgment No. 1 of 2023, reviewed the Act Governing Ancestral Worship Guilds. It has proposed amendments to provisions concerning eligibility for membership and inheritance that are inconsistent with the principle of gender equality, and is actively promoting legislative reform to establish a system aligned with constitutional values. Prior to the completion of these amendments, the Ministry has also formulated principles for handling the registration of changes and supplementary inclusion of women's membership rights in ancestral worship guilds. In addition, training sessions have been conducted to enhance consistency and efficiency among local governments in processing related cases. Furthermore, the Ministry plans to convene consultation forums on the proposed amendments to gather a broad range of views from ancestral worship guild organizations. These inputs will serve as a reference for subsequent policy and legislative work, with the aim of balancing gender equality, institutional stability, and social consensus.

2. Part (a)
  - (1) In civil proceedings, no differential treatment is accorded on the basis of gender. Female descendants or Indigenous women are equally entitled to assert property rights—such as rights relating to ancestor worship guilds—through civil litigation procedures.
  - (2) According to No. 1 Judgment of the Constitutional Court in 2023 (112-Hsien-Pan-1), the provisions in Article 4, Paragraphs 1 and 2 of the Act for Ancestor Worship Guild that limited inheritance to male-line descendants were declared unconstitutional. The Judicial Yuan will continue participating in meetings organized by the relevant authorities to draft amendments to Article 4 of the Act for Ancestor Worship Guild and will offer timely recommendations to ensure equal inheritance rights for both men and women. To protect the inheritance and property rights of Indigenous women, the Judicial Yuan has set up specialized Indigenous courts or divisions across all judicial levels and mandates that judges, when handling related cases, consider customary practices as well as uphold the principles of the CEDAW.
  - (3) To ensure that Indigenous women are able to safeguard their inheritance and property rights under both statutory legal systems and traditional customs, and to ensure access to appropriate legal assistance, CIP has commissioned the Legal Aid Foundation to implement legal service programs for Indigenous peoples in accordance with the “Guidelines for Promoting Indigenous Legal Services”. These services provide legal consultation, legal aid, and related resource linkage support to strengthen the protection of Indigenous peoples’ rights and interests.
3. Part (b): Through the “Guidance and Incentive Program for Promoting Gender Equality in Municipalities and County (City) Governments,” local governments will be encouraged to include the “implementation of local CEDAW” and “CEDAW promotion” to the scoring criteria. Additionally, “submit a CEDAW city review report” will be included as a bonus item. The aim is to strengthen participation and governance at the city and community levels and gradually achieve the comprehensive implementation of gender equality in everyday life. In the future, the effectiveness of these efforts will be reviewed periodically to facilitate continuous evaluation and refinement.

點次	問題內容	
39	原文	<p><b>Marriage and family relations</b></p> <p>39. Please provide information on the following matters relating to divorce and family relations:</p> <p>(a) In cases where domestic violence is involved, a new measure requires courts to utilize mediators with professional training on domestic violence. Please explain how this system works and whether it contributes to the prevention of further domestic violence.</p> <p>(b) Regarding the division of residual marital property, the inclusion of pensions varies by occupation. Please indicate how the Government can ensure that pensions across all occupational sectors are included within the scope of claims for the division of residual marital property.</p> <p>(c) The proposed amendment on the right to claim alimony includes provisions terminating that right upon remarriage. Please explain the rationale of this proposal and whether the Government intends to delete this provision, given that alimony concerns the marital life between the divorced spouses.</p>
	中文參考翻譯	<p><b>婚姻與家庭關係</b></p> <p>39. 請提供以下與離婚與家庭關係相關的資訊：</p> <p>(a)若涉及家庭暴力，是否有新措施要求法院使用接受過家庭暴力專業培訓的調解員。請說明這個系統如何運作，以及是否有助於預防家庭暴力再次發生；</p> <p>(b)關於剩餘婚姻財產的分割，退休金的納入情況因職業而異。請說明政府如何確保所有職業領域的退休金都納入剩餘婚姻財產分割的請求範圍；</p> <p>(c)針對贍養費請求權擬議之修正案，包括再婚後該權利即告終止之規定。請說明這項提議的理由，以及考量到贍養費涉及離婚配偶之間的婚姻生活，政府是否有意刪除這項規定。</p>

權責機關：司法院(a)、性平處(b)、法務部(c)

中文回應：

一、(a)的部分

- (一)《家事事件法》的家事調解先行制度，係提供當事人一個平和對談、自主解決紛爭的機制。然為避免涉及家庭暴力之被害人因家事調解先行制度再次受到傷害，「法院設置家事調解委員辦法」已將「家庭暴力防治」

納入該辦法第 5 條所定家事調解委員核心課程之一，以提升調解委員在家事調解程序之敏感度。

- (二) 為提供涉及家庭暴力被害人一個友善、安全的調解環境，司法院建置「家事調解事件安全評估表」，由法院提供當事人填復，以利及早辨識及提供個案適切的措施，例如不同時間到、退庭，不同出入路線及等候處所，請適當人員陪同出庭等。
- (三) 此外，2025 年 2 月 18 日修正發布之《法院設置家事調解委員辦法》第 6 條第 5 項規定，家事調解委員名冊應特別載明曾受家庭暴力防治專業訓練者，供法官選任。讓具相當專業訓練的家事調解委員，得於調解進行中辨識雙方權力關係是否明顯不對等，查覺有危害被害人安全或相對人有控制意圖時，適時終止調解或改採適當方式處理，並向承辦法官建議連結社政、警政及家庭暴力防治網絡資料，降低被害人二度傷害，強化法院對涉及家庭暴力被害人程序及人身安全之保障。

二、(b)的部分：現行軍公教及政務人員離婚配偶之退休年金分配已於各該法規定有明文，至其他尚未納入離婚配偶分配退休金之職業年金，亦需考量各職業年金性質各有不同，將於各該職業年金之法規進行規範。另考量銓敘部主管《公務人員退休資遣撫卹法》亦有修正規劃，以及各該法規修正草案應採齊一原則，因此，離婚配偶職業退休金分配請求權修法，目前交由各權責機關參酌《公務人員退休資遣撫卹法》修正草案，並就各權管法規與實務態樣，徵詢專家及團體意見，凝聚社會共識，並以 CEDAW 第 29 號一般性建議（離婚對配偶雙方造成的經濟後果）、保障人民重要權益為原則，充分評估不同職域別之配偶年金分配權。

三、(c)的部分

- (一) 當事人再婚時即與新的配偶開啟新的生活，且當事人如有多段婚姻，恐難以釐清並計算贍養費，爰參考德國、瑞士立法例之「乾淨的分手」（clean break）原則，明定贍養費請求權及未到期之定期金給付，除贍養權利人死亡外，亦應於其再婚時歸於消滅，以使身分關係單純化。
- (二) 法務部提出之「民法親屬編部分條文修正草案」，於 2025 年 2 月經行政院院會審查通過，並於 2025 年 9 月由行政院、司法院會銜函請立法院審議，針對修正條文內容尚可於立法審議過程中討論。

### 英文回應：

#### 1. Part (a)

- (1) The family mediation-first approach under the Family Act offers parties a

way to engage in peaceful dialogue and autonomous dispute resolution. However, to prevent victims of domestic violence from additional harm through this process, the Regulations for Courts Appointing Family Mediators have incorporated “domestic violence prevention” as one of the core training modules for family mediators, as stipulated in Article 5 of the Regulations. This aims to improve mediators’ awareness and responsiveness to domestic violence issues during family mediation sessions.

- (2) To provide a safe and supportive mediation setting for victims of domestic violence, the Judicial Yuan has created a “Safety Assessment Form for Mediation on Family Matters,” which courts provide to the involved parties. This method helps to identify risks early and apply suitable measures tailored to each case, such as scheduling different arrival and departure times, assigning distinct entry and exit pathways and waiting areas, or arranging for suitable personnel to escort the involved parties within the court premises.
  - (3) In addition, Article 6, Paragraph 5 of the Regulations for Courts Appointing Family Mediators amended on February 18, 2025 stipulates that the roster of family mediators should explicitly indicate those who have undergone specialized training in domestic violence prevention, thereby providing judges with a reference when making appointments. Mediators with the appropriate professional expertise are more capable of recognizing significant power imbalances between the parties. If they identify a risk to the victim’s safety or signs of controlling behavior from the other party, they should immediately end the mediation or adopt a suitable alternative method. Additionally, they should advise the presiding judge to seek information from social welfare services, law enforcement, and domestic violence prevention network. This approach helps minimize further harm to the victim and enhances the court’s ability to protect domestic violence victims through both procedural measures and personal safety considerations.
2. Part (b): The current allocation of retirement pensions for divorced spouses of politically appointed officials is clearly stipulated in the respective laws. As for other occupational pensions that are not yet included in the allocation of retirement pensions for divorced spouses, it is necessary to consider the different nature of each occupational pension and regulate them in accordance with the relevant occupational pension regulations. Additionally, in light of the planned amendment to the “Act Governing Retirement, Severance and Bereavement Compensation for Civil Servants” under the Ministry of Civil Service, and the need for consistency across related legislative amendments, the amendment involving the right to claim distribution of occupational pensions between divorced spouses is currently being handled by the competent authorities with reference to the draft amendments of the “Act Governing Retirement, Severance and Bereavement Compensation for Civil Servants,” taking into account relevant laws and practical circumstances within their jurisdictions while consulting experts and NGOs to build social consensus. Guided by CEDAW general recommendation No. 29 (on the economic consequences of marriage, family relations and their dissolution) and the principle

of safeguarding the fundamental rights of the people, relevant authorities conduct comprehensive assessments of spousal pension distribution rights across different occupational sectors.

3. Part (c)

- (1) When a party remarries, a new life with the new spouse begins. If a party has been married several times, it may be difficult to clarify and calculate alimony. Therefore, referencing the "clean break" principle in the legislative examples of Germany and Switzerland, it is stipulated that the right to claim alimony and periodic payments not yet due shall be terminated not only upon the death of the alimony recipient, but also upon his or her remarriage, in order to simplify the status relationships.
- (2) The 'Draft Amendments to Certain Provisions of Part IV, Family Law of the Civil Code' proposed by the Ministry of Justice was approved by the Executive Yuan in February 2025 and was jointly submitted by the Executive Yuan and the Judicial Yuan to the Legislative Yuan for deliberation in September 2025. The content of the proposed amendments may still be discussed during the legislative deliberation process.