

Individual Action Plan for the enhancement of the ratio of women' s representation in leadership 2016

✧ To enhance women' s representation in leadership, Chinese Taipei puts forth the six indicators- three for each public and private sectors apart- to recognize the improvement as follows:

1. Public sectors:

- (1) minister-level positions
- (2) senior rank officers
- (3) directors and supervisors of state-owned enterprises

2. Private sectors:

- (1) female members on board and supervisors in TWSE/GTSM listed companies
- (2) women led enterprises
- (3) directors and supervisors in labor unions

*TWSE: Taiwan Stock Exchange

*GTSM: Gre Tai Securities Market

Economy: Chinese Taipei

<p>Ratio of women' s representation in leadership* in both the public and private sectors (* based on each economy' s indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<p>1 Public Sectors</p> <p>1-1 Political appointees The number of political appointees is 450 in 2015, in which females account for 19.6%-88 persons-, remaining the same percentage as .</p> <p>1-2 Senior rank civil servants The number of senior rank civil servants is 8,800 in 2015, in which females account for 31.3%-2,752 persons-. Compared with the number of 2014, shows a 1.1 percentage point increase in female participation.</p>
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1-3 Directors and supervisors of state-owned enterprises

Directors and supervisors of state-owned enterprises

The ratio of women's representation in leadership in the State-owned enterprises (By January 2016) :

committees	each gender ratio over one-third	each gender ratio under one-third	total
board of directors	25	75	100
Supervisors	62.5	37.5	100

Since 2013, the ratio of the total number of women served as directors of State-owned enterprises has increased from 11.93% to 23.21% by January 15, 2016.

Since 2013, the ratio of the total number of women served as supervisors of State-owned enterprises has increased by 28.26% to 48.28% by January 15, 2016.

2 Private Sectors

2-1 Female members on board and supervisors in TWSE/GTSM listed companies

Proportion of female members on board in TWSE listed company: 11.53%(2015)

Proportion of female members on board in GTSM listed company: 12.37%(2015)

Proportion of women in positions equivalent to supervisor in TWSE listed company: 23.46%(2015)

Proportion of women in positions equivalent to supervisor in GTSM listed company: 23.79%(2015)

2-2 Women led enterprises

According to the 2015 Small and Medium Enterprise Yearbook, the proportion of female owned enterprises is 36.19%.

	<p>2-3 Directors and supervisors in labor unions Proportion of female in positions equivalent to Legislators, senior officials & managers in both the public and private sectors(2015) : 25.38% Proportion of female in positions equivalent to directors and supervisors in labor union at all levels(2013):28.4%</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>1Public Sectors</p> <p>1-1 Political appointees Taking into account the trajectory of female participation in minister-level positions, the first step of achieving one-third gender ratio is to reach 20% of minister-level positions taken by females by 2020.</p> <p>1-2 Senior rank civil servants In the range of senior rank civil servants, Chinese Taipei has reached the goal of 30% proposed by Japan's '2020-30' initiative. The goal of promoting female participation in senior rank positions will still remain in accordance with the CEDAW general recommendation No.23/16- women's participation reaches 30 to 35 per cent (generally termed a "critical mass").</p> <p>1-3 Directors and supervisors of state-owned enterprises Requiring the gender ratio of board of directors or supervisors be not less than one-third over 50% of State-owned enterprises in 2020.</p> <p>2 Private Sectors</p> <p>2-1 Female members on board and supervisors in TWSE/GTSM listed companies</p> <p>The Financial Supervisory Commission("FSC") will hold seminars and symposiums to encourage TWSE/GTSM listed company to continually enhance the proportion of women in positions equivalent to director and supervisor.</p>

	<p>2-2 Women led enterprises Ministry of Economic Affairs will continue to hold the female entrepreneurship courses and counseling in order to maintain the proportion of female owned enterprises.</p> <p>2-3 Directors and supervisors in labor unions Proportion of female in positions equivalent to directors and supervisors in labor union at all levels(2017): 33.33% (one third)</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>1 Public Sectors</p> <p>1-1 Political appointees In accordance with the plan of actions identified in the Gender Equality Policy Guidelines, which is promulgated in 2011, promoting and expanding the practice of the one-third gender ratio will be one of the main concerns of appointing minister-level positions.</p> <p>1-2 Senior rank civil servants Promoting gender equality by issuing administrative directives, both central and local governments are encouraged to enhance female leaderships.</p> <p>1-3 Directors and supervisors of state-owned enterprises Requesting the state-owned enterprises should add at least one female member in their board of directors or supervisors when reappointing every year.</p> <p>2 Private Sectors</p> <p>2-1 Female members on board and supervisors in TWSE/GTSM listed companies FSC will require TWSE and GTSM to include gender balance in Best Practice Principles for Listed Companies, and encourage listed companies to increase board diversity through mechanisms such as the Corporate Governance Evaluation and Corporate Governance Index. Besides, FSC will hold seminars and symposiums to promote the benefit of board gender balance and</p>

	<p>diversity and cultivate a gender balance culture.</p> <p>2-2 Women led enterprises Build the equal gender work environment, counsel female entrepreneurships, increase female' s working skills, etc.</p> <p>2-3 Directors and supervisors in labor unions Hold Training Courses: Arrange the courses to empower women so as to improve their leadership and promote their motivation of managing union affairs. Enhance Public Awareness: Strengthen to advocate the policy goals and public awareness of gender equality while holding propaganda, forum, labor education and training activities. Incentives: Request the subordinate agencies of MOL and county and city governments to regard the gender proportion of labor unions administrators as one of the subjects in various types of subsidies projects.</p>
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The voluntary goals will be reviewed by each economy in the process of developing Interim report.