

**Implementation of the Convention on
the Elimination of All Forms of
Discrimination against Women**

**Fifth Report Submitted under
Article 18 of the Convention**

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Foreword

In Taiwan, the word *gender* in Mandarin Chinese was used as an academic term under the influence of Western feminism between the 1990s and 2000s to refer to a core social practice. Its application demonstrated a paradigm shift in academic terminology from the contrast between the two sexes in a binary framework, focusing on the rights of a specific group (women), to the term *gender* becoming a complex concept involving social constructs, power dynamics, and diverse identities.

The development of gender equality in Taiwan is intrinsically linked to the process of democratization. Part IV of the Civil Code on family matters was amended several times in the 1990s, abolishing the paternal preference in rights over minor children, reforming the matrimonial property regime, and providing flexibility for the surnames of children, gradually weakening the patriarchal ideology deeply rooted in the law. In the workplace, the Gender Equality in Employment Act, announced in 2002, not only prohibited discrimination based on gender and sexual orientation but also included numerous measures, such as parental leave and menstrual leave, to promote equality and create a friendlier employment environment. In schools, the Gender Equity Education Act, passed in 2004, aimed to eliminate gender stereotypes on campuses and protect students from sexual harassment, assault, and bullying. The three acts for prevention of violence—the Domestic Violence Prevention Act (1998), Sexual Assault Crime Prevention Act (1997), and Sexual Harassment Prevention Act (2005)—along with the Stalking and Harassment Prevention Act, passed in 2021, jointly built a legal line of defense against gender-based violence. They not only provided legal remedies for victims but, more importantly, transformed violence—once considered to belong to the private domain—into a public issue, identifying gender-based violence as a crime and establishing the government’s responsibility to intervene and provide protection.

In terms of overall policy framework, Taiwan began implementing gender mainstreaming in 2005, with the goal of integrating a gender perspective into all government projects and laws. Taiwan passed the Enforcement Act of Convention on the Elimination of All Forms of Discrimination against Women (CEDAW Enforcement Act) in 2011, formally codifying the convention and demonstrating Taiwan’s determination to align with international human rights standards. The Executive Yuan promulgated the Gender Equality Policy Guidelines the same year to provide a framework for the government’s implementation of gender equality. In 2019, it launched the four-year Important Gender Equality Issues and Gender Equality Promotion Plan and identified six main issues for promotion. It is currently working on phase two of the plan. At present, gender equality work is jointly carried out by the five Yuans (branches of government), government agencies, and local governments. (See Article 3 for details.)

According to the standards of the Gender Equality Index (GII) published by the United Nations Development Programme in 2022, Taiwan ranked 10th among 167 countries in the world.¹ In the Social Institutions and Gender Index published by the Organization for Economic Cooperation and Development in 2023, Taiwan ranked sixth among 179 countries. However, despite promulgating numerous laws and measures and achieving remarkable results in gender equality

¹ Since Taiwan is not a member of the United Nations, the ranking was calculated using Taiwan’s statistics and according to the methodology used to compile the GII.

according to international indices, traditional gender roles and stereotypes are still prevalent in Taiwan. The gender pay gap, the burden of care on women, and insufficient female representation among decision-makers are all matters that Taiwan is currently addressing. Furthermore, society is still divided on certain gender equality issues, such as comprehensive sexuality education and the advancement of LGBTI+ rights.² In digital environments, sexual minorities are vulnerable to the risk of intersectional discrimination and violence. For example, LBTQ women may face both homophobic and misogynistic abuse.

After review of the previous (fourth) CEDAW National Report, Taiwan looked into measures to be implemented by government agencies based on the table of actions to be taken in response to the Conclusions and Recommendations. In 2023, a total of nine in-person meetings were held to review the response form, in which 45 nongovernmental organizations (NGOs) participated and 53 opinions were received through an online collection mechanism. Attendees of the CEDAW Fourth National Report Conclusions and Recommendations Mid-term Review Meeting in 2024 included 197 people from 22 government agencies and 46 NGOs. Experts, scholars, and the general public were invited to participate and assist the government in examining the appropriateness of strategic actions in response to the CEDAW Conclusions, their implementation status, and areas for improvement. The mechanism actively involved people in the government's decision-making process, drew on the pooled wisdom of the public to jointly propose improvement strategies, and built a partnership between citizens and the government.

Taiwan's government advocates for women's rights in accordance with the spirit of CEDAW and the operations of law and order and social norms. It encourages government agencies at all levels to engage in dialogue with civil society, actively build a social consensus, strive to eliminate differences, and further promote and protect the rights of women—including women with intersectional identities, such as girls, elderly women, indigenous women, new immigrant women, women with disabilities, intersex persons, transgender women, and lesbians.

The articles below follow the framework of the CEDAW articles and the Conclusions and Recommendations of the previous National Report. Some points are taken from comments by International Review Committee members regarding the development of gender equality in Taiwan, and do not have corresponding action strategies. The remaining points present Taiwan's efforts and progress in each aspect of women's rights between 2021 and 2024, according to the articles of CEDAW.

² LGBTI+ is the collective term for persons with diverse gender identities and sexual orientation, encompassing lesbian, gay, bisexual, transgender, intersex (persons born with sex characteristics that do not fit into typical male or female binary definitions), and the plus sign representing other gender identities and sexual orientations, such as pansexual and nonbinary.

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Article 1

In Taiwan, discrimination against women is defined in accordance with the provisions and general recommendations set forth under CEDAW. In 2011, Taiwan formally codified CEDAW into domestic law by formulating and promulgating the CEDAW Enforcement Act, which serves as the foundation for government agencies to eliminate gender-based discrimination and achieve gender equality.

- 1.1 During the review period of Taiwan's Third and Fourth National Reports, some NGOs argued that certain government documents contained mistranslations of the terms *sex* and *gender*, which could undermine the foundation for protecting the rights of biological women. Between 2020 and 2021, the Executive Yuan convened meetings on this question and concluded that in Mandarin, the term 性別 (gender) encompasses both biological and social meanings, which differs from the English distinction between sex and gender. After review, it was determined that there were currently no issues with practical applications by the administration and judiciary. For instance, the Gender Equity Education Act, Gender Equality in Employment Act, and related interpretations already cover both sex and gender. The meetings further concluded that in future English translations, the choice between sex and gender should be made according to the specific context of each regulation. Additionally, an external review mechanism involving gender equality experts would be implemented. Each government agency would be required to conduct internal reviews, which would be approved by the members of their respective gender equality task force.
- 1.2 Some NGOs have argued that CEDAW is only applicable to biological females. At the same time, some groups have held that gender-friendly spaces infringed on exclusive spaces for biological females and could lead to safety issues for women. They have also expressed concern about policy measures that allow transgender persons to change the gender on their identification card without requiring surgery.
- 1.3 In addition to the accuracy of translation, the issues at the heart of the above disagreement are how to determine gender differences, the legal definition of *male* and *female*, and the resulting legal effects. Since the protection of equality for a "lesbian, bisexual or transgender woman or intersex person" is mentioned in Paragraph 8 of CEDAW General Recommendation No. 33, Paragraph 12 of General Recommendation No. 35, and the Conclusions and Recommendations of previous CEDAW National Reports, Taiwan's government believes that CEDAW provides protection not only for biological females but also for lesbians, bisexual women, transgender women, and intersex persons. Moreover, Taiwan's Gender Equality Policy Guidelines state that an inclusive gender-friendly environment that respects diversity shall be established to protect the rights of people of different genders and focus attention on disadvantaged groups.
- 1.4 With due consideration to the operation of law and order and social norms, the government continues to encourage agencies at all levels to actively engage in dialogue with civil society, build a social consensus, strive to eliminate differences, and continue to promote and protect the rights of women—including women with intersectional identities, such as girls, elderly women, indigenous women, new immigrant women, women with disabilities, intersex persons, transgender women, bisexual women, and lesbians.

Article 2

Regarding the obligation to eliminate discrimination, in Points 15, 17, 18, 21, 22, 53 and 54 of the

Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan strengthen the application of CEDAW by the courts, improve training for judicial officials, and enact a comprehensive antidiscrimination law for gender equality.

Taiwan has established a mechanism to systematically review and amend laws and regulations that do not comply with CEDAW. Over 90% of recommended amendments have been completed. Taiwan is currently advancing legislation for an antidiscrimination law and is collecting extensive opinions from all sectors to ensure that the process is transparent. While the legislation is awaiting completion, Taiwan has simplified complaint and handling procedures for incidents of gender-based discrimination and sexual harassment on campuses, in the workplace, and in other fields. In addition, because the courts still need to apply CEDAW more effectively, training for the judiciary will be strengthened to enhance the judicial system's use of the convention.

Building an Antidiscrimination Environment

Review of CEDAW Regulations and Regulations on Eliminating Discrimination³

- 2.1 To ensure that existing and newly enacted and amended laws and regulations comply with CEDAW, the Executive Yuan established a CEDAW regulatory review mechanism in 2012. The body assesses domestic laws and regulations in coordination with general recommendations issued by the United Nations. Laws and regulations that do not comply with CEDAW are put on a watchlist by the Executive Yuan and deducted points according to indicators from the Gender Equality Guidance and Evaluation (Incentive) Project. The Executive Yuan continues to supervise and direct government agencies to complete amendments. To ensure that newly enacted and amended laws comply with CEDAW, a gender impact assessment must be conducted before bills are submitted to the Executive Yuan for deliberation in accordance with the Directions of Bill Review Submission to the Executive Yuan by Subordinate Agencies. This promotes the implementation of CEDAW by incorporating a gender perspective into every stage of a bill's progress, from drafting, planning, decision-making, execution, supervision, and assessment to review and recommendations. In addition, the Executive Yuan has a gender equality mailbox for citizens to report violations of CEDAW. If a responsible government authority is found to be in violation of CEDAW, it will be required to make changes, and the issue will be listed for tracking, management, and assessment.
- 2.2 As of the end of 2024, a total of 272 laws and regulations were found to be noncompliant with CEDAW and its general recommendations (reviewed up to general recommendation No. 37). Of these, 263 amendments have been completed (achieving a 96.7% completion rate), and 10 amendments are pending. For details, see Table 2-1 in the appendix. Regarding amendments to the Criminal Code, Genetic Health Act, Act for Ancestor Worship Guild, and Civil Code, which were matters of concern in the Conclusions and Recommendations of the previous report, see Articles 12, 15, and 16.

Eliminating Discrimination Based on Gender

- 2.3 The minimum height requirement to be eligible to take police officer exams disqualified a

³ In response to Points 15 and 22d of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

significantly higher proportion of women than men, making it discriminatory against women by restricting their right to take the civil service test. To implement the Constitutional Court's 2024 Judgment No. 6, the government has promoted an amendment to the Physical Examination Standards for Police Personnel Examinations. A comprehensive review of the job requirements for various types of police work was conducted, leading to the removal of two height restrictions in the police officer examination regulations. The amended standards were revised and promulgated by the Examination Yuan on January 2, 2025. The Central Police University and Taiwan Police College have edited their prospectuses to remove minimum height requirements from physical examination criteria. The changes aim to attract a wider pool of talent that meets the demands of police work while also protecting women's rights to take civil service examinations.

- 2.4 Judicial Yuan Interpretation No. 807 of 2021 stated that restrictions on women working night shifts set forth in Paragraph 1, Article 49 of the Labor Standards Act were invalid because they violated the intent of the Constitution of the Republic of China (Taiwan) to protect gender equality. Considering the importance that the international community attaches to protecting maternal health, the Ministry of Labor (MOL) issued a circular letter announcing that employers should not require pregnant or breastfeeding women to work at night. Moreover, employers should not force women to work at night if they are unable to do so due to health or other valid reasons. Additionally, employers are required to implement maternal health protection measures for women who are pregnant or in their first postpartum year in accordance with the Occupational Safety and Health Act.

Implementing the Antidiscrimination Act and Simplifying Sexual Harassment and Gender Discrimination Complaint Handling Procedures Before the Act Becomes Effective⁴

- 2.5 When drafting the Antidiscrimination Act, the Executive Yuan referred to domestic and overseas legislation, organized academic seminars, and held public hearings. It also invited experts and scholars on indigenous issues, immigration, elder, children and youths, persons with disabilities, and religion, as well as officials from the National Human Rights Commission, the Department of Gender Equality of the Executive Yuan, and related government agencies, to provide their views. A total of 11 consultation and discussion meetings were convened. In 2024, a 60-day public review period was held for the draft, along with three discussion meetings with NGOs and four regional public hearings. The Executive Yuan examined and revised the draft with reference to opinions from different sectors. In addition, consultation meetings were held with relevant agencies and scholars and experts from home and abroad. Further review meetings will be held. Upon approval by the Executive Yuan, the draft will be formally submitted to the Legislative Yuan for deliberation.
- 2.6 Sexual harassment and gender discrimination complaint handling procedures have been simplified.
- (a) The amended Sexual Harassment Prevention Act took effect on March 8, 2024. It extended the time limit for filing grievances, simplified grievance procedures, deleted the second appeal mechanism, stipulated that competent agencies to investigate sexual harassment incidents had to complete investigation reports within three months, required recommendations for handling incidents to be submitted to the special (Executive Yuan-governed) municipality or county (city) government for review, and mandated that such reviews be completed within four months. In 2024, 91.13% of grievances were reviewed within the time limit.

⁴ In response to Points 22a, 22b, and 22c of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

- (b) The Gender Equality in Employment Act provides complaint procedures and remedies for sexual and gender-based discrimination and harassment in the workplace. Starting on March 8, 2024, after filing a complaint with their employer, if the complainant is dissatisfied with the results of the investigation or disciplinary action taken by the accused person's employer, the victim may directly file a complaint with the local competent authority. When the highest-ranking official or the employer is the perpetrator, employees may directly file a complaint with the local competent authority. The perpetrator will be punished if the complaint is verified after investigation. In 2024, local competent authorities accepted 230 complaints according to Article 32-1 of the Gender Equality in Employment Act. In 75 cases, the perpetrator was the highest-ranking official or employer; they were found liable after investigation in 25 cases.⁵
- (c) The Gender Equity Education Act expressly prescribes how to investigate and handle incidents of gender discrimination, sexual harassment, and sexual bullying on campus (including hate speech that is demeaning, attacking, or threatening toward the sexual characteristics, gender traits, sexual orientation, or gender identity of others). An amendment to the Regulations Governing Prevention of Gender-Related Incidents on Campuses was promulgated in 2024, simplifying procedures to apply for investigation, accept cases, and appeal gender-related incidents on campuses. Applications for investigation or reports of gender-based incidents on campus, appeals against incidents not accepted by the school, and appeals against the results of the school's investigation and handling may be made orally, making procedures simpler and more convenient. At the same time, a school's gender equity education committee may report incidents and conduct investigations independently, without requiring the matter to be reported by an applicant, effectively simplifying procedures for accepting cases.

Application of CEDAW by the Courts and Training of Judicial Officials⁶

2.7 The Judicial Yuan and the Ministry of Justice (MOJ) have incorporated CEDAW as a mandatory subject in pre-orientation and on-the-job training for judges, prosecutors, attorneys, and other judicial officials, thereby laying a solid foundation for downward implementation.

- (a) In 2022, the Judicial Yuan completed a research project to develop a Reference Manual for Judges to Cite CEDAW. It incorporated the manual into its Implementation Plan for Gender Mainstreaming (2024-2025) in 2023, further enhancing gender awareness, strengthening the ability of courts to apply CEDAW, and extending the scope of the initiative to include officials other than judges. In 2024, a specialized training program titled Enhancing the Application of CEDAW in Courts was established to systematically elevate the professional competence of judges and court practitioners in gender-related human rights issues. The MOJ also includes CEDAW-related topics in the annual Women and Children's Protection and Gender Equality Seminar and has launched a campaign to encourage prosecutors to cite CEDAW in publications.
- (b) Since 2023, attorneys have been required to take courses on gender equality practices in orientation training. National and local bar associations have also begun offering on-the-job courses on CEDAW. The Judges Academy has incorporated human rights conventions into the mandatory orientation training courses for successful examinees, and continues to include

⁵ In response to Points 53 and 54 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

⁶ In response to Points 17 and 18 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

content related to human rights protection into on-the-job training courses. The Academy for the Judiciary offers courses on CEDAW as part of education for judges and prosecutors, pre-job training for admitted prosecutors, education for prosecutor investigators, and training for probation officers and law clerks. These programs aim to incorporate human rights perspectives into judicial practices so that relevant cases are handled in a manner that is respectful and sensitive to gender diversity.

- (c) In 2024, the Ministry of Education (MOE) organized a workshop on Developing Gender Equity Education—Incorporating CEDAW into Courses and Teaching. Members of the Executive Yuan Gender Equality Committee led sessions and shared case studies on the topics of “CEDAW and Gender Mainstreaming Literacy for Gender Equality” and “Practices for Incorporating CEDAW into Teaching.” Participants included teachers of such subjects as law, instructional innovation, and gender equality, as well as other relevant academic staff.

Article 3

Regarding taking all appropriate measures in political, social, and other fields to ensure that women enjoy equal human rights, in Points 11, 12, 13, 16, 19, 20, 23, 24, 25, 26, 41, and 42⁷ of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW, the International Review Committee recommended that the government conduct gender analysis and assessment of the National Human Rights Action Plan and policies related to the pandemic; consider having the Legislative Yuan establish a committee on women’s rights and encourage female legislators to form a cross-party caucus; and increase the resources and authority and improve the supervision performance of the dedicated agency on gender equality in order to more comprehensively and systematically promote and implement gender equality.

Taiwan has already taken concrete actions in response to the abovementioned recommendations. Going forward, Taiwan will continue to improve the implementation and performance of gender equality mechanisms, increase the usefulness of gender statistics for policy applications, effectively apply data to make more precise policy interventions and resource allocations, and focus more attention on the diverse circumstances and needs of different genders to appropriately carry out related work.

Strengthening the Nation’s Gender Equality Mechanisms

- 3.1 Legislators exercise authority independently of the executive branch of government. Regarding the recommendation in the last review for the Legislative Yuan to establish a committee on women’s rights, since this involves organizational changes, it will require legislators to agree on an amendment to the Organic Law of the Legislative Yuan. With respect to the recommendation to form a cross-party caucus, the Legislative Yuan already has a Gender Equality Committee formed by legislators across political parties and internal and external experts and academics. The committee is responsible for gender equality policies, regulations, campaigns, and gender impact assessments of bills and budgets. The Legislative Yuan encourages legislators to pay attention to gender issues through a gender impact review form for bills and a gender budgeting report prepared by staff. It also raises gender awareness among legislative assistants.⁸

⁷ Points 23 and 24 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW are independently tracked by the National Human Rights Commission, which plans to publish the information on its website.

⁸ In response to Points 16, 41, and 42 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW

3.2 The Judicial Yuan established the Human Rights, Minor Protection, and Gender Friendly Commission to actively implement a gender mainstreaming policy and create a gender-friendly judicial environment. The committee convened seven meetings between 2021 and 2024, discussing nine agenda items on such gender issues as improving family dispute mediation to protect the rights of minor children, making judicial gender statistics more complete, creating a judicial environment that is friendlier to victims of sexual assault, improving protection order issuance procedures under the Stalking and Harassment Prevention Act and the Domestic Violence Prevention Act, handling the rights of minor children to be heard in courts at all levels according to the Constitutional Court's 2022 Judgment 111-Hsien-Pan-8, and improving compulsory enforcement of visitations with minor children. The Implementation Plan for Gender Mainstreaming by Personnel of the Judicial Yuan and Subordinate Agencies (2024-2025) and the Judicial Yuan Implementation Plan for Gender Mainstreaming (2024-2025) were announced in 2023, covering empowerment and raising gender awareness, compiling gender statistics and analysis, promoting gender equality in decision-making, improving gender-friendly measures, and updating information in the gender equality section of the Judicial Yuan website.

Government Institutions and Mechanisms for the Promotion of Gender Equality⁹

3.3 The Executive Yuan's Department of Gender Equality is responsible for overall planning and coordination of gender equality policy. It provides comprehensive and systematic guidance to central and local governments that carry out related work.

- (a) The Gender Equality Committee is a mechanism that encourages governments at all levels to promote gender equality in their areas of responsibility. Over the years, the Department of Gender Equality has organized CEDAW training, promoted gender mainstreaming and gender equality, and conducted surveys and polls. It supervises government agencies in conforming to CEDAW, implementing the Conclusions and Recommendations, and formulating and amending policies and regulations.
- (b) The Executive Yuan implements national gender equality policies through multiyear projects under the Gender Equality Policy Guidelines. Tasks are divided into addressing key gender equality issues at the executive level and implementing gender equality plans at the agency level. This allows government agencies to coordinate and divide responsibilities under an overall framework. At the Executive Yuan level between 2022 and 2025, plans to tackle key gender equality issues included increasing female participation in decision-making, enhancing women's economic power, creating gender-friendly workplaces, eliminating gender stereotypes, preventing digital gender-based violence, promoting gender equality in health and care, and creating environments and technological innovations that include a gender perspective. The Executive Yuan supervises subordinate agencies in carrying out key tasks identified in the Gender Equality Policy Guidelines. Progress on each work item is tracked and reviewed through a mechanism that incorporates information disclosure and public participation.
- (c) Promoting gender equality in decision-making in the public and private sectors is currently an important issue at the executive level. To guide the private sector in implementing gender equality, the Executive Yuan commissioned a study on the current status and needs of corporations. In the next phase (2026-2029), the Executive Yuan plans to promote gender-

⁹ In response to Point 25 and 26 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

friendly workplaces created through public-private partnerships. The initiative will include raising the gender equality awareness of employers and supervisors in companies of different sizes, expanding the creation of gender-friendly environments in the workplace, improving gender equality in the decision-making of organizations, and closing the gender wage gap. The policy will further deepen gender equality.

- (d) Funding for the operations of the Department of Gender Equality falls under the category of gender equality affairs in the annual budget of the Executive Yuan. Between 2021 and 2024, the annual budget allocations were NT\$14.03 million, NT\$19.30 million, NT\$16.29 million, and NT\$15.08 million, respectively.
- (e) Aside from the Department of Gender Equality, government agencies and local governments also employ personnel responsible for gender equality affairs. The Department of Gender Equality has an allocation of 36 staff, central government agencies had approximately 78 dedicated gender equality personnel in 2023, and local governments had around 108 dedicated gender equality personnel in 2024.¹⁰ Current staffing levels are sufficient. If more personnel are needed to respond to growing service requirements, the Executive Yuan will flexibly adjust the personnel headcount allocation among agencies within the total quota in accordance with the Act Governing the Total Number of Personnel Headcounts of Central Government Agencies.
- (f) The Executive Yuan continues to implement a gender budgeting system to ensure that a gender perspective is incorporated into government administration and financial resources and important gender equality projects are funded and implemented. It also prepares overall gender budgeting reports and discloses them online for public access. The Executive Yuan uses guidance and incentive measures and establishes evaluation indicators to encourage local governments to develop localized gender budgeting mechanisms. As of the end of 2023, 20 out of 22 local governments had developed procedures for gender budgeting.

3.4 During the planning stage of the National Development Plan (2025-2028), a gender impact assessment was conducted, the opinions of gender equality scholars and experts and the Department of Gender Equality were referenced, and a gender perspective was included when appropriate. The National Development Plan incorporated forward-looking analysis of global trends and evaluation of mid- and long-term impacts, which shed light on the core issues of gender equality. It established clear national development strategies, such as increasing the labor force participation of female, middle-aged, and elderly workers, as well as enhancing the labor value of women in family-friendly workplaces that welcome dual employment and caregiving roles. The plan highlights the importance that the government attaches to female participation in decision-making; women's employment, entrepreneurship, and economic security; gender equity education; prevention of sexual harassment; incorporating a gender perspective into demographic, medical, and healthcare policies; and other gender issues.

Gender Analysis and Gender Impact Assessment of the National Human Rights Action Plan and Pandemic-related Plans

3.5 To ensure that the National Human Rights Action Plan incorporates diverse perspectives and is

¹⁰ The number of dedicated personnel in central government agencies and local governments are counted alternately in the annual Gender Equality Guidance and Evaluation (Incentives) Project. Hence, statistics for central government agencies and local governments correspond to different years.

effectively implemented, the Executive Yuan has established a systematic tracking, management, and evaluation mechanism, with the Department of Human Rights and Transitional Justice responsible for overall planning and implementation. The Department of Gender Equality cooperates by formulating gender-related actions and participating in related review meetings.¹¹

- (a) To guarantee effective oversight of the first National Human Rights Action Plan, the Executive Yuan convened nine review meetings on the plan's implementation. Members of the National Human Rights Action Plan Consultative Committee, the Human Rights Protection and Promotion Task Force, the National Human Rights Commission, children and youth representatives, and various NGOs involved in gender equality collaboratively reviewed progress reports. The process also fostered civic dialogue and transparency. Total attendance at the nine review meetings was 834.
- (b) The Executive Yuan is currently developing a new National Human Rights Action Plan and has formed the National Human Rights Action Plan Consultative Committee to work on the updated version. Members of the committee include representatives of government agencies, various human rights task forces such as the Gender Equality Committee of the Executive Yuan, human rights organizations, human rights experts and scholars, and commerce and industry representatives. The process of formulating the plan is open and transparent. The Executive Yuan continues to invite academics, experts, and NGO representatives who are concerned with gender issues and strive to protect and promote gender equality. This ensures that a gender perspective is incorporated in each stage of the plan from formulation, design, decision-making, and implementation to subsequent supervision, evaluation, review, and recommendations.

3.6 In response to the impact of the COVID-19 pandemic on gender equality and underprivileged groups, the government has focused efforts on mitigating repercussions, analyzing issues, and guiding future response measures.¹²

- (a) To effectively tackle COVID-19, protect public health, and address the pandemic's impact on the economy and society, the Ministry of Health and Welfare (MOHW) enacted and promulgated the Special Act for Prevention, Relief and Revitalization Measures for Severe Pneumonia with Novel Pathogens in 2020. The act has been amended twice, and gender impact assessments were conducted during its enactment and amendment.
- (b) The Ministry of Economic Affairs (MOEA) completed a study in 2023 that found that the proportion of female business owners in the commercial services sector who received support from the Relief Plan 2.0 in 2021 was six percentage points higher than the percentage of all female business owners (approximately 31%), indicating that the subsidies were beneficial to female business owners. Analysis of salary and working capital subsidies for struggling businesses due to the impact of COVID-19 in the meetings, incentives, conventions, and exhibitions (MICE) industry and the trade industry revealed that among the 1,743 companies that received support, 35.6% of the owners were female, higher than the industry average of 30%.
- (c) To better understand gender inequality caused by the pandemic in Taiwan, the Executive Yuan completed a study that analyzed the impact of the pandemic on different genders in

¹¹ In response to Point 11 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

¹² In response to Point 12 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

various respects and included 51 gender-related statistics. The report found that the pandemic had a greater impact on industries with more female workers and disproportionately affected youths in atypical employment and middle-aged and elderly women. Relatively more female workers applied for family and epidemic prevention care leave and flexible working hours during the pandemic. The percentage of women who used mental health support and hotline services and visited mental health clinics increased more in comparison to men, especially when compared to before the pandemic. The Executive Yuan issued a list of reminders on gender issues involved in epidemics in 2024 to guide government agencies to formulate policies, projects, plans, and measures for future epidemics that show concern for and respond to the needs of people of different genders. The guidelines aim to actively eliminate gender inequalities caused by epidemics.

- (d) The National Development Council compiled a report titled *Economic Impact of the Pandemic on Women*, which collected studies from international organizations, analyzed the socioeconomic effects of the pandemic on women in Taiwan, explored possible causes, and discussed government policies to support women's employment. The study showed that during the 2020-2021 period of the pandemic, women's unemployment increased at a higher rate compared to men, atypical female employment numbers decreased, and the proportion of women's overall internet usage was lower than men's. The study proposed policy recommendations to increase women's economic empowerment, improve the well-being of women, and conduct long-term studies on women's socioeconomic issues.
- (e) The MOL published the *Study of the Impact of the COVID-19 Epidemic on Labor Employment and the Labor Market* in 2022. The report found that the pandemic had a significantly disproportionate impact on female employment, but the main reason might be due to industry characteristics rather than gender. Female workers are concentrated in industries with more frequent interpersonal contact, which were impacted more heavily by the pandemic. When these industries were affected, more women were impacted than men.

Gendered Innovation

3.7 One of the important gender equality issues established by Executive Yuan for 2022 to 2025 is to create an environment and technological innovations with a gender perspective. The Executive Yuan guides government agencies to utilize gendered innovation and encourages them to incorporate gender-based and diversity analysis into the planning, implementation, and outcome stages of projects. The aim is for scientific research and technological development to have a gender perspective. The National Science and Technology Council completed the Guidelines on Gendered Innovation Approaches in Scientific Research and Technological Development in 2023. In 2024 and 2025, related government agencies developed gendered innovation approach manuals for health and welfare, the environment, agriculture, and robotics, gradually applying gendered innovations to various types of research and product development.

Protection of Data and Rights of Women from Disadvantaged Groups¹³

3.8 The Executive Yuan revised the Gender Equality Policy Guidelines in May 2021. The revision incorporated the spirit of relevant international conventions, declarations, and the Sustainable Development Goals (SDGs) while paying special attention to the intersectionality and rights of

¹³ In response to Point 13 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

disadvantaged groups (women who are also indigenous, new immigrants, minors, elderly, persons with disabilities, living in rural and remote areas, and LGBTI+). The Gender Equality Policy Guidelines serve as the highest guiding principles for gender equality in Taiwan and set forth the vision for gender equality policies, policy objectives, and campaign strategies.

- 3.9 In 2024, the Executive Yuan began implementing measures to improve the gender statistics of its subordinate agencies, asking each agency to look into the feasibility of adding categories for disadvantaged groups—such as persons with disabilities, the elderly, children, and youths—to their gender statistics and planning an implementation schedule. Additionally, 10 large-scale surveys were designed primarily to collect data on sexual orientation and gender identity and conduct intersectionality-informed analysis to understand the current status and dilemmas of LGBTI women. Gender equality task forces in government agencies and gender equality committees in the private sector jointly discussed and tracked the status of implementation, thereby obtaining more gender statistics to support the government’s decision-making. The Guidelines for Diverse Gender Statistics were announced the same year, serving as a reference for government agencies.
- 3.10 In May 2024, the Directorate General of Budget, Accounting, and Statistics revised the Statistical Scope Division among Governments at Different Levels and among Central Government Agencies, adding the classification 11990-01 on human rights indicators and amending the term *gender statistics* in the 30910 common statistics of agencies category to *gender (including sex and gender) statistics*. Government agencies have been instructed to make greater efforts to disaggregate cross-tabulated demographic data (including disadvantaged groups) when reviewing official statistical reports or survey implementation plans. To conform with the United Nations’ 52 indicators relating to disadvantaged women, Taiwan has reviewed its statistics and provided the results to the competent authorities for reference.
- 3.11 Data is compiled from official statistics and surveys to comprehensively understand the status of persons with disabilities (including women) and the different circumstances of elderly women. The MOHW set up a section on its website for data on elderly and long-term care to serve as a reference in policy planning. The section currently has 61 gender statistics.
- 3.12 Regarding the education, employment, health, social security, and judicial rights of disadvantaged women, see Articles 10, 11, 12, 13, and 15; for women in rural areas, the fisheries industry, and remote areas, see Article 14; for new immigrant women, see Article 9.

Sustainable Development Goals¹⁴

- 3.13 During the previous review of the national report on CEDAW, the International Review Committee indicated that Taiwan’s selection of gender equality indicators for the SDGs seemed arbitrary. The SDG formulation process in Taiwan followed the UN principle of leaving no one behind, beginning with a comprehensive review of UN documents (including materials on SDG development and documents from UN Women and other relevant agencies). Based on this review and Taiwan’s social, economic, and cultural status at the time, the Department of Gender Equality proposed recommendations for SDG5 and 66 cross-cutting gender equality-related indicators. In the formulation process, the Executive Yuan’s Gender Equality Committee was invited to participate in discussions, and public input was fully incorporated through multiple regional civic participation meetings nationwide. After the previous CEDAW review, the National Development Council—the lead agency responsible for the SDGs—and the Department of Gender Equality reviewed cross-

¹⁴ In response to Points 19 and 20 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW

SDG gender equality indicators. After referencing the 2023 report jointly published by UN Women and the UN Department of Economic and Social Affairs, the gender equality indicators were reviewed and revised again. The process confirmed that the original cross-cutting gender equality indicators already covered almost all the international recommendations. Ultimately, the 66 indicators were revised to 67 indicators. In addition to the indicators under SDG5, important gender equality-related indicators were also identified for other SDGs—for example, indicator 1.2.1 on rate reduction of the population of men, women, and children in low-income households; indicator 2.2.3 on nutritional status in important life stages and the prevalence of woman aged 15 to 49 with hemoglobin less than 12 g/dL; indicator 3.7.5 on adolescent birth rate; and indicator 8.7.3 on the number of training female labor union directors and supervisors. The changes in the status of each SDG are monitored in an annual outcome report.

Article 4

The International Review Committee recommended that the government take stronger temporary measures to better represent women in Points 27 and 28 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW. Taiwan utilizes incentives, subsidies, and evaluation mechanisms and provides professional training opportunities to increase the participation of women in politics and advance their development and empowerment to make decisions in organizations. Taiwan is also amending laws and regulations to strengthen maternal health protection for workers.

Temporary Measures¹⁵

- 4.1 The MOEA continues to encourage female participation at its events. For example, attendance of women at the Taiwan International Water Forum increased from 8% in 2022 to 29% in 2024. In addition, related training courses reserve a quota for female participants. For example, the MOEA International Connection and Innovative Empowerment Program for the Semiconductor Industry reserves 10% to 20% of places for women, thereby promoting greater female participation in STEM talent development.
- 4.2 The government's temporary measure to increase the number of female environmental protection specialists, announced in 2023, offers professional programs for women to become waste disposal technicians and dedicated wastewater and sewage treatment specialists, subsidizing 40% of training fees. To increase incentives for women to participate, nonpractical classes are taught online to reduce the time spent on transportation away from home.
- 4.3 The Financial Supervisory Commission (FSC) amended the Regulations Governing Information to be Published in Annual Reports of Public Companies in 2021 to guide public companies in attaching importance to women's participation in decision-making. The amendments require companies to disclose their board diversity policy in their annual report, including gender representation, specific management goals, and implementation status. The FSC further announced the Sustainable Development Action Plan for TWSE- and TPEX-Listed Companies (2023), making it mandatory for boards to be more gender diverse. Companies applying for public listing should have at least one female director on their board starting in 2023; public companies must elect at

¹⁵ In response to Points 27 and 28 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

least one female director to the new board of directors starting in 2024; and public companies are required to disclose reasons and remedies in their annual report if less than one-third of board members are female starting in 2025. As of the end of 2024, 86% of TWSE- and TPEx-listed companies had appointed at least one female director, and at least one-third of board members were female in 16.9% of companies, which was up 5.8 percentage points compared to the 11.1% level in 2020.

- 4.4 To enhance women's opportunities to participate in local politics, an amendment to Article 33 of the Local Government Act is being considered, changing the current quota system from reserving one-fourth of elected seats for women to reserving one-third of elected seats for either gender. Furthermore, a draft amendment to the Political Parties Act has been proposed, requiring political parties to allocate a certain percentage of government subsidies for women's empowerment.
- 4.5 In 2024, the MOE set universities and colleges a target for at least one-third of senior administrators to be women, or for the number of female senior administrators to increase by at least 1% from the previous year. Awards of performance-based subsidies for national universities and technical and vocational schools as well as subsidies for private universities and colleges are contingent on achieving the standard. Of Taiwan's 74 public and private universities, 41 (55.4%) reached the target and received subsidies. There are also 74 technical and vocational schools, of which 35 (47.3%) reached the target and received subsidies.
- 4.6 See Article 10 for Directions Governing MOE Subsidies for University and Tertiary College Projects to Train Research and Development Professionals in STEM Fields and Women Research and Development Professionals.

Maternal Protection

- 4.7 Articles of the Regulations Governing Maternal Health Protection for Female Workers were amended on May 31, 2024, and the Technical Guidelines for Maternal Health Protection in the Workplace were amended on June 25 of the same year. The changes expanded maternal health protections for female workers by extending the scope of measures; requiring businesses to allocate medical personnel and formulate maternal health protection plans depending on the number of employees, in accordance with Article 3 or 4 of the Labor Health Protection Regulations; and increasing the number of listed substances that cause reproductive toxicity and germ cell mutagenicity from 29 to 39.

Article 5

To change gender stereotypes and biases, in Points 29 to 34, 53, and 54 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan adopt related policies or measures to promote respect for women, combat violence against women, increase the sensitivity of judges to gender issues, and amend the Gender Equality in Employment Act to allow complaints of sexual harassment against employers to be filed with an impartial institution.

The Executive Yuan lists *eliminating gender stereotypes* as an important gender equality issue and is urging government agencies to work together to create a culture of gender equality in society. Taiwan amended the Gender Equality in Employment Act, the Sexual Harassment Prevention Act, and the Gender Equity Education Act in 2023. In addition to establishing an external sexual harassment

complaint mechanism against employers, Taiwan has also strengthened support measures for victims. However, the prevention of gender violence will require government agencies to continue working together to effectively reduce gender violence and build stronger networks for personal safety protection.

Eliminating Gender Stereotypes

Gender Equality Campaigns and Measures¹⁶

5.1 Eliminating gender stereotypes, biases, and discrimination is one of the Executive Yuan's priority gender equality initiatives for 2022 to 2025. It guides government agencies as they work to eliminate gender stereotypes in cultural, educational, employment, and public domains, aiming to create gender equality in society by fostering public awareness and respect for cultural diversity. The Executive Yuan regularly conducts reviews under the Gender Equality Guidance, Evaluation, and Incentive Program for Subordinate Agencies of the Executive Yuan and has set evaluation indicators to guide implementation in central government agencies and local governments. The results from 2021 to 2024 are as follows.

- (a) Central government agencies: the Ministry of the Interior (MOI) promoted the establishment of gender-friendly environments in hospitals performing physical examinations for military draftees. The MOJ organized activities related to same-sex marriage and antidiscrimination laws. The Council of Indigenous Peoples and the Hakka Affairs Council held exhibitions and performances on LGBTI+ issues and family diversity. The MOE developed sample lesson plans incorporating LGBTI+ and family diversity topics into the curriculum and has actively promoted their use. The Ministry of Culture (MOC) conducts gender equality reviews of important folk customs and has observed that parade formations¹⁷ historically dominated by male participants, such as the Song Jiang Battle Array, the Golden Lion Array, and the Twelve Grannies Array, continue to see increasing numbers of female participants. In November 2024, the MOC held an exhibition entitled *Divine Power, Women's Power, and Social Power—Gender Narratives of Taiwan's Folk Customs*, which attracted over 10,000 visitors. It showcased 54 engaging images that addressed gender issues, highlighting the ways in which folk customs are responding to social changes and growing gender equality awareness, as well as the increasing number of female participants in traditional folk rituals and processions. Indeed, women are gradually assuming more roles in the core tasks of preserving these traditions and contributing to related decision-making processes.
- (b) Local governments: New Taipei City set up Super Dad Supply Stations to provide fathers with knowledge and proper techniques for bottle feeding, reversing gender roles for housework and childcare. Taichung City held a Confucius Temple ceremony with women serving as ceremonial attendants. Hsinchu County organized a national Hakka Yimin Festival featuring a female master of ceremonies and female ceremonial attendants for the first time. Pingtung County held a newborn blessing event based on a century-old Hakka folk custom from Jiadong Township. Traditionally, an altar was built to bless newborn baby boys during Lunar New Year. However, baby girls are now included, helping to eliminate gender stereotypes. And in their family education projects, local governments have enhanced the public's ability to

¹⁶ In response to Points 29 and 30 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

¹⁷ Taiwan's traditional folk customs and religious activities are primarily for worshipping deities, warding off evil spirits, and praying for blessings. They are commonly practiced at temple fairs and religious festivals.

resolve conflicts, express emotions, and communicate with their partners or spouses, avoiding the perpetuation of gender stereotypes and prejudices. A total of 498 sessions were held in 2021, 575 sessions were held in 2022, 591 sessions were held 2023, and 620 sessions were held in 2024.

- 5.2 To avoid perpetuating gender stereotypes or reinforcing stereotyped gender roles for men and women, as well as to address concerns about the objectification of women during the awards, opening, and groundbreaking ceremonies of government agencies, the Executive Yuan issued official letters in 2023 requesting that government agencies consider the balance of genders when arranging reception personnel. In addition, the outfit of reception personnel must be suitable for the nature of their work and professional needs, and outfit designs that are too revealing or intentionally accentuate body curves should be avoided so as to create a culture of gender equality in society.

Living Conditions Surveys

- 5.3 The Executive Yuan conducts annual telephone surveys to gain an understanding of the attitudes of Taiwanese people toward gender equality and related issues. Based on survey results in recent years, overall public awareness of gender equality has gradually increased, but biases resulting from stereotyped gender roles remain. For example, in 2024, 58.2% of people still believed that women were more suited to be caretakers of infants and young children (down 2.9 percentage points from 2020). In terms of attitudes toward gender diversity, the majority of people are now more respectful of gay, lesbian, and transgender persons but remain conservative when it comes to gender transition policies.
- 5.4 According to a 2024 survey on the living conditions of women aged 15 to 64, the average time spent performing unpaid caregiving and domestic work was 4.41 hours per day for women with a spouse or cohabiting partner, which remained unchanged compared to 2019. However, the average time their spouse or cohabiting partner spent performing unpaid caregiving and domestic work had risen to 1.72 hours per day, representing an increase of 0.24 hours compared to 2019. Thus, the time spent by women performing unpaid caregiving and domestic work was 2.6 times that of their spouse or cohabiting partner, indicating a slight decrease from 2019. (See Table 11-3 for details.)

Eliminating Occupational Gender Segregation¹⁸

- 5.5 To foster a gender-friendly employment environment, the Executive Yuan has made enhancing women's economic empowerment and establishing gender-friendly workplaces one of its priority gender equality initiatives for 2022 to 2025. Numerous strategies were formulated, including promoting gender-equal and inclusive workplaces, eliminating occupational gender discrimination, and addressing horizontal and vertical gender segregation in the workplace. Relevant government agencies have formulated specific measures, such as empowerment through skills training, improving workplace environments, bolstering employment facilitation, raising awareness about gender equality, and highlighting female role models, so as to eliminate occupational gender segregation. The actions taken by the relevant government agencies are as follows.
 - (a) To prevent gender stereotypes from causing occupational gender segregation, the MOL provides consultations through employment centers and shares examples of people who have

¹⁸ In response to Points 29 and 30 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

successfully found employment, stepping up its efforts to encourage unemployed women and raise awareness about training opportunities. This has increased the female participation rate in training for industrial occupations. In 2021, the MOL selected the occupation of electrical wiring for promotion, and female participation in training increased from an average of 6% over the previous 5 years to 7%. In 2022, the occupation of machinist was selected, and female participation in training increased from an average of 24% over the previous 5 years to 31%. In 2023, engineering was selected, and female participation in training increased from an average of 21% over the previous 5 years to 28%. In 2024, the automobile industry was selected, and female participation in training increased from an average of 1% over the previous 3 years to 7%.

- (b) To decrease occupational gender segregation in the tech industry, women are encouraged to form communities in STEM. In 2022, a conference for female scholars in the natural sciences was organized, and in 2023, a cross-disciplinary conference for female scholars was held in collaboration with engineering scholars. Such events allow female scholars to pass on, share, and exchange knowledge and experience related to their fields, creating a friendly research environment and encouraging more women to contribute their expertise to scientific research. The percentage of women working on National Science and Technology Council projects has gradually increased from 26.2% in 2020 to 27.5% in 2024.
- (c) To address occupational gender segregation in the transportation sector, the Ministry of Transportation and Communications (MOTC) uses successful case studies and other media to promote gender equality and actively encourage women to become operators of land, maritime, and air transport. Through evaluations and temporary measures (e.g., listing the percentage of female drivers as an evaluation item and referencing it when determining subsidies for operators), the MOTC is increasing female employment in this sector and enhancing women's participation in decision-making. The number of female pilots increased from 167 (6.2%) in 2021 to 194 (6.6%) in 2024. The number of female highway bus drivers increased from 63 (1.8%) in 2023 to 68 (1.9%) in 2024. The percentage of women hired as mail carriers increased from 3.6% in 2021 to 5.3% in 2023.
- (d) To eliminate occupational gender segregation in the construction and building industries, the MOI issued official letters to construction associations requesting that they enhance gender equality in the workplace and encourage female construction workers to apply for professional certification to become superintendents. The MOI also included gender equality courses in architect education and training to raise gender equality awareness among relevant personnel. In addition, the MOI regularly conducts the selection and promotion campaign for the Taiwan Outstanding Architect Award. As of the end of March 2025, five outstanding female architects had been chosen. The winners serve as role models, giving special lectures and filming interviews for the public.
- (e) Since 2021, the Executive Yuan Public Construction Commission (PCC) has been filming interviews with exceptional female engineers involved in public construction projects that have won the Golden Quality Award, encouraging more women to work in construction. The interviews cover gender equality support mechanisms at government agencies and companies and the women's personal thoughts and experiences. In this way, the PCC aims to eliminate gender stereotypes and occupational gender segregation and encourage women to enter the engineering field. In addition, the PCC has emphasized gender equality measures in the workplace and the concept of work-life balance in training courses for professional engineers, increasing women's willingness to enter the field and remain in their chosen career. The PCC

enhances the competitiveness of professional female engineers by encouraging them to participate in relevant professional engineering training programs. Approximately 12 training sessions are held each year, with the percentage of female participants growing from 6.5% in 2022 to 11.5% in 2024.

- (f) The Nuclear Safety Commission (NSC) designs gender-friendly teaching materials and activities, aiming to eliminate the stereotype that men should study science and engineering while women should go into the humanities. The NSC organized 9 popular science exhibitions on atomic energy. The percentage of female visitors exceeded 35% for all the exhibits, with the highest female visitor rate reaching 53.9%. Female students were also encouraged to serve as guides. A total of 67 female students participated, accounting for 60.4% of guides. Furthermore, the NSC incorporated gender equality perspectives into its operations, producing playing cards featuring female scientists, gender equality posters, and medical radiation information brochures in multiple languages, which increased the participation of new immigrants and women in science.
- (g) The MOHW continues to promote the Nursing Workforce Preparation Plan and other measures. As of the end of 2024, there were 8,830 licensed male nurses, accounting for 4.6% of all nurses. In addition, efforts are being made to bolster the qualification training of care workers and enhance the profession's image to increase the willingness of men to enter the field. The percentage of male care workers in Taiwan increased from 15.1% in 2020 to 18.8% in 2024.
- (h) In response to annual increases in the number of women at the Ministry of National Defense (MOND), the MOND continues to review gender-friendly measures and the accessibility of facilities. It has renovated the living quarters and bathrooms of old military bases of the Republic of China (ROC) Armed Forces, encouraged women to participate in discussions, and created a friendlier living environment by amending laws and regulations and reforming the organizational culture. In addition, breastfeeding rooms, nursery rooms, and gender-friendly toilets are now included in newly constructed living quarters and official residences, and lighting equipment and surveillance systems are installed at entrances to enhance the safety of residents. The ROC Armed Forces Rules for the Establishment and Management of Breastfeeding Rooms were amended in 2024, and there are currently 404 breastfeeding rooms. In 2020, 15.6% of active service members were female. This figure had increased by nearly 1 percentage point by 2024, reaching 16.5%.

5.6 See Article 10 for information regarding eliminating gender segregation in education and Article 11 for details on strengthening childcare support, gender equality in the workplace, and encouraging men to share childcare responsibilities.

Eliminating Employment Discrimination Against Female Flight Attendants

5.7 The Control Yuan National Human Rights Commission (NHRC) proposed recommendations for domestic airline dress codes. The MOL and the MOTC invited relevant government agencies, airlines, and gender equality experts to deliberate on the recommendation, and dress codes have since become more diverse. In 2024, the MOTC amended implementation guidelines for assessing the gender equality promotion performance of civil air transport enterprises operating scheduled air routes and included providing female flight attendants with non-skirt uniforms as an evaluation item. The MOL requires employers to provide uniforms with pants and ensure that the style, materials, comfort, looseness, and practicality of uniforms are suitable for wear during work. It also

prohibits employers from requiring flight attendants to wear revealing outfits. In addition, airlines are required to allow flight attendants to choose from different uniform options.

Violence Against Women¹⁹

5.8 Since the 1990s, Taiwan has enacted numerous laws and regulations to combat gender-based violence. In response to technological developments and new forms of violence against women, the Executive Yuan listed digital and cyber gender-based violence as an important gender equality issue in 2022. From 2021 to 2023, draft amendments to the Stalking and Harassment Prevention Act, the Criminal Code, the Crime Victim Rights Protection Act, the Sexual Assault Crime Prevention Act, and the Child and Youth Sexual Exploitation Prevention Act were introduced to update laws regarding criminal punishment, victim protection, and the treatment of perpetrators. In 2023, Taiwan's MeToo movement highlighted the severity of sexual harassment. In 2024, the Sexual Harassment Prevention Act, the Gender Equality in Employment Act, and the Gender Equity Education Act were amended. Legislation for the prevention of gender-based violence in Taiwan has become more complete but will require a more comprehensive and integrated approach to implementation moving forward. To facilitate this, the National Action Plan for Gender-Based Violence Prevention was implemented on March 8, 2025. For statistics related to gender-based violence, see Article 5 in the Appendix.

Prevention of Intimate Partner Violence

- 5.9 The seventh amendment to the Domestic Violence Prevention Act was enacted in 2023. Key points of the amendment included making protective measures and effects of protection orders more complete; bolstering protective measures regarding sexual images of victims and noncohabiting victims of intimate partner violence; strengthening recidivism prevention measures; safeguarding same-sex marriage rights; and adding protective measures for adult victims of childhood domestic violence. Active efforts are being made to prevent violence in communities and raise public awareness. In addition, the 113 Women and Children Protection Hotline provides 24-hour service and various reporting channels. The hotline has increased sensitivity training for mandatory reporting personnel and implemented risk assessment mechanisms.
- 5.10 The Judicial Yuan completed the revision of standard judicial document templates, such as petitions, and updated statistical reporting categories in conjunction with the 2023 amendment to the Domestic Violence Prevention Act. In 2024, a revision to guidelines for courts handling domestic violence cases was promulgated, and an explanation of rights and protections for victims in civil protection order cases was issued to strengthen the protection order review process and enhance victims' rights to information and ensure their safety during judicial proceedings. These measures created more gender-sensitive judicial practices and demonstrated a stronger awareness of victim protection.
- 5.11 Assault and sexual offenses between relatives are forms of domestic violence. Public prosecutors conduct investigations in accordance with the Code of Criminal Procedure when they suspect that a domestic violence offense has been committed.
- 5.12 The MOHW began comprehensively implementing the Domestic Violence Safety Net Project in 2011, and special municipalities and counties (cities) have engaged in cross-network collaboration, inviting relevant government departments and agencies responsible for social welfare, policing,

¹⁹ In response to Points 31 to 34 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

education, health, justice, and immigration counseling to jointly assess risk factors for families and discuss safety strategies. An average of 554 network meetings on high-risk cases were held each year from 2021 to 2024. And to address the diverse needs of domestic violence victims in different stages of recovery and those of children and teenagers who witnessed domestic violence, public-private partnerships are leveraged, helping local governments work with the private sector to provide a variety of support services and resources for victims, including shelter, legal advice, psychological counseling, economic empowerment, and employment support. In 2024, 16 county (city) governments received subsidies to implement integrated service plans together with 38 NGOs. Services have been provided more than 860,000 times over the past 4 years.

5.13 The Public Assistance Act review criteria were relaxed for domestic violence victims in consideration of their disadvantaged state and to help them break free from the financial control of their victimizers.

Prevention of Sexual Harassment

5.14 Sexual harassment cases in Taiwan are based on the location in which the sexual harassment occurs and the relationship between the concerned parties. Depending on the circumstances, the Gender Equity Education Act, the Gender Equality in Employment Act, or the Sexual Harassment Prevention Act (collectively referred to as “the three acts on gender equality”) may apply.²⁰ In May 2023, Taiwan’s MeToo movement not only highlighted flaws in the complaint system but also exposed the lack of comprehensive victim protection and support mechanisms. The Executive Yuan passed draft amendments to the three acts on gender equality in July 2023, with some provisions effective from the date of promulgation and the remaining ones taking effect on March 8, 2024. The amendments focused on victim protection, imposing more effective penalties on perpetrators, providing more comprehensive rights protection and victim-friendly services, and establishing a professional and reliable sexual harassment prevention system.²¹

(a) The Gender Equality in Employment Act was amended to include Article 32-3 and Article 38-3, specifying that when public servants, educators, or military personnel are sexually harassed

²⁰ The Gender Equity Education Act stipulates that regardless of whether sexual harassment occurred on campus, the act is applicable if one party is the principal, or a teacher, staff member, employee, or student and the other party is a student. The Gender Equality in Employment Act is applicable when employees experience a hostile work environment or sexual harassment from anyone while performing their duties. (When sexual harassment is committed by unidentified individuals in public places or places accessible to the public, related investigations, mediations, and penalties shall apply the provisions of the Sexual Harassment Prevention Act.) Examples of sexual harassment include an employer sexually harassing employees or job applicants; an employee experiencing persistent sexual harassment during nonworking hours by an individual also working for their employer; an employee experiencing persistent sexual harassment during nonworking hours from the same individual within a different employing entity with which they share collaborative work or business relations; and an employee experiencing sexual harassment during nonworking hours by the highest-ranking official or employer. The Sexual Harassment Prevention Act covers sexual harassment incidents not applicable under the two acts listed above.

²¹ *More effective penalties* refer to the inclusion of the abuse of power in sexual harassment and enhanced punishments, with an added provision to suspend the highest-ranking official and the head of government agencies (institutions) during investigations, as well as clearly specifying jurisdictions.

Victim-friendly services refer to extending statutes of limitations for filing complaints; adding special time limits after complainants leave a job when superiors or minors are involved; allowing complainants to apply for an adjustment of job duties or work arrangements during the investigation by the local competent authority when the person accused of sexual harassment is the highest-ranking official or the employer; adding provisions on protections and assistance; simplifying complaint procedures; and bolstering confidentiality requirements.

A professional and reliable sexual harassment prevention system refers to adding external complaint channels and reporting; improving the objectivity and professionalism of the investigation and deliberation mechanisms; and including private sector resources to assist in investigations.

by the highest-ranking official of a government agency, the victim should file a complaint with the superior authority, the competent authority of their affiliated institution, or the supervisory authority. A maximum administrative fine of NT\$1 million may be imposed if the sexual harassment claim is substantiated. If the harasser is found liable for damages as a result of abuse of power in sexual harassment, the victim may request punitive damages in court. In addition, an amendment to the Guidelines for Preventing Unlawful Infringement in the Performance of Duties was announced in February 2025.²²

- (b) The Sexual Harassment Prevention Act clearly stipulates that special municipality and county (city) authorities should establish review committees and that the central governing authority should establish an advisory committee. It has also increased the obligations of venue owners, stating that prevention, correction, and remediation should be taken by the owner before, during, and after incidents. Furthermore, the act has extended the statute of limitations for grievances; specified the department responsible for accepting grievances; added a chapter on victim protection; and enhanced penalties for abuse of power in sexual harassment cases to help prevent it from reoccurring.
- (c) The Gender Equity Education Act has been expanded to include military academies, preparatory schools, police academies at all levels, and juvenile correctional institutions. Awareness campaigns were launched to strengthen the prevention of gender-related incidents on campuses; more thorough protection, assistance, and guidance measures were made available to students; measures for handling perpetrators and incident investigation procedures were made more rigorous; punitive damages for perpetrators were increased; and to avoid power imbalances, all members of the investigation team must now be hired externally if the accused is the principal or a faculty or staff member.
- (d) In accordance with the Gender Equity Education Act, military academies, preparatory schools, police academies at all levels, and juvenile correctional institutions have established gender equity education committees. These committees regularly review the implementation of gender equity education, establish mechanisms for addressing gender-related incidents on campus, and formulate comprehensive measures to ensure that victims receive appropriate counseling, protection, and equal access to education. In addition to promoting gender equity education and conducting awareness campaigns on the prevention of sexual harassment, each institution continues to enhance the professional knowledge and investigative competencies of personnel responsible for handling campus-related incidents, thereby strengthening the overall effectiveness of gender equity initiatives within the education system.

5.15 On March 19, 2024, the National Police Agency (NPA) amended its procedures for handling sexual harassment cases. The revisions clearly defined the procedures for jurisdiction transfer, nonacceptance, and investigation, and stipulated that designated gender-sensitive officers must conduct interviews and take statements. The goal is to ensure that police officers respond to the public with empathy and sincerity, showing genuine concern for victims.

5.16 To help subordinate agencies (institutions) of the Executive Yuan understand and implement sexual harassment prevention in the public sector, the Directorate-General of Personnel Administration compiled the Guidelines for Handling Sexual Harassment Complaints by Central and Local Government Agencies (Institutions) Subordinate to the Executive Yuan and issued an official letter to the competent authorities on March 7, 2024, requesting that they inform their subordinate

²² In response to Points 53 and 54 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

agencies to adhere to the guidelines. The Directorate-General of Personnel Administration sent a checklist of amendments on April 2 of the same year and instructed the competent authorities to review the completeness and appropriateness of the internal regulations of their subordinate agencies (institutions). Four briefings on improvements of personnel administration and three briefings on sexual harassment prevention were held between March and August 2024 to improve the knowledge and skills of government agencies when handling sexual harassment cases and raise awareness among civil servants so as to help prevent sexual harassment. A total of 1,620 people participated in the briefings. Anti-sexual harassment training programs were provided to personnel at all levels and statutory gender-friendly measures were promoted through multiple channels. In 2024, 19 training sessions were held for a total of 1,631 participants.

5.17 The Ministry of Foreign Affairs (MOFA) amended the Directions for Prevention, Complaint, Investigation, and Handling of Sexual Harassment in May 2024 to more comprehensively protect the rights of diplomatic and consular personnel stationed overseas. In addition to specifying a variety of complaint channels and complaint handling procedures, the directions also detail complaint channels that must be publicly disclosed; effective corrective and remediation measures that must be immediately taken upon becoming aware of or receiving a complaint; victims' right to file a complaint; and victims' rights to psychological counseling and medical and legal resources at MOFA or the post in which they are stationed. If an individual is determined to have committed sexual harassment, MOFA will demote the person and impose a penalty on them. The Overseas Community Affairs Council (OCAC) established the Overseas Community Affairs Council Directions for Preventing and Handling Complaints of Sexual Harassment in the Workplace in August 2024, and issued a circular letter to subordinate units and personnel stationed overseas. Moving forward, the directions will be reviewed on a rolling basis in accordance with relevant laws and regulations.

Stalking and Harassment Prevention

5.18 The Stalking and Harassment Prevention Act was enacted in 2021. Statistics indicate that from its implementation on June 1, 2022, to the end of 2024, police departments handled 7,547 stalking and harassment cases and issued 5,048 written warnings. Additionally, they enforced 242 protection orders under the Stalking and Harassment Prevention Act and 1,159 protection orders under the Domestic Violence Prevention Act. In most cases, offenders ceased their behavior after receiving a written warning. However, there were 281 violations of protection orders recorded during the same period.

5.19 In practice, stalking and harassment cases often span extended periods of time and may occur both in real life and online. Consequently, law enforcement and judicial personnel must invest significant resources into ascertaining the perpetrator's identity and motives. In the future, legislative amendments will be proposed to keep pace with social developments, refine the definitions of stalking and harassment, and better understand related patterns of behavior. In addition, authorities plan to draw on existing gender-based violence prevention laws, such as the Sexual Assault Crime Prevention Act and the Domestic Violence Prevention Act, to establish a more comprehensive offender management mechanism and prevent repeat offenses.

5.20 In 2024, the government collaborated with organizations for persons with disabilities to exchange insights on stalking and harassment. The research outcomes are being utilized as reference material to develop self-defense devices tailored to the needs of people with disabilities.

Prevention of Digital and Cyber Gender-Based Violence

- 5.21 In 2022, the MOE conducted a survey on citizens aged 18 to 74 regarding their understanding of digital and cyber gender-based violence. The study involved 1,071 telephone interviews and 1,445 online questionnaires. Survey results showed that telephone respondents correctly answered an average of 87% of the questions, while online respondents correctly answered an average of 95%. In terms of overall scores, the average score for telephone respondents was 8.73 on a 10-point scale, while that of online respondents was 9.49. Further analysis showed significant differences in the overall scores of telephone respondents depending on age, education level, average internet usage, and location. As for the online survey, significant differences were found in scores of respondents of different ages and education levels. Moving forward, the MOE will bolster its strategy to raise awareness about the issue through mass media—including TV, newspapers, and radio—to improve public understanding of digital and cyber gender-based violence. The MOE will also utilize lifelong learning resources, such as community colleges and senior citizens’ learning centers, to expand education and awareness among various demographics.
- 5.22 In 2024, the MOHW announced the findings of its report on digital and cyber gender-based violence, which showed an occurrence rate of 47.4% among all respondents for the previous year and a lifelong occurrence rate of 59.4% after the age of 15.
- 5.23 Strengthened legal sanctions and victim protection mechanisms to combat digital gender-based violence and the dissemination of private sexual images
- (a) In 2023, the definition of *sexual images* was added to Paragraph 8, Article 10 of the Criminal Code. Chapter 28-1 “Offense Against Sexual Privacy and Synthetic Sexual Videos” was also added to address the production and dissemination of synthetic sexual videos. Furthermore, a system to address protective orders for crime victims was provided for in the Crime Victim Rights Protection Act, authorizing courts to issue protective orders prohibiting defendants from approaching, harassing, or stalking victims. Courts may also ban the dissemination or broadcasting of sexual images of victims and require the surrender, removal, or deletion of uploaded sexual content, thereby providing victims with prompt legal remedies.
 - (b) The Child and Youth Sexual Exploitation Prevention Act and the Sexual Assault Crime Prevention Act were amended in 2023. In addition to raising criminal penalties for producing, distributing, and possessing sexual images and videos of children and youth, the amendments also established a mechanism for removing sexual images and videos. Protective measures for victims provided for in the Sexual Assault Crime Prevention Act are applicable mutatis mutandis to victims of offenses related to sexual privacy in the Criminal Code. These protections include mandatory reporting, forensic medical examinations, identity protection, safeguards in criminal procedures, and other support measures. The act also established a mechanism for removing sexual images and videos, clearly stipulating that online platform operators were obligated to restrict browsing, remove webpages with sexual images and videos, and retain webpages containing illicit material for 180 days for investigation by law enforcement and judicial authorities. And under the act, perpetrators may be fined and lose access to certain websites.
 - (c) The Child and Youth Sexual Exploitation Prevention Act was amended in 2024. Key points of the amendment included expanding the categories for child and youth sexual exploitation; requiring police agencies to establish digital forensic databases of sexual images of victims and clearly stipulating that the competent authorities may restrict access

when necessary; making it an offense to exchange consideration to possess, watch, or reproduce sexual images or videos of a child or youth; raising the penalty for possessing sexual images or videos of a child or youth or causing a child or youth to engage in any sexual intercourse or lewd acts in exchange for consideration; and adding community monitoring mechanisms for perpetrators who forcibly take sexual photos or film sexual videos of a child or youth. Special municipality and county (city) authorities received a total of 3,582 child and youth sexual exploitation reports in 2024, in which 32.9% were male and 67.1% were female. Local governments provided consultation services 28,537 times, legal services 765 times, and psychological counseling, consultation, and therapy 1,278 times.

5.24 Mechanisms for removing sexual images and videos and restricting access to online domains; support measures for victims

- (a) In response to the service needs of victims in sexual violence cases, the MOHW established the Sexual Image Abuse Reporting Center in 2023 to receive grievances from victims of sexual image cases nationwide and remove sexual images. The center also set up a hotline to provide consultation services. A total of 1,928 cases (including cases dealing with sexual images of adults and minors) were accepted in 2024. For all cases, the internet service provider was notified. The internet service provider removed the sexual images in 1,718 cases, achieving a removal rate of 89.1%. Of the 1,040 victims, 696 were female (52% were adults and 48% were minors), accounting for 66.9% of all victims.
- (b) The Taiwan Network Information Center (TWNIC), operating under the supervision of the Ministry of Digital Affairs (MODA), established a domain name system response policy zone (DNS RPZ) self-regulatory mechanism to stop the resolution of inappropriate domain names. In line with international practices in domain name management, the mechanism requires a court ruling or decision or an administrative action to be activated. Government agencies such as the MOHW may order internet access service providers to restrict access in accordance with the law and notify TWNIC for assistance. TWNIC will coordinate with participating internet access service providers to stop the resolution of problematic domain names. According to statistics, the mechanism was activated in one case in 2023 and 239 cases in 2024.
- (c) The MOHW issued a document regarding the rights of victims in sexual image cases. It specified the competent authorities responsible for social welfare, policing, prosecution, the courts, education, and the media. It also listed applicable laws based on the age of victims and the relationship between the parties, as well as providing information for individuals seeking assistance, psychological counseling, consultations, and legal aid. In 2024, consultations, accompanied investigative interviews, legal services, and psychological counseling and treatment were provided to victims in sexual image cases 4,434 times.

5.25 The affidavit for the application procedures and forms specified in the regulations governing compliance approval for controlled telecommunications radio-frequency devices was amended in July 2024 to add the phrases “This device is a Bluetooth tracker or similar device. Improper use may result in a violation of privacy as set forth in the Criminal Code and may also violate provisions of the Stalking and Harassment Prevention Act.” Sampling inspections to determine if relevant devices have been labeled with this warning will be conducted annually by the National Communications Commission from 2025 to 2027.

Funding and Personnel Training

5.26 Providing adequate funding and strengthening personnel training

- (a) The MOHW has allocated an increasing amount to its Domestic Violence and Sexual Assault Prevention Fund each year. The fund has grown from NT\$240 million in 2021, NT\$360 million in 2022, NT\$450 million in 2023, to NT\$710 million in 2024. The fund allocated NT\$615.45 million for the three phases of gender-based violence prevention work in 2024. Relevant education and training were planned based on the demand for protective social work to improve the quality of professional services. As of the end of 2024, 100% of social workers at local governments had received related on-the-job training.
- (b) To increase the sexual harassment prevention capabilities of local governments and strengthen sexual harassment prevention education, MOHW formulated a mid- to long-term plan aligning with the Sexual Harassment Prevention Act. The MOHW also provided local governments with over NT\$101.08 million in subsidies and 65 personnel in 2024, as well as organizing 4 training courses ranging from beginning to advanced for over 200 sexual harassment investigation trainees.
- (c) In 2024, the NPA allocated a budget of NT\$728,000 for personnel education and training programs regarding the safety of women and children. A total of six sessions of a basic training course for women and children's safety were conducted. Of the 300 participants, 158 were men (53%) and 142 were women (47%). In 2025, the NPA will continue the program with four basic sessions and two advanced sessions covering topics such as stalking and harassment prevention. A total of 299 participants are expected, including 142 men (47%) and 157 women (53%).
- (d) The MOJ organizes annual seminars on topics such as gender equality and the protection of women and children. They are mainly for public prosecutors and prosecutor investigators handling domestic violence, sexual assault, and sexual harassment cases. Contents of the seminars include the investigation of domestic violence, sexual assault, sexual harassment, and major child abuse cases, as well as gender equality and digital and cyber gender-based violence. The funding allocated for the seminars was NT\$156,932 in 2021, NT\$230,320 in 2022, NT\$200,745 in 2023, and NT\$221,222 in 2024.
- (e) From 2021 to 2024, the MOE organized 4 workshops on family education for primary and secondary school educators. The counseling and treatment of children and youth who had witnessed domestic violence was included in the courses. The funding for the workshops was NT\$1,156,200 in 2021, NT\$1,092,279 in 2022, NT\$1,166,688 in 2023, and NT\$895,240 in 2024. Workshops on practical methods for handling intimate partner violence were held for professional counselors at counseling centers in higher education institutions. Topics included stalking and harassment by intimate partners, digital and cyber gender-based violence prevention, and counseling practices and support. A total of 8 sessions (2 per year) were held between 2021 and 2024, with approximately NT\$360,000 allocated for each session.
- (f) Awareness of related laws and regulations is promoted among gender equality and sexual harassment prevention personnel to improve their complaint handling and procedural abilities. Training is also provided to sexual harassment investigators who assist business entities in investigating complaints of sexual harassment in the workplace. A total of 20 sessions were held from 2021 to 2024. The MOL added 6 budgeted personnel in response to

the additional workload it will be handling due to amendments to the Gender Equality in Employment Act. And to help local authorities smoothly promote and supervise business entities in implementing relevant regulations, in 2024 the MOL provided subsidies to local authorities for personnel hiring and related expenses, approving a total of over NT\$25.37 million for 51 employees.

- (g) To protect the rights of civil servants involved in workplace sexual harassment cases, events promoting protection measures and counseling are organized each year to raise awareness of the remedial system and relevant procedures. From 2021 to 2024, 32 events were attended by a total of 2,686 civil servants, deepening their understanding of the issue.
- (h) Although the Judicial Yuan does not specifically allocate a budget for gender-based violence, its gender mainstreaming training plan requires the personnel of subordinate agencies to take at least 3 hours of gender equality courses annually to enhance their sensitivity and raise awareness about gender equality. Furthermore, the revised Regulations for Courts Appointing Family Mediators promulgated in 2025 stipulates that family mediators must take 3 hours of gender equality courses each year to be reappointed. Professional courses on handling sexual assault cases in courts are conducted annually, and analyses of such cases are incorporated into other training programs. These approaches help judicial officials develop a comprehensive framework for judgments and gain professional expertise, thereby enhancing the quality of trials and the effectiveness of victim protection.

Article 6

Regarding prohibiting the trafficking of women and prostitution, in Points 35, 36, 37, and 38 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan provide necessary legal, medical, financial, psychological, and social support and assistance to help sexual service providers leave the sex industry; take measures to reduce the demand for sex work; and punish those who exploit women in the sex trade. The International Review Committee also recommended that the government provide education on how the human rights of comfort women were violated and build a women's rights museum or provide financial or other necessary assistance for the operation of existing museums.

Taiwan provides shelter for victims of human trafficking through cross-agency collaboration and makes every effort to help sexual service providers transition to different professions. With regard to raising awareness about how the human rights of comfort women were violated, education is provided in communities and schools and resources are allocated to maintain the operation of existing museums.

Improving the Legal Framework to Strengthen Protections for Victims of Exploitation

Human Trafficking Prevention

- 6.1 According to the annual *Trafficking in Persons Report* published by the US Department of State, Taiwan ranked as a tier 1 country for its human trafficking prevention efforts for four consecutive years, from 2021 to 2024.
- 6.2 Amendments to the Human Trafficking Prevention Act took effect on January 1, 2024. The amendments included allowing foreign victims to apply for resident permits, enabling them to

remain in Taiwan for employment purposes; introducing victim protection services and measures, such as community-based placement services and treatment, financial assistance, and medical assistance; and establishing procedures allowing individuals who disagree with victim identification results to file an objection with the superior authority of the original evaluation agency (unit) and prohibiting deportation before final decisions regarding identification or objections are made to protect the rights of suspected victims. In addition, the Regulations Governing the Placement Services of Victims and Suspected Victims of Human Trafficking were also amended to regulate the operation and management of shelters, as well as related support measures.

- 6.3 Through cross-agency efforts, the government developed a comprehensive plan for combating human trafficking. It addressed such issues as the management of intermediary agencies; victim placement; and the division of responsibilities of government agencies in accordance with amendments to laws and regulations. (See Table 6-1 in the Appendix for related statistics.)
- (a) The MOI launched the 2021-2022 Anti-Exploitation Action Plan and the 2023-2024 Anti-Exploitation Action Plan, integrating cross-agency resources and formulating specific strategies based on 4 policy pillars—prosecution, protection, prevention, and partnerships—to ensure effective implementation of human trafficking prevention efforts.
 - (b) The MOL established placement and handling guidelines for victims and suspected victims of human trafficking who hold work visas. It also provides services related to placement, protection, medical assistance, expense subsidies, and change of employer. Nongovernmental organizations (NGOs) dedicated to the prevention of human trafficking are included in the advisory group for the evaluation of private employment service institutions to provide input on evaluation mechanisms for employment agencies. (See 6.2 in the Appendix for assistance measures, preventive measures, and assistance provided to victims and suspected victims of human trafficking.)
 - (c) The MOHW established the Guidelines for Social Affairs Units Providing Placement and Social Welfare Services to Domestic Adult Victims of Human Trafficking. They include provisions on assistance with identification, accompanied investigative interviews, placement or related welfare services, victim subsidy application assistance for adult Taiwan nationals, and enhanced training of relevant personnel. Suspected child and youth victims of human trafficking and children and youth suspected of engaging in sexual intercourse or lewd acts in exchange for consideration are subject to evaluation, referral, placement, counseling, treatment, and follow-up in accordance with the Child and Youth Sexual Exploitation Prevention Act.

Adult Sex Trade²³

- 6.4 In 2021, the MOI commissioned and completed a study on the relationship between Article 80 of the Social Order Maintenance Act and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and made recommendations for legal amendments based on its findings. According to the study, the majority of respondents believed that sex work should only be legal within designated zones, that all parties involved in the illegal sex trade should be punished, and that the government should identify suitable areas for regulated sex work.

²³ In response to Points 35 and 36 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

This was consistent with Taiwan's current sex trade management framework.

- 6.5 Police departments actively investigate cases involving organized criminal groups that promote illegal sex work or that are suspected of human trafficking, sexual exploitation of children and youth, and other offenses against public morals under the Criminal Code. These investigations aim to trace and curb the underlying networks controlling or facilitating such illegal activities. Police departments also employ a cooperative third-party policing approach to address unlawful activities associated with the operation of adult entertainment venues. They work with the relevant local government authorities to enforce laws in accordance with applicable regulations, including levying large fines, ordering businesses to cease operations, and taking measures such as shutting of water and electricity or even demolishing the premises. These coordinated efforts are designed to reduce the occurrence of illegal sex work.
- 6.6 According to Subparagraph 1, Article 80 and Article 91-1 of the Social Order Maintenance Act, sex work involving sexual intercourse or indecent acts in return for consideration is legal only within designated zones. Sexual service providers and clients who engage in such activities outside the designated zones are subject to fines. From 2021 to 2024, 5,187 individuals were fined for engaging in illegal sex work outside designated zones in violation of Subparagraph 1, Article 80 of the Social Order Maintenance Act. Of these, 3,615 (69.7%) were women. (See Appendix 6.3 for detailed statistics by age group.) The majority of fines imposed (87.6%, or 4,546 cases) were in the range of NT\$1,500 to NT\$6,000, which applies to first-time offenders. Of those fined, 3,104 (68.3%) were women.
- 6.7 In 2022, employment services cooperation and referral mechanisms to help women in the sex trade wishing to change professions were established for police, labor, and social welfare agencies to jointly implement career change guidance measures.
- (a) From 2022 to 2024, police departments identified a total of 1,679 cases involving female Taiwan nationals engaged in sex work in violation of Article 80 of the Social Order Maintenance Act. The NPA issued new incentive regulations in July 2024 to encourage police officers to proactively provide information on career transition and social welfare services to those involved in such cases. Officers who effectively assist individuals in accessing referral services based on their needs and achieve tangible results may receive commendations. These measures are intended to motivate frontline personnel to refer more sex workers to social and labor affairs agencies for follow-up support services.
 - (b) The MOL assists female sex workers wishing to change professions and facilitates their access to public employment service institutions. The MOL referred 24 women to employment services from 2022 to 2024. It also organized 7 training sessions for employment service personnel to improve their professional knowledge and skills and enhance their sensitivity. A total of 223 people, 194 of whom were women, participated in the training sessions.
 - (c) The MOHW designed brochures on social welfare resources, which were printed by police agencies and distributed to women in the sex trade. Social welfare services, including legal consultations, medical subsidies, psychological counseling, debt negotiation, and financial subsidies, are provided to female sex workers wishing to change professions. A total of 21 women willing to change their line of work and in need of social welfare were referred from 2022 to 2024. And in consideration of the privacy needs of women in the sex trade, the Consultation and Resource for Job Transfer of Sex Service Providers²⁴ website was jointly

²⁴ <https://www.twrf-cjs.org.tw/en/>

established with NGOs to provide sex workers with anonymous access to suitable resources and a consultation hotline. The care and support they receive from NGOs help build a trusting relationship that further increases their willingness to use other related services.

Human Rights Education on Military Sexual Slavery Victims (“Comfort Women”)²⁵

- 6.8 Resources are allocated to assist the Ama Museum (Peace and Women's Human Rights Museum) in providing accurate information to society and in schools.
- (a) 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.
 - (b) 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.
 - (c) 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.

Article 7

Regarding female participation in politics and decision-making in the public and private sectors, in Points 39 and 40 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW, the International Review Committee recommended taking stronger temporary measures and formulating comprehensive plans to realize gender equality in politics and decision-making positions in the public and private sectors.

Taiwan began implementing the female quota system in 1999 with the Local Government Act, and the percentage of female candidates and elected representatives has steadily increased. Taiwan is currently looking into changing its system that features a female quota of 1/4 of all elected representatives and adopting the principle that either gender should account for at least 1/3 of all elected representatives.

²⁵ In response to Points 37 and 38 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW

Promoting Gender Equality in Politics and Decision-Making Positions in the Public Sector²⁶

- 7.1 Please see 4.4 for amendments to the Local Government Act and Political Parties Act. Please see 7.4 in the Appendix for statistics on the gender of central and local elected representatives.
- 7.2 The government reviews high-level positions held by women in the public sector and uses diverse measures to increase opportunities for female participation in politics and government employment.
- (a) In the 2022 local elections, 10 of the 22 special municipality and county (city) mayors and magistrates were female, accounting for 45.45% of mayors and magistrates that were elected. As of the end of 2024, 11 (50%) of the 22 special municipalities and counties (cities) had appointed women as heads of more than 30% of first-level agencies (units). The heads of local governments continue to be encouraged to appoint women to decision-making positions.
 - (b) To increase female participation in decision-making, this issue was included as an administrative strategy in the annual administration plan, and is listed as a performance evaluation item for personnel administration. From 2021 to 2024, the female representation coefficient²⁷ for (equivalent to) senior rank officials in subordinate agencies of the Executive Yuan increased from 0.83 to 0.86.
 - (c) Political appointees are decided by the premier after considering the nation's overall political development needs. The Directorate-General of Personnel Administration under the Executive Yuan provides up-to-date information on the gender ratio in the middle of each month, and asks the premier to note the gender ratio during personnel operations, in order to create opportunities for women to be named as political appointees, with the goal of achieving the 1/3 gender ratio. The percentage of women in the cabinet was 7.3%, 7.5%, 15%, and 24.4% from 2021 to 2024.²⁸
- 7.3 The Executive Yuan incorporated the promotion of gender equality in public and private sector decision-making into its important gender equality issues in 2019, and implemented a four-year cross-departmental plan to supervise ministries and agencies in formulating relevant measures, amending relevant regulations, or establishing temporary measures to increase gender equality in decision-making positions on subordinate committees and foundations, as well as state-owned enterprises that receive more than 50% of their capital from donations or contributions from the government. Reviews are regularly conducted on a rolling basis to reach 40% gender parity. In 2024, the percentage of committees under the central government meeting the one-third gender rule reached 98.1%, while the percentage of either gender reaching 40% was 90.4%. Among foundations that received more than 50% cumulative funding from the government and among state-owned enterprises, 83.8% of foundations achieved the one-third gender ratio in their board of directors, while 91.9% achieved the one-third gender ratio for their supervisors; 69.2% of state-owned enterprises achieved the one-third gender ratio in their board of directors, while 84.6% achieved the one-third gender ratio for their supervisors, all showing an increase compared with four years prior. (See Table 7-5 in the Appendix.)

²⁶ In response to Points 39 and 40 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

²⁷ Senior rank is a category for high-ranking civil officials in Taiwan's civil servant system. The coefficient is the ratio of high-level female civil officials to all female civil officials.

²⁸ As of September 1, 2025, there were nine female cabinet members, accounting for 22% of cabinet members actually appointed (including acting) (41 in total, including the vice premier, secretary-general, spokesperson, ministers without portfolio, of which three positions are concurrently held by ministers without portfolio).

7.4 Increasing decision-making positions held by women in social organizations and enterprises

- (a) Please see Article 14 for the percentage of female supervisors and elected members of farmers' associations and fishermen's associations.
- (b) Labor unions: The MOL plans education and training to raise gender awareness among labor union members and cadre members. It also organized training courses for female cadre members and administrative personnel at labor unions. A total of eight training sessions were held between 2021 and 2024, which had 298 participants in total. In addition, the MOL reviews the gender ratio of labor union directors and supervisors as well as regulations or measures to promote gender equality when subsidizing education and training sessions organized by labor unions, and includes gender equality as a course. It subsidized a total of 82 gender equality courses offered by labor unions in 2024. For labor unions or regions with a relatively low percentage of female cadre members, courses to promote female participation in the administration of labor unions and gender equality are offered to effectively increase women's willingness to participate in labor union administration and serve as directors and supervisors of labor unions. The percentage of female labor union cadre members increased from 33.8% in 2021 to 35.1% in 2024.
- (c) Please see Article 4 for female participation in decision-making in TWSE/TPEX-listed companies.

Creating a Gender-Friendly Political Environment

7.5 The Central Election Commission issued an official document in 2024 instructing the election commissions of special municipalities and counties (cities) not to prohibit children under the age of six from entering the candidate registration venue during candidate registration, so as to foster a friendly environment for candidates to register. The Central Election Commission has also strengthened the promotion of gender equality in the conduct of various electoral affairs.

Article 8

Taiwan has continued to promote international participation and exchanges in gender equality and women's empowerment in recent years. Female participation in international conferences and events surpassed 50% from 2021 to 2024, showing that Taiwan is actively promoting female participation in international affairs and exchanges in various fields, thus achieving the purpose of CEDAW.

International Participation in Gender Equality

8.1 The Executive Yuan established the gender equality international exchange strategy in 2019, and analyzed the results of the implementation strategies of its subordinate agencies. The Executive Yuan revised the strategies into five aspects in 2022 and 2024, namely participation in meetings and events of United Nations initiatives, participation in APEC, participation in other important international organizations, New Southbound Policy and gender equality, and international exchange events related to gender equality in each field. The strategies promote female participation in international affairs by setting female participation targets (including the

percentage of female speakers and attendees), youth capacity-building training courses and model APEC conferences, training courses to cultivate international talent, industry exchange events, and providing female talent with the financial support and employment and entrepreneurship opportunities needed to expand into New Southbound Policy markets. A total of 421 international exchange tasks were carried out from 2021 to 2024.

- 8.2 In Taiwan's delegation attending the Asia-Pacific Economic Cooperation (APEC) Economic Leaders' Meeting in 2024, 42% of members were women, a slight increase compared to the 40% in 2020. Women from Taiwan have actively participated in APEC meetings at all levels. In 2024, 504 experts—of which 52% were women—from industry, government, and academia attended APEC meetings. Overall, women account for a slightly higher percentage of attendees in APEC meetings than men. Four women from Taiwan held important positions (accounting for 30%) in subcommittees of APEC in 2024, including the chair of the Agricultural Technical Cooperation Working Group, deputy convener of the Telecommunications and Information Working Group Security and Trust Steering Group, program director at the APEC Secretariat, and researcher at the APEC Policy Support Unit.
- 8.3 The MOFA has actively implemented the Economic Empowerment Program for Women in Latin America and the Caribbean in the Post-pandemic Era since 2020, focusing on women's employment and technical assistance for entrepreneurship, financial services and credit guarantees, and the implementation of international initiatives for women's empowerment. The program consists of a series of capacity building courses and financial service measures tailored to local conditions, under which 760 training sessions were provided to a total of 10,603 participants in diplomatic allies in the region. The program has served 1,290 micro, small, and medium-sized enterprises and 3,894 startups, resulted in 564 business proposals, and upgraded the functions of 65 vocational training institutions and incubators, encouraging women in diplomatic allies to actively participate in the operations of micro, small, and medium-sized enterprises, creating employment opportunities and generating momentum for the economic growth of these countries.
- 8.4 Taiwan has promoted women's empowerment and gender equality for years and assists domestic NGOs with participating in the United Nations Commission on the Status of Women (CSW), NGO forums, and events held by other international NGOs each year, expanding Taiwan's international participation through gender equality issues. The percentage of women among attendees of the CSW subsidized by MOFA was 88% in both 2023 and 2024. (Note: Statistics were not compiled for 2021 and 2022 because only online forums were held during the pandemic.)
- 8.5 To help women participate in events related to international sports organizations, we encourage sports federations and the Chinese Taipei Olympic Committee (CTOC) to prioritize the nomination of female representatives to engage in international sports affairs and to provide them with corresponding financial subsidies. From 2021 to 2024, the percentage of female representatives from our sports federations attending international sports conferences reached 36.8%. This marked growth from the 33% reported previously, reflecting the gradually increasing importance placed by these federations on women's participation in international sports affairs. Furthermore, in line with the sustained implementation of Olympic Agenda 2020 reforms, the rate of female representatives from the CTOC attending international sports conferences during 2021 to 2024 reached 54.6%. This represented a significant increase compared to the previous national report (43.4%), clearly demonstrating Taiwan's efforts in promoting gender equality in sports.

Article 9

With regard to the equality and self-determination of new immigrant women, in Points 43 and 44 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee noticed that a relatively high percentage of naturalization applications from women were rejected due to not meeting the standard of "no illicit or illegal behavior." The committee recommended using precise legal terminology to define such behavior and avoid gender biases; strengthen the empowerment of new immigrant women, and strengthen the implementation of the Nationality Act and protect the rights of the children of new immigrant women.

Taiwan thus codified the meaning of illicit or illegal behavior and conducted regular reviews. After compiling statistics by gender, the naturalization of women was not found to be rejected at a higher rate due to such behavior. Different services are provided to new immigrant spouses before and after they enter Taiwan so as to empower them and help them adapt to life in Taiwan. Taiwan also amended laws to protect the rights of new immigrants' children to social welfare and citizenship.

Protecting the Rights of New Immigrant Women and Their Children²⁹

- 9.1 Pursuant to Article 3 of the Nationality Act, a foreign national or stateless person must meet the requirement that "he/she has no illicit behavior or criminal record as certified by the Police Clearance Certificate" to apply for naturalization. The MOI thus enacted and promulgated the Regulations for the Assessment Criteria of No Illicit or Illegal Behavior on October 24, 2017, and listed specific behavioral patterns of illicit or illegal behavior as the determination standard. If an individual does not engage in illicit or illegal behavior after a punishment is meted out or a fine is paid or after a certain period of time has passed, the individual may be deemed to not be engaged in illicit or illegal behavior and will be allowed to resubmit the application for naturalization. Applicants for naturalization who are rejected by the MOI due to illicit or illegal behavior may file an administrative appeal and litigate for remedy. From 2021 to 2024, among the applicants for naturalization who were rejected due to the requirement on having no illicit or illegal behavior, 12 were women, accounting for 0.1% of applications (a total of 12,125 applicants), and four were men, accounting for 0.2% of applications (a total of 1,714 applicants), so "a higher percentage of women were rejected due to the standard for no illicit or illegal behavior" is not a true statement. At least one meeting is convened concerning the scope of illicit or illegal behavior every three years in accordance with Paragraph 1, Article 7 of the abovementioned regulations. Here, experts, scholars, and impartial members of society review the scope. The MOI conducted a comprehensive review on March 17, 2022, and promulgated an amendment on September 22, 2022, deeming sexual assault, sexual exploitation, sexual bullying, sexual harassment, and stalking and harassment of children and youth, or violations of Paragraph 1, Article 49 of the Protection of Children and Youths Welfare and Rights Act by foreign nationals while in Taiwan to also be illicit or illegal behavior. The MOI will continue to conduct reviews in the future to respond to events and trends.
- 9.2 The New Immigrant Care and Services Measures integrate central and local government resources to provide welfare and support services to new immigrants facing special circumstances prior to enrollment in household registration, as well as learning and education support for new

²⁹ In response to Points 43 and 44 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

immigrants and their children in accordance with the needs of new immigrant families. The Survey for New Immigrants was also conducted to better understand the needs of such individuals, and as a result related mechanisms have been adjusted on a rolling basis.

- (a) The Assistance Program for New Immigrants Facing Hardship Prior to Household Registration has been implemented to provide emergency financial relief, allowances for children, childcare allowances, healthcare, legal support, and round-trip airfare subsidies for a return flight to an individual's home country. A total of NT\$3,364,255 was allocated for subsidies in 2024.
- (b) The Project for the Empowerment and Scholarship/Stipend Incentives for New Immigrants and Their Children was also implemented to provide outstanding new immigrants and their children in financial difficulties with financial support and incentives, including presidential education incentives, special talent incentives, scholarships/stipends for outstanding students facing financial difficulties, and certification incentives. A total of 7,290 individuals received NT\$36,398,000 in scholarships/stipends (incentives) in 2024.

9.3 The government provides assimilation education, social welfare, legal consultation, and counseling services to empower new immigrants and promote multicultural understanding and respect.

- (a) Subsidies were provided to 22 local governments to support the operation of new immigrant family service centers, which provide care, conduct visits, manage cases, and offer a resource support network, providing comprehensive and accessible welfare measures to new immigrants.
- (b) Family education courses for new immigrants utilize the resources of local family education centers for new immigrant families as well as newly arrived immigrants and their family members. Courses include facilitating interactions and relationships within the family, cultural experience sharing, and gender equality and rights, helping new immigrants and their spouses maintain a good and healthy relationship marked by equality and mutual respect. New immigrants in need of social welfare or legal consultation are referred to new immigrant family service centers. At least 200 sessions are held each year, with a total of 3,800 participants.
- (c) Seven offices in Southeast Asia hire dedicated personnel to serve as counselors for the project, and lectures are held for new immigrant spouses before entering Taiwan under the Guidance Project for New Immigrant Spouses Before Entering Taiwan. Videos and promotional materials in local languages introduce Taiwan's national conditions, society, culture, folk customs, related laws and regulations, and the rights and obligations of new immigrants, while also promoting government policies and key information for living in Taiwan. This helps new immigrant spouses better understand that they are equal in marriage, strengthens their awareness concerning self-protection, and helps them adapt quickly to life in Taiwan.
- (d) Taiwan has set up psychological counseling service centers in each county (city) and provides remote psychological counseling services at preferential rates or free of charge. Local governments also receive subsidies to organize mental health promotion activities for new immigrants. A total of 175 mental health promotion activities were held for new immigrants in 2024, with a total of 4,533 participants, of which 3,583 were new immigrant women (79%).

9.4 An amendment to the Immigration Act was completed in 2023, allowing new immigrants whose

spouse is deceased, or those who previously resided in Taiwan legally as a spouse of a Taiwanese and who have custody and maintain regular visitations with minor children in Taiwan, to apply for a residence permit after entering Taiwan on a visitor visa.

- 9.5 For a non-Taiwanese child whose father is unknown, whose mother is a foreigner whose whereabouts are unknown or who has already exited the country, and who is determined by the MOI to be a stateless person, an amendment to the Nationality Act promulgated in 2024 stipulates that the competent authority for social welfare or a social welfare institution is to be the guardian of unmarried foreign nationals or stateless persons under the age of 18 years and that the minor may apply for naturalization to become a citizen. As of the end of 2024, a total of 24 non-Taiwanese children and youth were recognized as stateless persons, of which 19 were approved for naturalization.

Article 10

With regard to equal rights of women to education, in Points 29, 30, 45, 46, 62(c), 62(d), 65, and 66 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan promote science-based, comprehensive, and age-appropriate sex education according to international standards, train educators with professional knowledge, meet the needs of different groups, actively resolve the issue of gender segregation in education, encourage women to enter disciplines that are traditionally led by men, and promote gender and women's studies as the core of interdisciplinary studies.

Taiwan continues to develop gender equality teaching materials and improve the knowledge and competencies of teachers, actively eliminate gender segregation in education, encourage women to participate in STEM, implement the White Paper on Promoting Women's Participation in Sports, and create a safe and gender-friendly sports environment. However, gender stereotypes still exist in the selection of majors in college, participation in sports, and involvement in campus culture, and improvements continue to be made.

Creating an Education Environment with Gender Equality

Curriculum Development and Strengthening Teachers' Competencies³⁰

- 10.1 Pursuant to Article 18 of the Gender Equity Education Act and Article 13 of its enforcement rules, the MOE began implementing the Comprehensive Sexuality Education (Including AIDS Prevention) Program in the academic year 2022, referencing the International Technical Guidance on Sexuality Education published by the United Nations Educational, Scientific and Cultural Organization in 2018. The National Academy for Educational Research incorporated a section on the meaning and teaching practices of comprehensive sexuality education into the curriculum guidelines of 12-Year basic education in January 2022 to enhance teachers' instructional capacity and improve students' literacy in sexuality education. The MOE commissioned a research team to develop the *Teacher's Manual for Comprehensive Sexuality Education in Secondary School* to cultivate localized, competency-based pedagogical knowledge and abilities. The research team examined the content of the curriculum and textbooks, convened numerous expert reviews and

³⁰ In response to Points 62(c) and (d) of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

focus group interviews, collected the opinions of elementary and secondary school teachers and students, and developed lesson plans and teaching activities aligned with the curriculum and grounded in local experiences. The manual was officially released on June 2, 2025, for teachers to download and use. The research team will further extend the program and develop lesson plans suitable for fifth and sixth grade in elementary school. Capacity building workshops and teaching promotion activities were also conducted during the project implementation period, and a total of 21 workshops had been held as of 2024, further enhancing teachers' instructional skills, enriching educational resources, and deepening localized teaching practices to promote adolescent sexual health and uphold the principles of comprehensive sexuality education.

10.2 Pursuant to Article 14 of the Enforcement Rules of the School Health Act, health promotion activities held by schools include sexuality education activities. The MOE has listed sexuality education as a required topic or designated item of higher education health promotion schools since 2013, and introduced core concepts of comprehensive sexuality education through the *Health Promotion School—School Health Work Guidelines* (6th edition) in 2024. The MOE requires schools to submit implementation results of sexuality education for review each year. Higher education institutions held a total of 1,759, 1,476, 1,951, and 2,369 sexuality education promotion events in 2021, 2022, 2023, and 2024, respectively.

10.3 Training personnel in gender equity education

(a) Human rights education (including CEDAW) and gender equity education have been included in preservice teacher education courses since 2018. The courses are promoted and reviewed each year. On average, approximately 39,000 preservice teachers took related courses each year from 2022 to 2024. The MOE implemented the Subsidy Program for Gender Equity Education Courses Offered by Schools of Teacher Education in 2024 to improve gender equality teaching and legal knowledge, as well as to enhance their ability to prevent gender-based incidents on campuses. Subsidies were provided to 12 schools of teacher education for implementation in the first year.

(b) Subsidies were provided to schools of teacher education to offer a total of 11 gender equity education empowerment credit programs from 2021 to 2024, in which a total of 214 teachers participated.

(c) Sexual health promotion empowerment courses are offered and sexual health teaching materials have been developed and updated to improve public health practitioners' professional knowledge related to sexual health. The teaching materials are available on the website Health 99+ for download and use.

10.4 Compilation of the *Cross-Stage Gender Equality Resources Manual for Women with Disabilities* started in 2024 and is expected to be completed at the end of 2025. The manual integrates Erikson's psychosocial development theory, Maslow's hierarchy of needs, and comprehensive sexuality education into a framework that has women with disabilities at the core. The manual summarizes gender equality issues at different ages from the perspective of psychological development in hopes of providing women with disabilities with more comprehensive educational support and consultation services. The manual will be available online once it is completed, and official letters will be issued to notify county (city) governments and schools at each level to provide the manual to teachers for learning and use.

10.5 The MOE began implementing the Project for the Friendly Provision of Diverse Menstrual Products in August 2023, distributing a variety of suitable menstrual products to disadvantaged

students in schools at each level. The MOE announced the Guidelines for the Provision of Diverse Menstrual Products on Campuses and at Venues of the MOE in 2023 in an official letter, providing guidelines for schools and venues of the MOE and supervising the friendly provision of diverse menstrual products by higher education institutions at fixed locations free of charge or at a price. At the same time, the ministry combines human rights, gender equality, menstrual knowledge, and education on how to correctly use menstrual products to implement menstrual equality, improving students' sexual knowledge and literacy in sexuality education.

Eliminating Gender Segregation in Education³¹

- 10.6 Please see Tables 10-1 and 10-2 in the Appendix for gender statistics in education.
- 10.7 The MOE and 22 counties (cities) jointly established 45 career exploration and experience demonstration centers, which are provided to meet the career exploration needs of fifth graders, sixth graders, and junior high school students. The centers design courses that mainly simulate the workplace experience for career exploration. Gender equality issues are incorporated in the courses to eliminate gender stereotypes toward occupations. The 45 career exploration and experience demonstration centers offered approximately 11,000 courses, with 247,000 students participating in related activities between 2021 and the end of July 2024. Moreover, the number of participants has increased each year.
- 10.8 The MOE began implementing the STEM and Female R&D Talent Cultivation Project in 2021. It encourages higher education institutions and partnering companies through subsidies to provide a friendly environment and support system for female teachers, researchers, and students to engage in scientific research and deepen learning and research in STEM fields. Methods include hiring additional research assistants, providing scholarships or other learning opportunities in industries, and offering employment guidance for diverse career development. A total of 205 subsidies had been approved as of 2024.
- 10.9 The MOE included the number (including gender), percentage, and growth rate of students who completed STEM programs out of all bachelor's students as key performance indicators in the Higher Education Sprout Project Phase II (2023-2027), encouraging schools to create a gender-friendly cross-disciplinary learning environment in order to improve upon traditional gender segregation in departments. The implementation status of schools is referenced when providing subsidies. With regard to the number of students who completed STEM programs out of all bachelor's students, of the 90,964 students who completed STEM programs in 2023, 42,548 were women (46.8%). Of the 90,359 students who completed STEM programs in 2024, 42,379 were women (46.9%). Female bachelor's students took STEM courses offered by vocational and technical colleges and universities 406,380 times in 2023 and 444,718 times in 2024, up 9.4%.

Increasing Women's Participation in Sports³²

- 10.10 The MOE proposed the *White Paper on Promoting Women's Participation in Sports (2017-2026)* in 2017, taking into consideration school resource allocation, training environments, venues and facilities, leisure activities, and courses based on women's needs. The plan has already achieved its medium-term goal: continuing the implementation of the sports promotion policy for female

³¹ In response to Points 29, 30, 45, and 46 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

³² In response to Points 65 and 66 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

students, adult women, elderly women, and women with disabilities. Using 2016 as the baseline, the percentage of women who regularly exercise reached 30.8% in 2022, an increase of over 0.6%. For the long-term goal—integrating education, community, workplace, healthcare, and social welfare systems to provide sports knowledge and skills and participation information—the MOE continues to implement its policy of promoting women’s participation in sports to achieve the core target of increasing the percentage of women who regularly exercise by 1%. The percentage of women who regularly exercise reached 32% in 2024, an increase of 2.8 percentage points compared to the baseline year of 2016 (29.2%), thus achieving the long-term goal of a 1% increase.

- 10.11 The MOE compiled the Gender-Friendly Sports Facilities, Space, and Environment Planning Guidelines from 2021 to 2022 and published it in 2023. In this, it proposed principles for planning a safe and gender-friendly sports environment. The MOE K-12 Education Administration Principles for Subsidizing Sports Development in Schools were amended in 2025 to require that the needs of different genders be surveyed before sports facilities are renovated.
- 10.12 The Project for Transgender Students to Participate in the National Intercollegiate Athletic Games and National Middle School Athletic Games was implemented on a trial basis in 2022. Even though there have been no applications, three forums are held each year for counties (cities), schools, and associations to understand LGBTI+ issues. There have been a total of 466 participants in the forums.

Article 11

With regard to women’s equal right to work, in Points 47, 48, 49, 50, 51, 52, 55, 56, 57, and 58 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan actively promote gender equality in labor and employment, pay attention to the issue of the gender pay gap, and promote balance between family, childcare, and work. The committee also recommended strengthening labor protection for foreign domestic helpers and supporting the stable employment of women with disabilities.

Taiwan compiles gender statistics to monitor the gender pay gap and occupational gender segregation, and regularly announces statistics on income by gender. Even though the average income of women has increased in recent years, it is still lower than that of men. With regard to parental leave, public childcare centers, early childhood education and care, and the promotion of gender equality in the workplace, Taiwan continues to amend laws and introduce new measures. However, maternity leave has not reached the standard recommended by the IRC, namely “longer than the eight weeks specified by the International Labour Organization (ILO).” With regard to the protection of domestic workers’ rights, the codification of ILO Convention 189 is still in the deliberation stage. Legislation has not yet been completed and there is still considerable room for improvement.

Promoting Gender Equality in the Workplace

Promoting Women’s Employment and Entrepreneurship

- 11.1 Please see 11.1 to 11.5 in the Appendix for statistics on female participation in the workforce.
- 11.2 The Displaced Women’s Re-employment Program was implemented to provide consultation, courses, and diverse incentive measures through public employment service institutions to

women who left their jobs due to family reasons for 180 days or more, helping those with professional skills to strengthen their competencies and encouraging employers to provide job openings with flexible working hours for women to stably return to the workplace. The program helped over 46,000 women return to the workplace in 2023 and 2024.

- 11.3 Launched in 2015, the Lean Startup Guidance Program has been selecting 20 teams with potential each year and providing them with startup prizes and on-site guidance. The Corporate Innovation and Entrepreneurship Guidance Program—Million Dollar Startup Program assisted 39 indigenous women to start businesses from 2021 to 2024.
- 11.4 The Women Entrepreneurship Program was implemented to provide customized guidance mechanisms for women entrepreneurs at different stages in their careers. From 2021 to 2024, the program supported 9,279 women entrepreneurs, of whom 46 were selected to serve as entrepreneur role models and share their successful experiences through outreach. During this same period, gender equality was increasingly incorporated as an evaluation criterion for numerous awards. Also, several awards were organized to encourage gender-friendly workplaces. In addition, a total of 382 labor inspections of enterprises in technology industrial parks were conducted in accordance with the Gender Equality in Employment Act to further strengthen the implementation of gender equality practices in the workplace.
- 11.5 To cultivate the potential and abilities of women entrepreneurs in Taiwan and support their entry into international markets, the Small and Medium Enterprise and Startup Administration of the MOEA and the American Institute in Taiwan jointly established the Academy for Women Entrepreneurs (AWE Taiwan) as part of the 2021 Women Entrepreneurship Program. The initiative provides a platform for women entrepreneurs that integrates resources from the government, enterprises, and NGOs. The platform also offers relevant courses, opportunities for exchanges, visits, and competitions. AWE Taiwan provided this training to 243 women entrepreneurs between 2021 and 2024.
- 11.6 The MOL's Micro Entrepreneurship Phoenix entrepreneurship guidance services provide free courses and consultations to individuals considering starting a business as well as guidance on loan applications, providing entrepreneurship resources to women between the ages of 18 and 65, middle-aged and elderly people between the ages of 45 and 65, and offshore island residents between the ages of 18 and 65. Between 2021 and 2024, a total of 713 courses were provided free of charge, consultation and guidance services were provided to women 11,343 times, and 1,549 entrepreneurship loans were approved.

Friendly Measures in the Workplace³³

- 11.7 The Gender Equality in Employment Act uses maternity leave in a broad sense, providing leave for recuperation, pregnancy checkups, childbirth (eight weeks), and parental leave without pay (two years) to protect women raising children. Pursuant to the Labor Standards Act, maternity leave is paid leave. Employees are prohibited from working during maternity leave. Employees who miscarry after two months or more but less than three months of pregnancy shall be given one week of maternity leave. Employees who miscarry after less than two months of pregnancy shall be given five days of maternity leave. Pursuant to the Labor Standards Act, the employer is not obligated to pay wages during maternity leave if the employee miscarries after less than three months of pregnancy, but the employee may choose to take sick leave on half pay if the number

³³ In response to Points 49 and 50 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

of sick leave days does not exceed 30 days in a single year, and the employer may not make a deduction from a full-attendance bonus.

- 11.8 The National Development Plan (2025-2028) promotes dual employment and dual care to create more friendly workplaces and increase the value of female workers. The Employment Insurance Act was amended to give both parents an additional one month of parental leave allowance after each has taken the six-month allowance, in order to strengthen economic support and increase male participation in the program. Relevant legislation on flexible unpaid parental leave is also being formulated.
- 11.9 Starting from July 1, 2021, the amount of parental leave allowance was increased to 80% of the employee's insured salary (the current maximum insured salary is NT\$45,800), with the government providing an additional 20% subsidy on top of the original 60%. This program is applicable to laborers, military personnel, civil servants, and teachers. Among workers who applied for parental leave allowance from employment insurance for the first time in 2024, 25,282 were male (accounting for 27%) and 68,305 were female (accounting for 72.9%). Compared with the 14,241 male (accounting for 18.5%) and 62,470 female (accounting for 81.4%) participants seen in 2020, the number of male and female applicants both increased. (See 11.6 in the Appendix for details on parental leave allowance payments by each type of insurance.)
- 11.10 Regulations on parental leave without pay were relaxed to strengthen support for childcare and gender equality in the workplace while making fathers share the responsibility of childcare.
- (a) The Gender Equality in Employment Act clearly stipulates that employers shall reinstate employees to their original position after taking parental leave without pay. In 2021, 94% of employees returned to the workplace after taking parental leave without pay. This figure increased to 96% in 2024.
 - (b) Regulations on parental leave without pay were relaxed in 2021 to state that if employees need less than six months of leave, they may apply as long as the period of leave is 30 days or above. Considerable changes have been seen compared to before the amendment, with the number of men who applied for less than six months of leave increasing by 156% as of the end of 2024.
 - (c) The number of paid maternity leave and paternity leave days was increased to seven days in 2022, while the requirements for applying for parental leave without pay were relaxed, allowing both parents to apply for the allowance at the same time. The flexible parental leave system was implemented in 2023, and a study on the feasibility of adjustments to the system was conducted. The method specified in the Principles for the Trial Implementation of Flexible Parental Leave Without Pay is currently in place, using five to seven days on a trial basis. The policy will continue to be reviewed on a rolling basis in the future.
- 11.11 The Gender Equality in Employment Act was amended in 2022, allowing employees of employers with fewer than 30 employees to apply for a reduction of working hours by one hour each day or an adjustment to working hours to take care of children under the age of three. The percentage of female employees raising children under the age of three years old who did not apply for reduced working hours due to the company having less than 30 employees decreased from 7.5% in 2021 to 0.4% in 2024; the proportion of female employees who did not apply to adjust their working hours was 6.6% in 2021, a figure that fell to 0.8% in 2024.
- 11.12 Using awards to guide companies to implement gender equality in the workplace, promote work-life balance, and improve family-friendly measures

- (a) The Work-Life Balance Award is given to encourage companies to create a friendly workplace and recognize them for providing flexible working hours or locations, childcare allowances, or family support measures. A total of 58 companies were given awards between 2021 and 2024.
- (b) Science parks conduct annual evaluations on the implementation of gender equality in the workplace and encourage tenant companies to establish comprehensive gender equality mechanisms. Evaluation items include care for women, work flexibility, encouraging childcare, childcare friendliness and promoting gender equality in the workplace, the gender pay gap, and intersectional gender-friendly measures. A total of 47 companies received the high distinction award and 36 companies received the excellence award between 2021 and 2024.
- (c) The MOEA has incorporated indicators measuring workplace inclusivity, gender equality, and work-life balance into the evaluation criteria for the Taiwan Mittelstand Awards, National Quality Awards, Business Startup Awards, Rising Star Awards, and National Awards of Outstanding SMEs. This initiative aims to guide and encourage companies to implement measures that promote work-life balance. Between 2021 and 2024, a total of 246 companies received these awards. Since being established in 2023, the Work-life Balance Friendly Enterprise Awards have recognized companies that demonstrate excellence in providing workplace flexibility and family-friendly policies. The awards showcase successful examples that serve as models for other organizations. A total of 13 enterprises had been selected as of 2024.

11.13 The Regulations on Subsidy and Standards for Establishing Breastfeeding (Breast Milk Collection) Rooms, Childcare Facilities and Measures were amended in 2024, raising the subsidy standard for childcare facilities. For newly constructed childcare facilities, the maximum subsidy was increased from NT\$3 million to NT\$5 million to help employers create a friendly workplace environment for childcare.

Public Childcare and Early Childhood Education and Care Services³⁴

11.14 Taiwan's policy aims to provide affordable, high-quality, and accessible childcare services. Taiwan strives to create a friendly environment for childcare, supports families raising children, attaches importance to women's right to work-life balance, and deploys childcare services.

- (a) Subsidies for childcare expenses of children under the age of two have kept childcare expenses at 10%-15% of household disposable income since August 2021. The amount of subsidies for childcare expenses was increased on January 1, 2024, and a monthly subsidy of NT\$7,000 is provided for children in public infant care centers. A monthly subsidy of NT\$13,000 is provided for children in contracted childcare services providers, which keeps childcare expenses at only 5%-10% of household disposable income. To seamlessly meet the schooling needs of children who reach the age of two, the period of childcare subsidies was extended to children under the age of three in January 2020. The number of children under the age of three who benefited from childcare subsidies was 127,983, 134,751, 153,502, and 170,690 from 2021 to 2024, respectively. The total amount of subsidies was

³⁴ In response to Points 51 and 52 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

approximately NT\$390 million, NT\$530 million, NT\$650 million, and NT\$1.13 billion, respectively.

- (b) Public childcare capacity has continued to expand to meet the childcare demand of children under two years of age. As of the end of December 2024, 482 public infant care centers (including 139 public community infant care centers and 343 publicly funded NPO infant care centers) are able to provide care to 15,851 children. The number of public childcare centers is expected to reach 668 in 2028. They will be able to provide care to 24,100 children.
- (c) Taiwan plans to increase public preschools by 3,000 classes between 2017 and 2025 to meet the education and care needs of children between the ages of two to under six. Public preschool classes had been increased by 3,699 as of 2024, reaching the target in advance and increasing the capacity by approximately 90,000. This increase was 240% the growth seen between 1999 and 2016. Assistance will continue to be provided to local governments to increase public preschools and classes for children aged two in areas that still have insufficient capacity. Subsidies are provided for different types of childcare, including public, nonprofit, and quasi-public preschools or parents taking care of children on their own. (See 11.7 in the Appendix for details on the subsidy amounts.)
- (d) The capacity to provide affordable early childhood education and care has been increased by using the quasi-public mechanism. As of August 2024, public and quasi-public preschools had the total capacity to provide affordable education to 509,000 children, an increase of approximately 151,000 children compared to 2020. (See 11.8 in the Appendix for details on the growth in public and quasi-public preschools from 2021 to 2024.)
- (e) To resolve difficulties that indigenous women face with regards to childcare, subsidies are provided to community and tribal cooperative educare service centers, utilizing the spirit of care in indigenous tribes to increase education and childcare resources. A total of 14 centers had been established as of June 2025. From 2021 to 2024, the capacity of community and tribal cooperative educare service centers increased by 35 children, from 250 to 285 children, representing an expansion of approximately 14%. While the actual number of children enrolled may vary depending on the operations of each center and local needs, these policy measures have demonstrated steady progress in expanding childcare service capacity in indigenous communities in response to actual needs.
- (f) The quasi-public preschool mechanism was implemented in 2018 to increase the salaries of preschool educators. The mechanism sets the minimum salary of preschool educators and raises the amount each year, reaching NT\$32,000 to NT\$39,200 depending on seniority in August 2024.
- (g) To reduce the burden of classes on preschool educators and improve the quality of early childhood education and care, the ratio of preschool educators to students was adjusted to 1:12, which was an important milestone in the over four decades of early childhood education development. Public preschools made the adjustment to 1:12 over the course of three academic years starting from August 2023, and the achievement rate was approximately 86% as of August 2024. The preparatory year for quasi-public preschools started from August 2024, implementation will begin in August 2025, and the ratio is expected to be achieved in August 2026.

Closing the Gender Pay Gap³⁵

³⁵ In response to Points 47 and 48 of the Conclusions Observations and Recommendations on Taiwan's Fourth National

- 11.15 The average monthly regular earnings of gainfully employed women with disabilities in 2024 was NT\$27,000 (an increase of NT\$1,000 compared with 2019)—62.1% of the regular earnings of all female employees, which is NT\$43,000. The monthly income of women with disabilities from their main job is 80.7% of that of men. Considering the regular wages of men and women by disability, those with disabilities related to Category 5 Functions & Structures of/related to the Digestive, Metabolic and Endocrine Systems and Category 8 Functions & Related Structures of the Skin had relatively high regular wages (approximately NT\$40,000 for men and NT\$35,000 for women).
- 11.16 The average monthly primary employment income of indigenous women was approximately NT\$30,000 from 2021 to 2023. In 2023, indigenous women with paid employment earned an average of NT\$30,678 per month in their primary job, representing an increase of NT\$2,466 compared with the NT\$28,212 in 2021. The amount was NT\$7,425 lower than the average monthly primary job income of NT\$38,103 earned by all women with paid employment nationwide in 2023, and NT\$6,841 lower than the average monthly primary job income of NT\$37,519 earned by indigenous men in 2023.
- 11.17 The government is promoting equal pay for work of equal value based on the gender pay data provided by the ILO, improving occupational gender segregation, and increasing wages in fields with a higher percentage of women, in order to eliminate the gender pay gap.
- (a) The definition of earnings in the Employees' Earnings Survey of the Directorate General of Budget, Accounting, and Statistics under the Executive Yuan is the same as the ILO. The scope of statistics is the earnings of employees hired by entities in industry and services sectors, excluding agriculture, forestry, fishing and animal husbandry, government agencies, elementary school and higher level public and private schools, and religious, occupational, and similar organizations. The survey collects data on the number and earnings of employees by gender. Earnings statistics by gender for each industry are released on a monthly basis, and gender analysis reports are prepared on an annual basis for the competent authority to reference when implementing policies. The proportion of female employees in the industrial and services sectors gradually increased from 46.3% in 2020 to 46.6% in 2024, gradually closing the gap between genders.
- (b) To raise public awareness of equal pay, Taiwan announces Equal Pay Day each year and has prepared an Equal Pay for Equal Work checklist for business entities to promote gender equality in the workplace. These policies are strengthened by referencing international standards for compiling statistics on the gender pay gap. Taiwan's Equal Pay Day is calculated based on the difference in the average hourly earnings between genders in the previous year and indicates the additional number of days women need to work from January 1 of that year. Equal Pay Day fell on February 27 in both 2025 and 2020.
- (c) At the same time, Taiwan has improved the standard of working conditions and retirement protection for public and contracted childcare providers. Average wages increased for both male and female childcare providers in 2023 and 2024. The average fixed salary of female childcare providers increased from NT\$31,526 to NT\$33,788, with an average seniority of 1.71 years. Comparing the average salary of different genders, the gap was NT\$377 in 2024. The average salary of female childcare providers was slightly lower than that of male childcare providers, and the gender pay gap continues to be reduced. In addition, subsidies

have been provided since 2023 that increased the fixed salary of childcare providers at public infant care centers to NT\$35,485, and of childcare providers at contracted infant care centers to between NT\$30,000 and NT\$36,000 depending on seniority, increasing the salaries of childcare providers.

Protecting the Rights of Foreign Domestic Helpers³⁶

- 11.18 Six meetings were held between 2024 and July 2025 to evaluate the codification of ILO Convention 189. A wide range of opinions of experts and organizations were collected, and related laws and regulations were reviewed. A study pointed out that most countries do not have a clause prohibiting the pregnancy of migrant workers and instead provide maternity protection measures, such as pregnancy checkup leave, maternity leave, and job transfer. Taiwan also protects the gender and labor rights of domestic and foreign workers and has improved work adjustments for pregnant migrant workers, raised awareness among such workers of their rights, and provided childcare allowances or subsidies. (See 11.9 in the Appendix for details on the salaries of foreign domestic helpers, subsidies for the salaries of foreign family caregivers, and support measures for pregnant migrant workers.)
- 11.19 To protect the right of foreign family caregivers to take leave while taking into consideration the burden of caring for persons with disabilities at home, the MOHW and the MOL jointly promoted expanding the use of respite care services by foreign family caregivers in 2018. As of 2024, a total of 106,367 people receiving care from foreign family caregivers had been assessed by care managers to determine their long-term care needs level, and 54,523 people had applied for respite care services.

Promoting Employment for Women with Disabilities³⁷

- 11.20 Education, dissemination, vocational training, and employment services are provided to promote employment for women with disabilities.
- (a) A variety of strategies are utilized to protect the employment rights of women with disabilities, including the hiring quota system, diverse vocational training opportunities, personalized employment services, job accommodation, and employer incentives (subsidies) to eliminate the dual impact of gender and disabilities. According to survey data on the employment status of persons with disabilities, the labor force participation rate of women with disabilities increased from 14.7% in 2019 to 16.7% in 2024, the unemployment rate decreased from 8.1% to 7.5%, and the percentage of managers and professionals increased from 9.0% to 12.7%.
 - (b) The graduation transition mechanism was strengthened for students with disabilities. Social affairs, labor, and other authorities are notified when such students graduate to assist with their transition and provide welfare and occupational services to help them find employment.
 - (c) Taiwan has raised public awareness of gender equality in the workplace and the Convention on the Rights of Persons with Disabilities, and hosted 40 lectures on SME-related laws and

³⁶ In response to Points 55 and 56 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

³⁷ In response to Points 57 and 58 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

regulations between 2021 and 2024.

11.21 To help women from disadvantaged groups find employment, the Employment Service Act has included the middle-aged and elderly, indigenous people, and persons with disabilities as subjects for promoting employment. Furthermore, a number of employment promotion measures provided by the Middle-aged and Elderly Employment Promotion Act have been utilized to help women from disadvantaged groups find employment. Between 2021 and 2024, employment assistance was provided to 452,821 middle-aged and elderly women, 52,751 indigenous women, 50,097 women with disabilities, and 28,122 new immigrant women. A wide variety of vocational training is also provided to help unemployed women improve their employment skills and thereby increase their employment. Training was provided to 186,465 people between 2021 and 2024, of which 126,009 were women (accounting for 68%).

Article 12

With regard to women's right to health, in Points 59, 60, 61, 62, 63, and 64 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan better meet the health needs of women in each stage of their life cycle, ensure that sexuality education is implemented at each level, and ensure the autonomy of women to get an abortion, as well as the reproductive health and rights of persons with disabilities (including LBGTI). (The portion on sexuality education is described in Article 10.)

Progress has been made in numerous aspects of women's right to health in recent years, including care for pregnant women, cancer screening, support for family caregivers, and improvement of medical care for women with disabilities. However, the decriminalization of abortion is an issue that still needs a consensus in society to proceed with law amendments.

Eliminating Health Discrimination and Ensuring that Women Realize their Right to Health

Protection and Promotion of Women's Right to Health³⁸

12.1 See 12.1 in the Appendix for statistics related to women's health. Taiwan provides care for pregnant women, cancer screening, and mental health promotion services for women's right to health at different stages of life.

(a) The number of subsidized pregnancy checkups for pregnant women nationwide was increased in July 2021, including 14 pregnancy checkups, three ultrasounds, one Group B streptococcus culture, gestational diabetes screening and anemia test for pregnancy, and two prenatal health education sessions, in order to reduce complications during pregnancy and childbirth to reduce the number of deaths of pregnant women and newborns. The utilization rate of pregnancy checkups reached 95% or more every year from 2013 to 2023, and the average utilization rate of pregnancy checkups in 2023 was 96.8%. In addition, pregnant new immigrants who are not covered by National Health Insurance also enjoy the same expanded pregnancy checkup services as citizens.

(b) Eligibility for in-vitro fertilization subsidies was expanded to women under the age of 45

³⁸ In response to Points 59 and 60 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

starting on July 1, 2021, so that infertile married couples will face less of an economic burden when trying to get pregnant. As of the end of 2024, 117,750 applications had been approved, of which 96,060 had completed the process and received subsidies amounting to over NT\$ 6,506.18 million. The subsidies helped over 21,514 married couples bring 24,653 newborns into the world.

- (c) The Perinatal Care Network Program was launched in 2021 to encourage the prenatal referral of high-risk pregnant women, with the aim of improving the quality of care for both mothers and newborns. As of the end of 2024, subsidies had been provided to nine hospitals, with a total of 158 referrals made. Three of these hospitals adopted an open hospital model under which hospitals collaborate with primary care clinics. Pregnant women can receive prenatal checkups at clinics and deliver their babies in hospitals, with physicians from both organizations jointly providing continuous maternal care. In 2024, a total 48 women received such care.
- (d) The public health bureaus of local governments were charged with the responsibility of organizing mental health promotion events for women (including during pregnancy and childbirth). A total of 571 events were held in 2024 and reached pregnant women, their spouses and family members, professionals, and the general public.
- (e) Cancer screening services for women include one subsidized pap smear every three years between the ages of 25 and 29 and one subsidized pap smear every year for ages 30 and above, as well as one subsidized mammography every two years between the ages of 40 and 74.

12.2 To ease the burden on family caregivers, local governments have been encouraged to set up family caregiving support service centers since 2018 and actively seek out potential cases of family caregivers under heavy load, improving the accessibility and coverage of support services for family caregivers. As of the end of 2024, a total of 131 family caregiving support service centers had been established in counties (cities) around Taiwan, providing services for cases, in-home caregiving technique instructions, individual psychological counseling and consultation services, long-term care resources or caregiving training courses, and emotional support. Services were provided a total of 374,473 times from 2021 to 2024, a total of 105 locations had been established as of 2020, and case management services had accumulated 5,356 users. In addition, 131 locations had been established as of 2024, and case management services had 14,409 users. This marked a 25% increase in the number of centers and 169% increase in the number of people served.

Abortion and Bodily Autonomy³⁹

- 12.3 The main controversy surrounding abortion in Taiwan lies in its classification as a criminal offense under the Criminal Code, as well as in the provision of the Reproductive Health Act that requires married women to obtain their spouse's consent for an abortion. Meanwhile, minors need to obtain the consent of their parents or legal guardian.
- 12.4 Taiwan proposed a draft amendment to the chapter on abortion in the Criminal Code in 2024 to amend Paragraph 3 of Article 288 from the current "it is a crime that is exempt from punishment" to instead read "no punishment," clearly stipulating that there is no punishment for abortion that is necessary because of sickness or for averting danger to life. Article 292 on the offense of disseminating information on abortion was deleted to protect the right of pregnant women to

³⁹ In response to Points 61 and 62(a) and (b) of the Conclusions and Recommendations on Taiwan's Fourth National Report on the CEDAW

obtain adequate and correct information on legal abortion. The ranges of fines were also adjusted to balance imprisonment, detention, and fines and comply with the format and principle of proportionality. However, during notice procedures, different sectors did not reach a consensus on this offense, and the notice was thus withdrawn. The matter will be further deliberated to be more thorough, and will be subsequently handled in coordination with the MOHW schedule for amending the Genetic Health Act.

- 12.5 A draft amendment to the Reproductive Health Act was proposed in 2022 to remove the requirement for spousal consent for abortion and sterilization procedures. The MOHW submitted the revised draft amendment to the Executive Yuan in September 2025, and will subsequently carry out the amendment in coordination with the review procedures of the Executive Yuan.
- 12.6 The main methods used for abortion in Taiwan are surgery and the use of the medication RU486. Based on statistics from the National Health Insurance (NHI) Administration regarding the number of abortion procedures reported by NHI-contracted medical institutions, combined with the annual total of RU486 reported by the Taiwan Food and Drug Administration, it is estimated that the number of abortions nationwide ranged from approximately 48,000 to 55,000 per year in the past five years (2019-2023).

Protecting the Right to Health of Women with Disabilities⁴⁰

- 12.7 Government agencies are working together to create an accessible healthcare environment with such items as accessible paths, accessible toilets, accessible changing rooms, and professional accessible facilities for women in which ultrasound, mammography, CT, MRI, and x-ray equipment all have lifting and lowering functions for inspection. In addition, solid handrails and safety treads are in place to meet the physical and inspection needs of patients, making the equipment safer to use while reducing the physical burden and discomfort of patients with disabilities.
- (a) Since 2020, the central government has subsidized local governments to incorporate reproductive health education and consultation services for pregnant women with disabilities. These services include reproductive health education, consultation, and referrals to resources related to prenatal, postnatal, and infant health. A total of 956 pregnant women with disabilities received follow-up visits in 2024, achieving a completion rate of 99.6%.
- (b) The Incentives Program for Medical Institutions to Create an Accessible Healthcare Environment was held in 2021 and 2023 to encourage medical institutions to improve the healthcare environment for women with disabilities. The program provides incentives for medical institutions to set up accessible paths and toilets, accessible facilities and equipment, and a variety of communication tools. The incentives have been provided to 1,789 clinics and 41 hospitals, and are announced on the friendly healthcare information website of the MOHW for public access.

Protecting the Right to Health of the LGBTI Community

- 12.8 The Guidelines for Providing Care to LGBT⁺ Patients were created in 2024 and provide guidelines for medical service professionals to care for LGBTI patients. The guidelines start by defining

⁴⁰ In response to Points 63 and 64 of the Conclusions and Recommendations on Taiwan's Fourth National Report on the CEDAW

LGBTI and then describes people's medical needs, arrangements in the healthcare environment, recommendations for friendly medical responses, consent forms for LGBTI persons, healthcare resources, and insurance-related rights. Various medical organizations have been notified of the guidelines, which are included in continuing education credit courses as a reference for medical personnel.

- 12.9 Public hospitals lead private hospitals in creating a gender-friendly environment. Taipei, Taichung, and Kaohsiung Veterans General Hospitals have all established LGBTI-friendly Healthcare Environment Work Instructions, in which related measures include LGBTI-friendly medical consultations, dismantling heteronormative assumptions, increasing sensitivity to LGBTI, demonstrating empathy, offering nonjudgmental medical consultations, and providing privacy protections and a private space for consultations, so as to create a friendly healthcare environment.
- 12.10 The Evaluation Criteria for Long-term Care Service Institutions require institutions to arrange courses on gender issues, sexual assault or sexual harassment prevention, diverse cultures, or LGBTI, based on the needs of service recipients and personnel. Institutions are also required to establish resident protection and sexual assault and sexual harassment prevention mechanisms. The policy guides institutions to take action to improve gender awareness and protection. In 2024, 31 of the 39 institutions that were evaluated were mostly compliant.

Article 13

With regard to the economic and social rights of women, Taiwan offers a rent subsidy program to provide women with greater housing stability and the ability to rebuild their lives. Taiwan has also established social housing to reduce the feminization of poverty and housing discrimination. In addition, Taiwan provides accessible transition loans for farmers and entrepreneurs. Governments at all levels work together to create gender-friendly spaces and facilities to support the right of women from disadvantaged groups to participate in society.

Improving Women's Housing Stability, Ability to Obtain Loans, and Social Integration

Right to Adequate Housing of Women from Disadvantaged Groups

- 13.1 Taiwan provides rent subsidies and social housing to women from disadvantaged groups (including single mothers, domestic violence victims, and women with low incomes) to ensure their basic right to adequate housing.
- (a) Pursuant to Article 4 of the Housing Act, at least 40% of social housing built by the competent authority and the private sector, calculated according to the jurisdiction of each municipal or county (city) government, shall be rented to economically or socially disadvantaged persons (including families in special circumstances as well as victims of domestic violence and sexual assault and their dependents). As of the end of 2024, there were 25,563 social housing units. Of these, 868 were occupied by families in special circumstances (accounting for 3.4%), and 117 housed domestic violence or sexual assault victims and their dependents (accounting for 0.5%).
- (b) The Social Housing Rental Subleasing and Management Program offers assistance to socially and economically disadvantaged households. Rental housing management services are provided by designated agencies. Gender statistics for the program have been tracked since November 2024. As of the end of 2024, 58% of housing applicants were female.

- (c) The NT\$30 Billion Central Government Expanded Rent Subsidy Program provides rental subsidies to individuals and families who are not homeowners and whose income is under a certain level. The subsidy has been increased to encourage marriage and childbirth and strengthen support for disadvantaged groups. From 2022 to 2024, the number of women approved accounted for 50% or above for all households. Applicants who were economically or socially disadvantaged received 1.2 to 1.4 times the basic subsidy amount. A total of 273,870 households were approved for the subsidy in 2022. Of these, 26,370 were households of persons with disabilities (female applicants accounted for 43.6%). A total of 777,640 households were approved for the subsidy from 2023 to 2024. Of these, 41,694 were households of persons with disabilities (female applicants accounted for 44.4%).

Right to Loans⁴¹

- 13.2 A loan program to strengthen the upgrade and transformation of cultural and creative industries was launched in March 2021 and ran until the end of June 2025. There were no age limits on borrowers. Of the approved loans, 22 borrowers (39.2%) were female, and they received a total of NT\$214.66 million (40.2%). Moreover, 36 female applicants (36.7%) were approved for interest subsidies and received a total of NT\$222.64 million (31.2%).

Friendly Spaces and the Right to Social Participation

- 13.3 Governments at all levels are working to jointly create gender-friendly spaces and facilities to support the equal social participation of women from disadvantaged groups. The related measures are as follows.
- (a) The Guidelines for the Establishment of Inclusive Restrooms were issued in 2022, requiring all public restroom projects receiving subsidies to maximize friendliness in terms of basic needs, gender, families, the elderly, and people with disabilities. All such projects have met the standards since 2023. The Action Plan to Double All-Gender Restrooms was formulated in 2024, and approximately NT\$280 million was invested to increase the number of all-gender restrooms from 623 to 1,246 from 2025 to 2029. A public restroom search function was added to the Environmental Health Management Information System and Environment Info Push maps to provide more convenient access to restrooms.
 - (b) The Guidelines for Establishing Gender-friendly Restrooms in Buildings were formulated in 2024 to promote gender-neutral or gender-friendly concepts and provide public building restroom design principles and layout. The guidelines were published in 2025 to serve as a reference during planning and design.
 - (c) The Guidelines for Establishing Gender-friendly Restrooms and Dormitories on Campuses were announced in an official letter in 2022. In 2024, the *Reference Manual for Establishing Gender-Friendly Restrooms on Campuses* was issued, helping schools establish friendly spaces that meet the needs of all genders and achieve real gender equality.
 - (d) To improve the gender-friendly environment of transportation hubs and venues, experts and scholars on gender equality and general design were invited to conduct on-site reviews. Since then, improvements have been made to facilities and equipment. Domestic airports, for instance, began renovating gender-friendly restrooms and upgrading diaper changing tables

⁴¹ In response to Point 68(b) of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

in family restrooms in 2023. Train stations are now designed with gender-friendly facilities, including safe waiting areas on platforms. National scenic areas upgraded 62 restrooms to become gender-friendly and accessible in 2024. National freeway service areas completed the improvement of 29 accessible restrooms and 35 gender-friendly restrooms from 2021 to 2024. And from 2021 to 2024, cruise terminals adjusted the height of mirrors in men's restrooms for better privacy and made the emergency button in family restrooms more accessible.

- (e) Guidance and subsidies were provided to a domestic manufacturer to develop an electric ergonomic posture change wheelchair for women and girls with disabilities in 2024. Electric controls were added, and the wheelchair was redesigned to make it safer and more ergonomic for females.

Article 14

In Points 14, 67, and 68 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan focus more on the development and participation of women in rural and remote areas, including their participation in decision-making and agriculture, forestry, fisheries, and animal husbandry organizations, as well as helping them explore economic opportunities to narrow the digital divide between genders.

In recent years, the government and private institutions have been actively promoting the empowerment, employment, and social participation of women in rural and remote areas, using incentives such as subsidies and performance evaluation systems to increase women's access to membership selection, skills training, and business loans. However, despite the amendment to the Farmers Association Act, women in rural areas still face obstacles such as unequal resource allocation, unpaid care work, and traditional gender frameworks, making it harder for them to be landowners and have decision-making power in the agricultural sector. There is still room for improvement.

Equal Rights Awareness and Participation in Decision-Making and Community Activities

Promoting Participation by Women in Agricultural Decision-Making Processes⁴²

14.1 See Appendices 14.2 to 14.6 for gender statistics related to agriculture, fisheries, and animal husbandry organizations. There are no restrictions on gender for membership in farmers associations, but the Farmers Association Act and its enforcement regulations stipulate that the number of members in farmers associations be limited to one per household, so men have traditionally represented households in farmers associations. To narrow the gender gap at the leadership level and encourage all genders to participate in decision-making, a number of evaluation and incentive measures and subsidy mechanisms are utilized, including prioritizing subsidies for farmers associations with a higher percentage of female directors, supervisors, and members; establishing performance evaluation bonus mechanisms to encourage female members to register for elections; increasing the percentage of female candidates elected in farmers

⁴² In response to Points 67 and 68(c) of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

associations and fishermen associations; reviewing and relaxing requirements for female members in director and supervisor elections; and relaxing restrictions on the amount of farmland required to be owned or leased to qualify as a candidate.

- 14.2 To increase the percentage of female cadre members in fishermen associations, the standards for awarding extra points and deducting points for other policy tasks when evaluating regional fishermen associations were amended to include an item regarding improving the decision-making ability of female cadre members appointed by fishermen associations. This aimed to encourage fishermen associations to promote female participation in decision-making.
- 14.3 The MOI established ministerial-level performance indicators in its Gender Equality Promotion Plan. From 2023 to 2025, farmland readjustment and rural community land readjustment committees and associations were required to have at least one female member to promote the participation of women in rural areas in decision-making related to land affairs. As of the end of July 2025, special municipality and county (city) governments had established a total of 35 farmland readjustment and rural community land readjustment committees and associations, 34 of which had achieved the goal of having at least one female member (97.1% achievement rate), and 12 (accounting for 34.3%) had members of either gender accounting for at least one-third.

Livelihood, Property, and Economic Opportunities⁴³

- 14.4 A comprehensive rural lending program was established to provide farmers and fishermen with the funds to improve their livelihoods, including funds for household expenses, education, and other activities intended to better their lives. From 2021 to 2024, 106,009 people received loans, with women accounting for 38.1%, which was higher than the percentage of women employed in the agriculture, forestry, fisheries, and animal husbandry industries in recent years (27.3%). The average loan amount per woman was approximately NT\$376,094, which was an increase compared to the previous National Report and also higher than the average loan amount per man (NT\$373,103).

Knowledge-Based Training and Technical Training

- 14.5 The Farmers' Academy offers classes that give priority to women in rural areas to protect their right to receive agricultural technology training. In 2021, 6 training sessions were held and included 146 participants (45% women). In 2022, 15 training sessions were held and included 316 participants (43% women). In 2023, 8 training sessions were held and included 200 participants (47% women). In 2024, 10 training sessions were held and included 223 participants (45% women).
- 14.6 From 2021 to 2024, guidance was provided to industries in Hakka communities to encourage the participation of female business owners and cadre members. A total of 68 businesses in Hakka communities obtained loans, 30 people participated in relocation programs, 68 industry promotion businesses received assistance, and 1,661 businesses underwent digital transformation (including upgrading to cloud services, digital tools, and digital payments). In total, 1,827 companies received assistance, as did 822 female business owners and cadre members, accounting for approximately 45%.
- 14.7 A variety of measures have been implemented to promote the employment of indigenous women,

⁴³ In response to Points 67 and 68(b) of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

including summer workplace experience programs, expansion of vocational training categories, incentives for obtaining technical certifications, employment stability allowances, and interministerial coordination and collaboration. Employment professionals serving indigenous communities nationwide provided a variety of employment and vocational training services. From 2021 to 2024, approximately 40,000 indigenous women found employment through these services, and vocational training was provided to nearly 9,000 individuals, of whom 70% were women.

- 14.8 To ensure that women in rural and remote areas have access to technical training, economic subsidies, and employment opportunities, the MOEA Urban and Rural Specialty Industry Guidance Plan assists women in such areas as developing innovative business models, enhancing brand value, and strengthening market competitiveness. Between 2021 and 2024, the plan assisted 29 women in rural and remote areas in finding employment while ensuring job security for 219 women.
- 14.9 Guidance was provided to create the brand Tian Mama to help women in rural and remote areas find employment. The brand combines health concepts to develop distinctive rural cuisine, baked goods, and agricultural (rice-based) and fisheries products. Combined with leisure farm tourism, it creates local employment opportunities, increases the added value of agricultural, forestry, fisheries, and livestock products, and revitalizes the economy of agricultural and fishing villages. Between 2021 and 2024, 1,806 people received Tian Mama professional guidance and training. Of these, 1,354 were female and 452 were male.
- 14.10 Projects to cultivate new farmers were implemented to assist young adults in returning to their hometowns to engage in agriculture. There were 3,012 new farmers (696 women) in 2021; 3,009 new farmers (676 women) in 2022; 3,058 new farmers (759 women) in 2023; and 3,104 new farmers (1,055 women) in 2024.

Encouraging Women to Participate in Agricultural Production and Marketing Groups

- 14.11 The Regulations for the Establishment and Guidance of Agricultural Production and Marketing Groups were amended in 2021 to relax the limit on one person per household joining agricultural production and marketing groups, as well as allowing spouses from the same household or blood relatives of different genders to join. In the year before the amendment, 17.6% of production and marketing group members were women; this number had increased to 18.5% as of July 2025. The promotion of gender equality in agricultural production and marketing groups was included in the scoring standards of the Regulations for the Evaluation of Farmers Associations to help farmers associations move away from traditional patriarchal mindsets and actively encourage women to join agricultural production and marketing groups.
- 14.12 A total of 10 management courses for women in agricultural production and marketing groups were offered from 2021 to 2024, with a total of 289 participants. The courses allowed more female members to gain the ability to carry out core operations of the group so that they could better participate in the decision-making of production and marketing groups.

Helping Women Set Up Cooperatives

- 14.13 Cooperatives are grassroots organizations that citizens can utilize to start their own business. Cooperative education courses are offered to encourage women and indigenous peoples to actively engage in economic activities and increase their labor force participation rate. The percentage of female cooperative members increased from 44.2% in 2021 to 45.8% in 2024, while

the percentage of women in labor cooperatives increased from 54.2% to 56.7%. The most significant increase was seen in care service labor cooperatives, which mainly consist of female members due to the promotion of long-term care policies.

Promoting Female Participation in Fisheries and Forestry Resource Management

- 14.14 An intelligent management environment has been established for coastal and offshore fisheries, and active efforts are being made to recruit women as port consultants. The number of female port consultants was 37 in 2021, 39 in 2022, 42 in 2023, and 38 in 2024. The percentage increased from 52.1% to 61.3% during that time period, demonstrating that female participation in the field continues to grow.
- 14.15 To implement gender equality and reduce gender segregation for forest rangers, professional skills training courses are offered. In addition, customized uniforms and patrol motorcycles are available to female forest rangers, helping ensure their safety. Moreover, community awareness campaigns have been launched, increasing female participation in community forestry projects and joint forest patrols. Female participation was 41.8% in 2021, 33.0% in 2022, 35.2% in 2023, and 39.1% in 2024.

Public-Private Partnerships to Support the Employment and Transition of Women in Rural and Remote Areas⁴⁴

- 14.16 Between 2021 and 2024, a total of 171 regional revitalization projects were approved, helping disadvantaged women from rural and remote areas secure employment and support themselves. Of the 54 regional revitalization projects approved by the MOEA during this period, 10 were led by women business owners, and the projects collectively resulted in 29 women gaining employment. These projects included entrepreneurship mentoring and skills training, which enhanced women's economic independence, participation in community affairs, and leadership development. Additionally, the projects helped expand access to childcare, long-term care, and transportation resources, reducing family burdens and increasing female employment rates. The projects also supported 49 outstanding women in assuming leadership roles in the Youth Empowerment Workstation Project and provided training to 4,753 participants from regional revitalization partners and organizations. These efforts strengthened local women's capacity for independent growth, narrowing the urban-rural economic gender gap and promoting gender equality in rural areas. Moving forward, public-private partnerships and social enterprises will further establish sustainable support systems, ensuring that women continue to play key roles in regional revitalization.
- 14.17 To help unemployed women in remote areas and offshore islands improve employment skills and find employment, the MOL offers a wide variety of vocational training, which it organizes or commissions, or for which it provides subsidies. A total of 13,688 people were trained from 2021 to 2024, of whom 9,877 were women (accounting for 72%). Public employment service agencies and the Taiwan Jobs website provide referral and matching services to promote women's employment. Employment promotion tools (including employment bonuses, temporary worker allowances, cross-sector employment subsidies, and worker-shortage employment incentives) are

⁴⁴ In response to Points 67 and 68(a) of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

used to remove barriers and assist in employment.

Health and Educational Proposals

Guaranteeing Access to Healthcare and Welfare Resources for Women in Remote Areas

- 14.18 To reduce the economic burden of transportation to and from hospitals and clinics for pregnancy checkups and childbirth and to increase the frequency of pregnancy checkups, subsidies (calculated according to distance) are provided to pregnant women in indigenous areas for transportation expenses. A total of 7,881 subsidies were provided from 2021 to 2024.
- 14.19 To widely promote community preventive care services, guidance was provided for the establishment of community care locations in urban, rural, and remote indigenous areas nationwide. In 2022, 4,702 community care locations were established, benefiting 204,065 people (71.2% female). In 2023, 4,830 were established, benefiting 221,885 people (71.9% female). In 2024, 4,993 were established, benefiting 299,637 people (73.6% female). They provide elderly care visits, phone greetings, catering services, health promotion, and referral services.

Policies and Action Plans to Ensure Women's Participation in Disaster Risk Reduction and Climate Change⁴⁵

- 14.20 To promote net-zero agriculture policies, 129 events related to emerging issues and policies on climate change and net-zero emissions were held from 2023 to 2024. The events promoted discussions, exchanges, and training for stakeholders, including rural residents, industry organizations, and government employees; 43% of participants were female.
- 14.21 To mitigate the impacts of climate change, adaptation briefings were held in 2023 on such issues as heat hazards, air pollution, and vector-borne diseases. Over 70% of participants were women, highlighting their close connection to climate-related issues and their strong commitment to addressing them.

Reducing the Digital Divide for Women in Rural and Remote Areas⁴⁶

- 14.22 The *2024 Digital Access Survey Report* analyzed internet access by occupation. It revealed that personnel in the agriculture, forestry, fisheries, and animal husbandry industries had the lowest internet access rates, averaging 69%, while most other sectors reached 99% or more. The internet access rate for males aged 12 and above in Taiwan was 90.1%, which was 4.8 percentage points higher than that of females (85.3%). Lower overall internet access for females was primarily attributed to lower access rates of those aged 60 and above. For this demographic, the internet access rate for males was 66.4%, which was 8.9 percentage points higher than that of females (57.5%). Other age groups showed no significant difference between genders. The MOE, the MOHW, and the MOL have been notified of the survey results, which will be referenced for future policy implementation.
- 14.23 The Digital Opportunity Center offers digital application courses to help narrow the gap in education and encourage the use of digital applications by women in rural and remote areas. A total of 84,983 people received training between 2021 and 2024, of whom 76.7% were female

⁴⁵ In response to Point 14 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

⁴⁶ In response to Points 67 and 68(d) of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

(65,164). In addition, 325 digital courses for women were offered to improve their digital technology application abilities.

Article 15

With regard to equal rights for women before the law, in Points 69 to 72 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee respectively recommended that Taiwan waive the means test requirement for victims of domestic violence applying for legal aid and amend the Act for Ancestor Worship Guild to apply the principle of gender equality to cover all ancestor worship guilds.

Taiwan's Constitutional Court declared in Judgment No. 1 of 2023 that the Act for Ancestor Worship Guild's exclusion of female offspring constituted inappropriate discrimination and that offspring of both genders that could submit proof of direct blood relations with an initiator should be listed by an ancestor worship guild as a successor. However, amendment procedures still need to be executed to comply with the judgement and complete relevant laws and regulations.

Protecting the Right of Equality Before the Law

The Right of Equal Access to Justice⁴⁷

- 15.1 Taiwan provides necessary legal aid to disadvantaged and indigent groups in accordance with the Legal Aid Act. Among general applications in 2024, women constituted 45.4% of applicants and 45.6% (25,355) of approved cases, slightly higher than in 2023 (45.4%).
- 15.2 Means tests for applicants who are victims of domestic violence cannot be fully waived due to the following reasons: (1) the Legal Aid Act and relevant regulations have established favorable and flexible standards for determining indigent domestic violence victims; (2) in addition to providing assistance in litigation, the Legal Aid Foundation offers on-site, video call, and telephone legal consultation services to all cases, giving victims of domestic violence access to preliminary legal aid; (3) Article 58 of the Domestic Violence Prevention Act stipulates that special municipality and county (city) governments may subsidize litigation and attorney fees; (4) in practice, there may be overlap and blurring between the perpetrator and victim, so waiving all means testing may result in misuse of resources; and (5) the 9th Legislative Yuan concluded that the overall status of public finances must be taken into consideration to protect the rights of disadvantaged groups.
- 15.3 The Judicial Yuan began phasing in legal consultations via video call in 2017. It has currently set up 304 locations nationwide that have provided services more than 5,200 times. To protect the rights of different groups to justice, the Judicial Yuan has also implemented a contracted interpreter system. Family Cases Service Centers nationwide provide supportive services, such as accompanying clients to court and providing psychological counseling. Services were provided 94,573 times in 2024, of which women accounted for approximately 59%. Among cases approved by the Legal Aid Foundation in 2024, women received aid in 65.7% of family cases, 54.4% of civil cases, 34.8% of criminal cases, and 41.2% of administrative cases.
- 15.4 Regarding the accountability system for judges, a dual-track mechanism with internal and external reviews has been established. The internal mechanism includes self-discipline of judges and

⁴⁷ In response to Points 69 and 70 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

supervision by court presidents and the president of the Judicial Yuan. The external mechanism includes judge evaluations, impeachment by the Control Yuan, and punishments imposed by the Disciplinary Court's Disciplinary Chamber of the Judiciary. In the fourth term of the Disciplinary Chamber of the Judiciary, the percentage of female judges in the first instance panel is 50%, the percentage of female judges in the second instance panel is 33.3%, and the percentage of female expert lay judges in the first term is also 50%, demonstrating gender equality in the trial system.

Ancestor Worship Guilds⁴⁸

15.5 Ancestor worship guilds are independent organizations established for ancestor worship. Successors of guilds that were established after the Act for Ancestor Worship Guild took effect may jointly take responsibilities as worshipers when they inherit an entity, regardless of gender. In response to Judgment No. 1 of the Constitutional Court in 2023 on granting the same status and rights to female and male offspring, the MOI has drafted an amendment so that guilds established before the act was promulgated will be required to list all lineal descendants as successors. For guilds that have already issued certificates to successors, female offspring of the initiator who have not been listed may submit documentation demonstrating direct blood relation with the ancestor to be included in the list. In other words, after the amendment is passed, all successors will enjoy full gender equality regardless of whether their guild was established before or after the act was promulgated, and female offspring will no longer be excluded by guild regulations. The draft amendment has been submitted to the Executive Yuan for review. As of the end of 2022, there were 3,244 ancestor worship guilds, of which 2,006 had regulations. Among these, 691 had established regulations before the act was promulgated stipulating that only the initiator and his male offspring (including adopted children) should be successors, and 1,315 had not instituted such rules.

Article 16

With regard to the protection of rights in marriage and family relationships, in Points 74 to 85 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW, the International Review Committee recommended that Taiwan protect the rights of women undergoing divorce, prohibit mandatory mediation in domestic violence cases, eliminate discrimination against same-sex couples, protect the rights of women and illegitimate children in de facto relationships, and improve the distribution of assets between spouses.

Taiwan has made some progress in divorce mediation and alimony and asset division, including training for mediators in knowledge and capacity regarding domestic violence issues and relevant laws and regulations. With gradual improvements to relevant policies, the number of same-sex marriages has continued to increase each year since 2021. Citizens and their foreign partners can now register to be married, and citizens and their same-sex partners from China can register their marriages in Taiwan

⁴⁸ In response to Points 71 and 72 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

according to regulations for marriage between heterosexual couples across the Taiwan Strait in a third location.

Protecting the Rights of Divorced Women

Uncontested Divorce⁴⁹

- 16.1 Uncontested divorce under Taiwan’s Civil Code is based on both parties being independent and equal, and applies the principle of autonomy. The contents of divorce agreements are decided by both parties, and the divorce is registered at a household registration office. There is currently disagreement in Taiwan on whether to introduce judicial supervision mechanisms to uncontested divorce—that is, whether divorce should require courtroom procedures to be valid. Overall, the current system is deemed appropriate, provided that the rights of both parties and minor children are taken into consideration in practice. If a woman is forced to sign a divorce agreement through fraud or duress, then she may revoke her expression of intent in accordance with Article 92 of the Civil Code. The individual who defrauded or threatened her may bear criminal liability.
- 16.2 The government has taken numerous measures to strengthen protections and prevent women’s rights from being undermined through unfamiliarity with the law. The family case consultation service offered by the MOHW assists parties in an uncontested divorce with proper asset handling and parental rights. The *Manual for Rights Protection in Legal Issues of Marriage*, published by the MOJ, helps divorcing parties properly arrange asset division, alimony, child support, and parental rights over minor children. The MOI also added reminders in its mutual divorce agreement and marriage termination agreement reference templates to enhance the protection of the rights of women and children. Furthermore, for divorce cases where the parties are unable to reach an agreement, the current judicial organs, in addition to judicial and adjudicatory divorce proceedings, also provide a divorce mediation system. Whether the parties initiate mediation by filing a simple request or whether mediation is conducted prior to formal divorce procedures, the court may arrange for mediators or judges to assist both sides in resolving the dispute while simultaneously safeguarding the rights and interests of both parties.

Divorce Mediation⁵⁰

- 16.3 To enhance family mediators’ understanding and capacity regarding domestic violence issues, trauma-informed content has been incorporated into relevant training courses. In 2024, a specialized family mediation training program focusing on domestic violence issues was launched to deepen mediators’ understanding of victim circumstances and risk assessment. Considering that some family cases involve domestic violence, a draft amendment to the Regulations for Courts Appointing Family Mediators added a provision that mediators who had received professional training in domestic violence prevention should be identified, enabling courts to make appropriate appointments. Promulgation of the amendment in 2025 has enhanced coordination between the mediation system and domestic violence prevention services, as well as strengthening protective measures.

⁴⁹ In response to Points 74 and 75 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW

⁵⁰ In response to Points 76 and 77 of the Conclusions and Recommendations on Taiwan’s Fourth National Report on CEDAW

Improving Same-Sex Marriage Policies

Eliminating Provisions That Discriminate Against Same-Sex Couples⁵¹

- 16.4 Surveys have been conducted on public attitudes to gender diversity and the LGBTI+ community.
- (a) Based on survey results in recent years, public support for lesbians and gay men has gradually increased. In 2024, 69.1% of people agreed that same-sex couples should have the right to legally marry, and 76.9% agreed that married same-sex couples should have the right to adopt children (an increase of 16.6 percentage points and 10.3 percentage points, respectively, compared to 2020). Public opinion on single women and lesbian couples using a sperm donor to have children was surveyed for the first time in 2024, with 59.2% of people supporting it.
 - (b) In 2023, the *National Survey of LGBTI in Taiwan* was published. It was the first large-scale study of its kind to be conducted by a government in Asia. Results showed that 52% of respondents believed that social discrimination and hostility against LGBTI+ persons had decreased in the past 12 months. Government efforts to eliminate bias and intolerance against LGBTI+ persons received a score of 66.55 points (out of 100 points).
- 16.5 In 2023, the MOI issued an interpretation letter and the MOFA made amendments to the Operation Directions for MOFA and ROC Embassy or Mission Abroad Processing Interviews with Foreigners Applying for Entry to Taiwan for Marriage to ROC Citizens. This allows citizens to establish a relationship with a same-sex partner from another country, except the mainland area, in accordance with Article 2 of the Act for Implementation of J.Y. Interpretation No. 748. They may also register a marriage at a household registration office in accordance with Article 4 of the act. The MOI issued an interpretation letter in 2024 stating that citizens and same-sex partners from China, after submitting documentation and passing an interview, could register their marriage in Taiwan according to regulations for marriage between heterosexual couples across the Taiwan Strait in a third location. Regarding cases of two foreign nationals of the same sex, if their countries do not recognize same-sex marriage or the country of one individual recognizes same-sex marriage and the other does not, then their national laws shall apply in accordance with Article 46 of the Act Governing the Choice of Law in Civil Matters Involving Foreign Elements, and they will not be able to register their marriage in Taiwan.
- 16.6 Article 20 of the Act for Implementation of J.Y. Interpretation No. 748 was amended in 2023 so that same-sex married couples now enjoy the same right to adopt children as heterosexual couples.
- 16.7 According to Paragraph 2, Article 24 of the Act for Implementation of J.Y. Interpretation No. 748, other laws concerning couples shall also apply to same-sex unions unless they contain specific provisions stating otherwise. The Assisted Reproduction Act is a special regulation that falls outside the scope of the Act for Implementation of J.Y. Interpretation No. 748. In accordance with Article 2 and Article 11 of the Assisted Reproduction Act, treatment may only be performed on infertile heterosexual married couples and is not available to same-sex married couples. The MOHW submitted a draft amendment to the Executive Yuan for review in 2025 that expands the scope of the act to female same-sex couples and single women.

⁵¹ In response to Points 78 and 79 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

16.8 Please see Tables 16-1 and 16-2 in the Appendix for statistics on same-sex marriage and termination of marriage.

Family Relationships and Protection of Family Members' Rights

Illegitimate Children⁵²

16.9 Pursuant to the Civil Code, children born out of wedlock who are acknowledged by their biological father shall be deemed legitimate, and their rights and obligations (such as right of inheritance, maintenance, and exercise of rights and obligations to minor children) shall be no different from legitimate children. The term *illegitimate children* will be reviewed and revised when Chapter III on parents and children under Part IV of the Civil Code on family is amended.

De Facto Relationships⁵³

16.10 In 2023, the government commissioned an expert study titled *Evaluation of the Necessity and Feasibility of Legalizing Common-Law Partners*. The report pointed out that de facto and common law partners are recognized in judicial practices as having the mutual obligation to support each other and jointly share living expenses, as well as the right to alimony and to claim a portion of a decedent's estate, so that provisions on the legal relationship between married couples and their monetary assets may be applied by analogy. It also made a preliminary recommendation for Taiwan to initiate long-term plans to enact civil union regulations in addition to existing marriage laws. However, the report pointed out that Taiwan currently has insufficient data on civil unions to support the rationale for legalization, and recommended collecting more comprehensive information from statistics and empirical studies to determine whether and when to establish a civil union system, how the system should be designed to respond to people's needs, and ways to protect the best interests of economically disadvantaged women and children.

Family Relationships; Economic Consequences After the Termination of Relationships⁵⁴

16.11 The MOJ proposed a draft amendment to Part IV of the Civil Code on family, which was reviewed and approved by the Executive Yuan in February 2025 and jointly referred to the Legislative Yuan for deliberation by the Executive Yuan and the Judicial Yuan in September 2025.

- (a) Right to claim alimony: The right to claim alimony is not limited to the party not at fault or to divorce by adjudication. "Impairment of employability or decrease in employment opportunity at the time of divorce" was added as a reason for claiming alimony. This balances the economic inequality resulting from decline or loss of employability and decrease in job opportunities when one party in a marriage focuses on domestic work. The current provision of financial hardship due to divorce was retained because it is applicable to the elderly and those incapable of earning a living due to chronic illness. Reasons for reducing or exempting the obligation to pay alimony were added to comply with the principle of fairness.

⁵² In response to Points 82 and 83 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

⁵³ In response to Points 80 and 81 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

⁵⁴ In response to Points 84 and 85 of the Conclusions and Recommendations on Taiwan's Fourth National Report on CEDAW

- (b) Right to claim for distribution of marital property: This concerns the legal assessment of the contribution of the husband and wife to housework, raising children, and married life. It not only considers the economic contributions of the husband and wife to a marriage but also emotional contributions and intangible assets. The provision complies with the intention of CEDAW General Recommendation No. 29 Paragraph 47 on “valuation of non-financial contributions to marital property subject to division, including household and family care, lost economic opportunity and tangible or intangible contributions to either spouse’s career development and other economic activity and to the development of his or her human capital.”
- (c) When dividing marital assets after divorce, the court may adjust or cancel the amount distributed to a husband or wife who has made no contribution to married life. Following discussions and consultations on amending divorce law, the MOJ concluded that since legislators had proposed amendments in 2021 that provided courts with clear criteria for applying the regulations and recent cases had proceeded without incident, it would maintain the current regulations. For example, in the case of Supreme Court Judgment No. 2561 in 2022, in which the appellant was a woman (the wife), the court overturned the original ruling in accordance with the above provisions and remanded the case for retrial, ordering a further investigation into whether the appellee (the husband) had made no contributions to married life. The judgement aimed to reduce or cancel the amount of marital property awarded to the husband, preventing him from obtaining undue benefits.

16.12 A total of six meetings were convened between 2022 and 2024 to discuss amendments to occupational law in which the legal right has still not been granted to a divorced spouse to claim part of the pension of a worker, including laborers, farmers, employees of state-owned enterprises, employees of government agencies or schools, and faculty and staff members of private schools. Resolutions from the meetings included adopting the principle of consistency and referencing draft amendments to the Civil Service Retirement, Severance, and Survivor Relief Act when proposing amendments to regulations regarding employees of state-owned enterprises, employees of government agencies or schools, and faculty and staff members of private schools.

Protecting the Rights of Intersex and Transgender People

16.13 According to an MOI interpretation letter of 2008, sex change requires reassignment surgery. A total of 400 people registered sex changes between 2021 and 2024. At present, gender change registration has been completed in six cases without undergoing surgery after they went through administrative litigation procedures for a court judgment. Since the judgment is administratively binding, household registration offices have registered the gender changes in accordance with the court judgments.

16.14 The *Sex of Birth* field on birth certificates includes *Male*, *Female*, and *Unknown*, which is filled out by the attending physician according to their professional judgment of the physical characteristics of the newborn at birth. From 2021 to 2024, the gender of nine liveborn infants was reported as unknown. Public gender registration is based on the birth certificate issued by the relevant medical institution. Since household registry data only contains male and female fields, if the birth certificate states that the gender is unknown, the person concerned will be asked to submit the results of chromosome testing or a diagnosis certificate before registering.

16.15 A telephone poll on gender equality showed that public support for transgender people is gradually increasing. In 2024, 91.4% said that they could work with transgender colleagues as

normal, 68% recognized that transgender people would often wear clothes that did not align with their biological sex, and 77.2% agreed that transgender people could dress as they felt most comfortable on campus or in the workplace (an increase of 3.3 percentage points, 3.8 percentage points, and 3.4 percentage points compared with 2020, respectively). People had reservations when it came to sex change policy. In 2024, 47.4% of people agreed that transgender people did not need sex reassignment surgery to change their sex indicated on their National ID Card. When further asked about adding the requirement for a certificate of diagnosis from a psychiatrist and a medical certificate, 28.2% of people who originally disagreed changed their position to agree.

16.16 To further align with international human rights standards, in 2022 the Executive Yuan cofunded research with the MOI, MOJ, MOE, and MOHW on conditions for legalizing gender change and legislative recommendations (including proposed legalization and regulations). Six meetings have been held since June 2022 to discuss the requirements for registration of gender change and supporting measures. Related agencies will continue to engage in thorough and careful deliberation to actively protect the rights of transgender people.

16.17 The Executive Yuan supervises competent agencies in strengthening transgender rights and supporting measures, which are implemented under the premise of privacy, safety, and not affecting female-only spaces.

- (a) See Article 10 for information on gender-friendly sports facilities, spaces, and environments. See Article 13 for information on gender-friendly restrooms.
- (b) Schools and student dormitories: The MOE amended regulations for incentives and subsidies for public and private higher education institutions and added the indicator “Provide necessary assistance for the needs of transgender students according to the Principles for Gender-friendly Dormitories in Higher Education Institutions.” The Directorate-General of Personnel Administration of the Executive Yuan issued an official letter in June 2023 requesting central and local government agencies under the Executive Yuan to require their subordinate training agencies (institutions) to provide assistance and single rooms for privacy to transgender trainees.
- (c) Encouraging companies to create inclusive spaces: The MOEA has added a footnote to further expand the definition of creating an inclusive work environment with gender equality to explicitly include the needs of LGBTI+ individuals under the sustainable development criteria for the Rising Star Awards and National Awards of Outstanding SMEs. Gender diversity has also been incorporated into the evaluation criteria for companies demonstrating exemplary gender mainstreaming practices. In addition, county and city governments have encouraged spa and sauna operators to formulate gender-inclusive measures in coordination with the policy to create gender-inclusive spaces.
- (d) Social welfare placement agencies: Indicators for evaluating social welfare institutions include spatial arrangements that respect personal privacy, dedicated bedroom equipment, and prohibitions on the installation of surveillance or recording equipment in private spaces (bedroom, toilet, or bathroom). Gender equity education must be provided according to the subject’s physiological development and needs for interpersonal interactions. Special municipality and county (city) governments also provide shelter services for domestic violence victims. In addition to being housed in outsourced shelters, victims are matched with hotels or receive rental subsidies to comply with the principle of gender-friendly use.
- (e) Correctional agencies: When detaining intersex or transgender inmates, the individual’s situation, personal safety, and practical management needs are taken into consideration, and

the individual is assigned to a single housing area or group area with other suitable inmates. Based on the inmate's gender identity, sexual orientation, gender expression, and physical and mental condition, counselors and advisors provide individualized living arrangements, counseling, and treatment.

- (f) Body search: The Coast Guard Authority Directions for Conducting Search and Seizure was amended in 2024, and training in body searches of transgender persons was provided to protect the safety of law enforcement officers and the rights of transgender persons undergoing body searches.