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## 壹、CEDAW 第 4 次國家報告國際審查會議之重要事件一覽表

時間	工作事項	說明
109 年 10 月	成立 CEDAW 第 4 次國家報告秘書處。	由行政院性別平等處及財團法人婦女權益促進發展基金會共同成立 CEDAW 第 4 次國家報告秘書處。
109 年 10 月 29 日	函頒「CEDAW 第 4 次國家報告作業計畫」。	行政院秘書長 109 年 10 月 29 日院臺性平字第 1090194545A 號函頒「CEDAW 第 4 次國家報告作業計畫」，請四院、中央及地方政府依所訂期程配合辦理各項工作，以及函請財團法人婦女權益促進發展基金會轉知民間團體。
109 年 12 月 17 日	召開 CEDAW 第 4 次國家報告撰寫說明會。	由行政院性別平等處就 CEDAW 各條文重點，包含前次國家報告結論性意見與建議等，進行撰寫重點提示。
111 年 2 月至 110 年 5 月	編纂 CEDAW 第 4 次國家報告初稿	<ol style="list-style-type: none"> <li>1. 各撰寫機關於 110 年 2 月上旬提交國家報告共同核心文件及專要文件資料，由行政院性別平等處綜整及檢視資料之妥適性，並函請各撰寫機關修正及補充相關內容。</li> <li>2. 續由行政院性別平等處編纂國家報告。</li> </ol>
110 年 3 月 11 日	成立「CEDAW 第 4 次國家報告國際審查指導小組」。	1. 依照「CEDAW 第 4 次國家報告作業計畫」，成立「CEDAW 第 4 次國家報告國際審查指導小組」。由行政院性別平等會委員及熟悉聯合國 CEDAW 委員會國家人權報告制度、長期關注婦女人權與性別平等議題之專家或非政府組織代表



時間	工作事項	說明
		組成。工作內容包含：協助洽邀國際審查委員，並就辦理國際審查會議等相關事項提供建議。 2. 「CEDAW 第 4 次國家報告國際審查指導小組」名單，詳如附件。
110 年 4 月至 111 年 6 月	洽邀國際審查委員：由行政院性別平等處、CEDAW 第 4 次國家報告國際審查指導小組委員及外交部，共同依「CEDAW 第 4 次國家報告國際審查指導小組第 1 次會議」決議之洽邀名單，進行國際審查委員洽邀事宜。	111 年 6 月確認同意來臺審查委員名單如下：Heisoo Shin (大韓民國)、Niklas Bruun (芬蘭)、Esther Eghobamien-Mshelia (奈及利亞)、Ayşe Feride Acar (土耳其) 以及 Ruth Halperin-Kaddari (以色列)，共計 5 位，皆曾任聯合國 CEDAW 委員會委員。
110 年 4 月 13 日	召開「CEDAW 第 4 次國家報告國際審查指導小組第 1 次會議」。	1. 報告事項：「CEDAW 第 4 次國家報告作業計畫」。 2. 討論事項：國際審查委員洽邀原則及建議名單。
110 年 5 月 7 日	於行政院性別平等會網站公布 CEDAW 第 4 次國家報告初稿。	作為民間意見徵詢之討論資料。
110 年 6 月中旬 至 8 月 31 日	民間意見徵詢(第 1 輪)	1. 為建立政府部門與民間團體間之對話與意見交流機制，原預計於 110 年 5 月至 7 月於臺北、台中、高雄、花蓮辦理 CEDAW 第 4 次國家報告座談會，共 2 輪 9 場，因適逢疫情

時間	工作事項	說明
		<p>嚴峻，全國三級警戒，行政院性別平等處在防疫優先之原則下，綜合考量各界於防疫期間之工作量能及為免 CEDAW 第 4 次國家報告相關時程延宕，將原訂 2 輪實體座談會，調整為第 1 輪於 110 年 6 月中旬至 8 月底徵詢各界書面意見及各權責機關回復修正報告。</p> <p>2. 截至書面意見徵詢截止日期 110 年 7 月 20 日止，共獲得來自民間團體、專家學者及行政院性別平等會委員等 33 份書面意見。</p> <p>3. 由行政院性別平等處於 110 年 7 月 29 日函請各權責機關於 110 年 8 月 31 日前提提供回應說明，以及修正國家報告內容。</p>
110 年 9 月 29 日及 30 日	財團法人婦女權益促進發展基金會辦理「CEDAW 入門課程」	財團法人婦女權益促進發展基金會辦理 2 場課程，帶民間團體系統性的從頭認識 CEDAW，包含：公約概述與主要原則、公約機制與臺灣脈絡等，並邀請曾撰寫過平行報告的民間團體做實例分享。
110 年 10 月 15 日	於行政院性別平等會網站公布 CEDAW 第 4 次國家報告二稿。	各權責機關依民間意見徵詢(第 1 輪)之各界意見，修正國家報告內容，續由行政院性別平等處彙整成二稿，作為第 2 輪書面意見徵詢之會議資料。
110 年 11 月 23 日至 12 月底	民間意見徵詢(第 2 輪)	1. 於 110 年 11 月 23 日及 12 月 7 日辦理第 2 輪 2 場實體座談



時間	工作事項	說明
		<p>會，座談會提供無障礙環境、手譯聽打服務及同步直播服務，計有 211 人次參與。</p> <p>2. 行政院性別平等處分別於 110 年 12 月 3 日及 12 月 16 日函送座談會會議紀錄，由相關權責機關依會議紀錄補充及修正報告內容，並由行政院性別平等處於 110 年 12 月完成 CEDAW 第 4 次國家報告專要文件(三稿)。</p>
111 年 1 月至 2 月	召開 CEDAW 第 4 次國家報告定稿會議。	<p>1. 於 111 年 1 月 22 日及 2 月 10 日邀請行政院性別平等會委員、國際審查指導小組委員及各條文主要權責機關，召開 2 場次定稿會議。</p> <p>2. 行政院性別平等處分別於 111 年 1 月 28 日及 2 月 16 日函送定稿會議紀錄，由相關權責機關依會議紀錄補充及修正報告內容，並由行政院性別平等處於 111 年 2 月底完成 CEDAW 第 4 次國家報告專要文件(四稿)。</p>
111 年 3 月 16 日	CEDAW 第 4 次國家報告經行政院性別平等會第 25 次會議通過。	
111 年 3 月 31 日	CEDAW 第 4 次國家報告正式對外公告於行政院性別平等會網站。	
111 年 3 月至 7 月 14 日	CEDAW 第 4 次國家報告英譯初稿潤飾及定稿。	<p>1. 行政院性別平等處委託翻譯社辦理 CEDAW 第 4 次國家報告英譯事宜。</p> <p>2. 依「CEDAW 第 4 次國家報告作業計畫」函請外交部協助辦</p>

時間	工作事項	說明
		<p>理英譯初稿之文字潤飾，並請各權責機關就權管政策、計畫方案等專有名詞，進行英譯確認。</p> <p>3. 由行政院性別平等處進行綜整及定稿。</p>
111年4月19日	公告「非政府組織提交平行報告注意事項」於 CEDAW 資訊網。	財團法人婦女權益促進發展基金會公告平行報告資料收件期限為公告日至 111 年 5 月 31 日。
111年6月15日	舉辦「CEDAW 第 4 次國家報告發表記者會」。	於行政院新聞中心舉辦國家報告發表記者會，由行政院性別平等會執行秘書羅秉成政務委員主持，並由性別平等處吳處長秀貞說明國家報告重要成果。
111年6月30日	國家人權委員會發表「CEDAW 第 4 次國家報告獨立評估意見」。	
111年7月4日	召開「CEDAW 第 4 次國家報告國際審查指導小組第 2 次會議」。	<p>1. 報告事項：「『CEDAW 第 4 次國家報告作業計畫』辦理情形案」。</p> <p>2. 討論事項：</p> <p>1. 第 1 案：「CEDAW 第 4 次國家報告國際審查會議」整體規劃及議程草案。</p> <p>2. 第 2 案：「CEDAW 第 4 次國家報告國際審查會議」之民間團體與會及發言資格等議事規則。</p> <p>3. 第 3 案：「CEDAW 第 4 次國家報告國際審查會議」之國外審查委員來臺審查期間所需支付費用說明。</p>
111年7月	行政院性別平等處及財團法人婦女權益促進發展基金	



時間	工作事項	說明
		會分別將英文版國家報告及民間報告寄送國際審查委員。
111年9月8日至9月28日		行政院性別平等處收受國際審查委員問題清單並轉請各權責機關研處及回應。
111年10月18日		「CEDAW第4次國家報告國際審查會議」議程正式確定。
111年10月28日		行政院性別平等處彙整政府機關之問題清單回應資料後，回復國際審查委員。
111年10月31日		國家人權委員會提出問題清單平行回復，並提供予國際審查委員。
111年11月14日	公告「非政府組織參與審查會議報名資訊」於CEDAW資訊網。	財團法人婦女權益促進發展基金會公告民間團體參與CEDAW第4次國家報告國際審查各場次報名及發言規則。
111年11月15日		財團法人婦女權益促進發展基金會彙整民間團體平行回應，並提供予國際審查委員。
111年11月18日	召開「民間參與『CEDAW第4次國家報告國際審查會議』會前溝通會議」。	討論事項：CEDAW第4次國家報告國際審查「委員與非政府組織會議」時段民間團體發言規則。
111年11月27日	舉辦「CEDAW第4次國家報告國際審查會議」歡迎晚宴。	由CEDAW第4次國家報告國際審查會議政府機關代表團團長行政院羅政務委員秉成於臺北喜來登大飯店設宴歡迎國際審查委員，並邀請CEDAW第4次國家報告國際審查指導小組委員、行政院性別平等會委員、外交部及財團法人婦女權益促進發展基金會代表等共同出席歡迎晚宴。
111年11月28日至11月29日	舉辦「CEDAW第4次國家報告國際審查會議」。	於公務人力發展學院福華國際文教會館舉辦。行政院蘇院長貞昌、國家人權委員會陳主任委員蔣親

時間	工作事項	說明
		<p>臨開幕式，為國際審查會議揭開序幕。5 位審查委員依循聯合國模式逐條審查我國國家報告，並分別與政府機關及非政府組織代表進行對話。此外，CEDAW 第 4 次國家報告國際審查指導小組委員、行政院性別平等會委員、國家人權委員會委員、立法委員、國內專家學者、駐臺使節等，亦共同參與會議。未能親臨會場之各界人士則透過觀看線上直播了解會議進行實況，共同展現國家社會對婦女權益、性別人權之重視。</p>
111 年 12 月 2 日	<p>舉辦「CEDAW 第 4 次國家報告結論性意見與建議發表記者會」。</p>	<p>於公務人力發展學院福華國際文教會館舉辦結論性意見與建議發表記者會，由政府機關代表團團長行政院羅政務委員秉成擔任主持人，代表我國政府接受國際審查委員會 86 點結論性意見與建議。</p>
111 年 12 月 2 日	<p>舉辦「CEDAW 第 4 次國家報告國際審查會議」歡送午宴。</p>	<p>由行政院羅政務委員秉成設宴歡送 5 位國際審查委員。</p>



## 貳、CEDAW 第 4 次國家報告撰寫過程

依 CEDAW 施行法第 6 條規定，政府應依公約規定，建立消除對婦女一切形式歧視報告制度，每四年提出國家報告，邀請相關專家學者及民間團體代表審閱，並依審閱意見檢討、研擬後續施政。我國業於 98 年、102 年及 106 年分別公布第 1 次至第 3 次 CEDAW 國家報告。

為提出第 4 次國家報告，行政院院秘書長於 109 年函頒「CEDAW 第 4 次國家報告作業計畫」，邀集立法院、司法院、考試院、監察院及行政院所屬各部會共同參與報告撰寫及民間團體座談會等相關事宜。

### 一、撰寫人員訓練及報告撰寫

為使政府機關瞭解 CEDAW 國家報告審議制度、國家報告撰寫準則等，於 109 年 12 月 17 日假行政院大禮堂舉辦 1 場 CEDAW 第 4 次國家報告撰寫人員訓練。由行政院性別平等處說明 CEDAW 國家報告撰寫目的及應涵蓋範圍、國家報告撰寫重點及格式等，以協助相關機關撰寫人員提交國家報告資料。各撰寫機關於 110 年 2 月上旬提交國家報告資料，由行政院性別平等處綜整各權責機關提交之撰寫資料並編纂國家報告專要文件(初稿)，並於 110 年 5 月 7 日於行政院性別平等會網站公告初稿。







## 二、民間意見徵詢



為建立政府部門與民間團體間之對話與意見交流機制，原預計於110年5月至7月於臺北、台中、高雄、花蓮辦理 CEDAW 第4次國家報告座談會，共2輪9場，因適逢疫情嚴峻，全國三級警戒，行政

院性別平等處在防疫優先之原則下，綜合考量各界於防疫期間之工作量能及為免 CEDAW 第4次國家報告相關時程延宕，將原訂2輪實體座談會，調整為第1輪於110年6月中旬至8月底徵詢各界書面意見。第1輪共徵詢來自民間團體、專家學者及行政院性別平等會委員等33份書面意見。各權責機關亦針對前揭書面意見提供回應說明及修正報告，並於110年10月15日於行政院性別平等會網站公告 CEDAW 第4次國家報告專要文件(二稿)

考量疫情趨緩，為加強政府部門與民間團體間之對話與意見交流機制，於110年11月23日及12月7日辦理第2輪實體座談會，由行政院性別平等處會同國家報告各條文撰寫機關，再次徵詢及蒐集民間團體意見，並修正完成 CEDAW 第4次國家報告專要文件(三稿)。2場座談會共有監察院國家人權委員會委員、行政院性別平等會委員、CEDAW 第4次國家報告指導小組委員及19個民間團體參與。另為擴大社會參與及互動，並注意身心障礙者參與權益，座談會提供無障礙環境，會議過程亦提供手譯及聽打服務，並同步於行政院性別平等處 Facebook「性別平等觀測站」進行直播。





### 三、國家報告定稿

CEDAW 第 4 次國家報告經 111 年 1 月 22 日及 2 月 10 日邀請行政院性別平等會委員、國際審查指導小組委員及各條文主要權責機關，召開 2 場次定稿會議後，將國家報告提報 111 年 3 月 16 日行政院性別平等會第 25 次委員會議通過，並於 111 年 3 月 31 日正式公布於行政院性別平等會網站。

### 四、國家報告發表記者會

為對外宣揚國家報告成果，111 年 6 月 15 日假行政院新聞中心舉辦國家報告發表記者會，由行政院性別平等會執行秘書羅秉成政務委員主持，並於致詞時表示，臺灣能在國際被看見，除經濟成就表現外，還有性別平等及人權的進步。目前九大人權國際公約，已有六部具國內法效力，其中 CEDAW 是其他國內法化人權公約的先行者，至今已完成第 4 次國家報告，運作模式相對成熟，且 CEDAW 期中審查的創新作法，值得各人權公約參考借鏡。





記者會由行政院性別平等處吳秀貞處長簡報說明近年來政府推動 CEDAW 的具體進展，包括：完備數位/網路性別暴力法制、推動「5 項性別平等重要議題(108-111)」-跨部會合作推動托育公共化、提升女性經濟力、去除性別刻板印象與偏見、強化高齡社會之公共支持、促進公私部門決策參與之性別平等；提出「我國少子女化對策計畫(107-111)」，提供 0-5 歲全面照顧、友善家庭的就業職場環境、兒童健康權

益與保護、友善生養配套等；制定施行《司法院釋字第七四八號解釋施行法》，推動婚姻平權，使我國成為亞洲第一個完成立法保障同性婚姻的國家；及修正《生產事故救濟作業辦法》、《兒童及少年性剝削防制條例》、《就業服務法》、《民法》等，提升女性生產環境、禁止兒少性剝削及人口販運、男女最低結婚年齡修正為 18 歲等。

記者會採線上直播與實體併行之方式舉辦，並全程提供手譯，蒞臨現場的貴賓包括行政院性別平等會委員、CEDAW 國家報告國際審查指導小組委員以及政府機關代表，共同見證國家推動 CEDAW 的努力與成果。



## 參、CEDAW 第 4 次國家報告國際審查委員介紹



主席 | Chairperson

**Heisoo Shin**

韓國 | Korea

### 現職：

韓國聯合國人權政策中心 (KOCUN) 董事會主席

### 教育：

1991年，美國紐澤西州羅格斯州立大學社會學博士

### 專長：

- 總體性別平等
- 針對婦女的暴力行為
- 婦女的性權利和生殖權利
- 消除對婦女一切形式歧視公約 (CEDAW Convention)

### 經驗：

- 韓國國家人權委員會委員 (2005 – 2008)
- 聯合國消除對婦女歧視委員會委員 (2001-2008)



## Ayşe Feride Acar

土耳其 | Turkey

### 現職：

土耳其安卡拉中東技術大學榮譽教授

### 教育：

1970 年，土耳其安卡拉中東技術大學社會學學士

1973 年，賓夕法尼亞布林莫爾學院政治社會學碩士

1976 年，賓夕法尼亞布林莫爾學院政治社會學博士

### 專長：

- 婦女人權
- 針對婦女的暴力行為
- 消除對婦女一切形式歧視公約
- 歐洲理事會防止和反對針對婦女的暴力和家庭暴力公約(伊斯坦堡公約)

### 經歷

- 土耳其安卡拉中東技術大學政治社會學和性別與婦女研究教授 (1976-2015)
- 土耳其安卡拉中東技術大學性別與婦女研究研究生計畫的創始主席 (1994-2015)
- 聯合國消除對婦女歧視委員會委員 (1997-2005 和 2011-2018)  
副主席 (2001-2003)  
主席 (2003-2005)
- 歐洲理事會反對針對婦女的暴力和家庭暴力行動專家組 (GREVIO)  
委員和主席 (2015-2019)



## Niklas Bruun

芬蘭 | Finland

### 現職：

法學教授 (名譽教授)，斯德哥爾摩大學客座教授

### 教育：

斯德哥爾摩大學法學名譽博士，2000 年

### 專長：

- 勞工法和國際勞工法
- 歐盟法律和反歧視法
- 平等法
- 智慧財產權法

### 經歷：

- 芬蘭性別歧視法修訂委員會主席 (2000-2002)
- 國際勞工組織結社自由委員會 (1996-1998, 2005-2007, 2012-2014)
- 歐盟公司治理論壇成員 (2008-2011年)
- 聯合國消除對婦女歧視委員會委員 (2009-2016)
- 芬蘭委員會委員，負責制定促進薪酬透明度的立法，以實現同工同酬或工作同等價值 (2020-2021)
- 關於平等法和性別歧視的若干書籍和文章作者



## Esther Eghobamien-Mshelia

奈及利亞 | Nigeria

### 現職：

婦女崛起發展與人道主義倡議執行長

### 教育：

教育學學士（榮譽）指導諮詢；MC 婦女研究

### 專長：

- 公共政策和制度
- 國家婦女機制
- 婦女經濟賦權
- 婦女、和平與安全
- 基於性別的暴力和販運婦女和女孩
- 中小微型企業的數位工具、技術和商業支援服務
- 婦女領導和政治參與
- 消除對婦女一切形式歧視公約

### 經歷：

- 奈及利亞加拿大國際開發署國家性別問題技術顧問（2004 -2009）
- 倫敦英聯邦秘書處性別問題負責人（2009-2015）
- 奈及利亞婦女事務和社會發展部婦女與性別事務主任（2008-2016）
- 奈及利亞婦女事務和社會發展部特別技術顧問（2016-2018）
- 世界銀行-奈及利亞政府「奈及利亞婦女專案」臨時協調員（2016-2018）
- 聯合國消除對婦女歧視委員會委員（2018-2020）
- 婦女崛起發展和 人道主義倡議（WADHI）召集人（2016 年至今）



## Ruth Halperin-Kaddari

以色列 | Israel

### 現職：

以色列拉馬特甘市巴伊蘭大學法律系教授

### 教育：

耶魯大學法學院富布賴特獎學金（法學碩士；法學博士）

### 專長：

- 家庭法
- 女權主義對法律的批判
- 婦女與宗教
- 國際婦女權利

### 經歷：

- 以色列拉馬特甘市巴伊蘭大學露絲和伊曼紐爾-拉克曼提高婦女地位國際中心的創始學術主任。
- 聯合國消除對婦女歧視委員會委員（2007-2018）；副主席（2011-2012，2017-2018）；調查工作組主席（2015-2016）
- 康涅狄格州紐哈芬耶魯大學法學院訪問學者（2003 年 7 月至 8 月）
- 以色列總理辦公室提高婦女地位局諮詢委員會主任（2002-2008）

## 肆、CEDAW 第 4 次國家報告國際審查會議

### 一、歡迎晚宴



行政院羅政務委員秉成以 CEDAW 第 4 次國家報告國際審查會議政府機關代表團團長、行政院性別平等會執行秘書身分，於 111 年 11 月 27 日晚間假臺北喜來登大飯店設宴歡迎遠道而來的 5 位國際審查委員，同時並邀請 CEDAW 第 4 次國家報告國際審查指導小組委員、行政院性別平等會委員、外交部及財團法人婦女權益促進發展基金會代表等共同出席歡迎晚宴。

羅政務委員表示，這幾年因為疫情的影響，讓我們在各項工作推動上受到阻礙，外在環境雖艱難，我們仍不斷向國際標準看齊，即使非屬聯合國會員國，自主落實 CEDAW，並參考聯合國審查形式及規格，結合在地經驗，建立我國獨特的公約審查機制，也依 Heisoo Shin 主席建議召開期中審查會議追蹤辦理進度，督導機關落實各項業務之推動。2019 年通過「司法院釋字第七四八號解釋施行法」，保障同性伴侶的婚姻自由、也修正民法調降成



本次 CEDAW 第 4 次國家報告國際審查會議，邀請 5 位國際婦女人權專家來臺擔任審查委員，Heisoo Shin 主席從 2009 年起參與第 1 次到第 3 次國家報告審查，Niklas Bruun 委員也曾在第 3 次國家報告國際審查蒞臨指導，Ruth Halperin-Kaddari、Feride Acar、及 Esther Eghobamien-Mshelia 則是 3 位初次來臺審查的委員。希望各位國際審查委員就本次國家報告提出寶貴意見，指出我國婦女人權及性別平等有所不足及尚待改進之處。行政院性別平等會將隨即建立改善、監測及督考機制督促各權責機關積極辦理，以符合 CEDAW 規範，使我國婦女人權保障及性別平權能與國際接軌並與時俱進。



## 二、會議議程

日期	時間	活動
111/11/28 (一)	09:00~10:00	委員會工作會議(閉門會議)
	10:00~10:30	開幕式(含大合照)
	10:30~10:40	休息時間
	10:40~11:10	委員會與監察院國家人權委員會及立法院會議
	11:10~12:25	委員會與非政府組織會議(1)
	12:25~14:00	午餐時間
	14:00~16:00	國家報告審查(1): 共同核心文件、第1~5條
	16:00~16:15	茶敘時間
	16:15~17:15	國家報告審查(2): 第6~9條
	17:15~17:25	休息時間
	17:25~18:25	委員會與非政府組織會議(2)
111/11/29 (二)	09:00~10:30	國家報告審查(3): 第10~12條
	10:30~10:45	休息時間
	10:45~12:30	委員會與非政府組織會議(3)
	12:30~14:00	午餐時間
	14:00~15:30	國家報告審查(4): 第13~14條
	15:30~15:45	茶敘時間
	15:45~17:15	國家報告審查(5): 第15~16條
	17:15~17:25	休息時間
	17:25~18:25	委員會與非政府組織會議(4)
111/11/30 (三)	09:00~17:00	委員會結論性意見與建議會議(閉門會議)
111/12/1 (四)	09:00~17:00	委員會結論性意見與建議會議(閉門會議)
111/12/2 (五)	10:00~11:00	委員會結論性意見與建議發表記者會



### 三、CEDAW 第 4 次國家報告國際審查會議

#### 《開幕式》

CEDAW 第 4 次國家報告國際審查會議於 111 年 11 月 28 日、29 日及 12 月 2 日假公務人力發展學院福華國際文教會館前瞻廳舉辦。

本次審查委員會由 Heisoo Shin(南韓)擔任主席，以及 Niklas Bruun(芬蘭)、Esther Eghobamien-Mshelia(奈及利亞)、Ayşe Feride Acar(土耳其)以及 Ruth Halperin-Kaddari(以色列)，共 5 位享譽國際之婦女人權專家組成，5 位專家分別擔任過聯合國 CEDAW 委員會主席、副主席或委員，實際審查經驗豐富。



CEDAW 審查委員會主席 Heisoo Shin 在開幕致詞強調了臺灣的國際公約審查，在整體審查時程及參與規模都比聯合國制度還要更好。聯合國只有 6 小時的審查，臺灣的

審查時間則是聯合國的 2 倍多，政府代表以及非政府組織的對話時程表，均比在聯合國的審查系統裡面還要多。此外，她還分享了聯合國近年極力推動的企業人權以及老年人權益保障的議題及進展，並呼籲臺灣可以開始對企業人權以及老年人人權，尤其是老年婦女的權利，有更多的關注。畢竟，所有人權都是放諸四海皆準、不可分割且和相互依存的，正如同 1993 年《維也納宣言和行動綱領》的理念。臺灣是民主社會，衷心希望臺灣真正進步，成為人類權利捍衛者，尤其是女性人權的捍衛者，不僅在亞洲，而且在整個全球範圍內的世界。

國家人權委員陳菊主任委員感謝婦運團體在解除戒嚴後，特別是 1990 年代推動一系列的修法運動，致力扭轉傳統不平等的婚姻家庭制度，進而催生多部性別暴力防治法律的制定及修正。臺灣在 2016 年選出第一位女



總統；2020 年國會女性議員的占比達到 41.59%，陳菊主委認為，這些都是我國婦女權益發展的重要里程碑。



行政院性別平等會召集人蘇院長貞昌亦親自出席開幕式。蘇院長表示，聯合國於 1948 年通過《世界人權宣言》，歷經 50 多年，9 大核心人權公約才逐步到位，臺灣雖非聯合國會員國，但因認同人權是普

世價值，必須與國際社會接軌，因此臺灣仍自主承諾履行，透過國際人權公約內國法化的立法模式，與民間團體共同努力推動相關人權保障工作。這些年來，臺灣在聯合國 9 大核心人權公約中，已針對其中 5 部人權公約，以制定施行法方式完成國內法化，特別感謝立法委員及民間團體共同努力合作。

蘇院長指出，行政院自去 110 年即邀集五院代表共同撰寫此次 CEDAW 第 4 次國家報告，除從各方面進行檢討外，亦廣泛徵詢及蒐整民間各界意見，並於今 111 年 3 月獲行政院性別平等會通過，6 月辦理國家報告發表記者會。此外，在蔡英文總統領導下，政府近年來也陸續推動性別平等、性暴



力犯罪防制、完善婦女工作權及健康權等相關立法。

蘇院長也特別感謝本次國際審查委員主席及各位審查委員，長期不斷給予臺灣堅定支持及關心，並提供許多寶貴意見。有鑑於此，他特別要求行政院相關部會務必重視審查委員所提出的結論性意見，並將其納入未來各項施政與政策擬定工作中，以持續精進落實，同時也請各審查委員不吝指教，協助檢視此次 CEDAW 國家報告是否仍有精進之處。

致詞完畢後，蘇院長、陳主任委員、李秘書長、羅政務委員與 5 位審查委員合影，紀念這難得的一刻。



## 《委員會與監察院國家人權委員會及立法院會議》

開幕式結束後，緊接著開始委員會與監察院國家人權委員會及立法院會議，分別由國家人權委員會紀惠容委員、高涌誠委員，以及立法院范雲立法委員及王婉諭立法委員，報告臺灣當前重要且具急迫性的性別平等議題，國際審查委員亦提出寶貴回饋及建議。



國家人權委員會 紀惠容委員



國家人權委員會 高涌誠委員



立法院 范雲立法委員



立法院 王婉諭立法委員



## 《委員與非政府組織會議》(1)至(4)場

本次非政府組織共計提交 36 份民間報告以及 87 則平行回應，議題包含性別平等機制、性別暴力、身心障礙者權益、雙胞胎母親、勞動參與、教育權、偏鄉婦女權益、LGBTI 性別人權保障等議題。

第 1 場非政府組織會議，總計有 55 個非政府組織參與並發表聲明，充分表達訴求。其餘各場次非政府組織會議，相關非政府組織把握時間與審查委員進行更多更深入的議題交流，期望讓審查委員更瞭解臺灣婦女權益及性別人權之執行現況。



## 《國家報告審查》(1)至(5)場

委員與非政府組織對話結束後，進入到國家報告審查會議。本次審查會議政府代表團由立法院、司法院、監察院、行政院暨所屬各機關共同組成，計有超過 400 位政府機關官員與會。

國際審查委員就 CEDAW 第 4 次國家報告共同核心文件、專要文件及問題清單回復等內容，並融合非政府組織關注之議題，與我國政府代表團進行細節提問與溝通。政府代表亦積極提供回應及提供書面補充資料，讓審查委員更清楚臺灣現況。





#### 四、結論性意見與建議發表記者會



國際審查委員在 111 年 11 月 28 日至 29 日之審查會議分別聽取政府機關及非政府組織之意見後，於 11 月 30 日至 12 月 1 日進行委員會結論性意見與建議會議(閉門會議)，針對本次 CEDAW 第 4 次國家報告之審查及實際對話等資料收集過程，撰提結論性意見與建議。

111 年 12 月 2 日上午於公務人力發展學院福華國際文教會館前瞻廳召開記者會發布結論性意見與建議。記者會由羅政務委員秉成擔任主持人，代表我國政府接受國際審查委員會提出的 86 點結論性意見與建議

本次結論性意見與建議分為引言、一般性觀察與關注和建議 3 大部分。審查委員會感謝蘇貞昌院長、國家人權委員會陳菊主任委員及羅秉成政委的支持，及肯定臺灣政府及民間團體積極的參與，讚許我國國家報告期中審查機制及法規檢視成果，並提出訂定綜合性反歧視法、國家人權行動計畫分析、COVID-19 性別影響評估、交織性歧視及氣候變遷等挑戰及未來策進，另外亦建議立法院設立婦女人權常設委員會、慰安婦及其歷史教育、新住民

的平等與自覺、托育服務、保護外籍家事勞工等。此外，國際審查委員會特別建議，未來的國家報告內容宜簡明扼要，並鼓勵非政府組織組成聯盟，相互協調，提交更多的綜合性報告。





## 五、歡送午宴

羅政務委員秉成設宴感謝 5 位國際審查委員的辛勞。會中羅政務委員致贈手作品，與國際審查委員共勉。



## 伍、附件資料

### 附件一、結論性意見與建議

**Review of the Taiwan's Fourth Report on the Implementation of CEDAW**  
**CONCLUSIONS AND RECOMMENDATIONS**  
**of the International Review Committee**  
**1 December 2022**

#### A. INTRODUCTION

1. The Government of Taiwan, in its own initiative, signed the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 2007 and promulgated the Enforcement Act of CEDAW in 2011, which became effective on 1 January 2012. According to the Act, the Government of Taiwan is required to establish a reporting system for eliminating all forms of discrimination against women, provide a national report every four years, and invite all relevant experts and representatives of non-governmental organizations to review such report.

2. The Fourth Review of Taiwan's Implementation of CEDAW was conducted from 28 November to 2 December 2022 in Taipei, with the participation of five experts, who were invited by the Taiwanese Government and participated as members of the International Review Committee (IRC). They were Ms. Feride Acar (Turkiye), Mr. Niklas Bruun (Finland), Ms. Esther Eghobamien-Mshelia (Nigeria), Ms. Ruth Halperin-Kaddari (Israel) and Ms. Heisoo Shin, Chairperson (Republic of Korea), all of whom were former CEDAW members. They participated in this review in their individual capacity.<sup>1</sup>

3. The IRC members received Taiwan's Fourth National Report on the implementation of CEDAW on 18 July 2022, together with the Independent Opinion of the National Human Rights Commission (NHRC) of Taiwan which was established in August 2020. The IRC was

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<sup>1</sup> The First Review was conducted on 27 March 2009, by three experts, Ms. Hanna Beate Schopp-Schilling (Germany), Ms. Heisoo Shin (Republic of Korea) and Ms. Anamah Tan (Singapore); The Second Review was conducted on 23-26 June 2014, by the International Review Committee which was composed of Ms. Violet Awori (Kenya), Ms. Rea Abada Chiongson (Philippines), Ms. Mary Shanthi Dairiam (Malaysia), Ms. Denise Scotto (USA), and Ms. Heisoo Shin, Chairperson (Republic of Korea); The Third Review was conducted on 16-20 July 2018, by the International Review Committee composed of five experts, Mr. Niklas Bruun (Finland), Ms. Violeta Neubauer (Slovenia), Ms. Silvia Pimentel (Brazil), Ms. Bianca Maria Pomeranzi (Italy) and Ms. Heisoo Shin, Chairperson (Republic of Korea), all of whom were former CEDAW members.



pleased with the information that the Report was produced with the involvement of all five Yuans, a result of nearly a year of intensive discussions and consultations, with two rounds of consultation and public forums conducted. The IRC also received 17 public parallel reports and 19 confidential reports from the NGOs. Upon examining the Fourth Report, the IRC formulated a List of Issues and sent it to the Taiwanese Government on 8 September 2022. The Taiwanese Government in turn sent their Replies on 28 October 2022. The IRC received the NHRC's Parallel Response to the List of Issues on 31 October, as well as the compiled NGO Parallel Replies to its List of Issues on 15 November 2022.

4. The Fourth Review consisted of two days of intensive interaction. On 28-29 November 2022, after the Opening Ceremony, five sessions of public dialogues with the Government representatives were held, with the participation of 418 officials from the five Yuans. The Review also included a session, with presentations by two legislators of the Legislative Yuan and two commissioners from the NHRC, each followed by discussions with the IRC. With the NGOs, four meetings were held in the course of two days, with the participation of representatives of 119 NGOs in total. All the sessions were live streamed. On 30 November and 1 December, the IRC members had private meetings to formulate its Conclusions and Recommendations. In the morning of 2 December, a press conference was held to present the Conclusions and Recommendations of the Fourth Review, with the presence of the government officials and the NGO representatives, which was televised.

5. The IRC extends its great appreciation for the work done by the Department of Gender Equality of the Executive Yuan to facilitate the review process, as well as the overall hospitality and assistance provided to the IRC by the government. In particular, the IRC would like to thank Premier Su for his support for the CEDAW Review. The IRC also expresses its sincere gratitude to Minister Without Portfolio, Lo Ping-Cheng, for his long-term engagement with the CEDAW Reviews and his sincere participation in and conduct of the dialogue, with his frank, open and constructive engagement with the IRC. The IRC also appreciates the active involvement of the main high-level officials of the Government of Taiwan.

6. The IRC would also like to thank Chairperson Chen Chu of the NHRC and all the commissioners for their participation in the Review. The IRC also appreciates the invitation by the NHRC to the exchange meeting held on 2 Dec. In addition, the IRC expresses a special thanks to all the NGOs for their active, passionate and lively participation in the Review. Their

written submissions before the Review and their oral statements and additional feedbacks provided during the Review were greatly valued by the IRC.

7. The IRC wishes to underscore that these conclusions and recommendations do not cover all the very large number of issues presented to it.

## **B. GENERAL OBSERVATIONS**

8. The regular Reviews conducted every four years on the implementation of CEDAW show that Taiwan is committed to the protection and promotion of women's human rights and gender equality. The full and extensive engagement of government officials of all five Yuans for two days, together with the active and wide involvement of NGOs, are indeed exemplary to the world. The 2020 mid-term Review, conducted after the Third Review following the suggestion of the previous IRC, is also encouraging, although without the in-person participation of NGOs.

9. The continuing legal reviews since 2012 by the Department of Gender Equality of Executive Yuan are commendable. The legal reviews are to ensure that the laws and regulations are in compliance with CEDAW and the Committee's General Recommendation. The IRC received information that after the three Regulatory Reviews for CEDAW and the Committee's General Recommendations No. 29~37, a total of 36,205 laws and regulations had been reviewed. It was found that 272 laws and regulations were not in compliance with CEDAW, 244 of which had been amended, leaving 28 still remaining to be revised.

10. Since the Third CEDAW Review in 2018, there have been some positive developments: notably the establishment of the National Human Rights Commission and its participation in the review process with submission of written independent opinions and oral statements. The role of the NHRC is critical, especially since women in Taiwan cannot access the individual complaint mechanism provided under the Optional Protocol to CEDAW. As a watchdog of human rights, the NHRC should play a key role in safeguarding the human rights of all people under the Taiwanese jurisdiction, including women's human rights.

11. The IRC commends the adoption of the first National Human Rights Action Plan 2022-2024, which is critically important in safeguarding all human rights of all people in Taiwan. It is regrettable, however, that a copy of the published Action Plan was given after the dialogue with the government, leaving no time to discuss it. The IRC expects that a thorough analysis



of the Action Plan be conducted in the near future, from gender perspective and with the participation of NGOs working for the protection and promotion of gender equality.

12. For the past three years, the whole world suffered from the COVID-19 pandemic, which brought a tremendous negative impacts upon all aspects of people's lives. The social inequalities within and between countries have increased and deepened, although Taiwan is known to have managed better compared with many other countries. In Taiwan, however, there has been no gender impact assessment of COVID-19 pandemic. Although all competent authorities are expected to integrate gender perspectives into the development and implementation of important programs and laws, there has not been any gender impact assessment of COVID-19 related policies and programs. This challenge needs to be tackled, especially in the policies and programs for recovery from the pandemic.

13. As indicated by the IRC of the Third CEDAW Review and in the written submission of Independent Opinion of the NHRC, there is a lack of data and no protection of the rights of disadvantaged groups of women, such as women with disabilities, rural women, immigrant women, indigenous women, middle-aged and older women. This warrants immediate change.

14. Taiwan is an island country, prone to be very affected by climate change. The government needs to formulate its mitigation and adaptation policies, from the gender perspective with particular attention paid to women in rural areas, with the inclusion of gender impact assessment and with the participation of women, in all the processes of formulation, implementation and monitoring of the mitigation and adaptation policies.

## **C. CONCERNS AND RECOMMENDATIONS**

### ***The legal status and implementation of CEDAW***

15. Despite the Enforcement Act to implement CEDAW stipulating that the terms and conditions in the Convention shall have the same effect as domestic laws and requires the government to review that all rules, regulations and administrative measures administered by them are in accordance with the Convention, no effective mechanisms are in place to preview and prevent the adoption of new laws that do not fulfil the requirements under CEDAW. Furthermore no procedures is in place for receiving complaints about the violation of international human rights standards under CEDAW.

16. The IRC recommends that the Legislative Yuan should consider establishing a standing Committee on Women’s Human Rights composed of legislators or a similar mechanism to review legislative proposals in order to ensure that they fulfil the requirements under CEDAW. It further recommends the establishment of an appropriate complaint procedure.

*Lack of application of CEDAW in domestic courts*

17. While the Enforcement Act states that the interpretations and explanations provided by the UN CEDAW Committee shall be used as reference for the application of “all rules, regulations, ordinances and administrative measures applicable to the Convention” (Art. 3), the IRC has learned that the Convention is rarely used by Courts both in absolute numbers and in comparison with other fundamental UN human rights treaties.

18. The IRC recommends that the training of the judiciary on human rights treaties, in particular CEDAW, not only should be compulsory for on-the-job training but also should start as early as law school and pre-job training programs for prosecutors and judges.

*CEDAW and the UN 2030 Agenda for Sustainable Development*

19. The IRC commends the Government for its efforts to report on progress made for realization of substantive gender equality in accordance with the provisions of the Convention within the framework of the implementation of the UN 2030 Agenda for Sustainable Development. However, the choice of the 66 gender-specific development goals that the Government is reporting on seems to be rather arbitrary, while some critical gender-specific indicators are missing.

20. The IRC recommends that the Executive Yuan review its selection of gender-specific indicators in its efforts to achieve these goals in order to make the indicators compatible with the reporting standards within the UN system and the principle of ‘leaving no one behind’.

*Comprehensive legislation on gender equality*

21. In the Third CEDAW Review in 2018, the previous IRC urged the Government to adopt comprehensive legislation on gender equality that includes the definition of discrimination in accordance with Article 1 of CEDAW and addresses multiple and intersecting forms of



discrimination. It also recommended that, if the legislation were to be integrated in a general framework of anti-discrimination law, the Government would ensure that the regulation regarding sex and gender is not diluted within such framework. In the current review, the IRC was informed that the Government intends to prepare a comprehensive anti-discrimination legislation, including gender equality in it. The IRC is concerned that this might take a long time, while women continue to suffer discrimination and various forms of sex and gender-based violence in the areas not covered by the existing legislations.

**22. The IRC recommends the government to ensure the following:**

- (a) In the drafting of the comprehensive anti-discrimination legislation, experts on gender equality should be included in the drafting team and the regulation regarding sex and gender should be based on clear criteria;**
- (b) The comprehensive anti-discrimination legislation should include the definition of discrimination against women in line with Article 1 of CEDAW, addressing all forms of sex and gender-based discrimination against women, which would include de jure and de facto as well as direct, indirect, multiple and intersecting forms of discrimination, and also providing temporary special measures to accelerate the achievement of gender equality;**
- (c) Until the adoption of a new comprehensive anti-discrimination legislation, there should be streamlined processes of receiving complaints, settlements and litigation regarding sex and gender-based discrimination, harassment and hate speech; and**
- (d) All remaining discriminatory laws and regulations should be amended expeditiously to ensure gender equality.**

***National Human Rights Commission***

23. The IRC commends the Government for establishing the National Human Rights Commission (NHRC) within the Control Yuan which became operational on 1 August 2020, in line with the IRC's previous Conclusions and Recommendations. It welcomes the fact that the NHRC immediately assumed its monitoring function, submitting an Independent Opinion on the Fourth National CEDAW Report and on the Government's Replies to the List of Issues,

and actively participated in the dialogue with the IRC on 28-29 November 2022. However, it remains unclear how the NHRC distinguishes itself from the Control Yuan, since in the Independent Opinion submitted to the IRC, the NHRC quoted several investigations conducted by the Control Yuan, with no data coming from the NHRC itself. The IRC notes the information provided during the dialogue that methods for independently handling complaints are being formulated.

**24. The IRC recommends that the NHRC develops, without delay, its methods for independently receiving and handling complaints of human rights violations, including the possibility of providing direct redress for victims of such violations. It encourages the NHRC to develop a relationship with the Global Alliance of National Human Rights Institutions (GANHRI) and also request the Asia Pacific Forum of National Human Rights Institutions (APF) to assist it to undergo, before the next review, an accreditation process evaluating its compliance with the Paris Principles.**

*National machinery on the advancement of women*

25. While the IRC recognizes the efforts made by the Government regarding budgeting for gender needs and its implementation across sectors, it is concerned that the two highest budget allocations for gender matters were only 16.5% and 4.5% for education and health and welfare respectively. The IRC is also concerned about the lack of concrete outcomes as well as the absence of an effective coordination system with authority and oversight mechanisms. Furthermore, the IRC is concerned about the absence of an overall national gender strategy and multi-year plan of action.

**26. The IRC, in reference to the CEDAW General Recommendation No. 6 on national machinery and to the guidance provided in the Beijing Platform for Action, recommends the Government:**

**(a) strengthen the authority and influence of the Department of Gender Equality of the Executive Yuan including by providing it with adequate and appropriate human, technical and financial resources and enhancing its authority to better implement the Enforcement Act of CEDAW and related sectoral legislation such as the Gender Equity Education Act;**

**(b) institute more effective policy coordination and accountability modalities that are**



**linked to market concerns to improve achievement of gender equality targets in the National Development Plan and promote service delivery for all categories of women; and**

**(c) establish clear indicators, data collection and performance scoring system as well as regulatory linked incentives for public and private sector organizations for improved monitoring, while ensuring the full participation of women’s NGOs, private sector and civil society organizations.**

### *Temporary special measures*

27. The IRC notes the gradual improvement relating to the presence of women in decision-making positions in the public and private sector, as reflected in the increased percentage of government-sponsored corporate foundations and state-owned enterprises that achieved the one third gender ratio of directors and supervisors. It is concerned, however, that this is only an administrative provision and not a statutory quota. It is further concerned that the inclusion of women who are subjected to intersecting forms of discrimination is similarly not a statutory obligation.

**28. The IRC recommends that the Government further accelerate its efforts to achieve substantive gender equality by introducing stronger forms of temporary special measures, including by resorting to legislative numeric quotas and targeted recruitment and promotion practices in line with CEDAW General Recommendation No. 25, and ensuring specific provisions guaranteeing representation of all groups of women.**

### *Gender stereotypes and violence against women*

29. The IRC is concerned about the continuing impact of traditional cultural norms and stereotypical understanding of roles of women and men in the family and society. The vastly unequal division of labour at home limits women’s choices in life, thereby negatively impacting their achievements in the public sphere as well as their access to justice. Stereotypical roles and discriminatory cultural traditions, often defined by patriarchal attitudes, also provide grounds for overlooking or legitimising various forms of violence against women. In this context, where measures and policies to combat violence against women do not address effectively the root causes of the problem and such violence is not viewed as result of gender inequality, efforts to combat it remain ineffective.

30. The IRC reiterates the recommendations of the previous review that the Government put in place public education campaigns to foster respect for women's equality and dignity; implement programs to encourage girls and boys to pursue education in non-traditional fields and speed up the elimination of occupational gender-based segregation via *inter alia* temporary special measures.

31. The IRC is particularly concerned that in Taiwan violence against women, despite its high prevalence among intimate partner relationships, is not specified as a form of gender-based discrimination against women. In this context, the IRC is particularly concerned that the criminal procedure under Chapter 3 of the Domestic Violence Prevention Act does not equally protect all victims of intimate partner violence.

32. The IRC recommends that in accordance with CEDAW General Recommendation No. 35 on gender based violence against women, updating its General Recommendation No. 19, the Government should:

(a) adopt comprehensive and coordinated policies to identify and combat the root causes and different forms of violence against women including domestic violence against them;

(b) also develop effective measures to prevent all forms of violence, including domestic violence against women, to equally protect all its victims and prosecute and punish its perpetrators;

(c) allocate sufficient budgetary resources and adequately train personnel to this effect; and

(d) regularly collect and publish data on domestic violence against women disaggregated by type of violence, relationship to the perpetrator, age, disability, ethnicity of the victim and the perpetrator, type of complaint, prosecution and conviction rates and type of sentence and amount of reparation appropriated.

33. The IRC is also concerned about the occurrence of sexual assault that involves abuse of authority, in the workplace and elsewhere, as well as the access of women victims to justice in



such cases. Judicial awareness of and sensitivity to such behaviour as well as appropriate gender-sensitive legislation is critical for victims to get justice in these cases.

**34. The IRC recommends that judges' sensitivity and awareness in gender matters be raised through organizing judicial seminars and symposia on the issue; making it compulsory for judges to take part in them, and/or by including participation in such events among criteria of promotion for judges and other judicial personnel. The judicial community should also be encouraged to engage with civil society organisations working on women's human rights and gender based violence issues. The IRC also recommends that statistical data on the numbers and frequency of sexual assault cases be regularly collected, including data on the prosecution and conviction rates of sexual assault cases involving authority.**

#### *Exploitation of women in prostitution*

35. The IRC is concerned that women in prostitution are penalized with high amount of fines and that the assistance offered by the Police or provided by the Public Assistance Act is not effective or accessible for women to exit the sex industry and seek alternative job opportunities. The IRC is further concerned that there is no effort to curve the demand side, or to punish the exploiters who profit using women in the sex trade.

**36. The IRC recommends that the law regulating sex trade is amended so that women in prostitution are not penalized. The IRC further recommends that the Government provide all the necessary legal, medical, financial, psychological and social support and assistance, through capable women's organizations rather than the police, to women in prostitution so that the women can exit the sex industry and earn a living in alternative jobs. The IRC also recommends that the Government develop and adopt measures to curve the demand side and punish the exploiters of women in prostitution.**

#### *'Comfort Women' and history teaching*

37. The IRC is concerned that the 'comfort women' victims, who were trafficked and forced into military sexual slavery during World War II, are not properly understood by the general public in Taiwan and no correct education is provided through textbooks, museums or open forums. The IRC is concerned that the AMA Museum, which was established by a women's

organization and has been providing the necessary education to the general public, is faced with serious financial difficulties.

**38. The IRC recommends that the Government take the necessary measures to provide correct education regarding the human rights violations against the ‘comfort women’, who are the victims of trafficking and military sexual slavery. The IRC further recommends that the Government provide the financial and other necessary assistance to women’s organizations in the operation of AMA Museum or alternatively establish a women’s human rights museum which will provide adequate education on the ‘comfort women’.**

#### *Women in political and public life*

39. The IRC appreciates the presence of a high proportion of elected women politicians, particularly in the Legislative Yuan, and that both national and local elections have yielded an increasing number of seats for women in political assemblies. It is also very commendable that in Taiwan, the office of the President continues to be held by a woman. Nonetheless, the IRC is concerned that this positive picture is not consistent throughout the political and public arena. Municipal mayoral offices as well as the top positions in the judiciary continue to be male dominated. It is also concerned that while women’s presence in relatively high levels of the civil service and government machinery has been achieved, the ‘glass ceiling/ leaky pipe’ syndrome appears in effect, since more women are found in positions just below the top but they are still not equally represented in the very top positions.

**40. The IRC recommends that the Government take stock of women’s representation in top level positions in different public and private entities and put in place a comprehensive scheme with time-bound targets and clear dates, utilizing temporary special measures where needed, to achieve gender parity in all political and public decision-making positions.**

41. The IRC is further concerned that women legislator’s considerable presence in the legislative assembly in Taiwan has not led to their collaboration across party lines to initiate and promote gender equality policies and goals.



42. **The IRC recommends that elected women legislators consider forming a cross-party Women’s Caucus in the Legislative Yuan to initiate and enhance the passage of CEDAW-adapted legislation and gender equality policies in diverse areas.**

*Equality and self-determination of new women immigrants*

43. The IRC acknowledges the revisions made to the Nationality Act of 2016 to protect the rights and interests of new women immigrants. However, it also notes that higher proportion of women’s application for naturalization are rejected on the basis of the “no bad conduct” criteria, which negatively impacts women’s parenting rights. It is further concerned about strict regulations on residency and parental rights of divorced new immigrants, as well as rights of their children born in Taiwan.

44. **The IRC recommends that the Government:**

**(a) define “bad conduct” in precise legal terms and ensure its application in a non-gender biased manner;**

**(b) provide awareness-raising education to empower new women immigrants and offer appropriate psycho-social and other necessary services, and take steps to eliminate coerced marriages among immigrant women married to Taiwan citizens; and**

**(c) improve implementation of the revised Nationality Act to better protect the rights of children born to new immigrant women.**

*Gender equality in education*

45. The IRC commends the Government for the improved data collection on education as well as for the amendments to the Gender Equity Education Act which now forms a comprehensive piece of legislation in order to promote substantive gender equality and eliminate gender discrimination. The IRC is concerned, however, that the gender segregation in the educational system is very strong, which also results in a gender-segregated labour market. Furthermore, the development towards change is very slow, as shown in the low proportion of women graduating from education programs for engineering, manufacturing and construction which has increased from 15,1 % (2016) to 18,3 % (2019). The IRC is also concerned that the gender

and women's studies programs and institutes in the universities have a weak institutional position, and that current attempts of reorganization may result in their further weakening.

**46. The IRC recommends the Government to consider using temporary special measures in order to ensure at least one third of admissions for women, in highly segregated areas where they are underrepresented, and adopt action plans for combatting segregation and ensure continuation of integration and progress of women in their studies. The IRC also recommends that the Government promote teaching and research within gender and women's studies as an interdisciplinary academic field devoted to analysing sex and gender, gender identity and gendered representation, which is an essential component in the gender training of professionals in all fields.**

### *Gender pay gap*

47. The IRC is concerned that the gender pay gap has not decreased, but even increased lately and it is now estimated to be about 15%, a level which was reached already in 2011.

**48. The IRC recommends that the Government increase its efforts to provide accurate data on the gender pay gap based upon International Labour Organization (ILO) standards. The Committee is concerned about the gender stereotyping and the vertical and horizontal job segregation at the root of the gender pay gap. The Government should further reduce and close the gender pay gap, by eliminating the horizontal and vertical job segregation by gender and by promoting the implementation of the principle of equal pay for work of equal value, by introducing job evaluation schemes. Furthermore, the government should consider adopting a long-term program for improving wages in female dominated areas.**

### *Balancing family, childcare and work*

49. The birth rate in Taiwan is among the lowest in the world. The IRC finds that one important explanation for this is the very weak, fragmented and obscure system for maternity leave and parental leave. Although Taiwan's parental leave system has recently adopted some flexibility, it remains rigid. The IRC is concerned that the system of parental leave relies primarily on employer's contributions.



50. **The IRC recommends that the government study and refer to international experience to improve the parental leave system, with the goal to design a sustainable and flexible system where all relevant stakeholders contribute to the costs in order to promote the national interest. Within the framework for solidarity, all employers as well as the Government should contribute to some form of funds for the financing of the benefits. Such a system must also be designed so that it creates incentives for putting parental responsibility on fathers, while the mothers should be entitled to a substantially longer maternity leave than the present eight weeks, as prescribed by the ILO Maternity Protection Convention (2000).**

#### *Childcare services*

51. The IRC is concerned that there is still a serious shortage of affordable, high-quality, universal, and non-profit public childcare. At present, childcare relies heavily on family resources, especially for children aged 0-2, which seriously hinders women's employment. The IRC considers that this problem cannot be solved primarily by relying on the free market to introduce quasi-public childcare services. since both price and quality of quasi-public childcare centers are difficult to control.

52. **The IRC recommends that the government continue to expand affordable, high-quality, universal, and non-profit public childcare services, in order to increase the fertility rate and female labor force participation rate.**

#### *Sexual harassment under the Act of Gender Equality in Employment*

53. The IRC is concerned that according to the Act of Gender Equality in Employment, when the perpetrator of a sexual harassment case holds the higher position of authority in the company, to make a complaint, the victim nevertheless needs to go through the company's internal administrative procedure. The IRC is concerned that such a requirement can form a serious hindrance for legitimate complaints. Furthermore, the enforcement mechanisms and sanctions in cases of sexual harassment in the work place seem to be very weak.

54. **The IRC recommends the Government to amend the Act of Gender Equality in Employment in order to include a proper independent mechanism for filing complaints concerning sexual harassment committed by the employer to the labor administration or**

**a similar impartial body. The IRC also recommends the Government to review the enforcement mechanisms and sanctions for workplace sexual harassment cases.**

### *Protection of foreign domestic workers*

55. The IRC notes that no progress has been achieved on the legislation of a specific law or a specific chapter in the labor standards law to guarantee the rights of domestic workers. The IRC acknowledges the improvements made but notes that they fall short of fully protecting foreign domestic workers from discrimination and exploitation. The IRC further notes that both the National Human Rights Commission and several NGOs expressed serious concerns about the continuing vulnerability of foreign domestic workers to human rights violations and the ongoing discrimination and violence they face.

**56. The IRC recommends that the Government incorporate ILO Convention No. 189 on Domestic Workers into domestic law to provide robust legal protections for domestic workers; take immediate steps to close the pay gap between national and foreign domestic workers, including by considering to support those families or individuals for whom home-based caregiving is essential; and include foreign domestic care workers in the development of the Government's promised long-term care plan.**

### *Women with disabilities and their right to employment*

57. The IRC is concerned that women with disabilities have a low labor force participation, high unemployment rate and low wages due to the multiple discrimination they face. The IRC is also concerned that the government's promotional efforts have been insufficient and ineffective.

**58. The IRC recommends that the Government actively pursue a policy that provides reasonable accommodation for women with disabilities in the workplace to assist, support and promote their employment.**

### *Women's Health Action Plan*

59. The IRC commends the adoption of Women's Health Action Plan in 2018 as recommended in the Third CEDAW Review and which includes many components of women's health needs. It is nonetheless concerned that the Action Plan lacks a life-cycle approach encompassing all



and changing health needs of girls and women from birth to death, including the health needs of women with poor health in old age. The IRC is further concerned that except in the process of formulation of the Action Plan, no consultations with women and women's organizations were conducted in the process of implementation, monitoring and evaluation.

**60. The IRC recommends that the Women's Health Action Plan is revised with a view to incorporate the changing health needs of women throughout their life cycle. The IRC recommends that the Action Plan should include:**

**(a) interventions aimed at both the prevention and treatment of diseases and conditions affecting women, as well as responding to violence against women and girls, and ensure universal access for women to a full range of high-quality and affordable health care, including sexual and reproductive health services, as suggested in the CEDAW General Recommendation No. 24;**

**(b) measures to address the issue of women's longer period of poor health as well as women's burden as caregivers at the end of their lives; and**

**(c) consultations with women of different age cohorts and women's organizations in all stages of implementation, monitoring and evaluation and revisions of the Women's Health Action Plan.**

### *Abortion and sex education*

61. The IRC is concerned that abortion is a criminal offence and women can be punished under the Criminal Code, although the Genetic Health Act allows legal abortions in some circumstances. The IRC is also concerned that abortion requires consent from the spouse, or in case of young women under 20 years of age, permission from the parent or guardian. The IRC is further concerned that there is high incidence of teenage abortion, ranging between 50,000 to 60,000 cases annually.

**62. The IRC recommends that:**

**(a) abortion by pregnant girls and women is decriminalized;**

**(b) the requirement for consent from the spouse, parent or guardian is removed from the Genetic Health Act to ensure autonomy and integrity of women;**

**(c) the government ensure that sex education at all levels provides a systematic, consistent and comprehensive education on sexual and reproductive health and rights to both girls and boys, as guided by WHO and UNFPA norms and standards, which is scientifically accurate, evidence-based, age-appropriate considering the evolving capacity of children, and which includes both rights and responsibilities in their relationships; and**

**(d) the providers of sex education at schools, clinics and other venues are professionally trained, incorporating the diverse issues of sexual and reproductive health and rights, as well as encompassing the diverse needs of different population groups.**

### *Health needs of women with disabilities*

63. While acknowledging the good efforts to provide incentives to hospitals and improve the medical facilities to meet the diverse health needs of women with different forms of disabilities, the IRC remains concerned that many hospitals and clinics are still not equipped with needed facilities and health personnel that can properly provide health care to women with disabilities. In this context, for example, moving examination tables and transfer aids for pelvic examinations and pap smear screening are not available. Furthermore, medical professionals are not adequately trained to understand the diverse needs of women with disabilities, especially in rural and remote areas. The IRC is also concerned that women with disabilities do not have equal opportunities to receive education, counselling for parenting, pre- and postnuptial needs and birth control options.

**64. The IRC recommends that the Government intensify its efforts to equip the hospitals and health clinics with the necessary equipment and facilities to meet the diverse health needs of women with disabilities. It further recommends the Government to provide women with disabilities with increased educational support and counselling services for parenting, prenuptial, and postnuptial issues for persons with disabilities, including LGBTI**



persons with disabilities and expand their focus from birth control to reproductive health and rights.

### *Gender equality in athletics and sports*

65. The IRC is concerned that sexism and gendering in athletics and sports create an unwelcome environment for female participants in such activities in schools, universities and other institutions. Although the problem has rendered attention in the 2017 White Paper on Promoting Female Participation in Sports, progress is slow.

**66. The IRC recommends that the Government intensify its efforts to change stereotypical behaviour in the sports and recreation fields and promote female presence on all levels within sports and media covering sports. It further recommends that the Government make sure that women and men have equal access to sports facilities across the board.**

### *Livelihood, property and economic opportunities for rural women*

67. The IRC commends the Government for the various measures taken to enhance economic opportunities for rural and indigenous women and their participation in decision-making institutions and associations. The IRC is nonetheless concerned about the lack of adequate infrastructure and economic opportunities and innovative models for women in rural areas.

**68. The IRC, drawing the attention of the Government to the CEDAW General Recommendation No 34 on rural women, recommends that Government:**

**(a) establish mechanisms for private sector gender mainstreaming to accelerate progress toward equality in rural areas, consider the introduction of innovative models such as the Gender Bond Initiative and procurement systems and other financial inclusion schemes to enhance economic opportunities for women in rural areas;**

**(b) support women in rural communities through appropriate rural industrialization schemes, provision of subsidized, women-friendly agricultural gadgets and the review of the cultural and innovation loans from existing 45 years of age limit to 65 years to boost women's livelihoods and competitiveness in the agricultural value chain and improve agricultural output for women owned, led and focused enterprises;**

**(c) narrow the existing gender gaps in agriculture, especially in the fishing and farmers' association leadership by reviewing the implementation of the "1/3rd Gender Ratio Rule" and eliminate the use of "household as representative unit for farmers" to better capture the contributions of rural women to the national Gross Domestic Product (GDP); and**

**(d) equip women, especially those in remote communities and small islands, with necessary education and skills in order to eliminate the digital gender divide and enable them to better explore opportunities offered by the new digital economy.**

### *Legal aid and access to justice*

69. The IRC appreciates that free legal aid in Taiwan covers full legal representation, including for mediation, and other alternative dispute resolutions as well as drafting of legal documents. The IRC is however concerned that all requests for legal aid, including by victims of domestic violence, are subject to means tests.

**70. The IRC recommends that the Government waive the means test requirement for victims of domestic violence, in particular for proceedings to request protection orders under the Domestic Violence Prevention Act.**

### *Ancestor Worship Guilds*

71. The IRC is concerned that the 2008 Act for Ancestor Worship Guild had left the questions of membership and inheritance in guilds that existed prior to the Act to the internal rules of each guild, which invariably exclude women from membership and inheritance, and provided a default rule designating males as successors if such internal rules do not exist. The IRC notes that the Government acknowledges that this Act was found to be incompatible with CEDAW, and it is further concerned that the 2014 proposed amendment that allows women to inherit guild land only relates to the default rule, leaving most of the guilds free to continue excluding women. The IRC notes the admission of the Government representatives, during the dialogue, that ancestor worship guilds cover a substantial amount of land in Taiwan. Hence, the IRC sees this as a serious impediment on women's access to land in Taiwan.



**72. The IRC urges the Government to revise the proposed amendment to the Act for Ancestor Worship Guild to apply the gender equality principle retroactively so that it covers all guilds including those that were formed before 2008.**

### *Age of marriage*

73. The IRC commends amending in 2021 the Civil Code to set the minimum age of marriage for both men and women at 18 years of age, which will take effect on January 1, 2023, in line with the IRC's previous Recommendations.

### *Non-judicial divorce by mutual agreement*

74. The IRC notes that according to Government data, more than 85% of all divorces in Taiwan are affected through registration by the Household Administrative Authority based on mutual agreement of the spouses. The IRC is gravely concerned that there is no court oversight of these agreements to safeguard against abuse of power discrepancies which may lead to women's giving up their rights. It is particularly concerned by lack of such supervision to ensure that the best interest of the child is preserved when parents to minor children divorce in this manner. It notes the apparent lack of research into the outcomes of these divorces.

**75. The IRC calls upon the Government to conduct empirical research on the legal and economic outcomes of divorces by mutual agreement, amend the Civil Code as necessary, and to introduce a judicial oversight mechanism so as to safeguard the rights of women and guarantee that the best interest of the child is preserved.**

### *Divorce mediation*

76. The IRC is concerned that while mediation in divorce proceedings is not mandatory, it is nonetheless strongly encouraged. Women survivors of domestic violence as well as protective mothers who refuse mediation risk being labeled as uncooperative and "unfriendly parents" and may even be accused of engaging in alienating behavior, which may lead to detrimental implications for child custody issues.

**77. The IRC recommends that in cases of divorce that involves domestic violence, mediation should be prohibited. It further recommends that all mediation committee members undergo training on domestic violence and be instructed to refrain from**

**pressing women into mediation under all circumstances. It also recommends that refusal to engage in mediation should carry no consequences in child custody proceedings.**

#### *Discrimination of women in same-sex marriages*

78. The IRC appreciates that the 2019 Act for Implementation of Juridical Yuan Interpretation No. 748 allows same-sex marriages to be legally registered in Taiwan. It notes that Article 20 of the Act retains a distinction between same-sex marriage and heterosexual marriage, and that transnational same-sex couples involving countries that do not allow for same-sex marriages cannot marry in Taiwan.

**79. The IRC calls upon the Government to consider taking the necessary measures to eliminate all remaining discriminatory rules against same-sex couples.**

#### *De-facto unions*

80. The IRC is concerned that apart from the Domestic Violence Prevention Act, there is no adequate protection for cohabiting couples, including in relation to the distribution of property, alimony and residency.

**81. The IRC recommends that the Government take all necessary measures to ensure the protection of the economic rights of women in de-facto unions and their children, in line with CEDAW General Recommendation No. 29.**

#### *Illegitimate children/ children born out of wedlock*

82. The IRC is concerned that the Civil Code maintains the derogatory concept of children born out of wedlock who are labeled as illegitimate children.

**83. The IRC recommends the amendment of the Civil Code to remove the concept of illegitimate children and to guarantee equal rights for all children regardless of the formal relationships of their parents.**

*Economic consequences of family relations and their dissolution: alimony, distribution of marital property, and pensions*



84. The IRC notes with appreciation the second Regulatory Review Program for CEDAW General Recommendation No. 29-33 conducted in 2016, following which an amendment to Article 1057 of the Civil Code was introduced (and has yet to be enacted), eliminating the innocence requirement for eligibility of alimony, in line with CEDAW General Recommendation No. 29. It is however concerned that the remaining alimony provisions (Article 1057), together with the distribution of marital property regime (Chapter II, Section 4 of the Civil Code), are still problematic and fall short of reflecting the need to use these rules to ameliorate the higher costs incurred by women in family relations. The combined effect of the two regimes leaves many women without adequate economic remedies upon separation or divorce.

**85. The IRC recommends that the Government**

**(a) consider removing the situation of being “reduced to difficulties in livelihood” as a condition for entitlement to alimony; and delete paras I and III of Article 1057-1 of the Civil Code;**

**(b) consider adding a definition of property to the family law chapter in the Civil Code that would include intangible assets;**

**(c) consider removing the reference to “no contribution to marital life” in property division following divorce; and**

**(d) amend the Civil Code to include a full and equal right to spousal division of pensions in all occupations.**

***Future reports***

**86. The IRC recommends that in the future, the National Report on the implementation of CEDAW would be limited up to 60 pages, with focused and condensed contents, while the report can be supplemented by appendices of tables and figures. Furthermore, the IRC encourages the NGOs to form coalition(s) and coordinate among themselves and submit more consolidated reports.**

## 附件二、大會規則

### 議事規則及注意事項

#### 一、 會議秘書單位：

行政院性別平等處、財團法人婦女權益促進發展基金會。

#### 二、 會議報名：

本會議不開放現場報名，進入審查會場應配戴入場證，無入場證者請勿入場。未能入場者可至同一會館 103 室同步轉播室或本次會議專屬網站觀看直播。

#### 三、 會議日期：

2022 年 11 月 28 日至 12 月 2 日

#### 四、 會議地點：

公務人力發展學院福華國際文教會館 1 樓前瞻廳與 103 室  
(臺北市大安區新生南路三段 30 號)

#### 五、 會議語言：

中文、英文，會議現場提供同步口譯服務，如需翻譯機，請攜帶證件於會場租借。

#### 六、 與會發言須知及議事規則：

##### (一)111 年 11 月 28 日至 11 月 29 日審查會議：

##### 1. 政府場次：

- (1) 由政府機關代表答復國際審查委員提問，原則上依條文逐條審查。
- (2) 政府機關代表答復國際審查委員提問，每次以 3 分鐘為限(發言時間終止前 30 秒按鈴提醒，發言時間終止後 15 秒停止同步翻譯)。
- (3) 每場次每一非政府組織可有 1 至 2 名代表入場，以有提交民間報告或問題清單平行回應的非政府組織優先，惟政府場次非政府組織僅能列席旁聽、無發言權。
- (4) 政府機關代表可列席旁聽非政府組織場次，但無發言權。

##### 2. 非政府組織場次：非政府組織之與會發言須知及議事規則，另由財團法人婦女權益促進發展基金會公告。

##### (二)111 年 12 月 2 日結論性意見與建議發表記者會：

1. 本記者會僅限受邀人員入場，非受邀者請勿入場。



2. 本記者會現場僅供記者提問。

## 七、發言注意事項：

- (一) 政府場次及非政府組織場次之與會人員發言時，請先說明機關/組織名稱、職稱及姓名，扼要陳述客觀事實，就特定權利落實情形及限制之說明，應具體說明如何執行，避免僅空泛誦讀法令規定，並請避免重複陳述平行報告、問題清單平行回應、國家報告、問題清單政府機關回應等相同內容。
- (二) 為利同步口譯，發言請注意音量，講話速度不宜太快。
- (三) 如依國際審查委員要求或機關/單位自行補提說明書面資料，請備妥 5 份英文版及 2 份中文版，於 111 年 11 月 29 日審查會議結束前送會議秘書單位(行政院性別平等處)轉交國際審查委員。

## 八、會場注意事項：

- (一) 出席人員應著正式服裝，並注意國際禮儀。
- (二) 各公開場次將由秘書單位拍攝、錄影(音)並進行網路直播，出席者視同授權秘書單位運用其照片或視訊影像於各種媒體管道公開發表。另為尊重個人隱私，請勿於未經許可之狀況下拍攝出席者並逕自公布於社群媒體。依法應保密不得揭露之事項，勿於會議公開。
- (三) 為尊重國際審查委員會及與會人員，請勿出現干擾或破壞會場秩序之行為，維持互相尊重之會場秩序。所有與會人員請勿攜帶條幅、標語、傳單、喊話器、旗幟等，亦嚴禁攜帶危險或滋(驚)擾物品，如棍、棒、刀械、氣球、汽笛、擴音器等。勸導不聽者，將報請警察機關依法處理。
- (四) 請與會人員務必配合秘書單位防疫規劃。配合疫情，會議舉辦之期程及場地如有異動，將於調整後儘速公告周知。
- (五) 本次會議公開場次均備有同步中英文口譯、手語翻譯及同步聽打；並於行政院性別平等會網站([www.gec.ey.gov.tw](http://www.gec.ey.gov.tw)) CEDAW 第 4 次國家報告國際審查會議專區線上同步直播。

## Meeting Procedure and Announcement

### 1. The Secretariat:

Gender Equality Committee, Executive Yuan  
Foundation of Women's Rights Promotion and Development.

### 2. Registration:

The on-site registration is not provided. All Participants should wear a badge to enter the main meeting venue. Participants without a badge will be rejected to enter. Those who cannot enter the main meeting venue can watch the live broadcast in Room 103 or online website.

### 3. Meeting Date:

November 28 – December 2, 2022

### 4. Venue:

1F Conference Room and Room 103, Howard Civil Service International House  
(No. 30, Sec. 3, Xinsheng S. Rd., Daan Dist., Taipei City 106021, Taiwan)

### 5. Language:

Mandarin and English. We provide simultaneous interpretation service for review meeting. An ID card is required to rent a simultaneous interpretation equipment.

### 6. Guidelines for participation and taking the floor:

#### (1) November 28-29, 2022 Review Meeting:

##### **1. Government Sessions:**

- (1) Government delegates will answer International Review Committee's questions. In principle, the International Review Committee will review the national report following the numerical order of the articles.
- (2) Each government delegate is allotted 3 minutes to answer the International Review Committee member's question. (A bell ring will be signaled as a reminder to conclude when the time reaches the last 30 seconds. Simultaneous interpretation service will end at the 15 seconds after the time is up)
- (3) Each NGO who have submitted report or a parallel response to the List of Issues have the priority to have 1 to 2 representatives to attend government sessions; however, only government delegates will be given the floor.
- (4) Government delegates are allowed to attend the NGO sessions, but only NGO will be given the floor.

##### **2. NGO Sessions: NGO Guidelines for participation and taking the floor will be announced by the Foundation for the Promotion of Women's Rights and Development.**

#### (2) Press Conference on December 2, 2022 for Concluding Recommendations:

- (1) This press conference is only open to those who are invited. Those who are not



invited are not allowed to attend.

- (2) This press conference is only open the floor to journalists to raise questions.

### **7. Precautions for speaking:**

- (1) When participants speaking on government and NGO sessions, please state the name, title, and name of the institution/organization first. Please briefly state the objective facts and specify how to enforce the specific rights and restrictions. Please avoid merely reciting the provisions of the law, repeating the contents on parallel reports, parallel responses to the list of issues, national reports, and responses to the list of issues to government agencies.
- (2) In order to facilitate simultaneous interpretation, please be aware of the volume of speech and do not speak too fast.
- (3) If requested by the International Review Committee or the agency would like to submit additional written information, please prepare 5 copies of the English version and 2 copies of the Chinese version and send to the Secretariat (Department of Gender Equality, Executive Yuan) before the end of the meeting on November 29, 2022.

### **8. Rules and restrictions:**

- (1) Attendees should wear formal dress and pay attention to international etiquette.
- (2) The meeting will be photographed, videotaped, and webcasted by the Secretariat. Attendees are viewed as agree to authorize the Secretariat to use their photographs or video publicly in media channels. Furthermore, to respect the individuals' personal privacy, please do not take pictures of attendees without permission and publish them on social media. Matters should be confidential by law do not disclose on the meeting.
- (3) To respect the International Review Committee and participants, please do not interfere or disrupt the order of the meeting. All participants are not allowed to bring banners, placards, pamphlets, megaphones, or related objects. Dangerous or disturbing objects include but are not limited to: clubs, bats, knives, whistles, and loudspeakers are strictly prohibited. Those who do not listen to warnings will be reported to the police authorities for legal action.
- (4) Please cooperate with the Secretariat for pandemic prevention. In accordance with the pandemic, if there is need to change the meeting schedule and venue. Announcement will be published once finalized.
- (5) All open sessions are equipped with simultaneous interpretation, simultaneous sign language and communication access real-time translation services, and will be live streamed on Gender Equality Committee website (<https://gec.ey.gov.tw/>) under CEDAW Fourth National Report International Review Conference.

## NGO 議事規則

### 1. 政府場次：

每場次每一非政府組織可有 1 名代表入場（總計 60 名 NGO 代表名額），以有提交民間報告或問題清單平行回應的非政府組織優先，惟政府場次非政府組織僅能列席旁聽、無發言權。入場名單已公告於 [CEDAW 資訊網](#)。

### 2. 非政府組織場次：

(1) 每一非政府組織每時段至多 3 名代表入場，以提交民間報告或議題清單平行回應的非政府組織代表有優先入場及發言權。入場名單已公告於 [CEDAW 資訊網](#)。

(2) 繳交民間報告或問題清單平行回應之非政府組織可申請發言，第 1 場次安排所有具發言權之非政府組織代表進行聲明發言，第 2~4 場次則由審查委員提問後指定非政府組織回答之方式進行。

(3) 發言序依非政府組織之英文字首安排，每一個非政府組織發言以 1.5 分鐘為限，亦可結盟共用發言時間（發言時間終止前 30 秒按鈴提醒，發言時間終止後 10 秒停止同步翻譯）。

(4) 非政府組織場次政府機關代表可列席旁聽，但無發言權。

### 3. 會場禁制公告：

(1) 與會人員請配合管制人員實施檢查，本會議不開放現場報名，進入審查會場應配戴入場證，無入場證者禁止入場。

(2) 與會人員均不得攜帶危險或滋(驚)擾物品，如棍、棒、刀械、氣球、汽笛、擴音器等。違法者依相關法律辦理。

(3) 參加會議之貴賓及各界代表，請勿攜帶條幅、標語、傳單、喊話器、旗幟等。違者將取下條幅、標語、傳單、喊話器、旗幟等，經禁止無效者，將帶離會場。

(4) 與會人員如影響會場秩序及議事進行，經勸離無效者，將請離會場。



### 附件三、CEDAW 第 4 次國家報告國際審查指導小組名單

姓名	現職
尤美女	尤美女律師事務所律師
李萍	婦女權益與永續發展聯盟理事長
官曉薇	國立臺北大學法律學系副教授、行政院性別平等會第 5 屆委員
游美惠	高雄師範大學性別教育研究所教授、社團法人高雄市女性權益促進會監事、行政院性別平等會第 5 屆委員
黃嵩立	國立陽明大學公共衛生研究所專任教授、人權公約施行監督聯盟執行委員、TIMA 台灣國際醫學聯盟秘書長
葉德蘭	國立臺灣大學外國語文學系教授兼人口與性別研究中心主任、行政院性別平等會第 5 屆委員
廖福特	中央研究院法律學研究所研究員、東吳大學人權學程碩士班兼任教授、行政院性別平等會第 5 屆委員

