Important Gender Equality Issues (top level) (2022 - 2025)

Issue 1. Facilitating gender equality in participation in decision making in public/private sector

Problems

1. The public

sector needs

to continue

to close the

gender gap

in decision

making

power

1. Better gender equality in participation in decision making in public sector

Goals

2. The private sector urgently needs to improve the percentage of women participating in decision making

2. Higher female participation in decision making in the private sector (national social groups, farmers' and fishermen's associations. unions, and TWSE/TPEx listed companies)

Key performance indicators

- 1. 75% Committees of Level 2 and Level 3 agencies should aim to have at least 40% of their members held by under-represented sex
- 2. 100% government-endowed foundations should aim to have at least 1/3 of their directors and supervisors held by under-represented sex
- 3. 100% state-owned enterprises should aim to have at least 1/3 of their directors and supervisors held by under-represented sex
- 4. In the national social group evaluation, 45% of them should aim to have at least 1/3 of their directors and supervisors held by under-represented sex
- 5. (1) The percentage of female elected staff of Farmers Associations up to 50% (2) 2% and 16.6% Farmers Associations should aim to have at least 1/3 of their directors and supervisors separately held by under-represented sex
- 6. (1) The percentage of female elected staff of Fishermen Associations up to 50% (2) 5% and 20% Fishermen Associations should aim to have at least 1/3 of their directors and supervisors separately held by under-represented sex.
- 7. (1) The percentage of female directors and supervisors both reaching one third in Labor unions (2) Increase completion on directors and supervisors meeting the one-third gender ratio in Labor unions
- 8. (1) The percentage of female directors of TWSE/TPEx (including ESB) listed companies up by 6%; (2) the percentage of female auditors in TWSE/TPEx (including ESB) listed companies (statistical measures to be implemented) to be higher; (3) Completion on directors and supervisors meeting the one-third gender ratio in TWSE/TPEx (including ESB) listed companies to be higher, 10.5% for directors of TWSE listed companies, 13% for directors of TPEx listed companies, 15% for directors of ESB listed companies, and completion on directors and supervisors meeting the one-third gender ratio to be higher in audit committees
- 9. The percentage of female cabinet members to be higher
- 10. The percentage of local female elected representatives reaching 33%

- 1. Discuss relevant measures or amend related rules to increase gender ratios
- 2. Modify the basis for assembling common task forces to include the one-third gender ratio requirement
- 3. Improve women empowerment and development and build a talent pool
- 4. Implement temporary special measures
- 5. Use performance evaluation, rewards and subsidies to guide different genders, especially the disadvantaged, into a position to participate in decision making
- 6. Increase completion on directors and supervisors meeting the one-third gender ratio in individual farmers or fishermen associations, unions, and TWSE/TPEx listed companies
- 7. Encourage political parties to support women in participating in political activities and increase the percentage of local female elected representatives to 33%

Issue 2. Raising women's economic power

Problems

1. While the average labor force participation rate for women grows slightly every year, it remains lower

than that for men at 15.83%

- 2. The labor force participation rate peaks for women between the age 25 and 29 and then gradually falls without recovering
- 3. Women leave the workforce to care for children
- 4. Existing gender bias and discrimination in the workplace
- 5. The gender pay gap means women get paid 14.8% less than men
- 6. Low labor force participation rates and high unemployment rates of disadvantaged women

Goals

- 1. Build a friendly workplace to keep women who are in her marriage or childrearing age in the work place and improve mechanisms for re-entry into the workplace
- 2. Increase labor force participation for middle- and older-aged women to encourage them to re-enter the workforce

Key performance indicators

- 1. Increase the labor force participation rate for women at no less than 0.35% every year
- 2. Increase the reinstatement rate to 70% for married women and 65% for (pregnant) women after childbirth
- 3. Close the gender pay gap by 0.2% every year
- 4. Increase the labor force participation rate for middle-and older-aged women (age 45 64) by no less than 1.5% every year

- 1. Promote flexible hours and locations
- 2. Create a gender equality friendly workplace and eliminate gender discrimination in the workplace
- 3. Improve horizontal and vertical gender segregation in the workplace and reduce the gender pay gap
- 4. Strengthen female empowerment and facilitate employment and entrepreneurship for women (including re-entry and second career and employment for middle- and older-age and old age)
- 5. Protect labor rights and conditions of disadvantaged women (including all industries)

Issue 3. Eliminating gender stereotypes, biases, and discrimination

Problems

- 1. Gender stereotypes and discrimination in cultures, customs, ceremonies, and traditional values need to be checked and improved upon
- 2. Media and digital/online social networks often contain contents and comments with enhanced gender stereotypes and biases
- 3. The tradition belief of men being the breadwinners still exists and hinders women's pursuit of economic independence and career development
- 4. Gender discrimination incidents involving women's participation in politics still occur from time to time
- 5. Gender segregation remains apparent in education as boys choose science and girls choose arts, which affects career development and pay for women
- 6. The public has a better understanding of different genders (homosexual, bisexual, transgender and intersex) but there is room for improvement in understanding gender equality
- 7. The public needs to learn more about and respect different family types (same-sex marriages, single parent families, common law families, new immigrants, singles, and grandparents raising grandchildren)

Goals

- 1. Elimination of gender stereotypes, biases and discrimination
- 2. Facilitation of the public learning and accepting diversity in gender and in family type (including same-sex marriages, single parent families, common law families, new immigrants, singles, and grandparents raising grandchildren)

Key performance indicators

- 1. Gender equality awareness in the public up by 4%
- 2. Spouses (including common law partners) of women with partners providing average unpaid care time up from 1.48 hours to 1.83 hours a day
- 3. The percentage of women having completed higher education in science, technology, engineering, or math up to 29.33%
- 4. The knowledge and acceptance of different genders and family types among the public up by 4%

- 1. Facilitate gender equality in cultures, customs, ceremonies, and traditional values
- 2. Encourage and facilitate media to produce contents with gender equality
- 3. Promote and enforce gender awareness empowerment in all domains (family, school, workplace, and society)
- 4. Reduce gender segregation in university programs
- 5. Create gender equality based digital/online culture
- 6. Understand, respect, and protect different genders and family types

Issue 4. Preventing digital/online gender-based violence

Problems

Goals

Key performance indicators

Inadequate preventive regulations and measures

2. Awareness

should be

among the

both public

and private

sectors

public and in

raised

- 1. Wellestablished regulations and administrative measures and results
- 2. Facilitation of public awareness and awareness in the public and private sectors of digital/online gender based violence

3. A lack of studies and statistics

3. Develop comprehensive studies and statistics on digital/online gender-based violence

- 1. 100% completion on both review by the Executive Yuan after regulations to be amended are identified and amendment of non-legislative proposals
- 2. 100% disclosure on reporting, complaints, indictment rates, conviction rates, and penalty severity in digital/online gender-based violence
- 3. 95%, 75%, and 100% completion on removal by iWIN, ME service network, and related organizations, respectively, of intimate sexual images distributed or distributed without consent or service or response rate for such cases
- 1. Public awareness of digital/online gender-based violence to increase by
- 2. 95% completion on department personnel undergoing digital/online gender-based violence prevention training

Completion of public affairs studies on digital/online gender-based violence and prevalence surveys

- 1. Follow the "Definitions, Types, and Details of Digital/Online Gender-based Violence" and review the competent authority's regulations (laws, legislative orders, administrative rules and orders) and administrative measures (plans or programs)
- 2. Amend regulations and administrative measures
- 1. The voluntary disclosure of data on reporting or complaints (including applying for investigation and whistleblowing) according to the laws and regulations involving the types and details in the "Definitions, Types, and Details of Digital/Online Gender-based Violence" on an organization's website, except for disclosures restricted by the central governing authority, should reach a certain percentage.
- 2. The voluntary disclosure of data on indictment rates, conviction rates, and penalty severity according to the laws and regulations involving the types and details in the "Definitions, Types, and Details of Digital/Online Gender-based Violence" on an organization's website, except for disclosures restricted by the law, should reach a certain percentage.
- 1. Notify platform operators through iWIN to remove intimate sexual images distributed or distributed without consent
- 2. Accept cases reported to ME service network of intimate sexual images distributed or distributed without consent
- 3. Have the appropriate departments handle according to the law cases involving intimate sexual images distributed or distributed without consent
- 1. Work with the Digital Literacy Campaign Committee (or other task forces) and related departments to organize campaigns and develop educational mechanisms to raise awareness of prevention.
- 2. Ensure law enforcement personnel gain a better understanding of digital/online gender-based violence and become more skilled in prevention
- 1. Conduct studies and statistics to systematically collect and develop data (including gender statistics on offenders and victims)
- 2. Provide data based analysis and recommendations on preventive strategies for legislations and administrative measures

Problems

Goals

Strategies

Child care

- 1. Room for improvement for quantity and quality of daycare for children aged 0-2
- 2. Room for improvement in affordable preschool care for children aged 2 to 6.
- 3. After school care for children aged 6-12 not meeting the parents' needs

Health promotion

- 1. Health inequality more severe among the disadvantaged
- 2. Insufficient gender friendliness and cultural sensitivity in the healthcare environment and services
- 3. Gender gap in health literacy and regular exercise

1.
Affordable,
quality and
accessible
public and
quasi-public
childcare
policy

2.
Facilitation
of health
equality
among
different
genders

1. Age 0 and above and under 2: The percentage of preschoolers sent to outside carers reaching 24%

Key performance

indicators

- 2. Age 2 and above and under 6: The percentage of available public enrollment reaching 44%
- 3. Public elementary schoolers enrolled in after school care classes accounting for 50% of elementary schoolers interested in participation
- 1. The percentage of women aged 13-34 who exercise regularly up by 4%
- 2. The percentage of older-aged women facing difficulties with instrumental daily activities down by 3%
- 3. The utilization rate of preventive healthcare services for aboriginal men and women up by 1.5% each
- 4. The utilization rate of mammogram by disabled women and the coverage of pap smear up by 4%

- 1. Increase public and quasi-public childcare facilities and kindergartens in order to provide widely accessible and affordable childcare and preschool care.
- 2. Encourage remote or tribal areas to install community/tribal preschool service centers
- 3. Encourage the public sector and businesses to open childcare facilities (for children aged 0-2) or preschool care centers (age 2-6)
- 4. Local governments encourage elementary schools provide after school care classes and consider parents' needs
- 1. Utilize health data and analysis with a gender perspective and intersectionality and learn more about physical and mental illnesses in the disadvantaged and the social causes of health inequality in order to distribute medical resources fairly
- 2. Raise gender awareness among medical staff and provide a gender friendly and culturally sensitive healthcare environment, information and services
- 3. Increase physical and mental health literacy and physical fitness of people in different life stages and the disadvantaged, and create an accessible and gender sensitive fitness environment

Key Strategies **Problems** Goals performance 1. Follow the rules to take inventory and improve indicators gender friendliness in schools, hospitals and medical facilities, transportation, arts venues, tourist and recreational venues, and other domains (e.g. toilets, breastfeeding rooms, and parking lots) 1. Create The percentage of infrastructures, 2. Conduct quantitative or qualitative studies in 1. Insufficient gender friendly living space and response to needs and satisfaction of different genders environmental space in different urban/rural while paying attention to space friendliness for and space venues up to 30% environment different genders participating in childrearing friendliness with a gender 3. Propose improvement plans and amend regulations perspective or administrative measures 2. Facilitate 1. Develop gender innovation guides/manuals 2. Insufficient gender Complete innovation in gender specific operational scientific innovations and guides/manuals 2. Develop gender analysis mechanisms in scientific research and applications and mechanisms research and technological development technological development