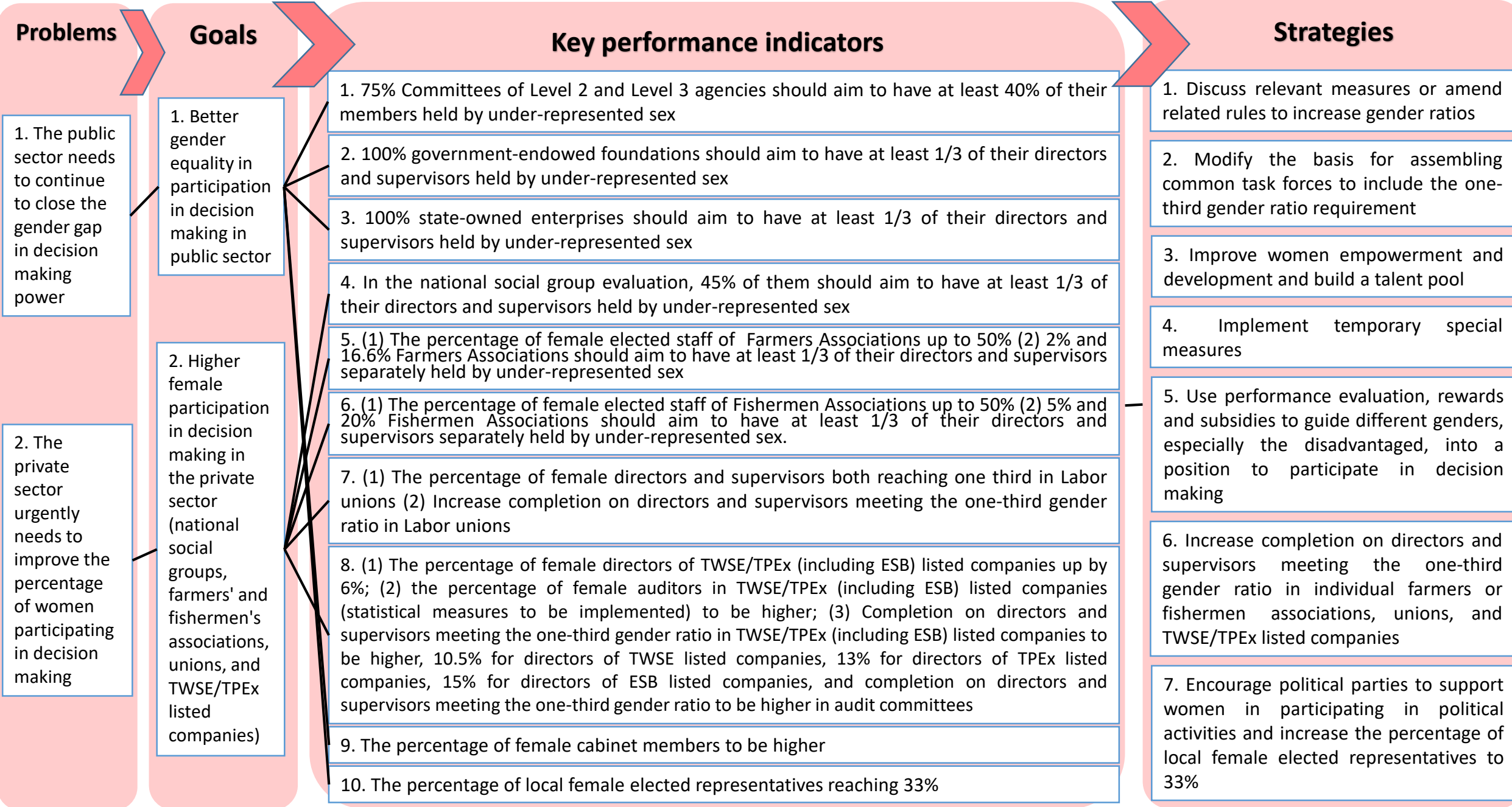


Important Gender Equality Issues (top level) (2022 - 2025)

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



Problems

Goals

Key performance indicators

Strategies

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

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)

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

Strategies

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%

Strategies

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

