

Gender Equality Policy Guidelines

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I. Foreword

Gender equality is a fundamental human right. Each individual should be treated equally, and enjoy all economic, social, cultural, civil, and political rights without gender differentiation. There has always been a gender gap in political, economic, and social cultures. In order to close this gap and eliminate related inequality and difficulties, the government should pay attention to the circumstances and needs of different genders in its policymaking and resource allocation, and make active efforts to improve the wellbeing of marginalized genders and uphold gender justice.

Since the mid-1990s, the lifting of martial law and development into a democratic society has allowed the government to build a platform for participatory democracy in the push for gender equality. Ongoing exchange and efforts through collaboration between the public sector and the private sector have actually had an impact on policymaking. For example, the government has promulgated the Sexual Assault Crime Prevention Act, the Domestic Violence Prevention Act, the Act of Gender Equality in Employment, the Gender Equity Education Act, and the Sexual Harassment Prevention Act since 1997. Furthermore, provisions were added to the Additional Articles of the Constitution in 2005 to guarantee a certain percentage of elected legislators from nationwide constituency would be female. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was passed in 2007.

The Gender Equality Policy Guidelines were issued in 2011 (and revised in 2017) to direct policymaking. In 2012, the Executive Yuan underwent restructuring, and the Department of Gender Equality was created by expanding the Women's Committee into the Gender Equality Committee. This is the first department to be dedicated to gender equality in the country. It embodies not only the history of gender equality, but also the hard work and dedication to bring about gender equality in this country.

Over the years, there has been significant improvement in qualifications, rights, and resources available to women. However, traditional gender roles, stereotyped work assignment and gender discrimination combined with a low birth rate, an aging population, a growing number of new immigrants, and a shift in family structure restrict and hinder growth for women. There remains a lack of gender equality in rights, for example, a lack of participation in decision making and economy, gender stereotypes and prejudices, sexual violence and threats, feminization of care, and an insufficiently gender friendly environment have an even more severe impact on the disadvantaged (e.g. women and girls among indigenous peoples, new immigrants, seniors, the physically or mentally disabled, and those living in rural or remote areas, and homosexual, bisexual, transgender or intersex individuals). Hence, more comprehensive and forward looking policy planning is needed in the work on gender equality in this country. The government needs to work with the private sector to overcome the challenges and obstacles along the way.

To establish the direction of policymaking in gender equality in this country, the Executive Yuan issues these guidelines as a roadmap for gender equality policies. These guidelines build on the existing gender equality framework and results, follow social developments and international trends in human rights, and set out a policy blueprint for

gender equality. The scope extends to improvement of women's social status, participation in gender equality, protection of gender-related human rights, and campaigns for the rights of the disadvantaged. The mission is to create a socially just society that respects diversity and gender equality.

II. Vision

To uphold free and independent gender rights and create a co-governance, sharing, win-win and sustainable society.

To ensure all genders enjoy the right of freedom and independence and receive development and promotion of real equality, thereby creating a sustainable and gender equal society that embraces diversity, shares resources and equal rights.

III. Philosophy

(I) Gender equality is the cornerstone of an equal, just, and sustainable society.

Society is made up of different genders, communities, and cultures. Ignoring diversity and the many differences therein will lead to discrimination and prejudices, which in turn cause conflict and exploitation and disrupts the smooth working of society. Therefore, building a gender friendly environment that practices tolerance and respects diversity, protecting the rights of different genders with special attention to the disadvantaged, and realizing oneself on the basis of gender equality are the way will be the path to an equal, just, and sustainable society.

(II) Improving women's rights is top priority in promoting gender equality

Traditional gender roles, cultural norms, and social systems have long been restricting women's status, resources and rights in their marriages, families, and workplaces. As a result, women have clearly fallen behind men in terms of visibility, importance, and development in both work and personal lives. Such shortcoming not only holds communities and households back from progress and prosperity, but keeps women from realizing their full potential in serving their country and mankind. Therefore, the top priority in achieving gender equality is improving women's rights by breaking down the gender stereotype of genders in cultural practices and the media, changing conventional work assignment at home and at work, increasing the amount and variety of public resources in family support, and building a social environment of gender equality with the aim to ensure women are able to exercise rights without barrier and fulfill their full potential as they wish in all areas.

(III) Gender mainstreaming is an effective route to achieve gender based policy

Governments, in their policymaking process, tend to overlook life experiences of different genders and the effects of social structures on these individuals. As a result, governments often fail to give full consideration to the circumstances and needs of different genders. To correct this phenomenon, gender mainstreaming strategies are to be deployed to facilitate gender based policies so that all genders are able to participate in social and public affairs and have access to resources on an equal basis, thereby achieving human-oriented policymaking.

(IV) It is the obligation of a nation to respect, protect, and realize the

rights of different genders in all areas

To ensure that different genders are able to enjoy equal opportunities and have equal opportunities and results in gaining access to resources, a government should implement gender based laws and policies, and central and local authorities should work together to bring in resources from the private sector and install international standards. The goal is to apply these resources to create favorable conditions in policymaking participation, women's economic empowerment, social culture, physical safety, health care, and environment, energy, and technology that will ultimately lead to real gender equality in all fields.

IV. Policy Objectives

(I) To facilitate gender equality in participation in decision making

To facilitate gender equality in power, decision, and influence by enhancing women's empowerment and development, strengthening leadership, expanding channels for women to participate in political, national, and public affairs, creating ways to participate in decision making equally, and increasing opportunities of participation for the disadvantaged.

(II) To combine employment and welfare to strengthen women's economic empowerment

To strengthen women's economic empowerment and protect women's economic security by combining employment and welfare resources, facilitating women's participation in the labor force, creating gender friendly work conditions, bridging gender and pay gaps in the workplace, protecting women's dignity and value as workers, promoting mixed economy system, and helping women

develop careers and skills.

(III) To build a social culture of gender equality

To build a social culture of gender equality by raising gender equity awareness and respect for diversity in everyone, recognizing the value of gender equality through action, eliminating gender stereotypes, prejudices, and discriminations in all areas, developing a full gender equality based education system, avoiding gender segregation in education and at work, and paying attention to the rights of diverse families.

(IV) To eliminate gender based violence

To create a safe living environment by building an effective gender-based violence prevention network, raising awareness of gender-based violence prevention, eliminating discrimination against victims, ensuring victims' rights are protected, taking action to create a gender friendly social and justice system, and amending the laws and measures to prevent new forms of gender-based violence.

(V) To provide gender equal health care

To provide gender friendly health care and family support services by implementing gender aware and fair health, medical, and care policies, promoting a gender friendly medical and care environment, eliminating the effects of gender stereotypes on mental and physical health, ensuring all women have a right to healthcare through childbirth, paying attention to independence in healthcare processes, and developing integrated physical and mental health information and services for different stages in the life cycle.

(VI) To ensure a gender sensitive development in the environment, energy and technology

To facilitate justice in resource allocation and sustainable

development of society by promoting women's entry and development in fields of environment, energy and technology, bridging the gender gap, and ensuring their participation in decision making; supporting gendered innovations, strengthening gender perspectives in scientific studies, technological product development, climate change adaptation and mitigation measures, and urban space and transportation planning, and responding to basic needs of different genders.

V. Campaign Strategies

(I) Power, Decision Making, and Influence

1. To promote the **gender parity rule**, close gender gaps in decision making positions, and achieve equality in power.
2. To enhance women's empowerment and development, expand channels of participation for different genders, break down gender segregation in participation, and achieve equality in decision making.
3. To pay attention to experiences and perspectives of different genders so to create a more gender sensitive decision making process and achieve equality in influence.
4. To create more opportunities for disadvantaged women to participate in decision making and include their experiences and perspectives, and to facilitate equality within genders from a diversity point of view.
5. To monitor international trends in gender issues, participate in international exchange, increasing visibility of gender equality efforts in Taiwan, and become a benchmark in Asia that complies with international standards.

(II) Employment, Economy, and Welfare

1. To combine employment and welfare policies, provide women with

the right to equal economic resources, welfare services, and social protection, and help women gain financial independence and rise out of poverty to improve their everyday living and economic circumstances.

2. To build a gender friendly workplace, facilitate a work-life balance, increase women's labor force participation rate, and facilitate equal opportunity in employment for all genders.
3. To eliminate gender discrimination, sexual harassment, and gender segregation in the workplace, and ensure reasonable standards of working conditions, especially for female-dominated occupations, in order to realize the labor values of dignity and equality.
4. To ensure the nation's welfare strategies cover the disadvantaged, take appropriate measures to protect their labor rights, and facilitate inclusive and sustainable economic growth.
5. To give emphasis to the growth potential of mixed economy **system**, build an environment conducive to collaborative enterprises, and achieve gender based economic development goals.
6. To enhance women's economic empowerment, help women acquire capital, enter the market, build skills, utilize innovations and technologies, and increase female leadership, and facilitate employment and entrepreneurship for women.
7. To recognize the labor value of unpaid family workers and unpaid household workers and improve related mechanisms, and protect women's economic security and reasonable resource allocation in marriage and in family.

(III) Education, Culture, and Media

1. To create a gender equal education system and a friendly learning environment, improve gender segregation in department selection

patterns, and ensure the disadvantaged will have the same right to learn and to receive an education.

2. To implement effective gender equality education in all areas, including pre-hire and on-the-job and all stages of the life cycle, encourage studies, training of teachers, development of teaching materials and methods with a gender perspective; and raise awareness of gender equality in the population.
3. To implement effective education in media literacy, install mechanisms of media regulation and self regulation, eliminate gender discrimination, and facilitate production and broadcasting of diverse contents with a gender perspective.
4. To increase knowledge of the population, media content producers, and media professionals of sexual violence in digital/online broadcasting and raise awareness of prevention, and create a digital/online culture with a gender perspective.
5. To eliminate gender stereotype and gender discrimination in cultures, customs, ceremonies, and traditional ideas, raise women's importance and visibility, and respect differences and uniqueness of different cultures.
6. To learn, respect, and protect diverse families, promote gender equality in marriage and family, facilitate equal and mutually beneficial sharing of housework, and shaping an equality oriented family environment.

(IV) Personal Security and Justice

1. To help the population learn more about sexual violence, develop related laws and mechanisms, and eliminate gender based violence.
2. To eliminate discrimination against victims of sexual violence, encourage victims to register complaints, provide sufficient

protection and legal, welfare, psychological and employment support, and facilitate economic and everyday independence, especially for the disadvantaged.

3. To strengthen prevention of sexual violence in the living space, watch for emerging digital/online sexual violence, and create gender friendly and safe workplace, campus, public and family spaces and digital/online environment.
4. Raise gender equity awareness among judicial officials, and create a judicial system that enables gender justice.
5. To systematically collect and analyze data on sexual violence reports, indictments, convictions, sentences, and compensation, especially with relation to the disadvantaged, in order to improve prevention performance.

(V) Health, Medical Service, and Care

1. To implement demographic, health, medical service, and care policies with a gender perspective, and provide equal access to health, medical service, and care resources.
2. To create a gender friendly workplace for health, medical service, and care, improve the standard of working condition and gender segregation, and raise awareness of gender equality among workers.
3. To eliminate the effects of gender stereotypes on mental/physical health, and mitigate the threat of social and cultural factors on mental/physical health.
4. To empower women on childbirth issues and self care, and create a gender friendly childbirth safety and support environment.
5. To increase autonomy in health/medical service/care, and develop health information and services for different genders in different stages of their life cycles with a special emphasis on the needs of the

disadvantaged and service accessibility.

6. To promote health equality for different genders, increase the average life expectancy and prevent disabilities, and strengthen support services and rights of diverse families.

(VI)Environment, Energy, and Technology

1. To create a favorable environment in environment, energy, and technology for women to enter, seek higher positions, and grow, especially in digital technology, and break down vertical and horizontal gender segregation.
2. To construct infrastructures, living spaces, and urban/rural environments with a gender perspective, and respond to the basic needs of different genders, especially those of the disadvantaged.
3. To pay attention to women's experience and traditional knowledge, utilize gendered innovations, and strengthen scientific studies, technological research, and universal design with a gender perspective.
4. To implement effective mechanisms for civil participation and review in environment, energy, and technology, and ensure women's full participation, especially the disadvantaged.

VI. Addendum

The Executive Yuan will oversee that the departments build on these guidelines and utilize gender mainstreaming tools to organize gender equality action plan and implement related initiatives.

Appendix: Gender Equality Policy Guidelines (amended as promulgated on January 3, 2017)