



# **Facilitating Gender Equality in Participation in Decision Making in Public/Private Sector**

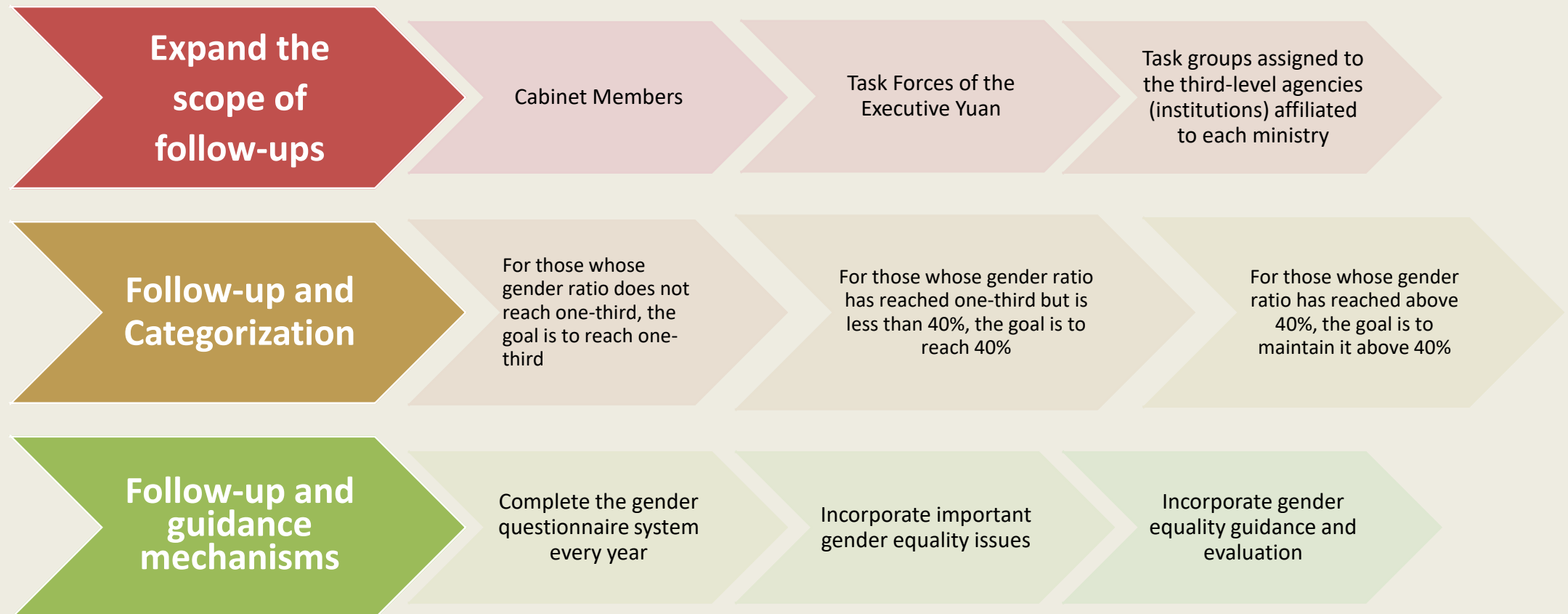
Department of Gender Equality, Executive Yuan  
August, 2024

# FOREWORD

- Enhancing women's opportunities to participate in and enter decision-making levels has been a significant issue for both Taiwan and the international community. Our country's Gender Equality Policy Guidelines, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the United Nations Sustainable Development Goals (SDGs) all emphasize the importance of promoting women's participation in public life, leadership, and decision-making. The Executive Yuan has also listed “Facilitating gender equality in participation in decision making in public/private sector” as one of the key gender equality issues. Relevant agencies are urged to establish performance indicators and strengthen efforts to implement specific measures.

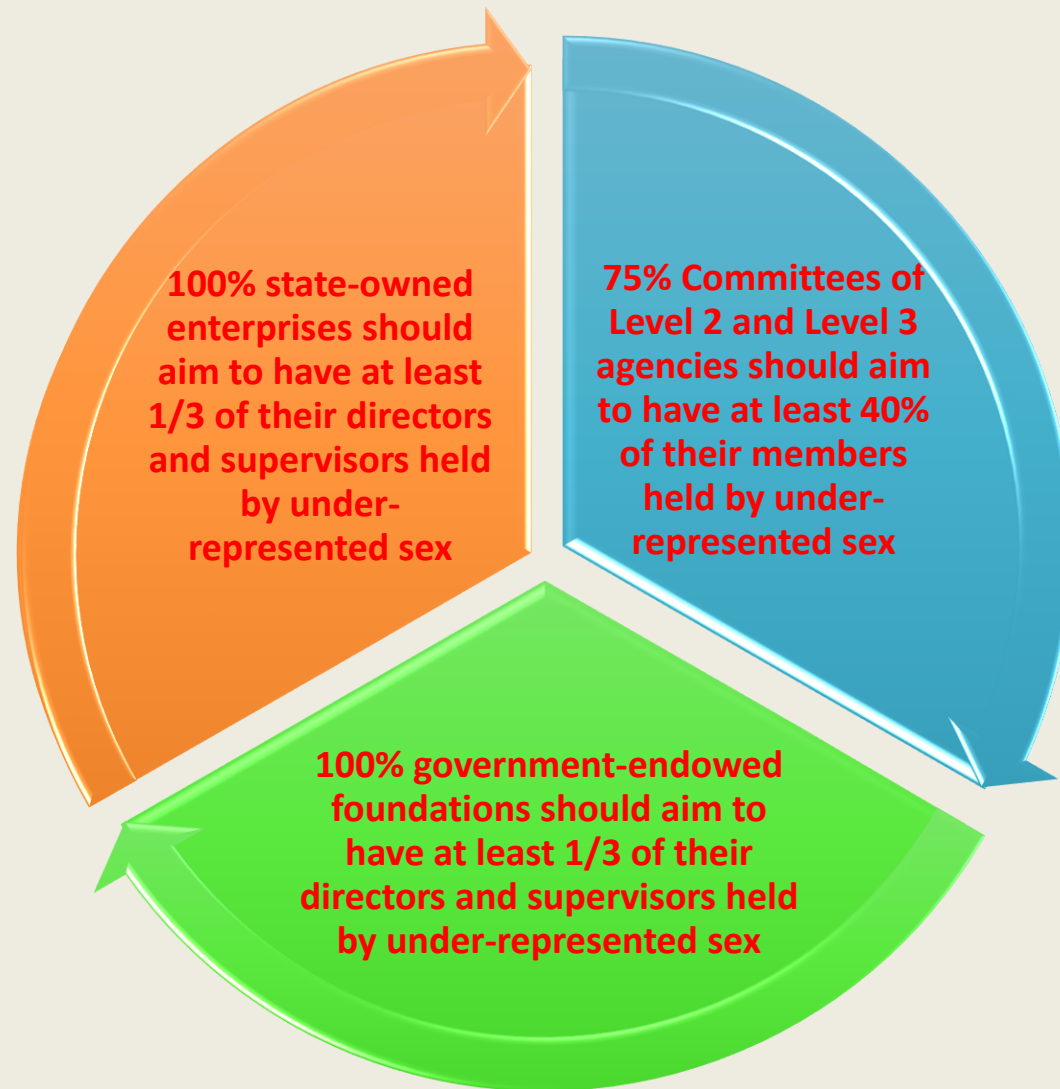
# Public sector - Central ministry affiliated committees, government-endowed foundations and state-owned enterprise directors and supervisors (supervisors and audit committees)

## I. Policy direction



# Important gender equality issue - Facilitating gender equality in participation in decision making in public/private sector

## Implementation goals for 2022-2025



## II. Current Status

As of December 31, 2023

	Committee		Government-endowed Foundations				State-owned Enterprises			
			Directors		Supervisor		Directors		Supervisors (supervisors and audit committees)	
	Number	Percentage (%)	Number	Percentage (%)	Number	Percentage (%)	Number	Percentage (%)	Number	Percentage (%)
Reached 1/3	1,632	97.37	90	81.08	101	90.99	8	66.67	10	83.33
Less than 1/3	44	2.63	21	18.92	10	9.01	4	33.33	2	16.67
Total	1,676	100.00	111	100.00	111	100.00	12	100.00	12	100.00
Reached 40%	1,460	88.38	54	48.65	46	86.79	3	25	3	60
Failed to reach 40%	192	11.62	57	51.35	7	13.21	9	75	2	40
Total	1,652	100.00	111	100.00	53	100.00	12	100.00	5	100.00

Note:

1. The 40%: Groups with a total of 3 people are excluded from the statistics.
2. Audit committees were included in the tally of supervisors of state-owned enterprises for the first time in December 2019.

### III. Improvement measures

Failed to reach

**1/3**

Discuss improvement measures, amend relevant regulations or formulate temporary special measures to accelerate attainment

Already reached **1/3**

Modify the basis for assembling task forces to include the one-third gender ratio requirement

Work toward the 40% or gender balance principle (50:50)

Incorporate important issues, guidance and assessment, and information disclosures

# Public sector - Municipal governments

## I. Policy direction

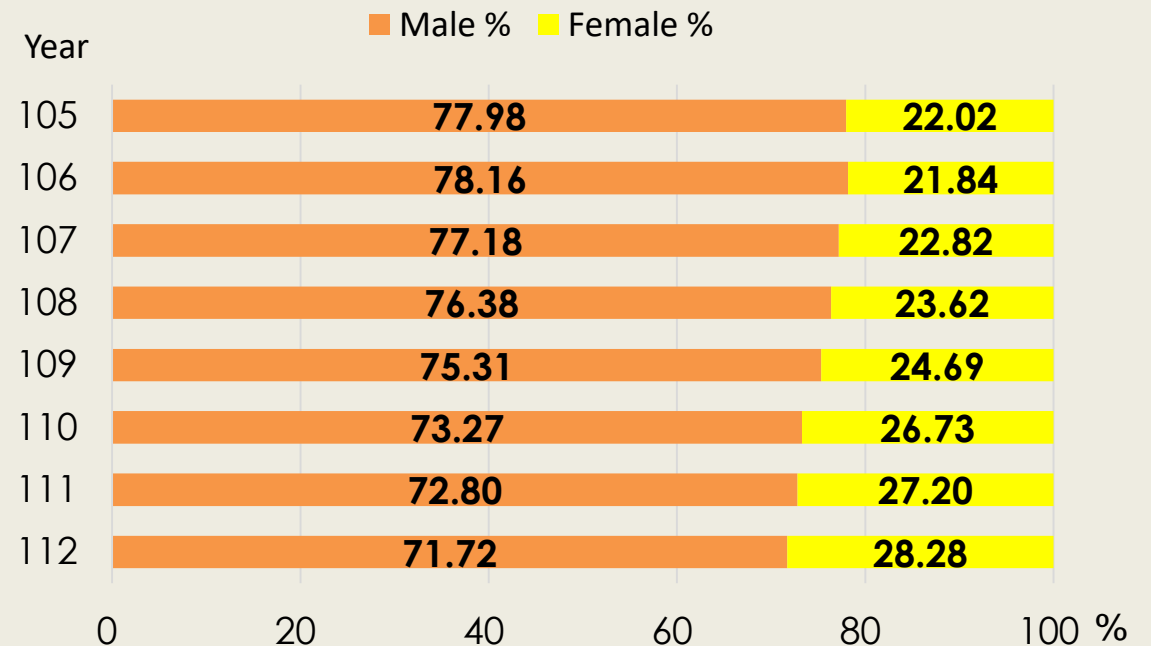
Guide local governments in promoting the one-third gender ratio principle for committee members, government-endowed foundations and public utility directors and supervisors, and strengthen the promotion of women as supervisors.

## III. Improvement measures

Incorporate relevant indicators into the gender equality business coaching incentive program and Taiwan Sustainable Development Goals, and continue to track the implementation progress of local governments.

## II. Current status

Gender statistics of the heads of first-level units and subordinate agencies of local governments



# Private sector - Enterprises, trade unions, farmers' and fishermen's associations, and social groups

## I. Policy direction

Increase the opportunities for women to be promoted within enterprises to serve as decision-makers (such as directors and supervisors of TWSE/TPEX listed companies)

Increase the opportunities for women to participate in social organizations and decision-making levels (such as trade unions, farmers' and fishermen's associations, social and professional group directors and supervisors, etc.)

Ministry of the Interior

Financial Supervisory Commission

Ministry of Agriculture

Ministry of Labor

# Important gender equality issue - Facilitating gender equality in participation in decision making in public/private sector

## Implementation goals for 2022-2025

### Social Groups

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

### Farmers' Associations

- The percentage of female elected staff increased by 50%.
- Achievement of at least 1/3 of directors and supervisors separately held by under-represented sex - 2% for directors and 16.6% for supervisors

### Fishermen's Associations

- The percentage of female elected staff increased by 50%.
- Achievement of at least 1/3 of directors and supervisors separately held by under-represented sex - 5% for directors and 20% for supervisors

### Unions

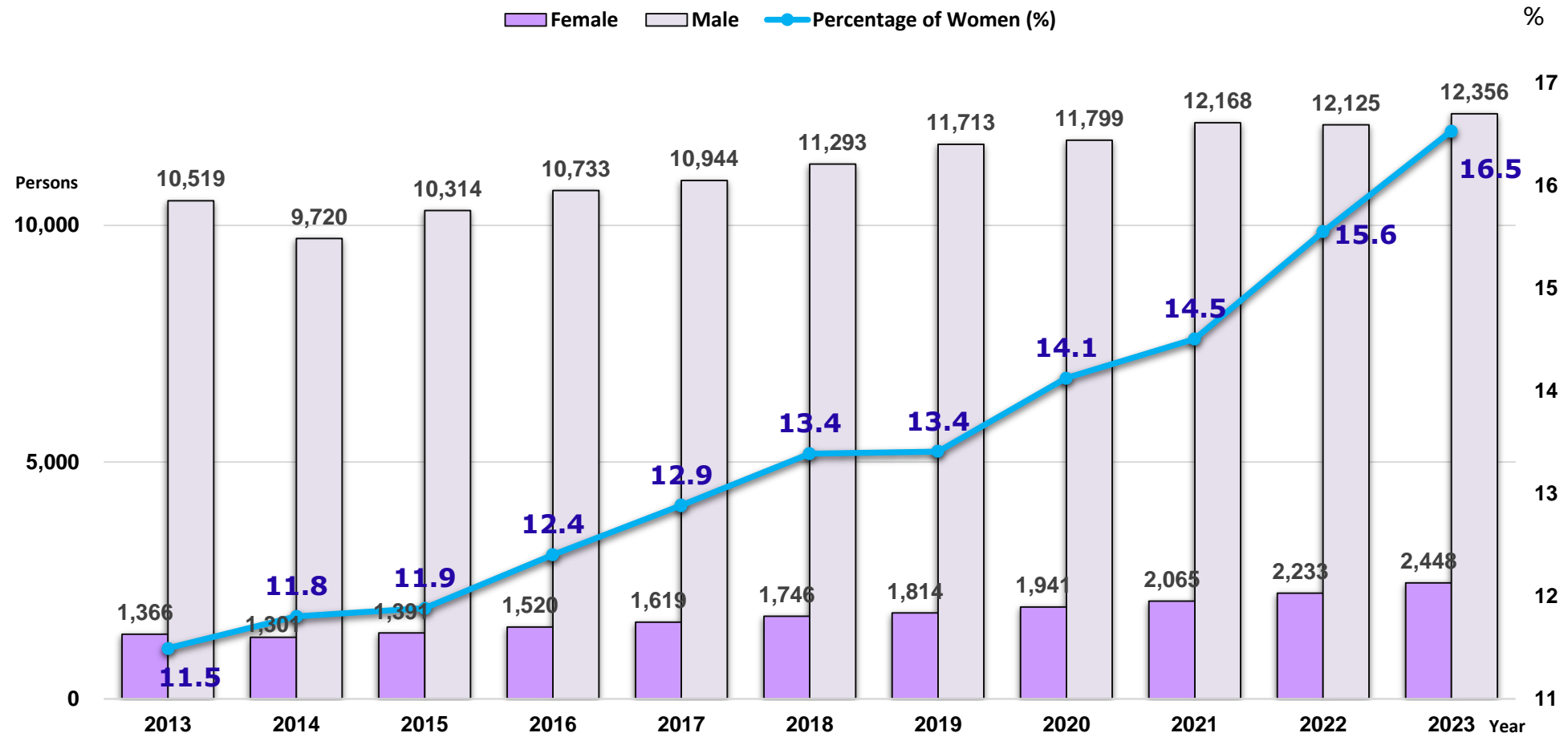
- The ratio of female directors and supervisors both reached 1/3.
- Increase completion on directors and supervisors meeting the one-third gender ratio

### TWSE/TPEX Listed Companies

- The percentage of female directors of TWSE/TPEX (including ESB) listed companies up by 6%.
- Increase the percentage of female auditors in TWSE/TPEX (including ESB) listed companies.
- 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

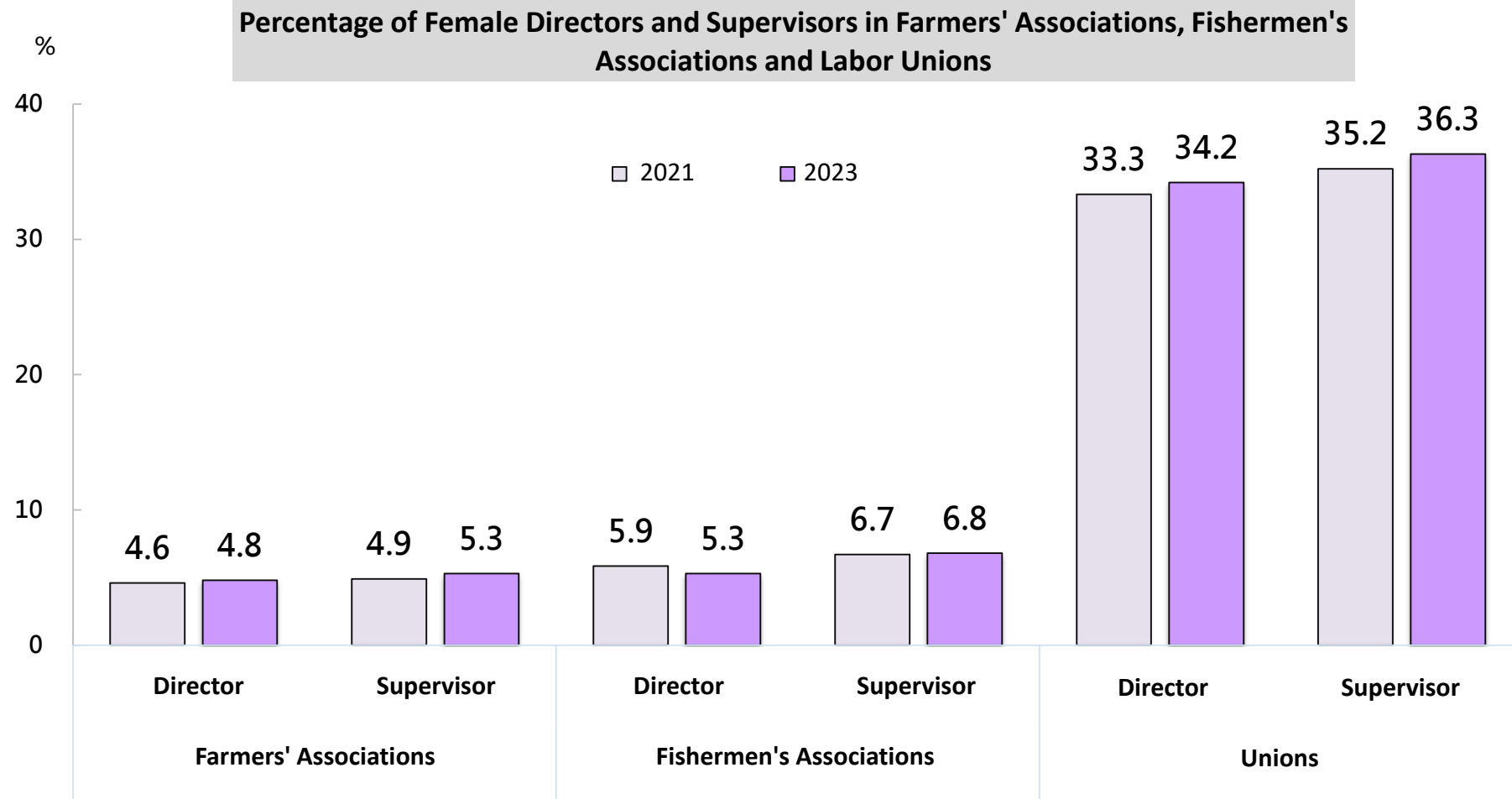
## II. Current status

### Number of Directors of TWSE- and TPEX-listed Companies and the Proportion of Female Directors



Source: Financial Supervisory Commission R.O.C.

## II. Current status



Source: Ministry of Agriculture, Ministry of Labor

### III. Improvement measures



**Strengthen the training and exchange of female public governance talents and build a talent database**



**Implement temporary special measures or discuss amendments to relevant regulations**



**Use performance evaluation, rewards and subsidies to Facilitating gender equality in participation in decision making**