

# 2024 GENDER AT A GLANCE IN R.O.C. (Taiwan)





# Foreword

The gender statistics and data analysis form important foundations for promoting “gender mainstreaming.” The purpose of the publication of Gender at a Glance in R.O.C. (Taiwan) is to portray the treatment and status of different genders in society through text and images, which can be used as reference information for all sectors in the development of important gender issues.

Taiwan was firstly included in the latest Social Institution and Gender Index (SIGI) published by the Organization for Economic Co-operation and Development (OECD) in 2023. The scores published by the OECD and the Gender Inequality Index (GII) of the United Nations Development Programme (UNDP), the Gender Gap Index (GGI) of the World Economic Forum (WEF), and the Gender Equality Index (GEI) of the EU are used for comparison in this publication to determine Taiwan's relative position in the international community in terms of the economy, health, education, and political empowerment. In addition, we referenced the United Nations Sustainable Development Goals (SDGs) and the six major aspects of Taiwan's “Gender Equality Policy Guidelines” (amended in May 2021) including “Power, Decision-making, and Influence,” “Employment, Economy and Welfare,” “Education, Media, Culture,” and “Personal Safety and Justice,” “Health and Healthcare,” and “Environment, Energy, and Technology,” as well as focusing on policies for the vulnerable groups (e.g., indigenous peoples, new immigrants, elderly, disabled, women and girls in rural and remote areas, lesbian, gay, bisexual, transgender, and intersex persons), to select 48 main statistical indicators by gender. This publication with statistical diagrams are mapped according to the gender statistics provided by government agencies, and text description is provided to illustrate the achievements and differences by sex in various domains of development in Taiwan. “Gender at a Glance in R.O.C. (Taiwan)” aims to highlight gender issues, using gender analysis to point out gender issues and develop solutions, while also making responses by incorporating these issues into government policy goals and strategies, so that the government can enact policies with gender issues in mind and achieve gender equality.

The indicators and data included in this publication encompass an extensive range of fields and subjects and could not have been gathered without the concerted efforts and coordination of numerous agencies. A special debt of gratitude is owed to all of the individuals who helped make this possible, and feedback and comments are always welcome.



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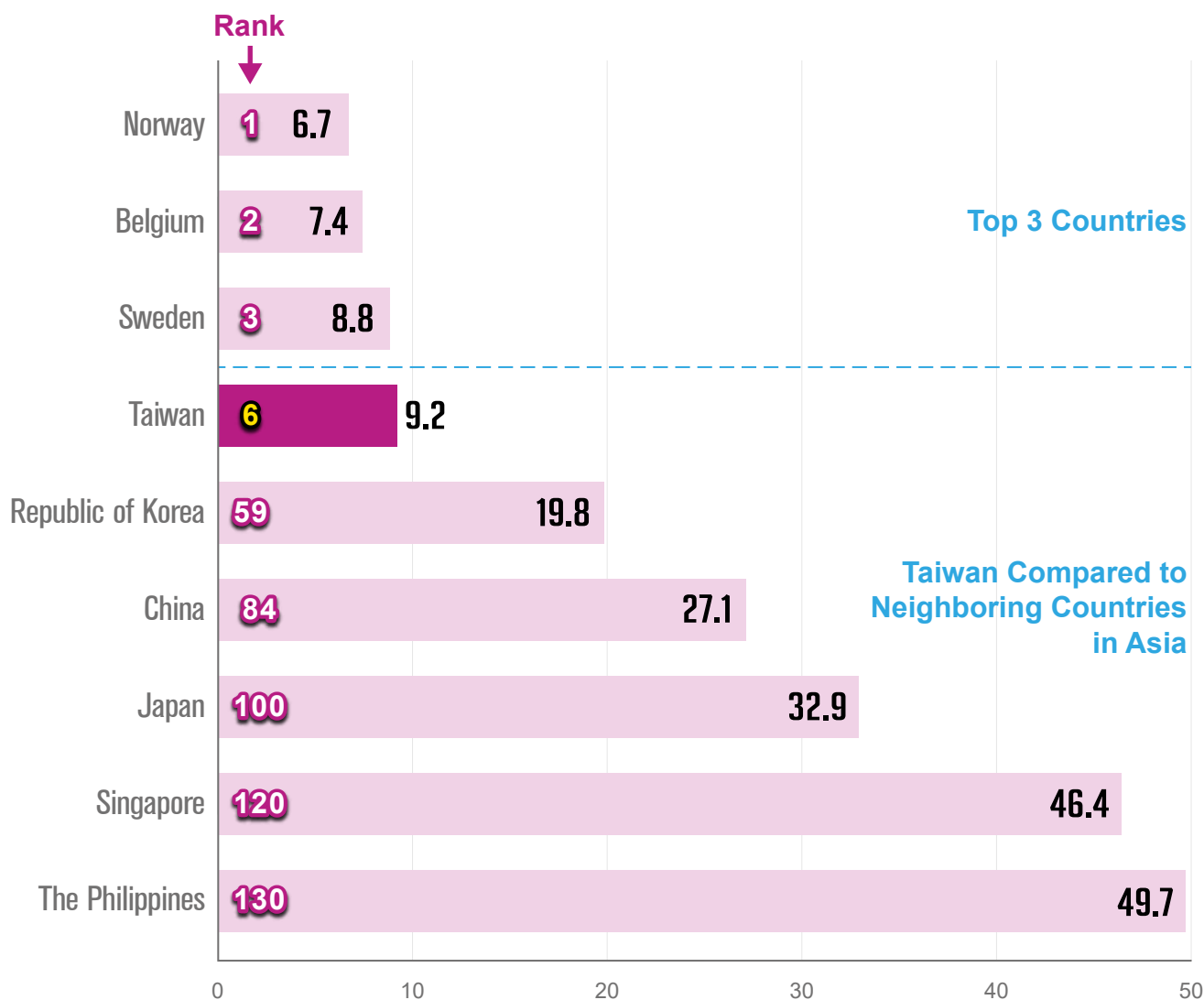
## International comparisons

### ■ Social Institutions and Gender Index, SIGI

#### Taiwan evaluated in the Social Institutions and Gender Index (SIGI) in 2023 for the first time, ranking 6<sup>th</sup> globally and 1<sup>st</sup> in Asia

The SIGI rankings published by the Organisation for Economic Co-operation and Development (OECD) creates a framework of 4 dimensions covering the discrimination that affects women in social institutions, namely “discrimination in the family,” “restricted physical integrity,” “restricted access to productive and financial resources,” and “restricted civil liberties,” totaling 16 indicators and 173 questions. It contains a detailed review of the laws, social norms, and practices of each country. In the SIGI global ranking, Norway ranks first at 6.7 (the lower the score the better), followed by Belgium at 7.4, with Sweden coming in third at 8.8. Taiwan received its score for the first time from the OECD in 2023 with an average score of 9.2 points, which is better than the global average of 29.1 points, the OECD average of 15.3 points, and the average score in Asia of 37 points, ranking 6<sup>th</sup> out of the 179 countries measured, and 1<sup>st</sup> in Asia.

SIGI Scores and Rankings of Major Countries, 2023



In terms of each dimension, Taiwan's score in "discrimination in the family" is 0.3, which outperforms neighboring countries in Asia, such as the Philippines (56.9), Singapore (45), Japan (44.4), the Republic of Korea (20.2), and China (8.1). Taiwan's score in "restricted physical integrity" is 22, which outperforms the Philippines (49.1), Singapore (46.5), China (45.6), and Japan (29), but is higher than that of the Republic of Korea (15.5). In terms of "restricted access to productive and financial resources," Taiwan's score is 5.8, performing better than the Philippines (50.4), Singapore (41), Japan (30), China (29), and the Republic of Korea (28.9). In terms of "restricted civil liberties," Taiwan's score is 7.5, which outperforms Singapore (52.9), the Philippines (41.6), Japan (27.3), China (22.3), and the Republic of Korea (13.8). Overall, Taiwan ranks 1<sup>st</sup> in Asia and achieved great performance especially in "discrimination in the family".

### Taiwan's Indicators in the Social Institutions and Gender Index

Dimension	Value	Indicator
Discrimination in the family	0.3	Child marriage, household responsibilities, divorce, and inheritance
Restricted physical integrity	22	Violence against women, female genital mutilation, missing women, and reproductive autonomy
Restricted access to productive and financial resources	5.8	Access to land assets, access to non-land assets, access to financial services, and workplace rights
Restricted civil liberties	7.5	Citizenship rights, freedom of movement, political voice, and access to justice

Source: "Social Institutions and Gender Index 2023" of the Organisation for Economic Co-operation and Development (OECD) .

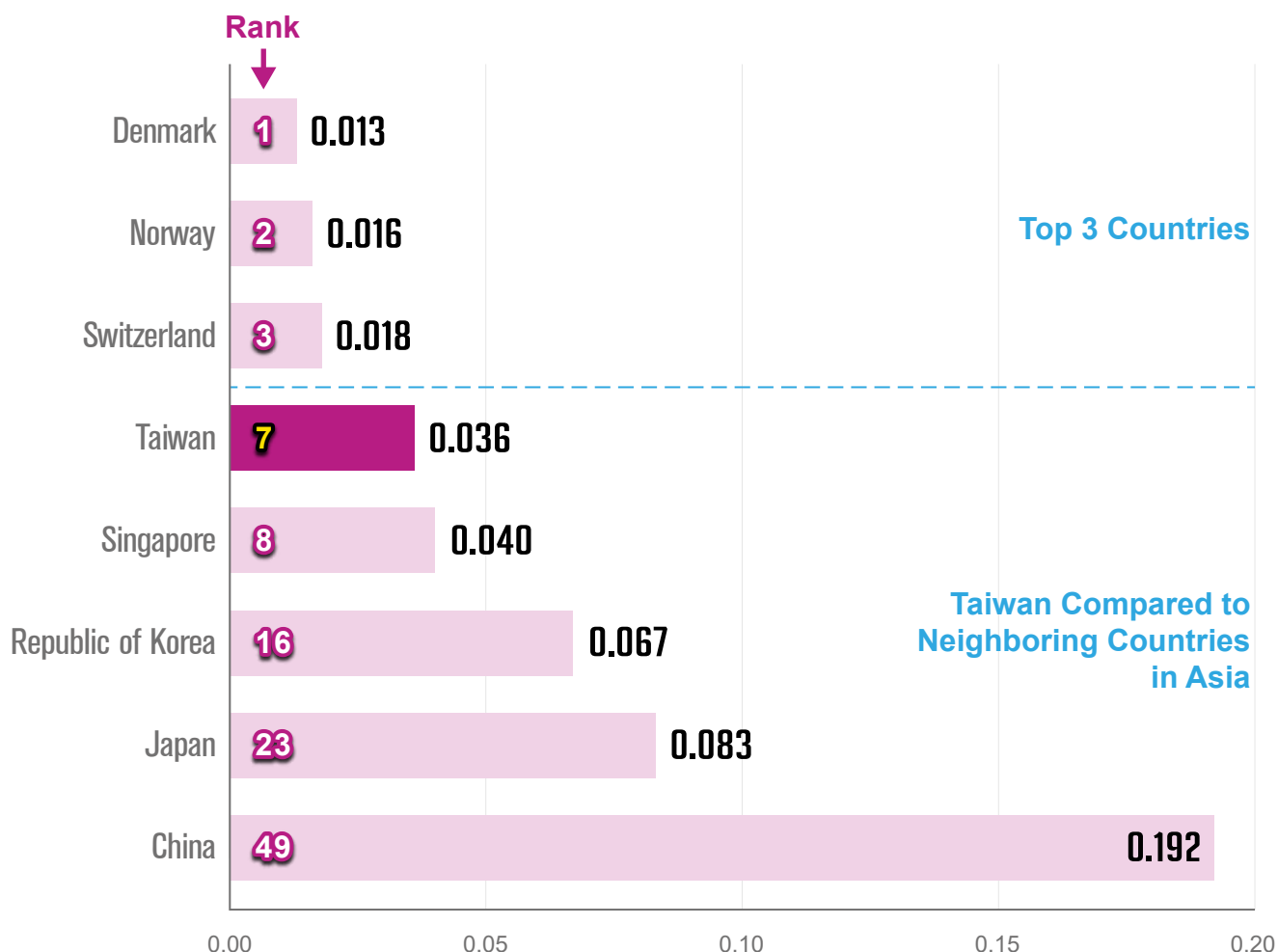


## Gender Inequality Index, GII

### Taiwan ranked 7<sup>th</sup> globally and 1<sup>st</sup> in Asia in the 2021 Gender Inequality Index

The Gender Inequality Index (GII) published by the United Nations Development Programme(UNDP) measures the development of gender inequality in countries all over the world by analyzing five indicators in the three dimensions of reproductive health, empowerment, and the labor market. In the GII global ranking, Denmark’s GII value 0.013 ranked 1<sup>st</sup> (the lower value the better), followed by Norway’s GII value 0.016, with Switzerland’s GII value 0.018 coming in 3<sup>rd</sup>. When compiling the available data for Taiwan, Taiwan’s GII value in 2021 was 0.036, which showed an improvement from the previous evaluation (0.045 in 2019). It ranked 7<sup>th</sup> out of the 171 countries measured (ranking fell by one position), and 1<sup>st</sup> in Asia. Compared to other more highly-developed OECD member countries, Taiwan outperformed Iceland (0.043) and Germany (0.073).

GII Values and Rankings of Major Countries, 2021



In terms of reproductive health, in 2017, Taiwan's maternal mortality rate was found to be 10 deaths per 100,000 live births, which was far lower than that of the People's Republic of China (29 deaths), on par with that of the Republic of Korea (11), and higher than that of Japan (5) and Singapore (8). Taiwan's adolescent birth rate (births per 1,000 females aged 15 - 19) was 3.4‰, higher than that of the Republic of Korea (2.2‰), Singapore (2.6‰), and Japan (2.9‰). In terms of empowerment, the proportion of parliamentary seats occupied by women in Taiwan rose to 42.0% in 2021, far surpassing the proportions achieved in many other countries in Asia including Singapore, China, the Republic of Korea, and Japan (all of which had a proportion lower than 30%). In 2021, the proportion of women aged 25 and older with at least a secondary education was 83.7%, far lower than that of Japan (95.9%) but similar to that of the Republic of Korea (83.1%) and Singapore (80.5%). As for the dimension of the labor market in Taiwan, in 2021, the labor force participation rate of women aged 15 and above was 51.5%, 15.4 percentage points lower than that of men; this was a smaller gender gap than that of Singapore, Japan, and the Republic of Korea (17.4, 17.7, and 19.0 percentage points, respectively).

### Taiwan's Indicators in the Gender Inequality Index

Dimension	Indicator	Data year	Value
Reproductive Health	Maternal mortality rate (deaths per 100,000 live births)	2017	10.0
	Adolescent birth rate (births per 1,000 women aged 15–19) (‰)	2021	3.4
Empowerment	Share of seats in parliament (%)	2021	Female: 42.0 Male: 58.0
	Population with at least some secondary education (aged 25 and above) (%)	2021	Female: 83.7 Male: 91.7
Labor Market	Labor force participation rate of persons aged 15 and above (%)	2021	Female: 51.5 Male: 66.9

Source: Human Development Report 2021-22, published by the United Nations Development Programme (UNDP); Ministry of the Interior; Directorate General of Budget, Accounting, and Statistics, Executive Yuan; and Ministry of Health and Welfare.

Note: A lower GII value is more desirable (i.e., a value of 0 indicates zero inequality, while a value of 1 indicates extreme inequality). When Taiwan is included in the ranking, all nations ranking below Taiwan are moved down one place compared to the original report.





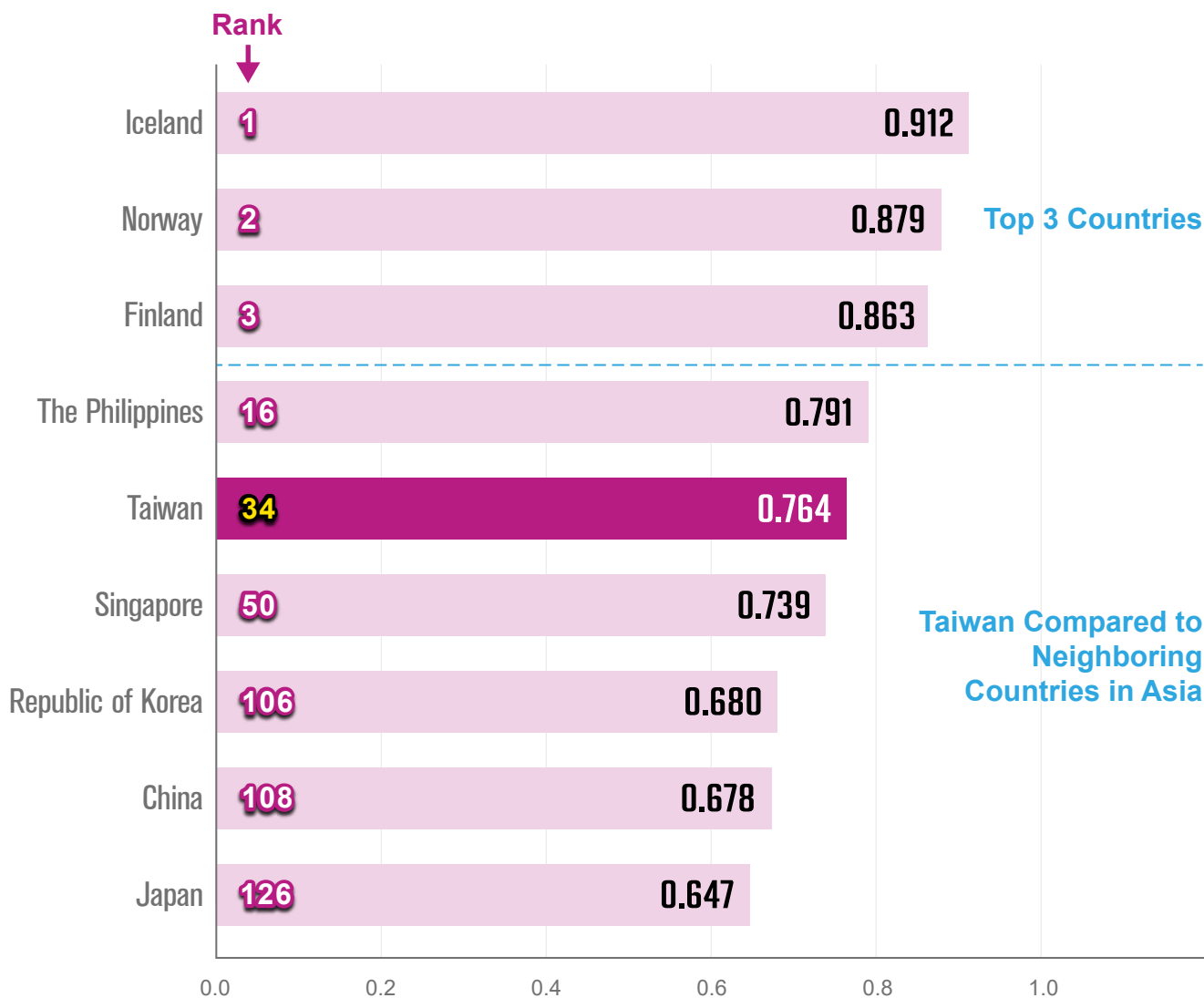
## Gender Gap Index, GGI

### Taiwan ranked 34<sup>th</sup> globally in gender equality in the 2023 Gender Gap Index (GGI), up two places from 2022

The GGI published by the World Economic Forum (WEF) measures the extent of gender-based gaps through 14 variables of four subindexes: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment.

In 2023, the top three countries in the world were, in descending order, Iceland, Norway, and Finland. According to the GGI calculation formula, Taiwan's GGI score was 0.764, ranking 34 compared with the 146 countries in the report, which is up by two places compared with that of 2022. The top three countries in Asia were, in descending order, the Philippines at 0.791 (16<sup>th</sup> out of 147 countries), Taiwan, and Singapore at 0.739 (50<sup>th</sup> out of 147 countries). Among the major Asian neighbors, the Republic of Korea's score was 0.680 (106<sup>th</sup>), China 0.678 (108<sup>th</sup>), and Japan 0.647 (126<sup>th</sup>).

GGI Scores and Rankings of Major Countries, 2023





Based on observations of each subindex, Taiwan's score in Economic Participation and Opportunity was 0.722. Compared with nearby Asian countries, Taiwan's score was lower than that of the Philippines (0.789), Singapore (0.774), and China (0.727), but higher than that of Japan (0.597) and the Republic of Korea (0.561). In terms of Educational Attainment, Taiwan's score was 0.998, which is lower than that of the Philippines (0.999), but higher than that of Singapore (0.993), Japan (0.997), the Republic of Korea (0.977), and China (0.935). Taiwan's score in Health and Survival was 0.969, which is lower than that of the Republic of Korea (0.976), Japan (0.973), and Singapore (0.971), and higher than that of the Philippines (0.968) and China (0.937). Taiwan's score in Political Empowerment was 0.366, which is lower than that of the Philippines (0.409), but higher than that of Singapore (0.220), the Republic of Korea (0.169), China (0.114), and Japan (0.057). Overall, Taiwan ranked 2<sup>nd</sup> in Asia (the Philippines rank 1<sup>st</sup>), and achieved a better performance in Political Empowerment in the four subindexes.

### Taiwan's Indices in the Gender Gap Index

Subindex	Calculation results	Indicator
<b>Economic Participation and Opportunity</b>	0.722	Labor force participation rate, wage equality for similar work, estimated earned income, legislators, senior officials & managers, and professional and technical workers
<b>Educational Attainment</b>	0.998	Literacy rate, enrollment rate in primary education and secondary & higher education
<b>Health and Survival</b>	0.969	Sex ratio at birth, healthy life expectancy
<b>Political Empowerment</b>	0.366	Women in parliament, women in ministerial positions, years with female head of state

Source: Global Gender Gap Report 2023, World Economic Forum; Department of Gender Equality, Executive Yuan.

Note:

1. The GGI score is the sum of two stages, calculated by converting the male and female data of each variable into female-to-male ratios (male = 1), then calculating by multiplying by the weights to get four subindex scores. The scores of the four subindexes are then averaged to get the overall index score. The subindex score and overall index score both fall between 0 and 1. The closer the score is to 1, the smaller the gender gap.
2. When Taiwan is included in the ranking, all nations scoring equally or below Taiwan are moved down one place compared to the original report.
3. The WEF 2023 Report explains the definition of the updated variable "share of women in ministerial positions." This variable only accounts for cabinet members in ministerial positions and does not include "non-cabinet members" and "cabinet members who are not heads of ministries/agencies." Therefore, only the heads of second-level agencies of the Executive Yuan are included in the calculation for Taiwan's scores.

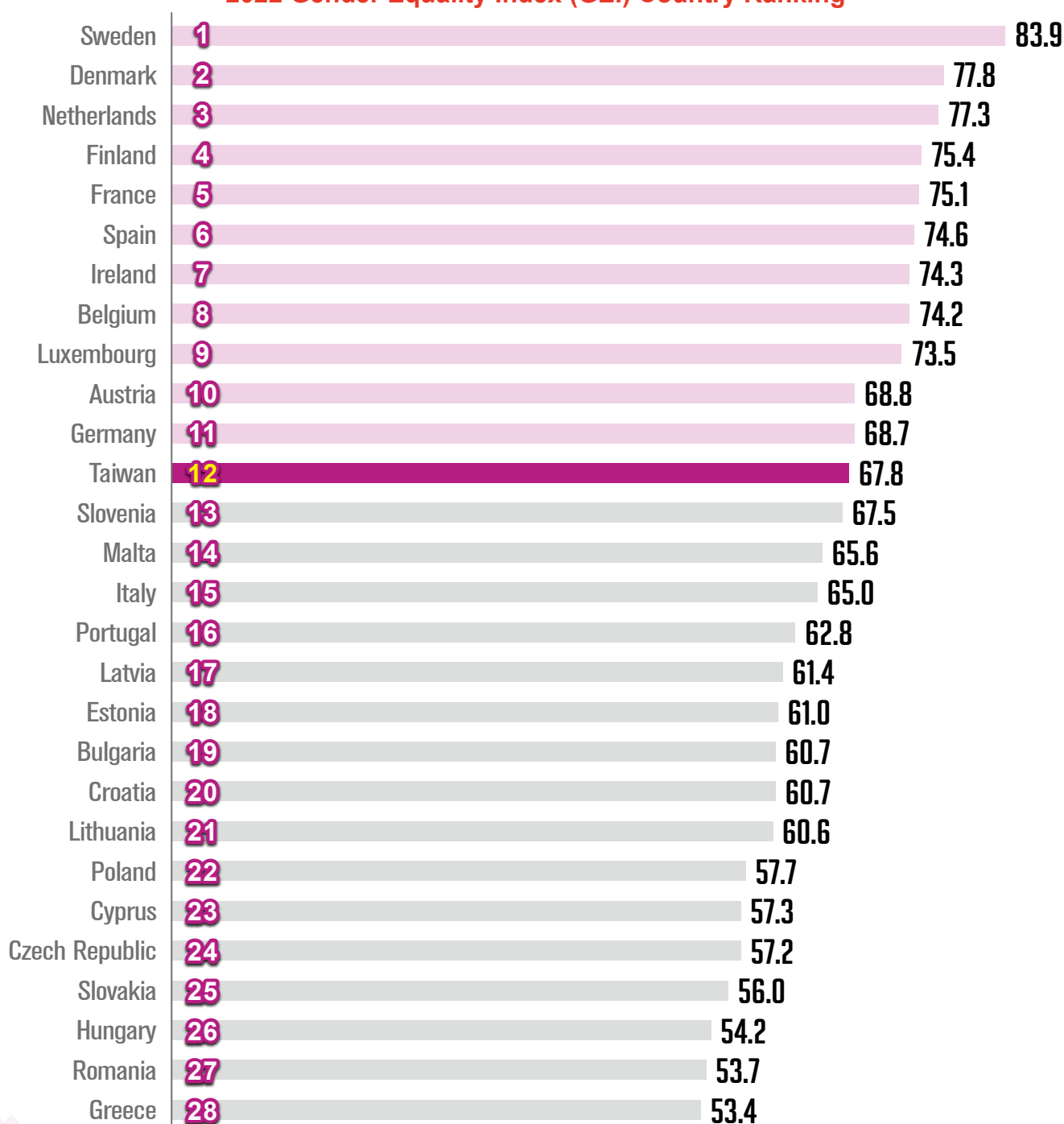


## ■ Gender Equality Index, GEI

### Development of gender equality in Taiwan evaluated based on the EU “Gender Equality Index” (GEI) for the first time, ranking 12<sup>th</sup> in 2022

The Gender Equality Index (GEI) published by the European Institute for Gender Equality includes 31 indicators in six core domains (work, money, knowledge, time, power, and health), as well as two satellite domains (violence and intersecting inequalities), totaling 11 indicators, to evaluate the development of gender equality in EU member states. Taiwan used domestic data for the GEI calculation for the first time. In 2022, the top three EU countries were Sweden, Denmark, and the Netherlands. Taiwan's score was 67.8 points, which is close to the average score of the EU. When compared with the 27 member states of the EU, Taiwan ranked 12<sup>th</sup>.

2022 Gender Equality Index (GEI) Country Ranking



Source: “Gender Equality Index 2022” of the European Institute for Gender Equality, Department of Gender Equality, Executive Yuan.

In terms of core domains, Taiwan's GEI scores in “knowledge,” “time,” and “money” in 2022 were higher than the average scores of EU member states. In the “knowledge” domain, Taiwan scored 69.4 points, which is 6.9 points higher than the average score of EU member states (62.5 points). Taiwan scored 70.2 points in the “time” domain, which is 5.3 points higher than the average score of EU member states (64.9 points). Taiwan scored 84.3 points in the “money” domain, which is 1.7 points higher than the average score of EU member states (82.6 points).

Taiwan is trailing EU member states in the 2022 GEI in domains including “health,” “power,” and “work.” In the “health” domain, Taiwan scored 79.4 points in 2022, which is 9.3 points lower than the average score of EU member states (88.7 points). In the “power” domain, Taiwan scored 48.2 points, which is nine points lower than the average score of EU member states (57.2 points). In the “work” domain, Taiwan scored 69.7 points, which is two points lower than the average score of EU member states (71.7 points).

### Taiwan’s Indicators in the EU Gender Equality Index

Domain	Taiwan’s Score	Indicator
Work	69.7	<ul style="list-style-type: none"> <li>① Full-time equivalent employment rate</li> <li>② Duration of working life</li> <li>③ Employed people in education, human health and social work activities</li> <li>④ Ability to take one hour or two off during working hours to take care of personal or family matters</li> <li>⑤ Career Prospects Index</li> </ul>
Money	84.3	<ul style="list-style-type: none"> <li>① Mean monthly earnings</li> <li>② Mean equivalised net income (purchasing power standard)</li> <li>③ Not at risk of poverty</li> <li>④ Income distribution S20/S80</li> </ul>
Knowledge	69.4	<ul style="list-style-type: none"> <li>① Graduates of tertiary education</li> <li>② People participating in formal or non-formal education and training</li> <li>③ Tertiary students in the fields of education, health and welfare, humanities and arts</li> </ul>
Time	70.2	<ul style="list-style-type: none"> <li>① People caring for and educating their children or grandchildren, elderly people or people with disabilities, every day</li> <li>② People doing cooking and/or housework, every day</li> <li>③ Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week</li> <li>④ Workers involved in voluntary or charitable activities, at least once a month</li> </ul>
Power	48.2	<ul style="list-style-type: none"> <li>① Share of president and ministers</li> <li>② Share of members of the parliament</li> <li>③ Share of members of regional assemblies</li> <li>④ Share of members of boards in largest quoted companies, supervisory board or board of directors</li> </ul>



Domain	Taiwan's Score	Indicator
Power	48.2	⑤ Share of board members of central bank ⑥ Share of members of public research funding ⑦ Share of board members of publicly owned broadcasting organizations ⑧ Share of members of highest decision-making body of the national Olympic sport organizations
Health	79.4	① Self-perceived health ② Life expectancy in absolute value at birth ③ Healthy life years in absolute value at birth ④ People who don't smoke and are not involved in harmful drinking ⑤ People doing physical activities and/or consuming fruits and vegetables ⑥ Population without unmet needs for medical examination ⑦ Population without unmet needs for dental examination

Source: "Gender Equality Index 2022" of the European Institute for Gender Equality, Department of Gender Equality, Executive Yuan.

Note:

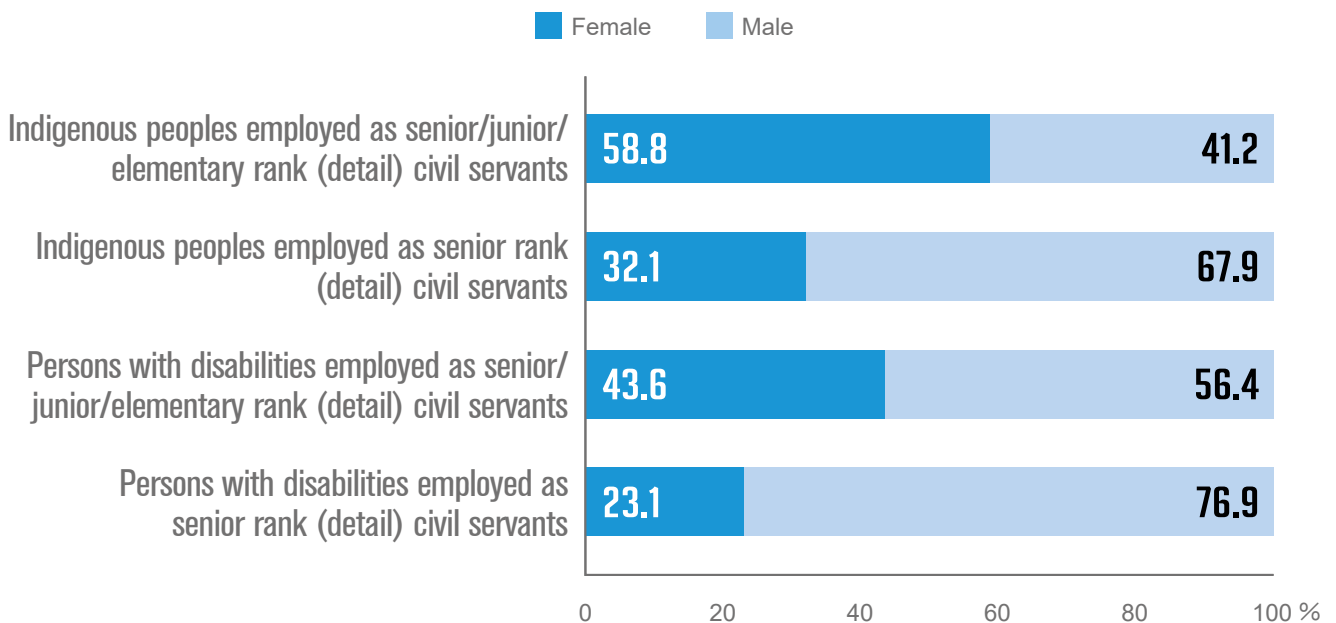
1. The score is between one and 100 points. A higher score indicates superior performance.
2. The two satellite domains include "violence" and "intersecting inequalities." The domain of "violence" includes 11 indicators. The domain of Intersecting inequalities is determined based on the intersectionality analysis of the evaluation indicators to gain a deeper understanding of the vulnerable groups. As the subject of the survey for violence in EU GEI is women, there is a gap between the formulas for calculating indicators for men and women in core domains. Therefore, violence in GEI was not included in score calculation. As there is a slight difference between Taiwan's existing data on violence and the related measurement indicators for the "violence" domain in the GEI, the competent authority has been requested to include GEI questions for future official surveys to align with international standards, ensure comprehensive collection of statistics for measuring violence, and use them as references for planning future policies and setting improvement measures.

# 1. Power, Decision-Making, and Influence

## ■ Proportions of indigenous women and women with disabilities employed as senior rank (detail) civil servants are both lower than those of men

Among the 10,133 senior rank (detail) civil servants in 2022, 56 and 156 were indigenous peoples and persons with disabilities, respectively, both of which accounted for less than 2%, and only 18 and 36 women were in these two groups, respectively. According to the statistics of these two groups of civil servants, women represented 58.8% of the 3,556 indigenous peoples employed as senior/junior/elementary rank (detail) civil servants, which is more than men at 41.2%, but they only represented 32.1% of senior rank (detail) civil servants. Women with disabilities represented 43.6% of the 5,258 senior/junior/elementary rank (detail) civil servants and 23.1% of senior rank (detail) civil servants. These numbers show a lower representation than men in senior rank (detail) civil servants for these two groups, as well as a lower representation than women in the total civil servants and the national average for women among senior rank (detail) civil servants (39.1%).

**Proportion of People with Disabilities and Indigenous Peoples Employed as Senior Rank (Detail) Civil Servants, by Sex, 2022**



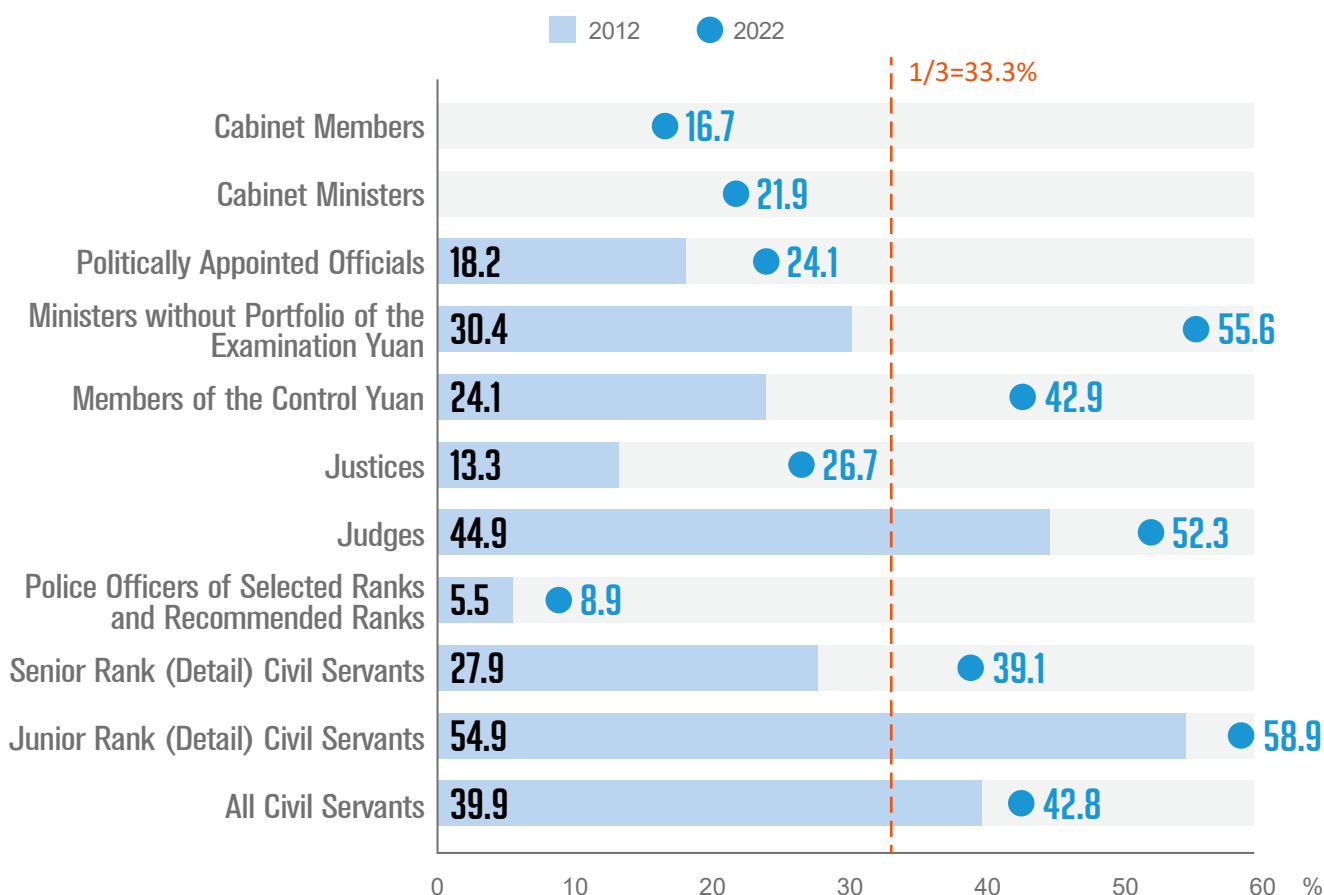
Source: Ministry of Civil Service.



## ■ Over the past decade, the percentage of women in the decision-making government sector has increased; power and influence gap between men and women in national affairs has gradually narrowed

In order to increase opportunities and channels for women to participate in decision-making, the government sector continues to promote the one-third gender rule based on the principle of proportionality. According to statistics compiled in January 2023, the proportion of women among cabinet members (16.7%) and female ministers (21.9%) fell considerably short of the one-third gender rule. Female politically appointed officials were at 24.1% in 2022, still less than one-third. As for decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan, women accounted for over 50% of the Ministers without Portfolio of the Examination Yuan and judges, over 40% of the members of the Control Yuan, but only 26.7% of justices. Women only accounted for 8.9% of the selected rank police officers and recommended rank police officers. As for civil servants, women accounted for 42.8% of all civil servants in Taiwan and 39.1% of all senior rank (detail) civil servants. Meanwhile, women accounted for 41.1% of civil servants at the director level. As of October 2023, women account for 19.6% of second-level agency political deputy ministers, 32.1% of second-level agency administrative deputy ministers, 31.0% of chiefs of staff, 36.5% of directors of first-level units, and 25% of heads of third-level agencies under the Executive Yuan. Among them, female second-level agency political ministers and administrative deputy ministers, and directors of third-level agency ministers have increased from 2022 (1.6-9 percentage points).

### Women in Decision-making in the Government Sector

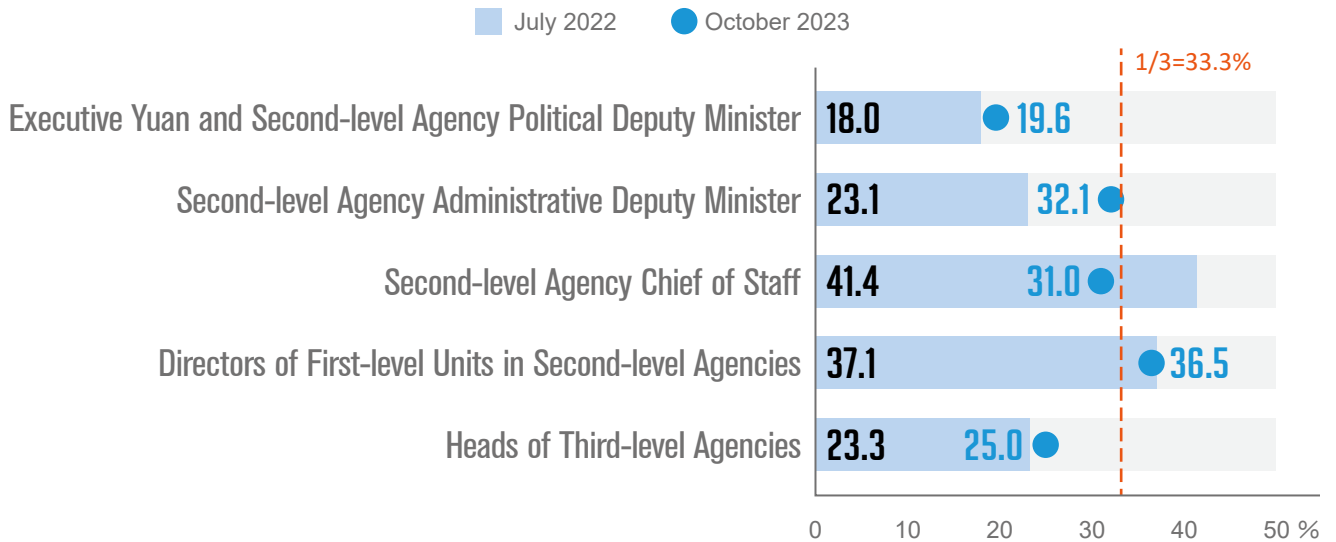


Source: Judicial Yuan; Examination Yuan; Control Yuan; official website of the Executive Yuan; Ministry of Civil Service; Directorate-General of Personnel Administration, Executive Yuan; and National Police Agency, Ministry of the Interior.

Note: Ministers without Portfolio of the Examination Yuan include initial appointments in the current session along with the ministers currently in office without accounting for resignations or transfers. Judges include members of the Commission on the Disciplinary Sanctions of Functionaries (reorganized as the Disciplinary Court as of July 17, 2020) and exclude justices. The numbers of justices

## 1. Power, Decision-Making, and Influence

and judges exclude those with preferential treatment. Cabinet members (according to data collected as of January 2023) include the Premier, Vice Premier, Ministers without Portfolio, Secretary-General, and Spokesperson of the Executive Yuan, as well as the heads of 32 ministries and departments (excluding the Taiwan Council for U.S. Affairs, and the Ill-gotten Party Assets Settlement Committee). Each position is counted only once. Cabinet ministers are defined based on the definitions for "female cabinet ministers" of the Inter-Parliamentary Union (IPU) in 2023. The January 2023 data only include heads of second-level agencies of the Executive Yuan and do not include members of the cabinet, such as the Premier, Vice Premier, Ministers without Portfolio, Secretary-General, and Spokesperson, that fill the positions of ministers.



Source: Directorate-General of Personnel Administration, Executive Yuan.

Note:

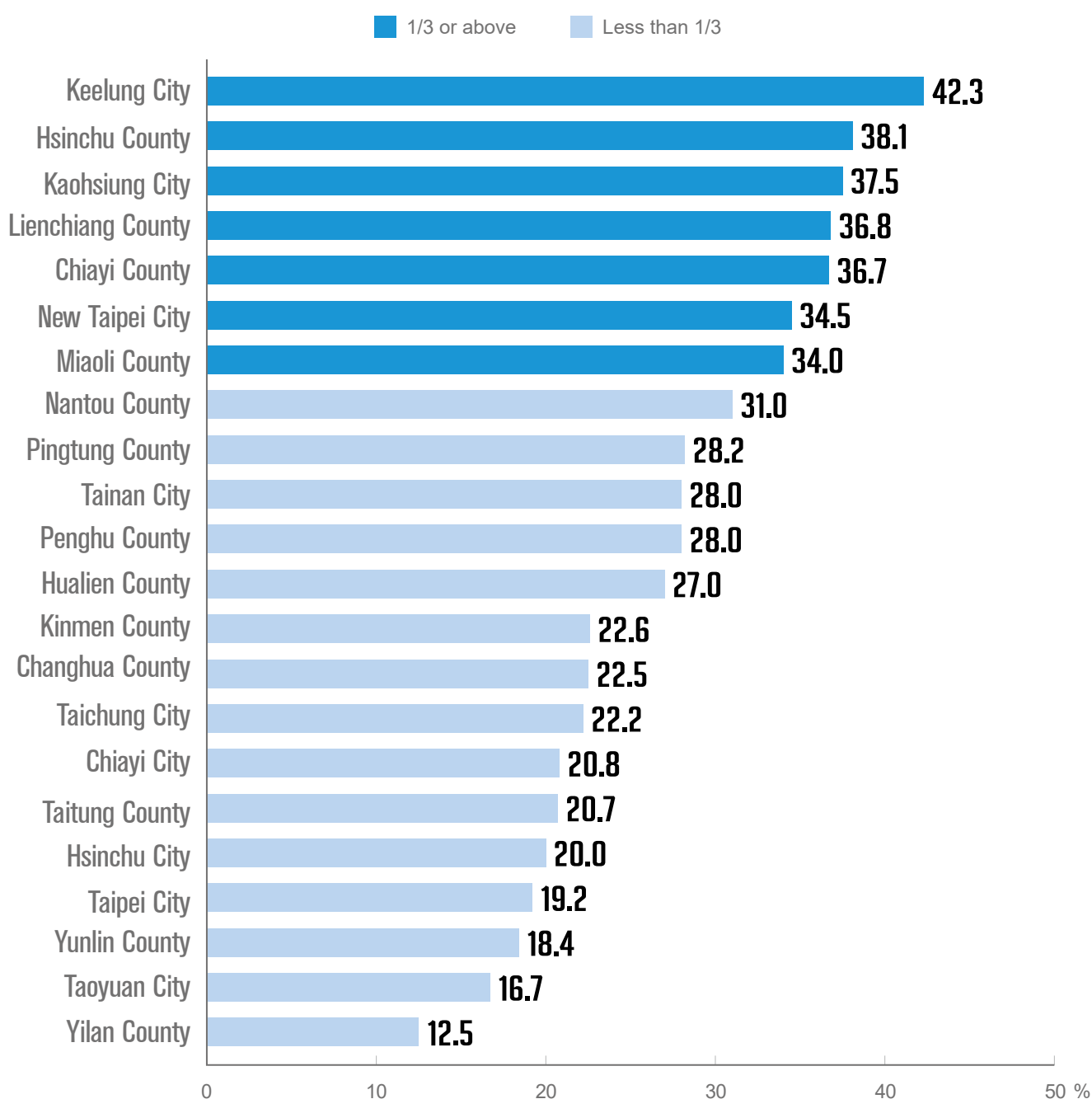
1. The political deputy ministers of second-level agencies of the Executive Yuan include the Political Deputy Secretary-General, Political Deputy Ministers of its second-level agencies and equivalent central second-level independent agencies, but do not include the Taiwan Council for US Affairs. Each position is counted only once. (The Ill-gotten Party Assets Settlement Committee and Taiwan Transportation Safety Board are third-level agencies).
2. Administrative Deputy Ministers and chiefs of staff are deputy administrative heads and chiefs of staff of the second-level agencies of the Executive Yuan and equivalent central-level independent agencies. They do not include the Taiwan Council for US Affairs. Each position is counted only once. (The Ill-gotten Party Assets Settlement Committee is a third-level agency)
3. The heads of second-level agencies of the Executive Yuan are the heads of the second-level agencies of the Executive Yuan and heads of first-level units of equivalent central second-level independent agencies (including centralized personnel), but do not include the Taiwan Council for US Affairs, Ill-gotten Party Assets Settlement Committee, Taiwan Transportation Safety Board, and overseas offices. Each position is counted only once.



## ■ Significant improvements need to be made to bridge the gender gap of the heads of first-level units and subordinate agencies of local governments

As of the end of 2022, women accounted for 27.2% of the heads of first-level agencies and subordinate agencies of local governments, which is an increase of 5.2 percentage points compared to 2016 (22.0%). In particular, women accounted for over one-third of officials in the governments of Keelung City, Hsinchu County, Kaohsiung City, Lienchiang County, Chiayi County, New Taipei City, and Miaoli County, while accounting for less than 20% of official positions in the governments of Taipei City, Yunlin County, Taoyuan City, and Yilan County.

### Overview of Women as the Heads of First-Level Agencies and Subordinate Agencies of Local Governments, 2022



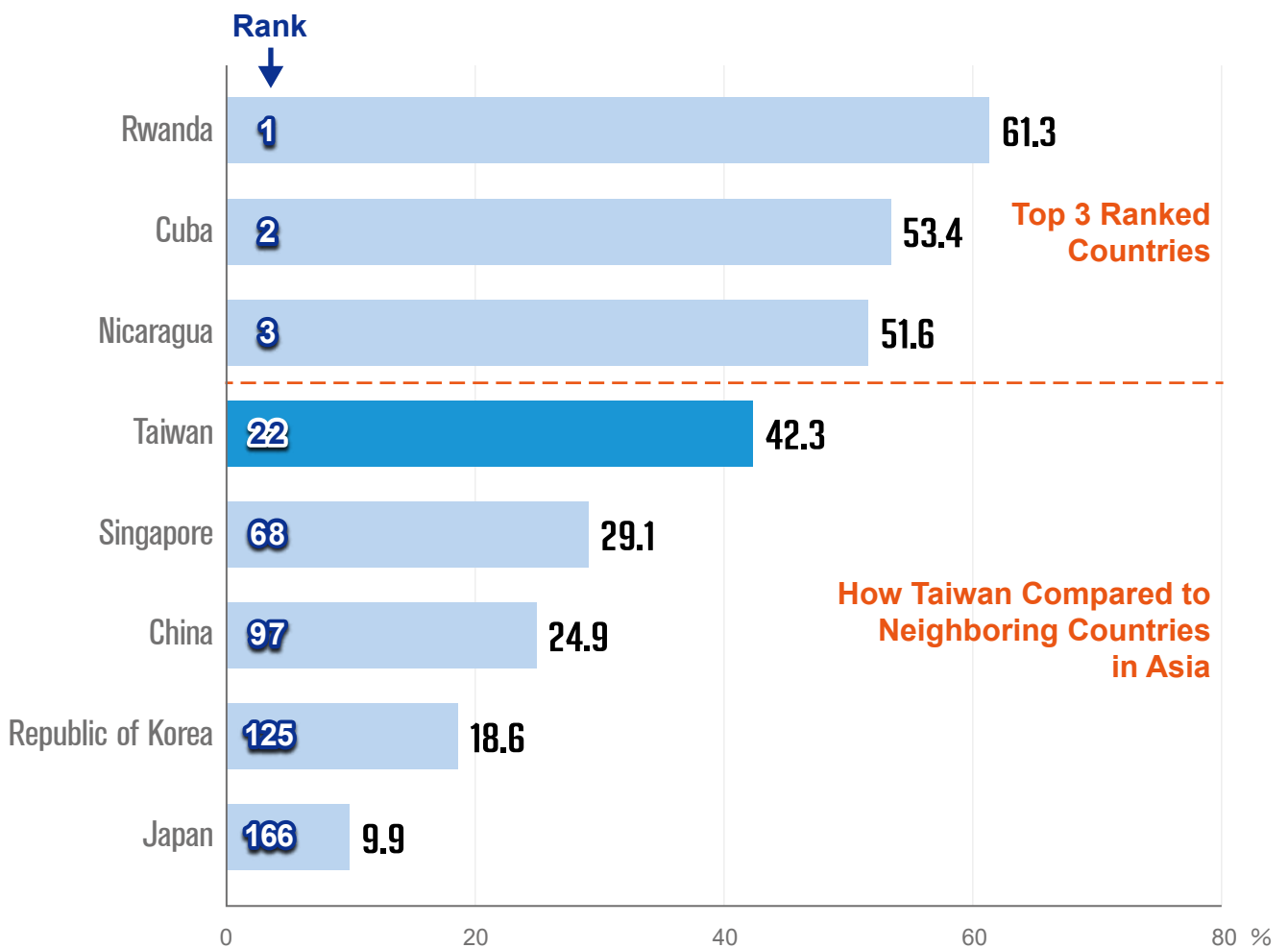
Source: Directorate-General of Personnel Administration, Executive Yuan.



## Taiwan's share of seats held by women in parliament has exceeded 40%

To encourage women's participation in politics, Taiwan's electoral system includes reserved seats for women. Taiwan's proportion of female legislators was 42.3% as of the end of 2022. According to World Bank statistics, female legislators accounted for less than 20% of the legislatures in 38% of the 187 countries surveyed in 2022 (71 countries). Rwanda, Cuba, and Nicaragua had the highest proportion of female legislators, at over 50% each. If data from Taiwan is added to these statistics, Taiwan would rank 22nd worldwide and first in Asia. Notably, after the by-election for the vacancy in the 10th Legislative Yuan held in March 2023, the proportion of female legislators reached 42.9%.

Share of Seats Held by Women in Parliament of Major Countries, 2022



Source: The World Bank; Ministry of the Interior.

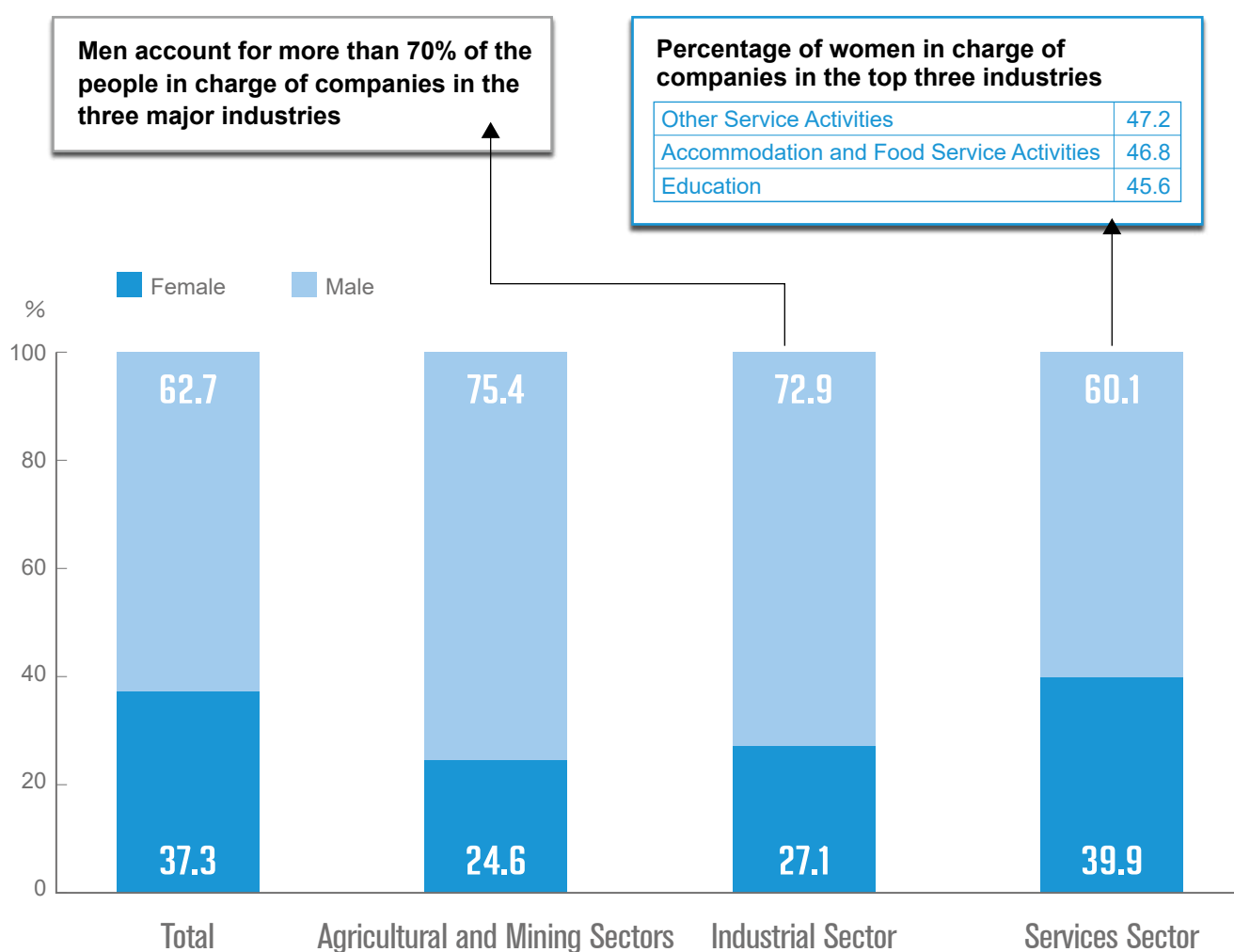
Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.



## ■ Numbers of women serving as legal representatives of small and medium enterprises have continued to increase; roles of women in economic participation and decision-making levels are expanding

Small and medium enterprises (SMEs) play a pivotal role in Taiwan's economy. With respect to the gender proportion of legal representatives of SMEs in Taiwan in 2022, approximately 603,000 companies (37.3% of the total) were headed by women, an increase of approximately 129,000 companies compared to 2012, which is an increase of more than 27%. In terms of industry type, women accounted for nearly 40% of companies' responsible persons in the service sector, which is higher than the 24.6% of the agricultural and mining sectors and the 27.1% of the industrial sector. Female responsible persons accounted for 35% or more in many sectors in the service industry. The top three industries in terms of the proportion of female responsible persons were, in descending order, other service activities (47.2%), accommodation and food service activities (46.8%), and education (45.6%).

### Overview of Persons in Charge of Small and Medium Enterprises, 2022



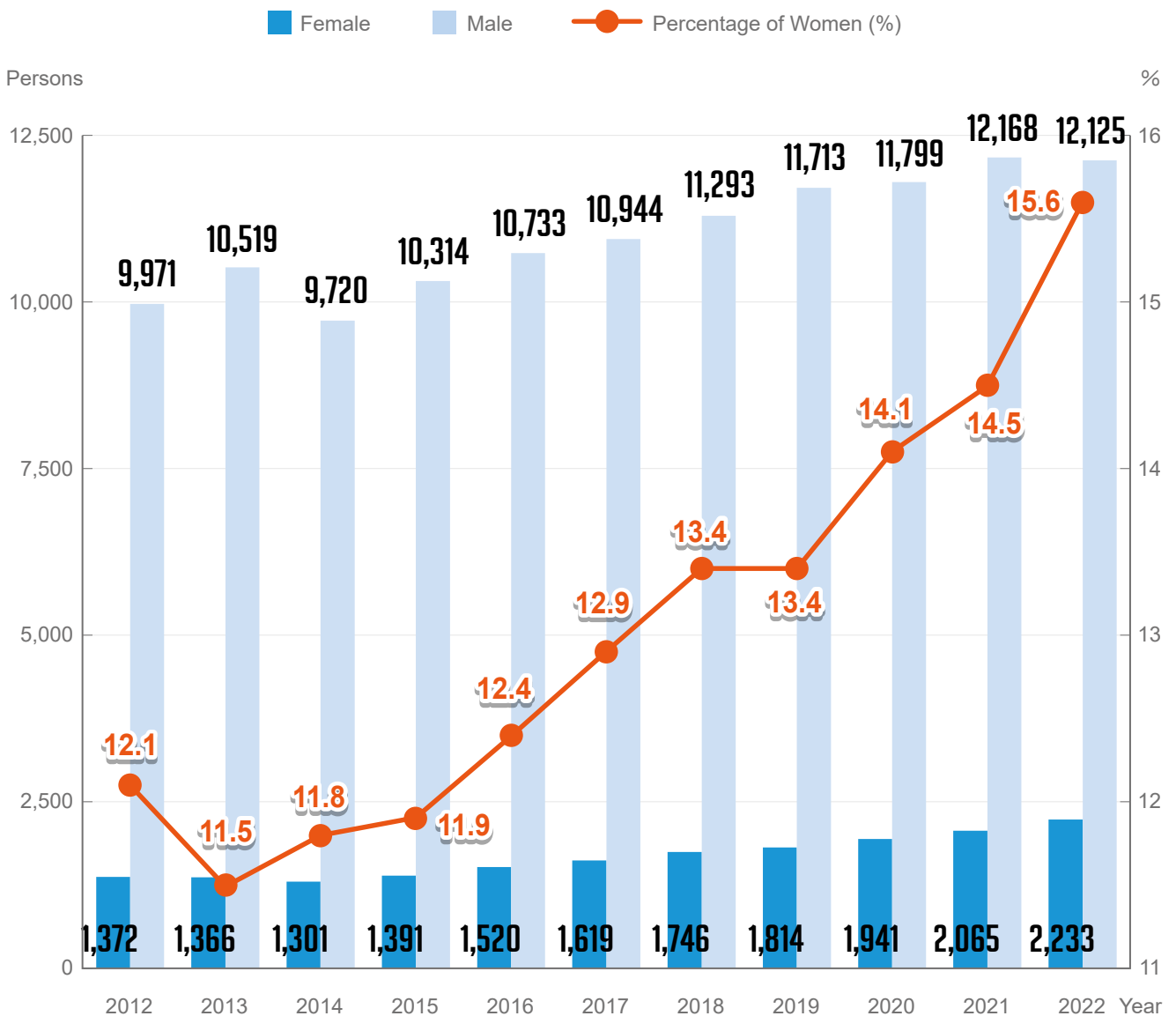
Source: Ministry of Economic Affairs.

Note: Cases where the responsible person of a small and medium enterprise is a legal entity or foreign individual are left out of the statistics. Agricultural and mining sectors include "Agriculture, Forestry, Fishing and Animal Husbandry, Mining and Quarrying." Industrial sector includes "Manufacturing," "Electricity and Gas Supply, Water Supply and Remediation Services," and "Construction." Services sector includes "Wholesale and Retail Trade," "Transportation and Storage," "Accommodation and Food Services," "Publication, Information and Communication," "Finance and Insurance Activities," "Real Estate Activities," "Professional, Scientific and Technical Activities," "Support Service Activities," "Education," "Human Health and Social Work Activities," "Arts, Entertainment and Recreation," and "Other Service Activities."

**■ The proportion of female directors at TWSE- and TPEX-listed companies has increased slightly but is still far behind that of men**

In 2022, there were 2,233 female directors of TWSE- and TPEX-listed companies, accounting for 15.6% of the total; whereas there were 12,125 male directors, or 84.4% of the total. Compared with 2012, this represents an increase of 861 female directors, or an increase of 3.5 percentage points; but the ratio of women to men is still low, showing that a gender gap remains at the decision-making level of TWSE- and TPEX-listed companies.

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



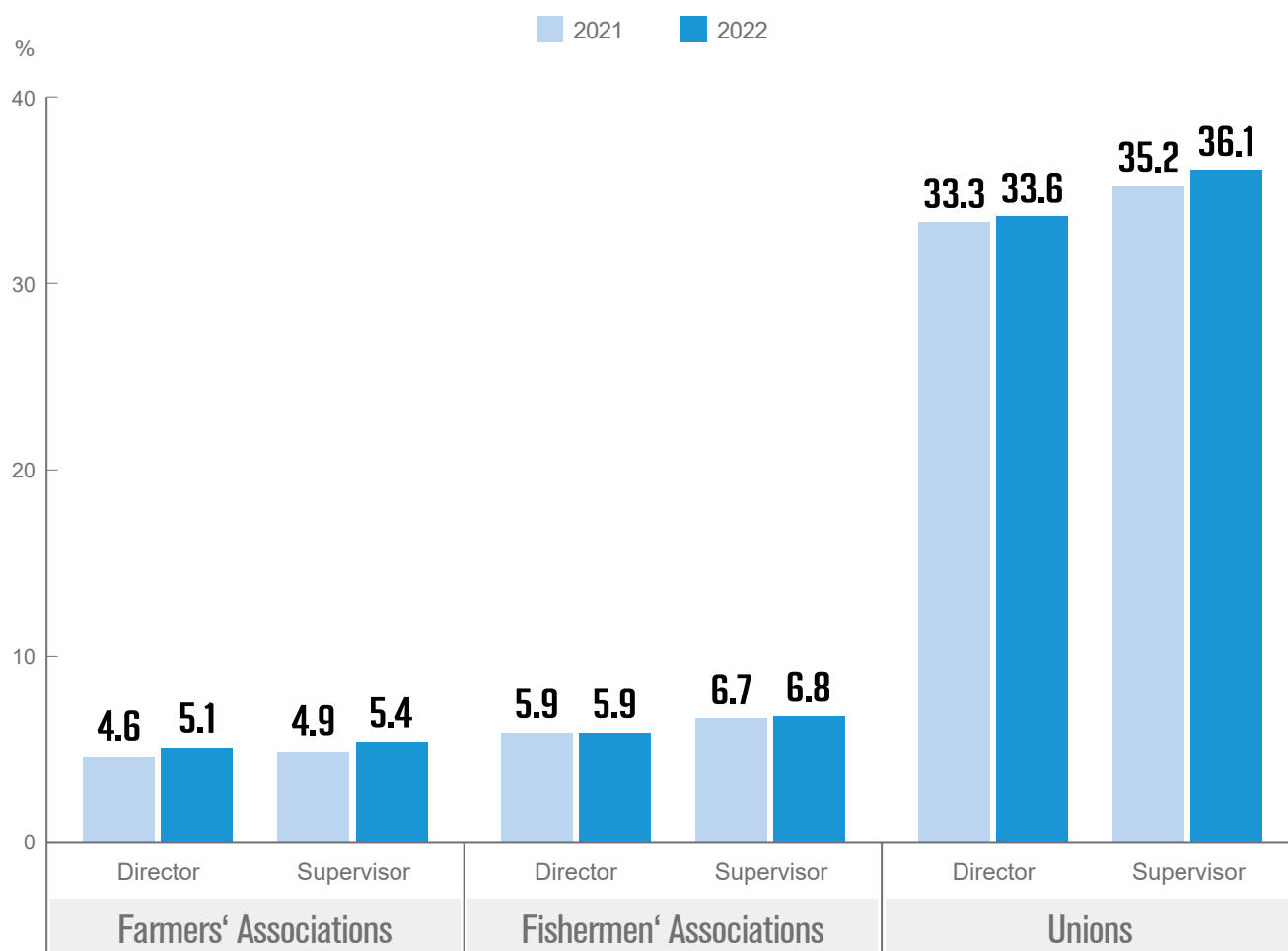
Source: Financial Supervisory Commission.



## ■ Proportion of women in decision-making positions in social organizations still falls far behind that of men

In 2022, women accounted for 33.7%, 50.2%, and 48.8% of members in farmers' associations, fishermen's associations, and labor unions, respectively. In farmers' associations, women accounted for 5.1% and 5.4% of directors and supervisors, respectively; in fishermen's associations, women accounted for 5.9% and 6.8% of directors and supervisors, respectively. This shows that the percentages of women serving as directors and supervisors have increased overall since 2021, except for the number of female directors of fishermen's associations, which remains the same. However, there are still large gender gaps that have a lot of room for improvement. As for labor unions, in 2022, 33.6% and 36.1% of their directors and supervisors were women, thus fulfilling the one-third gender rule. In particular, the number of female directors increased by 0.3 percentage points, while that of female supervisors increased by 0.9 percentage points.

### Percentage of Female Directors and Supervisors in Farmers' Associations, Fishermen's Associations and Labor Unions



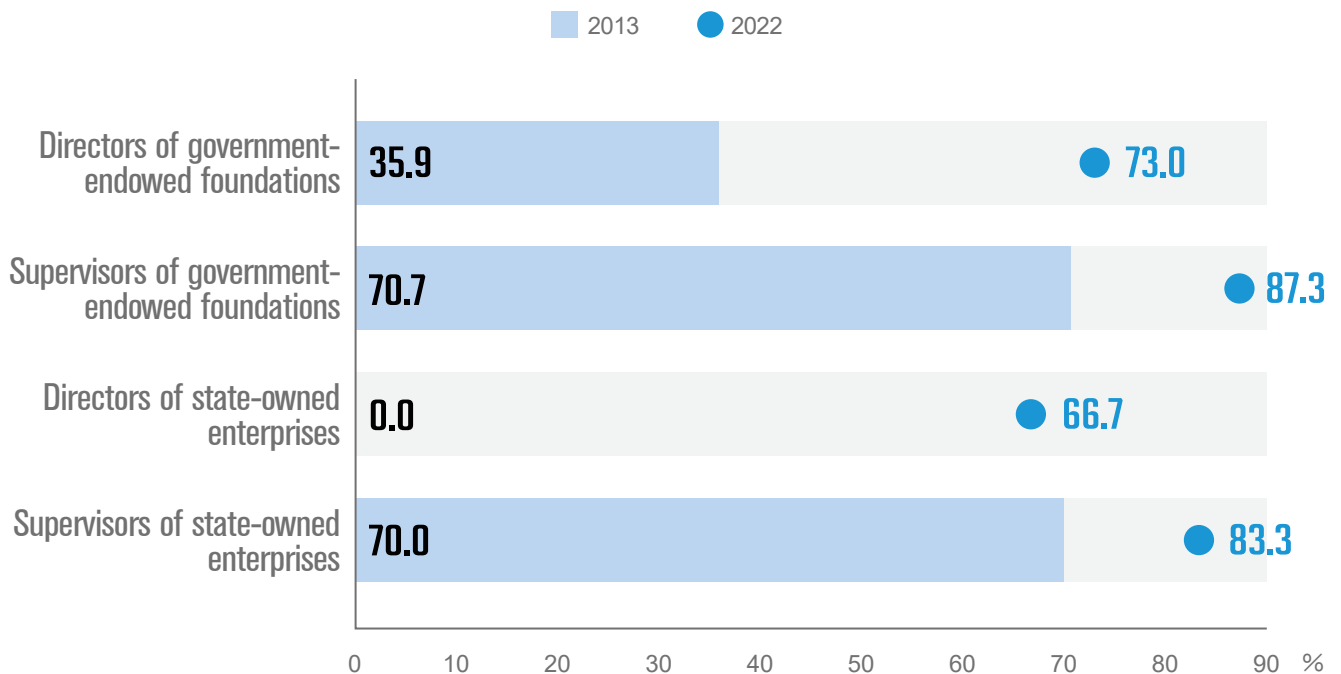
Source: Ministry of Agriculture, Ministry of Labor.

Note: The numbers of union directors and supervisors have been counted separately since 2021.

## ■ Percentage of director/supervisor positions of government-endowed foundations and state-owned enterprises adhering to the one-third gender rule continues to improve

According to the 2022 statistics, 73% of the government-endowed foundations and two-thirds of the state-owned enterprises achieved a one-third gender ratio for their directors. In addition, more than 80% of the government-endowed foundations and state-owned enterprises achieved a one-third gender ratio for their supervisors, with a doubling of the percentage of foundations from 35.9% in 2013 to 73%, and an increase of 16.6% for that of supervisors from 70.7% to 87.3%. The ratios achieved by state-owned enterprises also increased from 0% in 2013 to 66.7% for directors, and from 70.0% to 83.3% for supervisors.

### Percentage of Director/Supervisor Positions of Government-Endowed Foundations and State-Owned Enterprises Adhering to the One-Third Gender Rule



Source: Directorate-General of Personnel Administration, Executive Yuan; Department of Gender Equality, Executive Yuan.

Note: The audit committee has been included in the tally of supervisors of state-owned enterprises since December 2019.

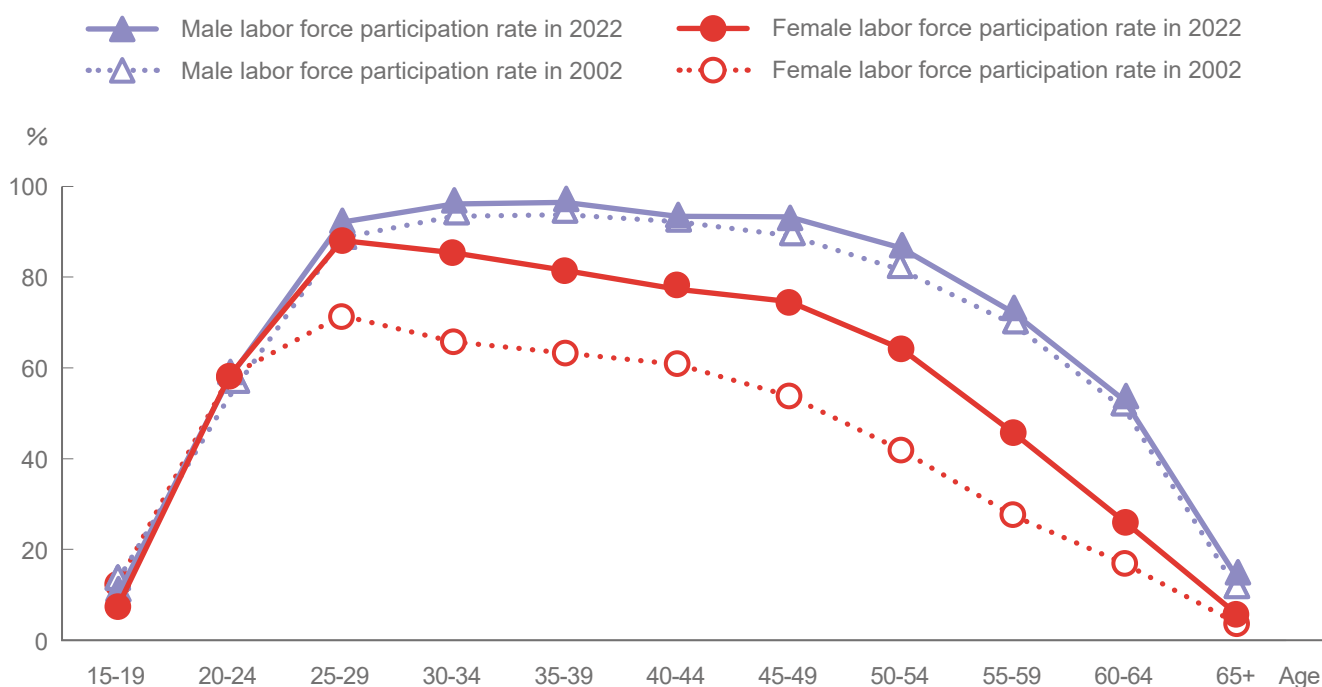


## 2. Employment, Economy, and Welfare

■ **The female labor force participation rate in Taiwan has decreased for the 15-19 age group in the last 20 years but risen for all other age groups, especially middle-aged and senior citizens; the female labor force participation rate has gradually decreased for women above 30 as they age but the decrease has slowed**

According to data on long-term trends, the female labor force participation rate in the last 20 years has decreased for the 15-19 age group and increased slightly for the 20-24 age group as education improves and they choose to extend their period of studies, but there has been a significant increase for all other age groups. The shift in the female labor force participation rate was particularly prominent for the 50-54 and 45-49 age groups, which has risen by 22.7% and 21.2%, respectively, in the last 20 years. The labor force participation rate of middle-aged and senior women has increased significantly in recent years, and the female labor force participation rate for the 30-34 age group has also increased by 20%. The female labor force participation rate has decreased for age groups of 30 and above, but the rate of the decrease has slowed. The male labor force participation rate has risen slightly in the last 20 years for all age groups, with the most significant increase of 5% for the 50-54 age group, followed by 4.2% for the 45-49 age group, and a decrease for the 15-19 age group due to extended education.

### Long-term Trends of Male and Female Labor Force Participation Rate in Taiwan by Age Group

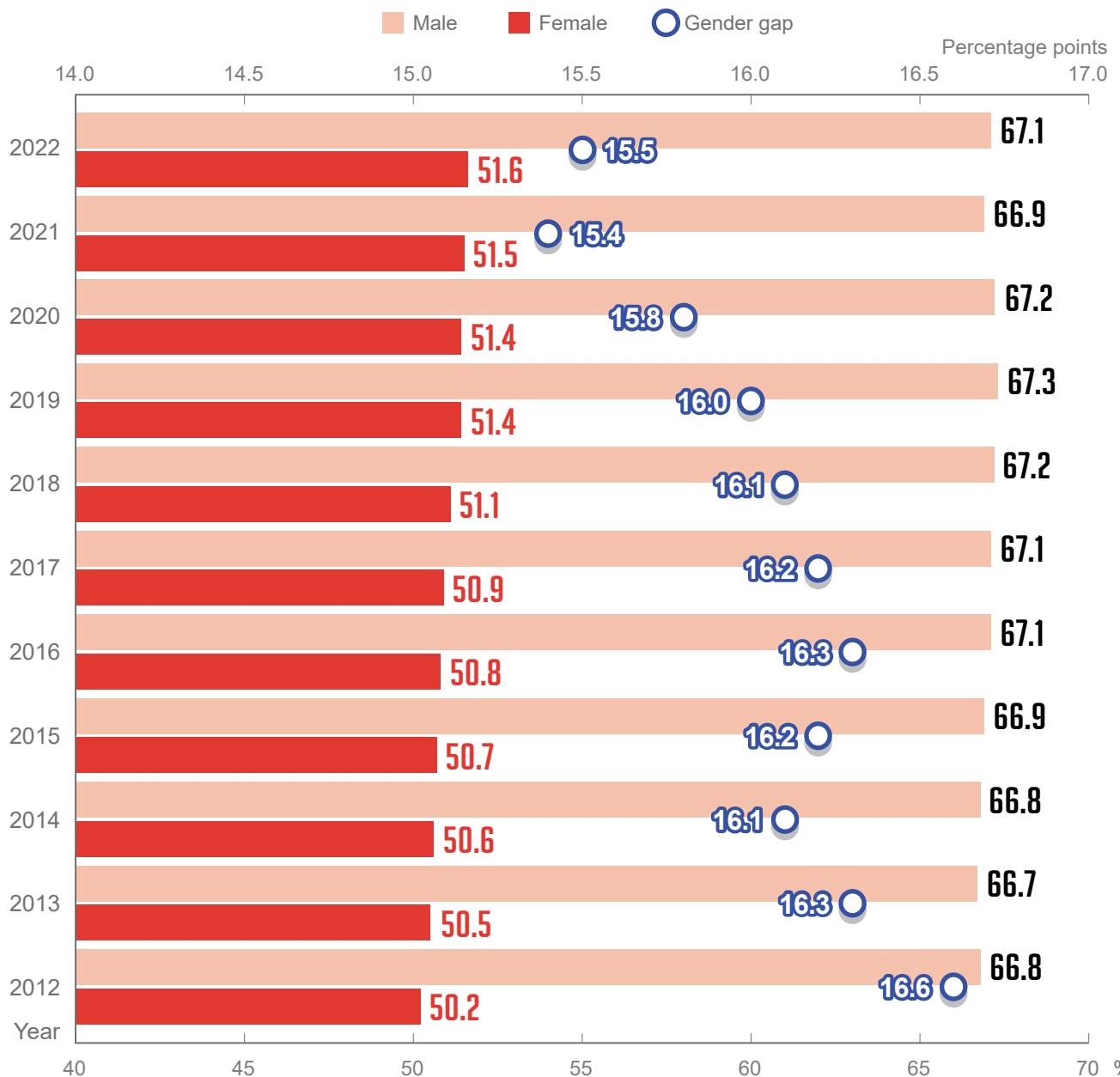


Source: Directorate-General of Budget, Accounting and Statistics, Executive Yuan.

## Taiwan's female labor force participation rate has been steadily growing over the years, with gender gap being progressively narrowed

In 2022, Taiwan's male labor force participation rate was 67.1%, 0.3 percentage points higher than that of 2012. In 2022, Taiwan's female labor force participation rate was 51.6%, 1.4 percentage points higher than that of 2012. Taiwan's female labor force participation rate has historically been lower than that of men, but it has been showing a year-by-year growth trend, while the male labor force participation rate has been fluctuating within the 0.6 percentage-point gap between the peak in 2019 and the low point in 2013. This has led to gradual shrinking of the gender gap in labor force participation, from 16.6 percentage points in 2012 to 15.5 percentage points in 2022. However, the gender gap increased by 0.1 percentage point in 2022 compared with the previous year because the increase for the male labor force was more significant.

Taiwan's Male and Female Labor Force Participation Rates and Gender Gap Over the Years



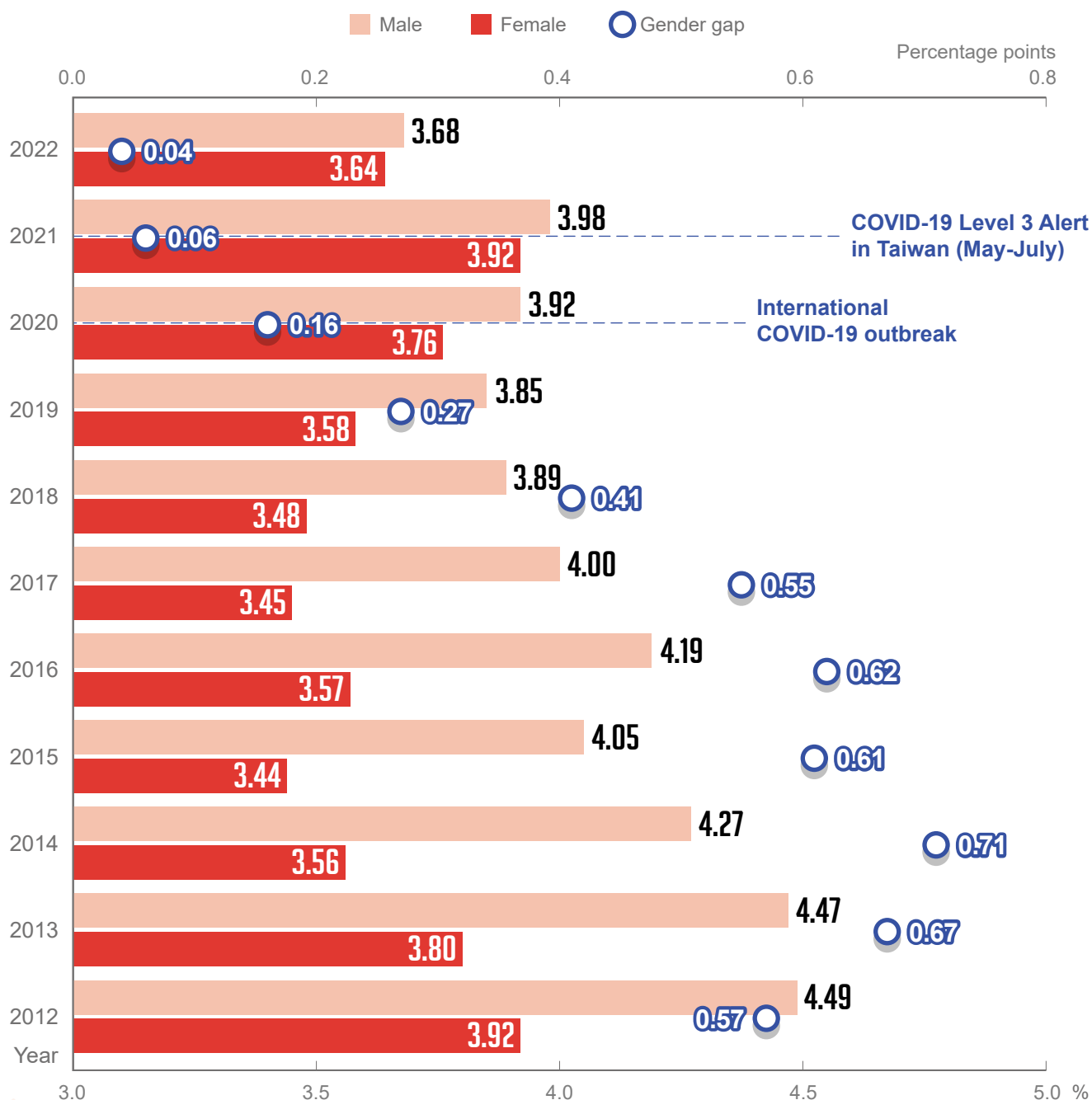
Source: Ministry of Labor; Directorate-General of Budget, Accounting and Statistics, Executive Yuan.



## Taiwan's male unemployment rate has been higher than the female unemployment rate and the gender gap in unemployment rate has decreased over the years

In 2022, the unemployment rate among women in Taiwan was 3.64%, a decrease of 0.28 percentage points from 3.92% in 2012. The lowest unemployment rate among women in the last ten years was 3.44% in 2015; however, since 2018, the female unemployment rate has been on the rise. The unemployment rate among women peaked in 2021 due to the impact of the pandemic but it gradually fell in 2022. The unemployment rate among men dropped from 4.49% in 2012 to 3.68% in 2022, which was 0.81 percentage point lower. The unemployment rate among men has been higher than that of women over the years. However, the gender gap in unemployment rates has shown a narrowing trend in recent years.

### Taiwan's Male and Female Unemployment Rates and Gender Gap Over the Years



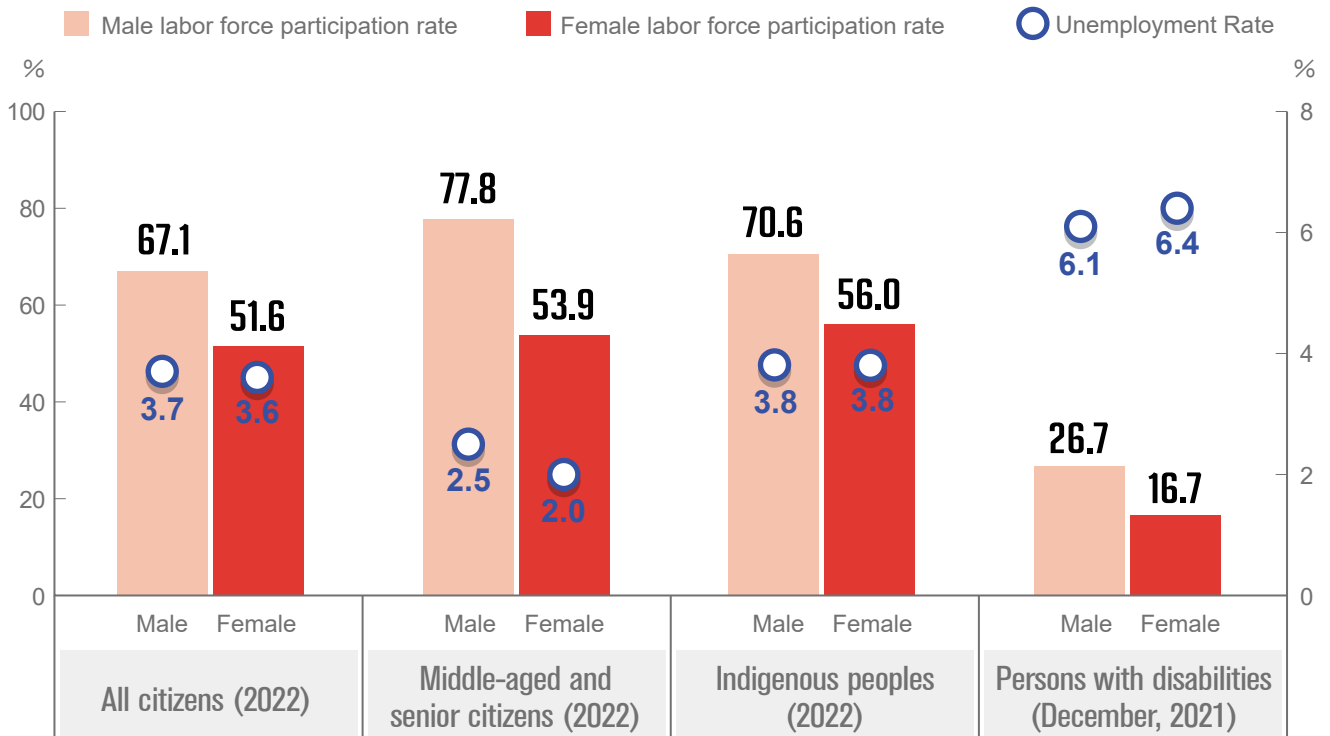
Source: Directorate-General of Budget, Accounting and Statistics, Executive Yuan.



■ **The gender gap in labor force participation rate and unemployment rate was the largest for middle-aged and senior citizens; the labor force participation rate and unemployment rate of women for indigenous peoples were both higher than the national average for women; women with disabilities had lower labor force participation rate and higher unemployment rate compared to the national average for women**

The men’s labor force participation rate was higher than that of women in all groups. The largest gender gap, 23.9 percentage points, was among middle-aged and senior citizens. However, compared with 2012, the participation rate of women among middle-aged and senior citizens rose by 7.9 percentage points (while that of men rose by 2.4 percentage points), indicating a narrowing gender gap in labor force participation for middle-aged and senior citizens over the years. In 2022, the labor force participation rate of women for indigenous peoples was 56%, which was higher than the national female average (51.6%); the labor force participation rate of women with disabilities was 16.7% in December 2021, which was significantly lower than the national average for women. The unemployment rate of persons with disabilities of both genders was higher than that of other groups. The unemployment rate for men for all groups was higher than that of their female counterparts except for the unemployment rate for women with disabilities. The gender gap was the largest for middle-aged and senior citizens at 0.5 percentage point. Male and female indigenous peoples had similar unemployment rates and the gender gap was the lowest.

### Labor Force Participation and Unemployment Rates by Groups and Sex



Source: Manpower Survey, Directorate-General of Budget, Accounting, and Statistics, Executive Yuan; Employment Status Survey of Indigenous Peoples, Council of Indigenous Peoples; Report of Disabled People’s Living Condition and Demand Survey, Ministry of Health and Welfare.

Note:

1. “All citizens” refers to members of the civilian population who are aged 15 and above; “middle-aged and elderly” refers to members of the civilian population from 45 to 64 years of age.
2. “All citizens,” “middle-aged and senior citizens,” and “indigenous peoples” are based on data from 2022; “employed persons with disabilities” is based on data from December 2021.

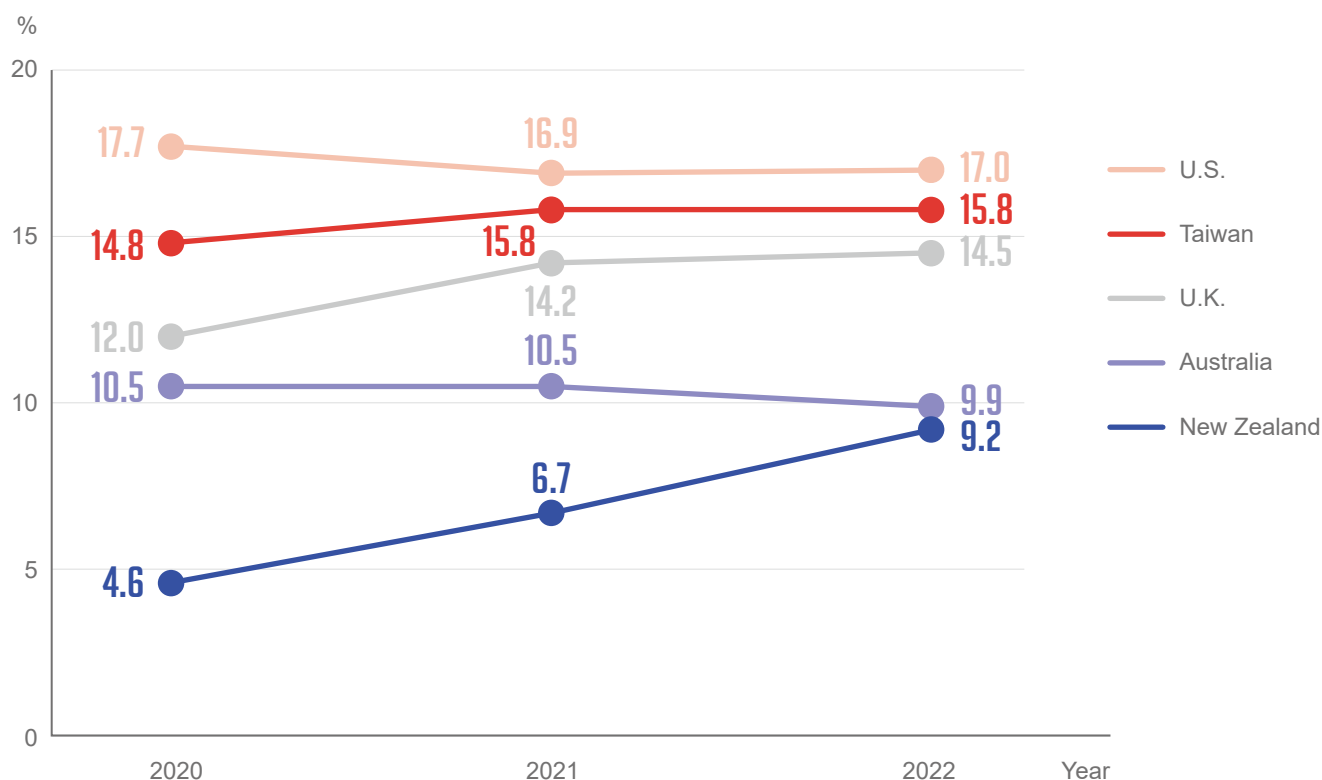




## ■ In Taiwan, the gender gap in hourly earnings remained the same in 2022 compared with the previous year, but the international gender pay gap has increased in the last three years

In 2022, the average total monthly salary of men employed in the industrial and service sectors in Taiwan was NT\$63,219, with an average of 169.7 hours worked per month and hourly earnings of NT\$373/hour; the average total monthly salary of women employed in the industrial and service sectors was NT\$51,636, with an average of 164.6 hours worked per month and hourly earnings of NT\$314/hour, which represented 84.2% of men's average hourly wage with a gender pay gap of 15.8% and it remained the same as 2021. According to the international gender pay gap information published by the Organization for Economic Co-operation and Development (OECD), Taiwan's gender pay gap was close to the average and lower than that of the United States, Japan, and the Republic of Korea, but higher than countries in Europe such as Belgium, Norway, and Denmark, as well as New Zealand, Australia, and the United Kingdom. In terms of the gender pay gap in the United States, United Kingdom, Australia, New Zealand, and Taiwan in the last three years, the gender pay gap only narrowed in Australia and there have been fluctuations or increases in other countries. The increase in the gender pay gap may be attributable to the pandemic.

### Gender Pay Gap in Different Countries



Source: Organization for Economic Co-operation and Development (OECD), Statistical Report on Labor, Ministry of Labor; Employee Earnings Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

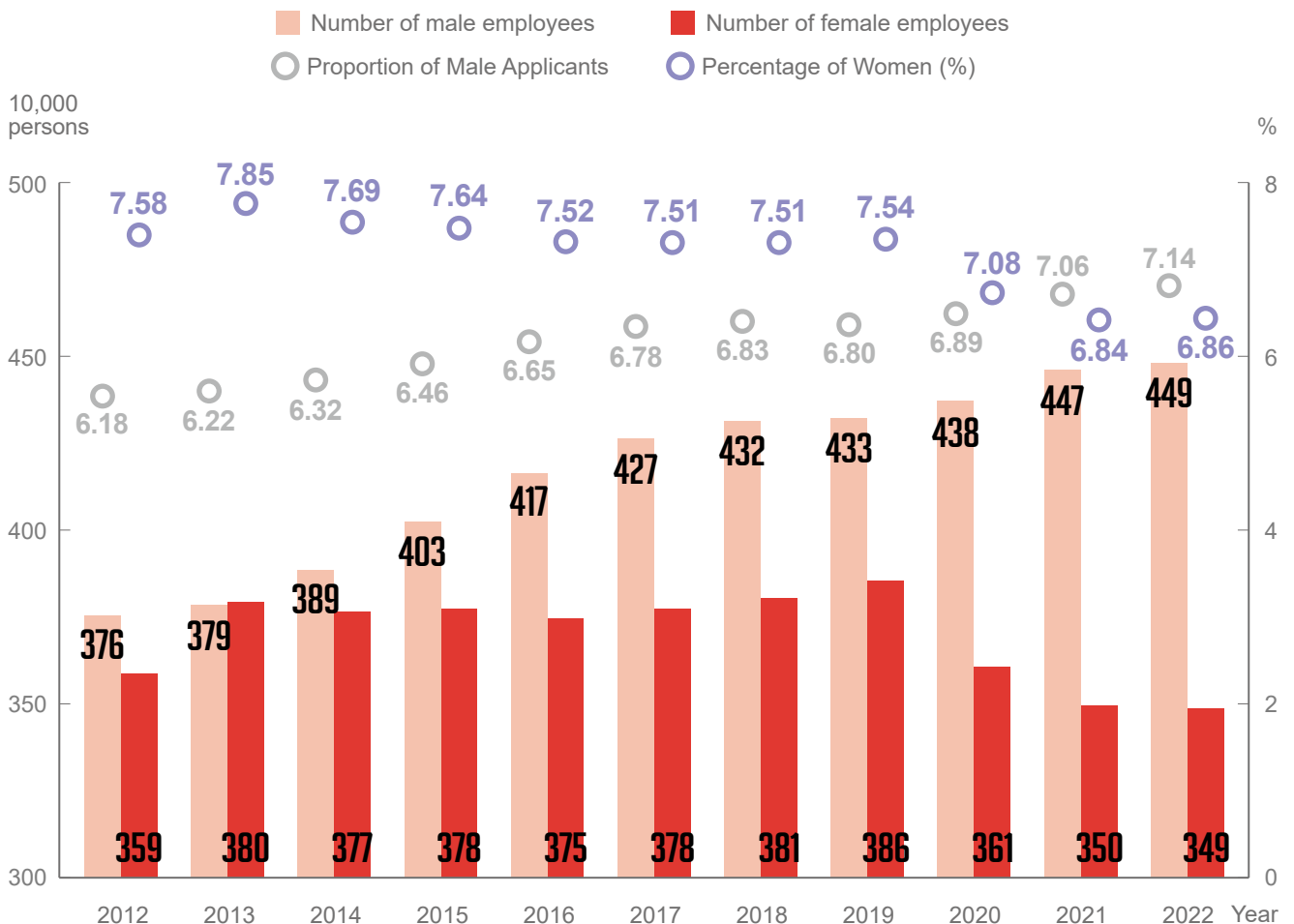
Note:

1. The gender gap in average pay in Taiwan is calculated based on the average hourly pay. Hourly earnings = [regular wages + non-regular wages (including overtime pay)] / total work hours. Average gender gap in hourly pay = (1 - percentage of women's average hourly pay compared to men) × 100.
2. The OECD gender pay gap is based on the difference between the median wages of full-time male and female workers.

**Higher proportion of women were atypically employed than men over the years, but this gender gap has narrowed and saw a reversal in 2021, with the proportion of women being atypically employed lower than that of men**

Due to globalization and changes in industrial structure, atypical workers (including part-time, temporary, or dispatched workers) are on the rise. In 2022, atypically employed people in Taiwan amounted to approximately 798,000 persons, of which approximately 449,000 were men (7.14% of all employed men) and approximately 349,000 were women (6.86% of all employed women). The atypical employment rate for both men and women increased slightly compared with the previous year. Prior to 2020, atypically employed women outnumbered atypically employed men but the gap gradually narrowed and saw a reversal for the first time in 2021, with the rate of atypically employed women lower than that of atypically employed men. As of 2022, the percentage of atypically employed women was 0.28 percentage points lower than that of men.

**Number and Proportion of Atypically Employed Persons over the Years, by Sex**



Source: Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

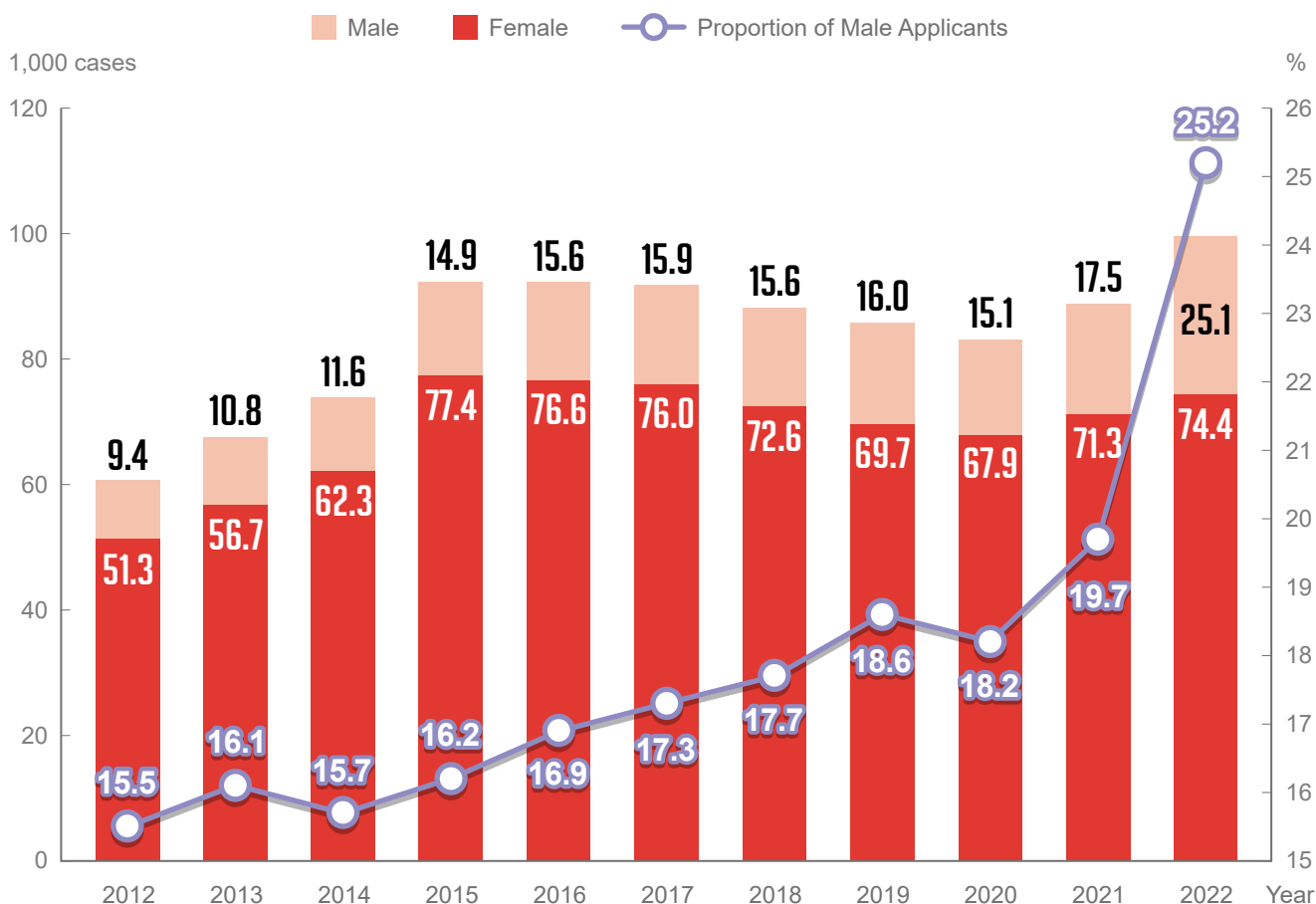
Note: Atypical employment rate is the percentage of atypical employments to all employments.



### Taiwan government optimized the policy of parental leave without pay in 2021, leading to significant increase in both the number and percentage of approved parental leave allowance for men

In order to foster a friendly working environment, the Act of Gender Equality in Employment prescribed that employees may apply for parental leave without pay; Taiwan also began incorporating parental leave allowances into social insurance benefits in May 2009. In 2022, there were approximately 99,000 cases of initial approval for payment of parental leave allowance. The majority, over 74,000 cases (74.8%), were granted to women, while over 25,000 cases were granted to men. Male applicants accounted for 25.2% of all applicants, representing a significant increase of 5.5 percentage points compared with the previous year. This should be due to the government policies promulgated in July 2021, including raising the rate of parental leave allowance and lifting the restrictions on the period of application. The number of cases granted to men and their percentage in the following year (2022) increased significantly, and the number of applications filed by women also increased.

#### Cases of Initial Approval for Payment of Parental Leave Allowance and the Proportion of Male Applicants



Source: Ministry of Labor.

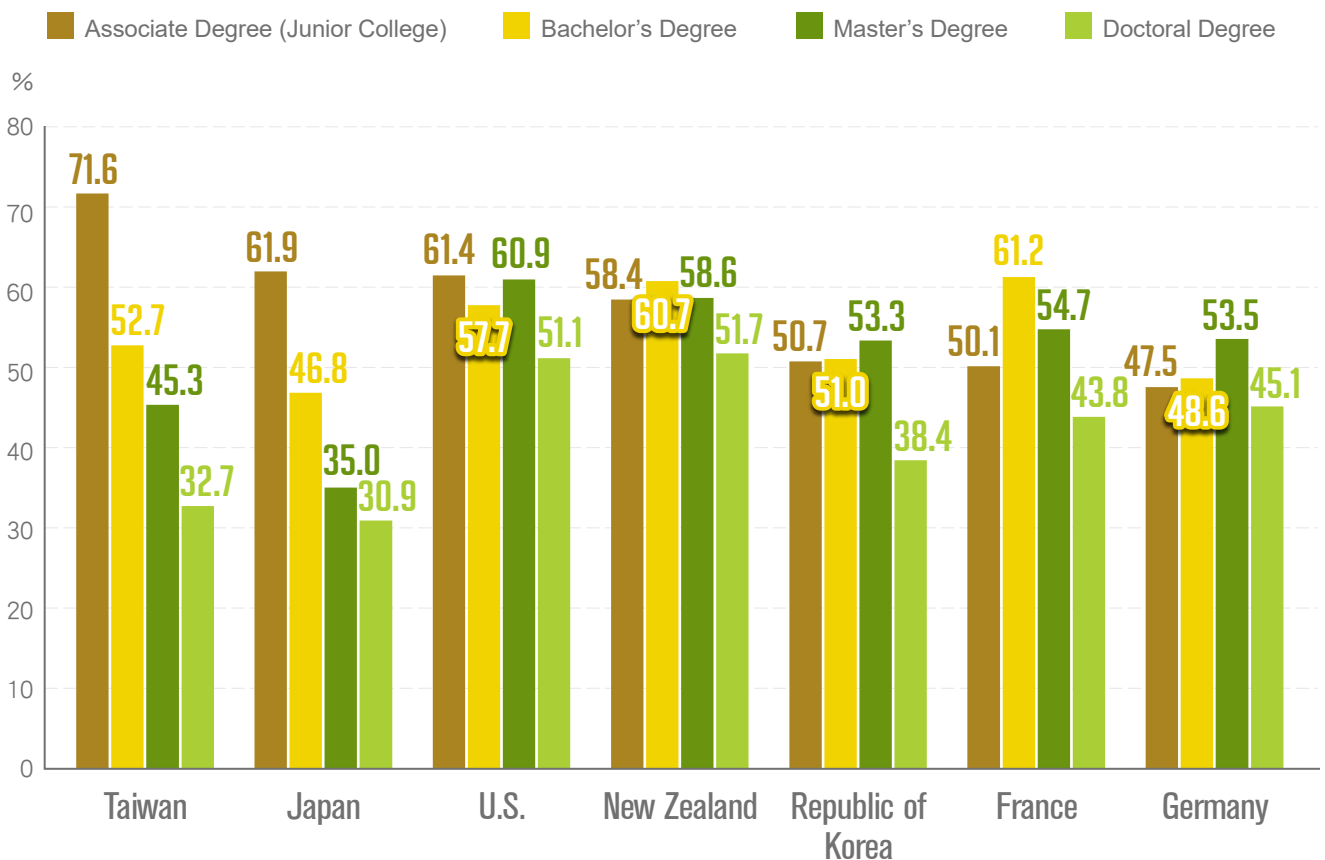
Note: Cases of approved parental leave allowance include those of employment insurance, civil servant and teacher insurance, and military personnel insurance.

## 3. Education, Media, and Culture

### ■ The proportion of female graduates with master's and doctoral degrees in Taiwan has slightly increased, while the proportion of female graduates with associate degrees is high

There were approximately 297,000 higher education graduates in Taiwan in 2020, approximately 156,000 of whom were women. Regarding the proportion of women with degrees at different levels of higher education, the female proportion among associate degrees in Taiwan was 71.6%, bachelor's degrees 52.7%, master's degrees 45.3%, and doctoral degrees 32.7%, which is the lowest percentage. Compared with 2015, the proportion of female graduates increased at all higher education levels, with the largest increase (2.8 percentage points) found in the number of women graduating with doctoral degrees. The proportion of female graduates with associate degrees in Taiwan in 2020 accounted for 71.6%, which is a higher percentage than other major countries. The proportion of female graduates in Taiwan with master's and doctoral degrees was only higher than that of Japan. In both Taiwan and Japan, the higher the education level, the lower the proportion of female graduates, indicating that there is room for improvement when it comes to the proportion of female graduates with master's and doctoral degrees.

**Proportions of Women Higher Education Graduates in Taiwan (2020)  
Compared to Major Countries**



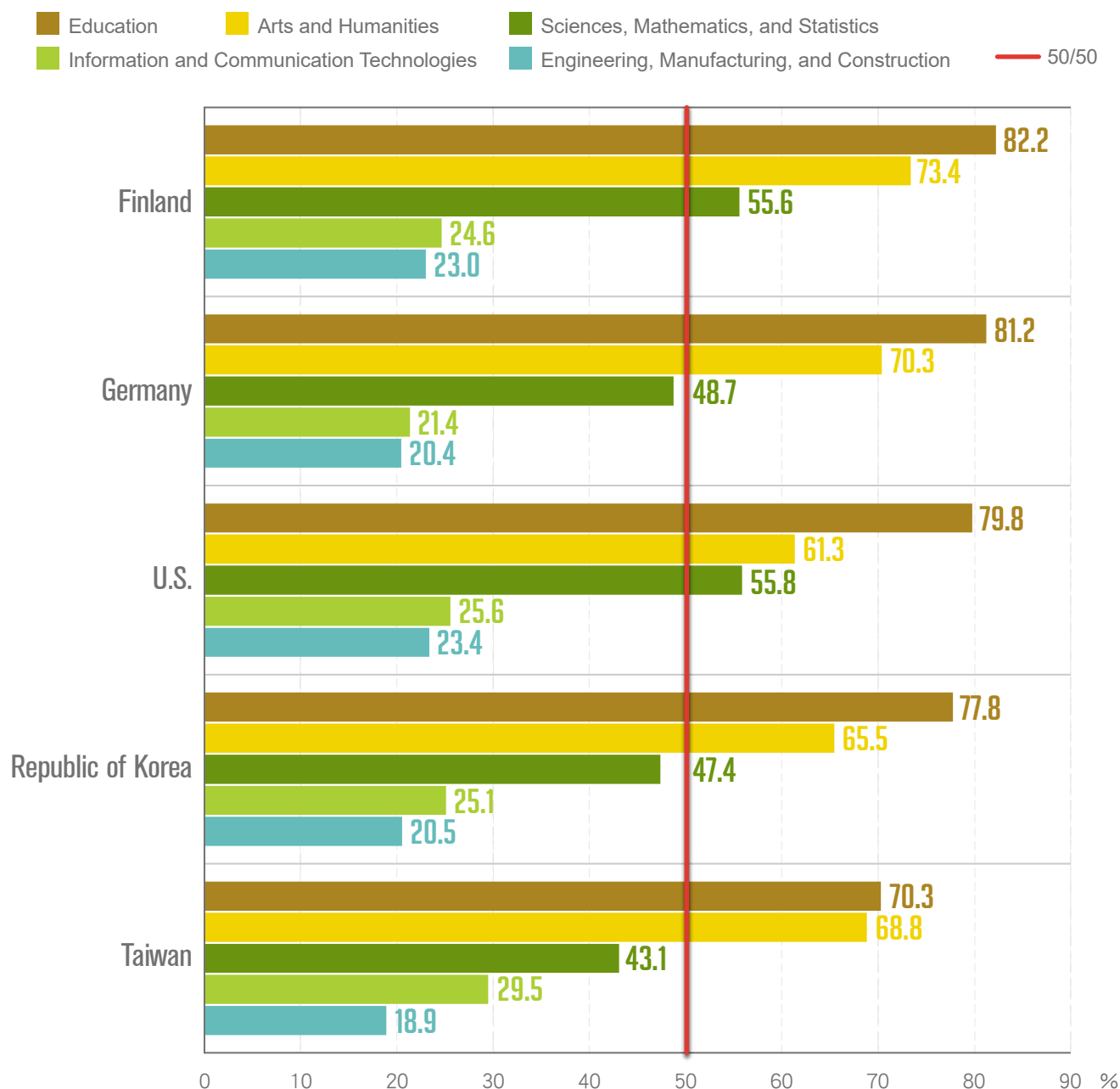
Source: Ministry of Education; database of Organization for Economic Co-operation and Development (OECD).



## ■ The higher education system in major countries still has gender segregation, with more men in science and engineering and more women in the humanities

In 2020, the percentage of female higher education graduates in Taiwan was 70.3% in the field of “Education,” 68.8% in “Arts and Humanities,” and merely 18.9% in “Engineering, Manufacturing and Construction.” Compared to several major countries, the percentages of female graduates throughout the world are higher in “Education” and “Arts and Humanities,” and more balanced in “Natural Sciences, Mathematics and Statistics,” while the percentages of female students in “Information and Communication Technologies” and “Engineering, Manufacturing and Construction” are lower. This shows that there is still gender segregation in education worldwide, with more men in science and engineering and more women in the humanities.

### Percentage of Female Higher Education Graduates in Various Fields in Taiwan (2020) Compared to Major Countries

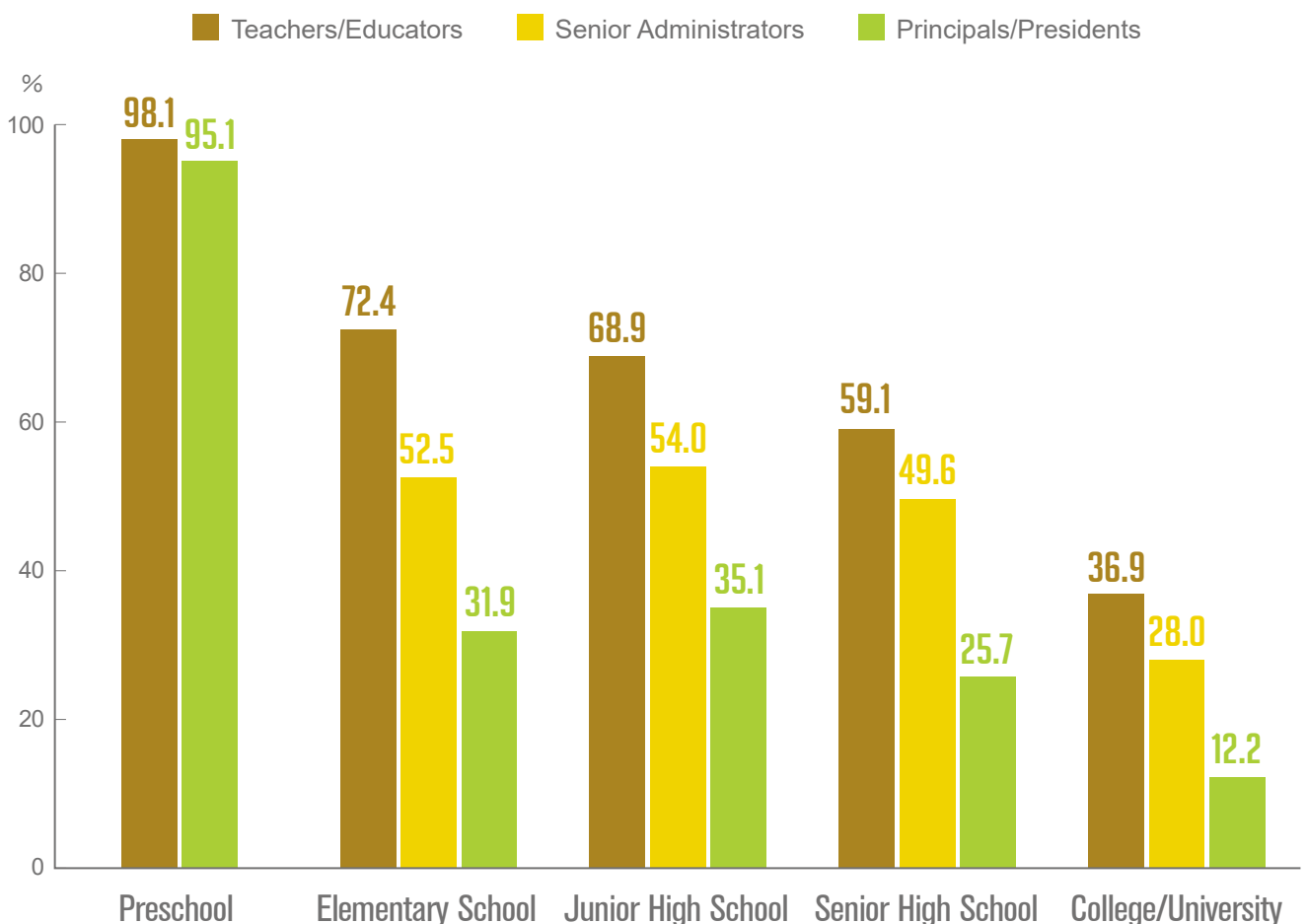


Source: Ministry of Education; database of Organization for Economic Co-operation and Development (OECD).

## ■ There is a gender gap in the education workplace, particularly among preschool educators, principals and higher education presidents

The higher the education level, the lower the proportion of female teachers. In 2022, the largest gender gap was found among preschool educators, 98.1% of which were women. Women also accounted for 95.1% of preschool directors. As for senior administrator positions, colleges and universities had the lowest proportion of female senior administrators (28%), while no significant gender gaps were found in other school levels. The proportion of female principals/presidents was also inversely proportional to the level of education, with only 12.2% of college and university presidents being women. Overall, there were gender gaps among preschool educators and principals, elementary school and junior high school teachers, college/university senior administrators, and principals/presidents at all school levels that leave room for improvement.

### Percentage of Women in School Positions by Workplace, 2022



Source: Ministry of Education.

Note:

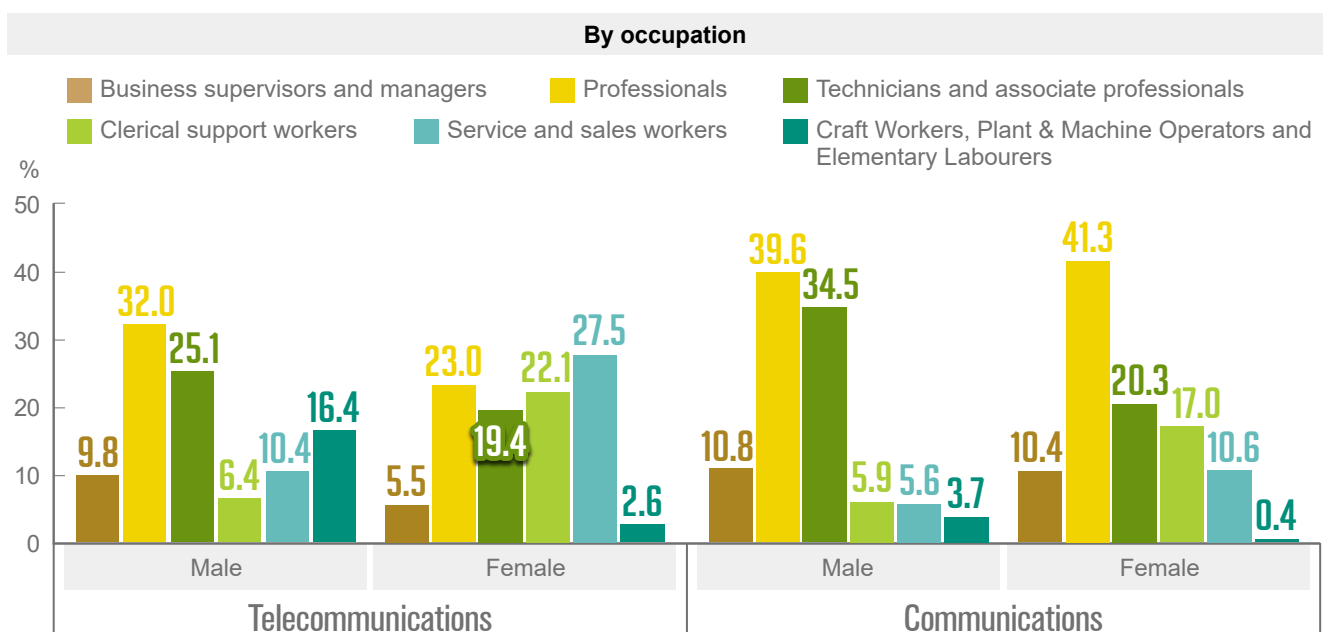
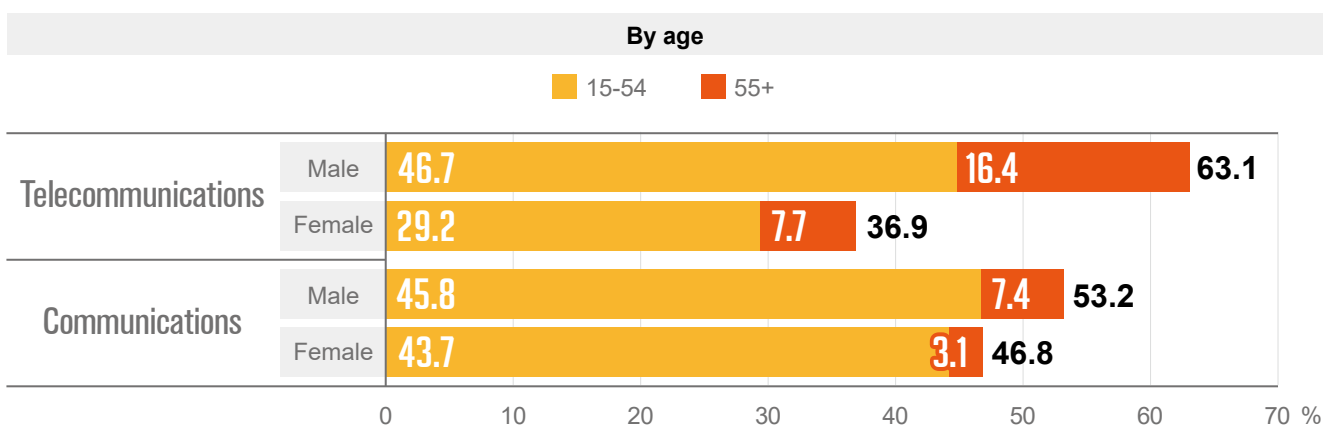
1. Senior administrators include Vice Principals/Presidents, Deans of Academic Affairs, Deans of Student Affairs, Deans of General Affairs, Deans of Research & Development, Chief Secretaries, Library Director, Directors of Continuing Education Departments, Directors of Information Centers, Directors of Personnel Offices, and Directors of Accounting Offices.
2. There are no statistics on senior administrators in preschools.
3. Data is in academic years.



## Percentage of women working in the communications industry is lower than that of men, with those aged 55 and above dropping below 10% and lower representation in managerial staff

Taiwan's communications industry includes telecommunications and communications, and men account for a higher proportion of the workforce compared to women. In 2022, women accounted for 36.9% of the people in the telecommunications industry, and 46.8% in the communications industry. When observing by age group, among people aged 55 and above, men employed in the telecommunications industry accounted for 16.4% of all employees, while women in telecommunications industry, and both men and women in the communications industry all accounted for less than 8%. In terms of employee composition by job position, women in the telecommunications industry mostly served as service and sales personnel (27.5% of all employees), while men mostly served as professional personnel (32.0%). In the communications industry, professional personnel are the most common positions for both genders, with women accounting for 41.3% and men for 39.6%. Regarding managerial positions, which include supervisors and managers, the gender gap in the telecommunications industry is 4.3 percentage points, while that of the communications industry is 0.4 percentage points.

### Overview of Employment in the Communications Industry, 2022



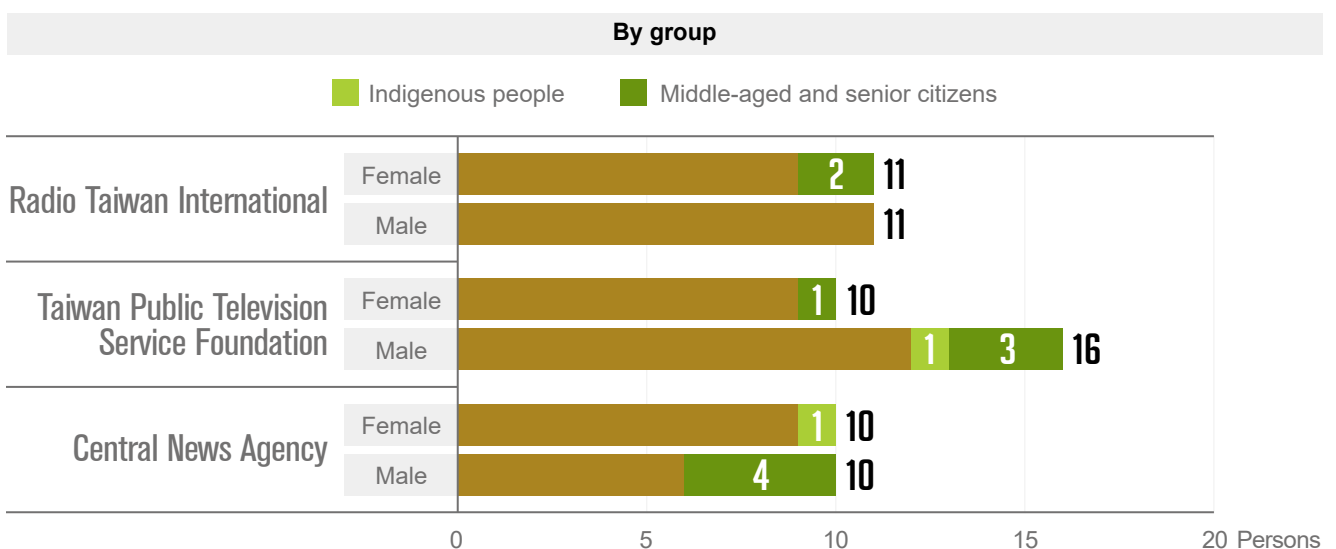
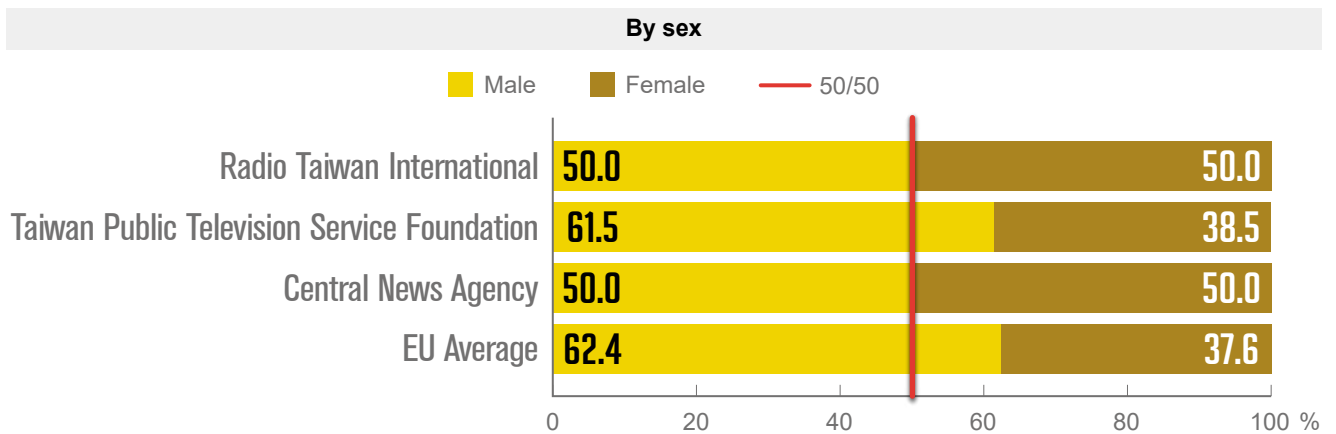
Source: National Communications Commission.



**Gender ratio of members in top decision-making positions in public media organizations in Taiwan is above the average of that of the European Union, but the diversity of their composition needs improving**

In 2022, the gender ratio of members in top decision-making positions in the three public media organizations in Taiwan has reached 50:50 for Public Television Service and Central News Agency, and women also account for 38.5% in Radio Taiwan International, which is higher than the EU average. In a closer examination of the composition of decision-making positions in the three public media organizations in Taiwan, the Central News Agency appointed one female director of indigenous origin, and the Taiwan Public Television Service Foundation appointed one male director of indigenous origin; neither organization has appointed persons with disabilities or new immigrants for such positions. This shows room for improvement in the representation of indigenous peoples, persons with disabilities, and new immigrants in public media organizations.

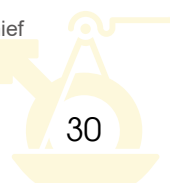
**Overview of top decision-makers in public media organizations**



Source: Ministry of Culture; 2022 Gender Statistics Database of the European Institute for Gender Equality (EIGE).

Note:

- Taiwan's public media organizations include: Radio Taiwan International (RTI), Taiwan Public Television Service Foundation (PTS), Central News Agency (CNA).
- Data on the top decision-making positions in public media organizations in Taiwan for 2022 (RTI includes directors, supervisors, chief executives and chief secretaries; PTS includes directors, supervisors and general managers; CNA includes directors, supervisors, directors and vice directors). EU data is the three-year average of directors of public media organizations from 2019 to 2021.

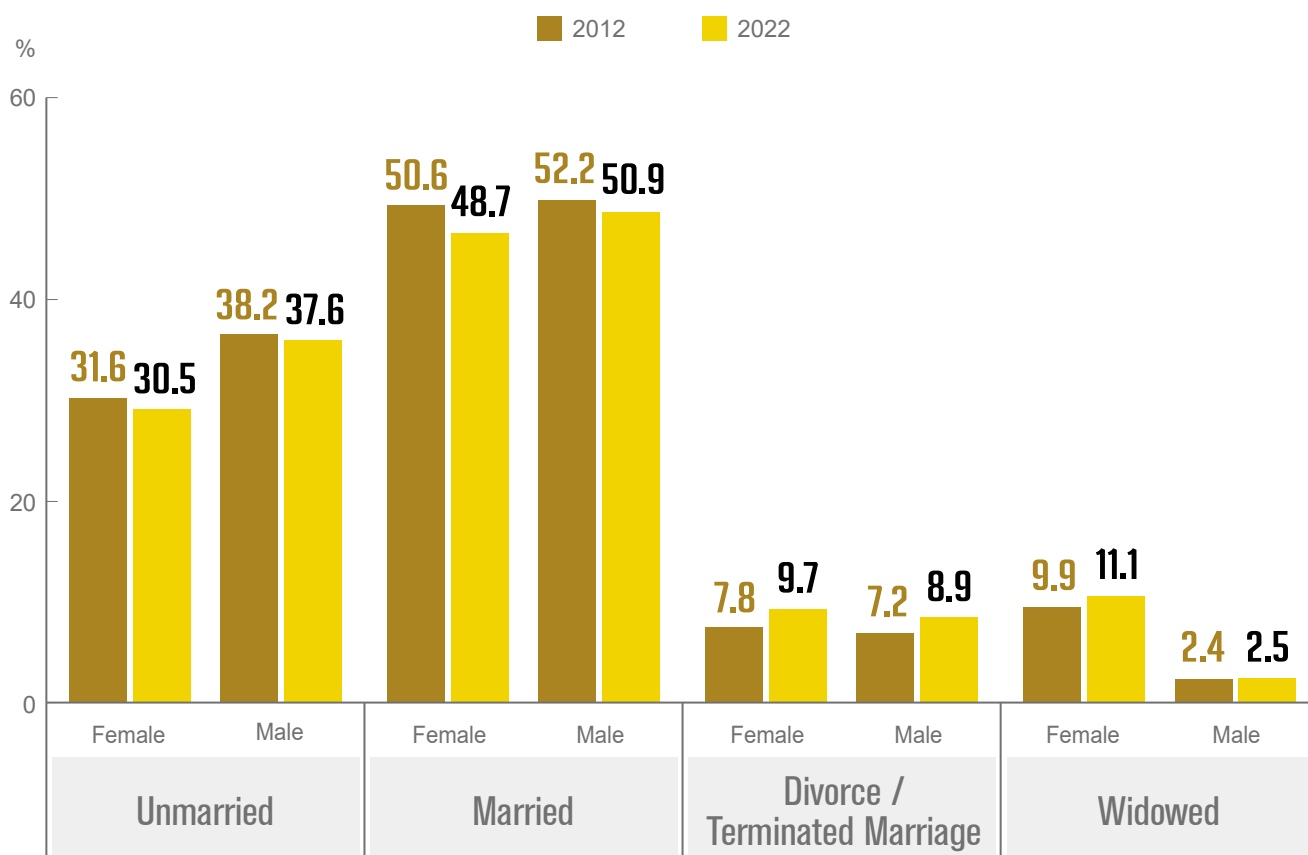




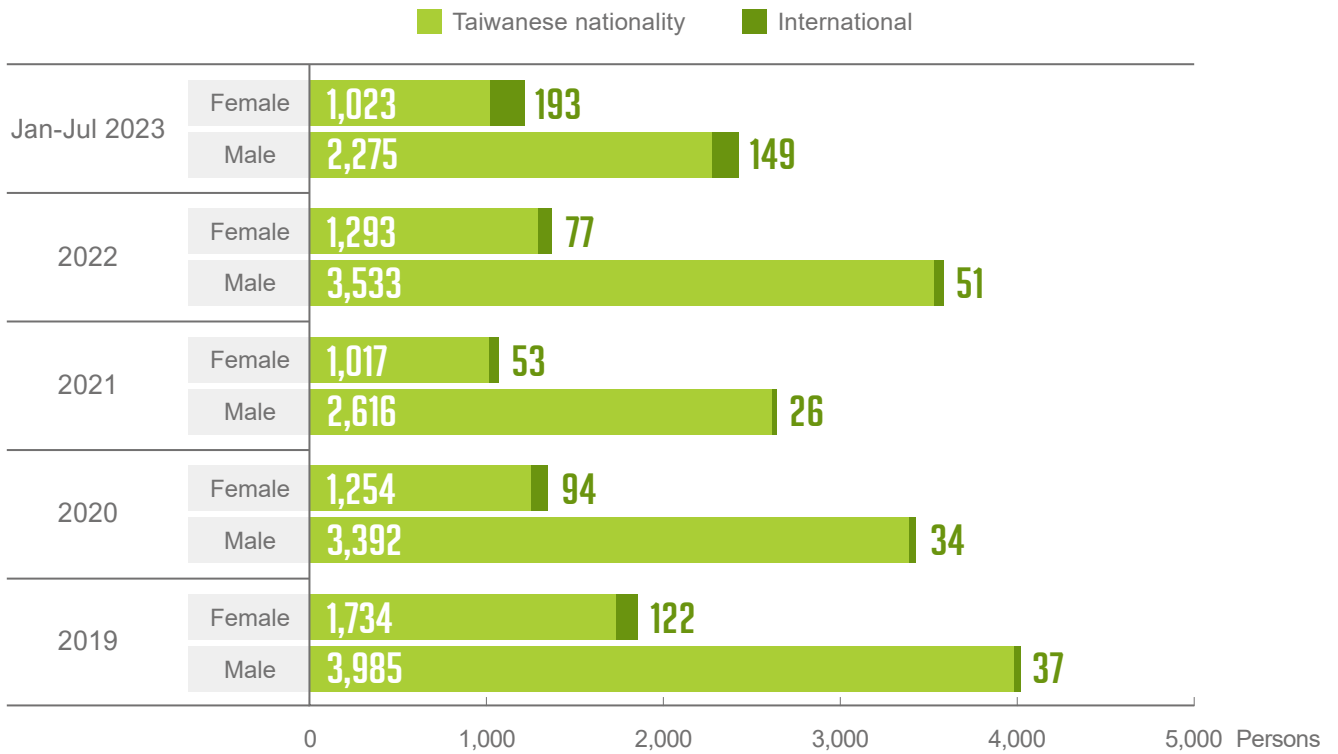
## ■ Widowed and divorce rates in Taiwan increase over the past ten years, more women than men are registered in same-sex marriages

In 2022, among the population aged 15 and above in Taiwan, the proportions of men and women who have been married were 50.9% and 48.7%, respectively, which are decreases of 1.3 and 1.9 percentage points, respectively, over the past ten years; the proportions of unmarried men and women in 2022 were 37.6% and 30.5%, both decreasing over the past ten years. However, in 2022, the widowed and divorce rates among men and women both increased over the past ten years. The widowed rate increased by 0.1 and 1.2 percentage points respectively, while the divorce rate increased by 1.7 and 1.9 percentage points respectively. Since same-sex marriage was legalized on May 24, 2019, and the Interpretation Letter of the Ministry of the Interior dated January 19, 2023 expanded the scope of same-sex marriage for people of different nationalities, as of the end of July 2023, 22,958 same-sex people have completed marriage registration, including 6,860 men and 16,098 women. The total number of terminated marriages was 3,998, including 1,040 men and 2,958 women. In terms of nationalities, 836 same-sex couples of Taiwanese and foreign nationalities completed marriage registration, including 539 male couples and 297 female couples. Women outnumbered men in terms of both the number of same-sex marriage and termination of marriage.

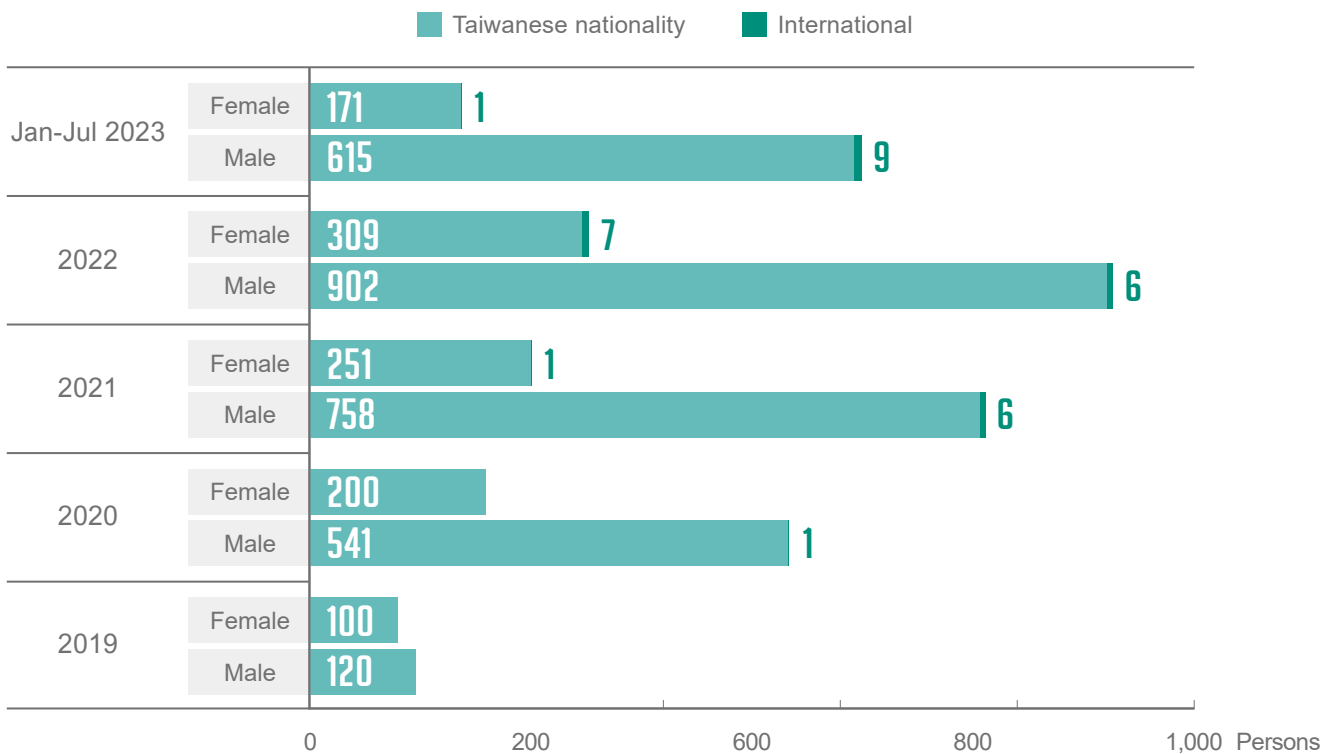
### Marital Status of the Population Aged 15+



### Same-sex marriage - number of married people



### Same-sex marriage - number of people who terminate marriage



Source: Ministry of the Interior.

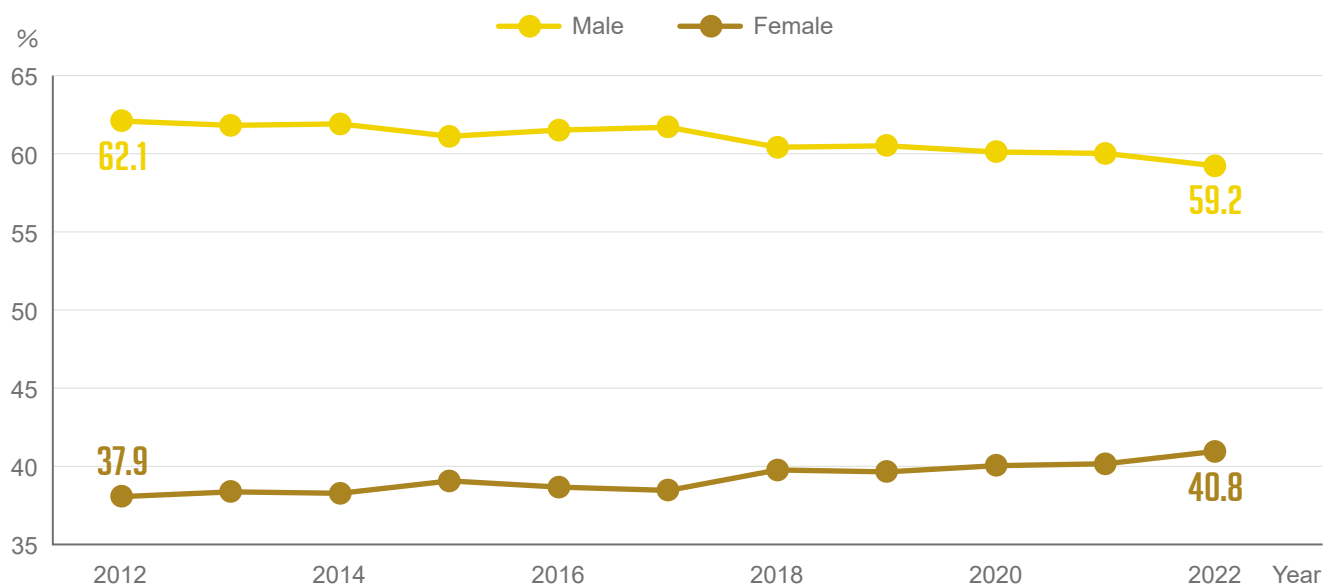
Note: The marital status is based on the number as of the end of the year. Statistics of marriages and terminated marriage are based on dates of registration.



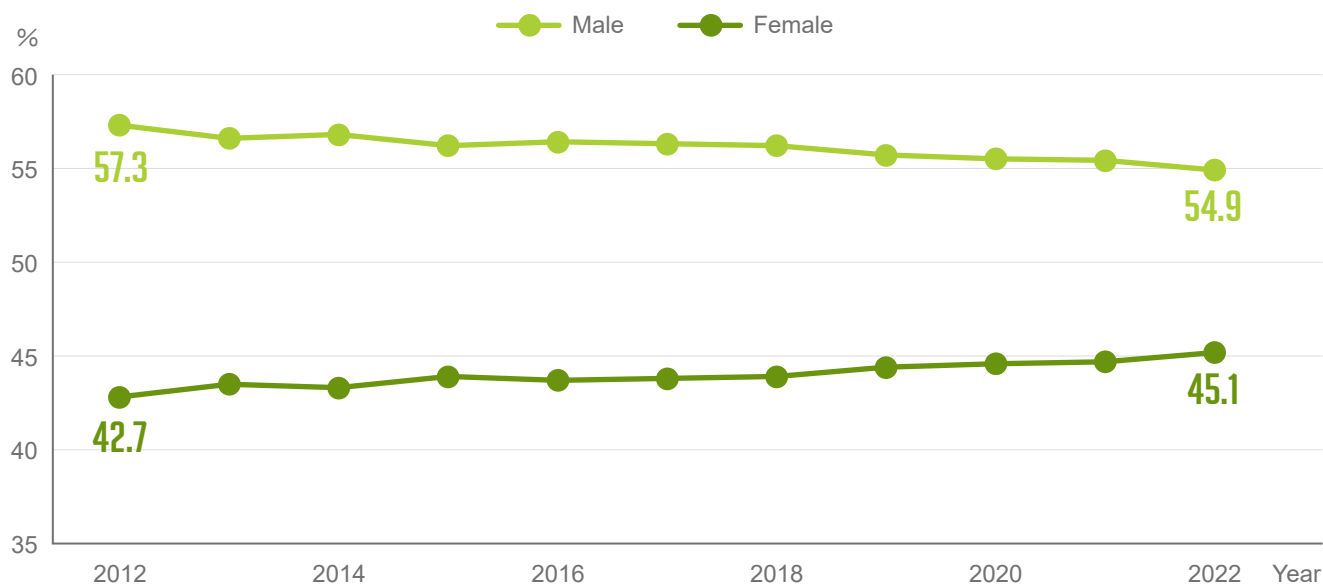
## Taiwanese people tend to leave monetary assets to male heirs, but the proportion of women waiving inheritance rights has continued to decrease

In 2022, a total of 270,015 people had to pay gift taxes, of which 159,954 or 59.2% were men, and 110,061 or 40.8% were women. This represents a gender gap of 18.4 percentage points, a decrease of 5.8 percentage points compared with 24.2 percentage points in 2012. In the past ten years, the change in sex ratio of monetary assets recipients has remained low. Also in 2022, a total of 88,250 people in Taiwan waived their right to inheritance, of which 39,776 (45.1%) were men and 48,474 (54.9%) were women. There is a gender gap of 9.8 percentage points, a decrease of 4.8 percentage points compared to 14.6 percentage points in 2012. The proportion of women waiving their inheritance rights has decreased over the past decade.

### Overview of Gift Recipients



### Overview of Individuals Waiving the Right of Inheritance



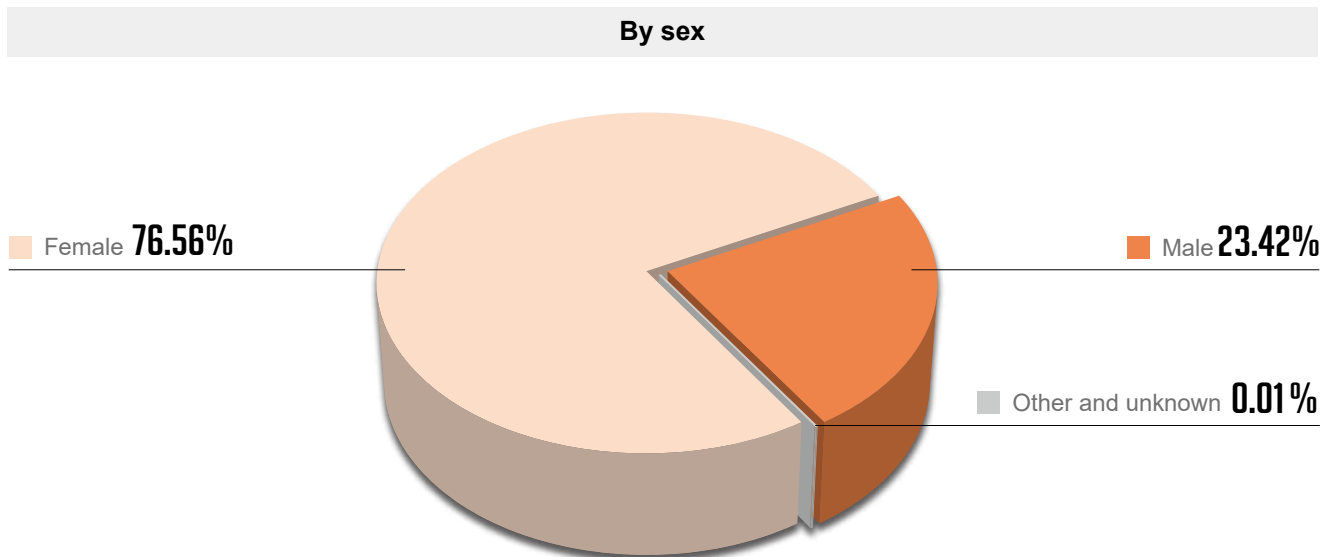
Source: Ministry of Finance.

## 4. Personal Security and Justice

### ■ Most victims of intimate partner violence are women; most cases involve spousal relationships

In 2022, the number of victims of intimate partner violence in reported domestic violence cases was 56,497, of which 43,255 (76.56%) were female, 13,234 (23.42%) were male, and 8 (0.01%) were other and unknown, with higher number of female victims compared with the previous two years (41,809 in 2021 and 42,151 in 2020). Spousal relationships accounted for 58% (including 353 same-sex marriages (1.07%)), cohabitation relationships accounted for 32% (including 802 same-sex couples (4.46%)), and ex-spousal relationships accounted for 10% (including 31 terminated same-sex marriages (0.56%)), constituting the lowest percentage.

#### Statistics on Victims of Reported Domestic Violence Cases in Intimate Relationships, by Sex, 2022



Source: Ministry of Health and Welfare.

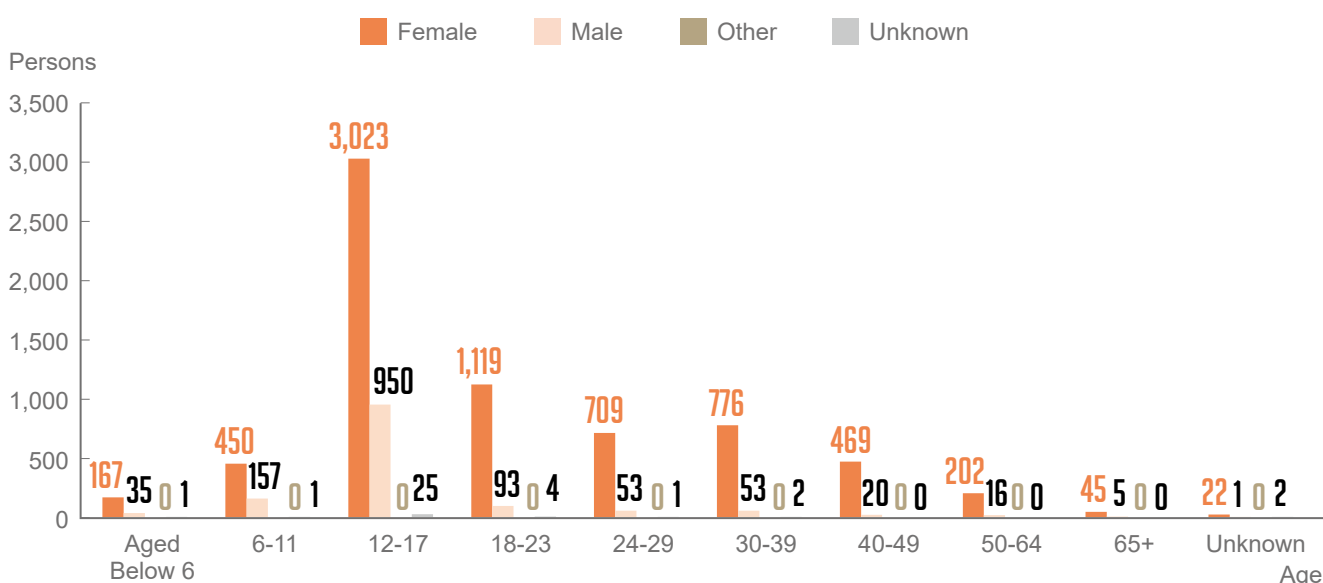
Note: Intimate partner violence refers to abusive and controlling behavior toward an intimate partner, such as physical, psychological, and sexual abuse, as well as economic control.



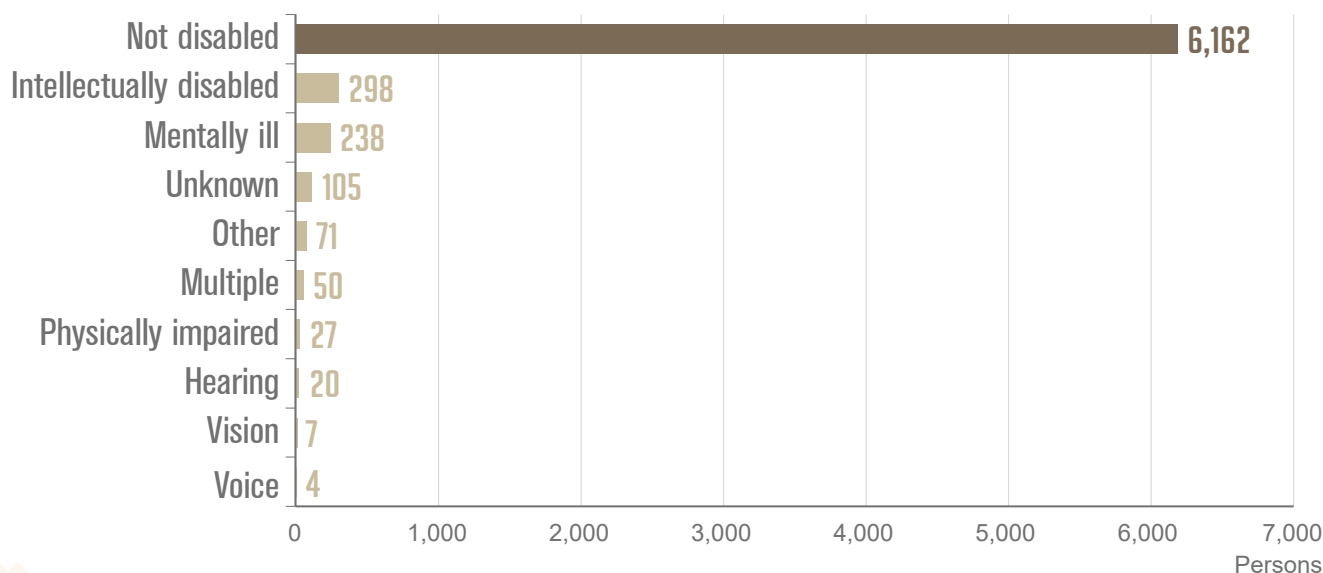
## Over 80% of victims reporting of sexual assault cases were female; majority of victims were between the ages of 12 and 18

In 2022, a total of 8,401 persons were reported as victims of sexual assault in Taiwan, of which 6,982 were women (83.1%), 1,383 were men (16.5%), and 36 were unknown (0.4%). The number of female victims was higher or lower compared with the previous two years (6,406 in 2021 and 7,406 in 2020). With regards to age, the majority of victims both men and women were between the ages of 12 and 18. Of these, 3,023 were female, accounting for 43.3% of all female victims, and 950 were male, accounting for 68.7% of all male victims. Of the female victims, 715 were persons with disabilities (10.2%), 6,162 without disabilities, and 105 unknown. Law enforcement concluded investigations on 5,177 sexual assault suspects, of which 33.9% were indicted and 52.6% were not indicted. Insufficient suspicion of offence accounts for 95.4% of the reasons why suspects were not indicted.

Overview of Reported Sexual Assault Cases, by Age, 2022



Overview of Female Victims in Reported Sexual Assault Cases, by Disability Type, 2022



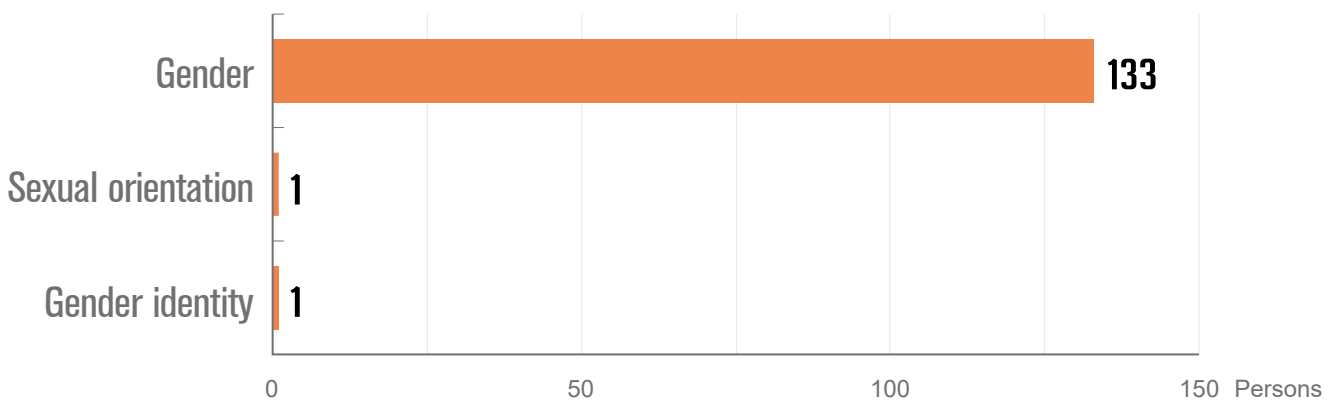
Source: Ministry of Health and Welfare; Ministry of Justice.

## ■ Women accounted for more than 85% of complainants under the Act of Gender Equality in Employment

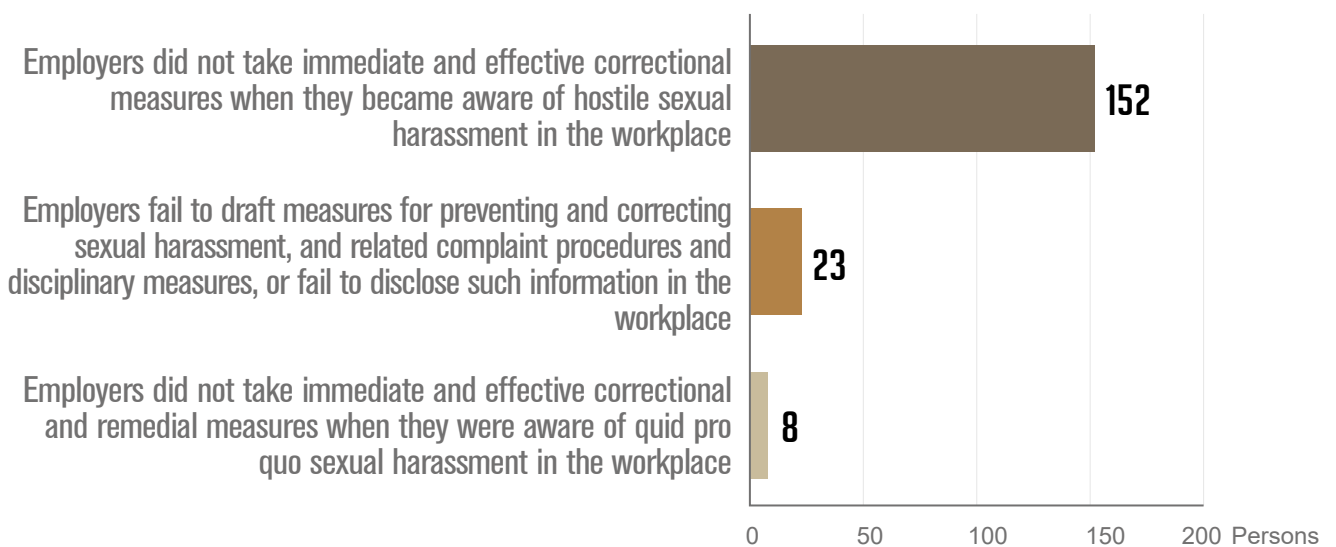
In 2022, there were 307 (86.5%) women, 47 (13.2%) men, and 1 (0.3%) other complaint received for gender equality in employment cases. The number of female complainants decreased from the previous two years (365 in 2021 and 346 in 2020). The complaint categories included sexual discrimination, employer violations of sexual harassment prevention obligations, and gender equality measures. Of these, 133 were discrimination based on “gender,” accounting for the highest number of complaints. As for cases of employers violating sexual harassment prevention obligations, 152 were cases where “employers did not take immediate and effective correctional measures when they became aware of sexual harassment in the workplace,” accounting for a majority of the cases.

### Overview of Complaints Handled Regarding Gender Equality in Employment, 2022

By type of gender discrimination



By type of employer sexual harassment prevention obligation violation



Source: Ministry of Labor.

Note:

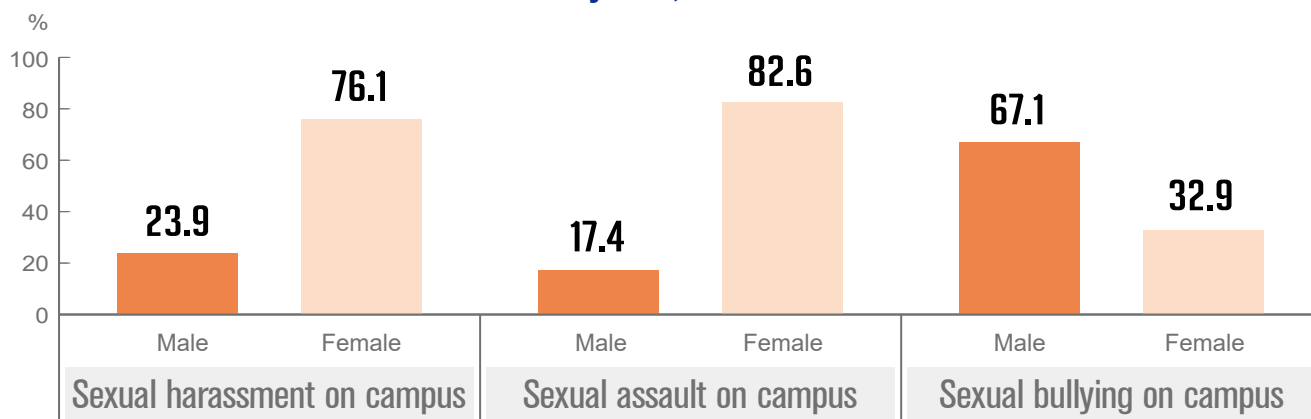
1. Because there are no complainants in cases directly investigated by county or city governments, the number of complainants may be lower than the number of cases.
2. Check all that apply.



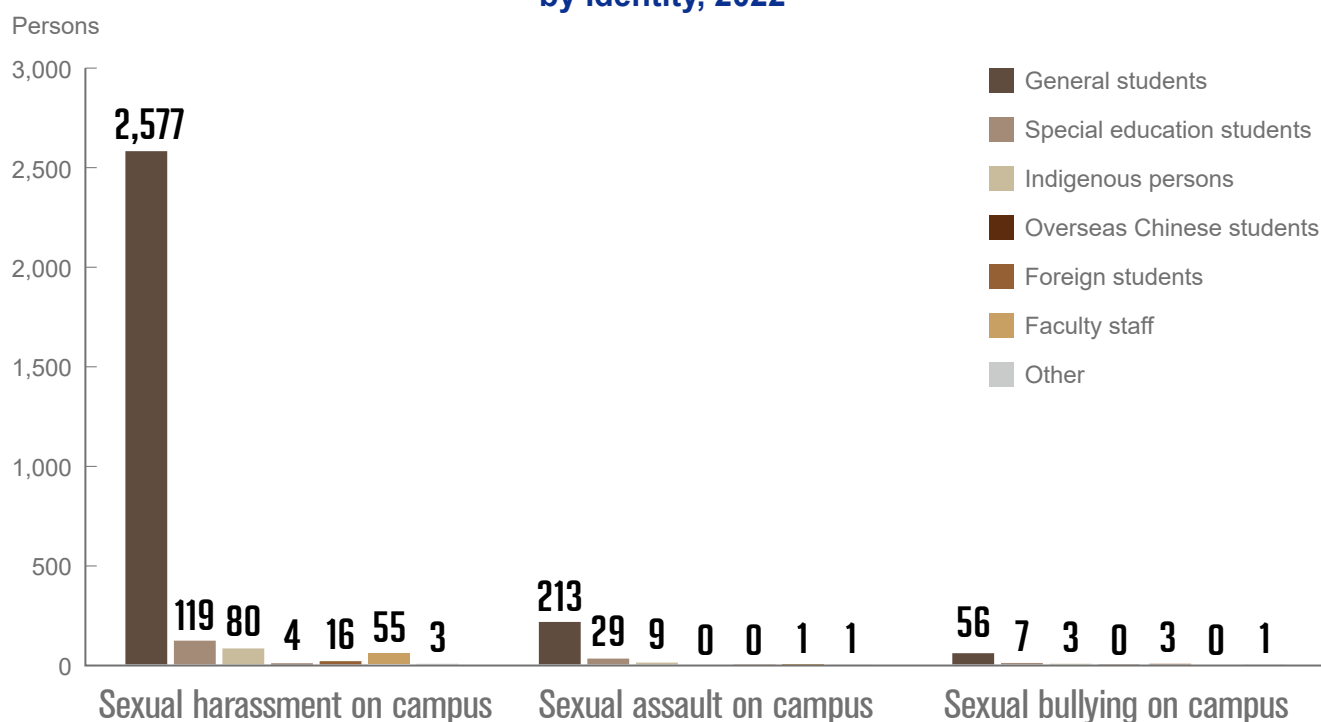
### ■ Of cases reported under the gender equity education act, most victims of sexual harassment and sexual assault on campus are women; most victims of sexual bullying on campus are men

In 2022, a total of 2,854 persons were confirmed victims of sexual harassment on campus, of which 2,172 victims were women (76.1%), and there were 253 sexual assault victims of harassment on campus (209 were women (82.6%)). The number of female victims has increased compared with the previous two years (respectively 1,964 persons in 2021 and 2,126 persons in 2020). There were 70 confirmed victims of sexual bullying on campus, 67.1% of which were males. In terms of the identity type of victims of sexual harassment, sexual assault, and sexual bullying on campus, general student account for the highest share, followed by special education students.

#### Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Sex, 2022



#### Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Identity, 2022



Source: Ministry of Education.

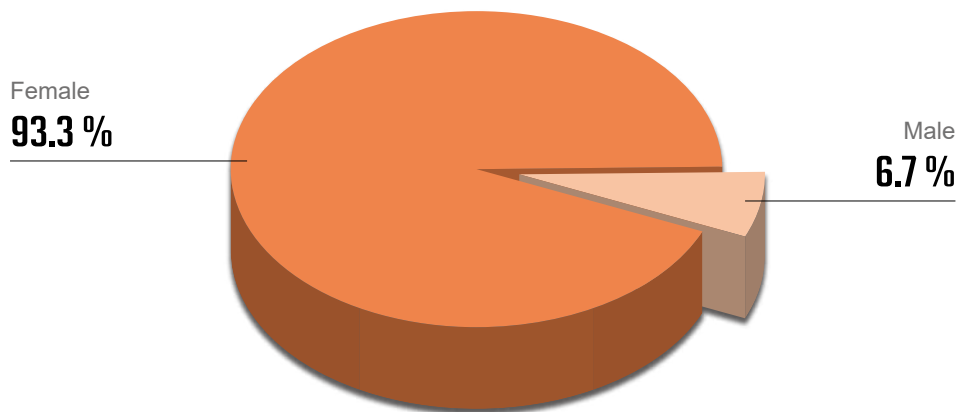


## ■ Female victims account for more than 90% of all victims of confirmed sexual harassment incidents reported in accordance with the Sexual Harassment Prevention Act

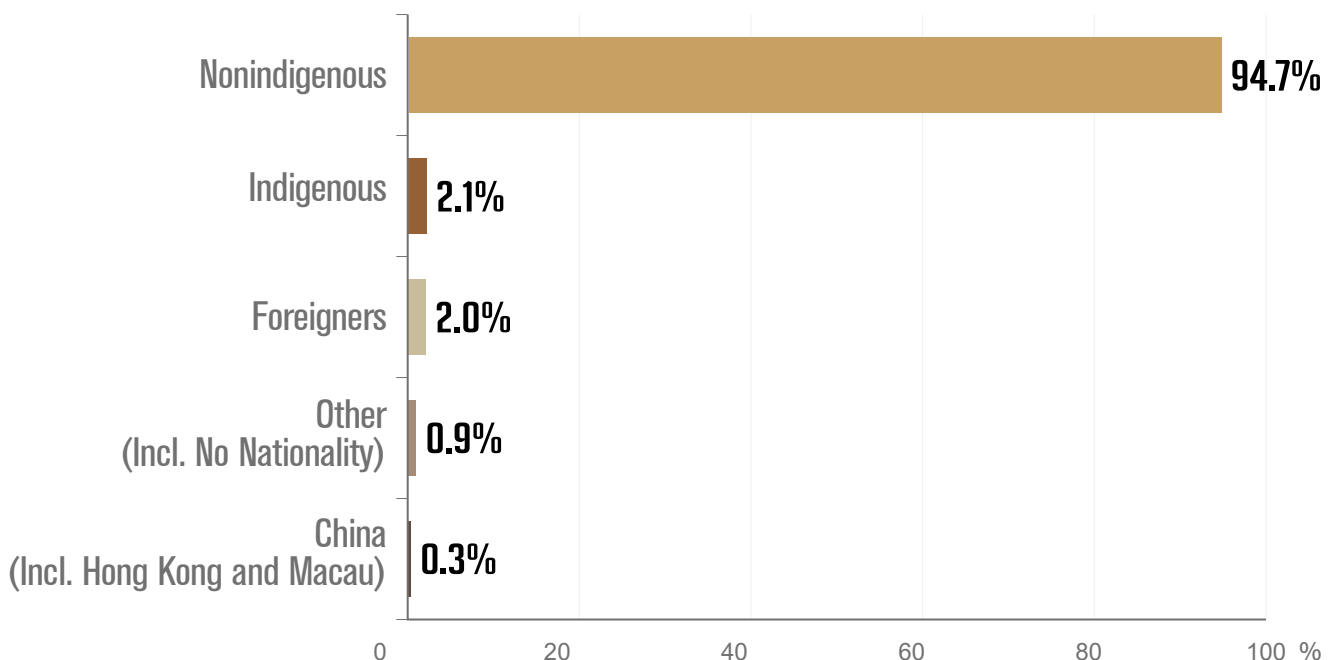
In 2022, a total of 1,515 persons were victims of confirmed sexual harassment incidents, of which 1,414 victims were women (93.3%) and 101 victims were men (6.7%). The number of female victims was higher compared with the previous two years (1,216 persons in 2021; 860 persons in 2020). Most victims were over the age of 18 and under 30 (48.4%), followed by those between the ages of 30 and 40 (21.8%). In terms of nationality, most victims were nonindigenous R.O.C. citizens (94.7%), followed by indigenous R.O.C. citizens (2.1%) and then by foreign victims (2.0%).

### Victims of Confirmed Sexual Harassment Incidents, 2022

#### By sex



#### By Nationality



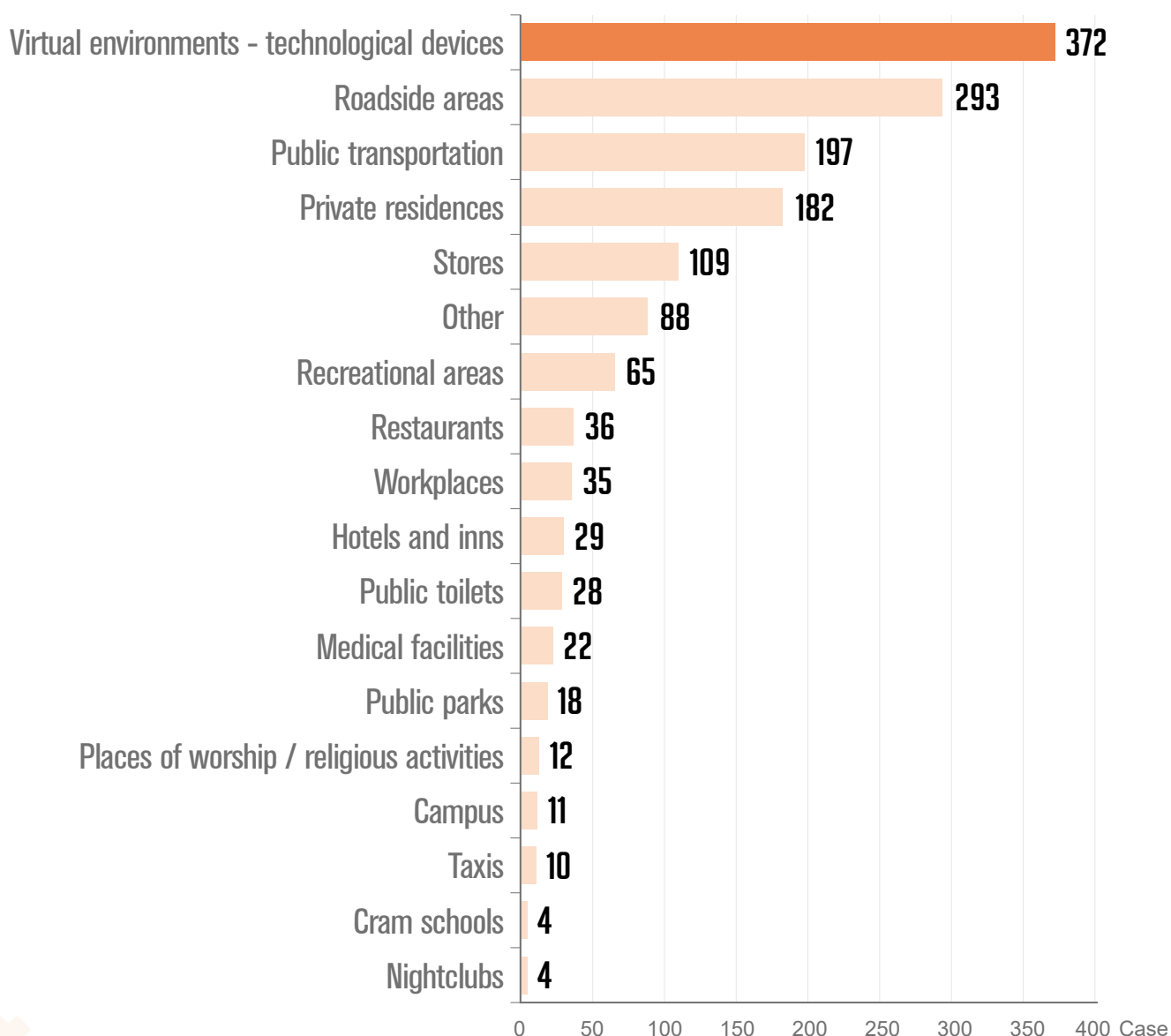
Source: Ministry of Health and Welfare.



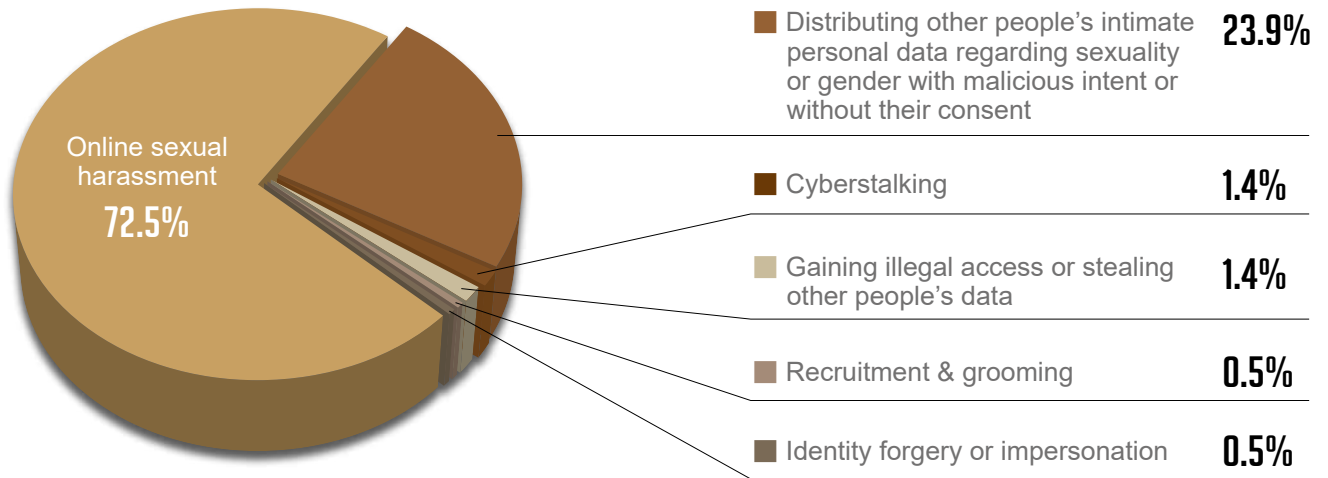
## ■ Around 24% of all sexual harassment complaints took place in “virtual environments - technological devices”

In 2022, there were 372 “confirmed” cases of sexual harassment complaints filed under the Sexual Harassment Prevention Act that occurred in “virtual environments - technological devices” such as the Internet and telecommunications devices (accounting for 24.6% of all locations). The number of cases has been on the rise compared to the previous two years (291 cases in 2021 and 172 cases in 2020). In 2022, 218 cases of direct or indirect sexual harassment committed on campus through the Internet or by other digital means were investigated and 170 were confirmed. Among the 642 victims of reported cases, 526 were females (81.9%) and 116 were male (18.1%). In terms of the nature of cases, “online sexual harassment” accounts for the highest percentage at 72.5%, followed by “distributing other people’s intimate personal data regarding sexuality or gender with malicious intent or without their consent” at 23.9%. The number of cyber child and youth sexual exploitation is 1,628, which has increased compared with the previous two years (1,395 in 2021 and 1,239 in 2020). For the tools used for the crimes, websites (including social networking sites) account for the highest percentage, accounting for 48.4%, followed by communication software at 46.3%.

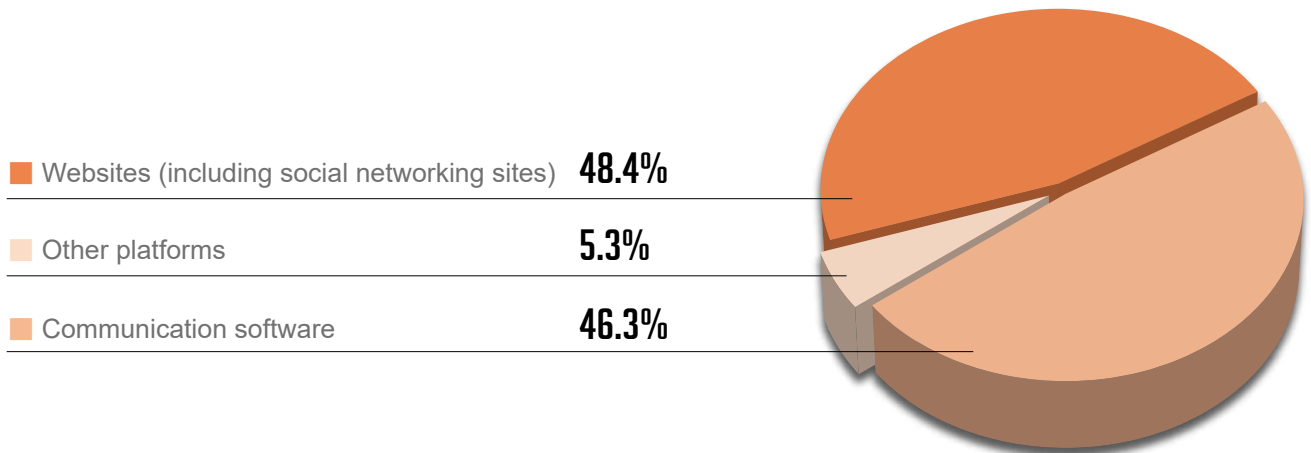
### Confirmed Cases of Sexual Harassment by Location, 2022



**Cases of Campus Sexual Harassment Through the Internet/Other Digital Means, by Type, 2022**



**Cyber Child and Youth Sexual Exploitation, 2022**



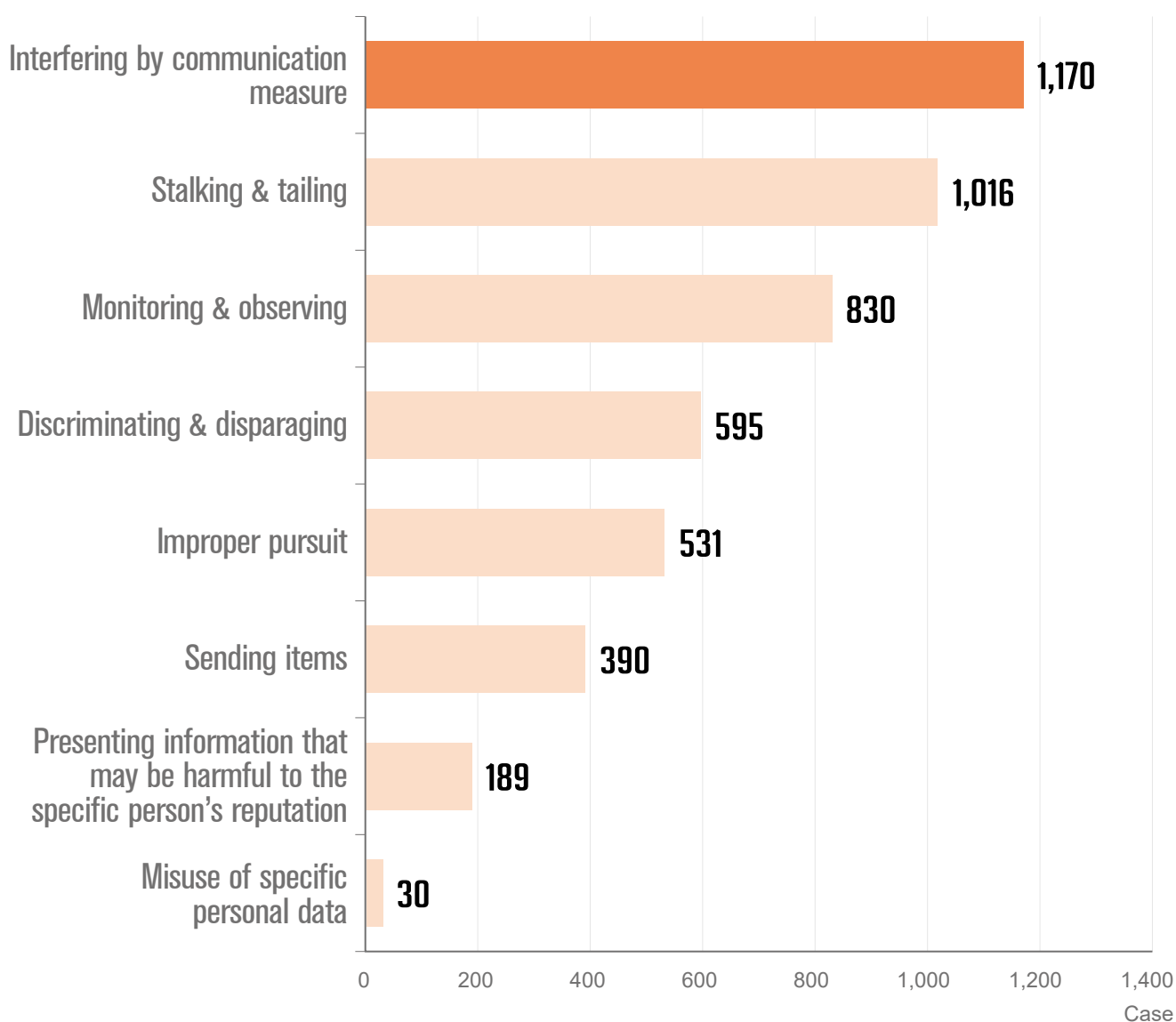
Source: Ministry of Health and Welfare; Ministry of Education.  
 Note: There can be multiple locations or victims for each case.



## Female victims account for more than 90% of all victims of cases reported in accordance with the Stalking and Harassment Prevention Act

Taiwan's Stalking and Harassment Prevention Act was implemented on June 1, 2022. As of December 31, 2022, police authorities process a total of 1,875 cases involving 1,704 female victims (90.9%) and 171 male victims (9.1%). In terms of the types of offenses, interfering by communication measure accounts for the highest number with 1,170 cases, followed by 1,016 cases of stalking and tailing. From June to December 2022, the number of defendants related to stalking and harassment cases concluded with investigation was 548. 124 defendants were indicted, and summary judgment is petitioned for 43 defendants (the indictment percentage is 30.5%). 21 offenders were convicted, 0 offenders were found innocent, and the conviction rate was 100%.

Cases stalking and harassment reported, 2022



Source: Ministry of Justice, National Police Agency of the Ministry of the Interior

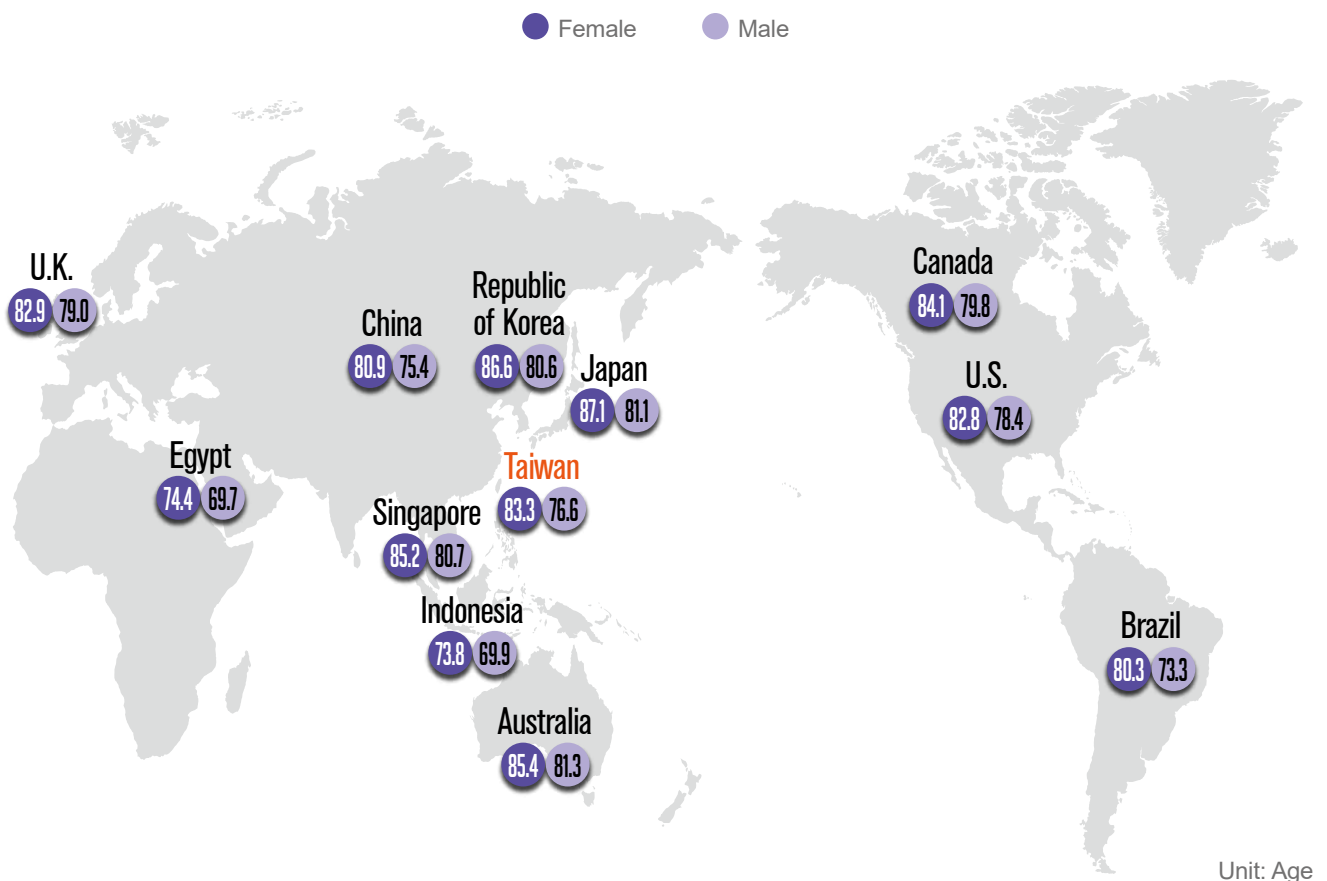
Note: Multiple offenses may apply in individual cases.

## 5. Health, Medical Service, and Care

### ■ Women surpass men in average life expectancy at birth, healthy life expectancy, and unhealthy life expectancy

In 2022, the average life expectancy of people in Taiwan was 79.8 years, 83.3 years for women and 76.6 years for men, indicating that women's life expectancy remains significantly higher than that of men. The discrepancy between life expectancy of men and women over the past decade has not changed much, remaining at six to seven years. In 2021, the average healthy life expectancy at birth in Taiwan was 75.79 years for women and 70.90 years for men, indicating a gender disparity of 4.89 years. Meanwhile, the average unhealthy life expectancy was 8.46 years for women and 6.77 years for men. When compared with other countries, the male and female average life expectancy at birth in Taiwan is lower than those of the neighboring countries of Japan (87.1 and 81.1 years), Singapore (85.2 and 80.7 years), and the Republic of Korea (86.6 and 80.6 years) but higher than that of China (80.9 and 75.4 years).

#### Life expectancy at birth in major countries



Source: 2022 Summary Analysis of Abridged Life Table, Ministry of the Interior; Ministry of Health and Welfare.

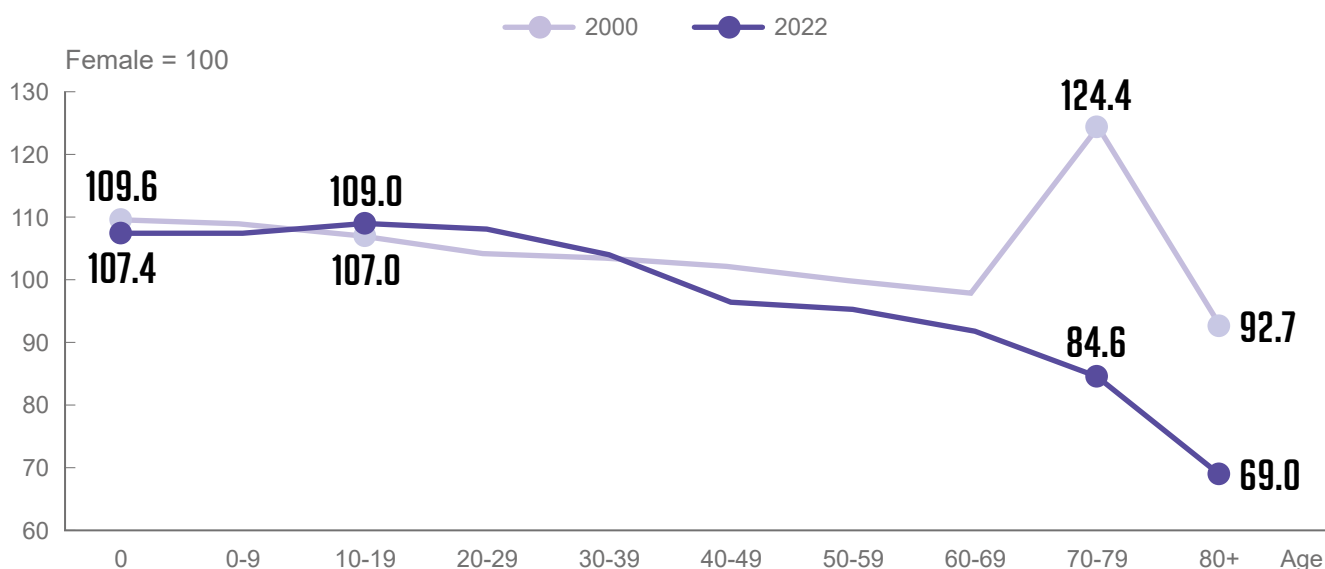
Note: Updated according to each country's latest statistical data (updated August 01, 2023). The data on average life expectancy of the Republic of China, Japan, Singapore, Indonesia, United States, Egypt, South Africa, Italy, and Sweden are taken from 2022, that of the Republic of Korea and Brazil are taken from 2021, that of China are taken from 2020, and that of Canada and the United Kingdom are taken from 2018 to 2020, that of Australia are taken from 2019 to 2021, and that of Germany are taken from 2020 to 2022.



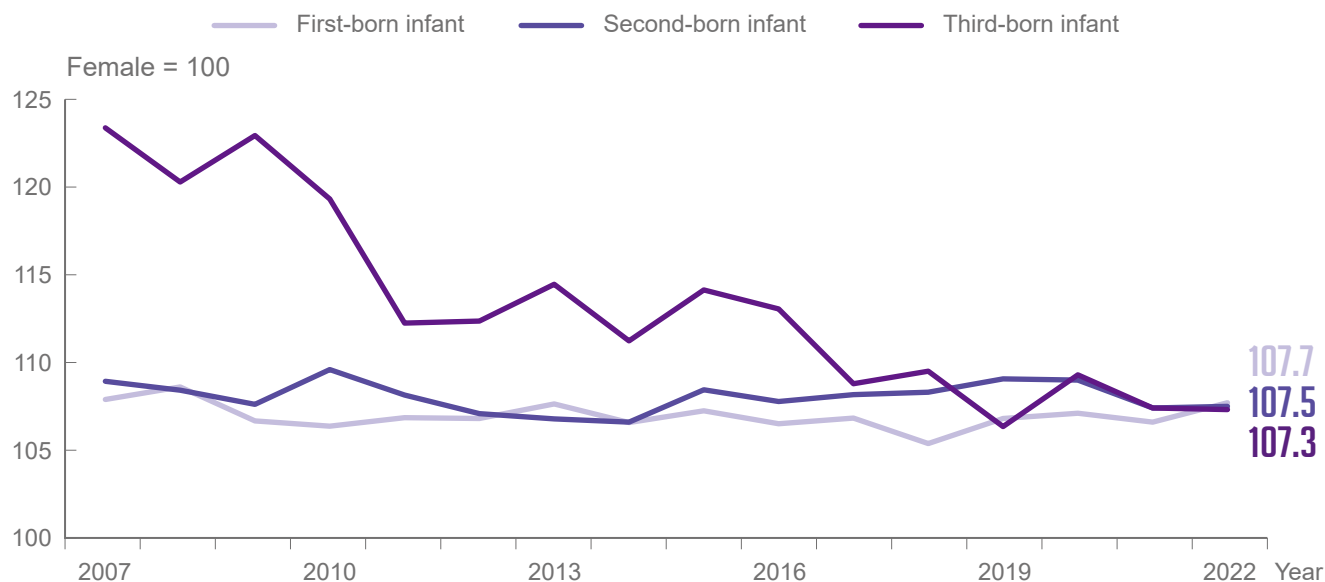
### ■ Considering Taiwan’s population sex ratio by age, men outnumber women in the 30-39 age group and under; women outnumber men in the 40-49 age group and above

The total female population in Taiwan has remained higher than the male population since 2013. Taiwan’s total population as of the end of 2022 was 23.26 million, of which 11.77 million were women. The sex ratio decreased to 97.7 (number of men per 100 women), which is lower than that of the end of 2000, at 104.7. When broken down by age group, the sex ratio of the population aged 30-39 and below is greater than 100 (fewer women than men). In particular, the 10-19 age group has the highest sex ratio, at 109. Among the population aged 40-49 and older, the sex ratio is less than 100 (women outnumber men), and the lowest sex ratio, 69, is observed among the population aged 80 and above. In 2022, the sex ratio was 107.7 for the first births, 107.5 for second births, and 107.3 for third births, which are the closest in recent years.

#### 2022 Population Sex Ratio, by Age Group



#### Sex Ratio by Number of Newborn Infants

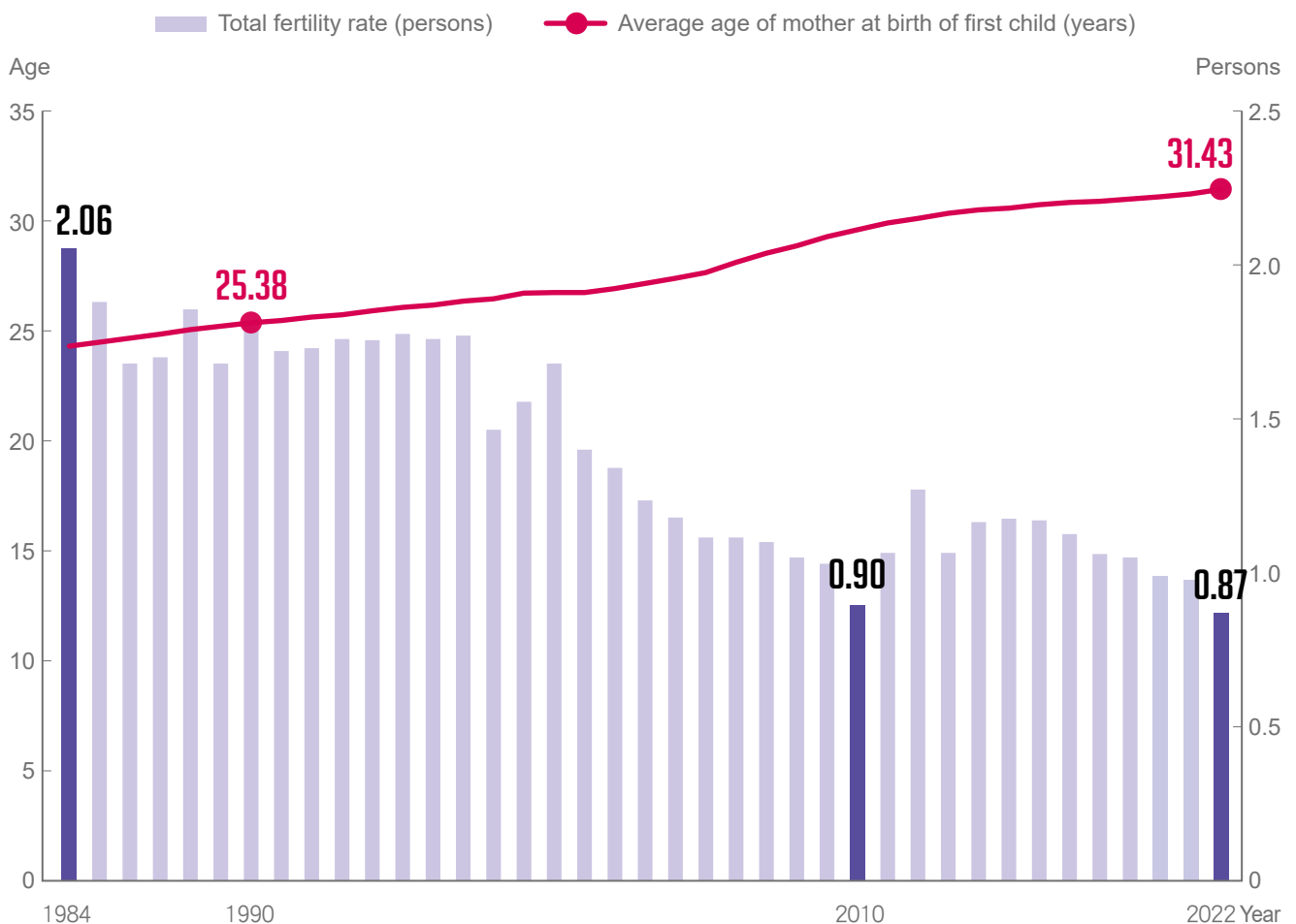


Source: Ministry of the Interior.

## ■ Fertility rate for childbearing-age women decreases to below one (birth per woman); average age of women at the time of first birth has been gradually increasing

The fertility rate in Taiwan has steadily decreased in recent years. The rate fell to 2.06 children per woman in 1984, dropping for the first time below the population replacement level of 2.1 children per woman. In 2010, the fertility rate dipped below 1, reaching 0.90 child per woman. In 2022, the fertility rate for childbearing-age women was 0.87, which is the lowest in recent years. In Taiwan, the average age of women giving birth for the first time has gradually increased over the years. As of 2022, on average, new mothers gave birth to their first child at the age of 31.43, which is the oldest ever recorded.

### Changes in fertility rate of childbearing-age women and age of mother at birth of first child



Source: Ministry of the Interior.

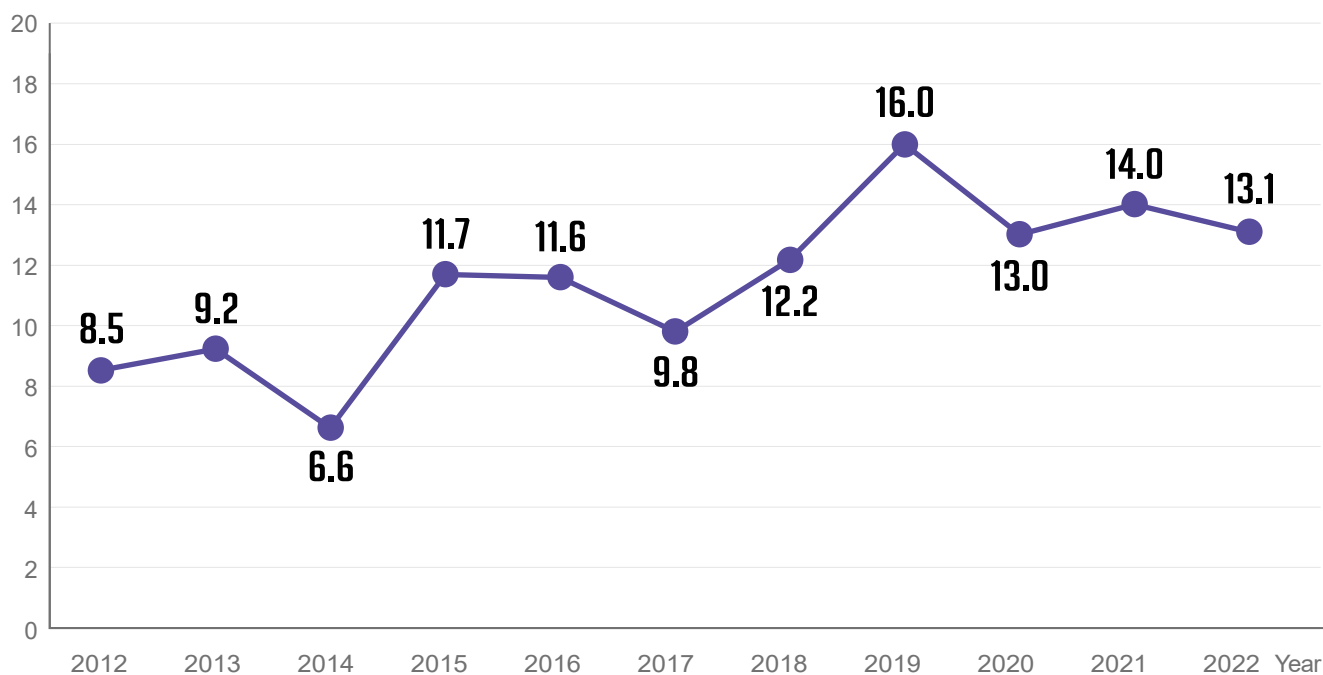


## ■ The most common cause of maternal death over the past five years was obstetric embolisms

The maternal mortality rate was 8.5 per 100,000 live births in 2012 and 13.1 per 100,000 live births in 2022. The highest rate during the decade was 16.0 per 100,000 live births in 2019. The most common causes of maternal death are obstetric embolisms, postpartum hemorrhage, and gestational (pregnancy-induced) hypertension with significant proteinuria.

### Maternal mortality rate over the last 10 years

Mortality rate (per 100,000 live births)



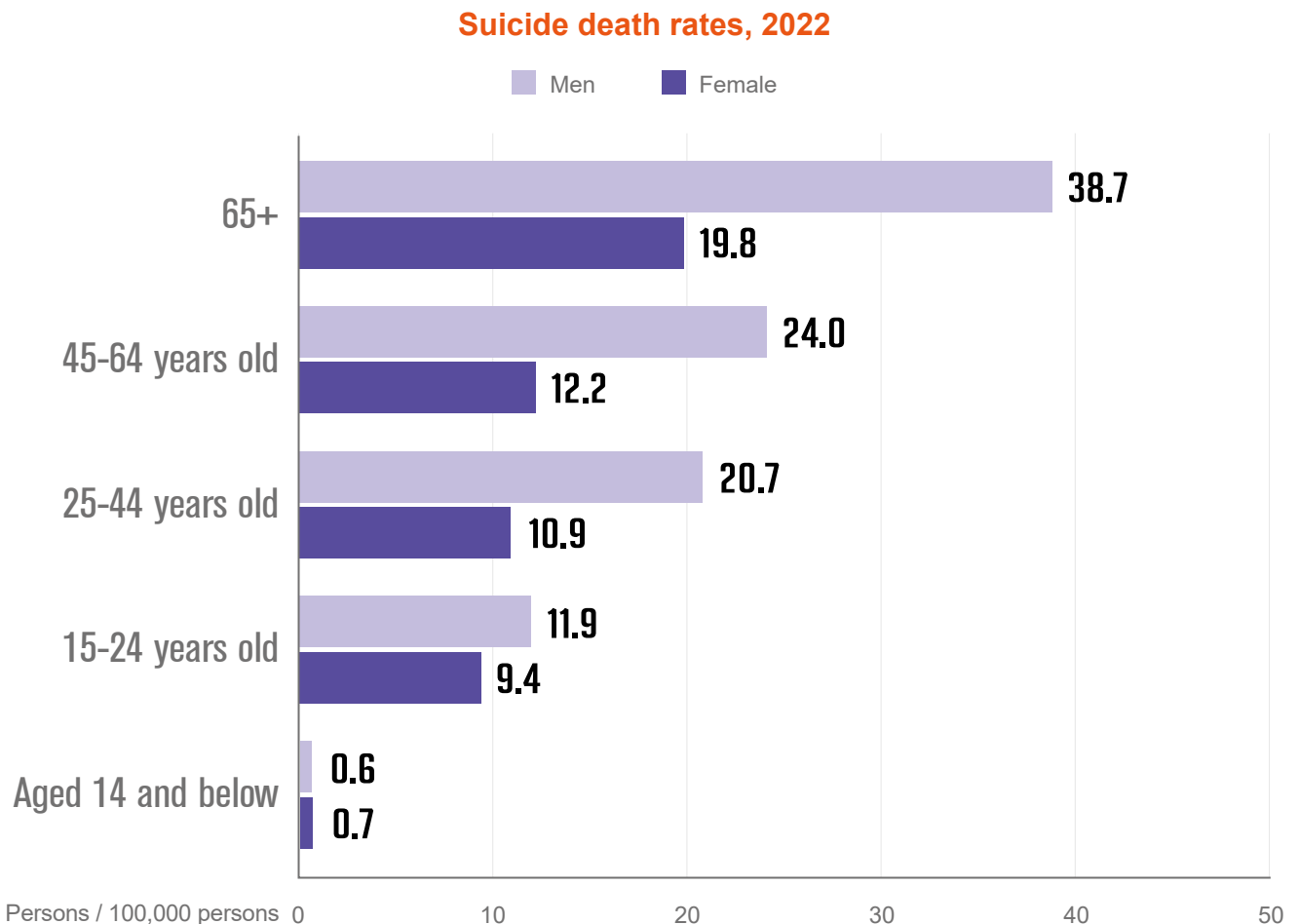
Source: Ministry of Health and Welfare.

Note: Maternal mortality rate = number of maternal deaths/live births x 100,000



## ■ Men's crude suicide mortality rate is double that of women

In 2022, 2,419 men and 1,368 women died by suicide in Taiwan. The suicide death rate was 21.0 deaths per 100,000 people for men and 11.6 deaths per 100,000 people for women. By age group, the suicide mortality rate increased with age in both sexes; among persons aged 65 and above, the suicide mortality rate was 38.7 deaths per 100,000 people for men, and 19.8 per 100,000 people for women.



Source: Ministry of Health and Welfare.

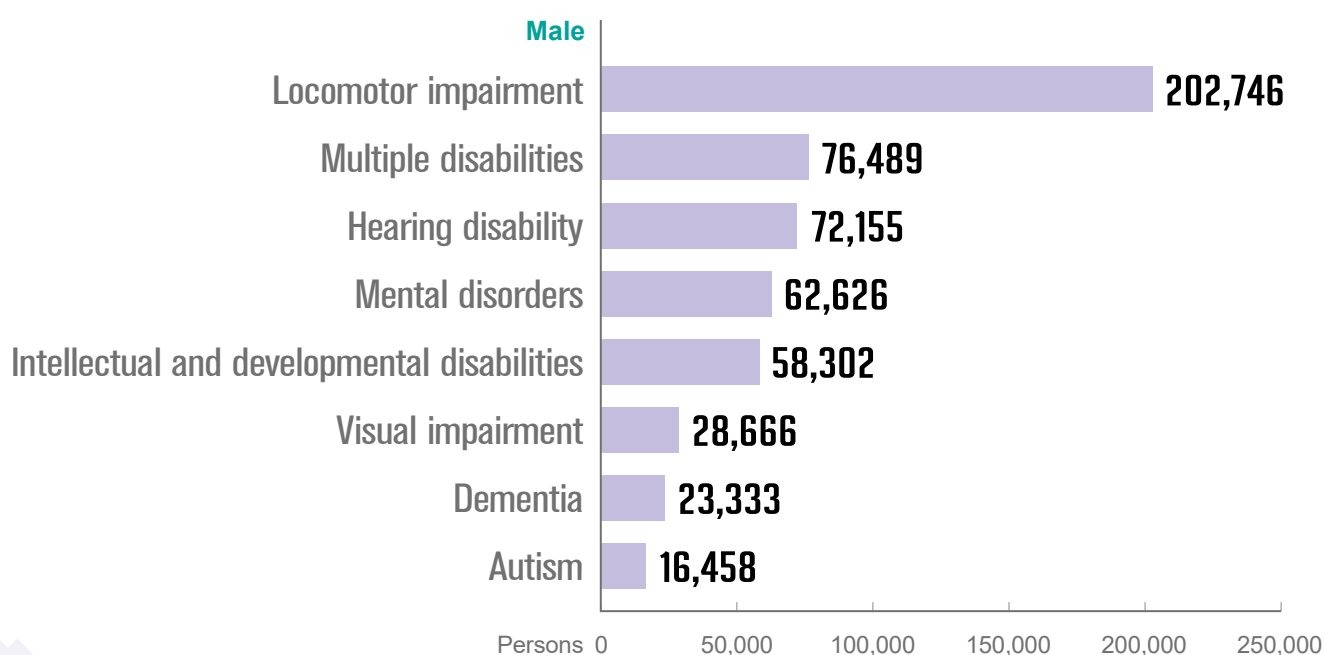
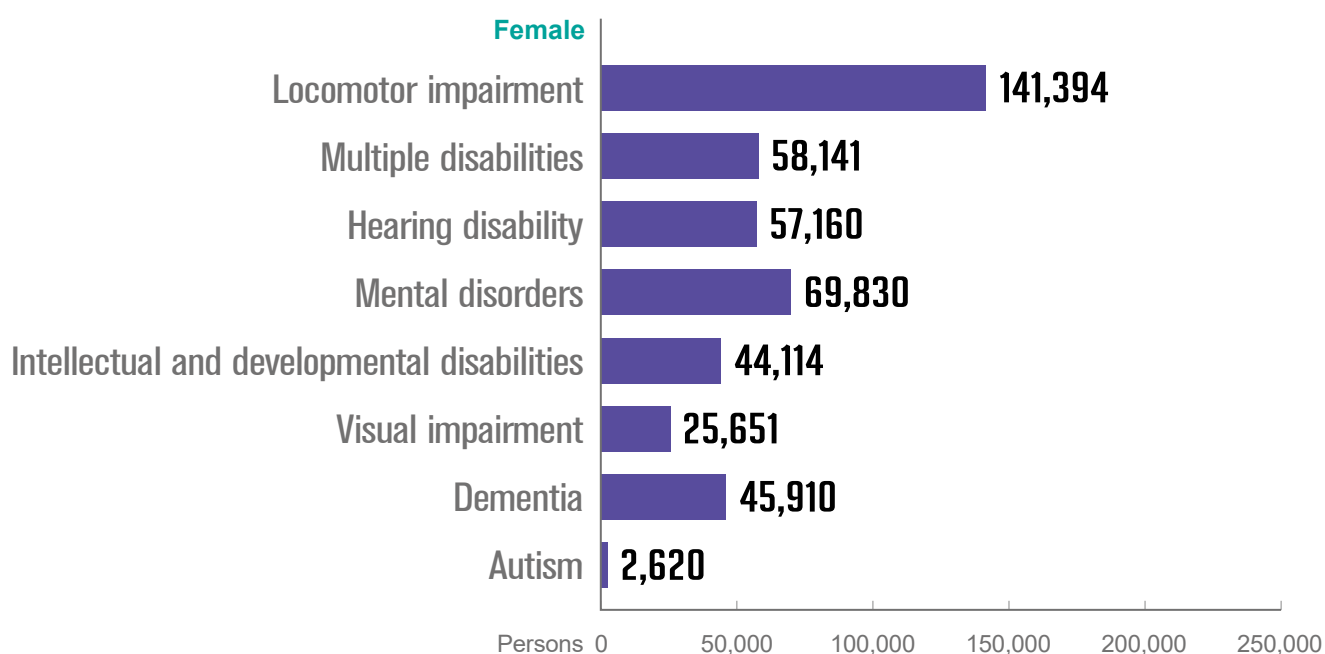
Note: Mortality rate = Number of deaths / Mid-year population × 100,000.



## ■ Men account for a larger share of the total population of persons with disabilities than women; more women suffer from dementia and mental disorders than men

In 2022, among the total population of persons with disabilities, approximately 662,000 (55.3%) were men and approximately 534,000 (44.7%) were women. By category of disability, men accounted for a greater number of persons with certain disabilities than women, including visual impairment, hearing impairment, locomotor impairment, intellectual and developmental disabilities, autism, and multiple disabilities, with the highest gender gap ratio (male/female) noted in persons with autism. However, women outnumbered men when it comes to the number of people with dementia and mental disorders.

### Statistics for certain categories of disabilities, 2022

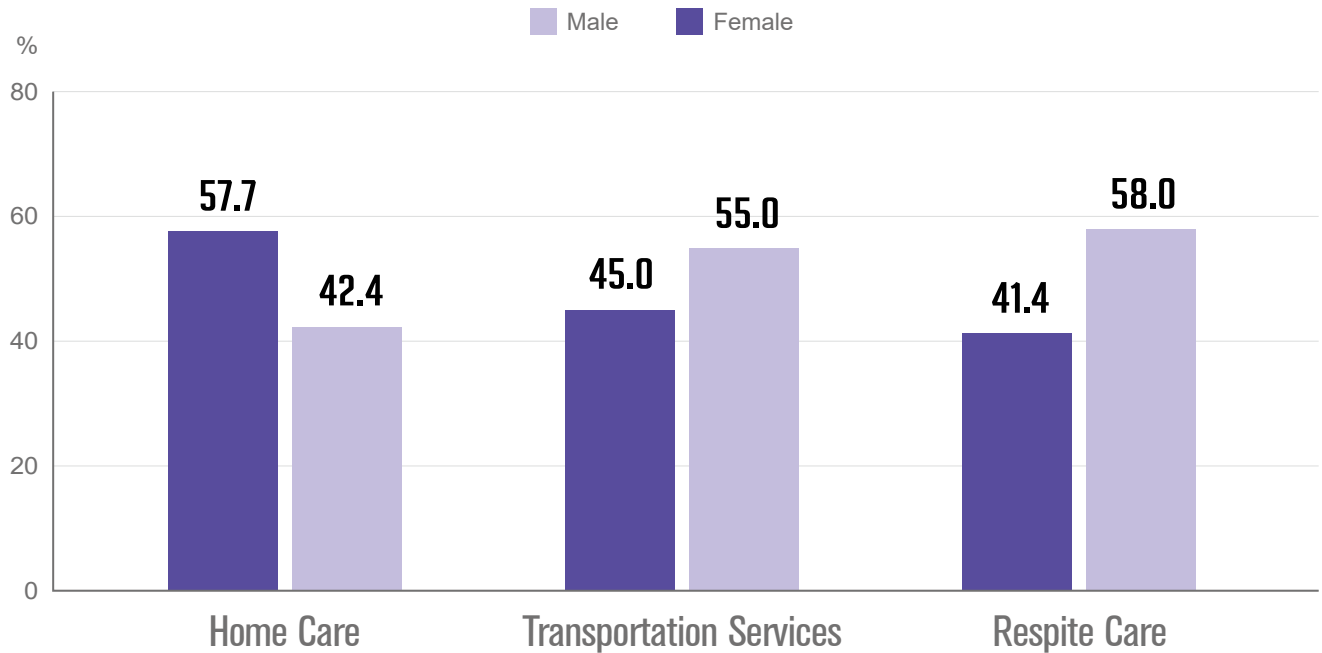


Source: Ministry of Health and Welfare.

**■ The majority of long-term care service users and givers are women**

As of the end of 2022, among long-term care service users, the largest number of users was observed in home care services, at 294,260 persons, followed by 204,364 users of transportation services, and 144,899 users of respite care. For the gender composition of service providers, long-term care service givers were predominantly female, accounting for over 80% of human resources in home, community, institutional residential, and integrated long-term care institutions.

**Gender distribution of the three most used long-term care services, 2022**



**2022 caregivers in the field of long-term care services**



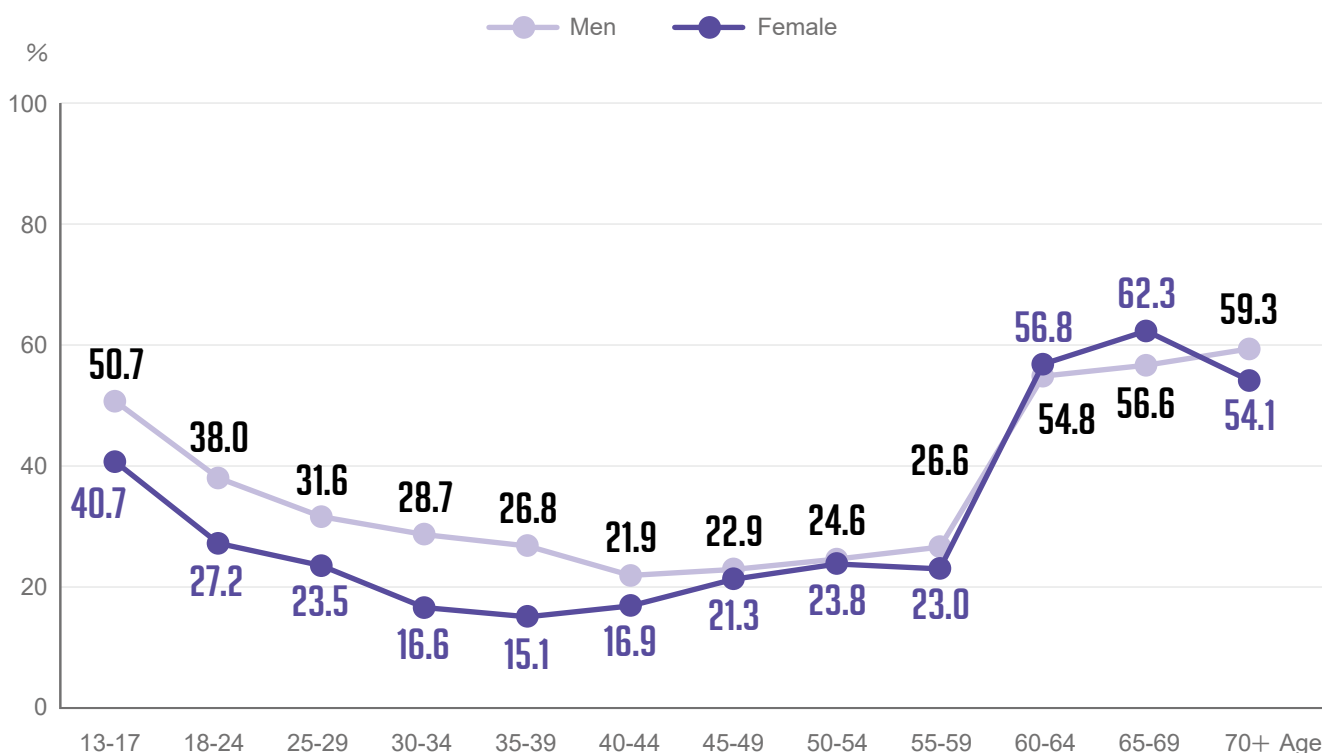
Source: Information System for Management of Long-Term Care Institutes and Service Givers, Ministry of Health and Welfare.



## ■ Gap still exists between ratios of men and women engaging in regular exercise; lowest rate among women aged 35-39, and largest gender gap between people aged 30-34

In 2022, 34.0% of persons aged 13 and older engaged in regular exercise, with overall more men (37.3%) engaged in regular exercise than women (30.8%), a difference of 6.5 percentage points. In terms of the gender gap by age group, the largest gender gap was found in the 30-34 age group (12.1 percentage points). The lowest rate of regular exercise was noted among women aged 35-39 (15.1%). The rates of both genders show a U-shaped distribution.

### Overview of population who regularly do exercise, 2022



Source: 2022 Sports and Athletics Survey, Sports Administration, Ministry of Education.

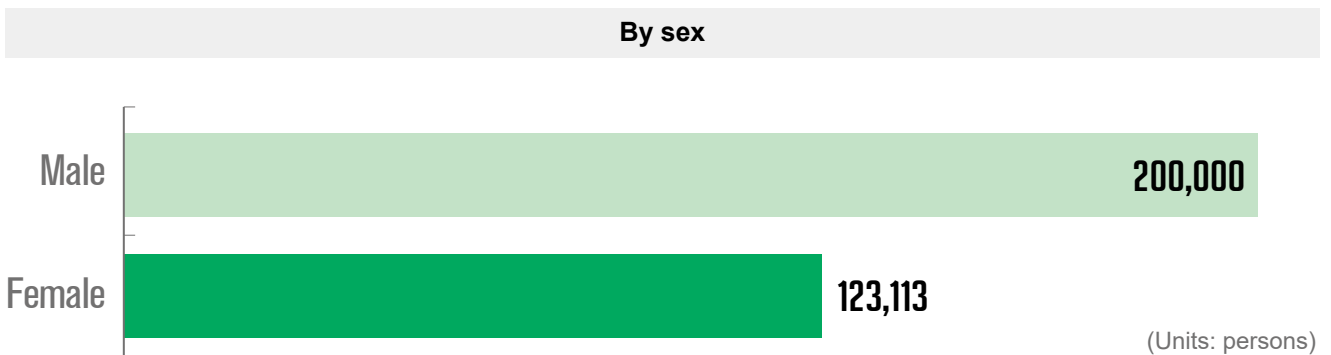
Note: "Regular exercise" is defined as 30-minute exercise routines at least three times a week that increase heart rate to 130 bpm or of sufficient intensity to cause heavy breathing and perspiration.

## 6. Environment, Energy, and Technology

### ■ Employees in science parks are predominantly male, with female employees less than 40%

Science parks in Taiwan are the main developmental clusters of six major industries in Taiwan, including integrated circuits (IC), optoelectronics, computer peripherals, communications, precision machinery, and biotechnology. In 2022, there were more than 320,000 persons employed in science parks, most of whom were men (38.1% women). Broken down by positions, male employees outnumbered female ones in technical, managerial, and R&D positions, with over 80% of total employees in R&D and managerial positions, while administrative positions were mainly occupied by women (62.2%).

#### Overview of Employees in Science Parks, 2022



Source: National Science and Technology Council.

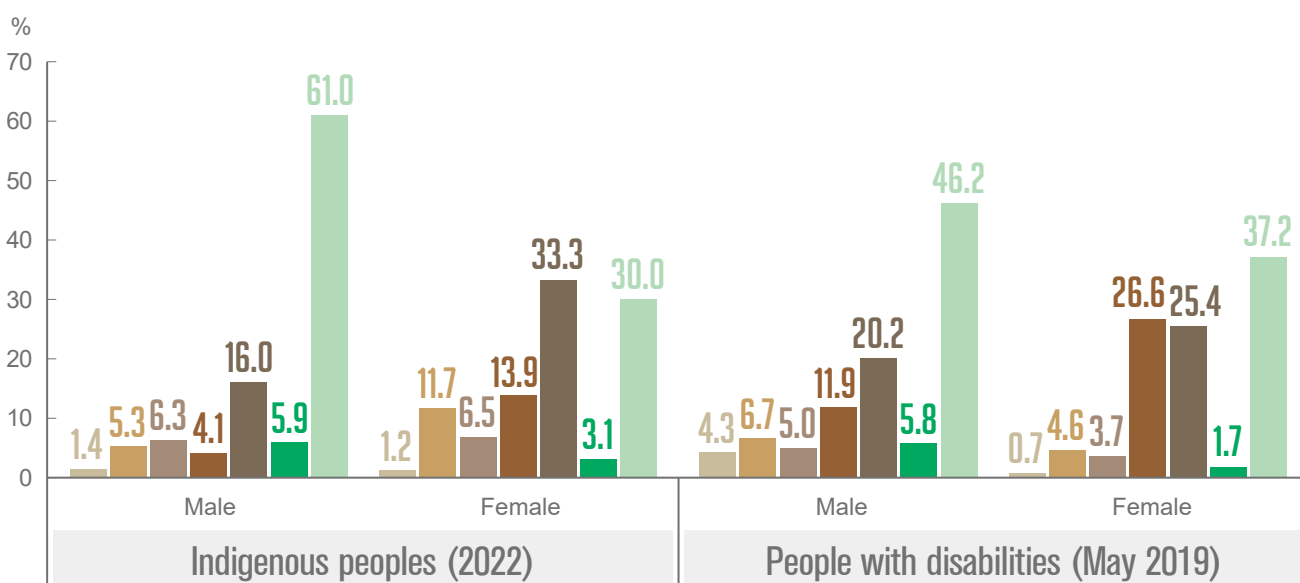
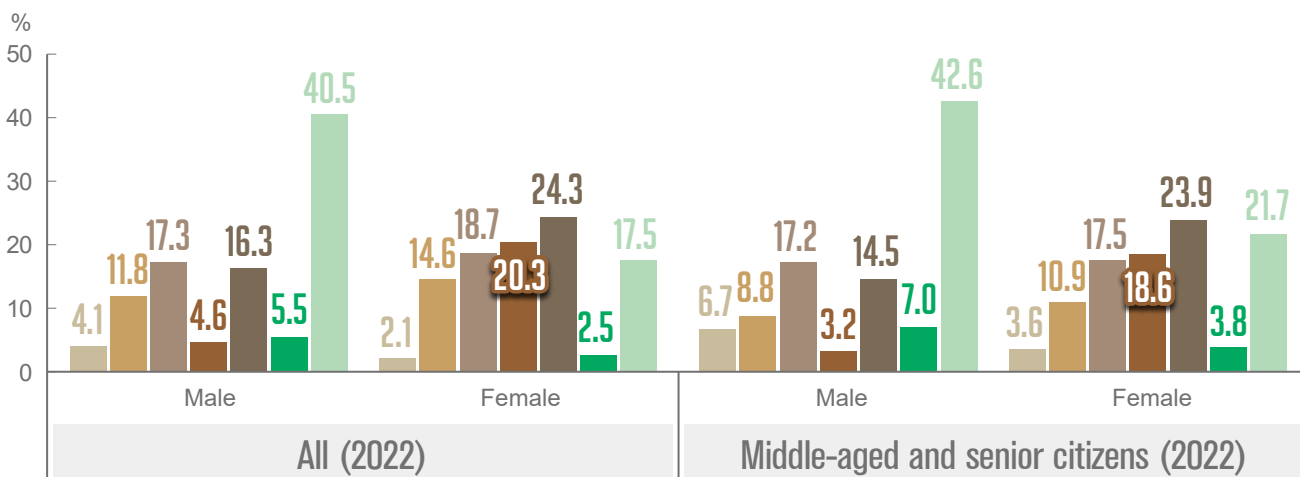


## ■ Men tend to work as “craft & machine operation related workers,” while women are mainly “service and sales workers”

In 2022, there were 11.418 million employed persons in Taiwan (of whom women account for 44.7%). In terms of occupation types, men mostly worked as “craft & machine operation related workers” (40.5%), while more women worked as “service and sales workers” (24.3%). Men of all social groups mostly worked as “craft & machine operation related workers” (40% and above for each social group). The highest proportion of men is noted in indigenous peoples (61.0%); the proportion of female “service and sales workers” was higher among middle-aged/senior citizens and indigenous peoples (23.9% and 33.3% respectively), and women with disabilities were mostly employed in “craft & machine operation related workers” (37.2%).

### Gender Statistics of Employed Persons from Different Groups by Type of Occupation

■ Legislators, senior officials & managers     
 ■ Professionals     
 ■ Technicians and associate professionals  
■ Clerical support workers     
 ■ Service and sales workers  
■ Skilled agricultural, forestry, and fishery workers     
 ■ Craft and machine operation related works



Source: Labor Survey of People with Disabilities, Ministry of Labor; Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Employment Status Survey of Indigenous Peoples, Council of Indigenous Peoples.

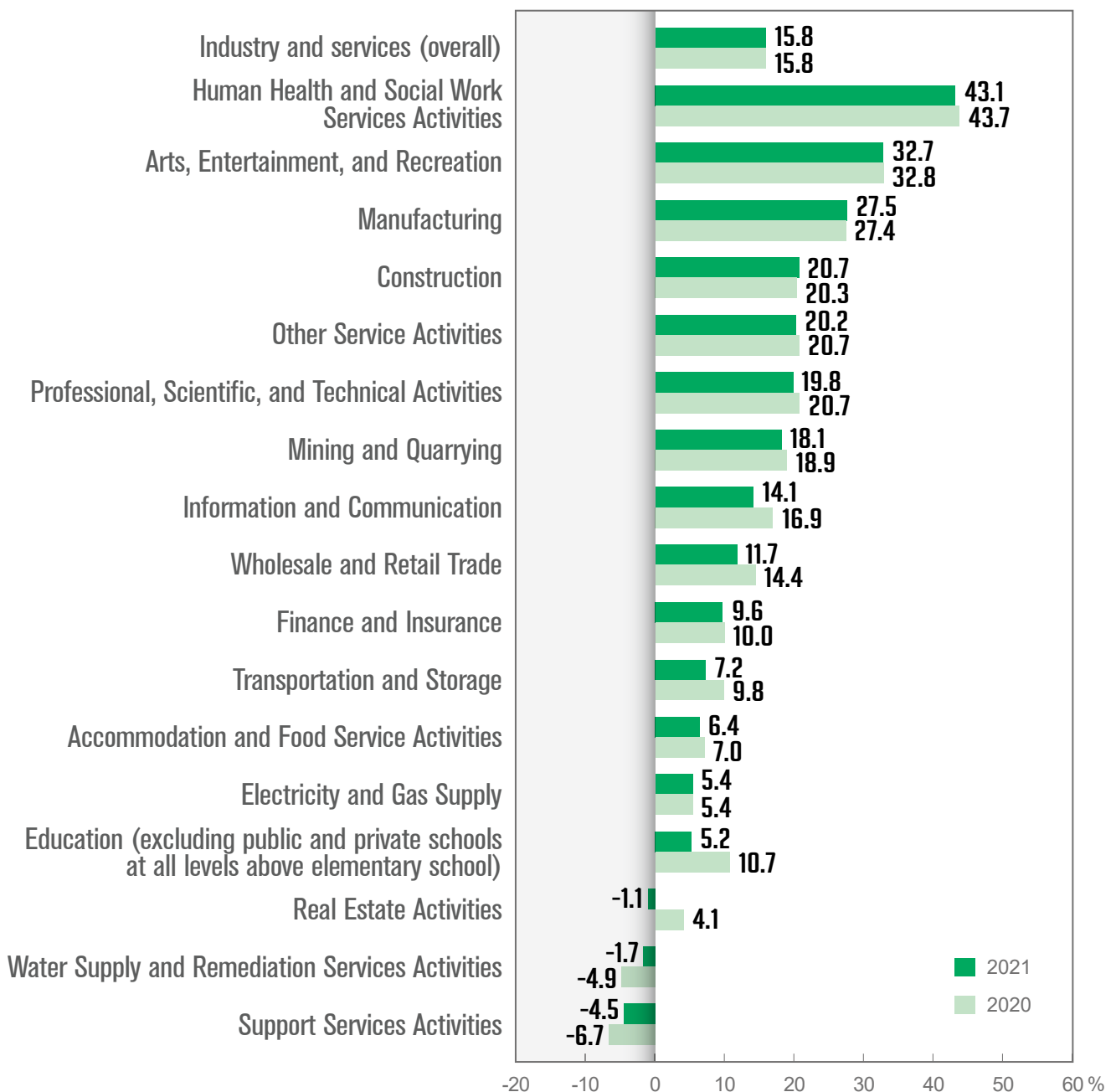
Note:

- “Employed persons” refers to individuals at least aged 15 and above, doing paid work, or at least 15 hours a week of unpaid family work.
- “All citizens” refers to members of the civilian population who are aged 15 and above; “middle-aged and elderly” refers to members of the civilian population from 45 to 64 years of age.

## ■ Science and engineering for boys, humanities for girls: gender pay gap created by occupational segregation

In 2022, the average hourly wage of women employed in Taiwan's non-agricultural sectors was NT\$314, which is 84.2% of the average of NT\$373 for men, resulting in a gender pay gap of 15.8% which was the same as 2021. It means that women need to work for an additional 58 days (365 calendar days × 15.8%  $\doteq$  58 days) to earn the same annual salary as men. In human health and social work activities, arts, entertainment and recreation, manufacturing, construction, other service activities, and professional, scientific and technical activities, men's average wages are still higher than those of women and the gender pay gap is higher (or near) 20%.

### Gender Pay Gap of Non-Agricultural Workers by Industry



Source: Ministry of Labor; Employee Earnings Survey, Ministry of Labor and Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

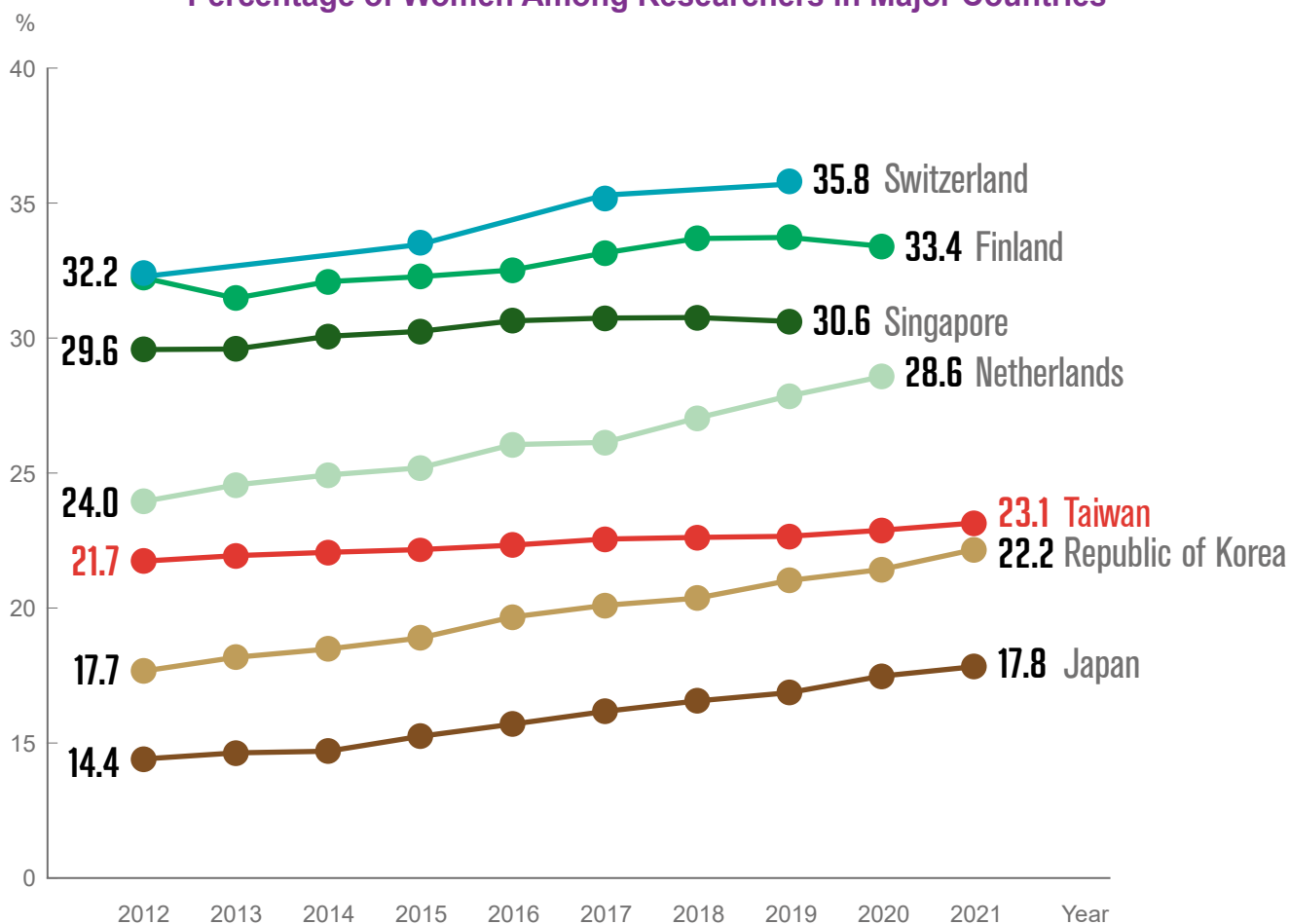
Note: The gender gap in average pay in Taiwan is calculated based on average hourly pay. Hourly earnings = [regular salary + non-regular salary (including overtime pay)] / total work hours. Average gender gap in hourly pay = (1 - percentage of women's average hourly pay compared to men) × 100.



## ■ Room for improvement—the percentage of female researchers in Taiwan, Japan, and the Republic of Korea falls short of 30%

Around the world in recent years, more attention was paid to fostering and retaining female talents in scientific research fields. In 2021, women accounted for 23.1% of researchers in Taiwan, representing an increase of 1.4 percentage points compared with 2012. Among other major countries, Switzerland had the highest percentage of female researchers, at 35.8%, followed by Finland at 33.4% and Singapore at 30.6%. Apart from Singapore, the percentage of female researchers in other major Asian countries such as Taiwan, Japan, and the Republic of Korea all fell short of 30%, indicating room for improvement.

Percentage of Women Among Researchers in Major Countries



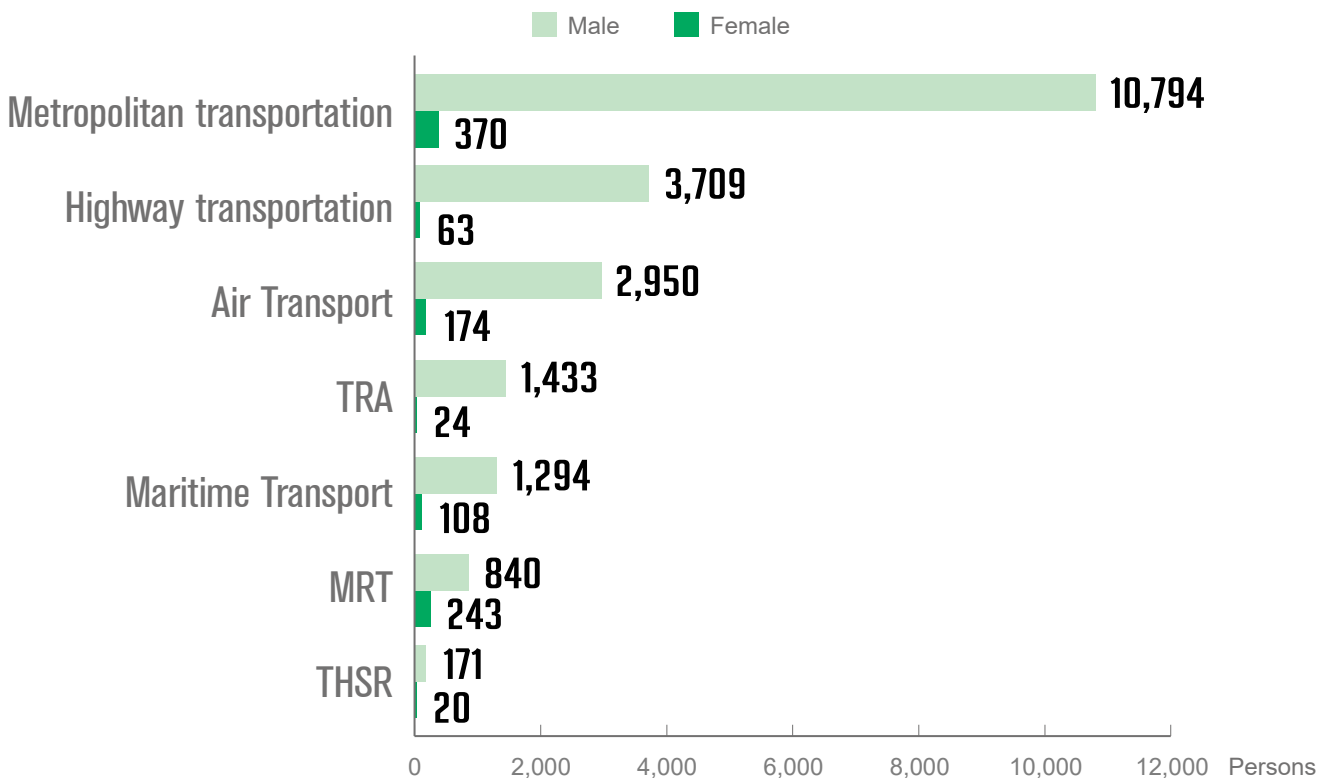
Source: Main Science and Technology Indicators, OECD, September 2023; Indicators of Science and Technology (2023), National Science and Technology Council.










## ■ Number of female public transportation drivers still accounts for lower proportion

With regard to the proportion of female public transportation drivers in 2022, metropolitan automobile transportation had the most female drivers (11,164 persons), and High Speed Rail the least (191 persons). MRT had the highest proportion of female drivers (22.4%), while High Speed Rail had the lowest (10.5%). Female drivers accounted for less than 10% of TRA, highway transportation, metropolitan transportation, aviation, and ship operators.

### Overview of Public Transportation Drivers, 2022



		Female (%)
MRT		22.4 %
THSR		10.5 %
Maritime Transport		7.7 %
Air Transport		5.6 %
Metropolitan transportation		3.3 %
Highway transportation		1.7 %
TRA		1.6 %

Source: Ministry of Transportation and Communications.

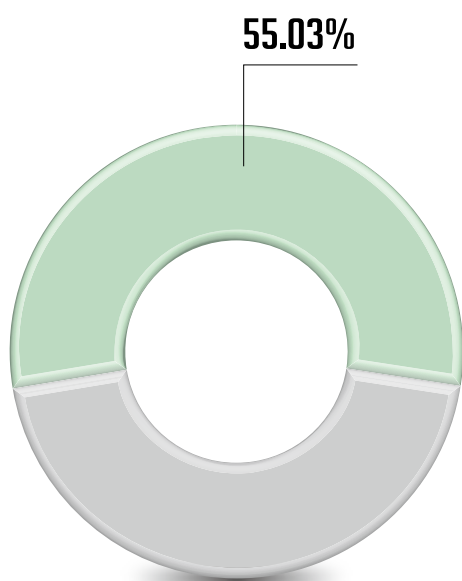
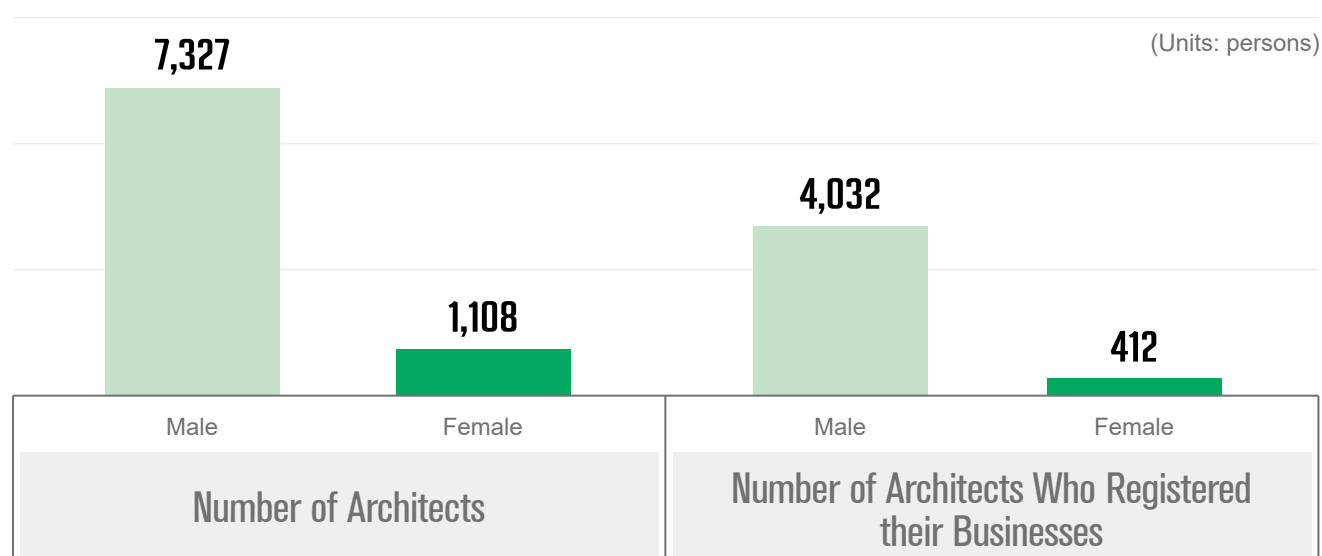
Note: MRT drivers include those of Taipei and New Taipei MRT, Kaohsiung RTS, and Taoyuan Airport MRT. "Ship operators" does not include deck cadets.



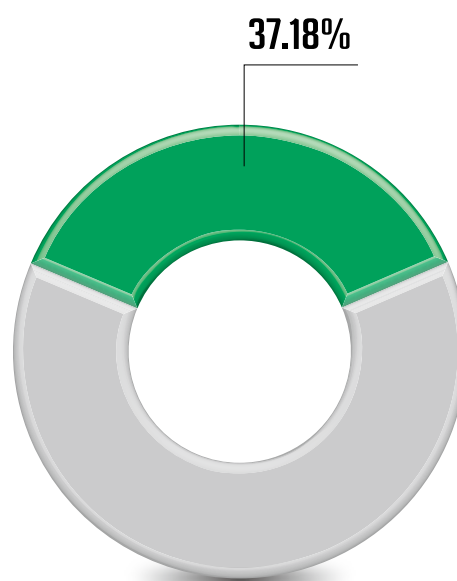
## ■ Architects are still predominantly male, indicating room for improvement on gender gap

According to the Architects Act, those who possess an architect's license and have a certain amount of experience may apply for a business practice license. As of the end of June 2022, 8,435 people possessed an architect's license, of whom 1,108 were women (13.14%). Among these people, 4,444 had registered their businesses, with women accounting for merely 9.27%. A further observation of the proportion of business registration by sex showed a gender gap of 17.85 percentage points, as female architects accounted for 37.18% of all business registrations compared with that of male architects, at 55.03%.

### Business Registrations of Architects with Certificates, by Sex, June 2022



Percentage that are Men



Percentage that are Women

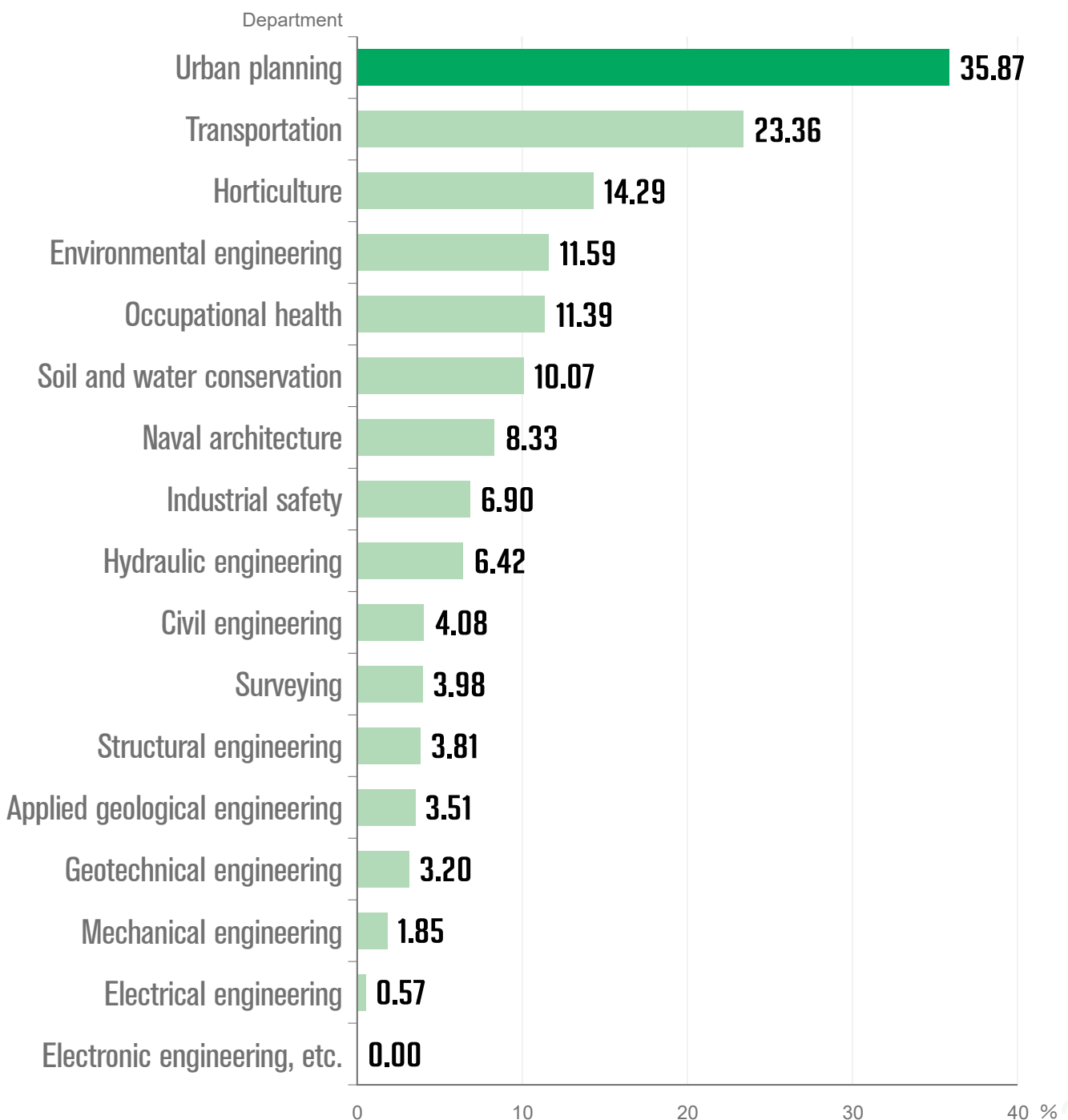
Source: Construction and Planning Agency, MOI.

Note: Percentage of Business Registration = Number of Architects Who Registered their Businesses / Total Number of Architects.

## ■ Men considerably outnumber women among practicing professional engineers

According to the Professional Engineers Act, a professional engineer possessing a professional engineer certificate and having gained a certain amount of experience may practice the profession after obtaining a professional engineer license from the central competent authority. As of the end of 2022, 4,713 persons were practicing engineers (7.32% were women). The proportion of female practicing engineers was highest in urban planning (35.87%), followed by traffic engineering (23.36%). Although the number of female practicing engineers has been increasing year by year, a considerable gender gap remains.

Proportions of Women among Professional Engineers by Workplace, 2022



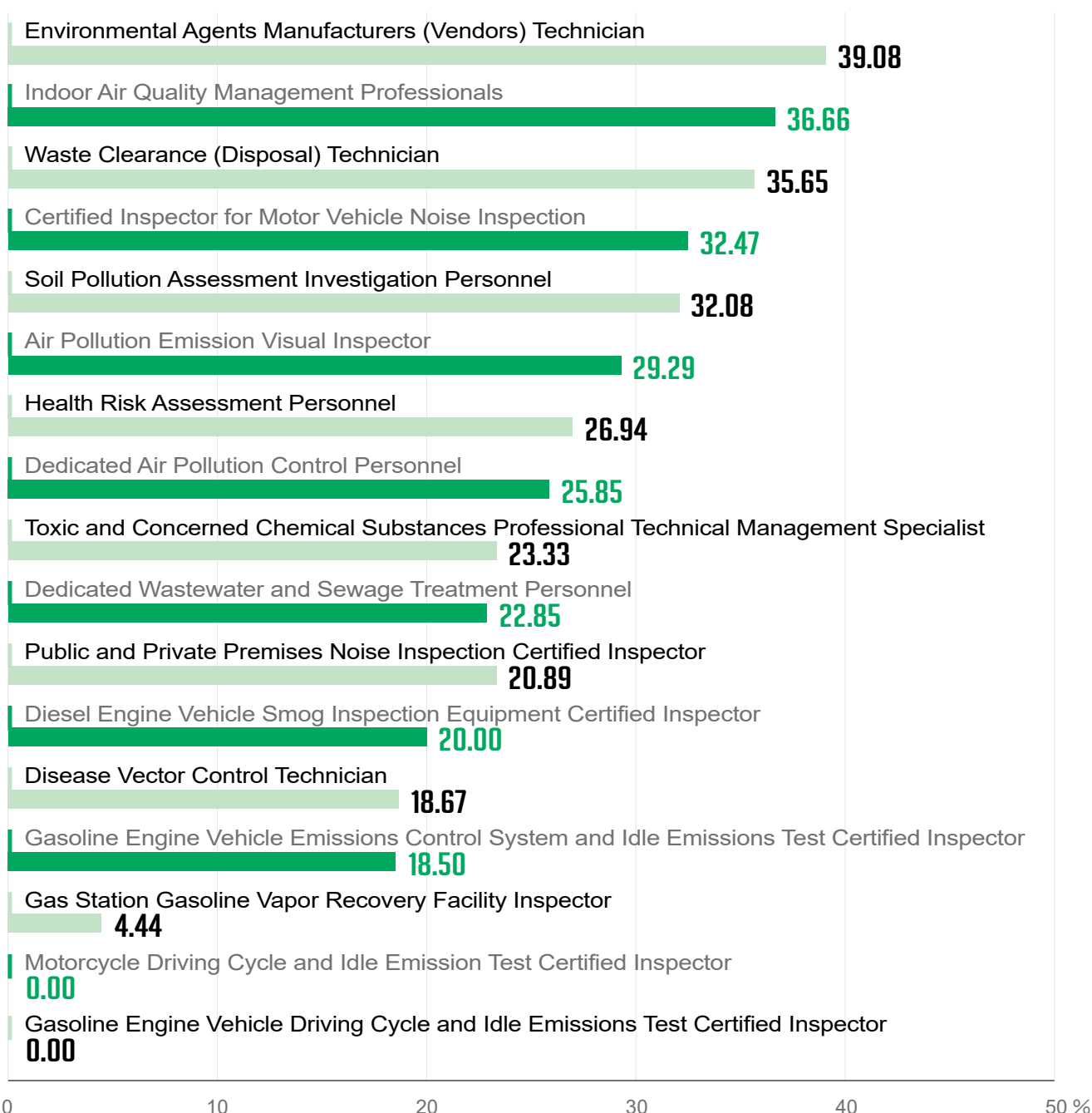
Source: Public Construction Commission, Executive Yuan.



## ■ There are still more men who obtain environmental protection specialist certificates

In Taiwan, in response to various environmental protection laws and regulations, public and private establishments or businesses are required to appoint special personnel who own environmental protection licenses to carry out the relevant statutory environmental protection business. In 2022, 9,144 persons obtained certificates in 17 categories of training, with women accounting for 29.18% of the total. Except for three categories, namely “environmental agents manufacturers (vendors) technician,” “indoor air quality management professionals,” and “waste clearance and disposal technician,” where the proportion of women has exceeded one-third, and the other categories still consist mostly of men.

### Percentage of Women Who have Obtained Environmental Protection Specialist Certificates, 2022



Source: Ministry of Environment.

# GENDER EQUALITY ENGENDERS QUALITY



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