

2025 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.

This publication is prepared by using the Social Institution and Gender Index (SIGI) published by the Organization for Economic Co-operation and Development (OECD) in 2023; 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 compiled for comparison 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, and Culture," "Personal Security and Justice," "Health, Medical Service, and Care," 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 46 main statistical indicators by gender. The statistical diagrams in this publication 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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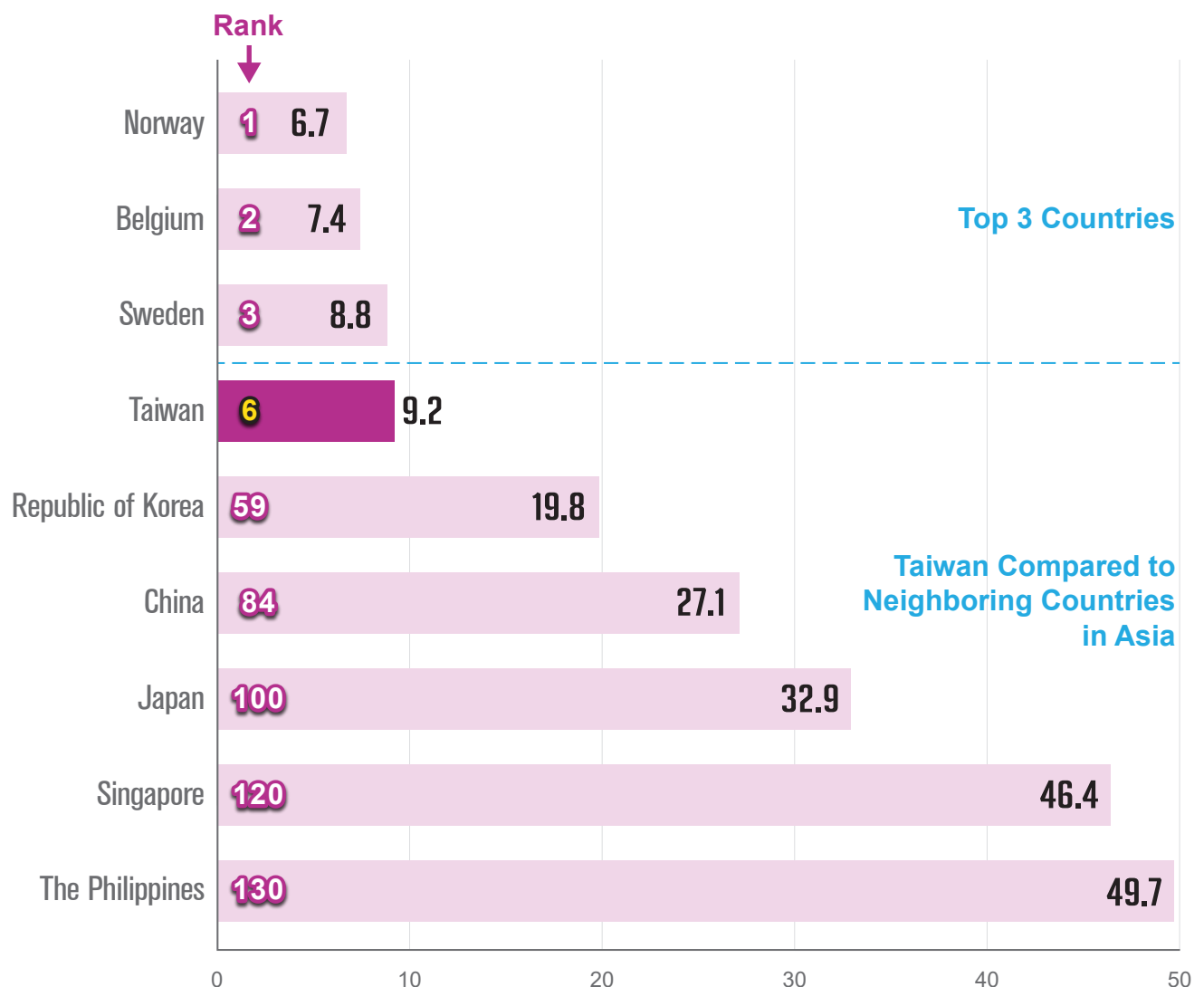
International comparisons

■ Social Institutions and Gender Index, SIGI

Taiwan evaluated in the Social Institutions and Gender Index (SIGI) in 2023 for the first time, ranking 6th globally and 1st 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 ranked 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 6th out of the 179 countries measured, and 1st 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 1st in Asia and achieved great performance especially in "discrimination in the family".

Taiwan's Indicators in SIGI

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) .

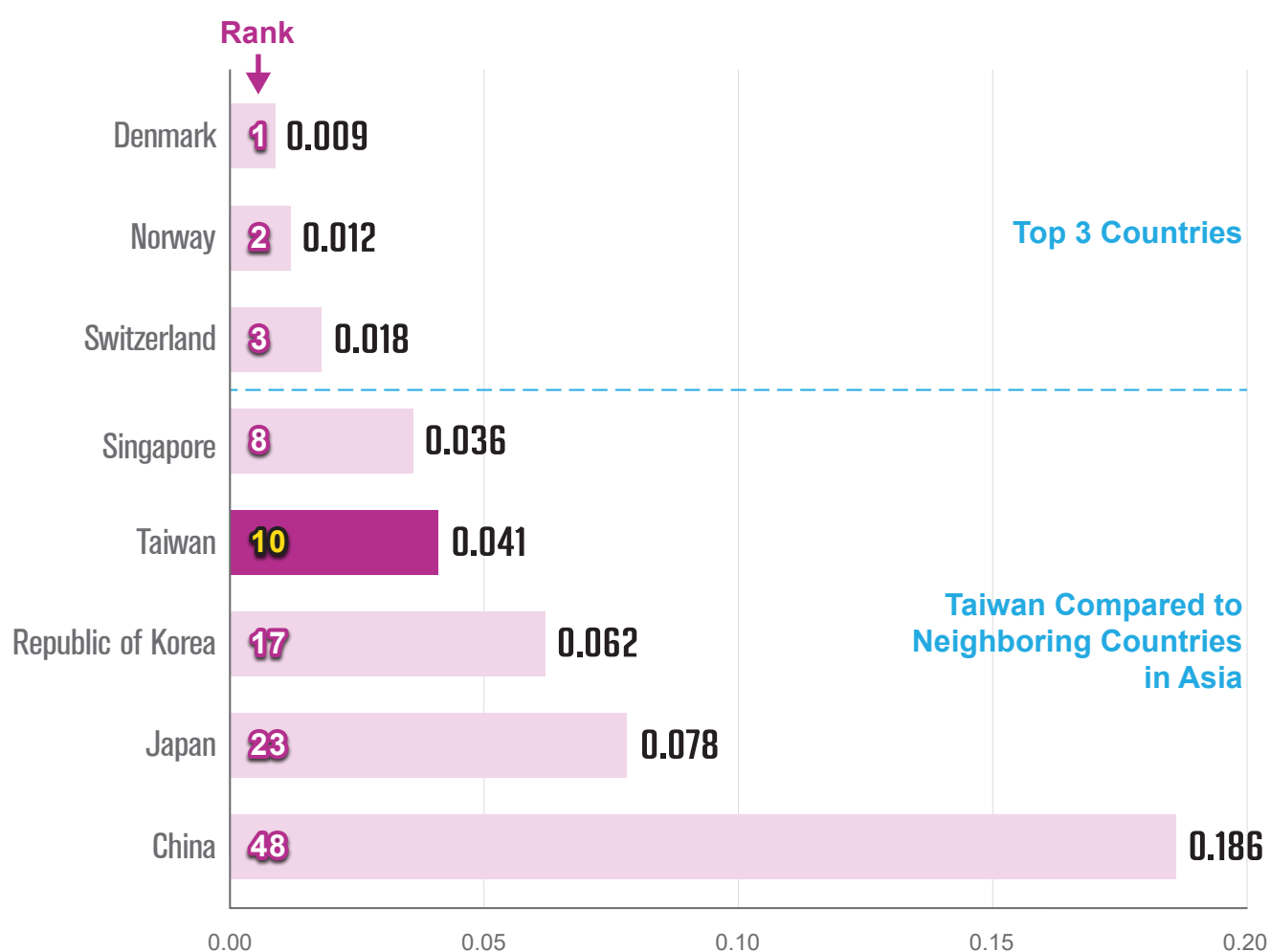


Gender Inequality Index, GII

Taiwan ranked 10th globally in the 2022 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 5 indicators in the 3 dimensions of reproductive health, empowerment, and the labor market. In the GII global ranking, Denmark's GII value 0.009 ranked 1st (a lower value is better), followed by Norway's GII value 0.012, with Switzerland's GII value 0.018 coming in 3rd. When compiling the available data for Taiwan into the GII calculation formula, Taiwan's GII value in 2022 was 0.041 (0.036 in 2021), ranking 10th out of the 167 countries measured (ranking 7th in the preceding evaluation).

GII Values and Rankings of Major Countries, 2022



In terms of reproductive health, in 2020, Taiwan's maternal mortality rate was found to be 13 deaths per 100,000 live births, which lagged behind the top 10 countries in the overall GII ranking, as well as neighboring countries in Asia—Japan (4 deaths), Singapore (7 deaths), South Korea (8 deaths). In 2022, Taiwan's adolescent birth rate (births per 1,000 females aged 15-19) was 3.0‰. The performance was better than 3 countries—Sweden (3.3‰), Finland (4.1‰), and Iceland (5.1‰). Nevertheless, compared with neighboring countries in Asia, Taiwan lagged behind South Korea (2.1‰), Singapore (2.5‰), and Japan (2.8‰). In terms of empowerment, the proportion of parliamentary seats occupied by women in Taiwan rose to 42.3% in 2022, surpassing Switzerland

(39%) and the Netherlands (37.8%), as well as neighboring countries in Asia, i.e., South Korea (18.6%), Japan (15.4%) and Singapore (29.1%). In 2022, the proportion of women aged 25 and older with at least a secondary education was 84.5%, and 92.2% for men, amounting to a gender gap of 7.7 percentage points. Taiwan's performance was behind Denmark (0.2 percentage points) and Norway (0.2 percentage points), both of which had the lowest gender gap. Nevertheless, compared with neighboring countries in Asia, Taiwan was performing better than South Korea (9.8 percentage points), but lagged behind Japan (0.8 percentage points) and Singapore (5.5 percentage points). As for the labor market in Taiwan, in 2022, the labor force participation rate of women aged 15 and older was 51.6%, and 67.1% for men, amounting to a gender gap of 15.5 percentage points. Compared with its neighboring countries in Asia, Taiwan was performing better than South Korea (18.6 percentage points) and Japan (17.2 percentage points), but lagged behind Singapore (13.6 percentage points).

Taiwan's Indicators in the Gender Inequality Index

Dimension	Indicator	Data year	Value
Reproductive Health	Maternal mortality rate (deaths per 100,000 live births)	2020	13.0
	Adolescent birth rate (births per 1,000 women aged 15-19) (‰)	2022	3.0
Empowerment	Proportion of seats in parliament (%)	2022	Female: 42.3 Male: 57.7
	Population with at least some secondary education (aged 25 and older) (%)	2022	Female: 84.5 Male: 92.2
Labor Market	Labor force participation rate of persons aged 15 and older (%)	2022	Female: 51.6 Male: 67.1

Source: Human Development Report 2023-24, 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:

1. 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 scoring equally or below Taiwan are moved down 1 place compared to the original report.
2. The UNDP report uses different data years for various indicators. Except for the maternal mortality rate, which is based on data for 2020, the remaining 4 indicators are calculated using data for 2022.

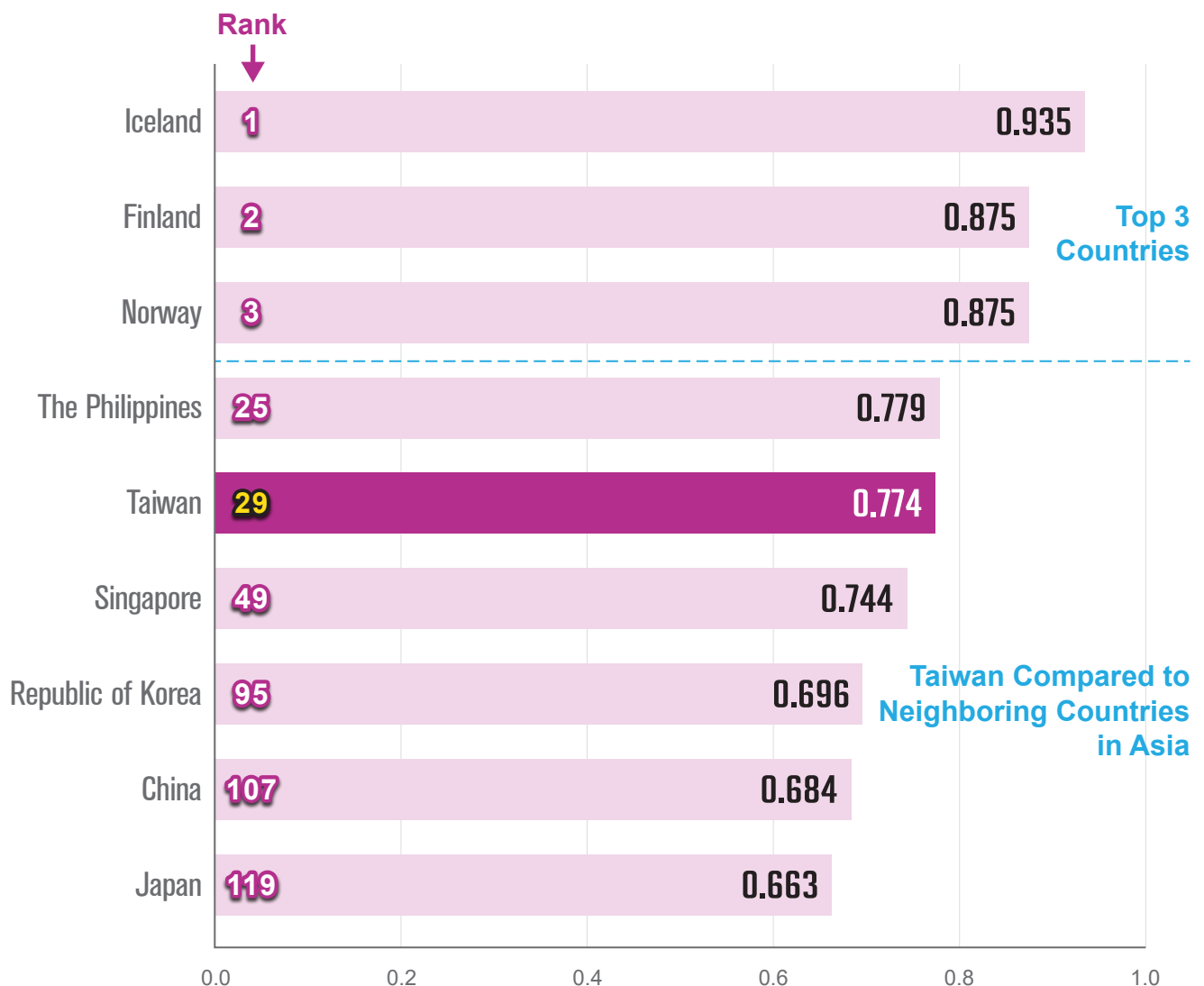


■ Gender Gap Index, GGI

Taiwan ranked 29th globally in gender equality in the 2024 Gender Gap Index (GGI), up 5 places from 2023

The GGI published by the World Economic Forum (WEF) measures the extent of gender-based gaps through 14 variables of 4 subindexes: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. In the global ranking for 2024, Iceland ranked 1st with 0.935 (the closer the score is to 1, the better), followed by Finland with 0.875, and Norway ranking 3rd with 0.875. When compiling Taiwan's score based on WEF's calculation method, Taiwan's GGI value in 2024 was 0.774 (0.764 in 2023). It ranked 29th out of the 147 countries measured (ranking 34th in 2023).

GGI Scores and Rankings of Major Countries, 2024



Based on observations of each subindex, Taiwan's score in Economic Participation and Opportunity was 0.727, ranking 48th globally. Compared with other countries in Asia, Taiwan's score was lower than those of Singapore (0.779), the Philippines (0.775), and China (0.737), but higher than those of the Republic of Korea (0.605) and Japan (0.568). In terms of Educational Attainment, Taiwan's score was 0.998, ranking 40th globally. Compared with other countries in Asia, Taiwan's score was lower than that of the Philippines (1.000), but higher than those of Singapore (0.994), Japan (0.993), the Republic of Korea (0.980), and China (0.934). Taiwan's score in Health and Survival was 0.970, ranking 68th globally. Compared with other countries in Asia, Taiwan's score was lower than those of the Republic of Korea (0.976), Japan (0.973), and Singapore (0.971), but higher than both the Philippines (0.968) and China (0.940). Taiwan's score in Political Empowerment was 0.400, ranking 32nd globally. Compared with other countries in Asia, Taiwan's score was higher than those of the Philippines (0.373), Singapore (0.230), the Republic of Korea (0.223), China (0.123) and Japan (0.118). Taiwan's score surpassed the Philippines for the first time and came in 1st in Asia.

Taiwan's Indices in the Gender Gap Index

Subindex	Indicator	Calculation results	Global ranking
Economic Participation and Opportunity	Labor force participation rate, wage equality for similar work, estimated earned income, legislators, senior officials & managers, and professional and technical workers	0.727	48
Educational Attainment	Literacy rate, enrollment rate in primary education and secondary & higher education	0.998	40
Health and Survival	Sex ratio at birth, healthy life expectancy	0.970	68
Political Empowerment	Women in parliament, women in ministerial positions, years with female head of state	0.400	32

Source: Global Gender Gap Report 2024, World Economic Forum; Department of Gender Equality, Executive Yuan.

Note:

1. The GGI score is the sum of 2 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 4 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 1 place compared to the original report.
3. The WEF 2023 Report updated the definition of the 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.

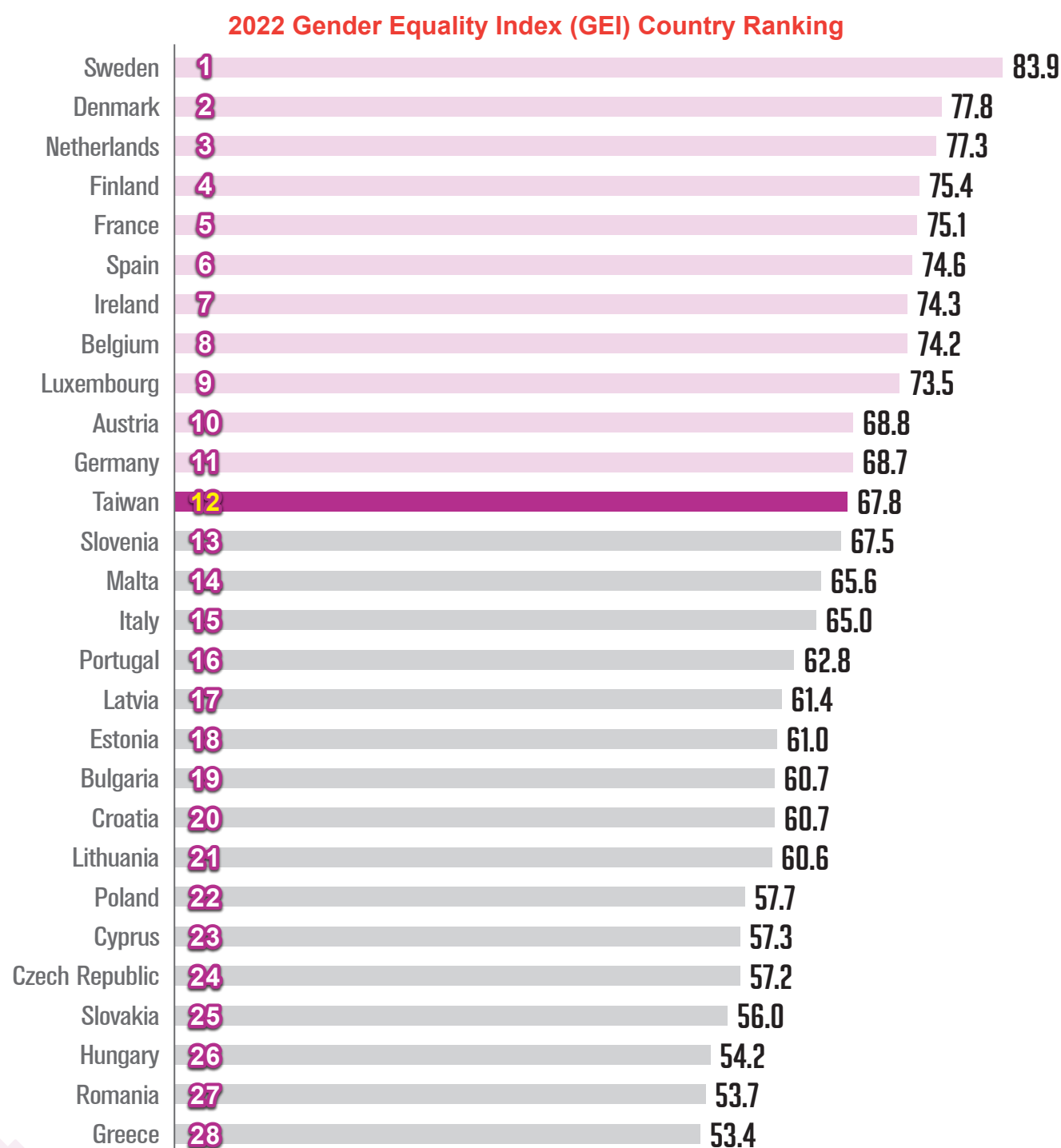




■ Gender Equality Index, GEI

Development of gender equality in Taiwan evaluated based on the EU "Gender Equality Index" (GEI) for the first time, ranking 12th in 2022

The Gender Inequality Index (GEI) published by the European Institute for Gender Equality includes 31 indicators in 6 core domains (work, money, knowledge, time, power, and health), as well as 2 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 12th.



Source: "Gender Inequality 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 9 points lower than the average score of EU member states (57.2 points). In the "work" domain, Taiwan scored 69.7 points, which is 2 points lower than the average score of EU member states (71.7 points).

Taiwan's Score in the EU Gender Equality Index

Domain	Taiwan's Score	Indicator
Work	69.7	① Full-time equivalent employment rate ② Duration of working life ③ Employed people in education, human health and social work activities ④ Ability to take 1-2 hours off during working hours to take care of personal or family matters ⑤ Career Prospects Index
Money	84.3	① Mean monthly earnings ② Mean equivalized net income (purchasing power standard) ③ Not-at-risk-of-poverty ④ S20/S80 income quintile share
Knowledge	69.4	① Graduates of tertiary education ② People participating in formal or non-formal education and training ③ Tertiary students in the fields of education, health and welfare, humanities and arts
Time	70.2	① People caring for and educating their children or grandchildren, elderly people or people with disabilities, every day ② People doing cooking and/or housework, every day ③ Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week ④ Workers involved in voluntary or charitable activities, at least once a month
Power	48.2	① Share of president and ministers ② Share of members of Parliament ③ Share of members of regional assemblies ④ Share of members of boards in largest quoted companies, supervisory board or board of directors



Domain	Taiwan's Score	Indicator
Power	48.2	<ul style="list-style-type: none">⑤ Share of board members of central bank⑥ Share of members of public research funding⑦ Share of board members of publicly owned broadcasting organizations⑧ Share of members of highest decision-making body of the national Olympic sport organizations
Health	79.4	<ul style="list-style-type: none">① Self-perceived health, good or very good② Life expectancy in absolute value at birth③ Healthy life years in absolute value at birth④ People who don't smoke and are not involved in harmful drinking⑤ People doing physical activities and/or consuming fruits and vegetables⑥ Population without unmet needs for medical examination⑦ Population without unmet needs for dental examination

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

Note:

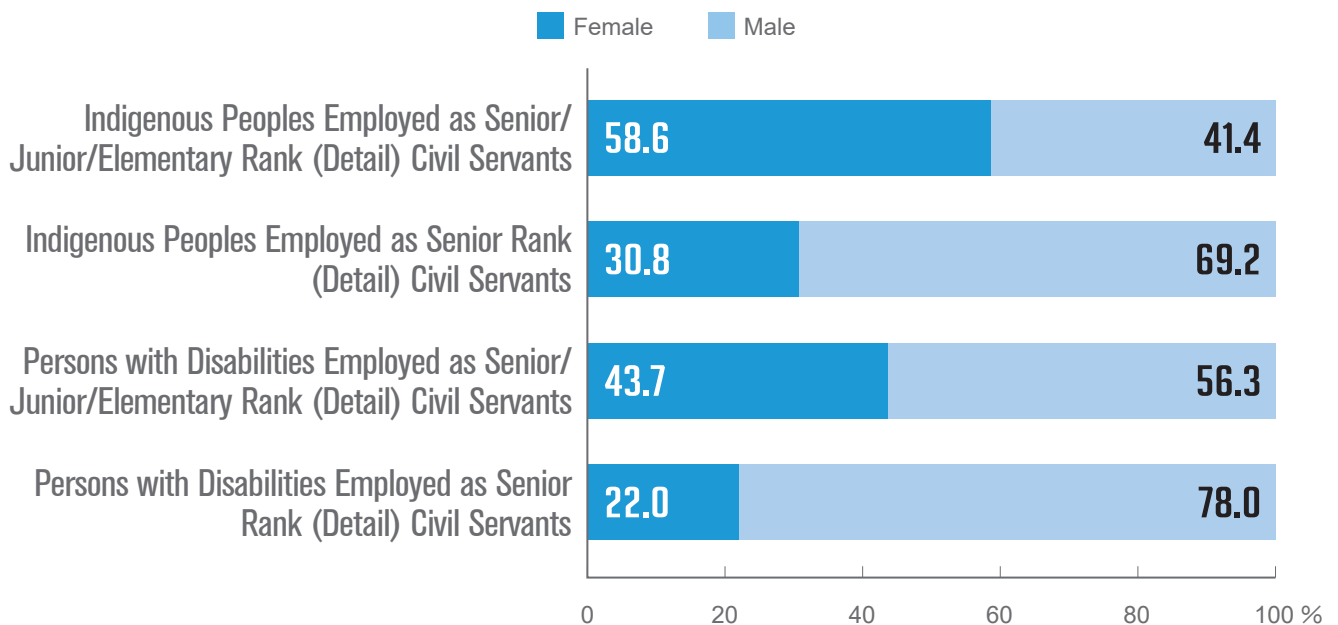
1. The score is between 0 and 100 points. A higher score indicates superior performance.
2. The 2 satellite domains include "violence" and "intersecting inequalities." The domain of "violence" includes 11 indicators. The domain of Intersecting inequalities is determined based on the intersectionality 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 were both lower than those of men

Among the 10,516 senior rank (detail) civil servants in 2023, 65 and 159 were indigenous peoples and persons with disabilities, respectively, both of which accounted for less than 2%, and only 20 and 35 women were in these two groups, respectively. Women represented 58.6% of the 3,624 indigenous peoples employed as senior/junior/elementary rank (detail) civil servants, which are more than men at 41.4%, but they only represented 30.8% of senior rank (detail) civil servants. Meanwhile, women represented 43.7% of the 5,272 persons with disabilities employed as senior/junior/elementary rank (detail) civil servants, accounting for 22% 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 (39.4%).

Proportion of People with Disabilities and Indigenous Peoples Employed as Senior Rank (Detail) Civil Servants, by Sex, 2023



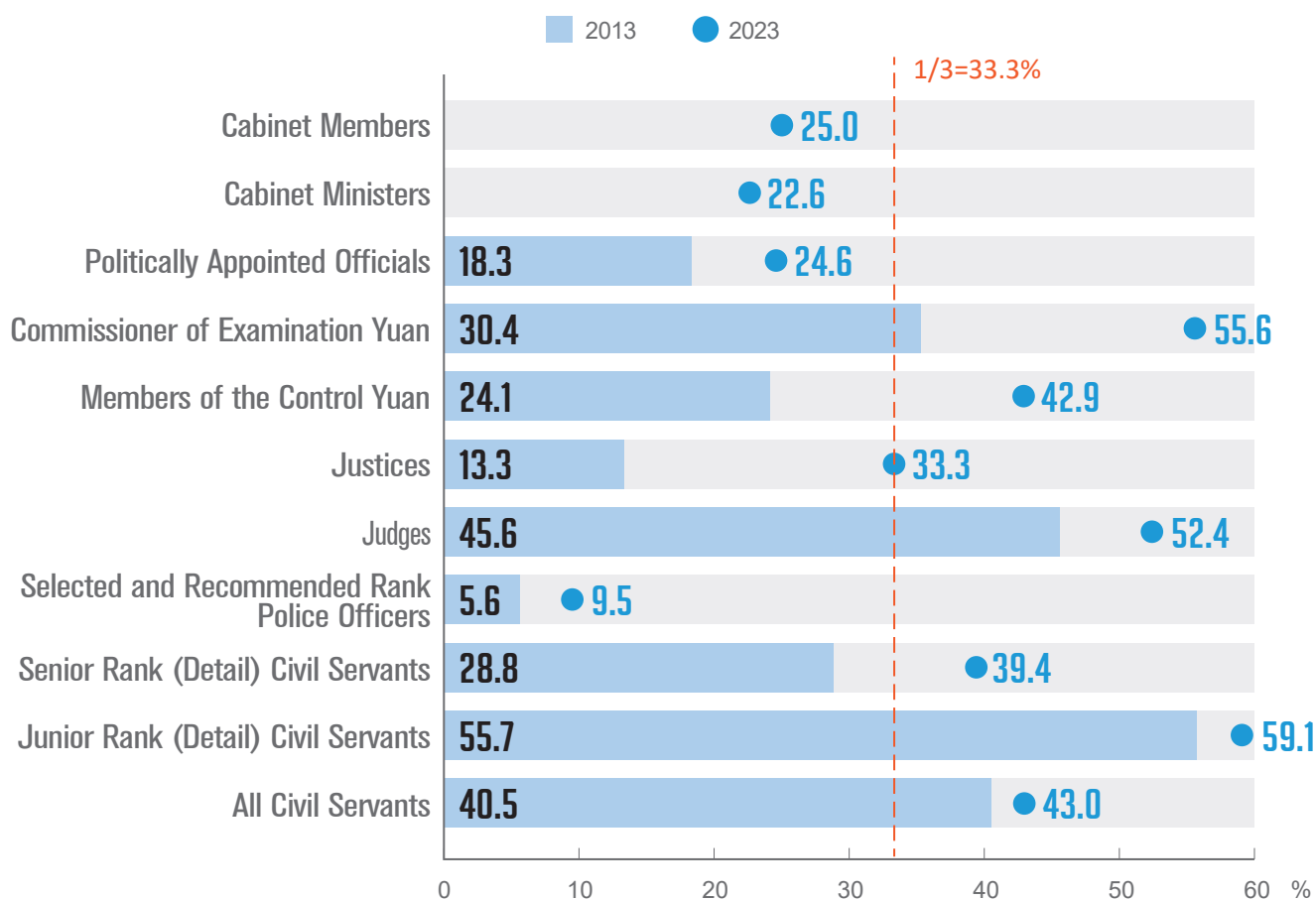
Source: Ministry of Civil Service.



■ 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 data compiled as of December 2024, women accounted for 25% of cabinet members and 22.6% of the ministers, falling considerably short of the 1/3 gender ratio rule. In 2023, the proportion of women politically appointed officials (24.6%) still fell short of 1/3. As for decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan, women accounted for over 50% of the Commissioner of Examination Yuan and judges, 42.9% of the Members of the Control Yuan, but only 33.3% of justices. Women only accounted for 9.5% of the selected rank police officers and recommended rank police officers. As for civil servants, women accounted for 43% of all civil servants in Taiwan and 39.4% of all senior rank (detail) civil servants. Meanwhile, women accounted for 40.8% of civil servants at the director level. As of August 2024, women accounted for 18.9% of second-level agency political deputy ministers, 25% of second-level agency administrative deputy ministers, 35.7% of chiefs of staff, 39.2% of directors of first-level units, and 26.5% 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 first-level units and heads of third-level agencies have increased from 2022 (0.9-3.2 percentage points).

Status of Women's Participation in Decision-making in the Government Sector

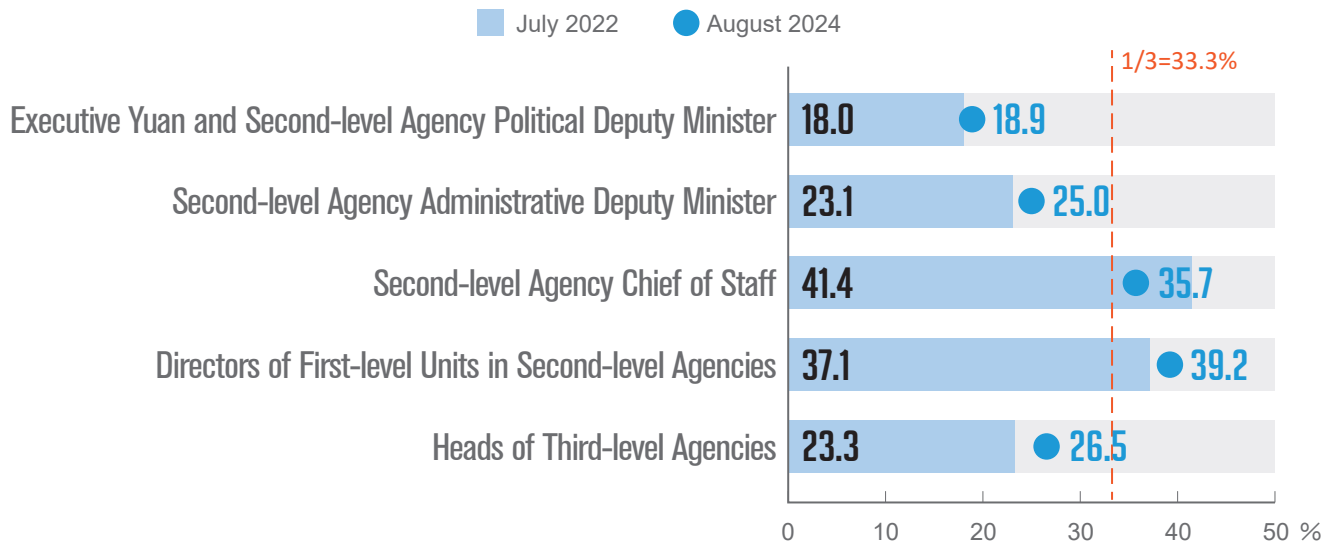


Source: Judicial Yuan; Examination Yuan; Control Yuan; official website of the Executive Yuan; Ministry of Civil Service; Directorate-General of Personnel Administration, Executive Yuan; and National Police Agency, Ministry of the Interior.

Note: Commissioners of 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 Public Functionary Disciplinary Sanction Commission

1. Power, Decision-Making, and Influence

(reorganized as the Disciplinary Court as of July 17, 2020) and exclude justices. The numbers of justices and judges exclude those with preferential treatment. Cabinet members (according to data collected as of December 2024) include the Premier, Vice Premier, Ministers without Portfolio, Secretary-General, and Spokesperson of the Executive Yuan, as well as the heads of 31 ministries and departments (excluding the Taiwan Council for US Affairs; the Ill-Gotten Party Assets Settlement Committee, Taiwan Transportation Safety Board, Nuclear Safety Commission, and Preparatory Office of the Personal Data Protection Commission are third-level agencies under the Executive Yuan). 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:

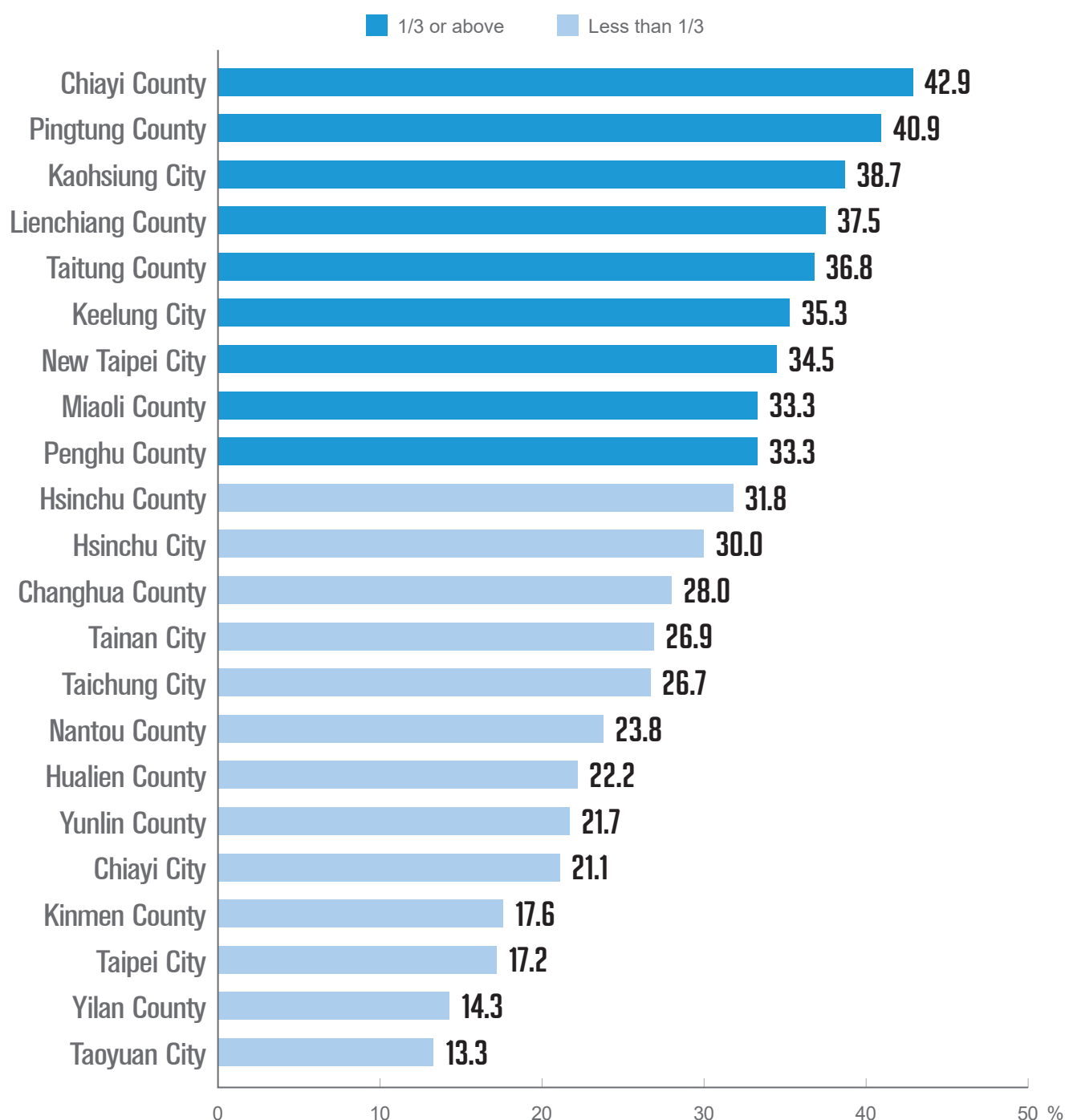
1. The political deputy ministers of second-level agencies of the Executive Yuan include the Political Deputy Secretary-General, Political Deputy Ministers of its second-level agencies and equivalent central second-level independent agencies, but do not include the Taiwan Council for US Affairs. Each position is counted only once. (The Ill-Gotten Party Assets Settlement Committee, Taiwan Transportation Safety Board, Nuclear Safety Commission, and Preparatory Office of the Personal Data Protection Commission are third-level agencies under the Executive Yuan).
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, Taiwan Transportation Safety Board, Nuclear Safety Commission, and Preparatory Office of the Personal Data Protection Commission are third-level agencies under the Executive Yuan.)
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, and overseas offices. Each position is counted only once. (The Ill-Gotten Party Assets Settlement Committee, Taiwan Transportation Safety Board, Nuclear Safety Commission, and Preparatory Office of the Personal Data Protection Commission are third-level agencies under the Executive Yuan.)



■ Significant improvements needed to bridge the gender gap of the heads of first-level units and subordinate agencies of local governments

As of the end of 2023, women accounted for 28.3% of the heads of first-level agencies and subordinate agencies of local governments, which is an increase of 6.3 percentage points compared to 2016 (22.0%). In particular, women accounted for over one-third of officials in the governments of Chiayi County, Pingtung County, Kaohsiung City, Lienchiang County, Taitung County, Keelung City, New Taipei City, Miaoli County, and Penghu County while accounting for less than 20% of official positions in the governments of Kinmen County, Taipei City, Yilan County, and Taoyuan City.

Overview of Women as the Heads of First-Level Agencies and Subordinate Agencies of Local Governments, 2023

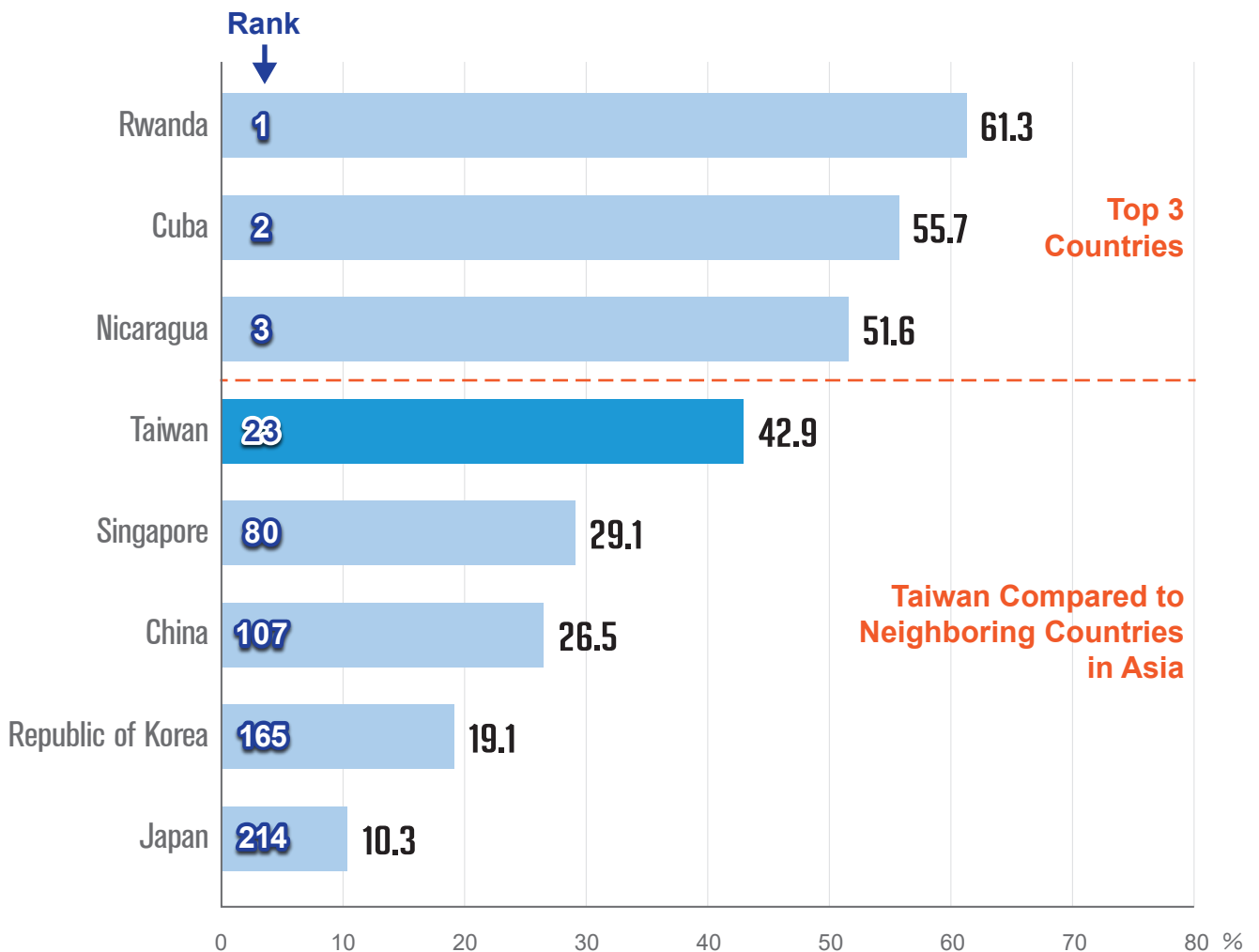


Source: Directorate-General of Personnel Administration, Executive Yuan.

■ The proportion of female legislators in Taiwan 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 42.9% as of the end of 2023. According to World Bank statistics, female legislators accounted for less than 20% of the legislatures in 32% of the 234 countries surveyed in 2023 (76 countries). Rwanda, Cuba, and Nicaragua have the highest proportion of female legislators, at over 50% each. If data from Taiwan is added to these statistics, Taiwan would rank 23rd worldwide and 1st in Asia. In addition, after the 11th legislative election in January 2024, the ratio of women was 41.6%.

Proportion of Female Legislators in Major Countries, 2023



Source: The World Bank; Ministry of the Interior.

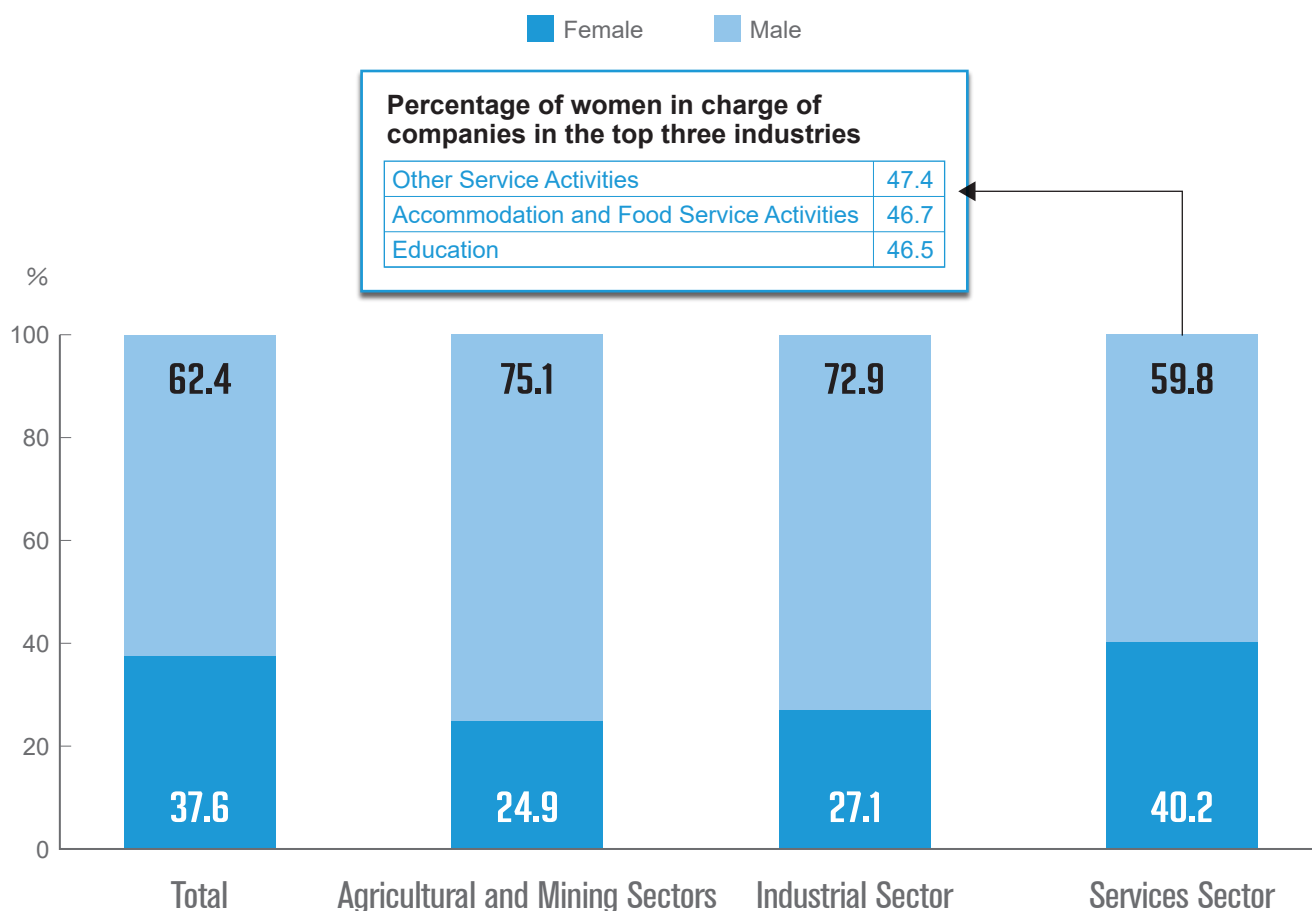
Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.



■ Numbers of women serving as legal representatives of small and medium enterprises continued to increase; roles of women in economic participation and decision-making levels were 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 2023, approximately 622,000 companies (37.6% of the total) were headed by women, an increase of approximately 139,000 companies compared to 2013, which is an increase of more than 29%. In terms of industry type, women accounted for approximately 40% of companies' responsible persons in the service sector, which is higher than the 24.9% 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 are, in descending order, Other Service Activities (47.4%), Accommodation and Food Service Activities (46.7%), and Education (46.5%).

Overview of Persons in Charge of Small and Medium Enterprises, 2023



Source: Ministry of Economic Affairs.

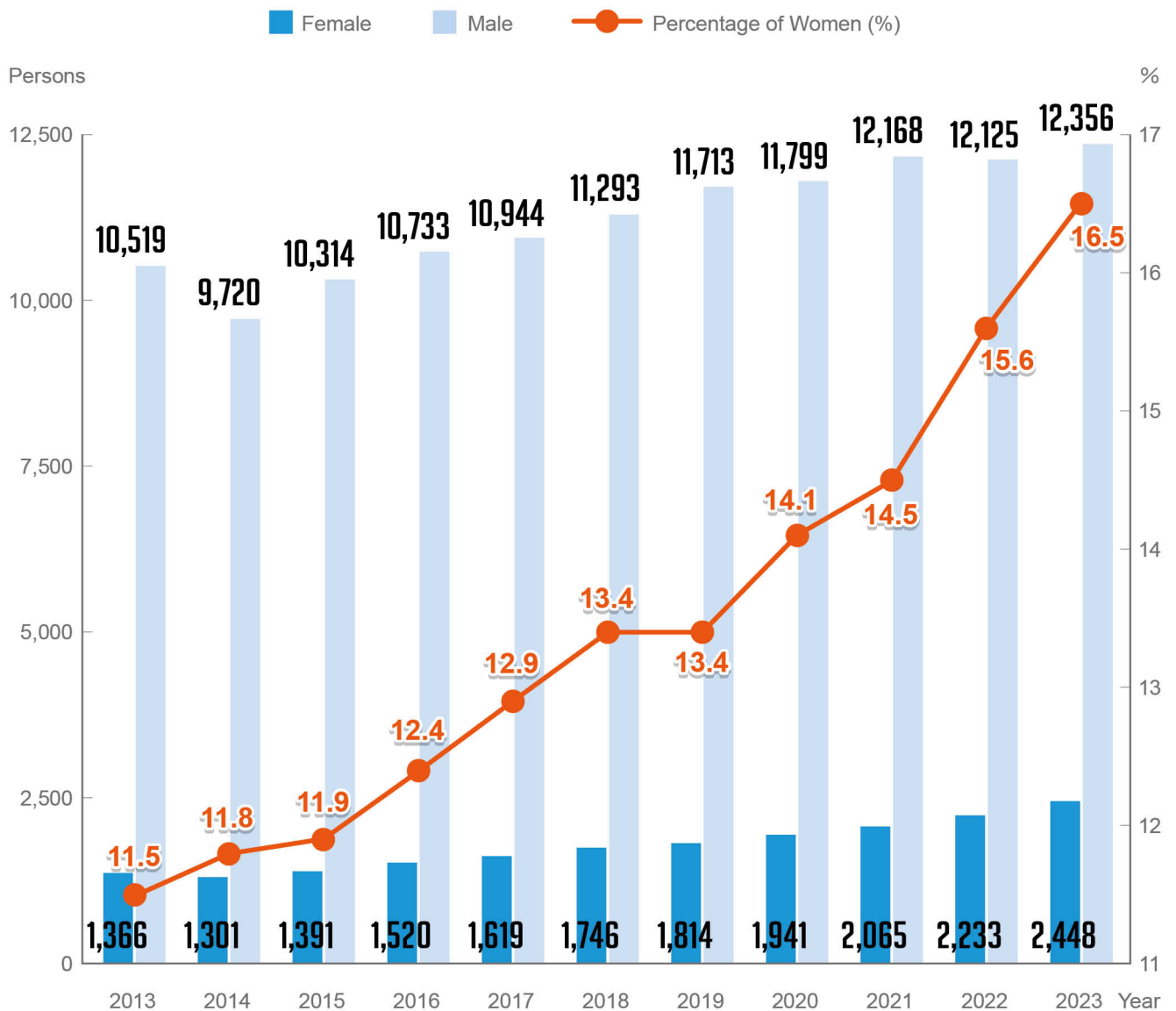
Note:

1. Cases where the responsible person of a small and medium enterprise is a legal entity or foreign individual are left out of the statistics.
2. Agricultural and Mining sectors include "Agriculture, Forestry, Fishing and Animal Husbandry, Mining and Quarrying."
3. Industrial sector includes "Manufacturing," "Electricity and Gas Supply; Water Supply and Remediation Activities," and "Construction."
4. Services sector includes "Wholesale and Retail Trade," "Transportation and Storage," "Accommodation and Food Service Activities," "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."
5. "Other Service Activities" refers to industries such as religions, occupational groups and similar organizations, personal and household appliance repair, laundry, hairdressing and beauty and body care, funeral and related services, and domestic services.

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

In 2023, there were 2,448 female directors of TWSE- and TPEX-listed companies, accounting for 16.5% of the total; whereas there were 12,356 male directors, or 83.5% of the total. As compared with 2013, this represented an increase of 1,082 female directors, or an increase of 5 percentage points; but the ratio of women to men was still low, showing that a gender gap remained 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



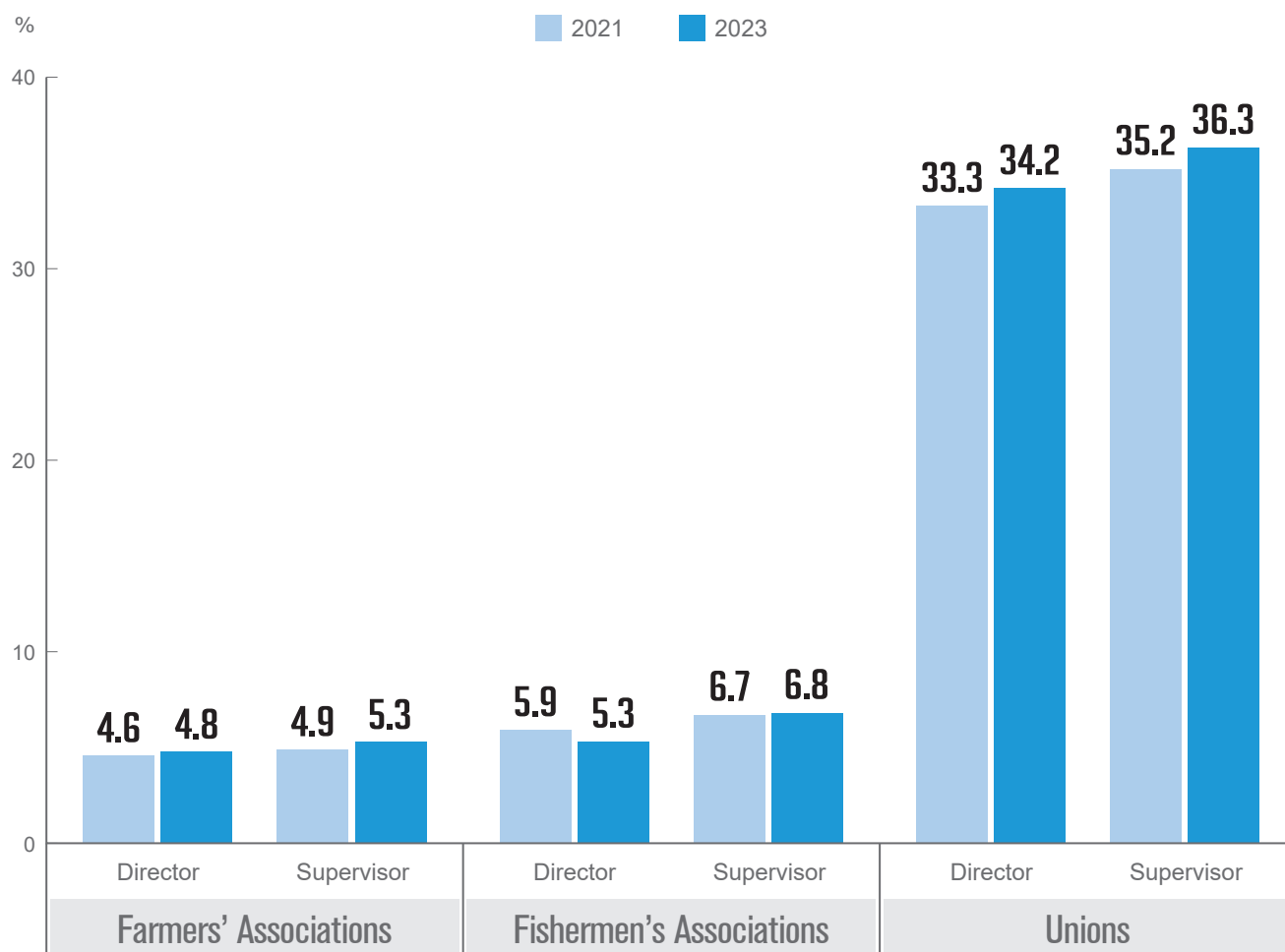
Source: Financial Supervisory Commission.



■ The proportion of women in decision-making positions was still significantly lower than that of men

In 2023, women accounted for 33.8% of members in farmers' associations. In particular, women accounted for 4.8% and 5.3% of directors and supervisors, respectively, up 0.2-0.4 percentage points as compared to 2021. In fishermen's associations, women accounted for 50.4% of members, 5.3% and 6.8% of directors and supervisors, respectively. For directors, the proportion of women fell 0.6 percentage points as compared to 2021. As for labor unions, in 2023, women accounted for 48.7% of members, 34.2% and 36.3% of the directors and supervisors, respectively. The proportion of women increased 0.9 percentage points for directors, and 1.1 percentage points for supervisors, as compared to 2021.

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



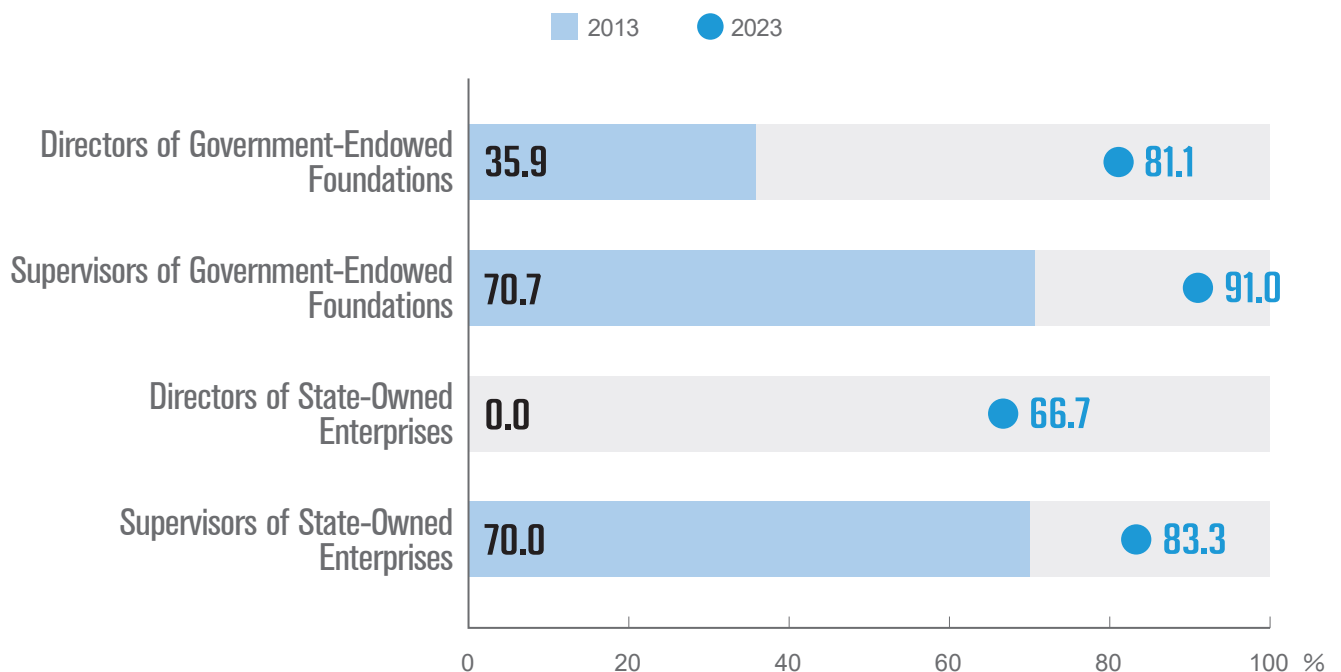
Source: Ministry of Agriculture, Ministry of Labor.

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 continued to improve

According to statistics in 2023, 81% 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 90% of the government-endowed foundations and 83% of the state-owned enterprises achieved a one-third gender ratio for their supervisors. Among which, the proportion of the government-endowed foundations achieving a one-third gender ratio for directors more than doubled the percentage, from 35.9% in 2013 to 81.1% in 2023; and from 70.7% to 91% for supervisors, up by 20.3 percentage points. Meanwhile, the proportion of the state-owned enterprises achieving a one-third gender ratio for directors increased from 0% in 2013 to 66.7% in 2023; 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.

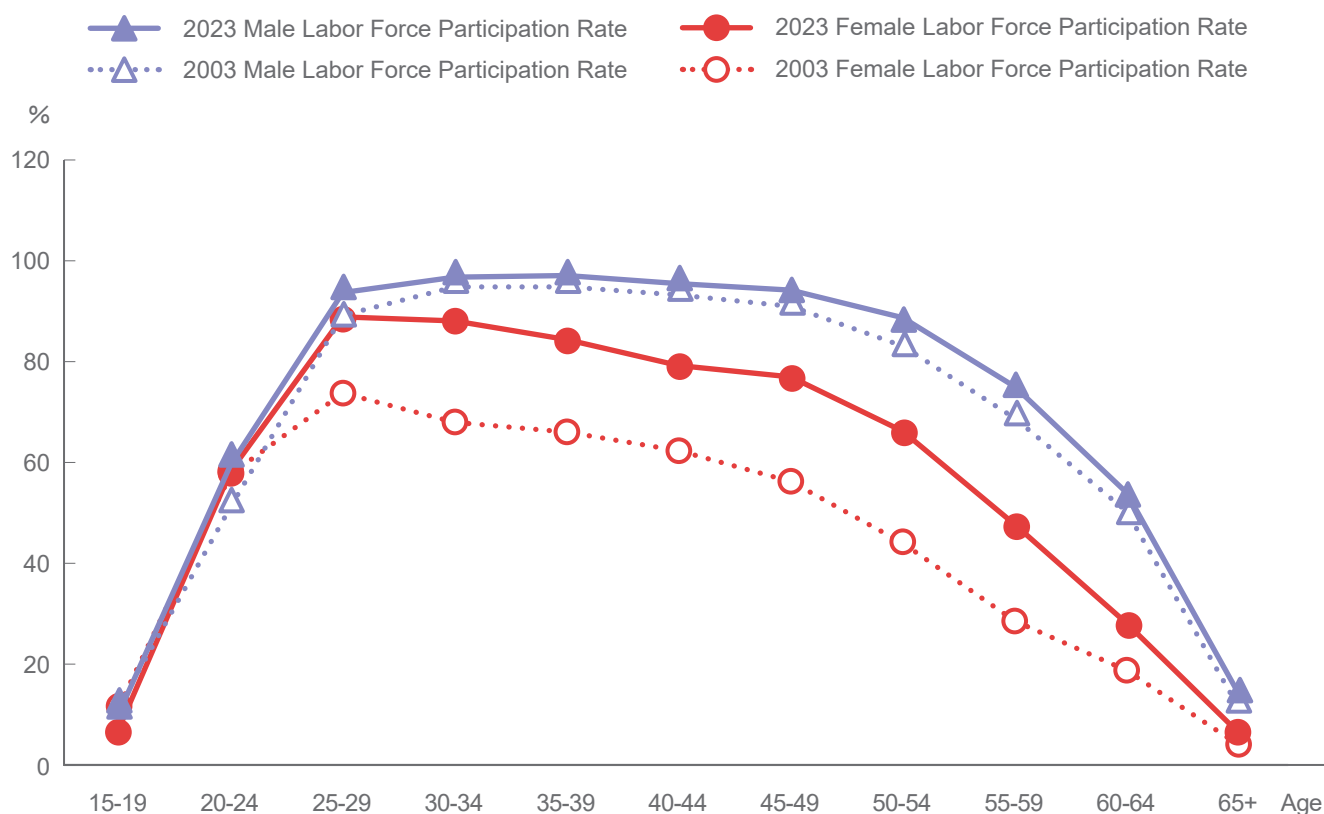


2. Employment, Economy, and Welfare

■ 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 between 2003 and 2023 decreased for the 15-19 age group and increased slightly for the 20-24 age group as education improved and they chose to extend their period of studies, but there was 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 had risen by maximum 22.17% and 20.8%, respectively, in the last 20 years. The labor force participation rate of middle-aged and senior women had increased significantly in recent years, and the female labor force participation rate for the 30-34 age group had also increased by 19.98%. The female labor force participation rate had decreased for age groups of 30 and above, but the rate of the decrease had slowed. The male labor force participation rate had risen slightly in the last 20 years for all age groups, with the most significant increase of 8.34% for the 20-24 age group, followed by 6.25% for the 55-59 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

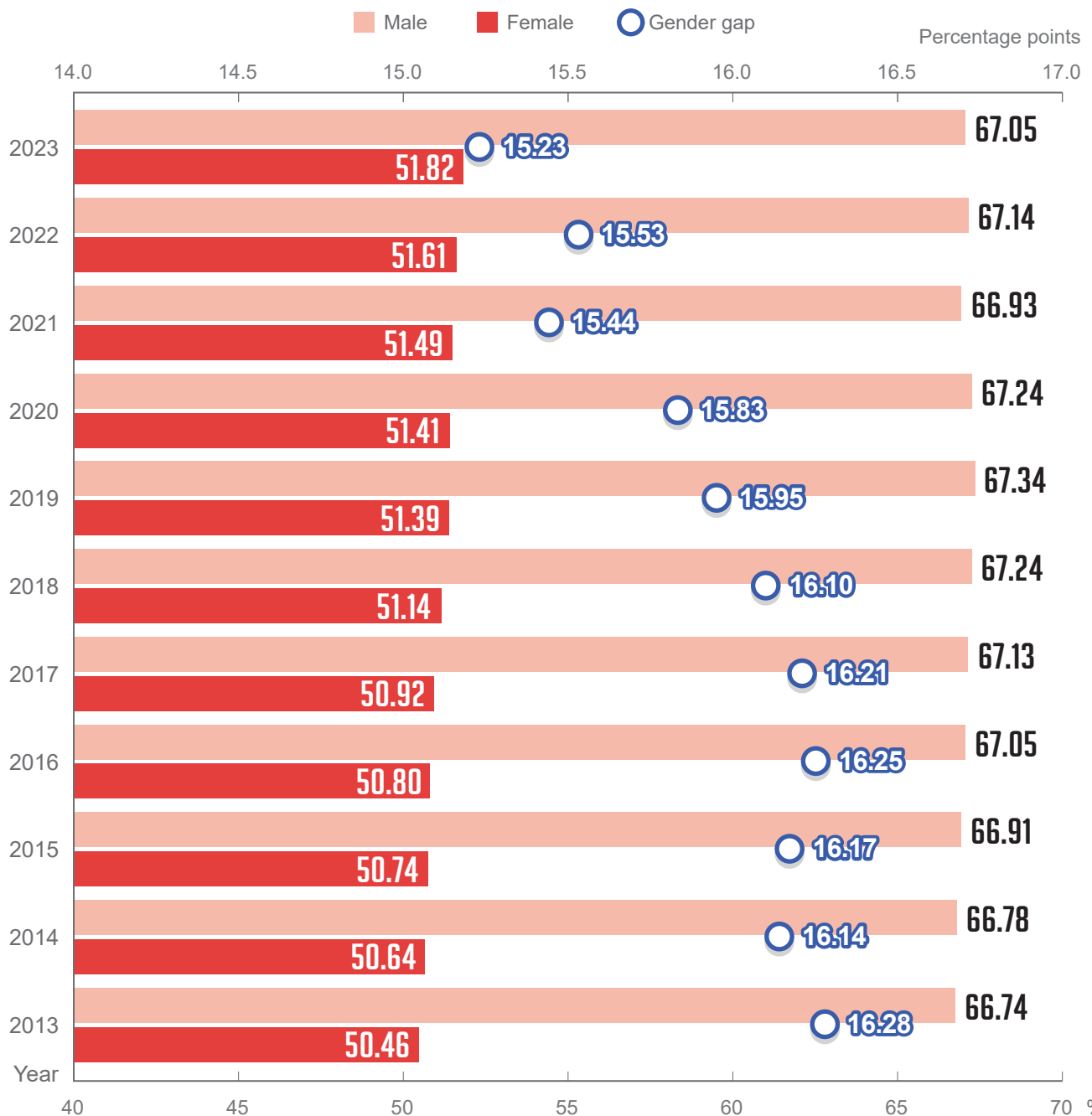


Source: Directorate-General of Budget, Accounting and Statistics, Executive Yuan.

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

In 2023, Taiwan's male labor force participation rate was 67.05%, 0.31 percentage points higher than that of 2013. In 2023, Taiwan's female labor force participation rate was 51.82%, 1.36 percentage points higher than that of 2013. Taiwan's female labor force participation rate has historically been lower than that of male, but it has been showing a year-by-year growth trend, while the male labor force participation rate fluctuated within the 0.6 percentage-point gap between the peak in 2019 and the lowest point in 2013. This led to a gradual shrinking trend of the gender gap in labor force participation, from 16.28 percentage points in 2013 to 15.23 percentage points in 2023.

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



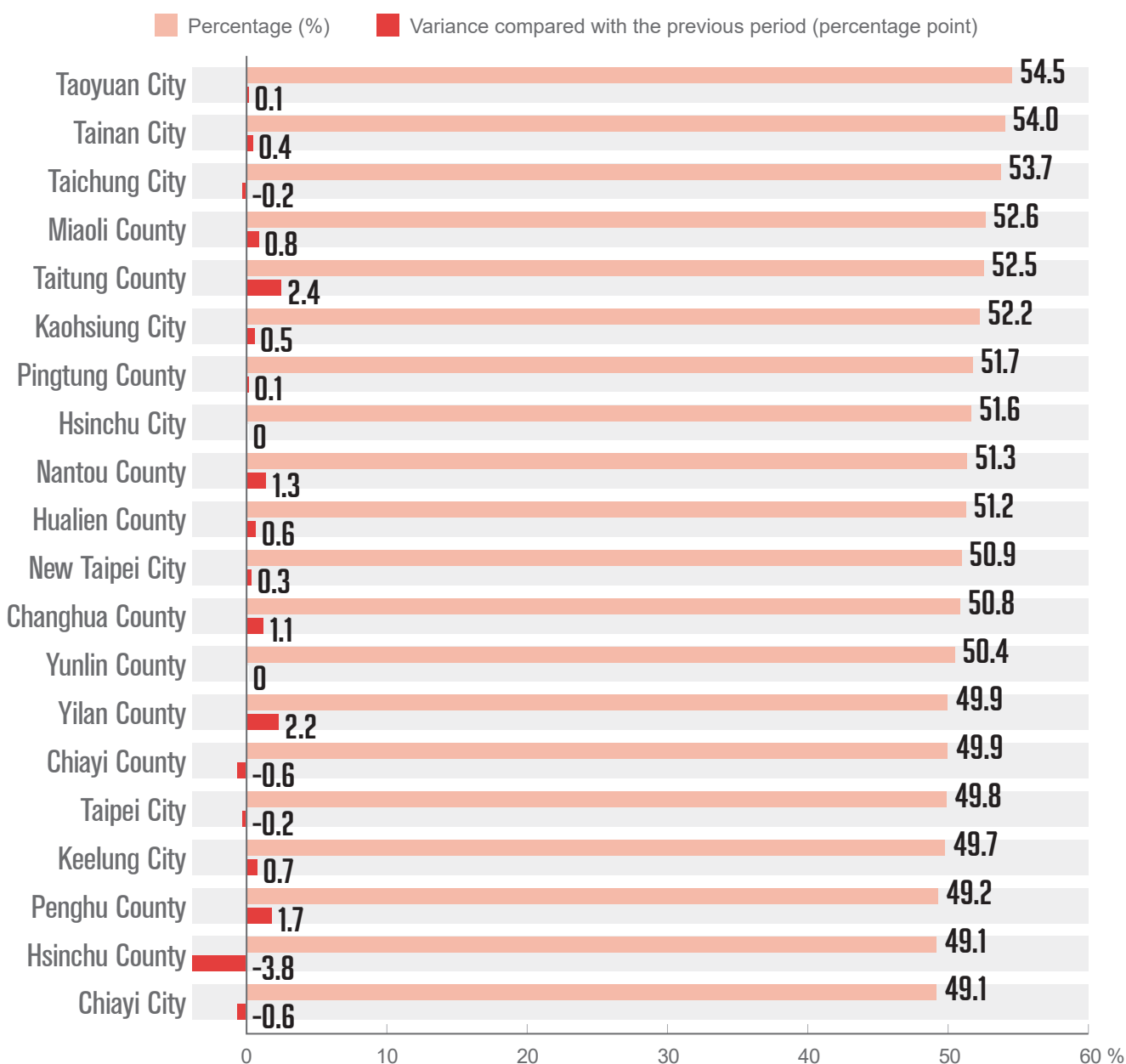
Source: Ministry of Labor; Directorate-General of Budget, Accounting and Statistics, Executive Yuan.



■ In 2023, the female labor force participation rate in most counties and cities in Taiwan showed positive growth compared with 2022

In 2023, Taiwan's female labor force participation rate was 51.8%, 0.2 percentage points higher than that of 2022. Looking at various counties and cities in Taiwan, the female labor force participation rate of Taoyuan City was the highest at 54.5%, followed by Tainan City at 54% and Taichung City at 53.7%. Chiayi City and Hsinchu County were both the lowest at 49.1%, with a gap of 5.4 percentage points between the highest and lowest counties and cities. In addition, compared with 2022, the female labor force participation rate in Taitung County increased by 2.4 percentage points in 2023, followed by Yilan County by 2.2 percentage points. Hsinchu County decreased by the largest margin at 3.8 percentage points, followed by Chiayi County and Chiayi City by 0.6 percentage points respectively. Nevertheless, the female labor force participation rate in most counties and cities showed positive growth.

Female Labor Force Participation Rate by Counties and Cities in Taiwan in 2023



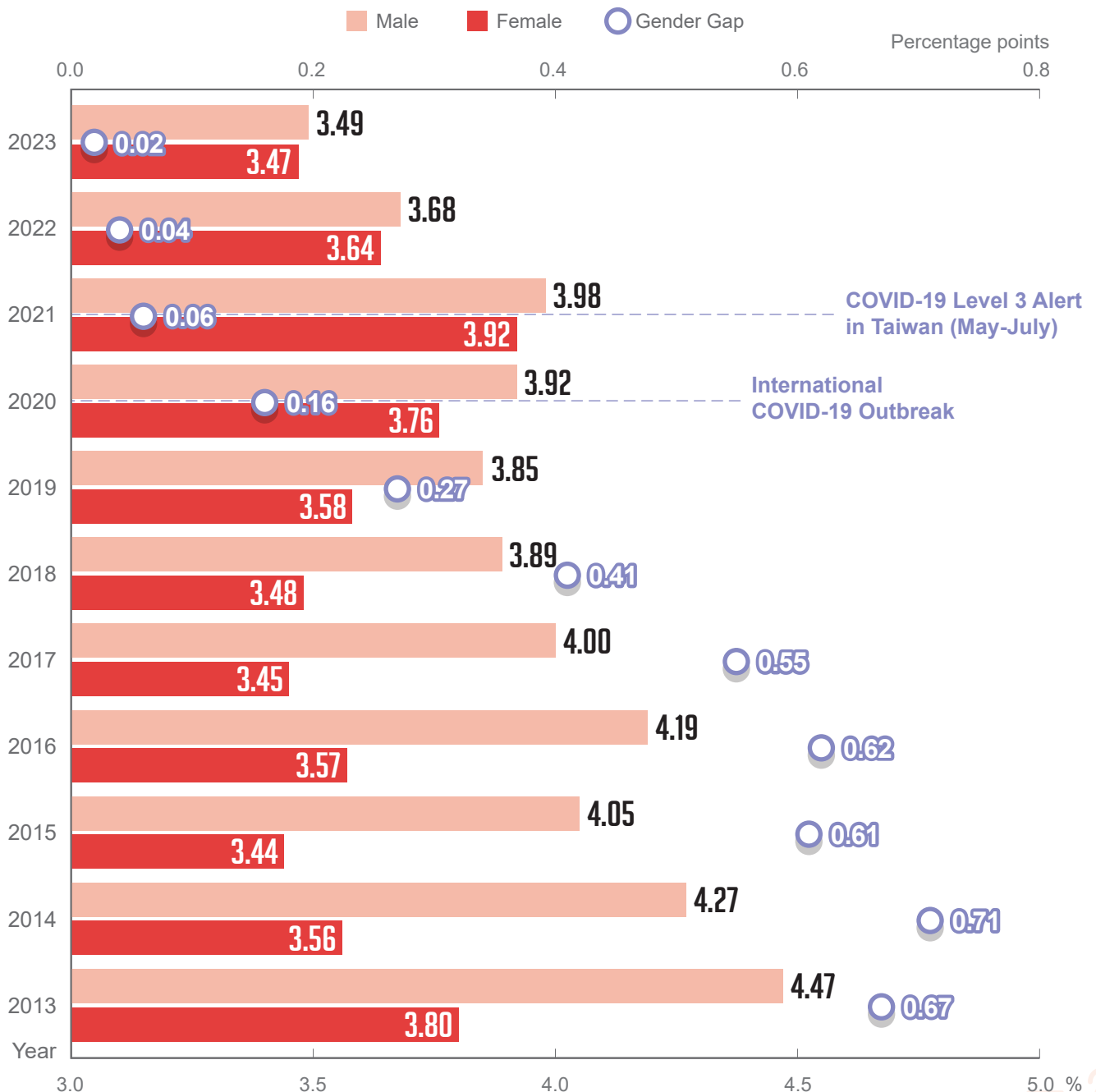
Source: Directorate-General of Budget, Accounting and Statistics, Executive Yuan.

Note: According to statistical data of the Manpower Survey from the Directorate General of Budget, Accounting, and Statistics, the Taiwan Area does not include Kinmen County and Lienchiang County.

■ Taiwan's male unemployment rate has been higher than that of female, both of which have decreased after the pandemic, with the gender gap in unemployment rate decreasing over the years

In 2023, the female unemployment rate in Taiwan was 3.47%, a decrease of 0.33 percentage points from 3.8% in 2013. The lowest female unemployment rate in the last ten years was 3.44% in 2015; however, since 2017, the female unemployment rate has been on the rise. The female unemployment rate peaked in 2021 due to the impact of the pandemic but gradually fell in 2022. The male unemployment rate dropped from 4.47% in 2013 to 3.49% in 2023, which was 0.98 percentage points lower. The male unemployment rate has been higher than that of female over the years. However, the gender gap in unemployment rates has shown a narrowing trend in recent years, with as little as 0.02 percentage points in 2023.

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

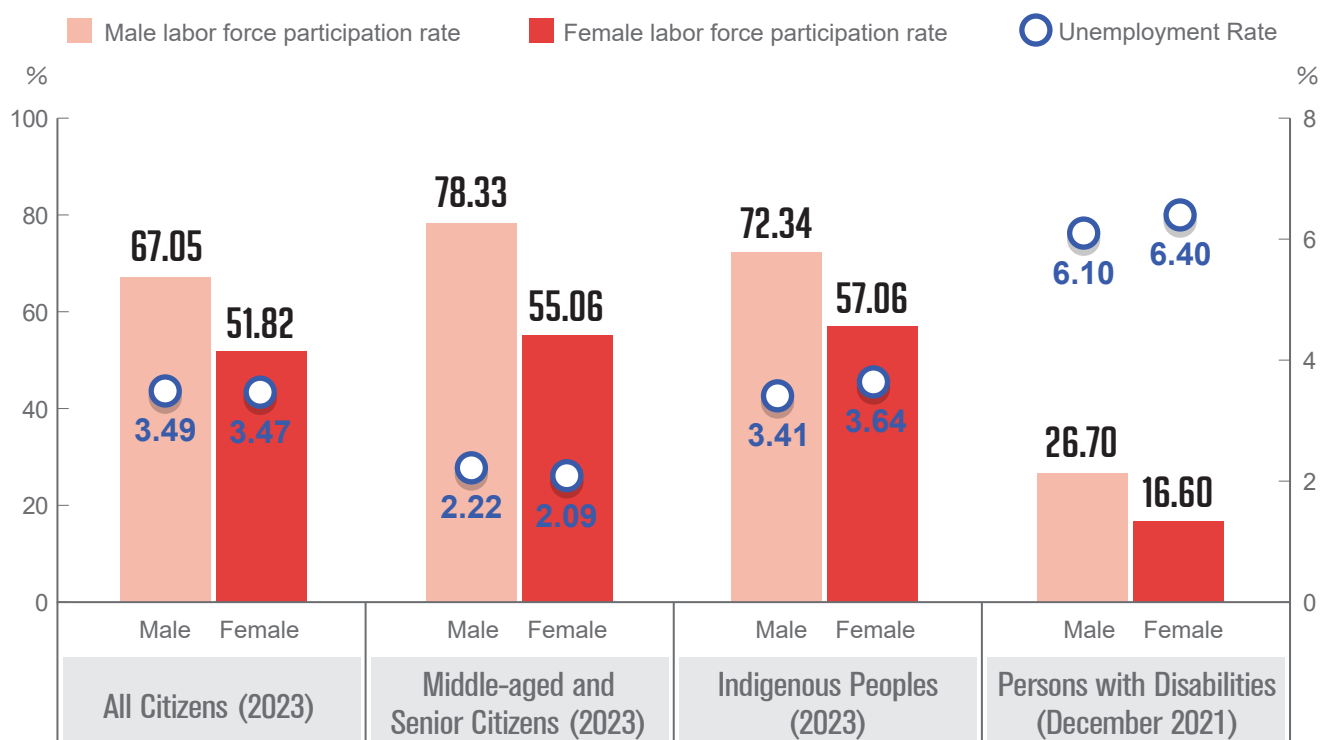




■ **The gender gap in labor force participation rate was the largest for middle-aged and senior citizens; the labor force participation rate and unemployment rate of female for indigenous peoples were both higher than the national average for women; women with disabilities had lower labor force participation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

The male labor force participation rate was higher than that of female in all groups. The largest gender gap, 23.27 percentage points, was found among middle-aged and senior citizens. However, compared with 2013, the female participation rate among middle-aged and senior citizens rose by 7.98 percentage points (while that of male rose by 3.51 percentage points), indicating a narrowing gender gap in labor force participation for middle-aged and senior citizens over the years. In 2023, the female labor force participation rate for indigenous peoples was 57.06%, which was higher than the national female average (51.82%); the female labor force participation rate with disabilities was 16.6% in December 2021, which was significantly lower than the national average for women. In terms of unemployment rate, among all citizens, male suffered higher middle-aged unemployment rate than female. Nevertheless, for indigenous peoples and persons with disabilities, female experienced higher unemployment rate than male. The unemployment rate of indigenous women was higher than that of women nationwide. The unemployment rates of people with disabilities for both male and female were higher than those of other groups.

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, and Ministry of Labor.

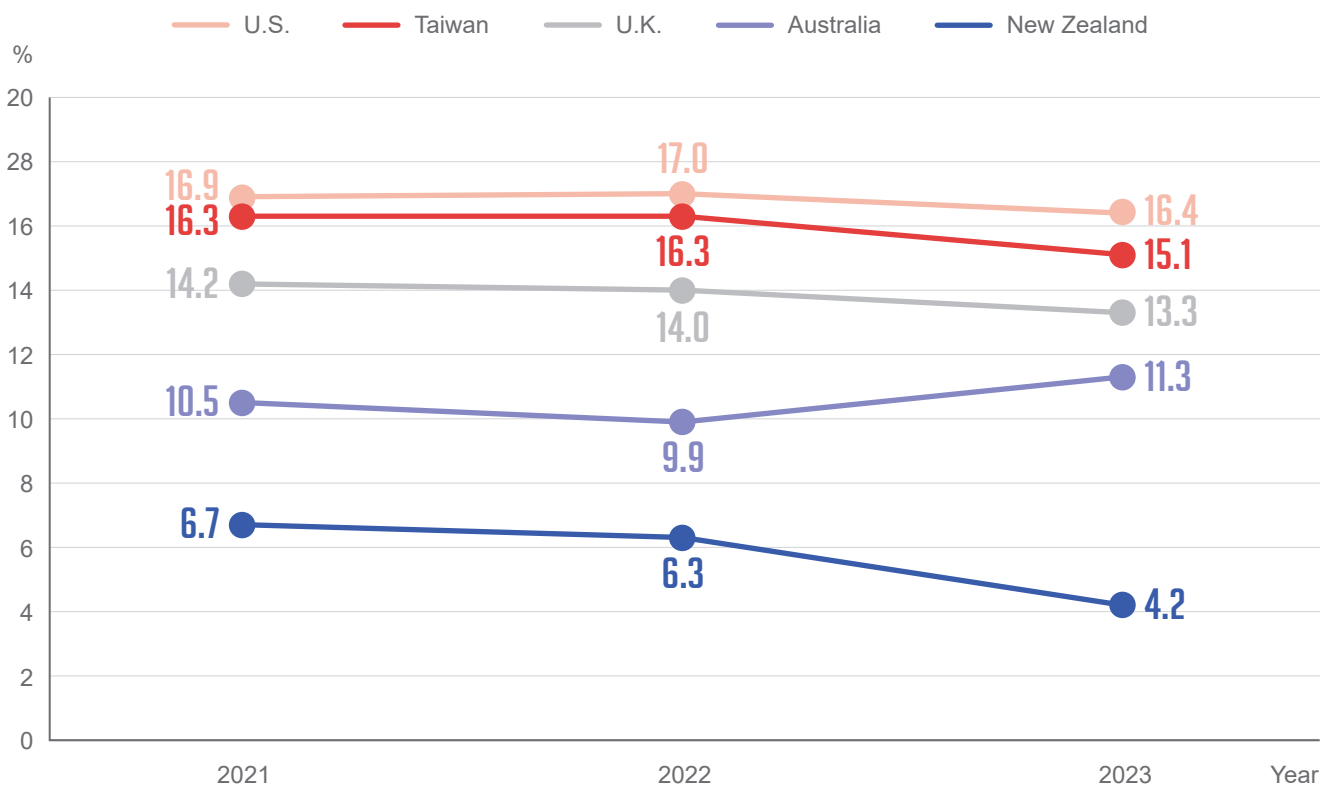
Note:

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 2023; "persons with disabilities" is based on data from December 2021.

■ **In Taiwan, the gender gap in hourly earnings was lower in 2023 compared with the previous year, and the international gender pay gap has also been shrinking generally in the last three years**

In 2023, the average total monthly salary of men employed in industry and services in Taiwan was NT\$63,607, with an average of 170.5 hours worked per month and hourly earnings of NT\$373.1/hour; the average total monthly salary of women employed in the industrial and service sectors was NT\$52,474, with an average of 165.7 hours worked per month and hourly earnings of NT\$316.7/hour, which represented 84.9% of men's average hourly wage with a gender pay gap of 15.1% which was lower than by 1.2 percentage points as compared to 2022 of 16.3%. 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, except for Australia whose gap increased in 2023, the gender gap of most of the other countries had shrunk.

Gender Pay Gap in Different Countries



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

Note:

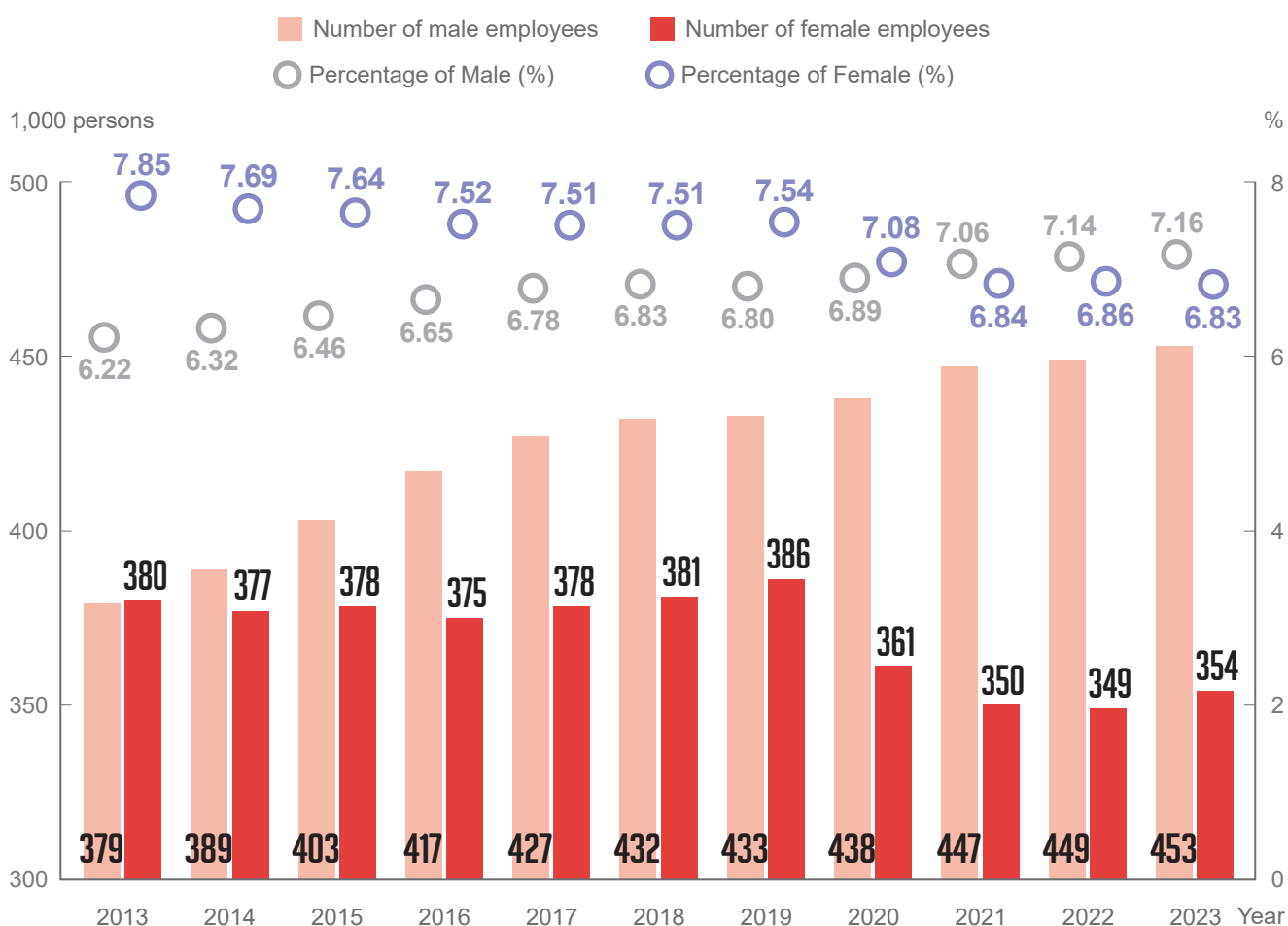
1. The gender gap in average pay in Taiwan is calculated based on average hourly pay. Hourly earnings = total monthly salary per person / total work hours. Average gender gap in hourly pay = $(1 - \text{percentage of women's average hourly pay compared to men}) \times 100$.
2. The OECD gender pay gap is based on the difference between the median wages of full-time male and female workers.



■ **Higher proportion of women were atypical workers than men over the years, but this gender gap had narrowed and saw a reversal in 2021, with the proportion of atypical female workers lower than that of male, and the gender gap over the last two years increased slightly**

Due to globalization and changes in industrial structure, atypical workers (including part-time, temporary, or dispatched workers) are on the increase. In 2023, atypical workers in Taiwan amounted to approximately 806,000 persons, a yearly increase of 8,000 persons or 1.08% and accounting for 7.01% of all employed people. Among which, approximately 453,000 were men (7.16% of all employed men), and approximately 354,000 women (6.83% of all employed women). The atypical male workers increased slightly and that of female decreased slightly compared with the preceding year. Prior to 2020, atypical female workers outnumbered atypical male workers but the gap gradually narrowed and saw a reversal since 2021, with the percentage of atypical female workers lower than that of atypical male workers. As of 2023, the percentage of atypical female workers was 0.33 percentage points lower than that of men.

Number and Percentage of Atypical Workers over the Years, by Sex



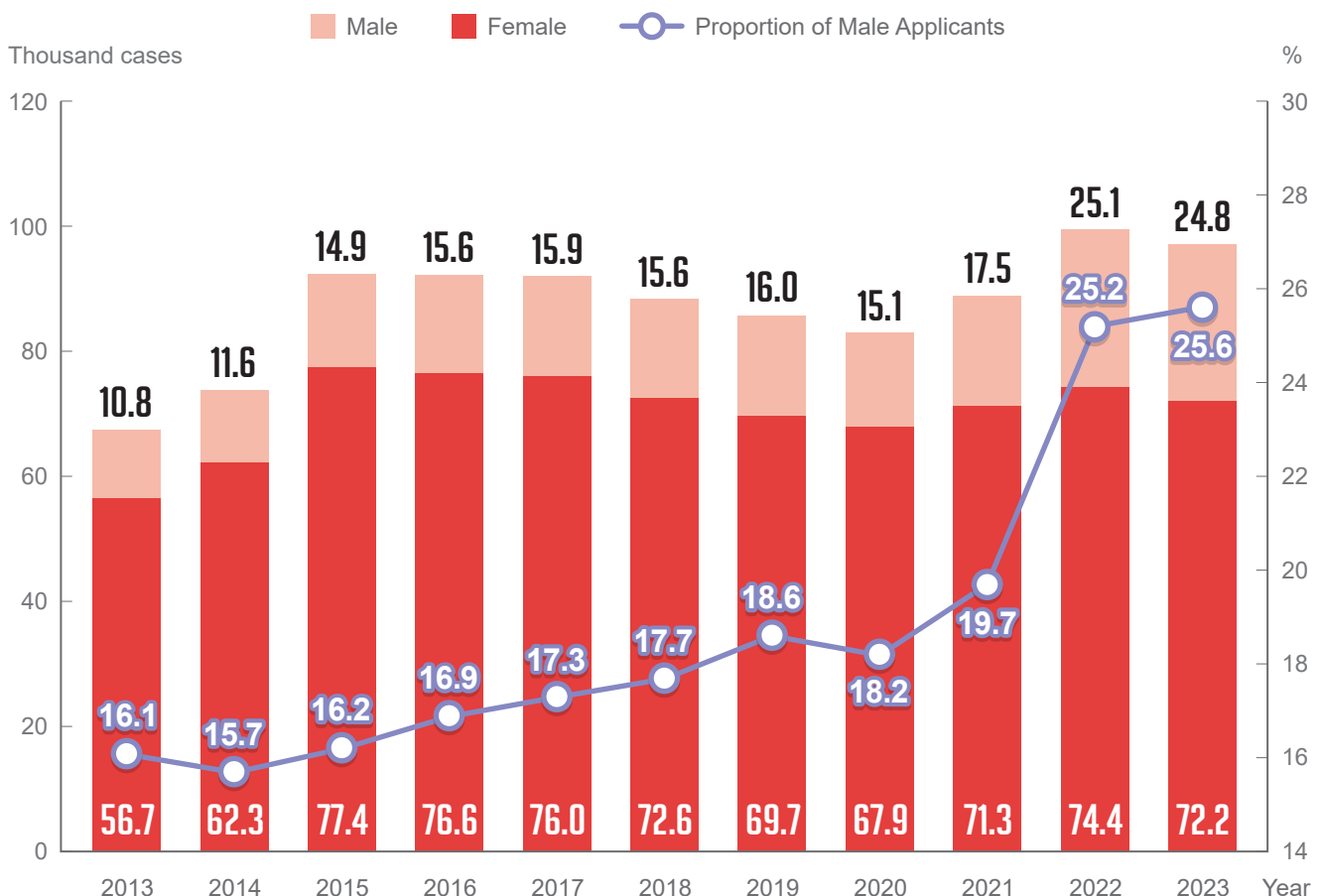
Source: Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan (data for May 2023).

Note: The percentage of atypical workers is the percentage of atypical workers to all employed persons.

■ Taiwan government optimized the policy of parental leave without pay in 2021, leading to significant increase in the percentage of approved parental leave allowance for men in the last two years

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 2023, there were nearly 97,000 cases of initial approval for payment of parental leave allowance. The majority, over 72,000 (74.4%), were granted to women, while over 25,000 cases were granted to men. Male applicants accounted for 25.6% of all applicants, which represented a significant increase of 0.4 percentage points compared to the previous year. In July 2021, due to government policies promulgated, 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 its percentage in the following year (2022) increase significantly. In 2023, despite of the total number of cases of initial approval for payment of parental leave allowance decreasing slightly, the proportion of male applicants was still increasing.

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.

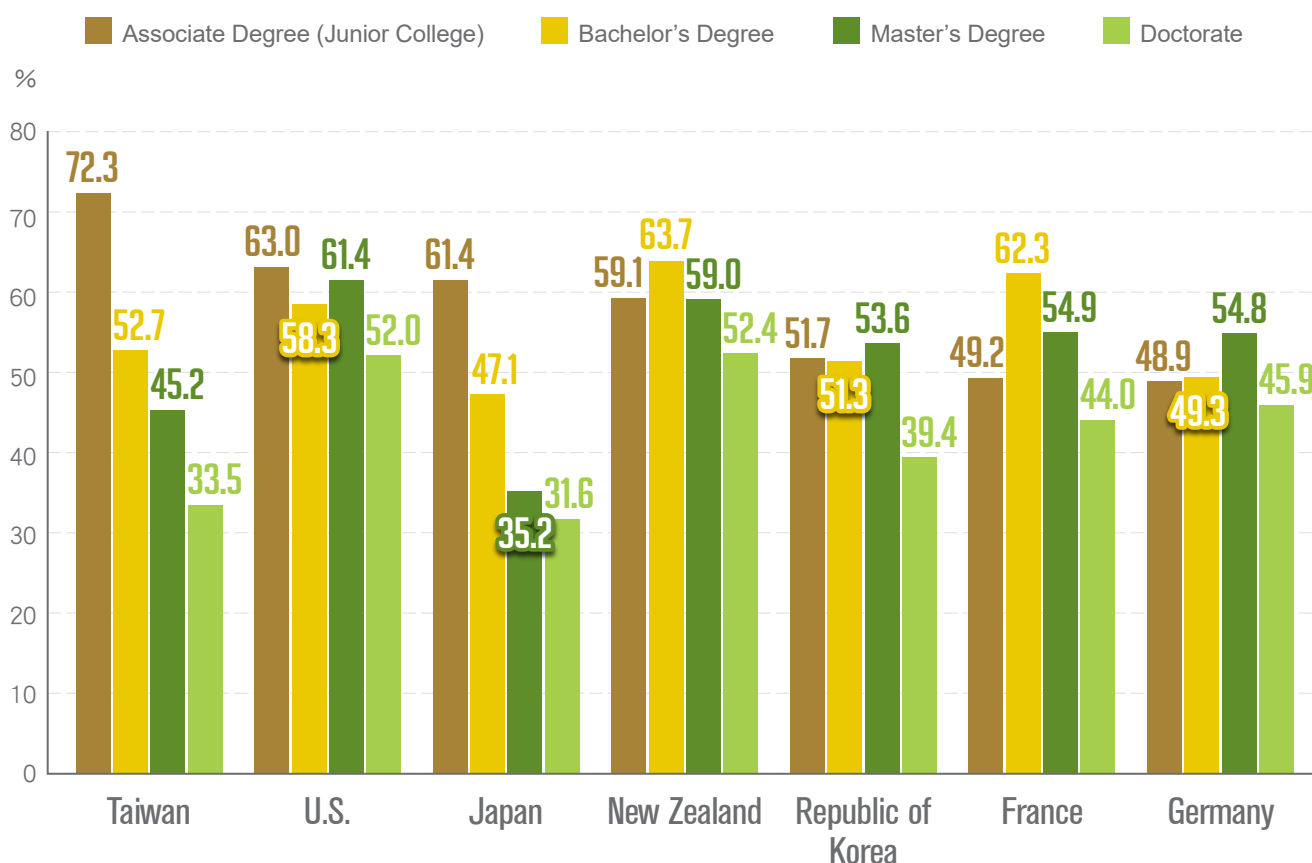


3. Education, Media, and Culture

■ The proportion of female graduates with junior college degrees in Taiwan accounted for 70%, while those of the rest of the educational system is mixed

There were approximately 291,000 higher education graduates in Taiwan in 2021, approximately 152,000 (52.3%) of whom are women. Regarding the proportion of women with degrees at different levels of higher education, the female proportion with associate degrees (junior college) in Taiwan was 72.3%, bachelor's degrees 52.7%, master's degrees 45.2%, and doctorates 33.5%, which was the lowest percentage. The proportion of female graduates with master's degrees and doctorates in Taiwan lags behind many OECD countries, such as New Zealand (59.0% with master's degrees and 52.4% with doctorates) and the United States (61.4% with master's degrees and 52.0% with doctorates). 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 degrees and doctorates.

Proportions of Women Higher Education Graduates in Taiwan (2021)
Compared to Major Industrialized Countries



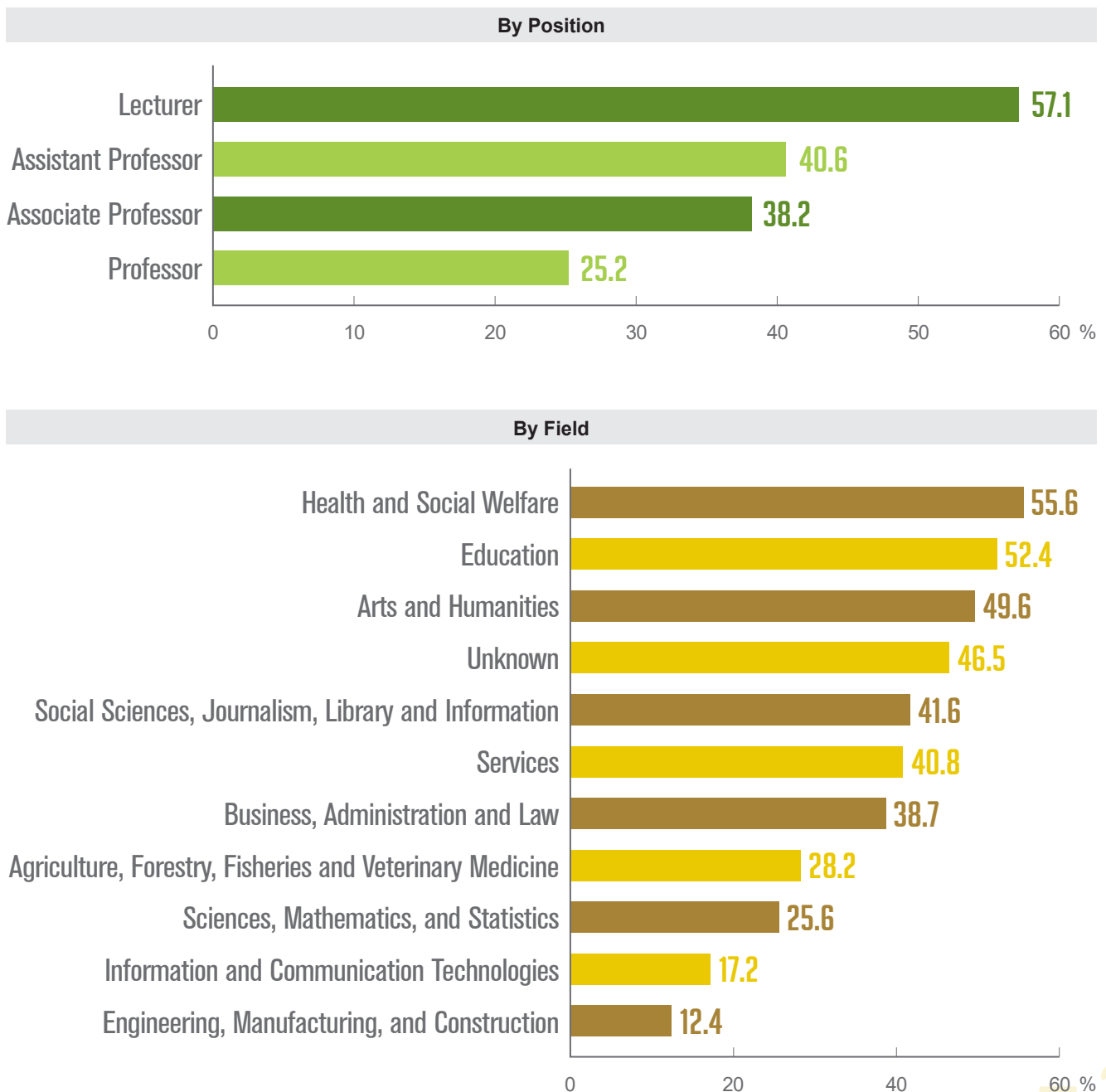
Source: Ministry of Education; database of Organization for Economic Co-operation and Development (OECD).

Note: Higher education refers to data on education of colleges and above (colleges and universities, religious colleges, open universities, open colleges and continuing education colleges affiliated with universities), including graduate schools, universities and junior colleges (excluding the first three years of the five-year vocational schools).

■ The higher the position of university professors, the lower the proportion of women, and there is a phenomenon of occupational gender segregation within subjects

In 2023, there were 43,307 full-time professors in colleges and universities in Taiwan, of which 16,056 (37.1%) are female. In terms of positions, female accounted for 57.1% of lecturers, 40.6% of assistant professors, 38.2% of associate professors, and 25.2% of professors, indicating that the higher the rank, the lower the female ratio. In terms of academic fields, female faculty members accounted for more than 50% in "Health and Social Welfare," "Education," but less than 30% in "Agriculture, Forestry, Fisheries and Veterinary Medicine," "Natural Sciences, Mathematics and Statistics," "Information and Communication Technologies" and "Engineering, Manufacturing and Construction."

Proportion of Female Faculty Members in Colleges and Universities in 2023



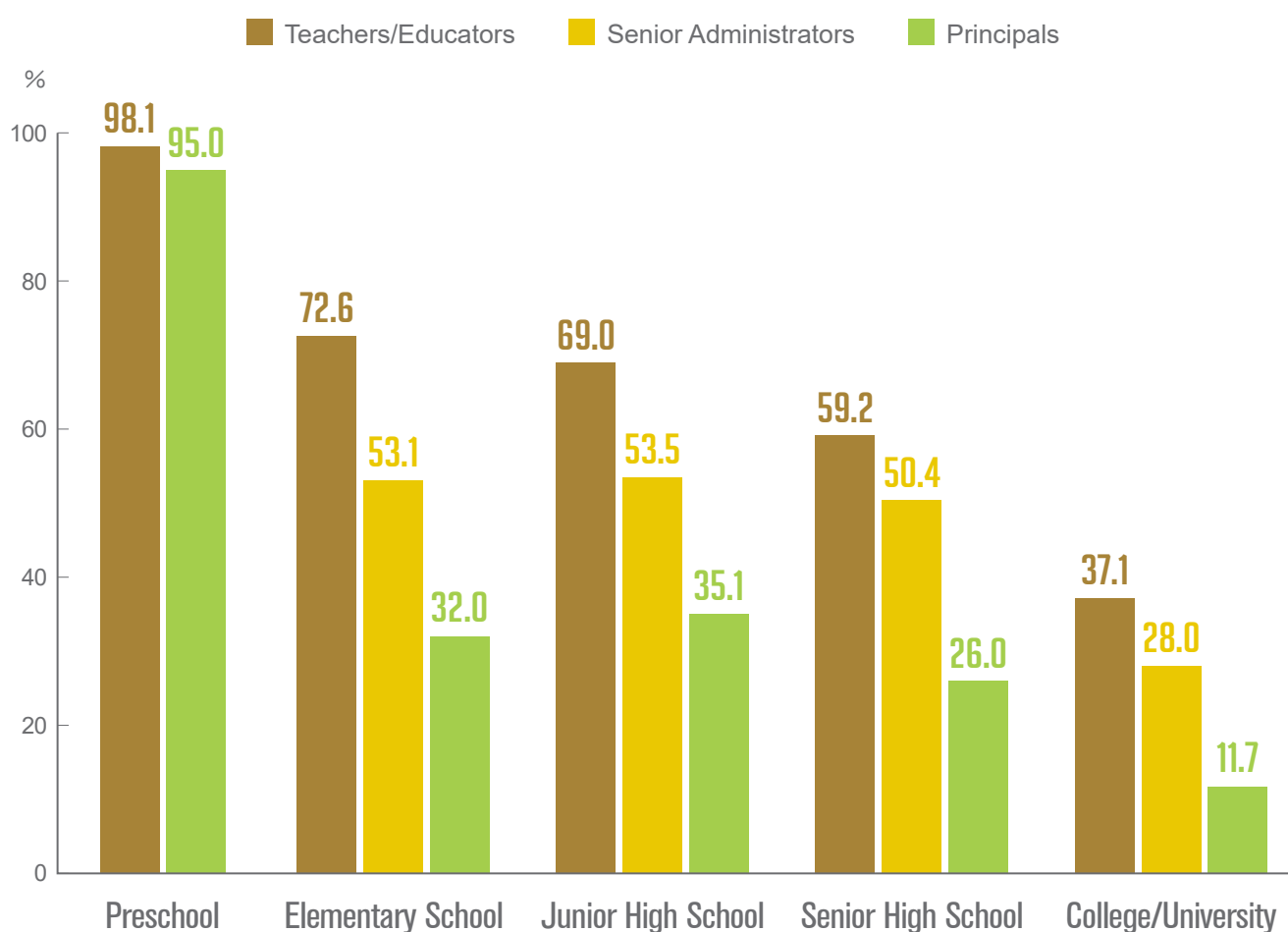
Source: Ministry of Education.



Gender gap in the education workplace, particularly among preschool educators and principals, and higher education principals

The higher the education level, the lower the proportion of female teachers. In 2023, the largest gender gap was found among preschool educators, 98.1% of which were women. As for senior administrator positions in educational institutions at all levels, higher education institutions had the lowest proportion of female senior administrators (28.0%), while other school levels had more than 50%. Preschools had the highest number of female principals, reaching 95.0%, while colleges and universities only had 11.7%. Overall, there were gender gaps among preschool educators and principals, elementary school and junior high school teachers, higher education senior administrators, and principals at educational institutions at all levels that leave room for improvement.

Percentage of Women in Educational Institutions at All Levels, 2023



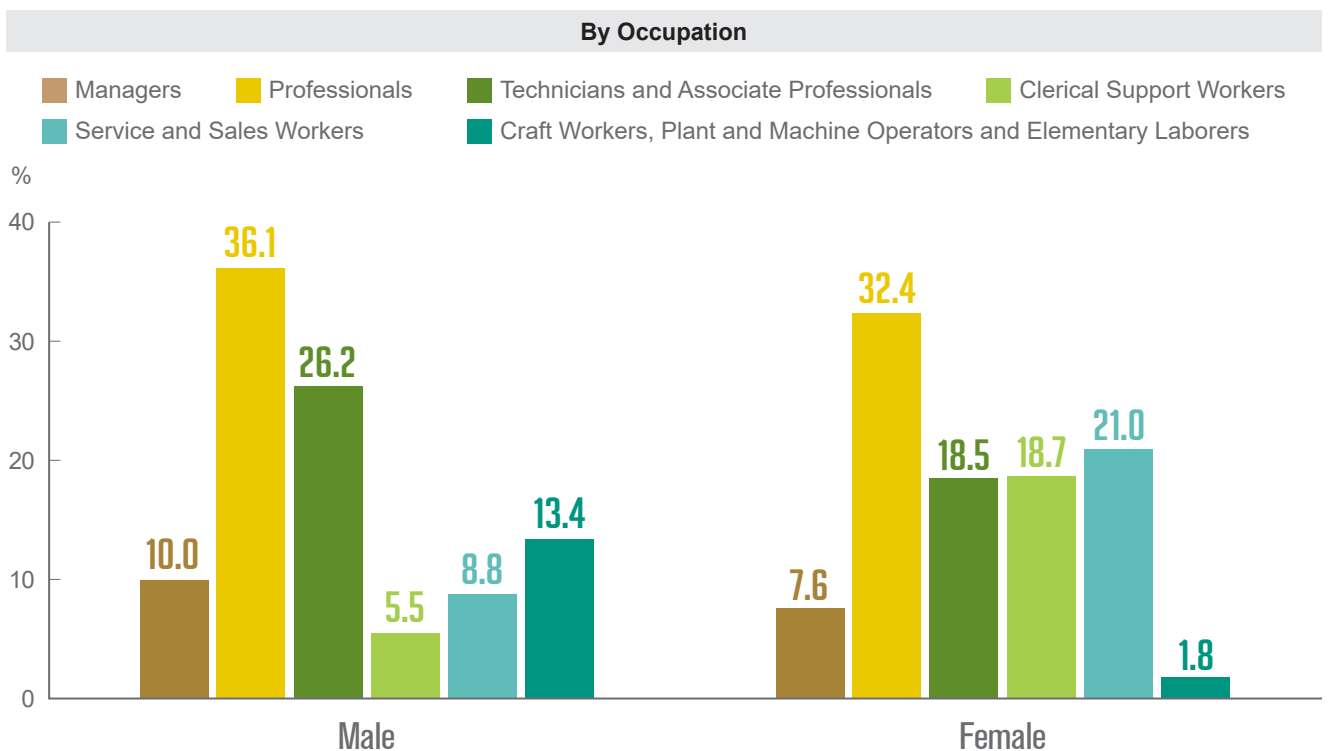
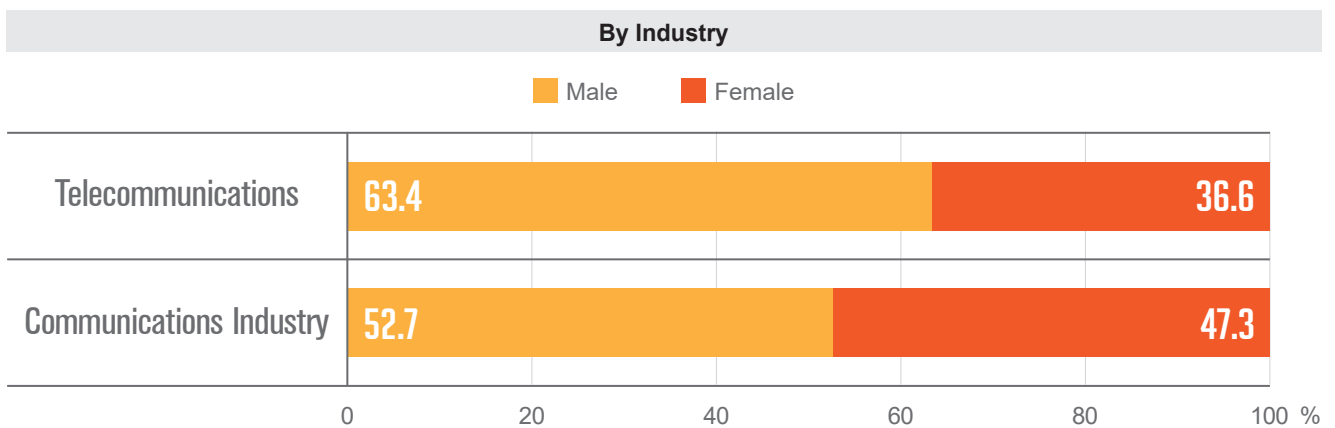
Source: Ministry of Education.

Note: Senior administrators include Vice Principals, Directors of Academic Affairs/Deans of Academic Affairs, Directors of Student Affairs/Deans of Student Affairs, Directors of General Affairs/Deans of General Affairs, Deans of Research & Development, Chief Secretaries, Chief Librarians/Library Directors, Directors of Continuing Education, Information Center Directors, Personnel Office Directors, and Accounting Office Directors.

■ Percentage of women working in the communications industry was lower than that of men, indicating a phenomenon of gender segregation

For the communication sector, including the communications industry and telecommunications industry, at the end of August 2023, out of 64 companies surveyed, the total number of employees amounted to 48,370, of which, 19,207 were female (39.7%). In terms of industries, female accounted for 36.6% in the telecommunications industry and 47.3% in the communications industry. Most of the employees were male. In terms of occupations, male held significantly higher positions than women as technicians and associate professionals (26.2%), craft workers, plant and machine operators and elementary laborers (13.4%), while female held more positions as clerical support workers (18.7%), service workers and salespersons. (21%), which were significantly higher than men, showing gender gap in occupations.

Overview of Employment in the Communications Industry, 2023



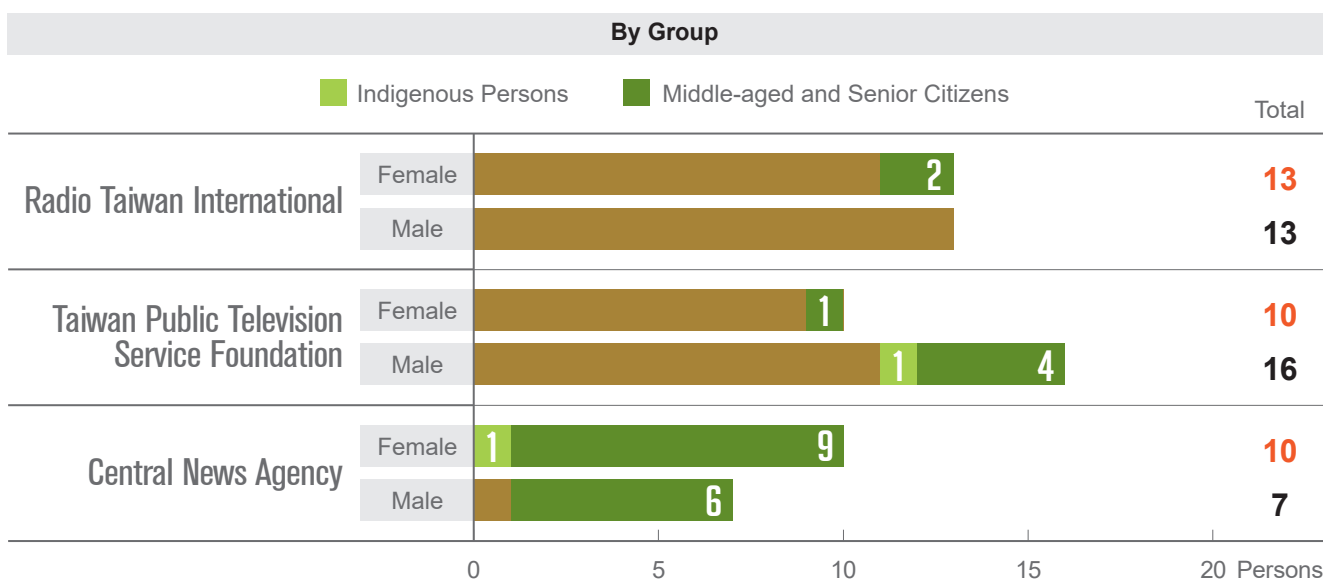
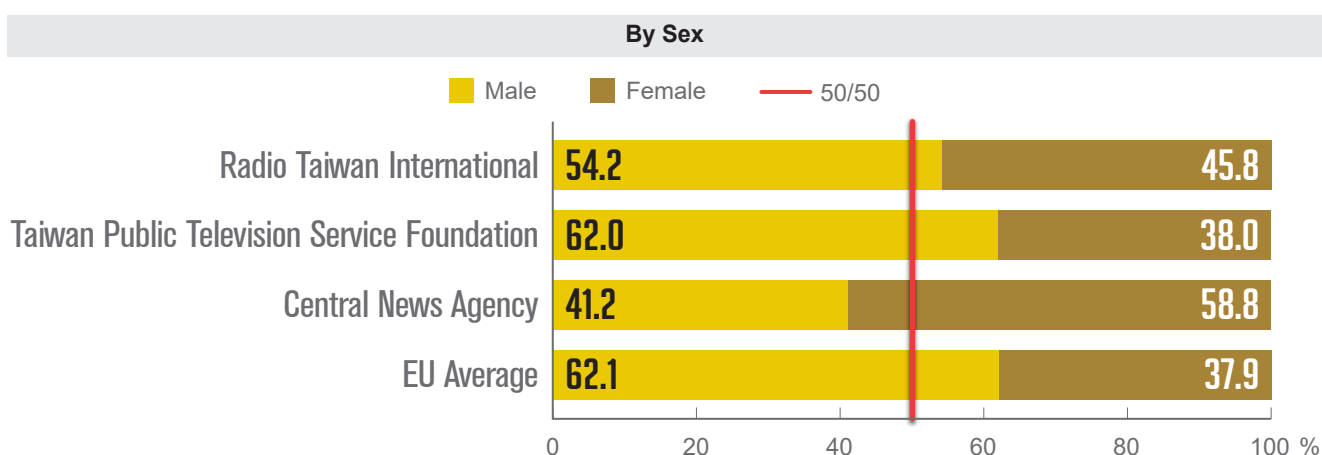
Source: National Communications Commission.



Gender balance of members in top decision-making positions in public media organizations in Taiwan was above the average of that of the European Union

In 2024, for the gender ratio of members in top decision-making positions in the three public media organizations in Taiwan, female accounted for 58.8% in Central News Agency (CNA), 38.0% in Taiwan Public Television Service Foundation (PTS), and 45.8% in Radio Taiwan International (RTI). The gender balance in Taiwan was performing better than the EU on average. In a closer examination of the composition of decision-making positions in the three public media organizations in Taiwan, the CNA appointed one female director of indigenous origin, while the PTS 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; 2024 Gender Statistics Database of the European Institute for Gender Equality (EIGE).

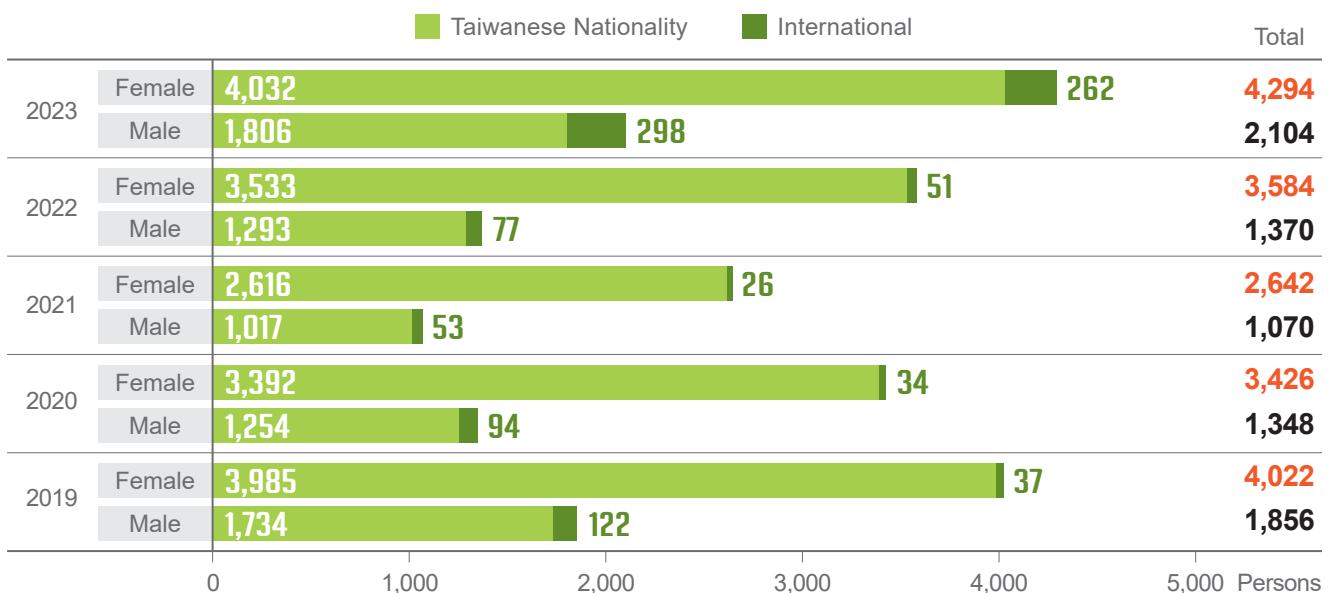
Note:

- 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 2024 (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 2020 to 2024.

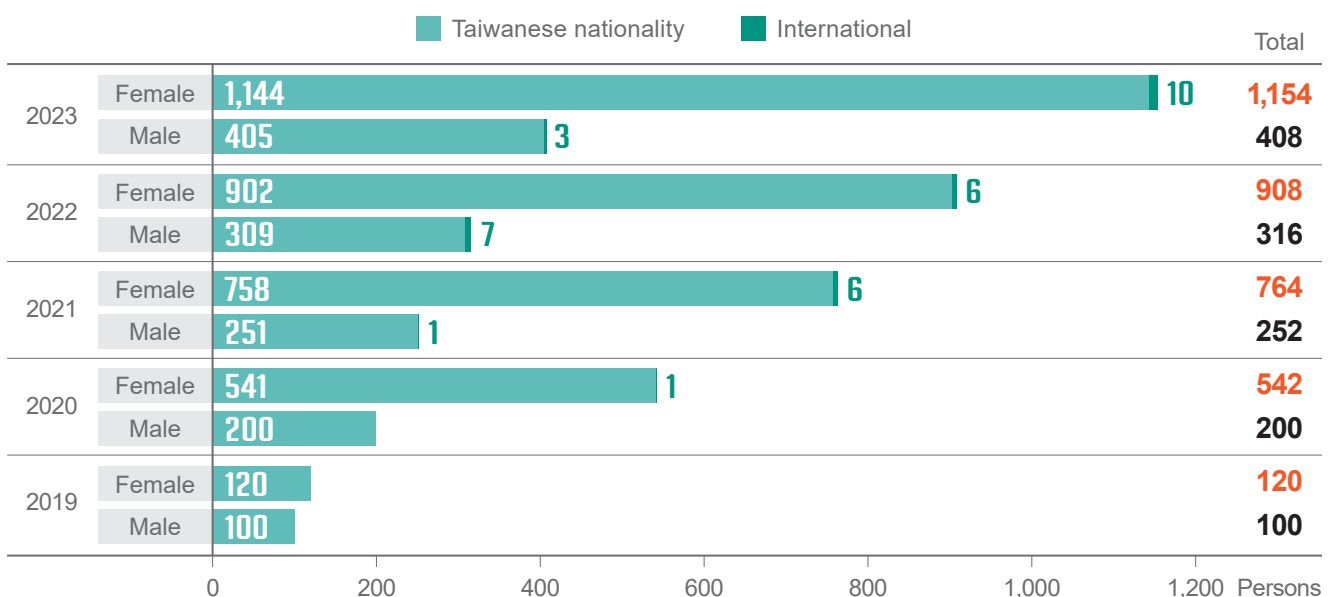
■ The government expanded the policy on cross-border same-sex marriage, resulting in the soaring of the number of Taiwanese and foreigners completing same-sex marriage registration

Since same-sex marriage was legalized on May 24, 2019, as of the end of 2023, a total of 25,716 people completed same-sex marriage registration, including 7,748 male and 17,968 female. Meanwhile, 4,764 people (1,276 male and 3,488 female) terminated their same-sex marriage. Women outnumbered men in terms of both the number of same-sex marriage and termination of marriage. In terms of same-sex marriage for people of different nationalities, 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, to which 560 people (298 male and 262 female) completed marriage registration. Compared with 2022 of 128 people, the growth was more than four folds.

Same-Sex Marriage - Number of Married People



Same-Sex Marriage - Number of People Who Terminate Marriage



Source: Ministry of the Interior.

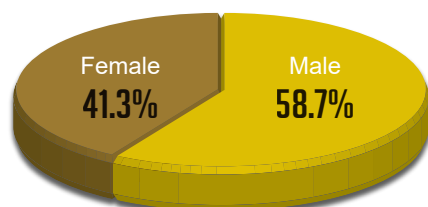
Note: The marital status is based on the number as of the end of the year. Statistics of marriages and terminated marriage are based on dates of registration.



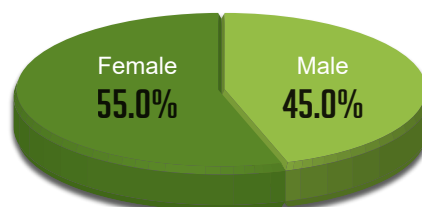
■ Taiwanese people tend to leave monetary assets to male heirs, but the proportion of women waiving inheritance rights has continued to decrease

In 2023, a total of 273,033 people had to pay gift taxes, of which 160,285 or 58.7% were men, and 112,748 or 41.3% were women. This represents a gender gap of 17.4 percentage points. In terms of counties and cities, female monetary assets recipients accounted for less than 40% in Tainan City, Miaoli County, Chiayi County, Chiayi City, Changhua County, Yunlin County, Kinmen County, and Lienchiang County. Also in 2023, a total of 92,297 people in Taiwan waived their right to inheritance, of which 41,544 were men (45.0%), and 50,753 were women (55.0%). There was a gender gap of 10 percentage points. In terms of counties and cities, the highest proportion of female waiving their right to inheritance was found in Kinmen County and Penghu County, accounting for more than 60% respectively.

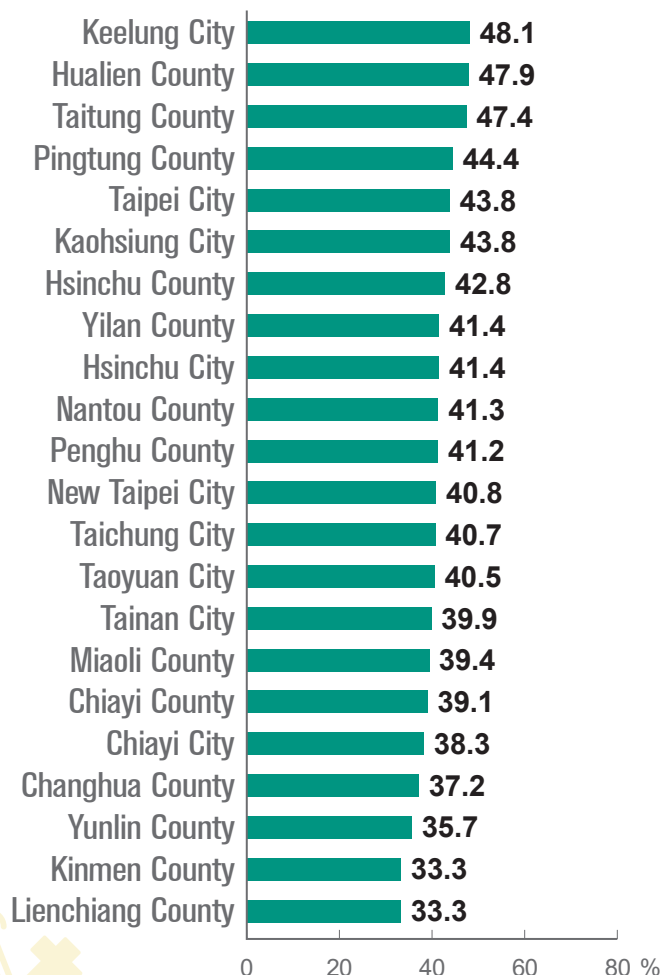
Overview of Recipients of Gift Tax - By Sex



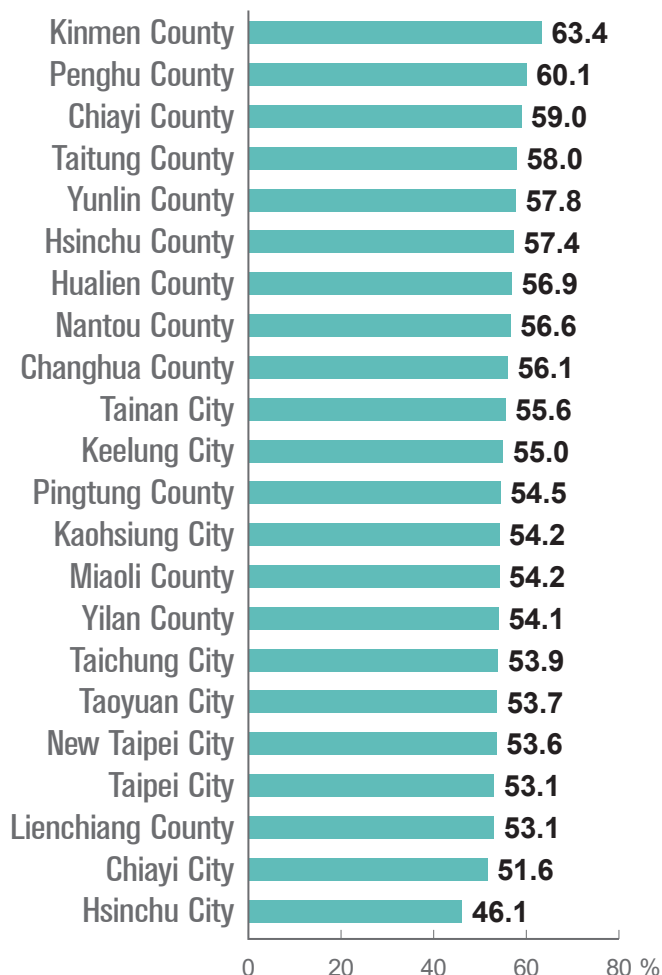
Overview of Individuals Waiving the Right of Inheritance - By Sex



Proportion of Female Recipients - By County and City



Proportion of Female Waiving Their Right to Inheritance - By County and City

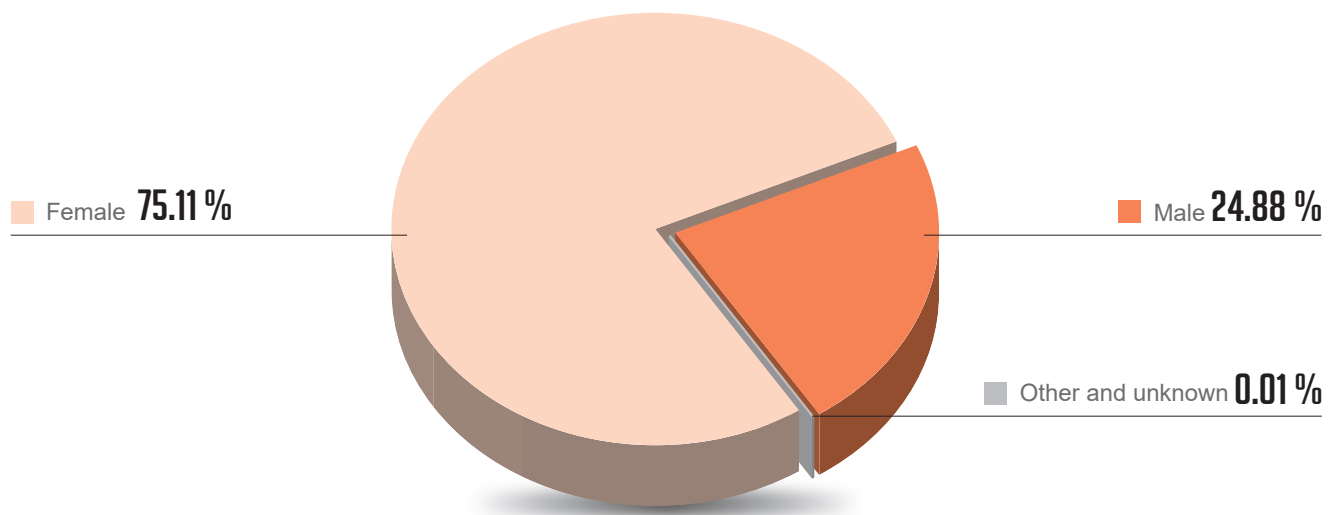


4. Personal Security and Justice

■ Most domestic violence victims in intimate relationship were women; most cases involved spousal relationships

In 2023, the number of domestic violence victims in intimate relationship in reported cases was 60,856, of which 45,709 (75.11%) were female, 15,142 (24.88%) were male, and 5 (0.01%) were other and unknown. The number of female victims was higher compared with the previous two years (43,255 in 2022 and 41,809 in 2021). There were 81,399 cases of intimate relationship violence. Spousal relationships accounted for the most cases, at 57.8% (including 508 same-sex marriages (1.08%)), followed by cohabitation relationships accounting for 31.9% (including 1,248 same-sex couples (4.8%)). Former spousal relationships accounted for 10.3% (including 103 terminated same-sex marriages (1.2%)), constituting the lowest percentage.

Statistics on Victims of Reported Domestic Violence Cases in Intimate Relationships, by Gender, 2023



Source: Ministry of Health and Welfare.

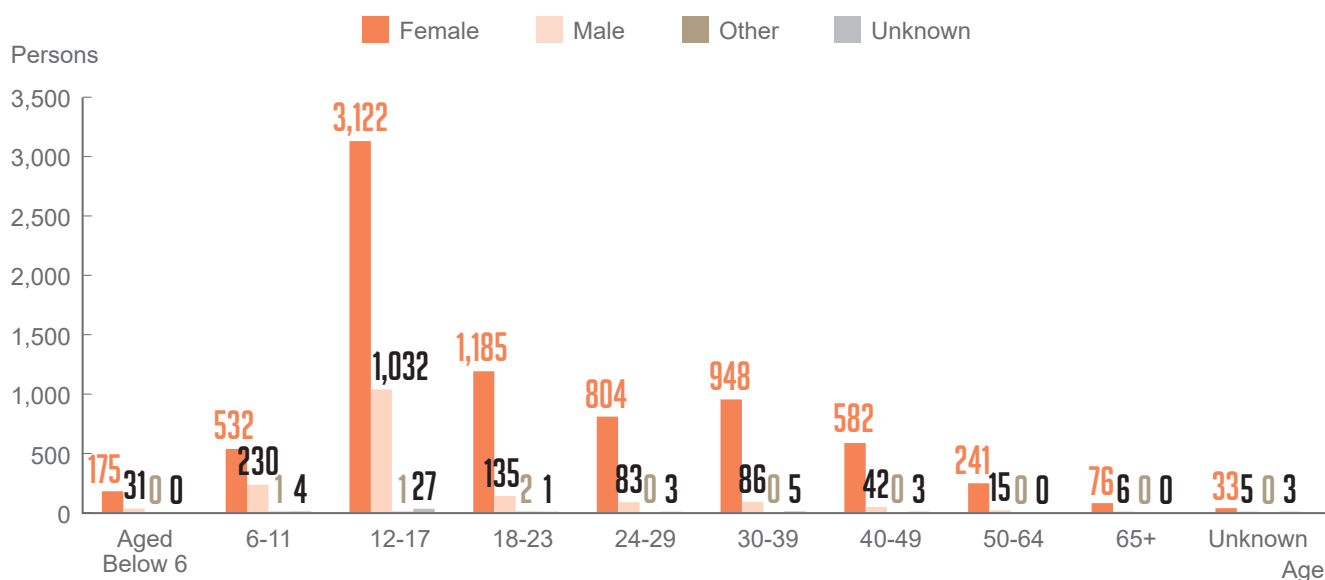
Note: Intimate relationship violence refers to abusive and controlling behavior toward an intimate partner, such as physical, psychological, and sexual abuse, as well as economic control.



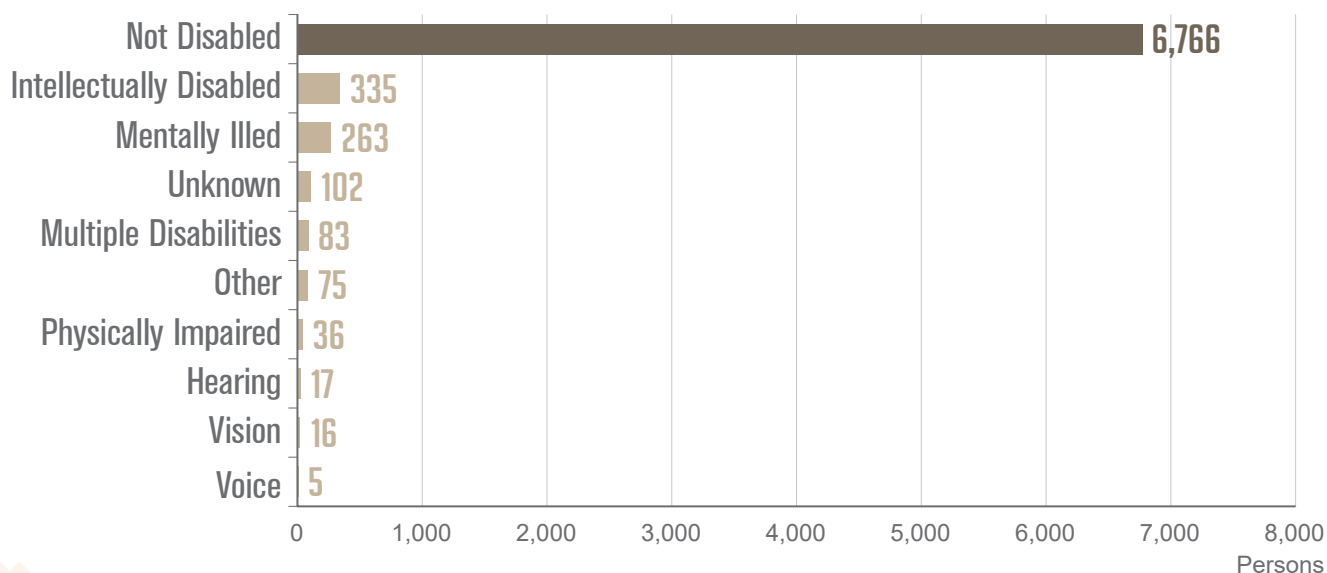
■ Over 80% of victims in sexual assault cases were female; the majority of both male and female victims were between the ages of 12 and 18

In 2023, a total of 9,413 victims were involved in sexual assault cases reported in Taiwan, of which 7,698 were female (81.8%), 1,665 were male (17.7%), and 46 were unknown (0.5%). The number of female victims was higher compared with the previous two years (6,982 in 2022 and 6,406 in 2021). With regards to age, the majority of victims both men and women were between the ages of 12 and 18. Of these, 3,122 were female, accounting for 40.6% of all female victims, and 1,032 were male, accounting for 62% of all male victims. Of the female victims, 830 were persons with disabilities (10.4%), 6,766 without disabilities, and 102 unknown. Investigations concluded on 5,426 sexual assault suspects, of which 33.3% were indicted and 52.7% were not prosecuted. Insufficient suspicion of offense accounted for 94.2% of the reasons why suspects were not indicted. The number of people who were convicted and found innocent were 1,546 and 199 respectively.

Overview of Reporting of Sexual Assault Cases, by Age, 2023



Overview of Female Victims in Reporting of Sexual Assault Cases, by Disability Type, 2023

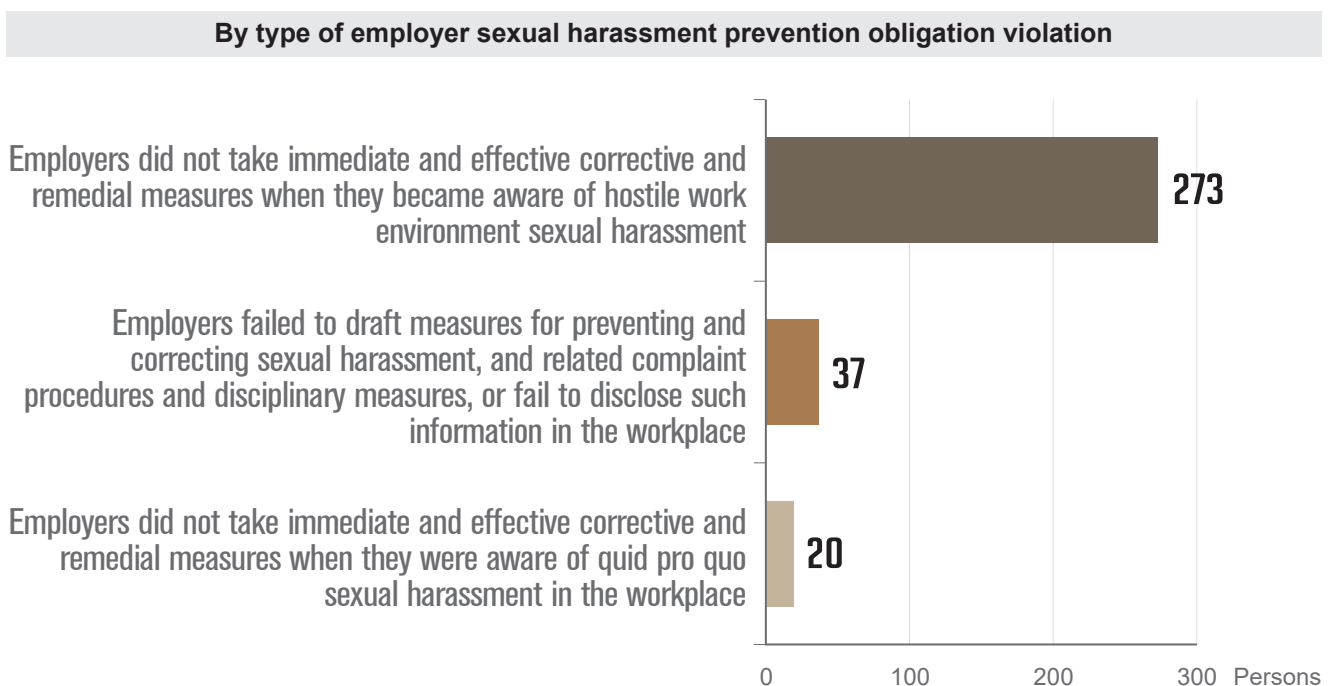
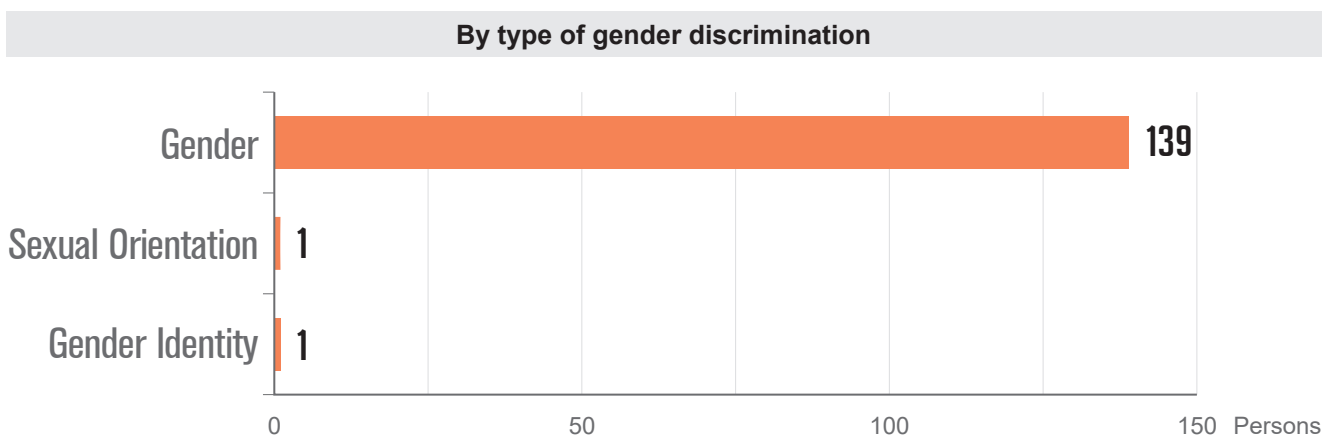


Source: Ministry of Health and Welfare; Ministry of Justice.

■ Women accounted for nearly 82% of complainants under the Gender Equality in Employment Act

In 2023, there were 437 (81.4%) women, and 100 (18.6%) men filed a complaint for gender equality in employment. The number of female complainants increased from the previous two years (307 in 2022 and 365 in 2021). The complaint categories included sexual discrimination, employer violations of sexual harassment prevention obligations, and measures for equality in employment. Of these, 139 were discrimination based on "gender," accounting for the highest number of complaints. As for cases of employers violating sexual harassment prevention obligations, 273 were cases where "employers did not take immediate and effective corrective and remedial measures when they became aware of hostile work environment sexual harassment," accounting for a majority of the cases.

Overview of Complaints Handled Regarding Gender Equality in Employment, 2023



Source: Ministry of Labor.

Note:

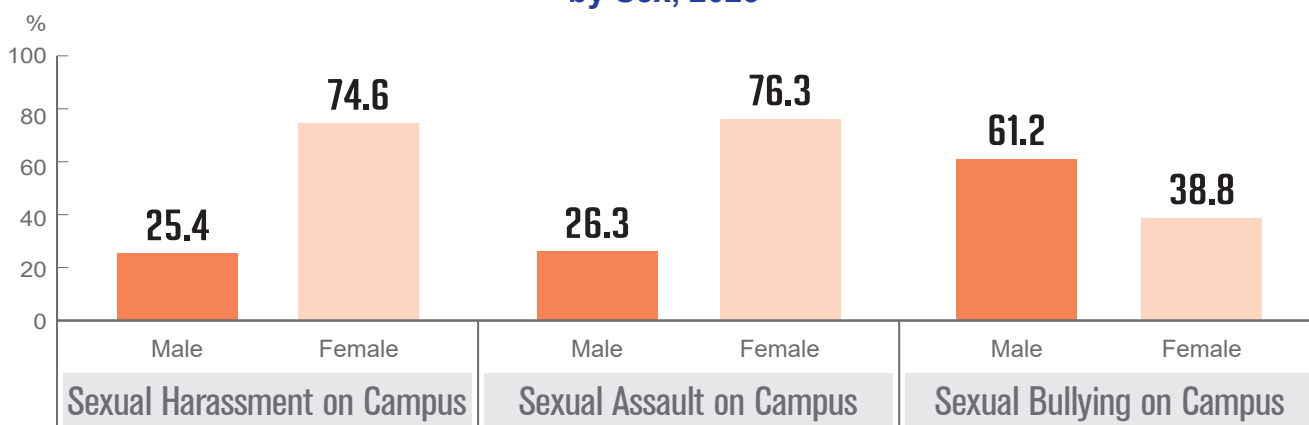
1. Because there are no complainants in cases directly investigated by county or city governments, the number of complainants may be lower than the number of cases.
2. Check all that apply



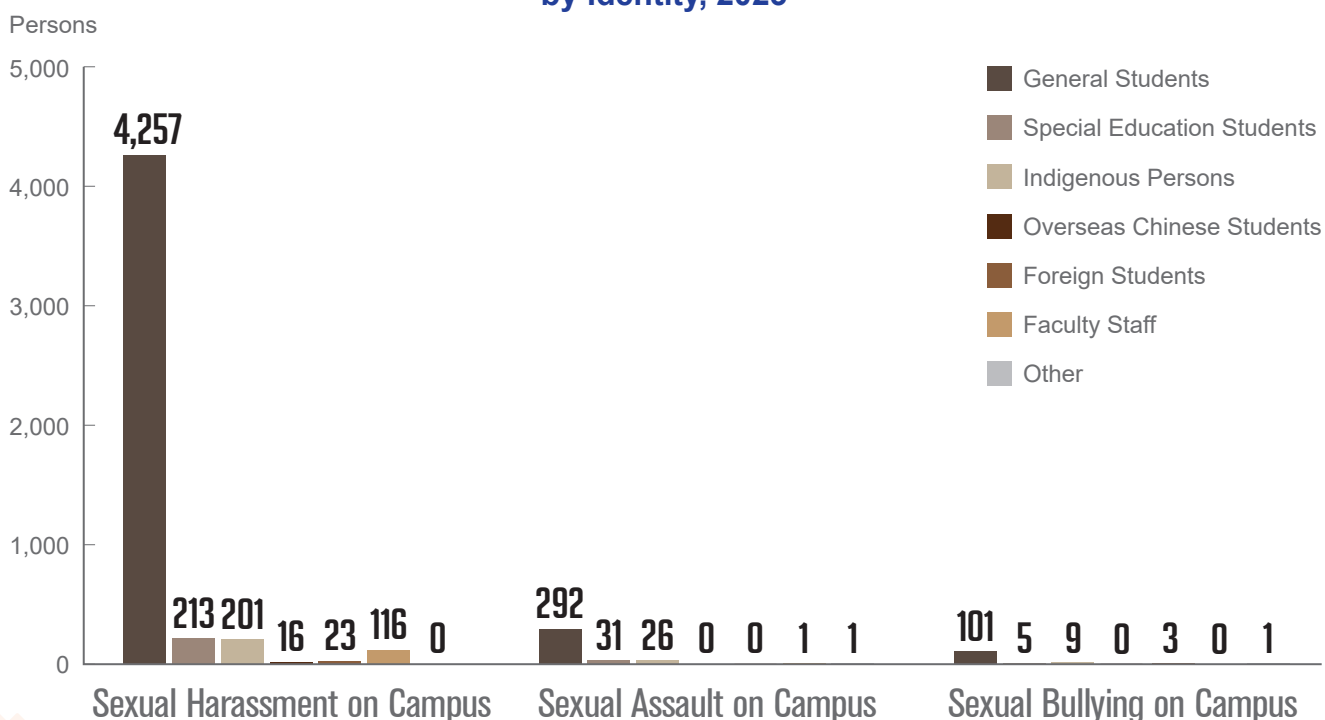
■ Of cases reported under the Gender Equity Education Act, most victims of sexual harassment and sexual assault on campus were women; most victims of sexual bullying on campus were men

In 2023, a total of 4,826 persons were confirmed victims of sexual harassment on campus, of which 3,598 victims were women (74.6%), and there were 351 sexual assault victims of harassment on campus (268 were women (76.3%)). The number of female victims has increased compared with the previous two years (respectively 2,502 persons in 2022 and 1,964 persons in 2021). There were 116 confirmed victims of sexual bullying on campus, 61.2% of which were males. In terms of the identity type of victims of sexual harassment, sexual assault, and sexual bullying on campus, regular students accounted for the highest proportion, followed by indigenous students and special education students.

Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Sex, 2023



Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Identity, 2023



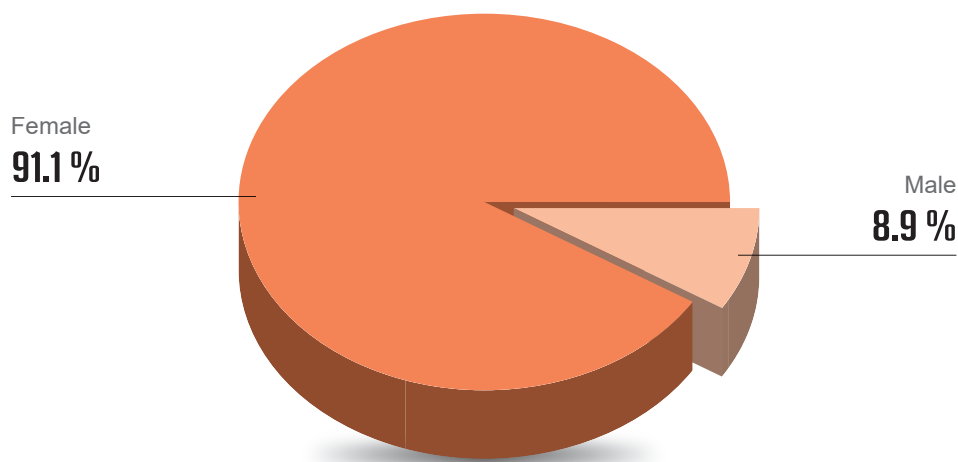
Source: Ministry of Education.

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

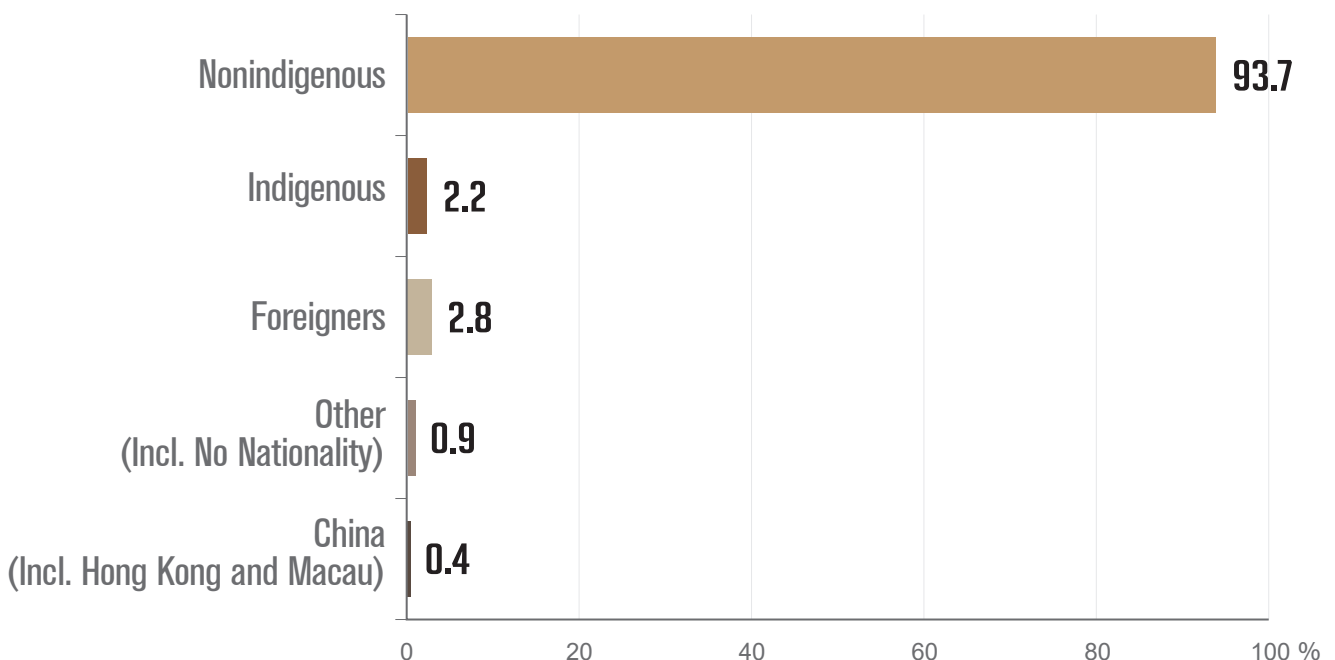
In 2023, a total of 1,846 persons were victims of confirmed sexual harassment incidents, of which 1,682 victims were women (91.1%) and 164 victims were men (8.9%). The number of female victims was higher compared with the previous two years (1,414 persons in 2022; 1,216 persons in 2021). Most victims were over the age of 18 and under 30 (47%), followed by those between the ages of 30 and 40 (21%). In terms of nationality, most victims were nonindigenous R.O.C. citizens (93.7%), followed by foreign victims (2.8%) and then by indigenous R.O.C. citizens (2.2%).

Victims of Confirmed Sexual Harassment Cases, 2023

By Sex



By Nationality



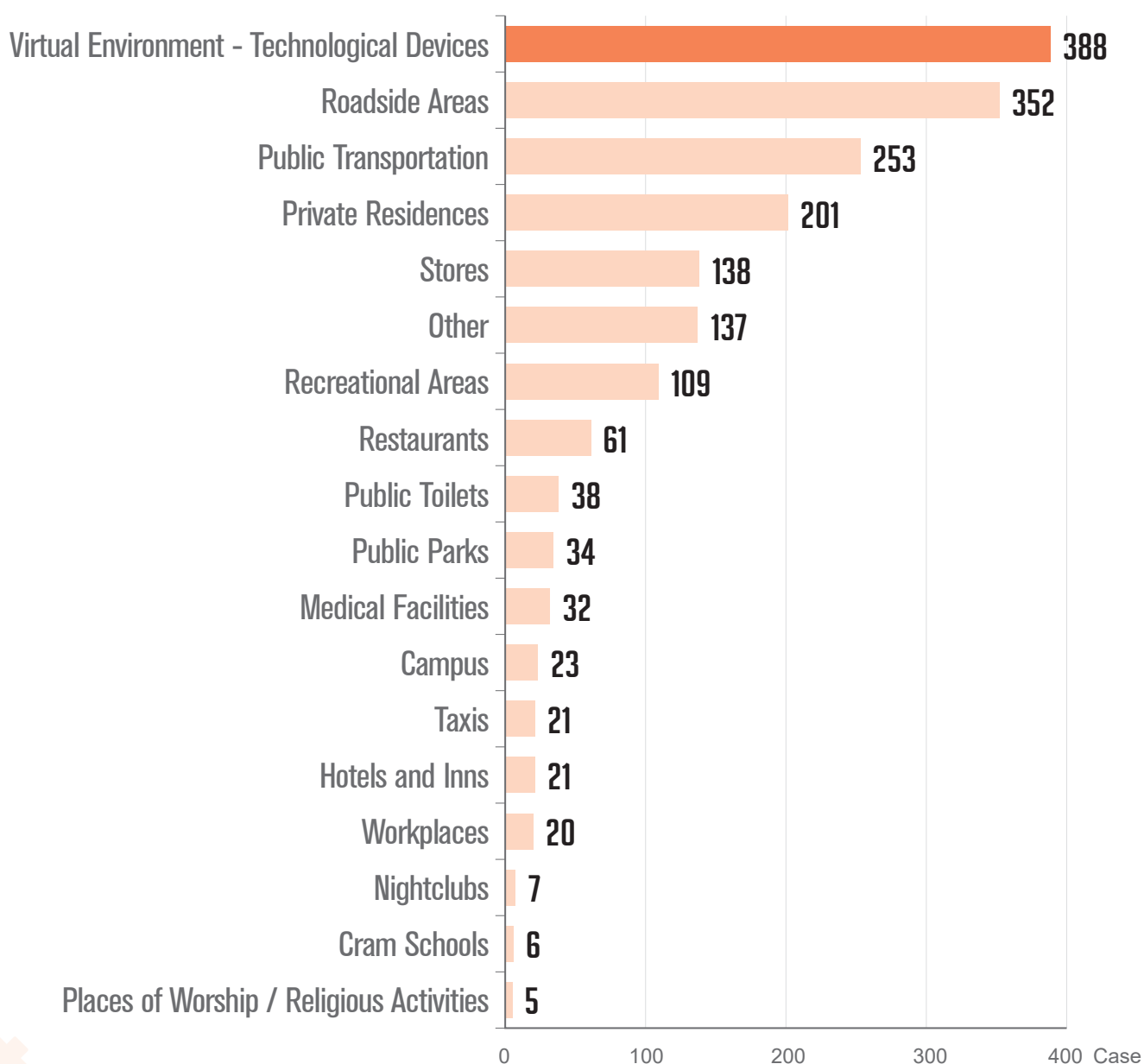
Source: Ministry of Health and Welfare.



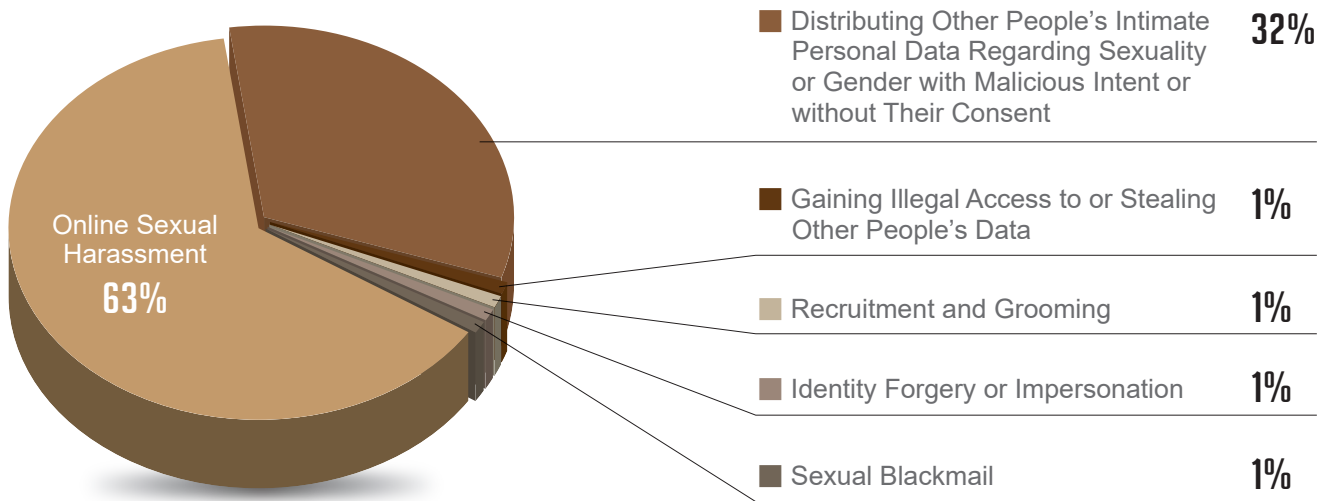
■ Around 21% of all sexual harassment complaints took place in "virtual environment - technological devices" in the form of digital/cyber gender-based violence, e.g., sexual harassment

In 2023, there are 388 confirmed cases of sexual harassment complaints filed under the Sexual Harassment Prevention Act that occurred in "virtual environment - technological devices" such as the Internet and telecommunications devices (accounting for 21% of all locations). The number of cases has been on the rise compared to the previous two years (372 cases in 2022 and 291 cases in 2021). In 2023, a total of 1,169 incidents of campus digital/cyber gender-based violence were reported (186 victims, 80.1% were women), of which 738 cases of online sexual harassment accounted for the majority, followed by 374 cases of distributing other people's intimate personal data regarding sexuality or gender with malicious intent or without their consent. The number of cyber child and youth sexual exploitation was 2,607, which increased compared with the previous two years (1,628 in 2022 and 1,395 in 2021). For the tools used for the crimes, social networking sites accounted for the highest percentage at 45.6%, followed by communication software at 44.6%.

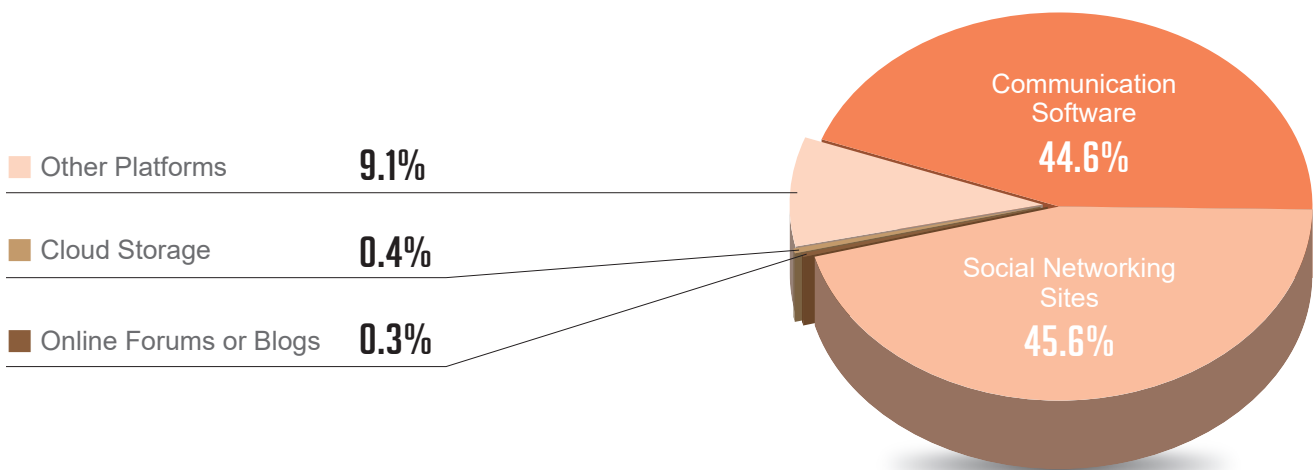
Confirmed Cases of Sexual Harassment by Location, 2023



Incidents of Campus Digital / Cyber Gender-based Violence by Modus Operandi, 2023



Cyber Crime - Child and Youth Sexual Exploitation, 2023



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

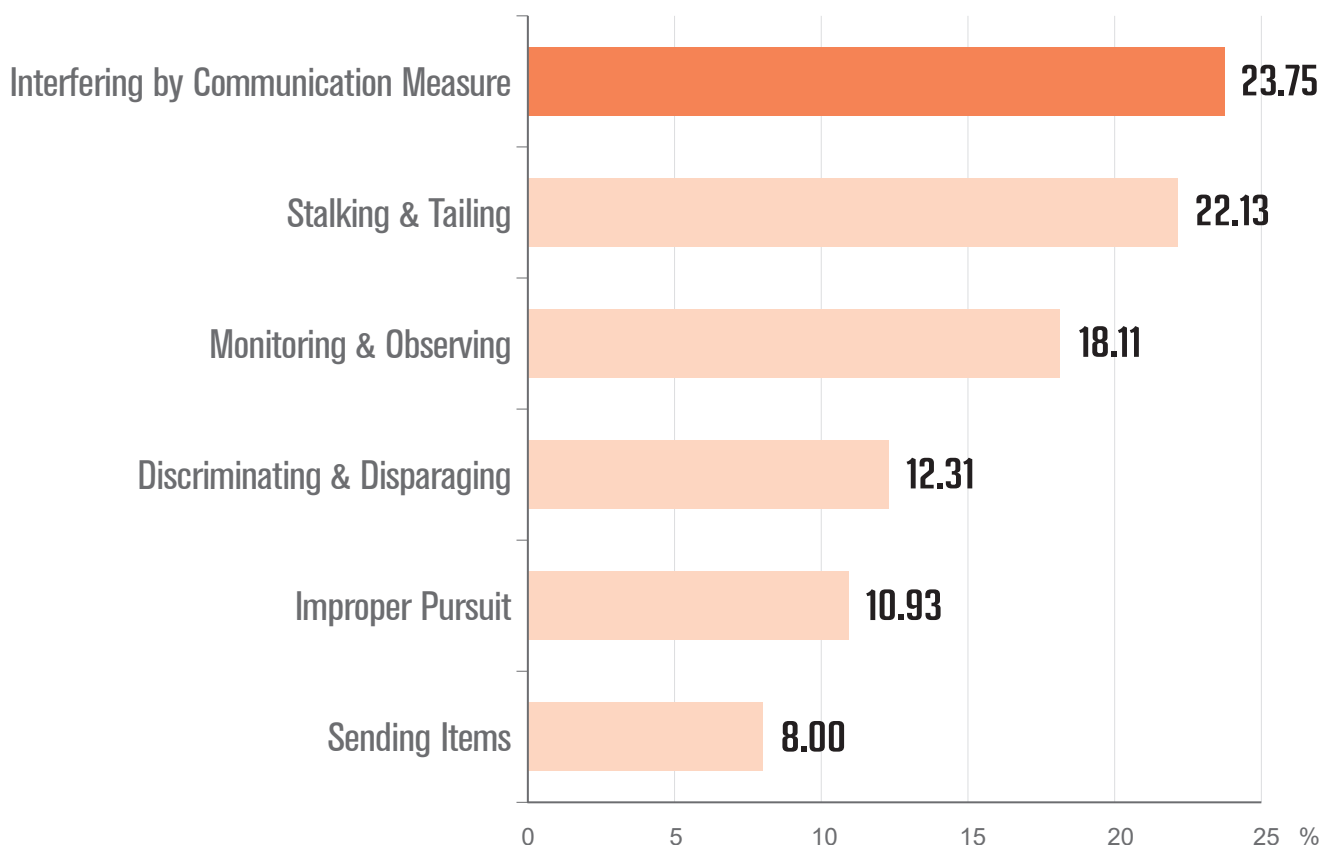
Note: There can be multiple locations or victims for each case.



■ Female victims accounted for nearly 90% of all victims of cases reported in accordance with the Stalking and Harassment Prevention Act

In 2023, police agencies undertook a total of 2,863 cases (with the same number of victims) in relation to the Stalking and Harassment Prevention Act, of which 2,521 were female victims, accounting for 88.05%, and 342 were male victims, accounting for 11.95% (from June to December 2022, 1,875 cases (with the same number of victims) were undertaken, with female victims accounting for 90.9%). A total of 7,272 cases of stalking and harassment were undertaken. By modus operandi, interfering by communication measure had 1,727 cases, the most cases, followed by 1,609 cases of stalking and tailing. In 2023, the number of defendants violated the Stalking and Harassment Prevention Act with investigation concluded was 1,474. The number of defendants indicted was 315 people (indictment percentage of 21.4%). Of which, 114 offenders were convicted, 2 offenders were found innocent, and the conviction rate was 98.28%.

Cases Stalking and Harassment Reported in 2023, by Types of Offenses



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

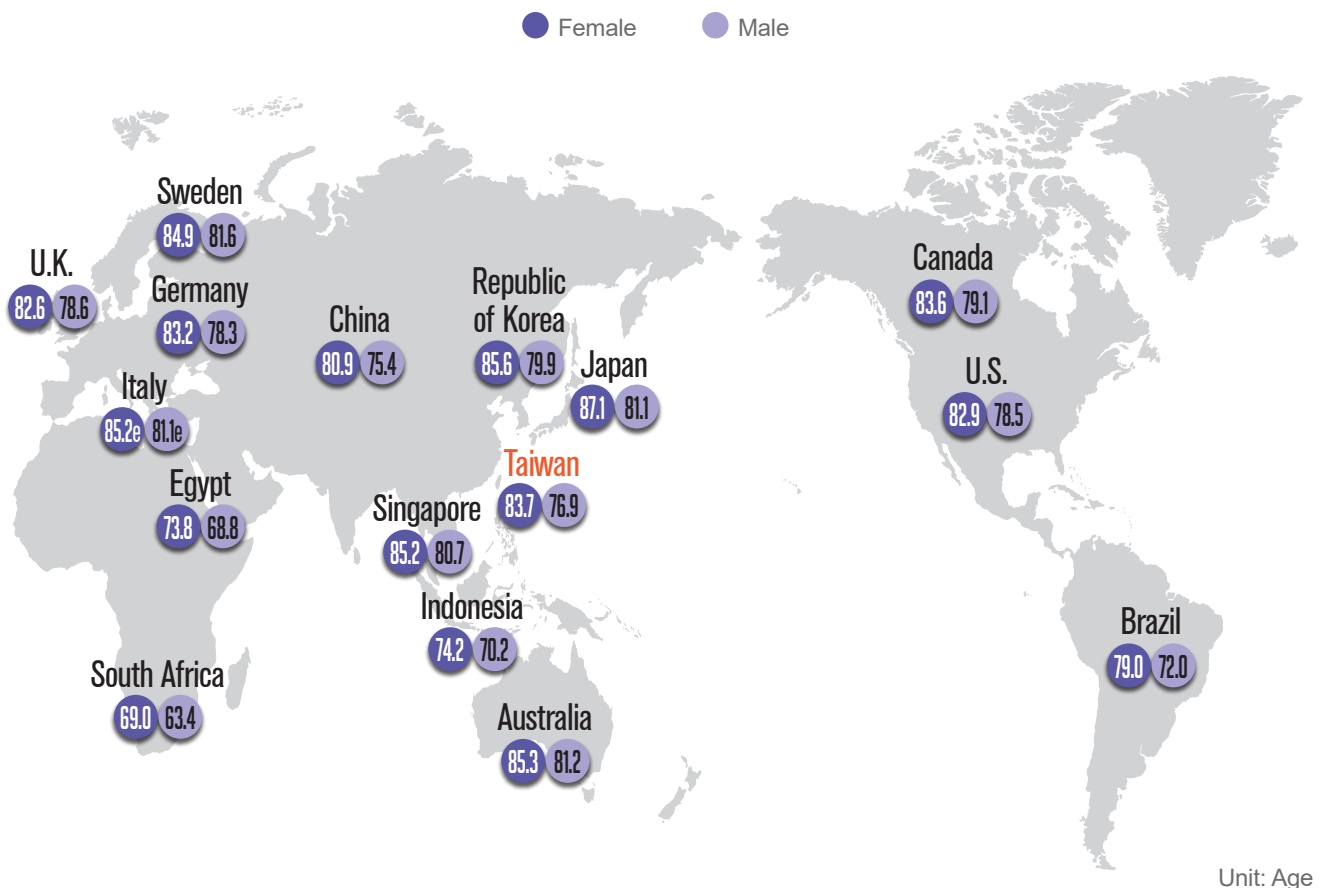
Note: Multiple offenses may apply in individual cases.

5. Health, Medical Service, and Care

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

In 2023, the average life expectancy at birth of people in Taiwan was 80.2 years, 83.7 years for women and 76.9 years for men, indicating that women's life expectancy at birth remained significantly higher than that of men. The discrepancy between life expectancy at birth of men and women over the past decade has not changed much, remaining at six to seven years. In 2022, the average healthy life expectancy at birth in Taiwan was 75.07 years for women and 69.92 years for men, indicating a gender disparity of 5.15 years. Meanwhile, the average unhealthy life expectancy was 8.21 years for women and 6.71 years for men. When compared with other countries, the female and male average life expectancy at birth in Taiwan was 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 (85.6 and 80.7 years) but higher than that of Mainland China (80.9 and 75.4 years).

Life Expectancy at Birth in Major Countries



Source: 2023 Summary Analysis of Abridged Life Table, Ministry of the Interior; Ministry of Health and Welfare.

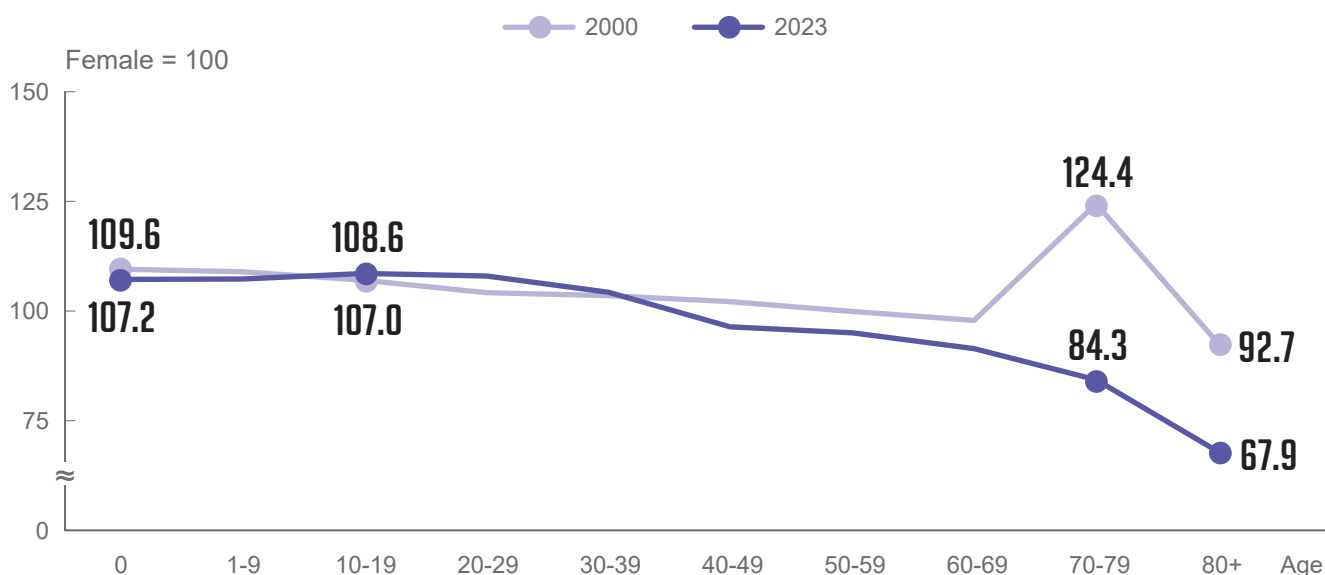
Note: Updated according to each country's latest statistical data (updated August 1, 2024) The data on average life expectancy at birth of Taiwan, Japan, Singapore, Indonesia, United States, Egypt, South Africa, Italy, and Sweden are taken from 2023, those of the Republic of Korea, Canada and Brazil were taken from 2022, that of China was taken from 2020, and those of the United Kingdom, Australia, and Germany are taken from 2020 to 2022; "e" refers to estimates.



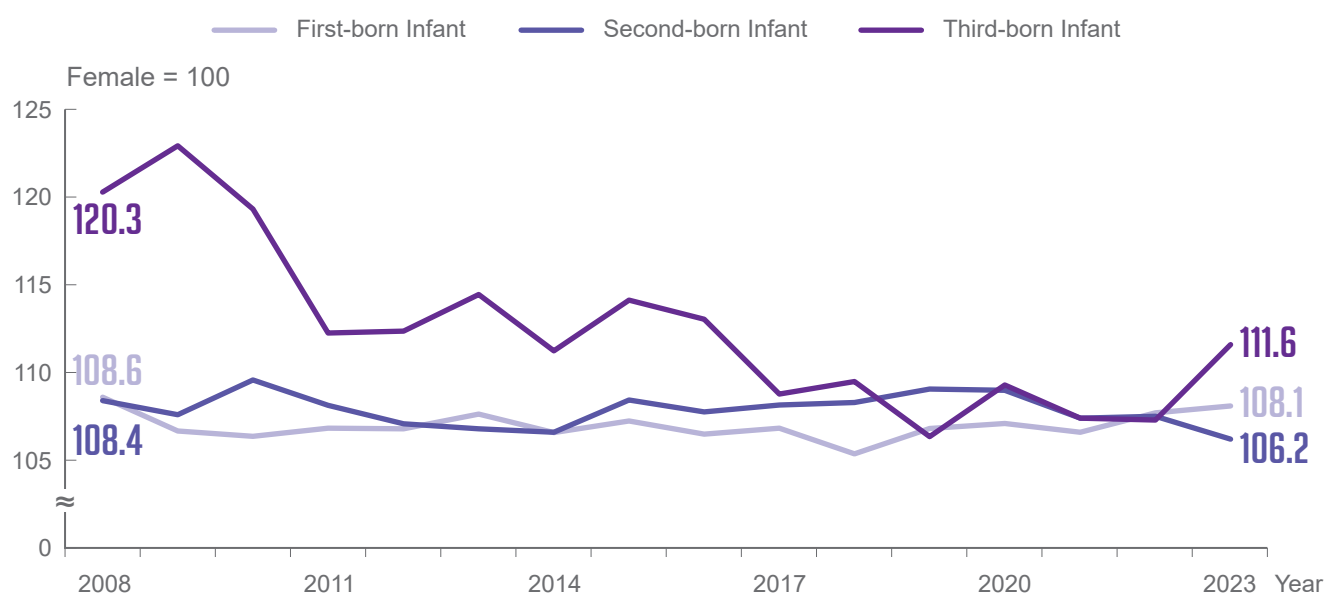
■ For Taiwan's population sex ratio by age, men outnumbered women in the 30-39 age group and under; women outnumbered men in the 40-49 age group and above

The total female population in Taiwan has remained higher than the male population since 2013. Taiwan's total population as of the end of 2023 was 23.42 million, of which 11.87 million were women. The sex ratio decreased to 97.4 (number of men per 100 women), which was 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 was greater than 100 (fewer women than men). In particular, the 10-19 age group had the highest sex ratio, at 108.6. Among the population aged 40-49 and older, women outnumbered men. The lowest sex ratio of 67.9 was observed among the population aged 80 and above. In 2023, the sex ratio is 108.1 for the first births, 106.2 for second births, and 111.6 for third births.

2023 Population Sex Ratio, by Age Group



Sex Ratio by Number of Newborn Infants

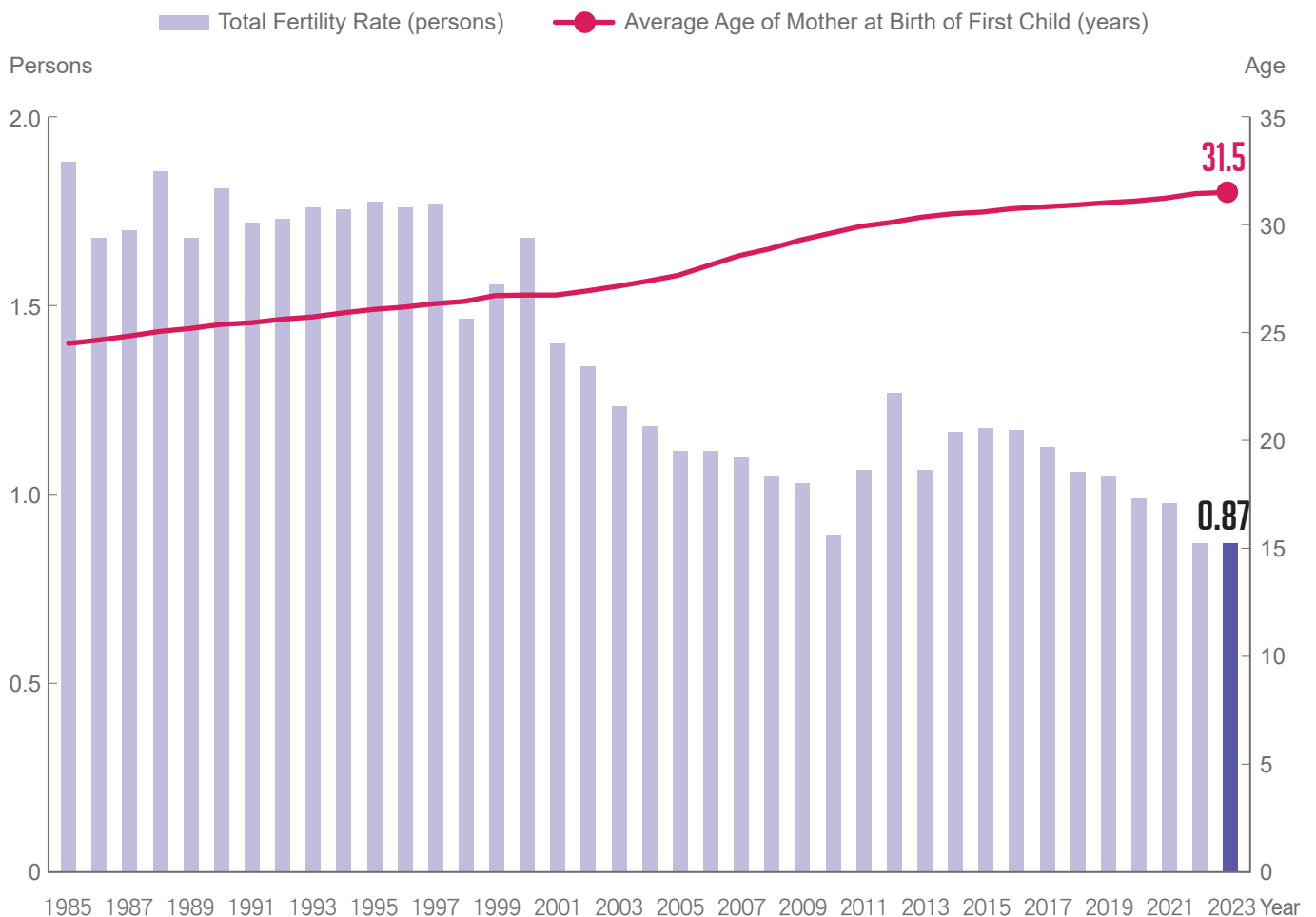


Source: Ministry of the Interior.

■ Fertility rate for childbearing-age women decreased 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 2023, 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 2023, on average, new mothers gave birth to their first child at the age of 31.5, which was the oldest ever recorded.

Changes in Fertility Rate of Childbearing-age Women and Age of Mother at Birth of First Child



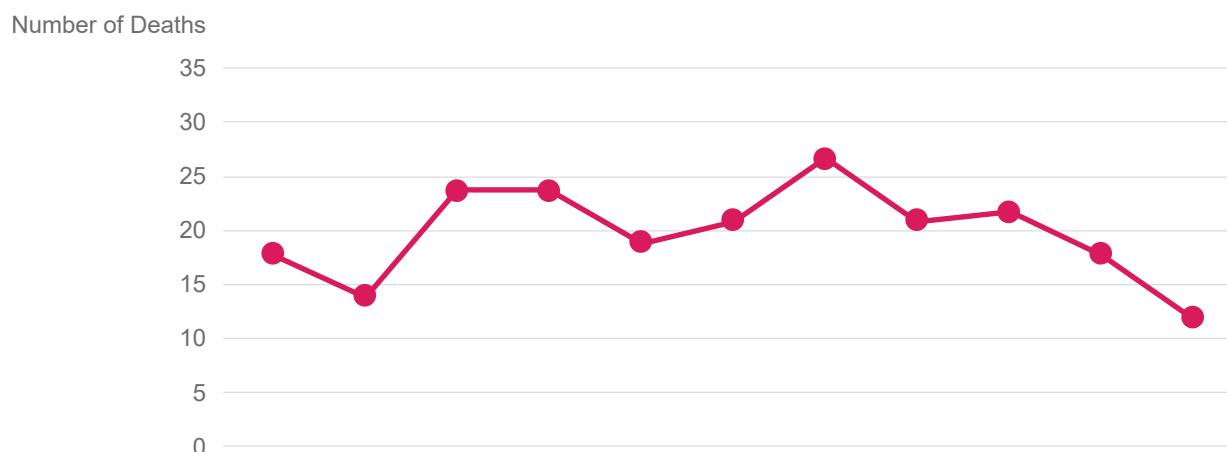
Source: Ministry of the Interior.



■ Postpartum hemorrhage ranked first among maternal deaths in 2023

There were 18 maternal deaths occurring in 2013 and 12 in 2023. During the ten-year period, the highest number of maternal deaths occurred in 2019, at 27 cases. The main causes of maternal death in 2023 were postpartum hemorrhage, ectopic pregnancy, and obstetric embolism.

Maternal Mortality Rate Over the Last Ten Years



Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number of Deaths	18	14	24	24	19	21	27	21	22	18	12
Mortality Rate (per 100,000 live births)	*	*	11.3	11.6	*	11.6	15.4	13.0	14.0	*	*

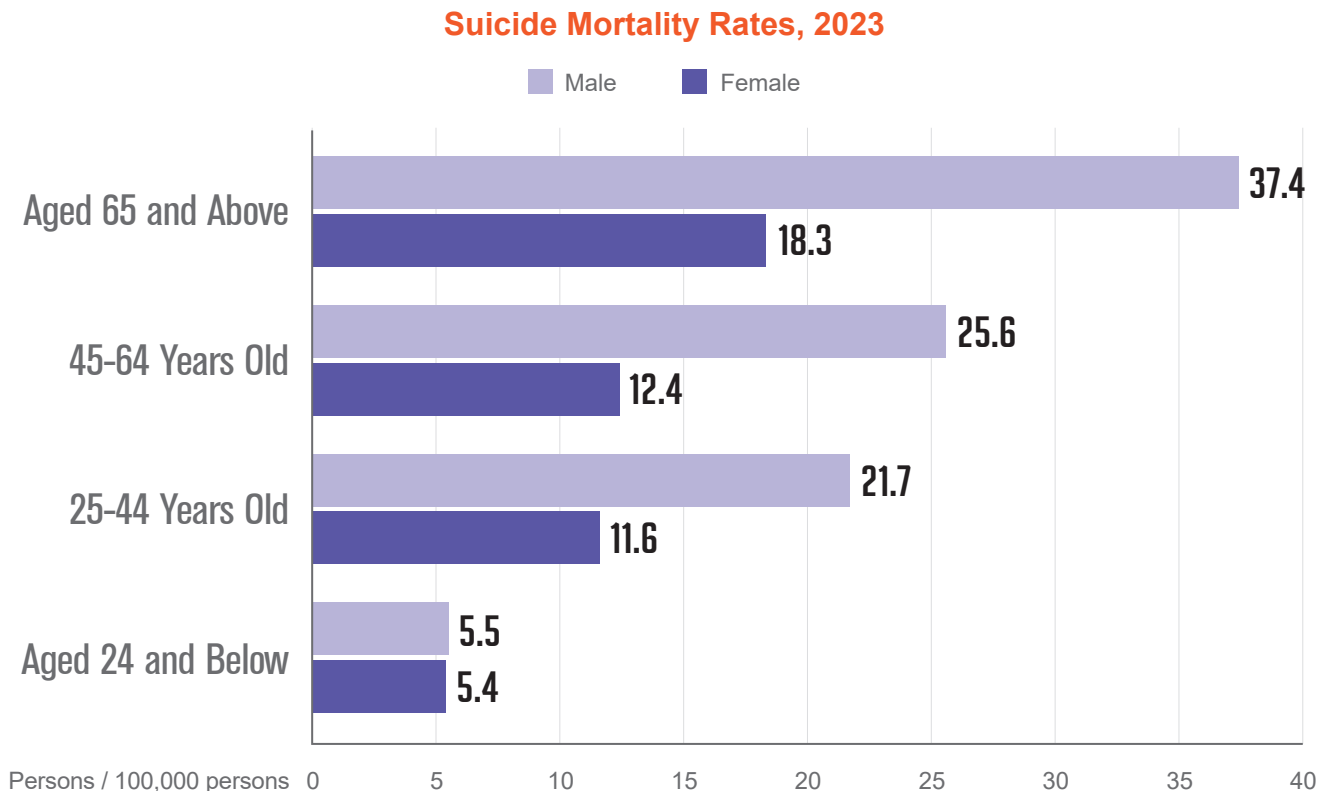
Source: Ministry of Health and Welfare.

Note:

1. Maternal mortality rate = number of maternal deaths/live births x 100,000.
2. The number of deaths less than 20 is susceptible to the influence of small sample size, and the mortality rate is unreliable, and is presented with *.

■ Men's suicide mortality rate was 1.8 times higher than that of women

In 2023, 2,500 men and 1,398 women died by suicide in Taiwan. The suicide mortality rate was 21.7 deaths per 100,000 people for men and 11.8 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 37.4 deaths per 100,000 people for men, and 18.3 per 100,000 people for women.



Source: Ministry of Health and Welfare.

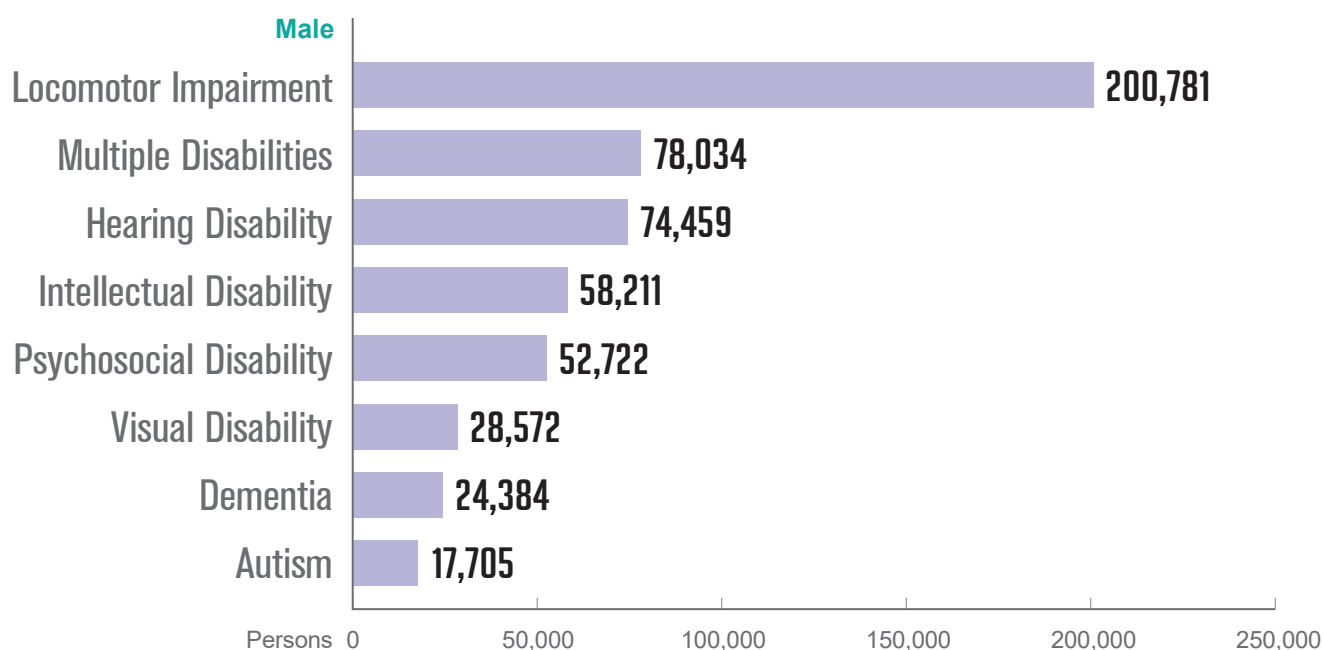
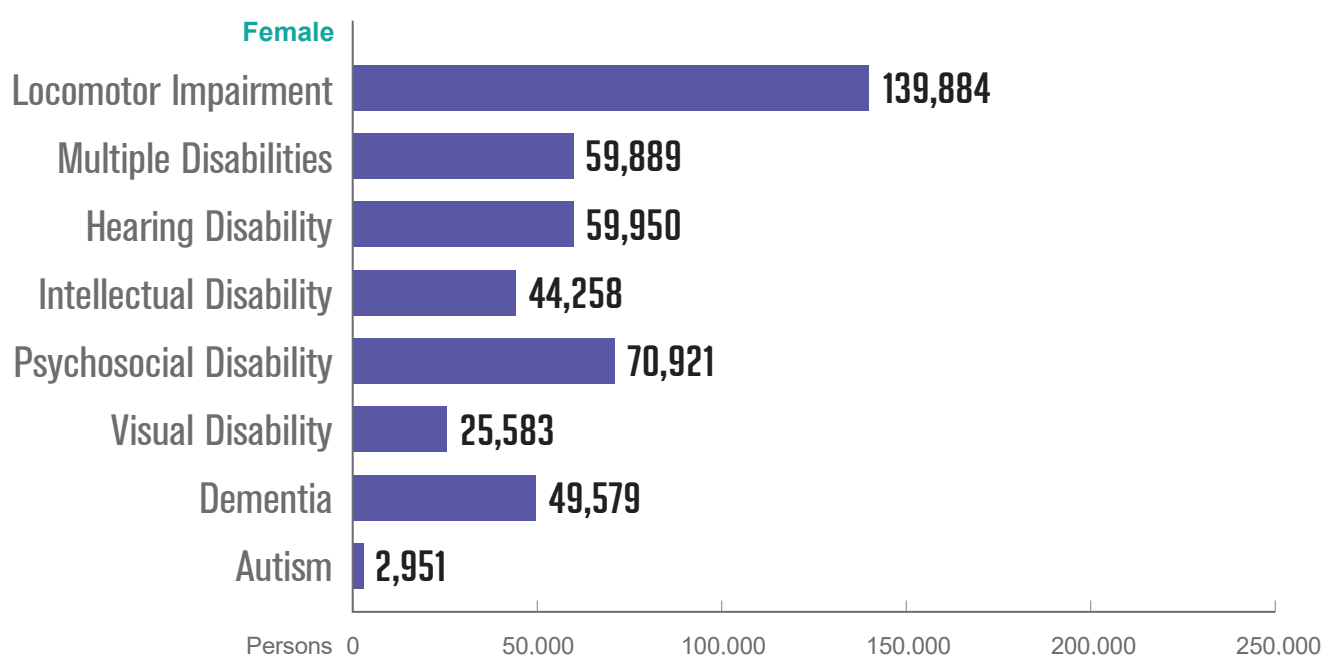
Note: Mortality rate = Number of deaths / Mid-year population × 100,000.



■ Men accounted for a larger share of the total population of persons with disabilities than women; more women suffered from dementia and psychosocial disability than men

In 2023, among the total population of persons with disabilities, approximately 669,000 (55.1%) were men and approximately 545,000 (44.9%) were women. By category of disability, men accounted for a greater number of persons with certain disabilities than women, including locomotor impairment, multiple disabilities, hearing disability, intellectual disability, visual disability, and autism, 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 psychosocial disability and dementia.

Statistics for Certain Categories of Disabilities, 2023

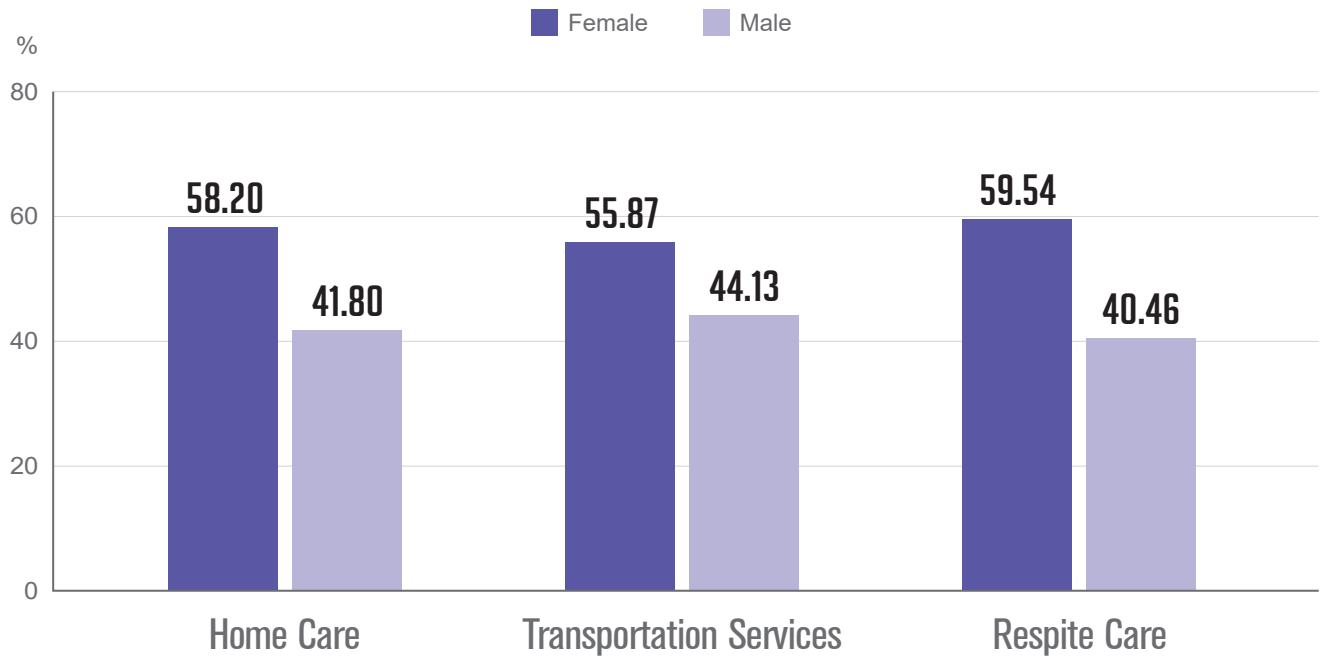


Source: Ministry of Health and Welfare.

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

As of the end of 2023, among long-term care service users, the largest number of users was observed in home care, at 335,289 persons, followed by 245,656 users of transportation services, and 176,519 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-based, community-based, institutional residential, and integrated long-term care institutions.

Gender Distribution of the Three Most Used Long-Term Care Services, 2023



2023 Caregivers in the Field of Long-Term Care Services



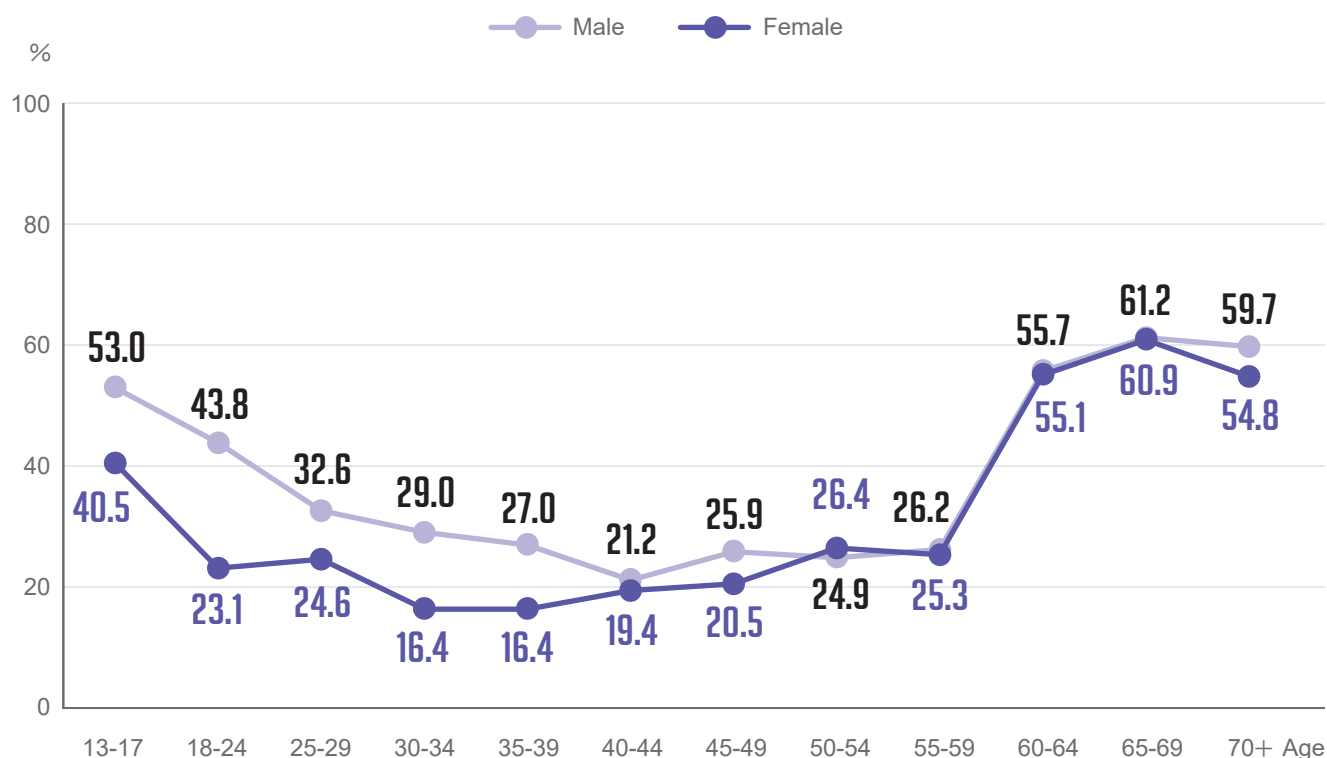
Source: Information System for Management of Long-Term Care Institutes and Service Givers, Ministry of Health and Welfare.



■ Gap persisted between ratios of men and women engaging in regular exercise; lowest rate among women aged 30-39, and largest gender gap between people aged 18-24

In 2023, 35.0% of persons aged 13 and older engaged in regular exercise, with overall more men (38.7%) engaged in regular exercise than women (31.5%), a difference of 7.2 percentage points. In terms of the gender gap by age group, the largest gender gap was found in the 18-24 age group (20.7 percentage points). The lowest rate of regular exercise was noted among women aged 30-39 (16.4%). The rates of both genders show a U-shaped distribution.

Overview of Population Who Regularly Does Exercise, 2023



Source: 2023 Sports and Athletics Survey, Sports Administration, Ministry of Education.

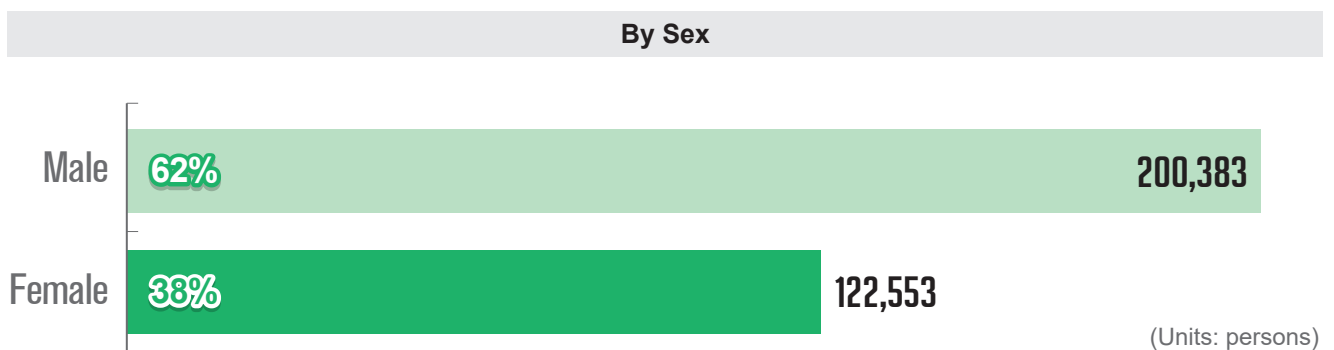
Note: "Regular exercise" is defined as 30-minute exercise routines at least three times a week that increase heart rate to 130 bpm or of sufficient intensity to cause heavy breathing and perspiration.

6. Environment, Energy, and Technology

■ Employed persons in science parks were predominantly male, while female employed persons 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 2023, there were more than 320,000 persons employed in science parks, most of whom were men (62.0%). Broken down by positions, technical, managerial, and R&D positions were mainly held by male, of which, as many as 82% of managerial positions were held by male. Whereas, administrative positions were mainly held by women (63.5%).

Overview of Employees in Science Parks, 2023



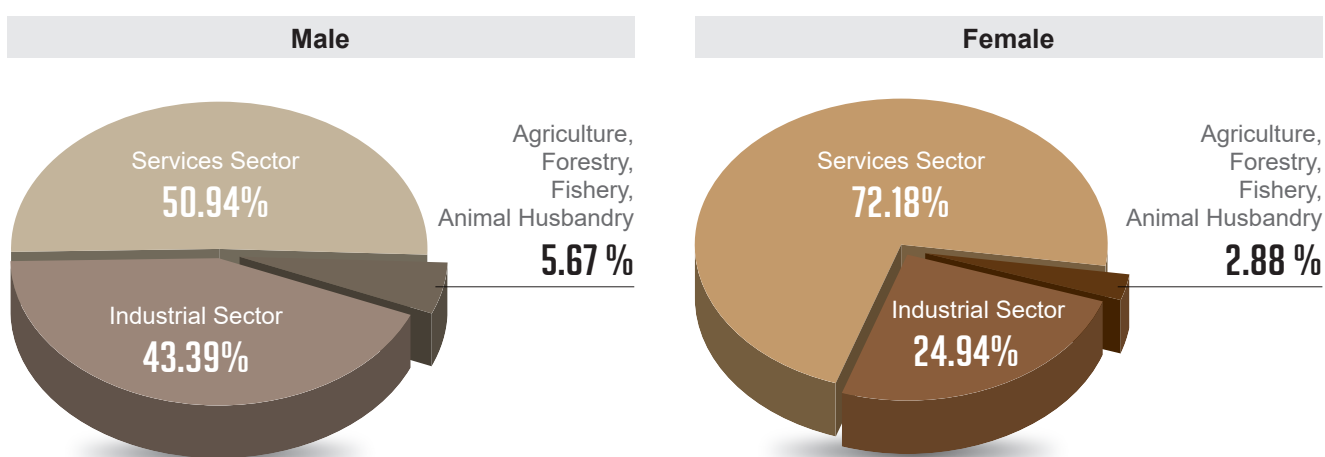
Source: National Science and Technology Council.



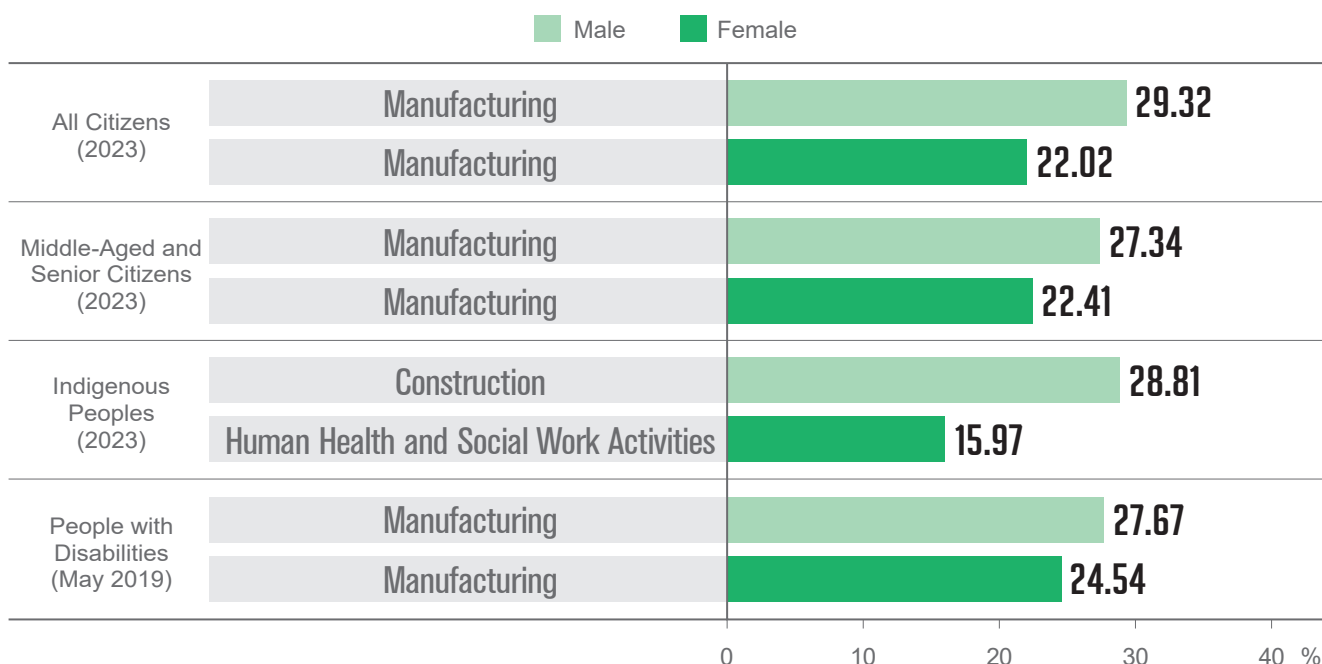
■ More than 70% of female employees were engaged in the service industry, higher than the proportion of men

In 2023, there were 11.528 million employed persons in Taiwan (of whom women accounted for 45.01%). In terms of sectors, male accounted for approximately 50% of the service sector, while female accounted for over 70%. In terms of major industries, the majority of both male and female employed persons was in the Manufacturing industry (29.32% and 22.02% respectively). Looking at the employment of different groups, the majority of any gender of the elderly and persons with disabilities was also in the Manufacturing industry. The majority of indigenous male worked in Construction (28.81%), while the majority of indigenous female was in Human Health and Social Work Activities (15.97%).

Ratio of Employed Men and Women - By Sector



Industries with the Most Employed Persons of Different Groups - By Major Industry



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.

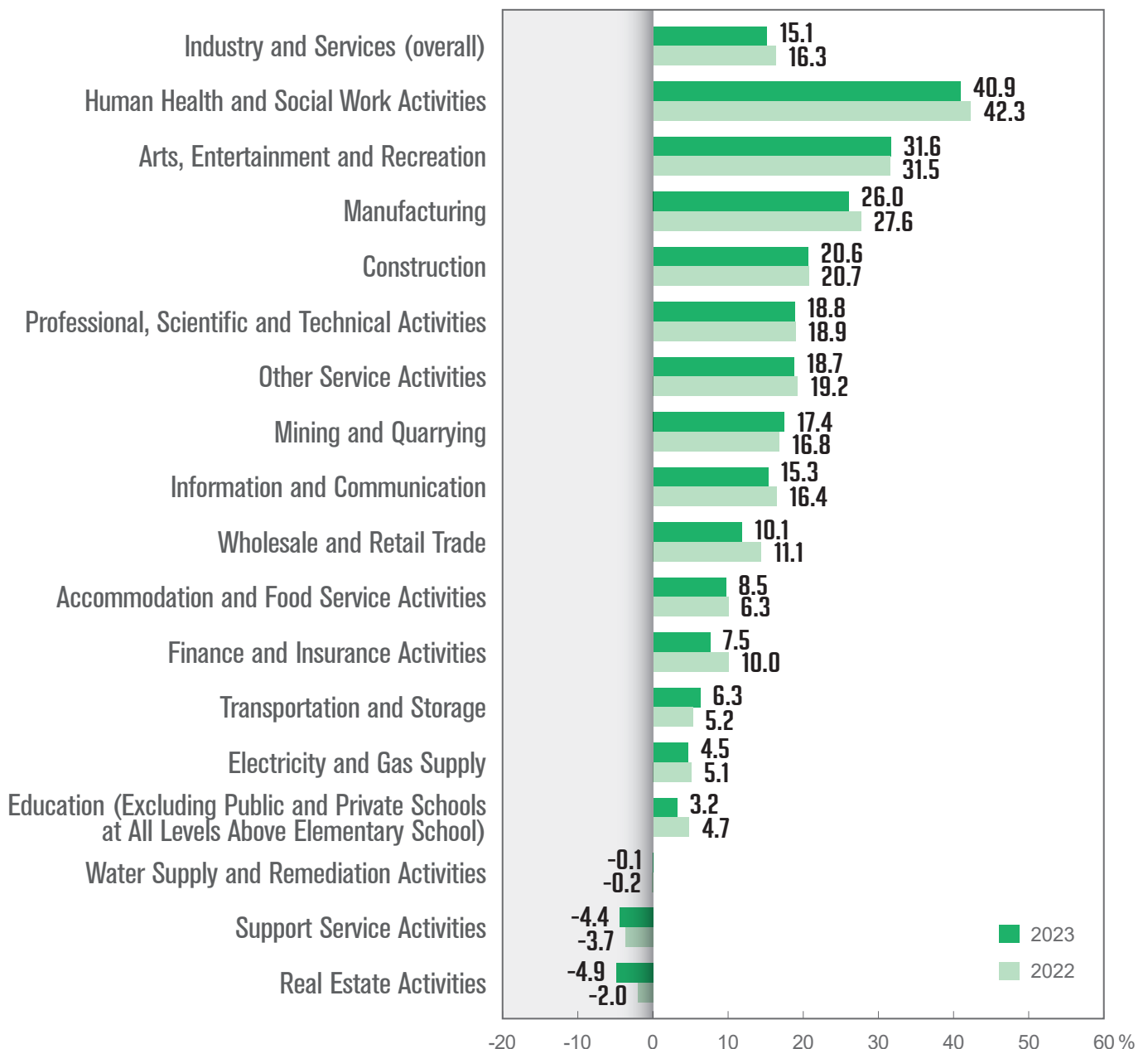
Note:

- "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.

■ The overall gender pay gap shrank to 15.1% in 2023, despite a persisting gap of more than 20% in the Human Health and Social Work Activities

In 2023, the average hourly wage of women in Taiwan's non-agricultural sectors was NT\$316.7, which was 84.9% of the NT\$373.1 for men. The gender wage gap was 15.1%, down 1.2 percentage points as compared to 2022 (16.3%). In terms of major industries, for Human Health and Social Work Activities, Arts, Entertainment and Recreation, Manufacturing, and Construction, men's hourly earnings were still higher than those of women and the gender pay gap exceeded 20%. In 2023, the gender pay gap in Arts, Entertainment and Recreation, Mining and Quarrying, Accommodation and Food Service Activities, Transportation and Storage, Support Service Activities, and Real Estate Activities was larger than that of 2022, while that of other industries shrank.

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:

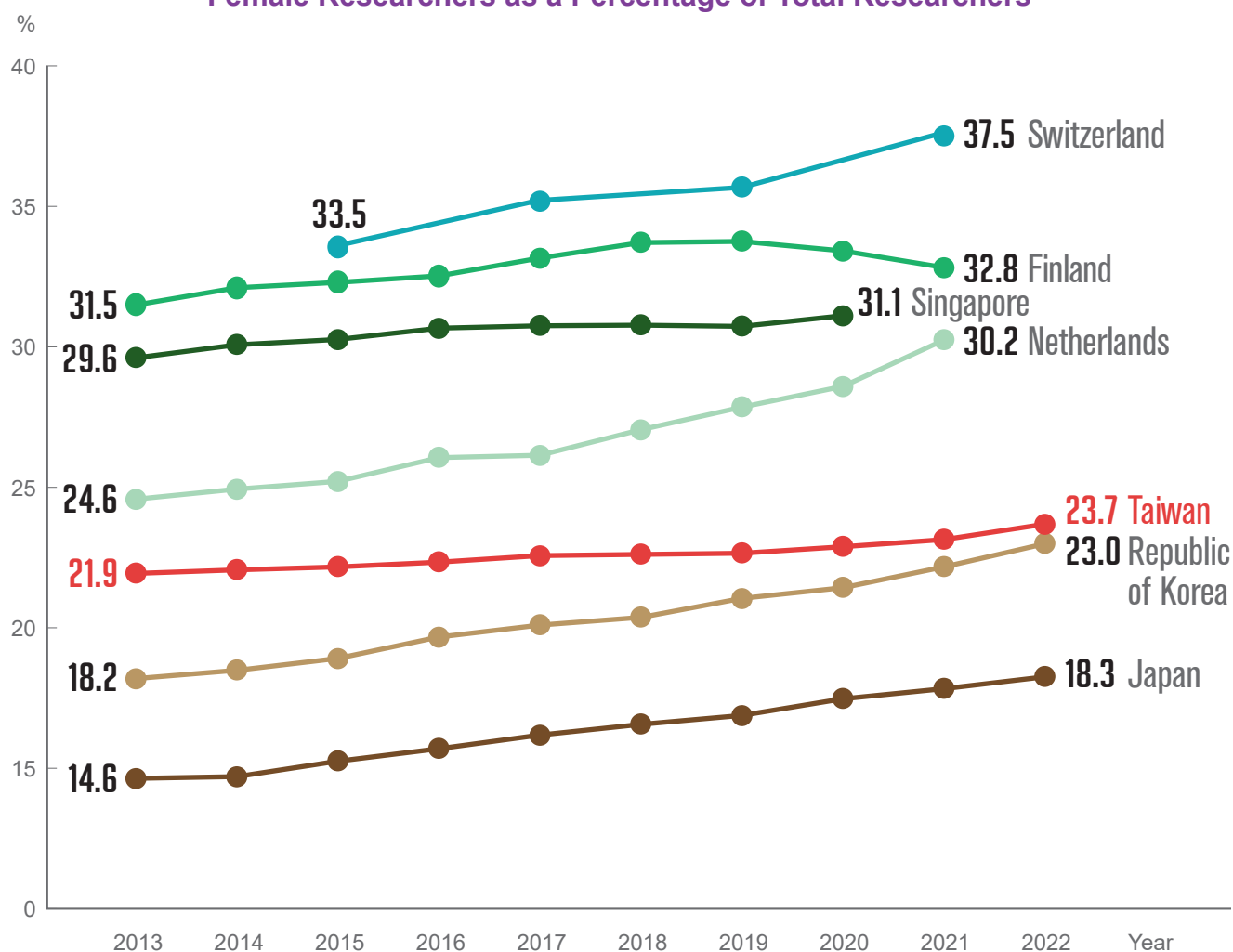
1. The gender gap in average pay in Taiwan is calculated based on average hourly pay. Hourly earnings = total monthly salary per person/total work hours. Average gender gap in hourly pay = $(1 - \text{percentage of women's average hourly pay compared to men}) \times 100$.
2. This item is recalculated with reference to the statistical data recalibrated by the 2021 Industry and Services Census, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.



■ The proportion of female researchers in Taiwan was still lower than 30%

Around the world in recent years, more attention was paid to fostering and retaining female talents in scientific research fields. In 2022, women accounted for 23.7% of total researchers in Taiwan, representing an increase of 1.8 percentage points compared with 2013 (21.9%). Nevertheless, Taiwan lagged behind many Organization for Economic Co-operation and Development (OECD) countries, e.g., Switzerland (37.5%) and Finland (32.8%). In terms of the trends in various countries in the past ten years, the Netherlands has the largest increase in the proportion of female researchers by 5.6 percentage points, followed by the Republic of Korea with an increase of 4.8 percentage points. In Taiwan, the proportion of female researchers only increased by 1.8 percentage points, and therefore there is still room for improvement.

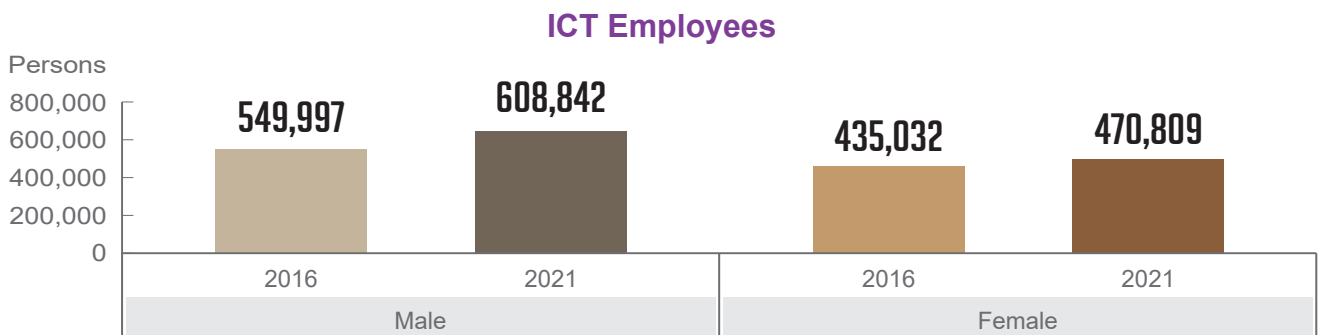
Female Researchers as a Percentage of Total Researchers



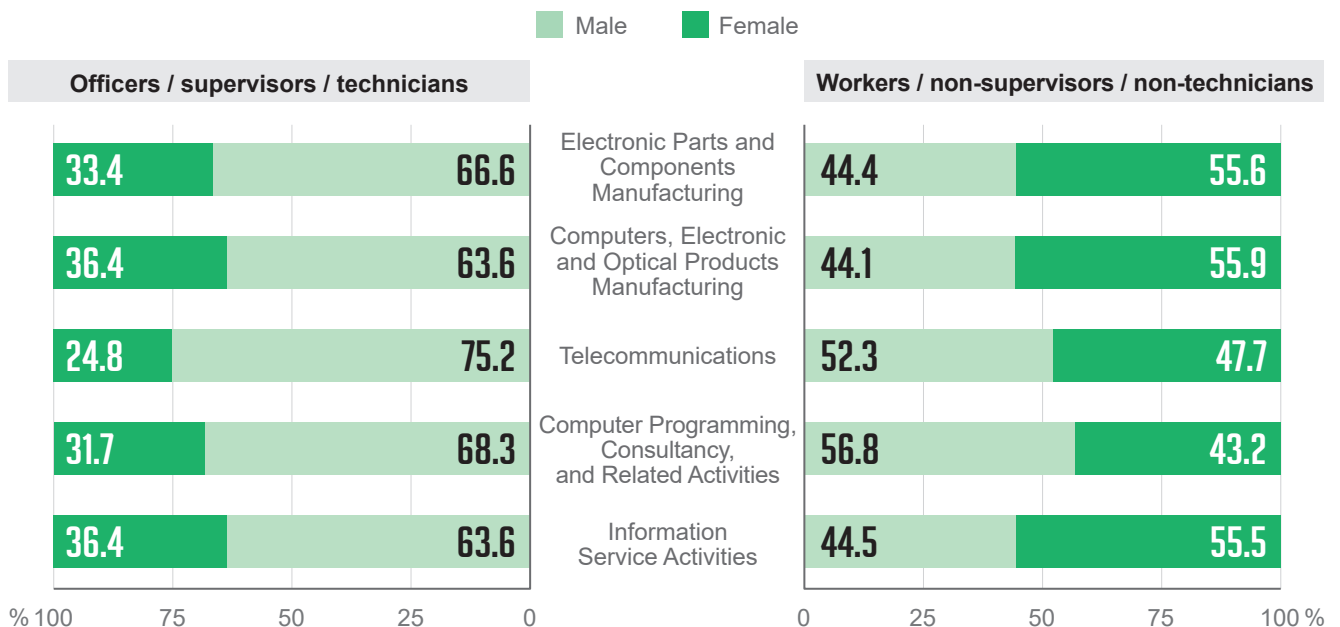
Source: Main Science and Technology Indicators, OECD, July 2024; Indicators of Science and Technology, Taiwan (2023), National Science and Technology Council.

■ Vertical segregation in the division of labor still found in Taiwan's ICT industry

Taiwan's Information and Communication Technology (ICT) industry is one of the driving forces of our economy. In 2021, 1.08 million people worked in ICT, of which men accounted for 56.4% while women accounted for 43.6%. Compared to 2016, the number of both male and female employed persons increased. Nevertheless, female employed persons dropped 0.6 percentage point, while male employed persons increased by the same percentage point. In terms of positions, the proportion of women holding positions as workers/non-supervisors/non-technicians throughout each middle category industry lay between 40% and 60%. Officer/supervisor/technician positions were mostly held by men, accounting for over 60%.



ICT Employees by Position and Middle Category Industry, 2021



Source: 2016 and 2021 Industry and Services Censuses, Directorate General of Budget, Accounting, and Statistics, Executive Yuan. The census is conducted once every five years.

Note:

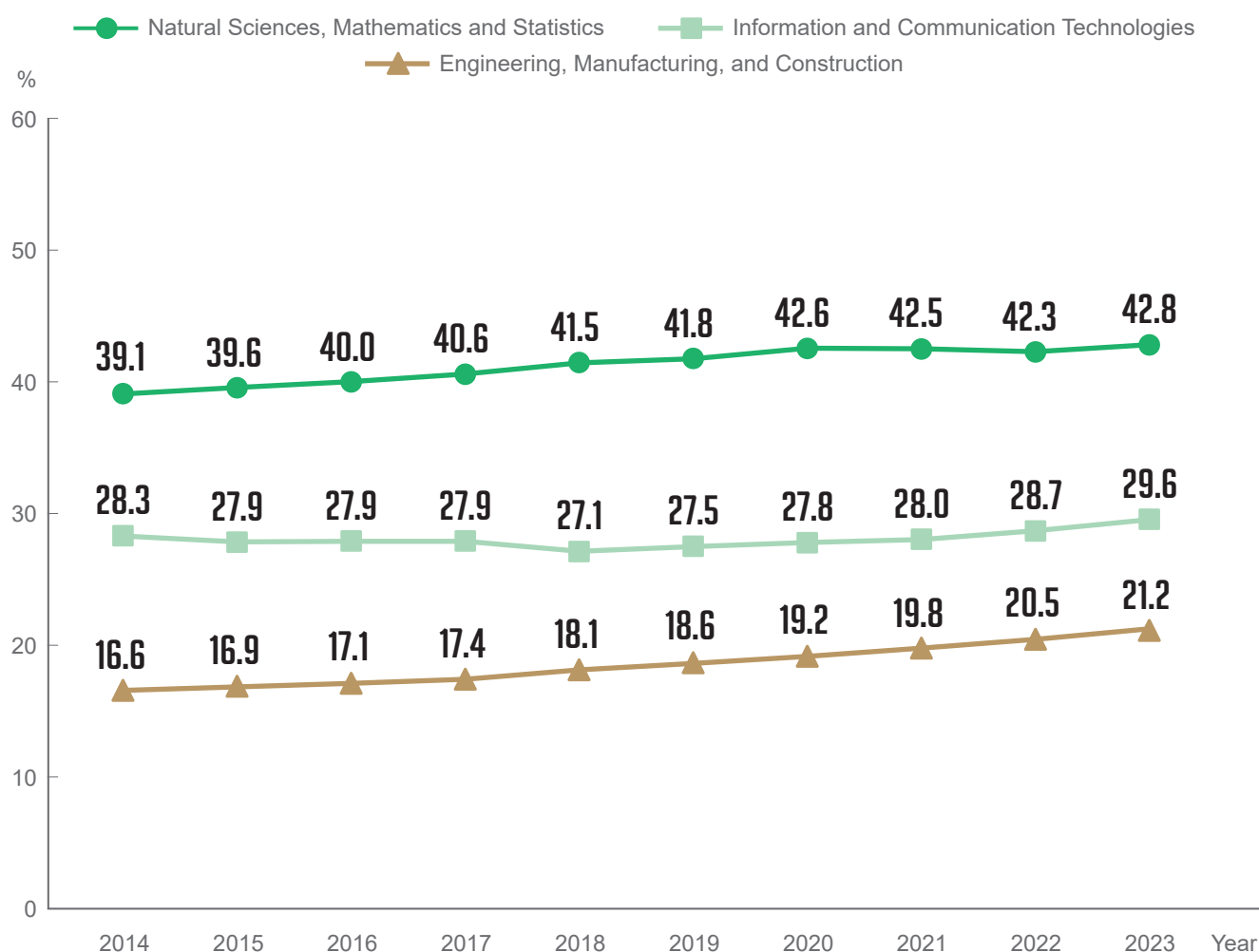
- According to a list of frequently asked questions (FAQs) on national income from the Directorate General of Budget, Accounting, and Statistics, the scope of ICT industry in Taiwan includes "CR. Manufacture of Electronic Parts and Components," "CS. Manufacture of Computers, Electronic and Optical Products," "JB. Telecommunications" and "JC. Related Service of Computer and Information."
- "Officers" includes managers, supervisors, professionals (e.g., engineers of various fields), technicians and associate professionals (e.g., associate engineers, operational personnel and procurement personnel), and clerical support workers (e.g., accounting and administrative personnel). "Workers" includes foremen, technical workers, production operators, manual workers (including apprentices), drivers, guards and janitors, etc.
- "Supervisors/technicians" includes managers, supervisors, professionals (e.g., lawyers, physicians, dietitians, engineers, designers, broadcasters, performers) and technicians (e.g., information and communications technicians, draftsmen). "Non-supervisors/non-technicians" includes clerical support workers, associate professionals (e.g., real estate agents, research assistants), service workers (e.g., hairdressers), automobile and motorcycle repair personnel, operators of machinery and equipment, manual workers.



■ Growing proportion of female students in STEM fields

The science, technology, engineering, and mathematics (STEM) fields of colleges and universities include (1) Natural Sciences, Mathematics and Statistics; (2) Information and Communication Technologies; and (3) Engineering, Manufacturing and Construction. In 2023, the Engineering, Manufacturing and Construction field had the largest number of students with 233,751 persons, but women only accounted for 21.2%. This was followed by 81,831 persons in the field of Information and Communication Technologies, with women accounting for 29.6%; and 58,338 persons in the field of Natural Sciences, Mathematics and Statistics, with women accounting for the largest proportion of 42.8%. In terms of trends in the past ten years, the proportion of female students in STEM fields has shown a growth trend, with the Engineering, Manufacturing and Construction field having the largest increase of 4.6 percentage points, while the Information and Communication Technologies field having the smallest increase of 1.3 percentage points.

Percentage of Female Students in STEM Fields



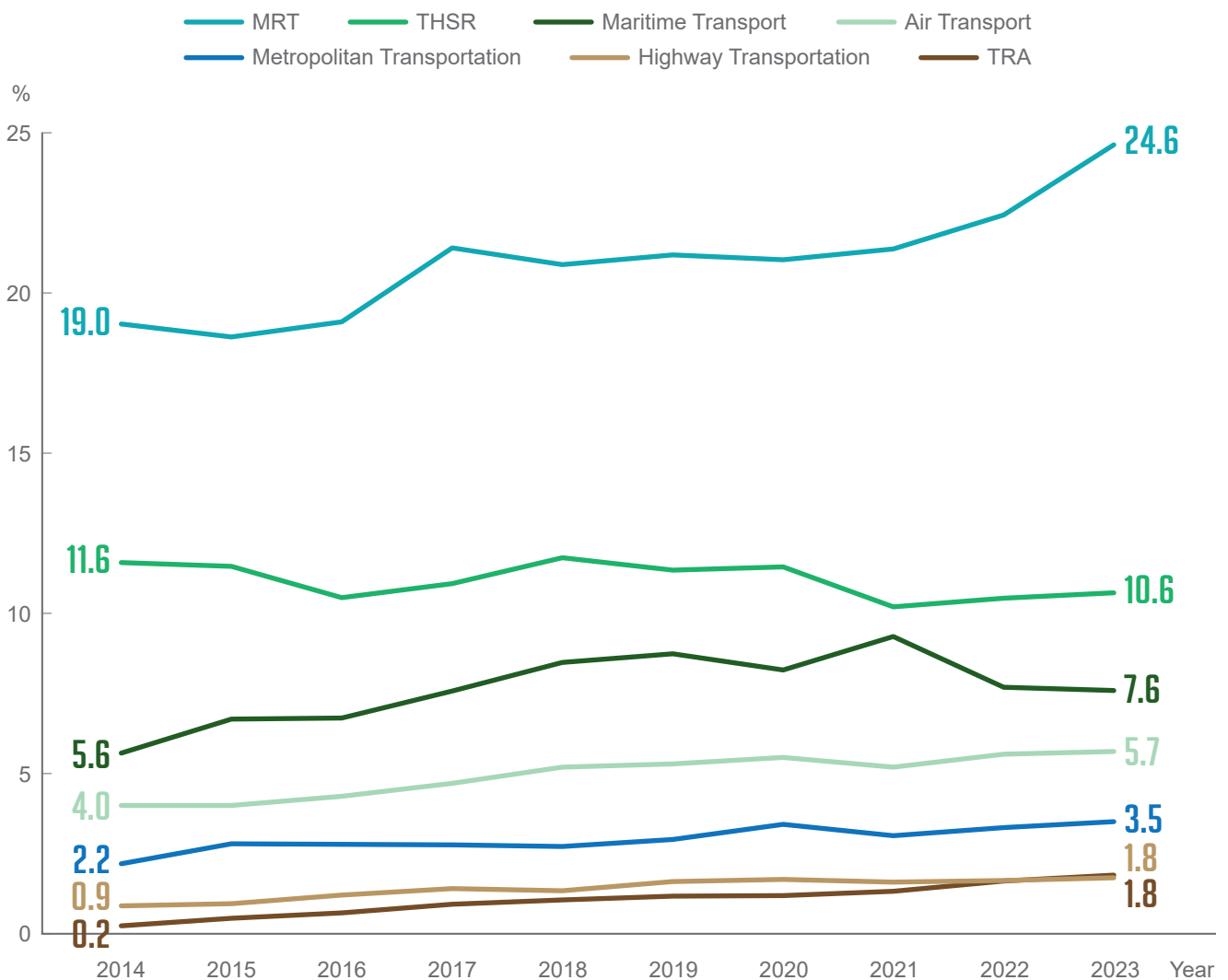
Source: Ministry of Education.

Note: It is defined in accordance with the 5th revision of the International Standard Classification of Education in Universities, Colleges and Junior Colleges.

■ Proportion of female public transport operators in the mass transit industry remained low

With regard to public transportation drivers in 2023, the Mass Rapid Transit (MRT) had the highest proportion of female drivers (24.6%), while High Speed Rail (HSR) had the lowest (10.6%). Female drivers accounted for less than 10% of Taiwan Railway, highway transportation, metropolitan transportation, aviation, and ship operators. In terms of trends in the past ten years, except for the HSR, which decreased by 1.0 percentage point, the proportion of female drivers in other transportation mode showed a slight growth trend. Among them, the largest increase in female drivers was in the MRT with 5.6 percentage points, followed by a 2.0 percentage point increase in the number of female ship operators.

Overview of Public Transportation Drivers



Source: Ministry of Transportation and Communications.

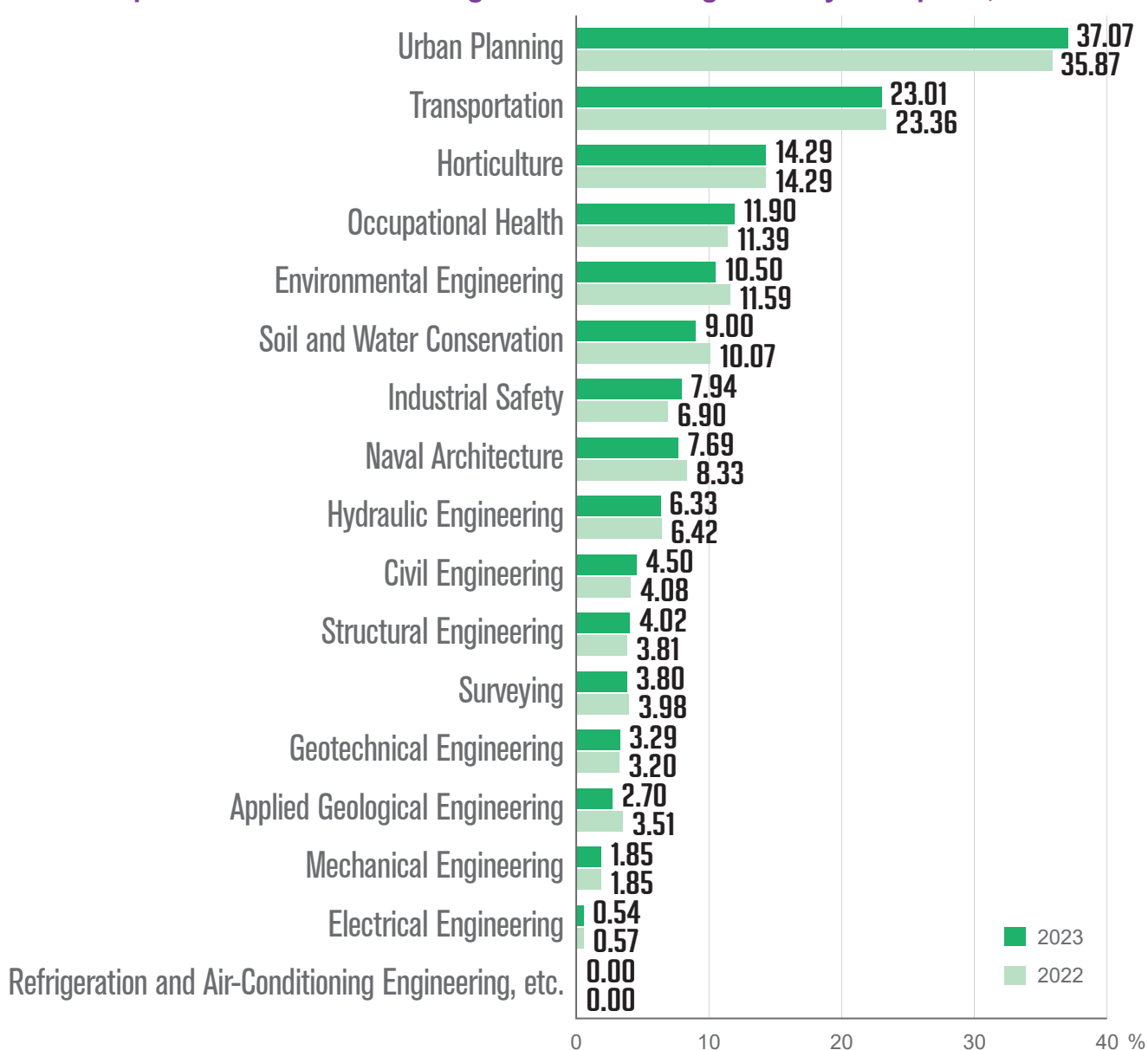
Note: MRT drivers include those of Taipei and New Taipei MRT, Kaohsiung RTS, and Taoyuan Airport MRT. "Ship operators" does not include deck cadets.



■ Men considerably outnumbered 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 2023, the number of practicing engineers amounted to 4,771 persons, in which the number of women was 352 persons (7.38%). In addition, practicing engineers can register for professional engineer certificates in multiple disciplines at the same time. In terms of disciplines, the highest proportion of female practicing engineers was found in urban planning (37.07%), followed by transportation engineering (23.01%). Compared with 2022, the number of female practicing urban planning engineers and female industrial safety engineers increased by more than 1 percentage point respectively in 2023, while the number of female environmental engineers, and female soil and water conservation engineers both decreased by more than 1 percentage point respectively.

Proportions of Women among Professional Engineers by Workplace, 2023



Source: Public Construction Commission, Executive Yuan.

Note: According to Article 8 of the Professional Engineers Act, a professional engineer, though possessing the professional engineer certificate, shall not practice the profession until having gained at least two years of service and until obtaining the professional engineer license after applying to the central competent authority. The professional engineer license is valid for six years.

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