

Individual Action Plan for the enhancement of the ratio of women's representation in leadership

✧ To enhance women's representation in leadership, Chinese Taipei puts forth the six indicators- three for each public and private sectors apart- to recognize the improvement , as following:

1. Public sectors:

- (1) minister-level positions
- (2) senior rank officers
- (3) directors and supervisors of state-owned enterprises

2. Private sectors:

- (1) female members on board and supervisors in TWSE/GTSM listed companies
- (2) women led enterprises
- (3) directors and supervisors in labor unions

*TWSE: Taiwan Stock Exchange

* TPEX: Taipei Exchange

| Item | Action Plan | | | | | | | | | | | | |
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| Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC) | <u>1 Public Sectors</u> | | | | | | | | | | | | |
| | 1.1 Political appointees The number of political ministers of Executive Yuan is 12.20% in, the end of 2019, in which females account for 5 persons. | | | | | | | | | | | | |
| | 1.2 Senior rank civil servants The number of senior rank civil servants is 9,529 in 2019, in which females account for 3,384 persons. Compared with the number of 2018, it shows a 0.90 percentage point increase in female participation. | | | | | | | | | | | | |
| | 1.3 Directors and supervisors of state-owned enterprises The ratio of women's representation in leadership in the State-owned enterprises (By 2018) | | | | | | | | | | | | |
| | <table border="1" data-bbox="536 1003 1270 1350"> <thead> <tr> <th data-bbox="536 1003 719 1167">Committee</th> <th data-bbox="719 1003 903 1167">Each gender ratio over one-third (%)</th> <th data-bbox="903 1003 1086 1167">Each gender ratio under one-third (%)</th> <th data-bbox="1086 1003 1270 1167">Total (%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="536 1167 719 1261">Board of directors</td> <td data-bbox="719 1167 903 1261">8.33</td> <td data-bbox="903 1167 1086 1261">91.67</td> <td data-bbox="1086 1167 1270 1261">100</td> </tr> <tr> <td data-bbox="536 1261 719 1350">Supervisors</td> <td data-bbox="719 1261 903 1350">50.00</td> <td data-bbox="903 1261 1086 1350">50.00</td> <td data-bbox="1086 1261 1270 1350">100</td> </tr> </tbody> </table> | Committee | Each gender ratio over one-third (%) | Each gender ratio under one-third (%) | Total (%) | Board of directors | 8.33 | 91.67 | 100 | Supervisors | 50.00 | 50.00 | 100 |
| | Committee | Each gender ratio over one-third (%) | Each gender ratio under one-third (%) | Total (%) | | | | | | | | | |
| Board of directors | 8.33 | 91.67 | 100 | | | | | | | | | | |
| Supervisors | 50.00 | 50.00 | 100 | | | | | | | | | | |
| The each gender ratio over one-third of board of directors in state-owned enterprises was 8.33% by 2018. Since 2013, the each gender ratio over one-third of supervisors in state-owned enterprises has decreased by 58.33% to 50% by 2018. | | | | | | | | | | | | | |
| <u>2 Private Sectors</u> | | | | | | | | | | | | | |
| 2.1 female members on board and supervisors in TWSE/TPEX listed companies Proportion of female members on board in TWSE listed company : 13.17 % (2019) Proportion of female members on board in TPEX listed company: 13.75 % (2019) Proportion of women in positions equivalent to supervisor in TWSE listed company : 24.61% (2019) | | | | | | | | | | | | | |

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| | <p>Proportion of women in positions equivalent to supervisor in TPEX listed company: 25.67%(2019)</p> <p>2.2 Women led enterprises According to the “2019 White Paper on Small and Medium Enterprises in Taiwan”, the proportion of female owned enterprises is 36.43%.</p> <p>2.3 Directors and supervisors in labor unions Proportion of female in positions equivalent to directors and supervisors in labor union at all levels(2018): 31.4 %</p> |
| <p>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy’s indicators and definitions, or equivalent to P-5 and above of the UN)</p> | <p><u>1 Public Sectors</u></p> |
| | <p>1.1 Political appointees Taking into account the trajectory of female participation in minister-level positions, the first step of achieving one-third gender ratio is to reach 17% of minister-level positions taken by females by 2020.</p> |
| | <p>1.2 Senior rank civil servants In 2019, the position of female in senior rank civil servants was 35.51%, Chinese Taipei has reached the goal of 30% proposed by Japan’s ‘2020-30’ initiative. The goal of promoting female participation in senior rank positions will still remain in accordance with the CEDAW general recommendation No.23/16- women's participation reaches 30 to 35 percent (generally termed a "critical mass")-.</p> |
| | <p>1.3 Directors and supervisors of state-owned enterprises Requiring the gender ratio of board of directors or supervisors be not less than one-third over 50% of State-owned enterprises in 2020.</p> |
| | <p><u>2 Private Sectors</u></p> |
| <p>2.1 Female members on board and supervisors in TWSE/TPEX listed companies The Financial Supervisory Commission (“FSC”) continues adopting various methods to encourage TWSE/TPEX listed company to continually enhance the proportion of women in positions equivalent to director and supervisor.</p> | |

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| | <p>2.2 Women led enterprises Ministry of Economic Affairs will continue to hold the female entrepreneurship courses and counseling in order to maintain the proportion of female owned enterprises.</p> <p>2.3 Directors and supervisors in labor unions For civic associations and board of directors and supervisors in private businesses, the 1/3 sex ratio has been adopted, and the MOL continues to promote the relevant measures.</p> |
| <p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p> | <p><u>1 Public Sectors</u></p> <p>1.1 Political appointees In accordance with the plan of actions identified in the Gender Equality Policy Guidelines, which is promulgated in 2011, promoting and expanding the practice of the one-third gender ratio will be one of the main concerns of appointing minister-level positions. Conducting relevant courses for female personnel in public and private sectors, to cultivate women's ability to participate in public governance. Also research to set female personnel database in public governance field.</p> <p>1.2 Senior rank civil servants Promoting gender equality by issuing administrative directives, both central and local governments are encouraged to enhance female leaderships.</p> <p>1.3 Directors and supervisors of state-owned enterprises Requesting the state-owned enterprises should add at least one female member in their board of directors or supervisors when reappointing every year.</p> <p><u>2 Private Sectors</u></p> |

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| | <p data-bbox="533 271 1315 344">2.1 Female members on board and supervisors in TWSE/TPEX listed companies</p> <p data-bbox="533 353 1366 723">FSC requires TWSE and TPEX to include gender balance in Best Practice Principles for listed companies, and encourage listed companies to increase board diversity through mechanisms such as the Corporate Governance Evaluation and Corporate Governance Index. Besides, TWSE and TPEX will hold seminars and symposiums to promote the benefit of board gender balance and diversity and cultivate a gender balance culture.</p> <p data-bbox="533 734 976 772">2.2 Women led enterprises</p> <p data-bbox="533 784 1366 869">Build the equal gender work environment, counsel female entrepreneurships, increase female’s working skills, etc.</p> <p data-bbox="533 952 1251 990">2.3 Directors and supervisors in labor unions</p> <p data-bbox="533 996 1366 1106">Hold Training Courses: Arrange the courses to empower women so as to improve their leadership and promote their motivation of managing union affairs.</p> <p data-bbox="533 1117 1366 1294">Enhance Public Awareness: Strengthen to advocate the policy goals and public awareness of gender equality while holding propaganda, forum, labor education and training activities.</p> <p data-bbox="533 1305 1366 1487">Incentives: Request the subordinate agencies of MOL and county and city governments to regard the gender proportion of labor unions administrators as one of the subjects in various types of subsidies projects.</p> |