

Template for the IAP (2018)

Economy: Chinese Taipei

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

<p>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)</p>	<p>1. Public Sectors</p> <p>1-1 political appointees The number of political ministers of Executive Yuan is 42 in 2017, in which females account for 16.67%-7 persons.</p> <p>1-2 senior rank civil servants The number of senior rank civil servants is 8,954 in 2017, in which females account for 33.6%-3,012 persons. Compared with the number of 2016, it shows a 1.1 percentage point increase in female participation.</p> <p>1-3 directors and supervisors of state-owned enterprises directors and supervisors of state-owned enterprises The ratio of women's representation in leadership in the State-owned enterprises (By July 2017) :</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 25%;">committees</th> <th style="width: 25%;">each gender ratio over one-third</th> <th style="width: 25%;">each gender ratio under one-third</th> <th style="width: 25%;">total</th> </tr> </thead> <tbody> <tr> <td>board of directors</td> <td><u>8.33</u></td> <td><u>91.67</u></td> <td>100</td> </tr> <tr> <td>Supervisors</td> <td><u>75</u></td> <td><u>25</u></td> <td>100</td> </tr> </tbody> </table> <p>The ratio of the total number of women served as directors of State-owned enterprises was 8.33% by July 20, 2017. Since 2013, the ratio of the total number of women served as supervisors of State-owned enterprises has increased by 28.26% to 75% by July 20, 2017.</p> <p>2. Private Sectors</p> <p>2-1 female members on board and supervisors in TWSE/TPEX listed companies Proportion of female members on board in TWSE listed company: 12.48%(2017) Proportion of female members on board in TPEX listed</p>	committees	each gender ratio over one-third	each gender ratio under one-third	total	board of directors	<u>8.33</u>	<u>91.67</u>	100	Supervisors	<u>75</u>	<u>25</u>	100
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board of directors	<u>8.33</u>	<u>91.67</u>	100										
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	<p>company: 13.43%(2017) Proportion of women in positions equivalent to supervisor in TWSE listed company: 23.65%(2017) Proportion of women in positions equivalent to supervisor in TPEX listed company: 26.51%(2017)</p> <p>2-2 women led enterprises According to the 2017 Small and Medium Enterprise Yearbook, the proportion of female owned enterprises is 35.83%.</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(2016):30.5%</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>1. Public Sectors 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 20% of minister-level positions taken by females by 2020.</p> <p>1-2 senior rank civil servants In the range of senior rank civil servants, 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 per cent (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>2. Private Sectors 2-1 female members on board and supervisors in TWSE/TPEX listed companies The Financial Supervisory Commission ("FSC") will hold seminars and symposiums to encourage TWSE/TPEX listed company to continually enhance the proportion of women in positions equivalent to director and supervisor.</p> <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>

Include a brief plan of action of how your economy plans to achieve your voluntary goals.

1. Public Sectors

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.

1-2 senior rank civil servants

Promoting gender equality by issuing administrative directives, both central and local governments are encouraged to enhance female leaderships.

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.

2. Private Sectors

2-1 female members on board and supervisors in TWSE/TPEX listed companies

FSC will require 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.

2-2 women led enterprises

Build the equal gender work environment, counsel female entrepreneurs, increase female's working skills, etc.

2-3 directors and supervisors in labor unions

Hold Training Courses: Arrange the courses to empower women so as to improve their leadership and promote their motivation of managing union affairs.

Enhance Public Awareness: Strengthen to advocate the policy goals and public awareness of gender equality while holding propaganda, forum, labor education and training activities.

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.