**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:
2. minister-level positions
3. senior rank officers
4. directors and supervisors of state-owned enterprises
5. Private sectors:
6. female members on board and supervisors in TWSE/GTSM listed companies
7. women led enterprises
8. directors and supervisors in labor unions

\*TWSE: Taiwan Stock Exchange

\* TPEx: Taipei Exchange

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| Item | **Action Plan** |
| 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) | **1 Public Sectors**   * 1. **Political appointees**   The number of political ministers of Executive Yuan is 32in 2018, in which females account for 21.88-7 persons. |
| * 1. **Senior rank civil servants**   The number of senior rank civil servants is 9,310 as of the third quarter of 2018, in which females account for 34.3%- 3,195 persons. Compared with the number of 2017, it shows a 0.9 percentage point increase in female participation. |
| * 1. **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 2018)   |  |  |  |  | | --- | --- | --- | --- | | committees | each gender ratio over one-third | each gender ratio under one-third | total | | board of directors | **8.33** | 91.67 | 100 | | Supervisors | **75.00** | 25.00 | 100 |   The each gender ratio over one-third of board of directors in state-owned enterprises was 8.33% by July 2018.  Since 2013, the each gender ratio over one-third of supervisors in state-owned enterprises has increased by 58.33% to 75.00% by July 2018. |
| **2 Private Sectors**  **female members on board and supervisors in TWSE/TPEx listed companies**  Proportion of female members on board in TWSE listed company: 13.17 %(2018)  Proportion of female members on board in TPEx listed company: 13.72 %(2018)  Proportion of women in positions equivalent to supervisor in TWSE listed company: 25.08 %(2018)  Proportion of women in positions equivalent to supervisor in TPEx listed company: 26.17 %(2018) |
| * 1. **Women led enterprises**   According to the 2018 Small and Medium Enterprise Yearbook, the proportion of female owned enterprises is 36.41%. |
| * 1. **Directors and supervisors in labor unions**   Proportion of female in positions equivalent to directors and supervisors in labor union at all levels(2017): 31.7 % |
| 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) | **1 Public Sectors**   * 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. |
| * 1. **Senior rank civil servants**   In the third quarter of 2018, the position of female in senior rank civil servants was 34.3%, 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")-. |
| * 1. **Directors and supervisors of state-owned enterprises**   The relevant competent authorities of the state-owned enterprises are required to promote the state-owned enterprises to cultivate female talents, and to incorporate not less than one-third of the gender of the directors into the annual work assessment of the state-owned enterprise, and to study measures such as the revision of the law. |
| **2 Private Sectors**   * 1. **Female members on board and supervisors in TWSE/TPEx listed companies**   The Financial Supervisory Commission (“FSC”) will adopt various methods to encourage TWSE/TPEx listed company to continually enhance the proportion of women in positions equivalent to director and supervisor. |
| * 1. **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. |
| * 1. **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. |
| Include a brief plan of action of how your economy plans to achieve your voluntary goals. | **1 Public Sectors**   * 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. **Senior rank civil servants**   Promoting gender equality by issuing administrative directives, both central and local governments are encouraged to enhance female leaderships. |
| * 1. **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**   * 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. |
| * 1. **Women led enterprises**   Build the equal gender work environment, counsel female entrepreneurships, increase female’s working skills, etc. |
| * 1. **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. |