

## **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

\*GTSM: Gre Tai Securities Market

Economy: Chinese Taipei

<p>女性在公私部門領導階層所占比率 (領導階層可依各經濟體指標或聯合國P-5 以上職級定義) *P-5 職級參照網址 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a> Ratio of women's representation in leadership* in both the public and private sectors ( * based on each economy's indicators and</p>	<p><b>1 Public Sectors</b></p> <p><b>1-1 political appointees</b> The number of political ministers and vice ministers of Executive Yuan is 39 in 2016, which females account for 15.38%-6 persons.</p> <p><b>1-2 senior rank civil servants</b> The number of senior rank civil servants is 8,713, as of Sept. 2016, in which females account for 32.3%-2,810 persons. Compared with the number of 2015, it shows one percentage point increase in female participation.</p> <p><b>1-3 directors and supervisors of state-owned enterprises</b> <b>directors and supervisors of state-owned enterprises</b> The ratio of women's representation in leadership in the State-owned enterprises (By January 2017) :</p>
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definitions, or equivalent to P-5 and above of the UN; see <https://careers.un.org/lbw/home.aspx?viewtype=SC>)

committees	each gender ratio over one-third	each gender ratio under one-third	total
board of directors	8.33	91.67	100
Supervisors	62.5	37.5	100

Since 2013, the ratio of the total number of women served as directors of State-owned enterprises has increased from 11.93% to 20.12% by January 16, 2017.

Since 2013, the ratio of the total number of women served as supervisors of State-owned enterprises has increased by 28.26% to 51.72% by January 16, 2016.

**2 Private Sectors**

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

Proportion of female members on board in TWSE listed company: 11.90%(2016)

Proportion of female members on board in GTSM listed company: 13.10%(2016)

Proportion of women in positions equivalent to supervisor in TWSE listed company: 23.85%(2016)

Proportion of women in positions equivalent to supervisor in GTSM listed company: 25.79%(2016)

**2-2 women led enterprises**

依據 2016 年中小企業白皮書，2015 年女性企業比例為 35.91%。According to the 2016 Small and Medium Enterprise White Paper , the proportion of female owned enterprises is 35.91%.

**2-3 directors and supervisors in labor unions**

Proportion of female in positions equivalent to Legislators, senior officials & managers in both the public and private sectors(2015) : 25.38% .

Proportion of female in positions equivalent to directors and supervisors in labor union at all levels(2015):30.3%.

<p>2020 年所欲達成的公私部門女性領導力目標</p> <p>(以%呈現，提升女性參與領導階層之目標)</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><b>1 Public Sectors</b></p> <p><b>1-1 political appointees</b></p> <p>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><b>1-2 senior rank civil servants</b></p> <p>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><b>1-3 directors and supervisors of state-owned enterprises</b></p> <p>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><b>2 Private Sectors</b></p> <p><b>2-1 female members on board and supervisors in TWSE/GTSM listed companies</b></p> <p>The Financial Supervisory Commission or FSC will hold seminars and symposiums to encourage TWSE/GTSM listed company to continually enhance the proportion of women in positions equivalent to director and supervisor.</p> <p><b>2-2 women led enterprises</b></p> <p>The 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><b>2-3 directors and supervisors in labor unions</b></p> <p>Proportion of female in positions equivalent to directors and supervisors in labor union at all levels(2017): 33.33% (one third)</p>
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為達成目標所執行的  
行動策略

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

## **1Public Sectors**

### **1-1 political appointees**

Conducting relevant courses to foster and increase qualified female personnel in public governance field. Also discussing and studying the possibility to set female personnel data base 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/GTSM listed companies**

FSC will require TWSE and GTSM 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, FSC 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 entrepreneurships, 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

	<p>goals and public awareness of gender equality while holding propaganda, forum, labor education and training activities.</p> <p>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>
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*The voluntary goals will be reviewed by each economy in the process of developing Interim report.*