

# 2022 GENDER AT A GLANCE IN R.O.C. (Taiwan)





# Foreword

The use of gender-based statistics to analyze gender issues represents a foundation and important tool for promoting Taiwan's Gender Mainstreaming Policy, and these important gender-based statistical indicators comprise necessary data which is used to compile various annual "Gender at a Glance" publications. In addition to helping shed light on the overall current status and circumstances of each gender, such publications also serve as a means for tracking progress on relevant gender issues.

This publication first compiles international gender equality indexes such as the UNDP Gender Inequality Index (GII) and WEF Gender Gap Index (GGI) for international comparisons, accessing the relative position of Taiwan's gender equality development efforts in the world in terms of economic empowerment, healthcare, education, and political participation. Furthermore, based on the framework of the "Gender Equality Policy Guidelines" (amendment published in May 2021), this publication also focuses on the six major aspects of gender equality - "Power, Decision-making, and Influence", "Employment, Economy, and Welfare", "Education, Media, and Culture", "Personal Safety and Justice", "Health, Medical Service, and Care", and "Environment, Energy, and Technology" - and references the UN's Sustainable Development Goals (SDGs), Minimum Set of Gender Indicators, the Gender Equality Index, and directions set out in the Executive Yuan's gender equality promotion programs, incorporating 43 main statistical indicators by gender. These include high-level Executive Yuan personnel such as second-level agency female deputy chiefs and chiefs of staff, heads of first-level units, and third-level agency female chiefs, as well as architects and environmental protection personnel. The statistical indicators are mapped according to the gender statistics provided by each agency, to illustrate the achievements and differences by gender in various domains of development in Taiwan. "Gender at a Glance" aims to make gender issues more visible, using gender analysis to point out gender issues and develop solutions, while also making responses by incorporating 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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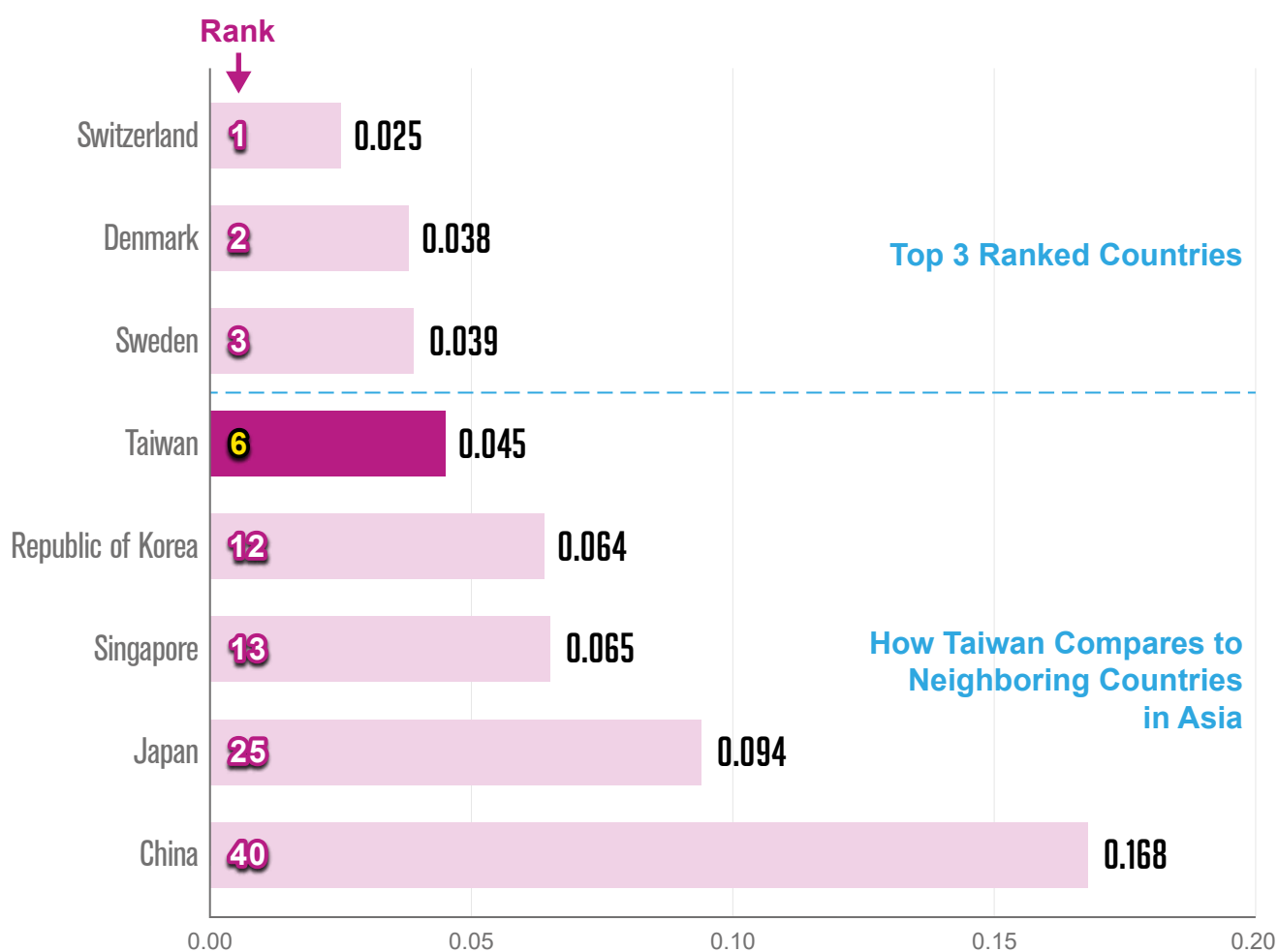
## International comparisons

### ■ Gender Inequality Index, GII

#### Taiwan ranked 6th globally and 1st in Asia in the 2019 Gender Inequality Index.

The United Nations Development Programme (UNDP) began compiling and issuing the Gender Inequality Index (GII) in 2010. The GII measures the state of gender inequality in countries around the world by analyzing 5 indicators in the 3 dimensions of health, empowerment, and the labor market. In the GII global ranking, Switzerland ranked first at 0.025 (a lower value is better), followed by Denmark at 0.038, with Sweden coming in third at 0.039. When compiling the available data for Taiwan into the GII calculation formula, Taiwan's GII value in 2019 was 0.045, ranking 6th out of the 163 countries measured, and 1st in Asia. Compared to other more highly-developed OECD member countries, Taiwan outperformed Iceland (0.058) and Germany (0.084).

GII Values and Rankings of Major Countries, 2019



In terms of reproductive health, it was observed that in 2017, Taiwan's maternal mortality ratio was 10 deaths per 100,000 live births, which is far lower than that of the People's Republic of China (29 deaths), on par with that of the Republic of Korea (11), and higher than that of Japan (5) and Singapore (8). Taiwan's adolescent birth rate (births per 1,000 women aged 15–19) remains at 4.0‰, which is comparable to that of Singapore (3.5‰) and Japan (3.8‰) but higher than that of the Republic of Korea (1.4‰) and Switzerland (2.8‰). In terms of empowerment, the proportion of parliamentary seats occupied by women in Taiwan rose to 39.8% in 2019, far surpassing the proportions achieved in many other countries in Asia including Singapore, China, the Republic of Korea, and Japan (all of which had a proportion of fewer than 1/3). In 2019, the proportion of women aged 25 and older with at least a secondary education was 82.4%, far lower than that of Japan (95.3%) and higher than that of the Republic of Korea (80.4%) and Singapore (78.1%). As for the labor market in Taiwan, in 2019, the labor force participation rate of women aged 15 and older was 51.4%, 16.0 percentage points lower than that of men. This gives Taiwan a gender gap that is on par with that of Singapore (16.3 percentage points) and smaller than that of Japan and the Republic of Korea (18.5 and 20.2 percentage points, respectively).

### Taiwan's Indicators in the Gender Inequality Index

Dimension	Indicator	Data year	Value
Reproductive Health	Maternal mortality rate (deaths per 100,000 live births)	2017	10.0
	Adolescent birth rate (births per 1,000 women aged 15–19) (‰)	2019	4.0
Empowerment	Share of seats in parliament (% held by women)	2019	Female: 39.8 Male: 60.2
	Population with at least some secondary education (aged 25 and older) (%)	2019	Female: 82.4 Male: 90.6
Labor Market	Labor force participation rate of persons aged 15 and older (%)	2019	Female: 51.4 Male: 67.3

Source: 2020 Human Development Report published by the United Nations Development Program (UNDP); Ministry of the Interior; Directorate General of Budget, Accounting, and Statistics, Executive Yuan; and Ministry of Health and Welfare.

Note: 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 ranking below Taiwan are moved down one place compared to the original report.

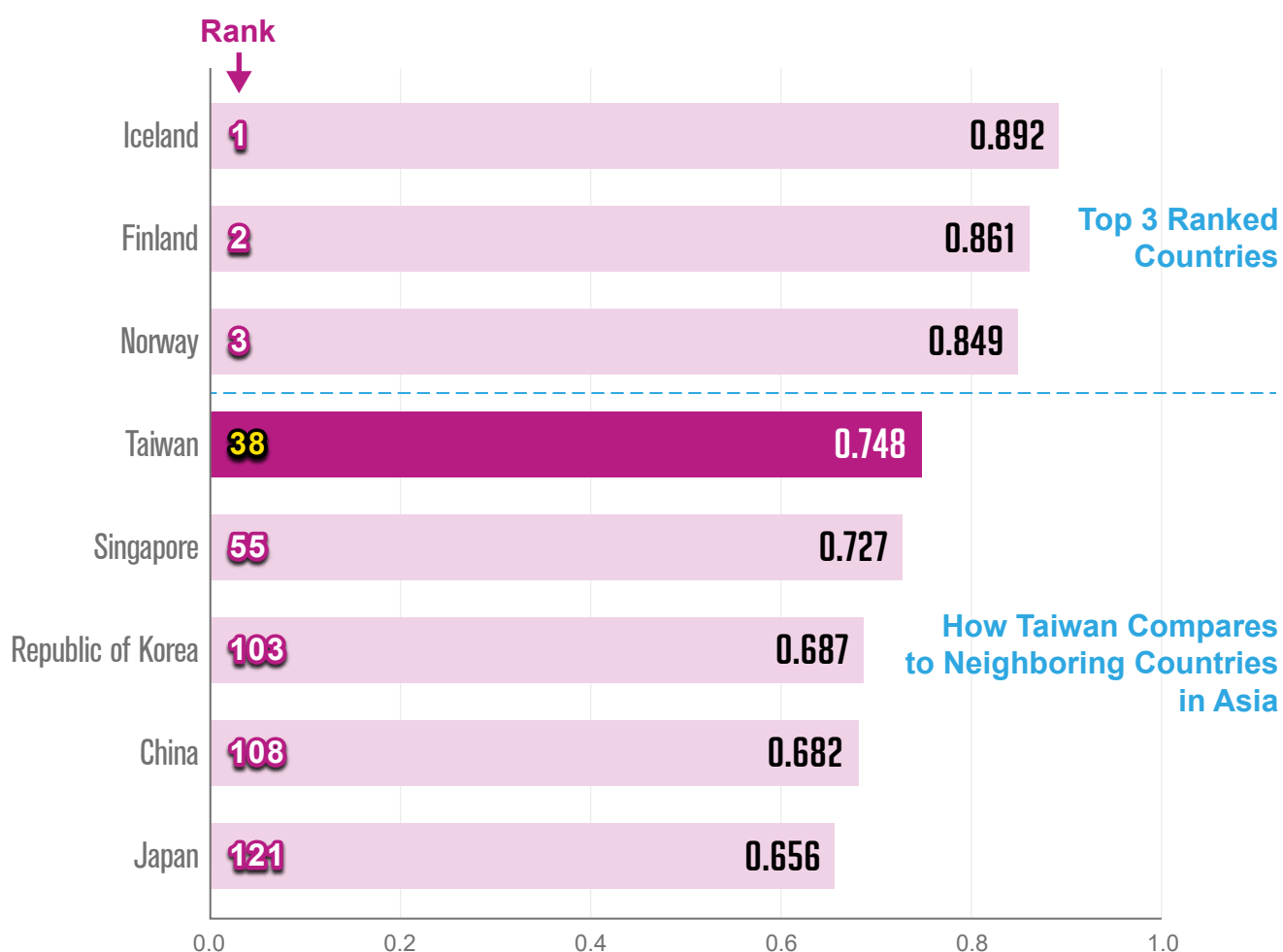


## Gender Gap Index, GGI

**In the 2021 Gender Gap Index (GGI), Taiwan ranked 38th globally in gender equality.**

The World Economic Forum (WEF) began publishing the GGI in 2006, measuring 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 2021, the top three countries in the world were, in order, Iceland, Finland, and Norway. According to the GGI calculation formula, Taiwan's GGI score is 0.748, ranking 38 compared to the 156 countries in the report, which is down 9 places compared to that of 2020 (note: Taiwan's index values are still continuing to improve, but the rate of progress is slower). Among the major Asian neighbors, Singapore's score is 0.727 (55th out of 157 countries), the Republic of Korea 0.687 (103rd), China 0.682 (108th), and Japan 0.656 (121st).

**GGI Ranking of Major Countries, 2021**



Based on observations of each subindex, Taiwan's score in Economic Participation and Opportunity is 0.736. Compared to nearby Asian countries, Taiwan's score is lower than that of Singapore (0.749) and higher than China (0.701), Japan (0.604), and the Republic of Korea (0.586). In terms of Educational Attainment, Taiwan's score is 0.997, performing better than that of Singapore (0.990), Japan (0.983), the Republic of Korea, and China (both 0.973). Taiwan's score in Health and Survival is 0.973, the same as Japan, and is slightly lower than that of the Republic of Korea (0.976), while slightly higher than that of Singapore (0.963) and China (0.935). Taiwan's score in Political Empowerment is 0.287 performing better than that of the Republic of Korea (0.214), Singapore (0.208), China (0.118), and Japan (0.061). Overall, there has been a steady increase in all subindexes for Taiwan.

### Taiwan's Indices in the Gender Gap Index

Subindex	Calculation results		Indicator
		Compared to 2020	
<b>Economic Participation and Opportunity</b>	0.736	+0.003	Labor force participation rate, wage equality for similar work, estimated earned income, legislators, senior officials & managers, and professional and technical workers
<b>Educational Attainment</b>	0.997	Constant	Literacy rate, enrollment in primary, secondary & tertiary education
<b>Health and Survival</b>	0.973	+0.004	Sex ratio at birth, healthy life expectancy
<b>Political Empowerment</b>	0.287	+0.004	Women in parliament, women in ministerial positions, years with female head of state (last 50), share of tenure years

Source: Global Gender Gap Report 2021, World Economic Forum, Department of Gender Equality.

Note:

1. The GGI score is the sum of two 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 four 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 ranking below Taiwan are moved down one place compared to the original report.



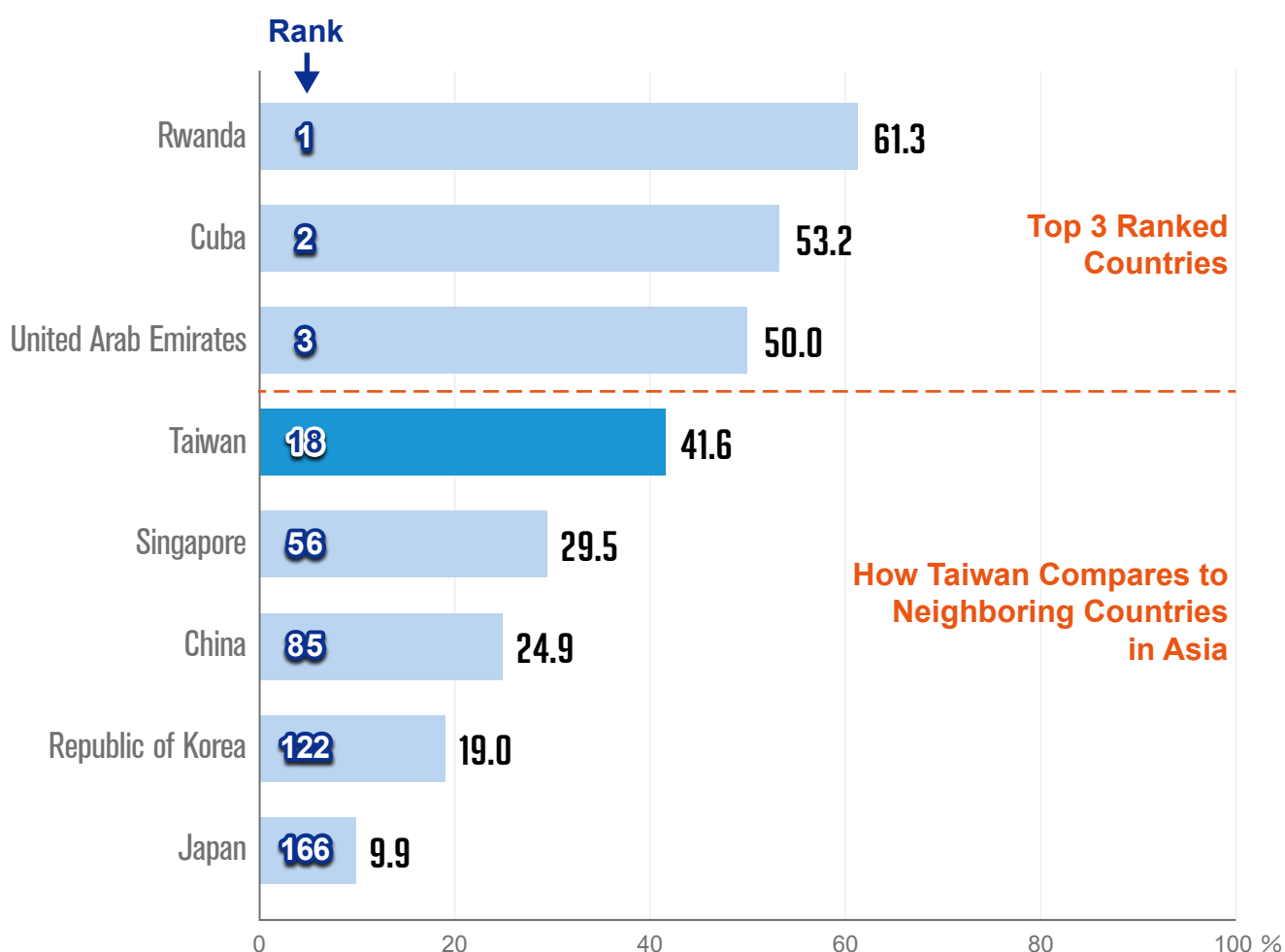


## Power, Decision-Making, and Influence

### ■ The Proportion of Female Legislators in Taiwan Has 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 41.6% in 2020. According to World Bank statistics, female legislators accounted for less than 20% of the legislatures in 39% of the 190 countries surveyed in 2020 (74 countries). Rwanda, Cuba, and United Arab Emirates had the highest proportion of female legislators, at over 50% each. If data from Taiwan is added to these statistics, Taiwan would rank 18th worldwide and 1st in Asia.

Proportion of Female Legislators in Major Countries, 2020



Source: The World Bank; Ministry of the Interior.

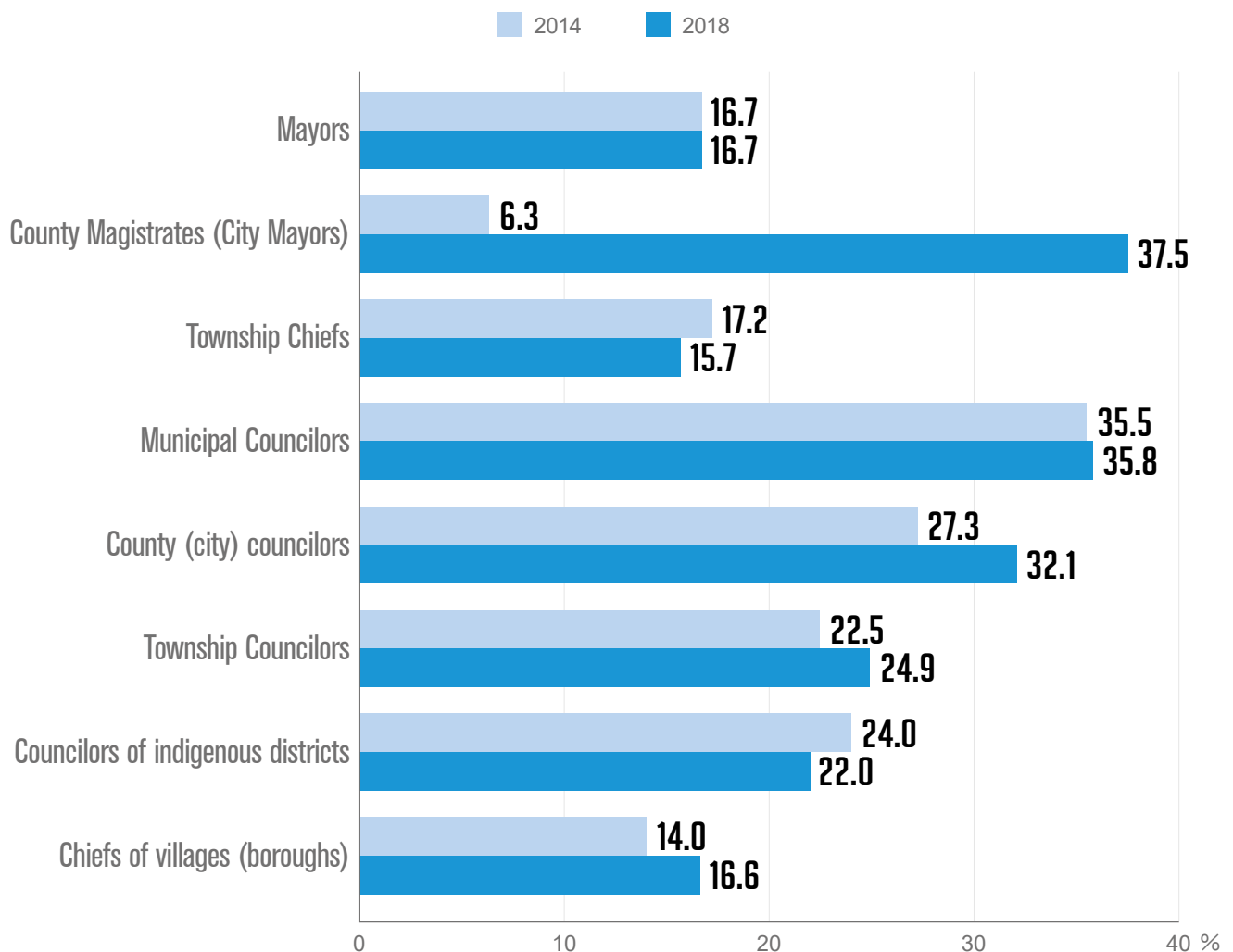
Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.



## ■ Proportions of Women Serving as Local Government Heads and Elected Representatives Has Increased Significantly, Further Expanding Women's Power and Political Participation.

With respect to the proportion of women elected officials in recent years, the proportion of female mayors is 16.7%, the same as the previous period (2014); while the percentage of female county magistrates (city mayors) is 37.5%, an increase of 31.2 percentage points since the last election and the first time that number exceeded 1/3 since 1997. However, there was a slight decrease of 1.5 percentage points for the female township chiefs. In terms of local elected representatives, in 2018, women represented 35.8% of Taiwan's municipal councilors, 32.1% of county (city) councilors, 24.9% of township councilors, and 16.6% of chiefs of villages (boroughs), increasing by 0.3, 4.8, 2.4, and 2.6 percentage points, respectively, since the previous election (2014). On the other hand, the percentage of female councilors of indigenous districts was 22.0%, slightly lower than the 24.0% of the previous election.

**Percentages of Women Serving as Local Government Heads and Elected Representatives (%)**



Source: Central Election Commission.

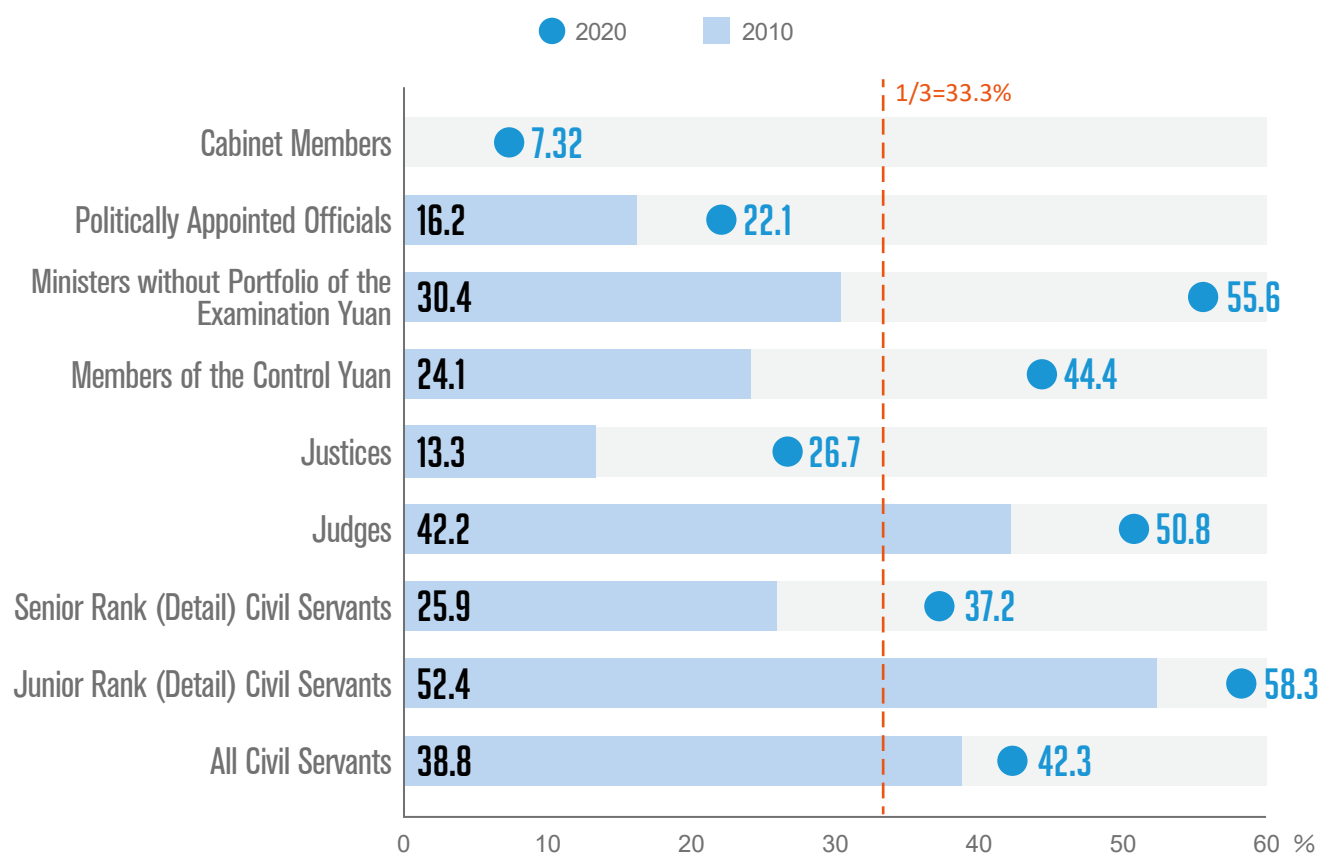
Note: The passage of the Local Government Act in 1999 required that there must be at least 1 woman elected as municipal councilor, county (city) councilor, and township councilor for every 4 seats available, and for every additional 4 seats, the minimum number of women elected shall increase by 1. Because a portion of counties and cities were rezoned into municipalities in 2011, the corresponding townships were changed to districts. This means the chief administrators are required by law to be appointed by the mayors, and hence such positions are not the result of elections.



## ■ Over the Past Decade, Percentage of Women's Participation in Government Sector Decision-making Has Increased; Power and Influence Gap Between Men and Women in National Affairs Has Gradually Narrowed.

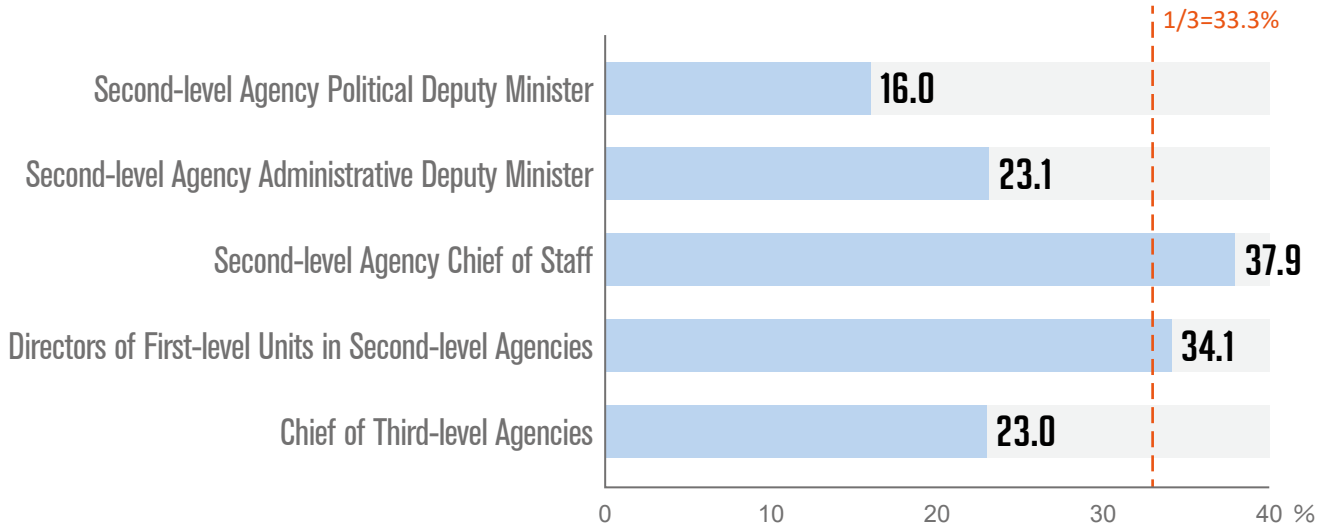
In order to increase opportunities and channels for women to participate in decision-making, the government sector continues to promote the one-third gender rule based on the principle of proportionality. The proportion of women among cabinet members in 2020 (7.32%) fell considerably short of the one-third gender rule. Female politically appointed officials were at 22.1%, still less than 1/3. As for decision-making positions in the Examination Yuan, Control Yuan, and Judicial Yuan, women accounted for over 40% of the Ministers without Portfolio of the Examination Yuan, members of the Control Yuan, and judges, but only 26.7% of justices. As for civil servants, women accounted for 42.3% of all civil servants in Taiwan and 37.2% of all senior rank (detail) civil servants. Meanwhile, women accounted for 40.4% of civil servants at the director level. As of May 2021, women accounted for 16.0% of second-level agency political deputy ministers, 23.1% of administrative deputy ministers, 37.9% of chiefs of staff, 34.1% of directors of first-level units, and 23.0% of chiefs of third-level agencies under the Executive Yuan. Among them, chiefs of staff and the directors of first-level units of second-level agencies have reached a 1/3 gender ratio.

### 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; and Directorate-General of Personnel Administration, Executive Yuan.

Note: Ministers without Portfolio of the 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 (reorganized as the Disciplinary Court as of July 17, 2020) and excludes justices. Cabinet members include the President of the Executive Yuan, Vice President of the Executive Yuan, Minister without Portfolio, Secretary-General, and Spokesperson of the Executive Yuan, as well as the heads of 31 ministries and departments (excluding the Transitional Justice Commission, the Taiwan Council for US Affairs, and the Ill-gotten Party Assets Settlement Committee). Each position is counted only once.



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

Note:

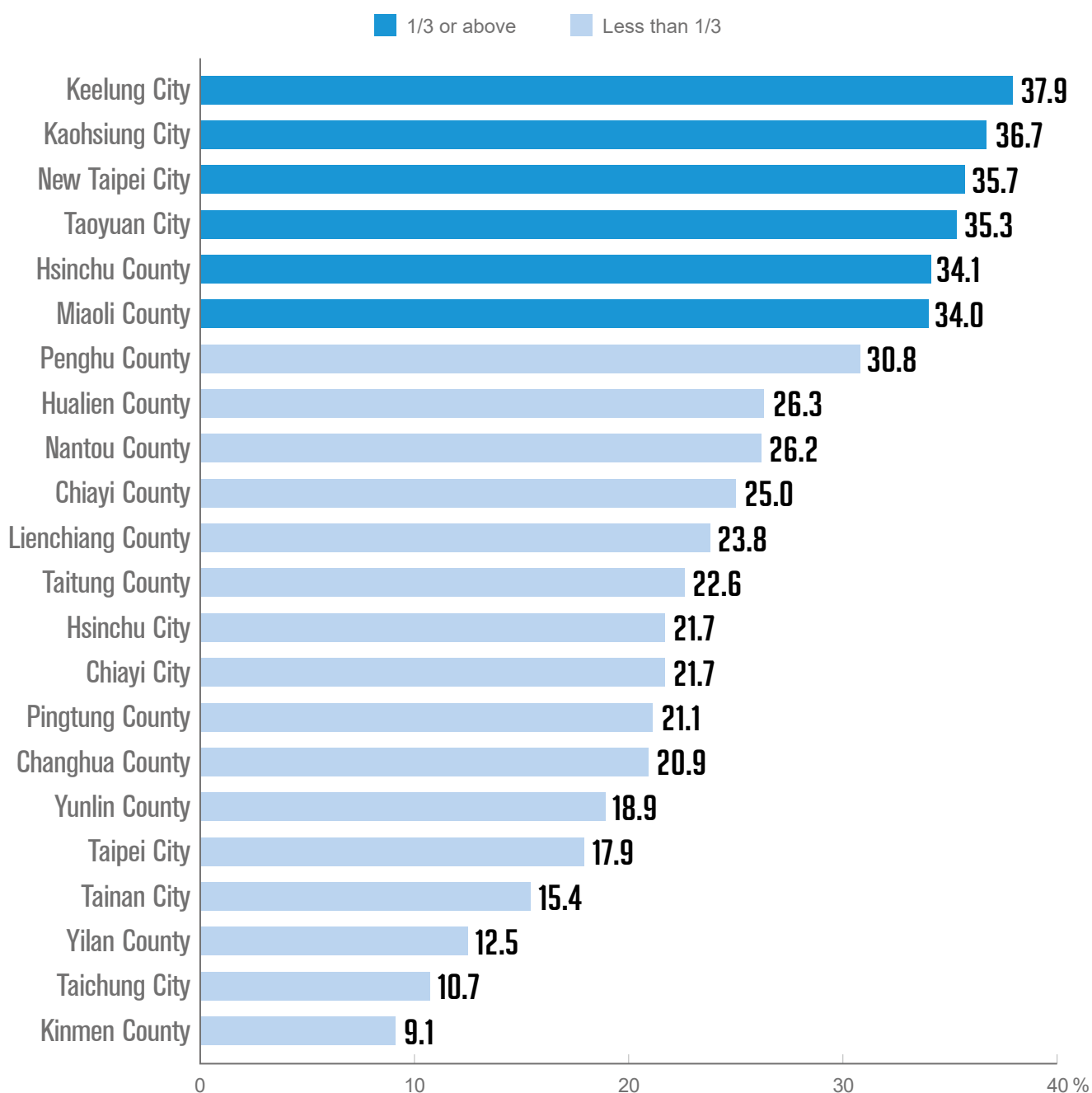
1. The statistics were taken for the first time. Political Deputy Ministers, Administrative Deputy Ministers, and chiefs of staff are the deputy heads and chiefs of staff of the second-level agencies of the Executive Yuan, and equivalent central-level independent agencies. They do not include the Transitional Justice Commission and Taiwan Council for US Affairs. Each position is counted only once. (The Ill-gotten Party Assets Settlement Committee is a third-level agency)
2. The heads of second-level agencies of the Executive Yuan are the heads of the second-level agencies of the Executive Yuan and equivalent central-level independent agencies (including centralized personnel), but do not include the Transitional Justice Commission, Taiwan Council for US Affairs, Ill-gotten Party Assets Settlement Committee, Taiwan Transportation Safety Board, and overseas offices. Each position is counted only once.



## ■ Significant Improvements Need to be Made to Bridge the Gender Gap of the Heads of First-level Units and Subordinate Agencies of Local Governments.

As of the end of 2020, women accounted for 24.7% of the heads of first-level units and subordinate agencies of local governments, which is a slight increase of 2.7 percentage points compared to 2016 (22.0%). In particular, women accounted for over 1/3 of officials in the governments of Keelung City, Kaohsiung City, New Taipei City, Taoyuan City, Hsinchu County, and Miaoli County, while the governments of Yilan County, Taichung City, and Kinmen County have a lot of room for improvement, with women accounting for less than 15% of official positions.

### Overview of Women as the Heads of First-Level Units and Subordinate Agencies of Local Governments, 2020

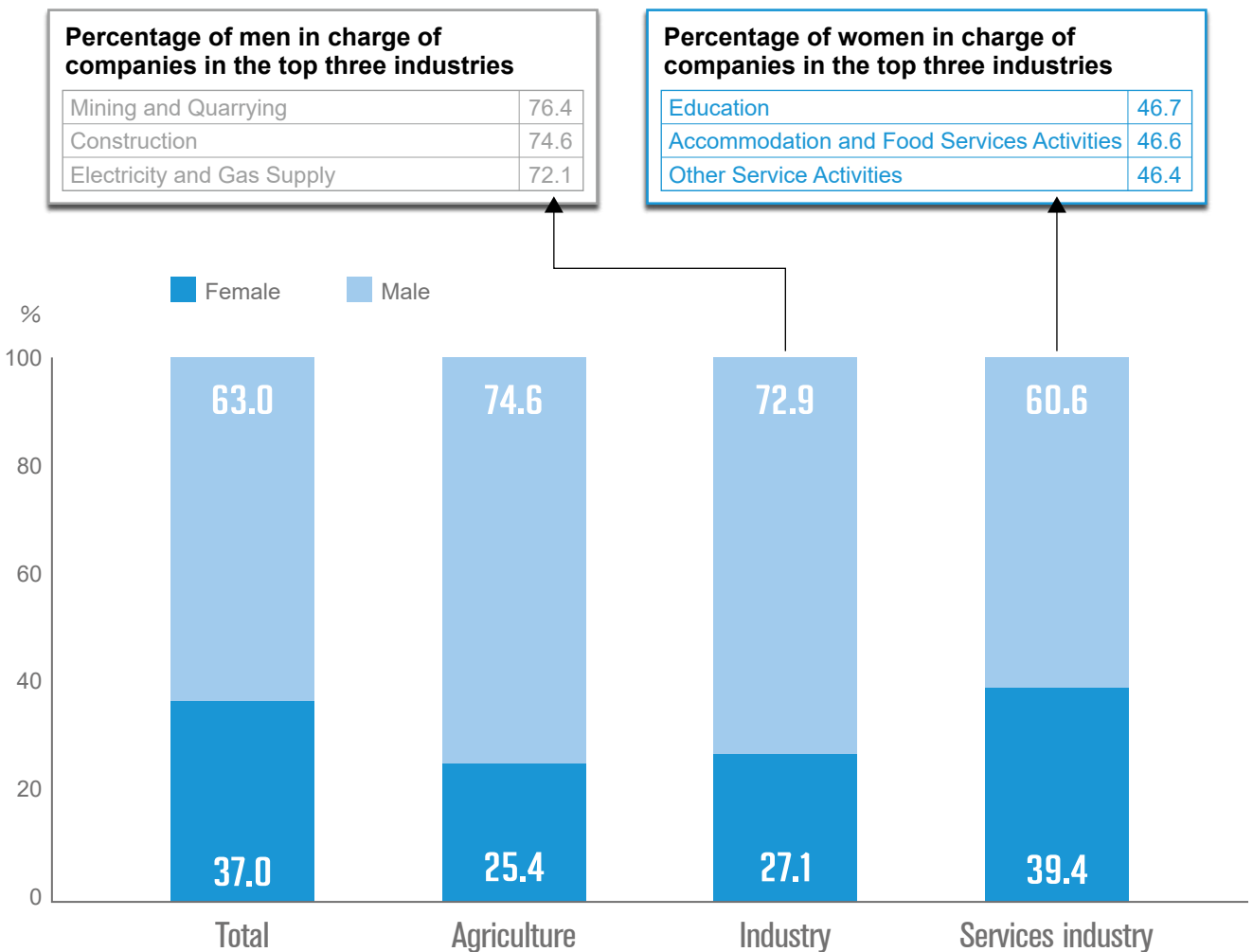


Source: Directorate-General of Personnel Administration, Executive Yuan.

## ■ Numbers of Women Serving as Legal Representatives of Small and Medium Enterprises Have Continued to Increase; Roles of Women in Economic Participation and Decision-making Levels are 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 2020, 566,000 companies (37.0% of the total) were headed by women, an increase of 92,000 companies compared to 2012, which is an increase of nearly 20%. In terms of industry type, women accounted for nearly 40% of companies' responsible persons in the services sector, which is higher than the 25.4% of the agricultural sector and the 27.1% of the industrial sector. Female responsible persons accounted for 35% or more in many sectors in the service industry, with the education sector leading the way at 46.7%, followed by 46.6% in accommodation and food services.

### Overview of Persons in Charge of Small and Medium Enterprises, 2020



Source: Ministry of Economic Affairs.

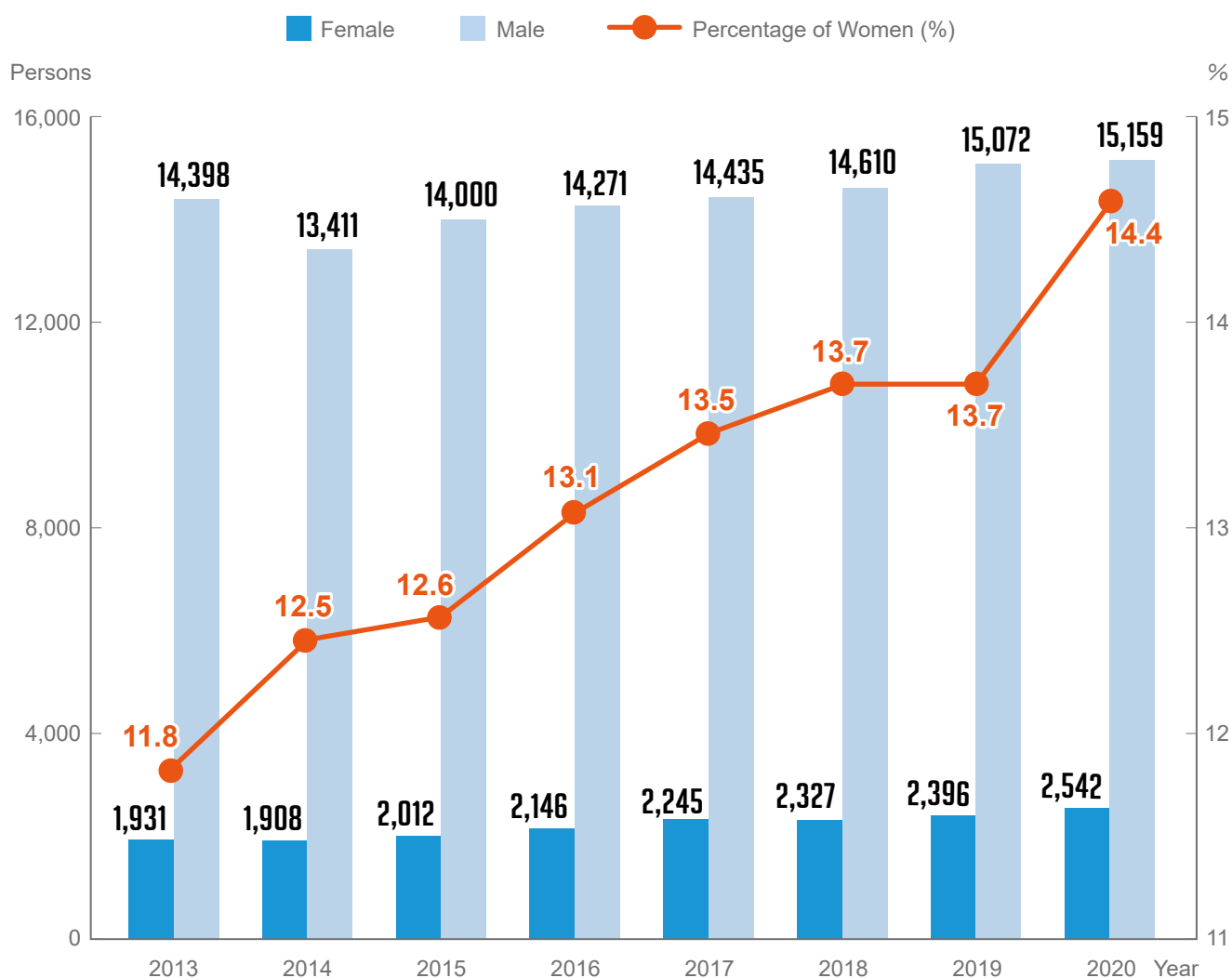
Note: Cases where the responsible person of a small and medium enterprise is a legal entity or foreign individual were left out of the statistics. Agricultural Sector includes "Agriculture, Forestry, Fishing and Animal Husbandry". Industrial Sector includes "Mining and Quarrying", "Manufacturing", "Electricity and Gas Supply", "Water Supply and Remediation Services", and "Construction". Services Sector includes "Wholesale and Retail Trade", "Transportation and Storage", "Accommodation and Food Services", "Publication, 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".



## ■ The Proportion of Female Directors at Public Companies has Increased Slightly but is Still Less than That of Men.

In 2020, there were 2,542 female directors of public companies (including TWSE and TPEX listed companies), accounting for 14.4% of the total; whereas there were about 15,159 male directors, or 85.6% of the total. As compared to 2013, this represents an increase of 611 female directors, or an increase of 2.6 percentage points; but the ratio of women to men is still extremely low, showing that a gender gap remains at the decision-making level of public companies.

### Number of Directors of Public Companies and the Proportion of Female Directors

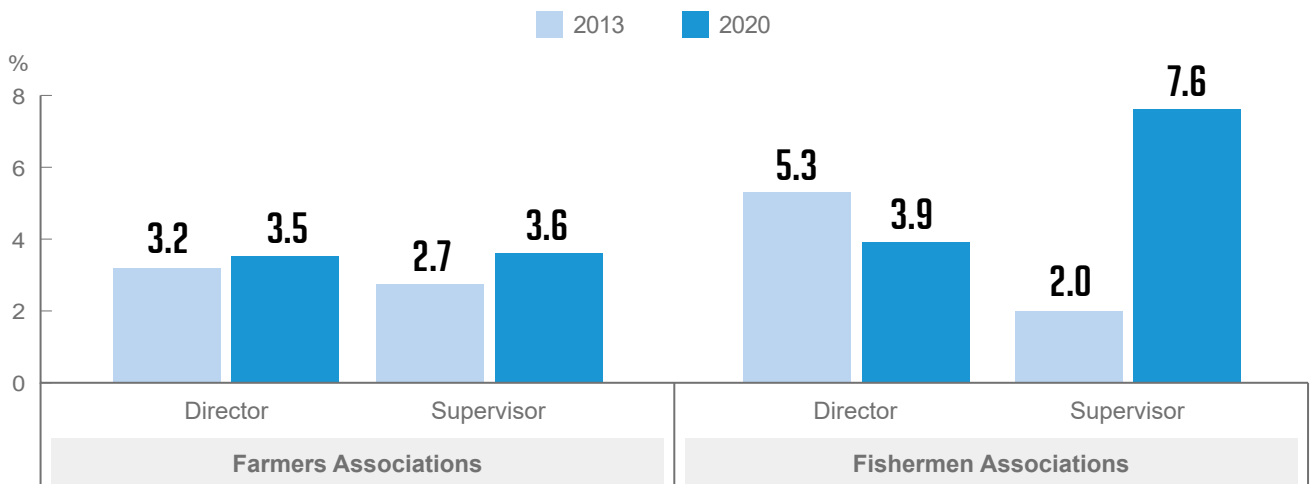


Source: Financial Supervisory Commission.

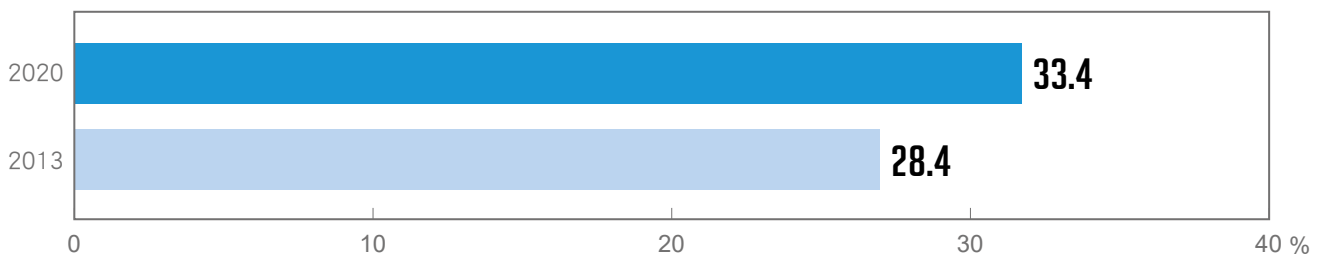
## ■ Despite the Proportion of Women in Decision-Making Positions Increasing Across the Board, there is Still a Significant Gender Gap in Social Organizations.

In 2020, women accounted for 33.4%, 49.8%, and 49.1% of members in farmers associations, fishermen associations, and labor unions, respectively. In farmers associations, women accounted for 3.5% and 3.6% of directors and supervisors, respectively; in fishermen associations, women accounted for 3.9% and 7.6% of directors and supervisors, respectively. This shows that the percentages of women serving as directors and supervisors have increased overall since 2013, except for a slight decrease in the number of female directors of fishermen associations. However, there are still large gender gaps that have a lot of room for improvement. In particular, the percentage of female directors and supervisors in labor unions increased, from 28.4% in 2013 to 33.4% in 2020, an increase of 5.0 percentage points, out of which female supervisors accounted for 36.6%, reaching the 1/3 gender ratio.

**Percentage of Female Directors and Supervisors in Farmers Associations and Fishermen Associations**



**Percentage of Female Directors and Supervisors in Labor Unions**



Source: Council of Agriculture, Executive Yuan; Ministry of Labor.

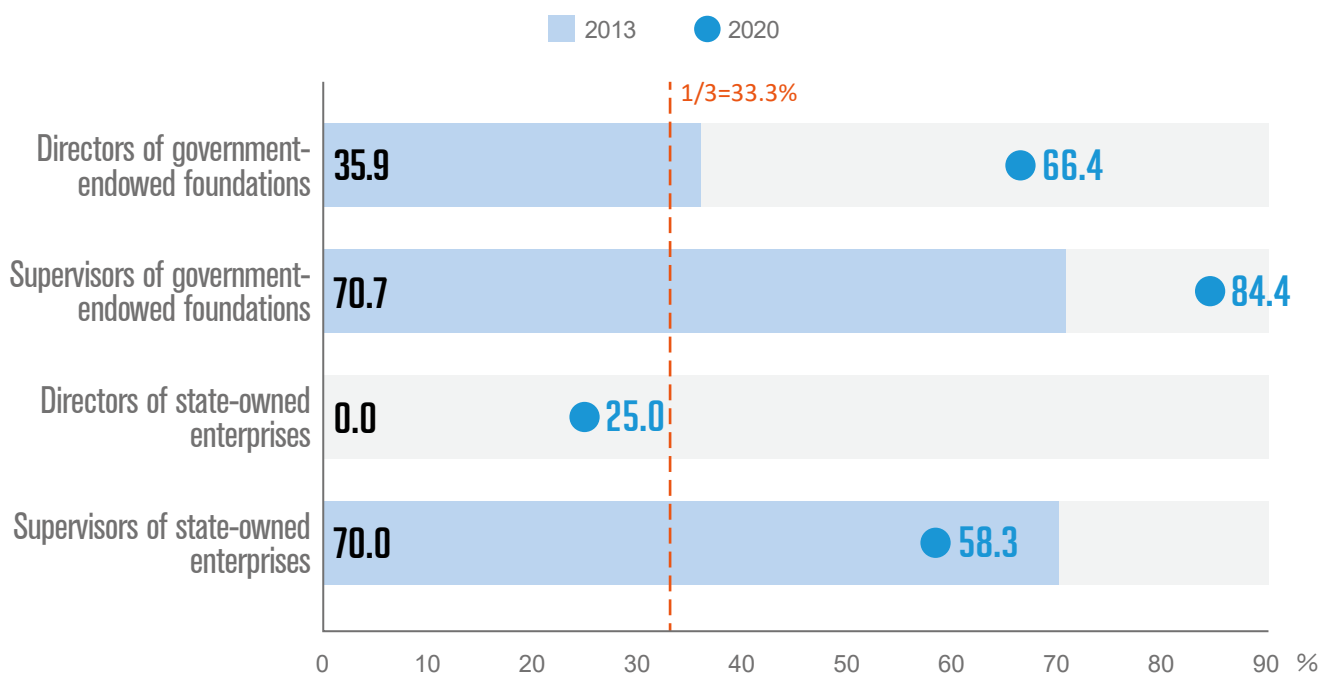
Note: For the first time since 2020, the number of union directors and supervisors have been counted separately (32.2% of directors and 36.6% of supervisors are women).



## ■ Government-endowed Foundations and State-owned Enterprises' Adherence to the One-Third Gender Rule of Director/Supervisor Positions Leaves Room for Improvement.

According to 2020 statistics, nearly 2/3 of government-endowed foundations and 1/4 of state-owned enterprises have achieved a 1/3 gender ratio for directors, while over 80% of government-endowed foundations and nearly 60% of state-owned enterprises have achieved 1/3 gender ratio for supervisors. The percentage of directors of government-endowed foundations has increased from 35.9% in 2013 to 66.4%, an increase of 30.5 percentage points, and the percentage of supervisors has increased from 70.7% to 84.4%, an increase of 13.7 percentage points, while the percentage of directors of state-owned enterprises has increased from 0% in 2013 to 25.0%. However, there is still an urgent need for improvement.

### Overview of Government-Endowed Foundations and State-Owned Enterprises' Adherence to the one-third Gender Rule With Respect to Director/Supervisor Positions



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.

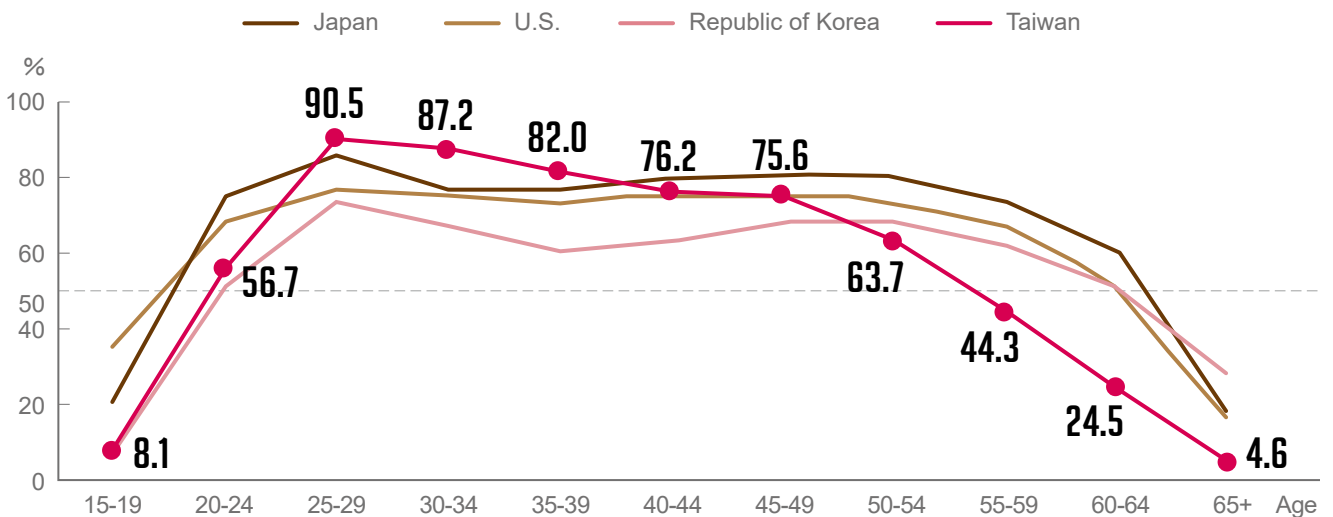


## Employment, Economy, and Welfare

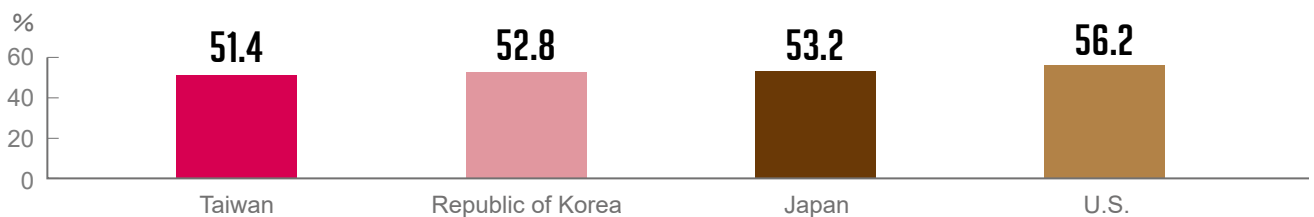
### ■ After Reaching a Peak Among the 25-29 Age Group, Women's Labor Force Participation Rate in Taiwan Steadily Decreases, with Lower Participation Among Women 50 and Above than Other Major Countries.

In the wake of steadily increasing education levels and awareness of financial independence among women, the overall labor participation rate of women aged 15 and above in Taiwan surpassed 50% in 2012, and an increasing trend has been noted since then, with women's total labor participation reaching 51.4% in 2020. When observed by age group, in 2020, the labor participation rate of women in Taiwan aged 25-29 was 90.5%, which is higher than that of other major countries. As age increases, however, due to factors such as marriage and pregnancy, the participation rate rapidly declines, with a 63.7% participation rate among women aged 50-54, lower than that of other major countries; and fewer than 50% of women aged 55 and over participate in the labor force. In Japan and the Republic of Korea, female labor force participation declined among women aged 25-29, with a gradual recovery among women aged 35-39. In Taiwan, female labor participation declined among women aged 25-29, recovered slightly among women aged 45-49, then sharply declined once more. These numbers show that Taiwan has relatively lower labor force participation rates among middle-aged and senior women.

#### Female Labor Force Participation Rates in Major Countries in 2020, by Age Group



#### Female Labor Force Participation Rates in Major Countries in 2020



Source: Ministry of Labor.

Note:

1. Labor Force Participation Rate (%) = Labor Force / Civilian Population × 100.

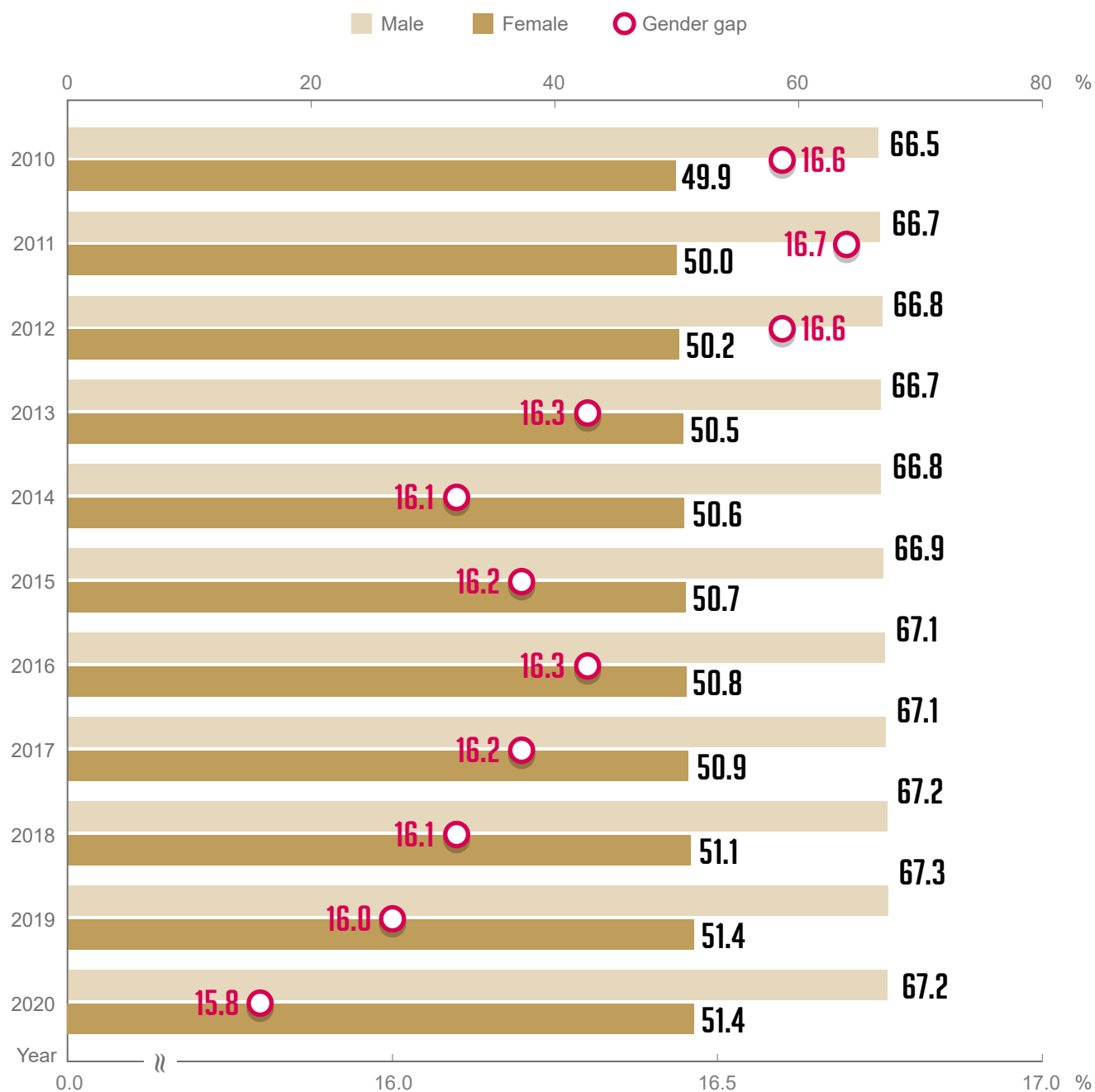
2. In the U.S., the labor force participation rate for individuals aged 15-19 refers to the labor force participation rate of individuals aged 16-19.



## ■ Over the Past Decade, Taiwan's Female Labor Force Participation Rate has Increased Twice as Much as that of Men, Making the Gender Gap in Labor Force Participation Smaller.

In 2020, Taiwan's male labor force participation rate was 67.2%, 0.7 percentage points higher than that of 2010. Taiwan's 2020 female labor force participation rate, on the other hand, was 51.4%, 1.5 percentage points higher than that of 2010. Taiwan's female labor force participation rate has historically been lower than that of men, but it has been showing a year-on-year growth trend, increasing twice as much as that of men over the last decade. This has led to a gradual shrinking of the gender gap in labor force participation, from 16.6 percentage points in 2010 to 15.8 percentage points in 2020.

### Taiwan's Male and Female Labor Force Participation Rates and Gender Gap Over the Years

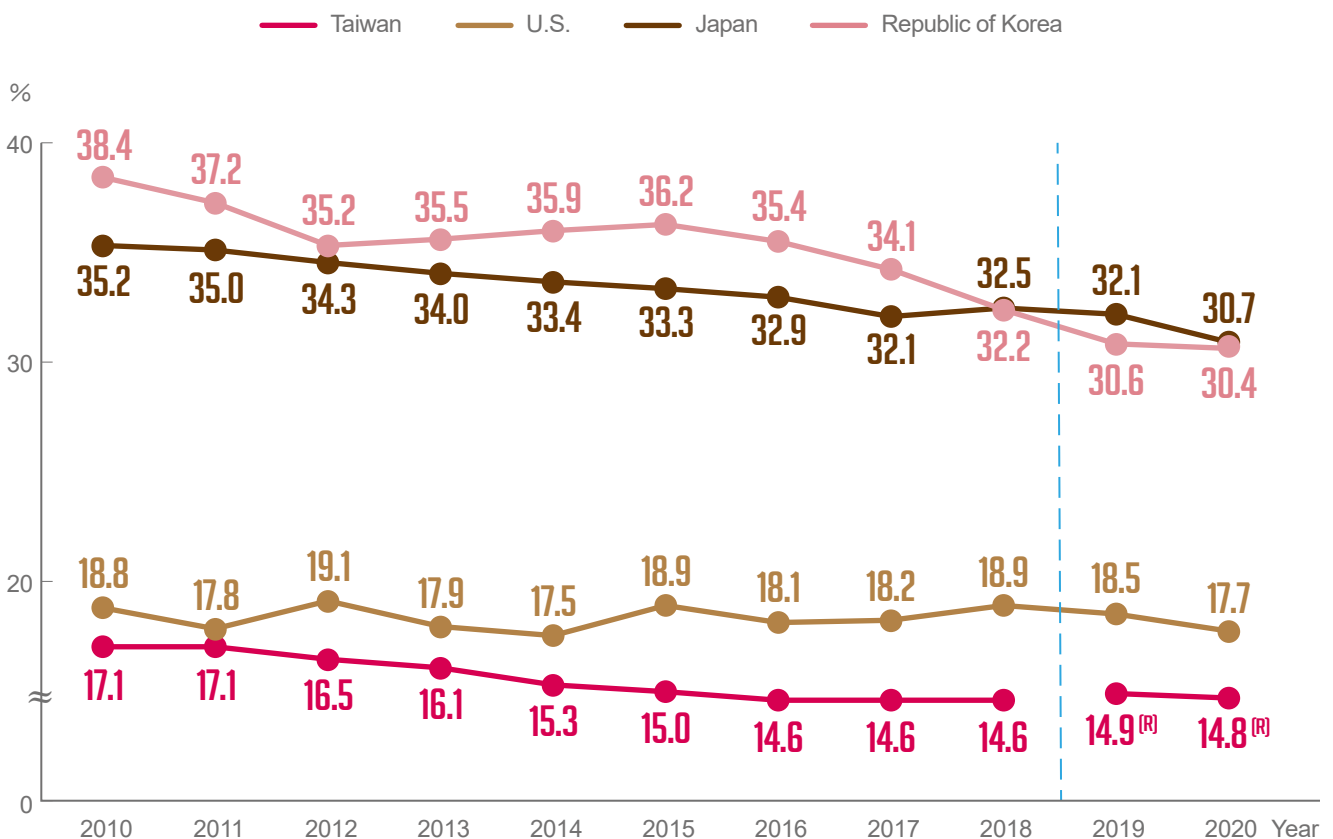


Source: Directorate-General of Budget, Accounting and Statistics, Executive Yuan.

## Taiwan's Gender Pay Gap has been Lower than that of the United States, Japan, and the Republic of Korea in Recent Years, Showing a Decreasing Trend from a Decade Ago.

In 2020, Taiwan's gender pay gap was 14.8%, a decrease of 0.1 percentage points from 14.9% in 2019. Compared with the major countries including the United States, Japan, and the Republic of Korea, the gender pay gap in Taiwan was 14.8% in 2020, which is lower than that of Japan (30.7%), the Republic of Korea (30.4%), and the United States (17.7%). In the past 10 years, gender pay gaps of the major countries have been decreasing. The Republic of Korea has had the largest decrease at 8 percentage points, Japan decreased by 4.5 percentage points, and the United States decreased by 1.1 percentage points. For Taiwan, the data for 2019 and 2020 cannot be compared with the data prior to 2018 due to the different scope of industries. However, it has been observed that the gender pay gap has been decreasing over the past 10 years.

### Average Gender Pay Gap in Major Countries



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

Note:

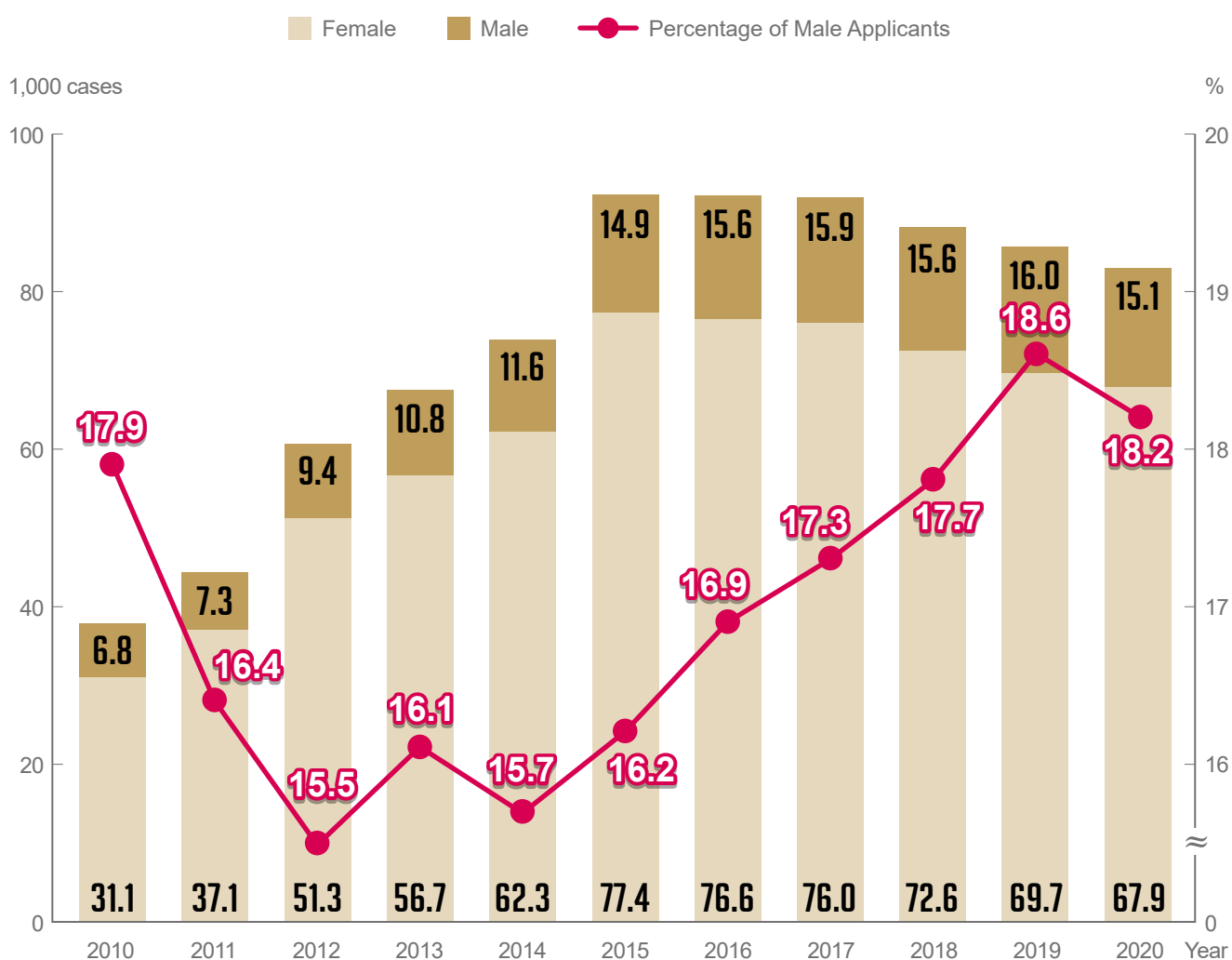
1. Average Gender Pay Gap (%) =  $(1 - \text{Ratio of Women's Average Pay Compared to Men}) \times 100$ .
2. Taiwan's data includes the industrial sector and the services sector. The Republic of Korea's data encompasses all employed persons; annual data is from June of each year. Japan's data encompasses all entities in the Industrial Sector or Service Sector with 5 or more employees. The U.S. data refers to median weekly pay data for full-time employees.
3. Starting from 2021, the survey scope of the "Employee Earnings Survey" of the Directorate General of Budget, Accounting, and Statistics, Executive Yuan includes "Research and Development Service", "Pre-primary Education", and "Social Work Services", and the related statistics have been retroactively revised to 2019.



## ■ The Proportion of Male Grantees for Payment of Parental Leave Allowance has Gradually Increased Over Recent Years, Except for a Slight Decrease in 2020.

In order to foster a friendly working environment, the Act of Gender Equality in Employment stipulates that employees may apply for parental leave without pay; Taiwan also began incorporating parental leave allowances into social insurance benefits in May 2009. In 2020, there were over 83,000 cases of initially-approved subsidies for parental leave without pay, the majority of which, nearly 68,000 cases (81.8%), were granted to women, whereas male grantees increased from nearly 5,000 in 2009, to over 15,000 in 2020. The percentage of male grantees increased from 15.7% in 2014 to 18.6% in 2019. Although there has been an upward trend in recent years, the male percentage slightly decreased to 18.2% in 2020.

### Cases of Initial Approval for Payment of Parental Leave Allowance and the Percentage of Male Applicants

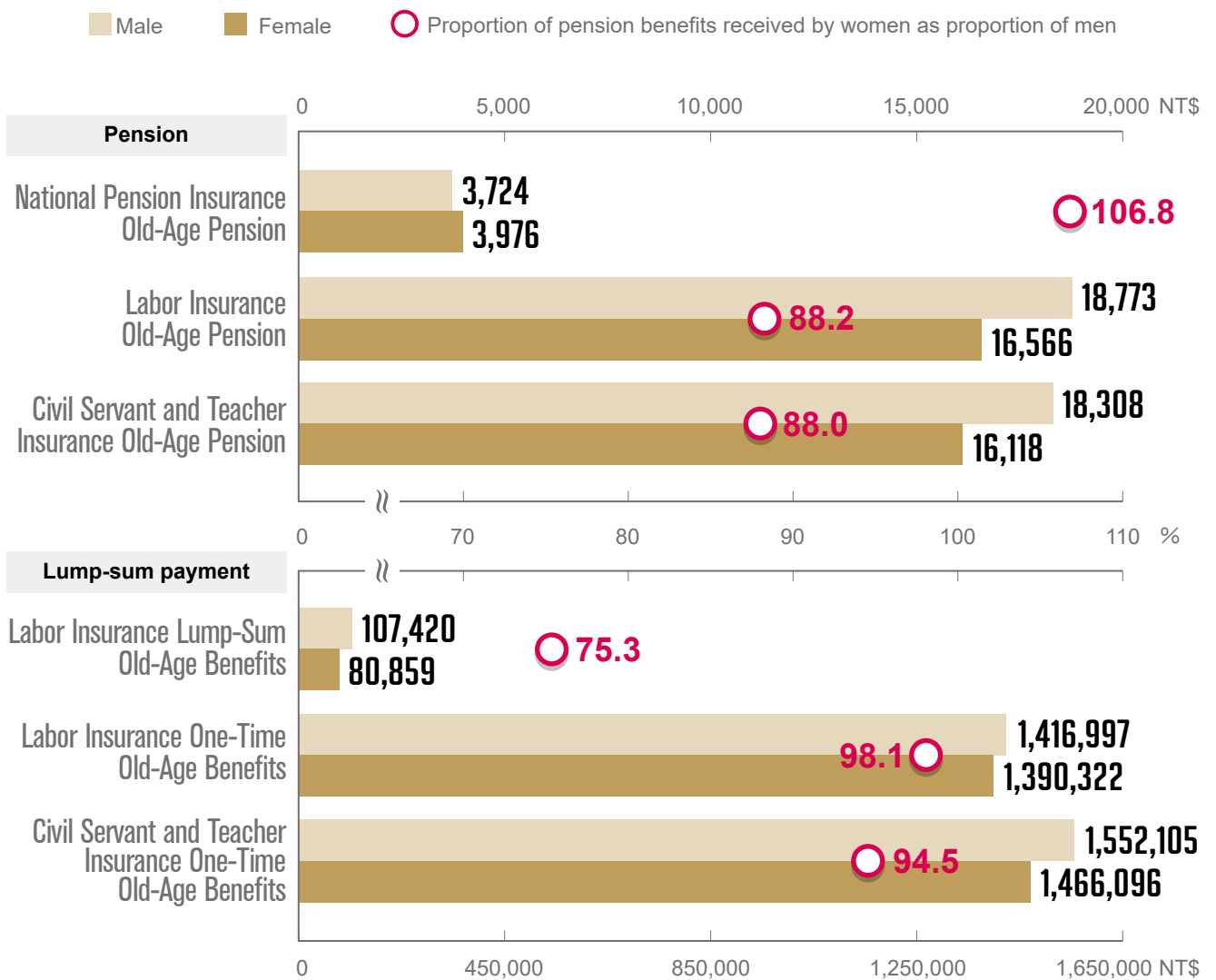


Source: Ministry of Labor.

**Women Receive Slightly More from National Pension Insurance than Men, but Men Receive More in Both Pensions and One-Time Benefits from Labor Insurance and the Civil Servant and Teacher Insurance.**

Taiwan's social insurance old-age benefits are divided into monthly installment "pensions" and lump-sum "one-time benefits". Observations of the average amount paid out to men and women show that, with the exception of the National Pension Insurance Old-Age Pension, men receive more in both pensions and one-time benefits. In terms of the gender gap, the largest discrepancy is in the amount women receive from Labor Insurance Lump-Sum Old-Age Benefits, which is just 75.3% of what men receive; this is followed by the Civil Servant and Teacher Insurance Old-Age Pension and the Labor Insurance Old-Age Pension, from which women receive only 88% of what men receive.

**2020 Status of Social Insurance Old-age Benefits**



Source: Bureau of Labor Insurance, Ministry of Labor; Bank of Taiwan.

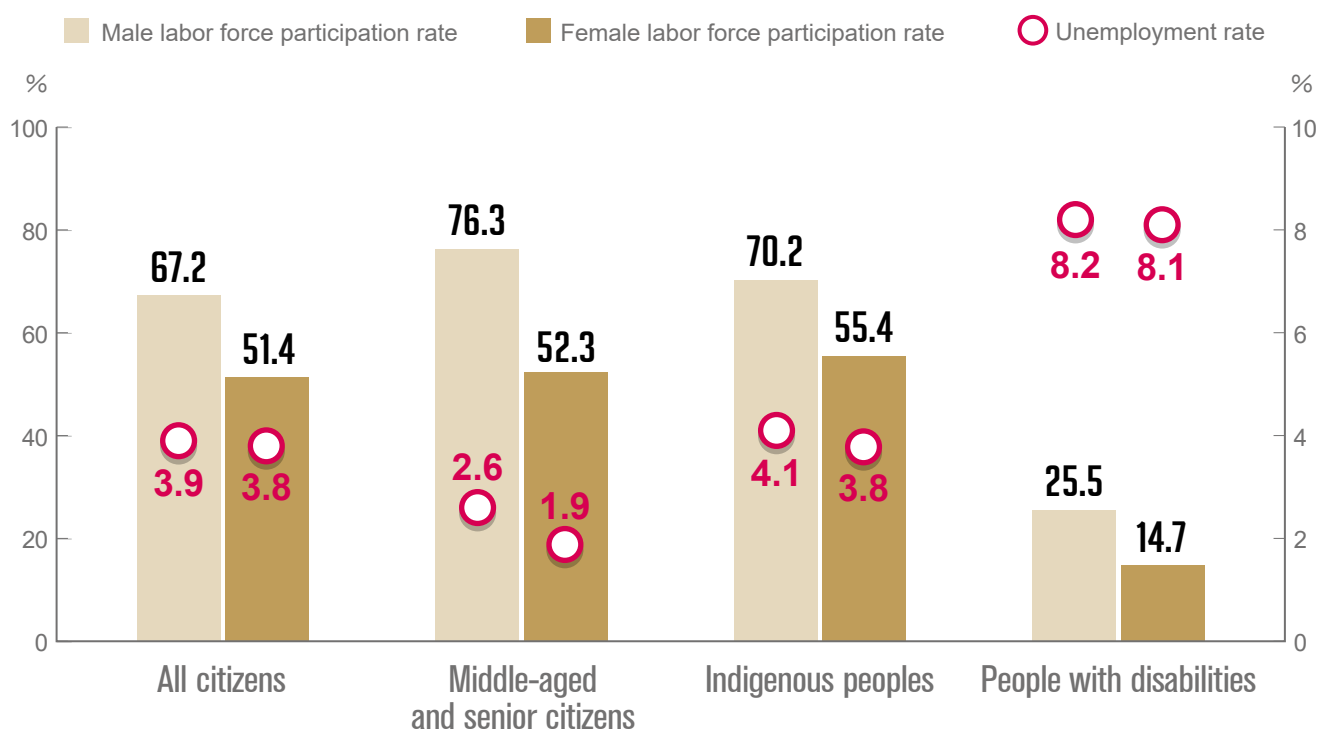
Note: Following the enactment of Taiwan's Labor Insurance Pension in 2009, old-age benefits have been paid out in three ways: Old-Age Pension Benefits, Lump-Sum Old-Age Benefits, and One Time Old-Age Benefits



## ■ The Gender Gap in Labor Force Participation Rate and Unemployment Rate is the Largest for Middle-aged and Senior Citizens, Women with Disabilities Have Lower Labor Force Participation Rate and Higher Unemployment Rate Compared to the National Average for Women.

Men's labor force participation rate is higher than that of women in all groups. The biggest gender gap, of 24 percentage points, is among middle-aged and senior citizens. In 2020, the labor force participation rate of women for indigenous peoples was 55.4%, which was higher than the national female average (51.4%); the labor force participation rate of women with disabilities was 14.7% in May 2019, which is significantly lower than the national average for women. As for the unemployment rate, although men's unemployment rate is higher than women's unemployment rate across all social groups, the gender gap is the largest for middle-aged and senior citizens at 0.7 percentage points. The unemployment rate of women with disabilities (compared to 8.1% in May 2019) is noticeably higher than the national average for women.

### Labor force participation rates and unemployment rates by social group, according to sex



Source: 2020 Manpower Survey, Directorate-General of Budget, Accounting, and Statistics, Executive Yuan; 2020 Employment Survey of Indigenous Peoples, Council of Indigenous Peoples; 2019 Labor Survey of People with Disabilities, Ministry of Labor.

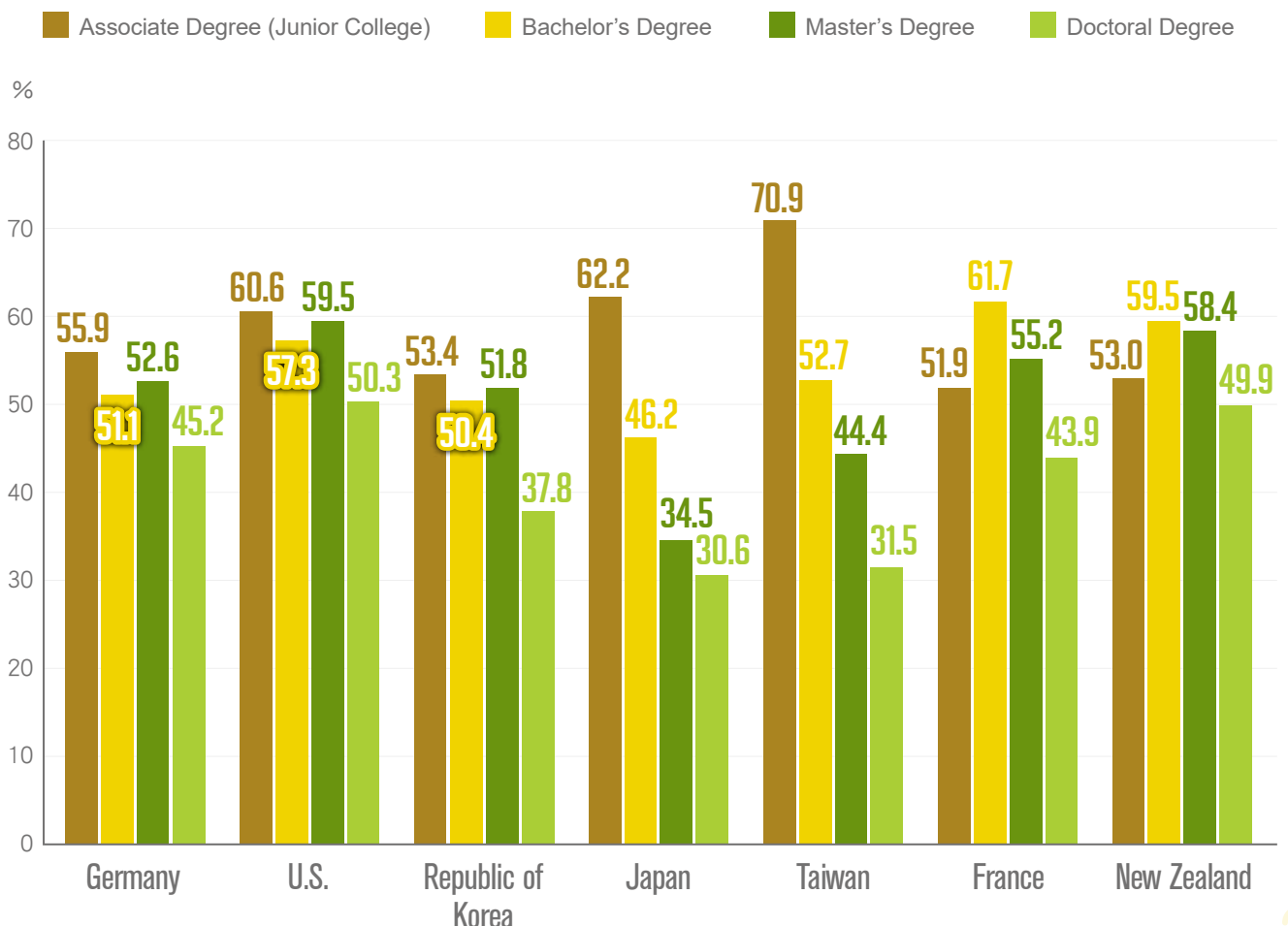
Note: "All citizens" refers to members of the civilian population who are 15 years of age and over; "middle-aged and senior citizens" refers to members of the civilian population between the ages of 45-64; "people with disabilities" is based on data from May 2019.

## Education, Media, and Culture

### ■ The Proportion of Female Graduates of Higher Education in Taiwan Has Increased, but the Proportion of Female Graduates at Master's and Doctoral Levels Still Lags Behind Other Major Industrialized Countries.

There were 318,000 higher education graduates in Taiwan in 2018, 166,000 of whom were women. Regarding the proportion of women with degrees at different levels of higher education, the female proportion among associate degrees in Taiwan was 70.9%, bachelor's degrees was 52.7%, master's degrees was 44.4%, and doctoral degrees was 31.5%, which was the lowest percentage. Compared to 2014, the proportion of female graduates increased at all higher education levels, with the largest increase (2.7 percentage points) found in the number of women graduating with associate degrees. The female proportion of graduates with associate degrees in Taiwan in 2018 accounted for 70.9%, which was a higher percentage than other major industrialized countries. The proportion of female graduates in Taiwan with master's and doctoral degrees was only higher than that of Japan. In both Taiwan and Japan, the higher the education level, the lower the proportion of female graduates there were, indicating that there is room for improvement when it comes to female higher education at master's and doctoral levels.

#### Proportions of Women Higher Education Graduates in Taiwan (2018) Compared to Major Industrialized Countries



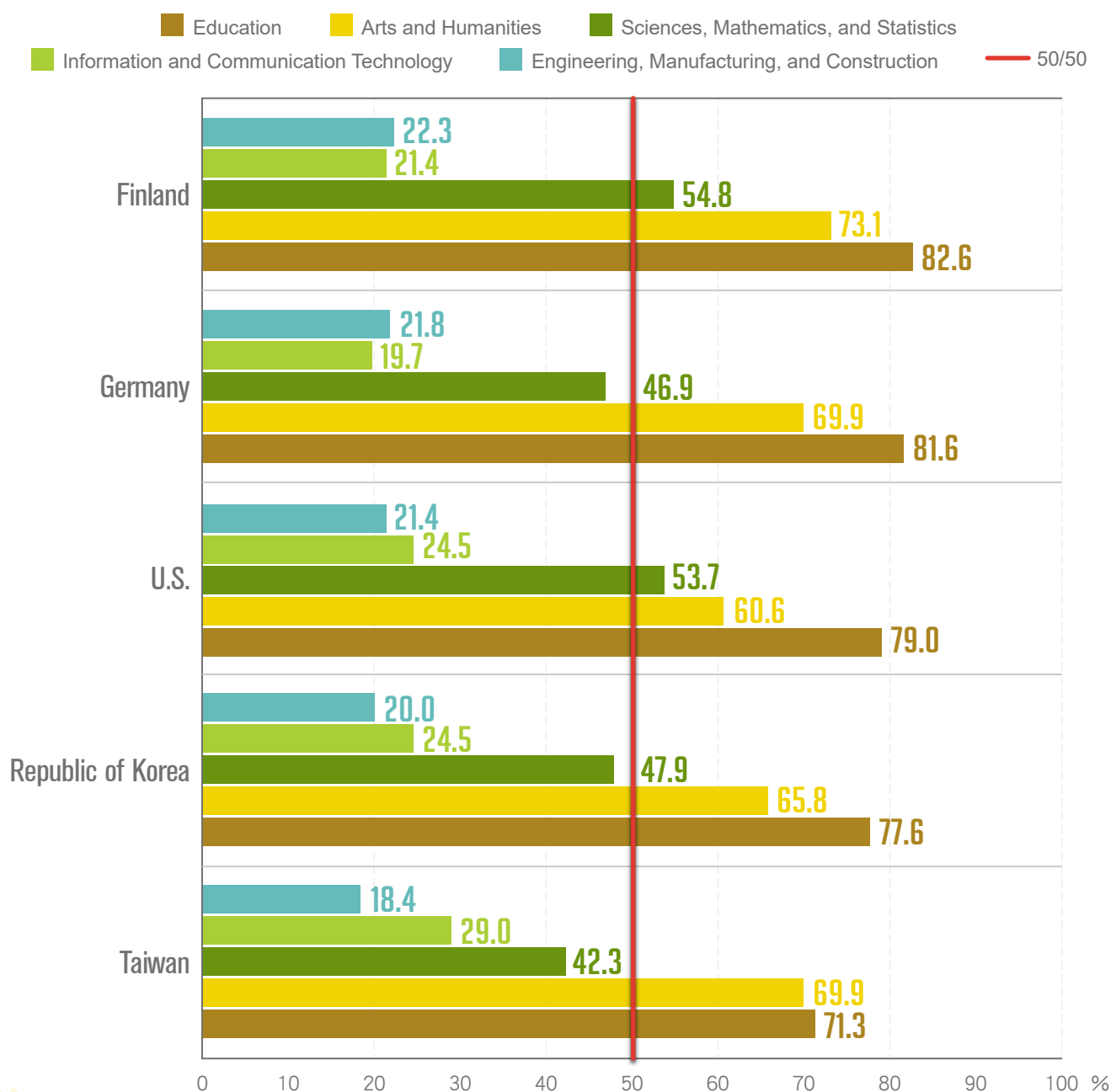
Source: Ministry of Education; database of Organization for Economic Co-operation and Development.



## ■ The Higher Education System in Major Industrialized Countries Still Has Remnants of Gender Segregation, with More Men in Science and Engineering and More Women in the Humanities.

In 2018, the percentage of female graduates in all fields of higher education in Taiwan was highest in "Education" at 71.3% and lowest in "Engineering, Manufacturing and Construction" at 18.4%. Compared to several major industrialized countries, the percentages of female students throughout the world are higher in "Education", followed by "Arts and Humanities", and more balanced in "Natural Sciences, Mathematics and Statistics", while the percentages of female students in "Information and Communication Technologies" and "Engineering, Manufacturing and Construction" are lower. This shows that there is still gender segregation in education worldwide, with more men in science and engineering and more women in the humanities.

**Percentage of Female Higher Education Graduates in Various Fields in Taiwan (2018) Compared to Major Industrialized Countries**



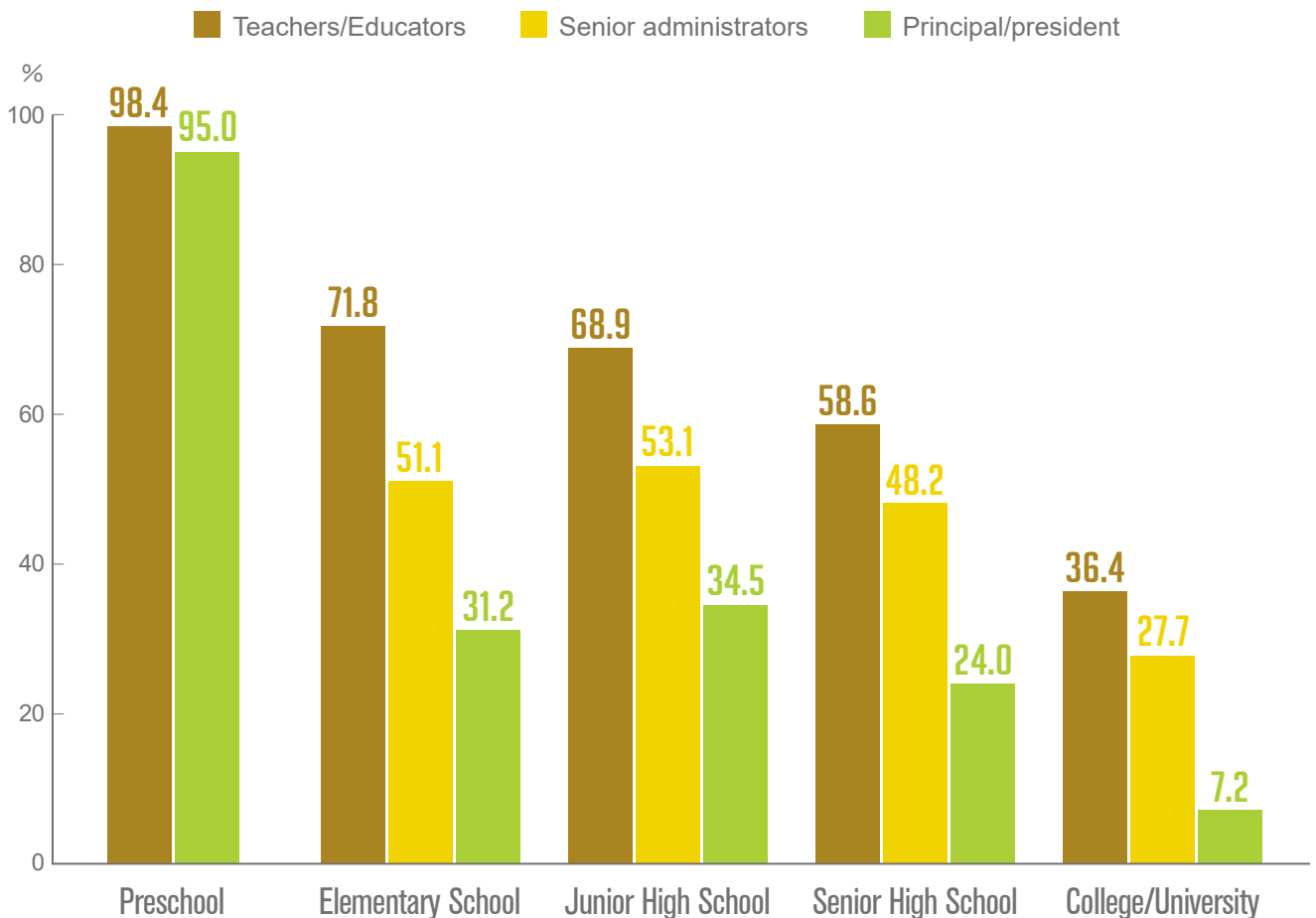
Source: Ministry of Education; database of Organization for Economic Co-operation and Development.



## ■ There is a Gender Gap in the Education Workplace, Particularly Among Preschool Educators, Principals and Higher Education Presidents.

The higher the education level, the lower the proportion of female teachers. In 2020, the largest gender gap was found among preschool educators, 98.4% were women, with men accounting for only 1.6%. Women also accounted for 95.0% of preschool directors. As for senior administrator positions, colleges and universities had the lowest proportion of female senior administrators (27.74%), while no significant gender gaps were found in other school levels. The proportion of female principals/presidents is also inversely proportional to the level of education, with only 7.2% of college and university presidents being women, down 2.3 percentage points from 2016. Overall, there are gender gaps among preschool educators and principals, elementary school and junior high school teachers, college/university senior administrators, and principals/presidents at all school levels that leave room for improvement.

**Percentage of Women in School Positions by Workplace, 2020**



Source: Ministry of Education.

Note:

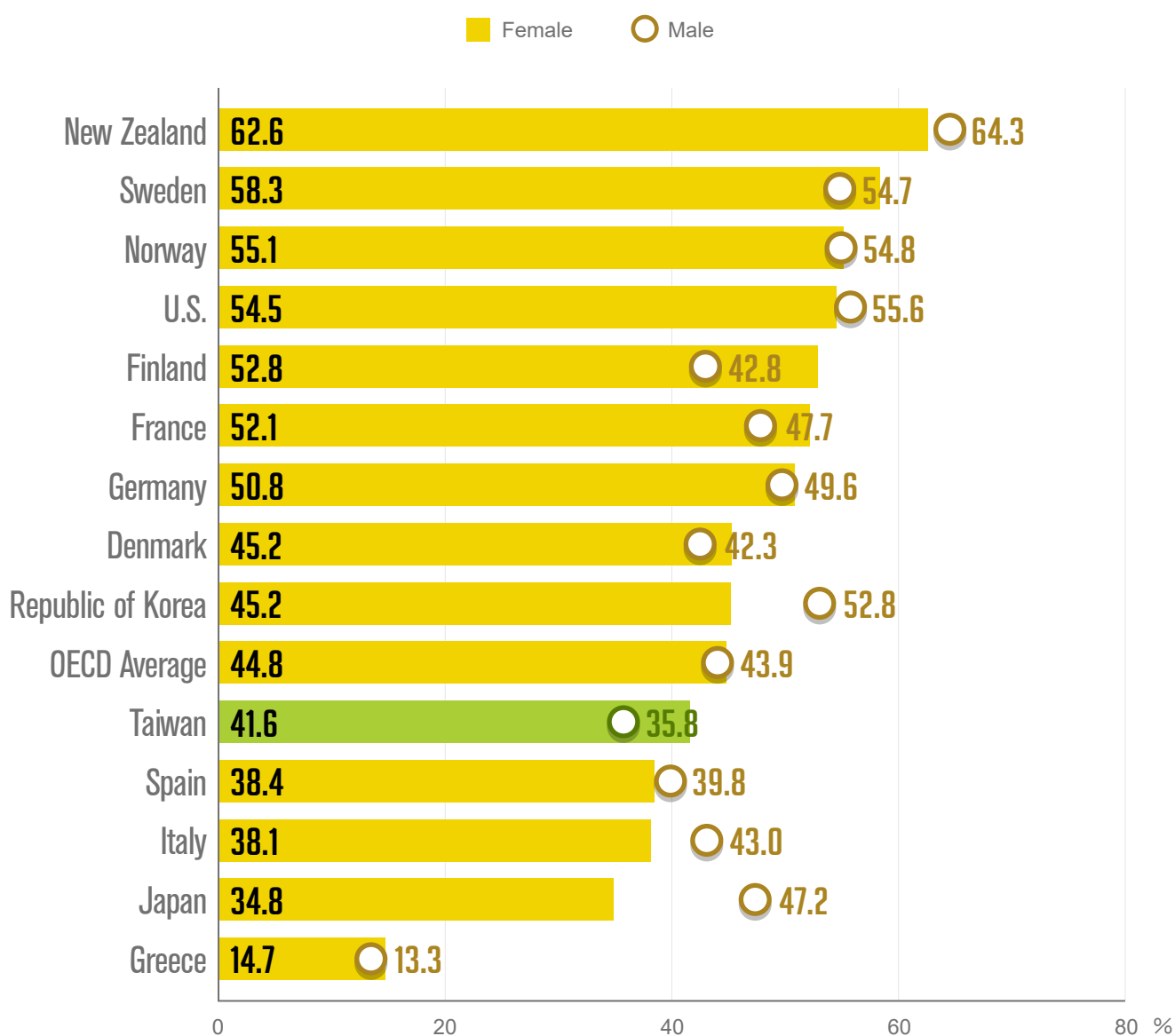
1. Senior administrators include Vice Principals/Presidents, Deans of Academic Affairs, Deans of Student Affairs, Deans of General Affairs, Deans of Research & Development, Chief Secretaries, Library Curators, Directors of Continuing Education Departments, Directors of Information Centers, Directors of Personnel Offices, and Directors of Accounting Offices.
2. There are no statistics on senior administrators in preschools.
3. Data is in academic years.



## ■ In Taiwan, Both Genders' Participation in Lifelong Learning is Lower than OECD Average, the Gender Gap is Larger than the Average for OECD Countries.

In 2016, the participation rate of adults aged 25-64 in lifelong learning activities in OECD countries was 44.8% for women and 43.9% for men, with the average participation rate of women being 0.9 percentage points higher than that of men. In 2019, 41.6% of women and 35.8% of men aged 25-64 participated in lifelong learning activities in Taiwan, both higher than in 2018, but still lower than the average of OECD countries. This represents a gender gap of 5.8 percentage points, which is 0.8 percentage points smaller than in 2018, but still larger than the average of OECD countries. The lifelong learning participation rates of men and women in OECD countries are largely comparable except for Japan, the Republic of Korea, and Italy, where the male participation rate is significantly higher.

### Adults Participating in Lifelong Learning Activities



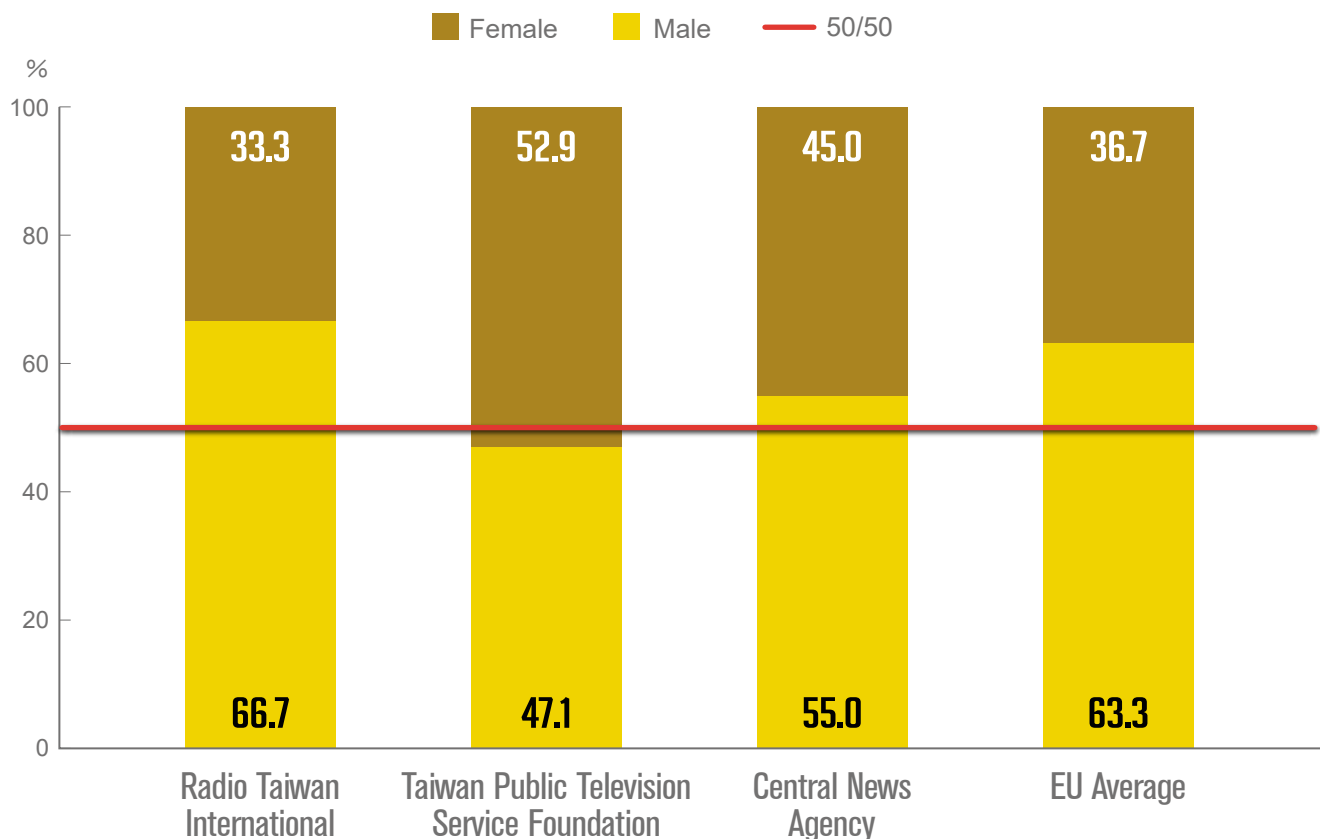
Source: Ministry of Education; Education at a Glance: OECD Indicators 2019, Organization for Economic Co-operation and Development.

Note: Data for Taiwan is from 2019; Data for the US, the Republic of Korea, and Japan is from 2012, and data for New Zealand is from 2015, taken from the OECD Survey of Adult Skills of PIAAC or national surveys; Data for other countries is from 2016, taken from the EU's Adult Education Survey (AES). The OECD average only includes AES data. The surveys conducted for this indicator focus on adults aged 25 to 64.

■ **The Gender Gap in Decision-making Positions in Public Media Organizations is Larger in Radio Taiwan International, while the Gender Gap in both Taiwan Public Television Service Foundation and Central News Agency is Smaller than the EU average.**

In 2020, the gender ratio of members in top decision-making positions in the three public media organizations in Taiwan has reached the state where "neither gender should occupy less than one-third of the seats". Though the decision-making level has a majority of female members at Taiwan Public Television Service Foundation, Radio Taiwan International and Central News Agency still have a majority of male members. There are 18 members in the top decision-making positions in Radio Taiwan International, with 12 men accounting for 66.7% and 6 women accounting for 33.3%. The gender gap is 33.4 percentage points, 6.8 percentage points higher than the EU average gender gap (26.6 percentage points).

### Overview of Top Decision-Makers in Public Media Organizations



Source: Ministry of Culture; Gender Equality Index 2020 Report

Note:

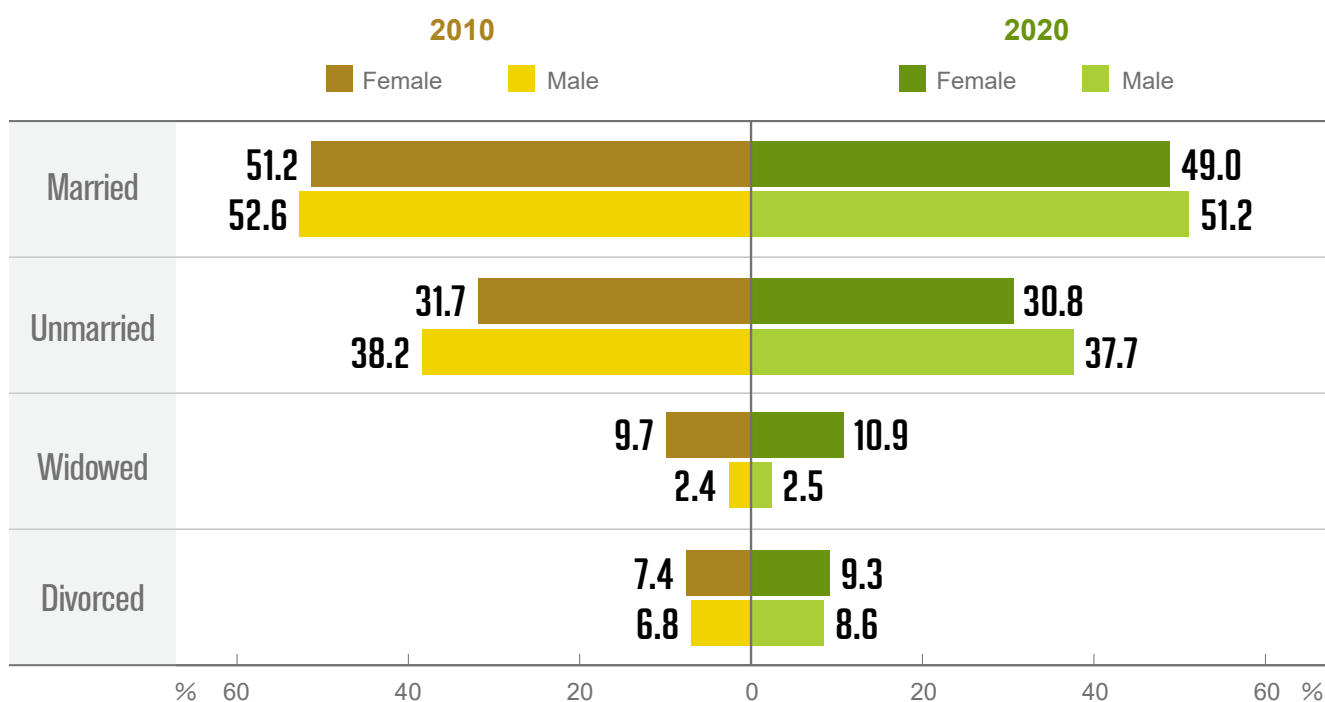
1. Taiwan's public media organizations include: Radio Taiwan International (RTI), Taiwan Public Television Service Foundation (PTS), Central News Agency (CNA).
2. Data on the top decision-making positions in public media organizations in Taiwan for August 2020 (RTI includes directors, supervisors, chief executives and chief secretaries; PTS includes directors, supervisors and general managers; CNA includes directors, supervisors, directors and vice directors). EU data is the 3-year average of directors of public media organizations from 2017 to 2019.



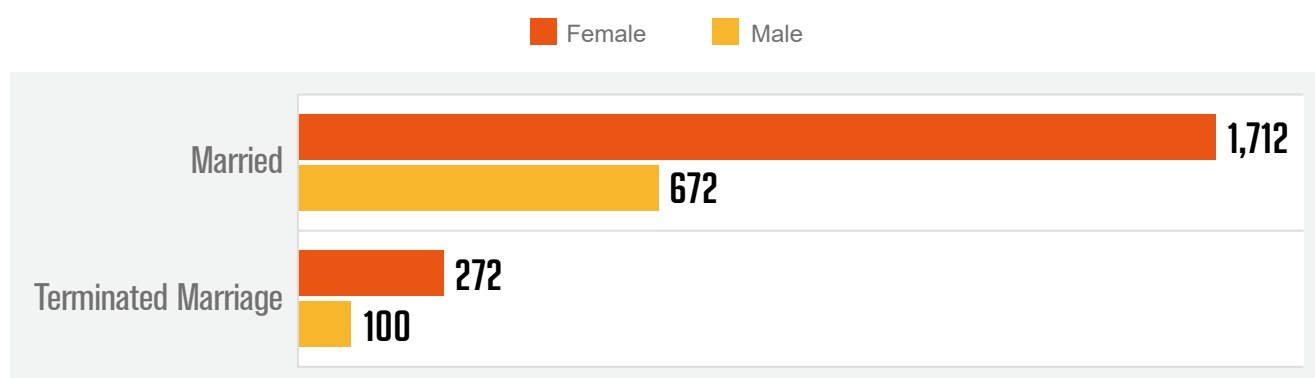
## Taiwan's Marriage Rate Decreased Compared with 10 Years Ago While Divorce Rate Increased; More Women than Men are Registered in Same-Sex Marriages.

In 2020, among the population aged 15 and older in Taiwan, the proportions of female and males who have married were 49.0% and 51.2%, respectively, which is a decrease of 2.2 and 1.4 percentage points, respectively, compared to 2010. The proportion of unmarried women and men decreased by 0.9 and 0.5 percentage points respectively. In 2020, the widowed rate among women was 10.9%, an increase of 1.2 percentage points compared to 2010, while the divorce rate for women and men increased by 1.9 and 1.8 percentage points respectively. Same-sex marriage was legalized on May 24, 2019. In 2020, a total of 2,384 same-sex couples have completed marriage registration, including 672 male couples and 1,712 female couples. The total number of terminated marriages was 372, 100 male couples and 272 female couples.

### Marital Status of the Population Aged 15 and Above



### Number of Registered Same-Sex Marriages and Terminated Marriages in 2020



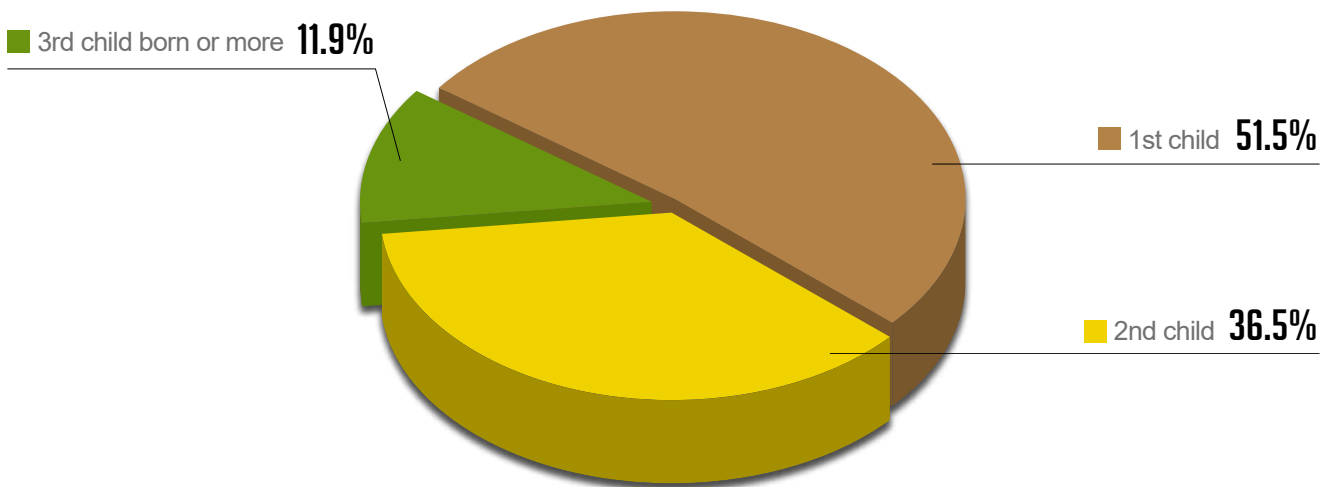
Source: Ministry of the Interior.

Note: Statistics of marriages and terminated marriage is based on dates of occurrence.

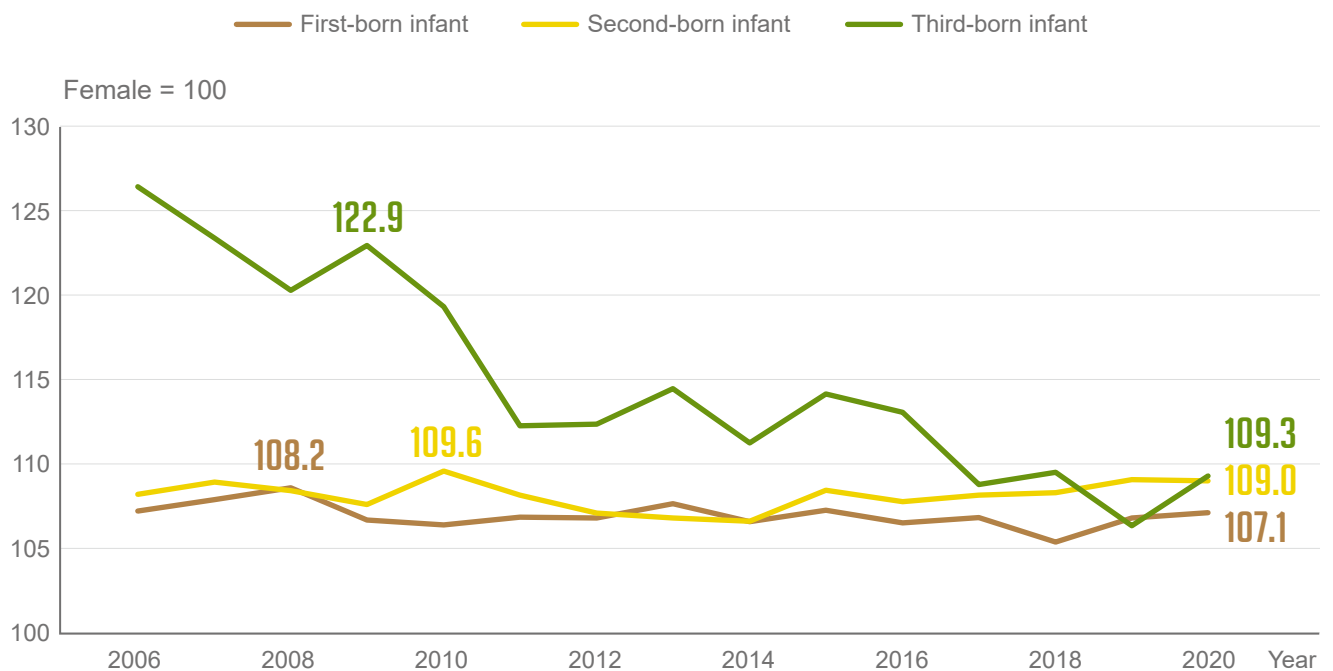
## ■ Over 50% of Newborns are First-Born Children; the Sex Ratio of Third-Born Infants has Risen to 109.3

Out of all the infants born in 2020 in Taiwan, 51.5% were first-born children, and 36.5% were second-born children. The sex ratio of births in 2020 was 108.0, the highest in the past five years. The sex ratios for the first and second births (88.1% of births) were 107.1 and 109.0 respectively, as observed by the number of births. The sex ratio of the first child was the highest in five years, while the sex ratio of the second child was the second highest in five years. The sex ratio of the third child has been decreasing for a long time, except for the significant increase of 109.3 in 2020. There is still a significant gender imbalance in the second and third births.

### Number of Newborn Infants in 2020 by Birth Order



### Sex Ratio by Number of Newborn Infants



Source: Ministry of the Interior.

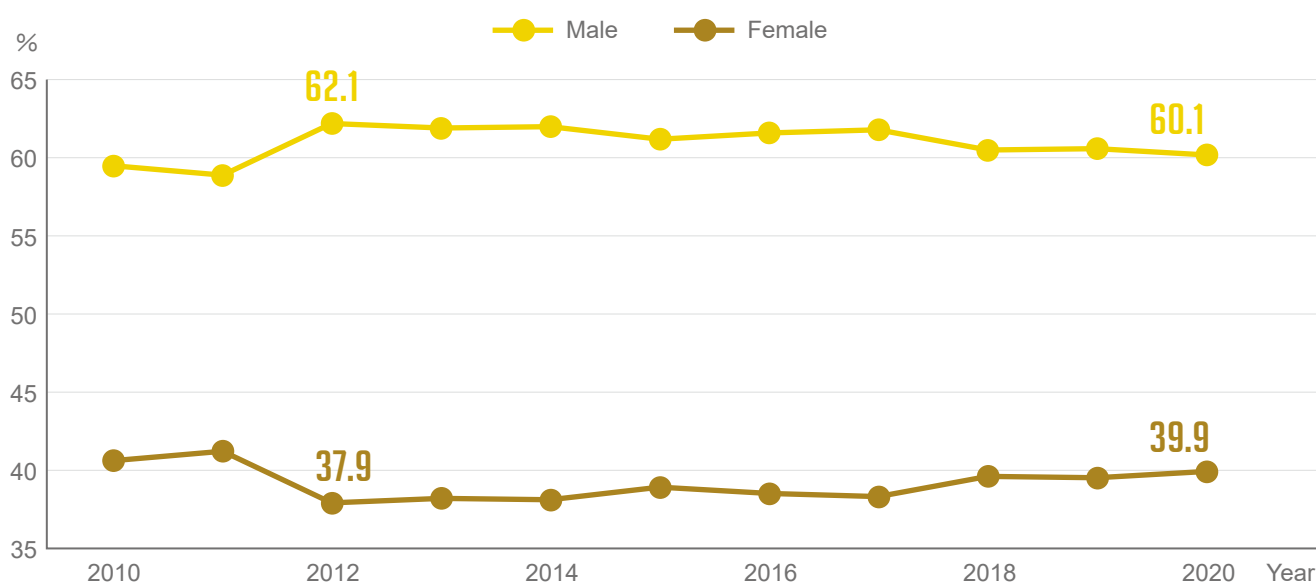
Note: Statistics of number of births based on dates of occurrence.



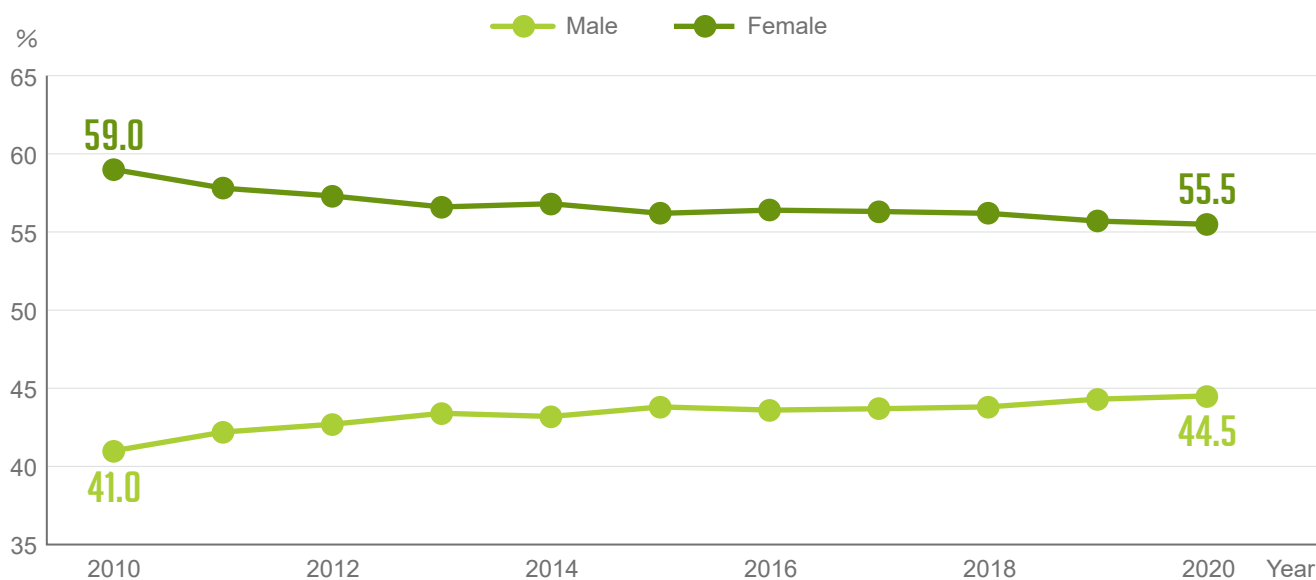
## Taiwanese People Tend to Leave Monetary Assets to Male Heirs, but the Proportion of Women Waiving Inheritance Rights has Continued to Decrease.

In 2020, a total of 246,865 people had to pay gift taxes, of which 148,432 or 60.1% were men, and 98,433 or 39.9% were women. This represents a gender gap of 20.2 percentage points, a decrease of 0.8 percentage points compared to 2019. In the past 10 years, the sex ratio of monetary assets recipients has changed little. Also in 2020, a total of 67,109 people in Taiwan waived their right to inheritance, of which 29,870 (44.5%) were men and 37,239 (55.5%) were women. There is a gender gap of 11 percentage points, a decrease of 7 percentage points from 2010. The proportion of women waiving their inheritance rights has decreased over the past decade.

### Overview of Gift Donees



### Overview of Individuals Waiving the Right of Inheritance



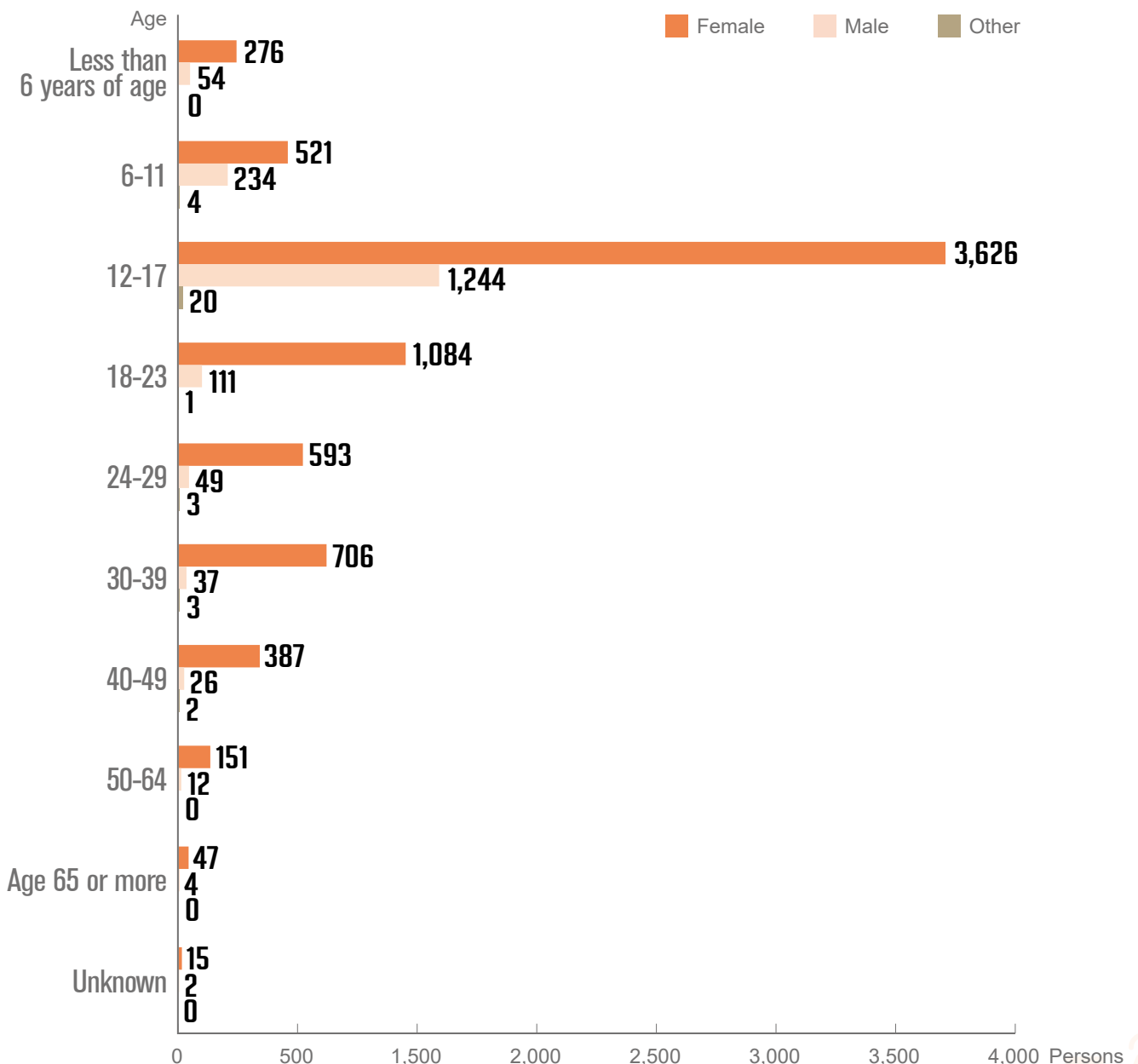
Source: Ministry of Finance.

## Personal Safety and Justice

### ■ Over 80% of Victims in Reporting of Sexual Assault Incidents are Female; Majority of Victims are Between the Ages of 12 and 18.

In 2020, a total of 9,212 persons were reported as victims of sexual assault in Taiwan, of which 7,406 were women (80.4%), 1,773 were men (19.2%), and 33 were others (0.4%). The number of female victims increased compared to the previous 2 years (6,719 in 2019 and 6,918 in 2018). With regards to age, the majority of victims both men and women were between the ages of 12 and 18. Of these, 3,626 were female, accounting for 49% of all female victims, and 1,244 were male, accounting for 70.2% of all male victims. Law enforcement concluded investigations on 4,817 sexual assault suspects, of which 35.8% were indicted and 50.2% were not indicted. Insufficient evidence accounts for 95.5% of the reasons why suspects were not indicted.

Overview of the Age of Victims in Reported Sexual Assault Cases, 2020



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

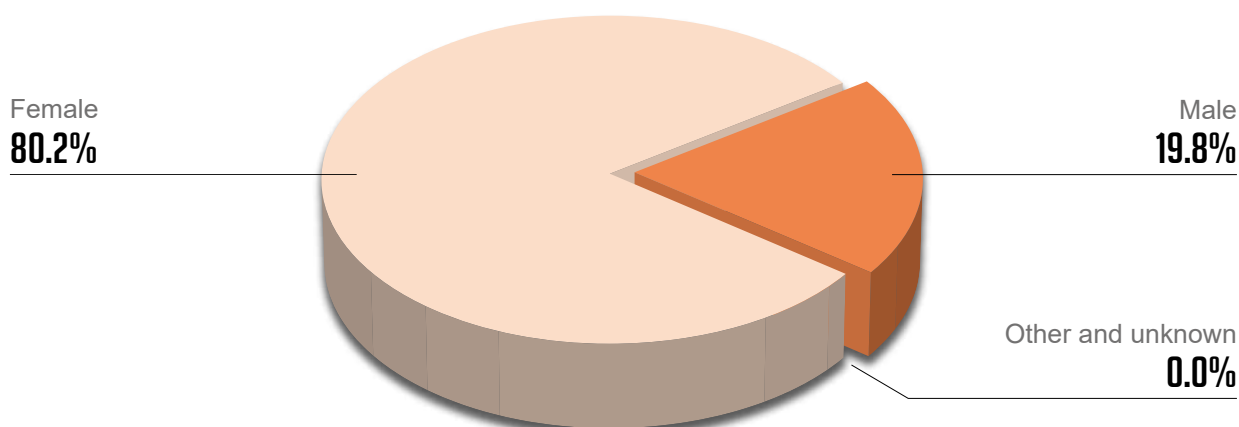


## ■ Most Victims of Intimate Partner Violence are Women; Most Cases Involve Spousal Relationships.

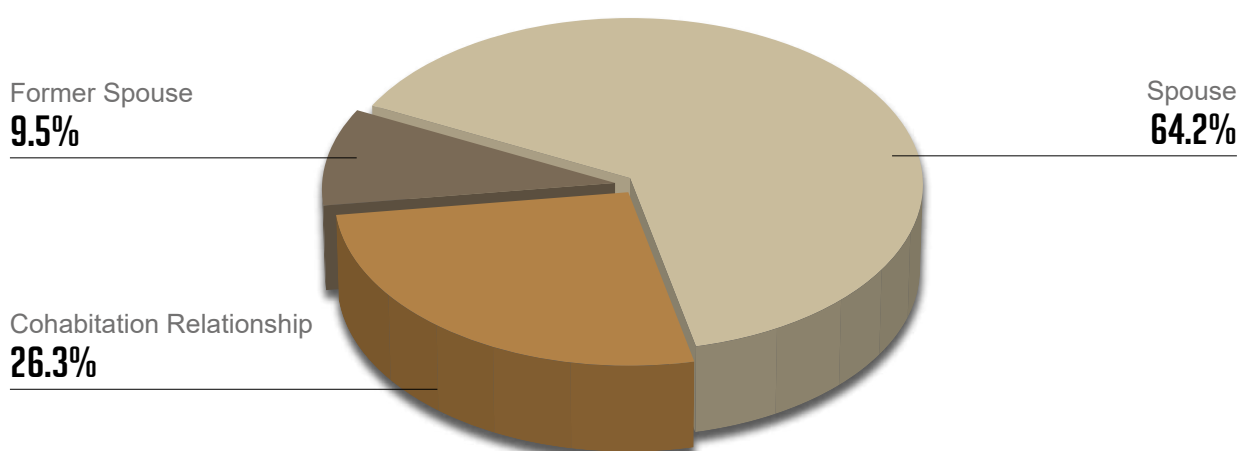
In 2020, the number of victims of intimate partner violence in reported domestic violence cases was 52,535, of which 42,151 (80.2%) were female, 10,377 (19.8%) were male, and 7 (0.0%) were other and unknown, with the number of female victims increasing compared to the previous two years (41,039 in 2019 and 41,604 in 2018). Spousal relationships accounted for 64.2% (including 270 same-sex marriages (0.8%)), cohabitation relationships accounted for 26.3% (including 567 same-sex couples (4.1%)), and ex-spousal relationships accounted for 9.5% (including 23 terminated same-sex marriages (0.5%)).

### Statistics on Reported Cases of Domestic Violence in Intimate Relationships, 2020

By sex



By relationship



Source: Ministry of Health and Welfare.

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

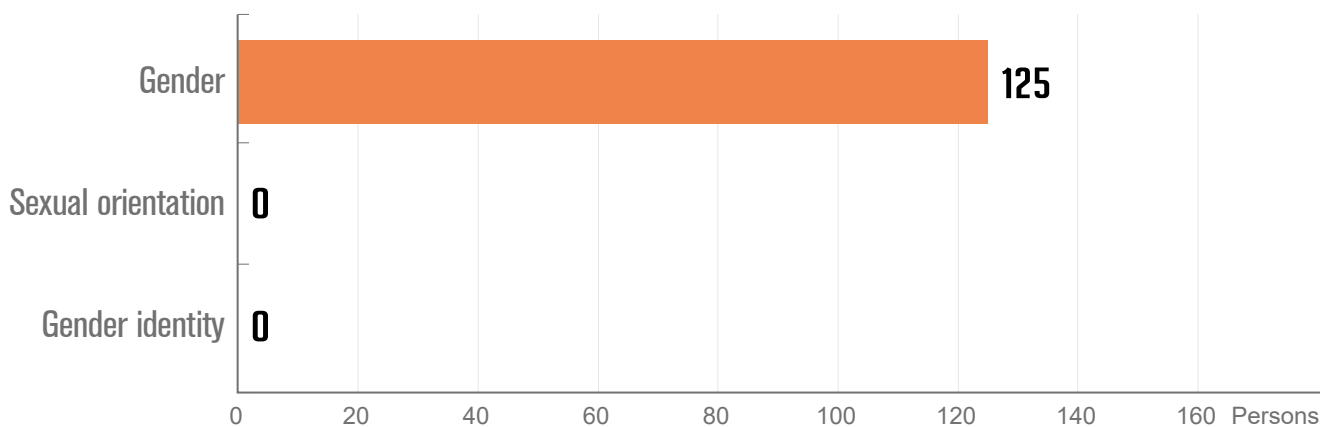


## ■ Women Accounted for 92% of Complainants Under the Act of Gender Equality in Employment.

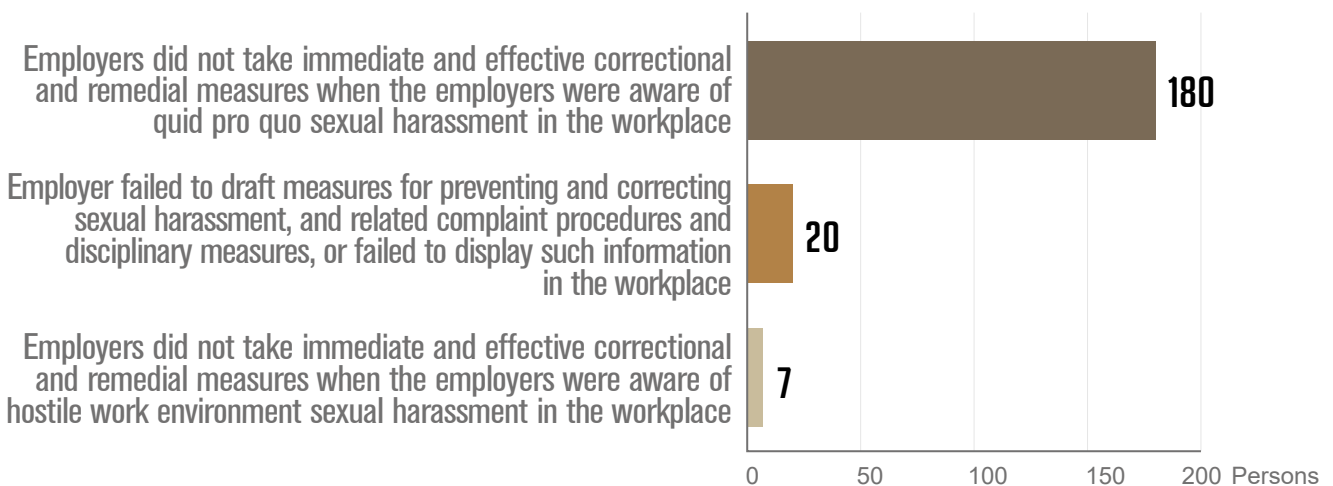
In 2020, there were 346 (92.0%) female, 29 (7.7%) male, and 1 (0.3%) other complaints received for gender equality in employment cases. The number of female complainants both increased and decreased from the previous two years (335 in 2019 and 356 in 2018). The complaint categories included sexual discrimination, employer violations of sexual harassment prevention obligations, and gender equality measures. Of these, 125 were gender discrimination based on "gender". As for cases of employers violating sexual harassment prevention obligations, 180 were cases where "employers did not take immediate and effective correctional and remedial measures when made aware of sexual harassment in the workplace", accounting for a majority of the cases.

### Overview of Complaints Handled Regarding Gender Equality in Employment, 2020

By type of gender discrimination



By type of employer sexual harassment prevention obligation violation



Source: Ministry of Labor.

Note:

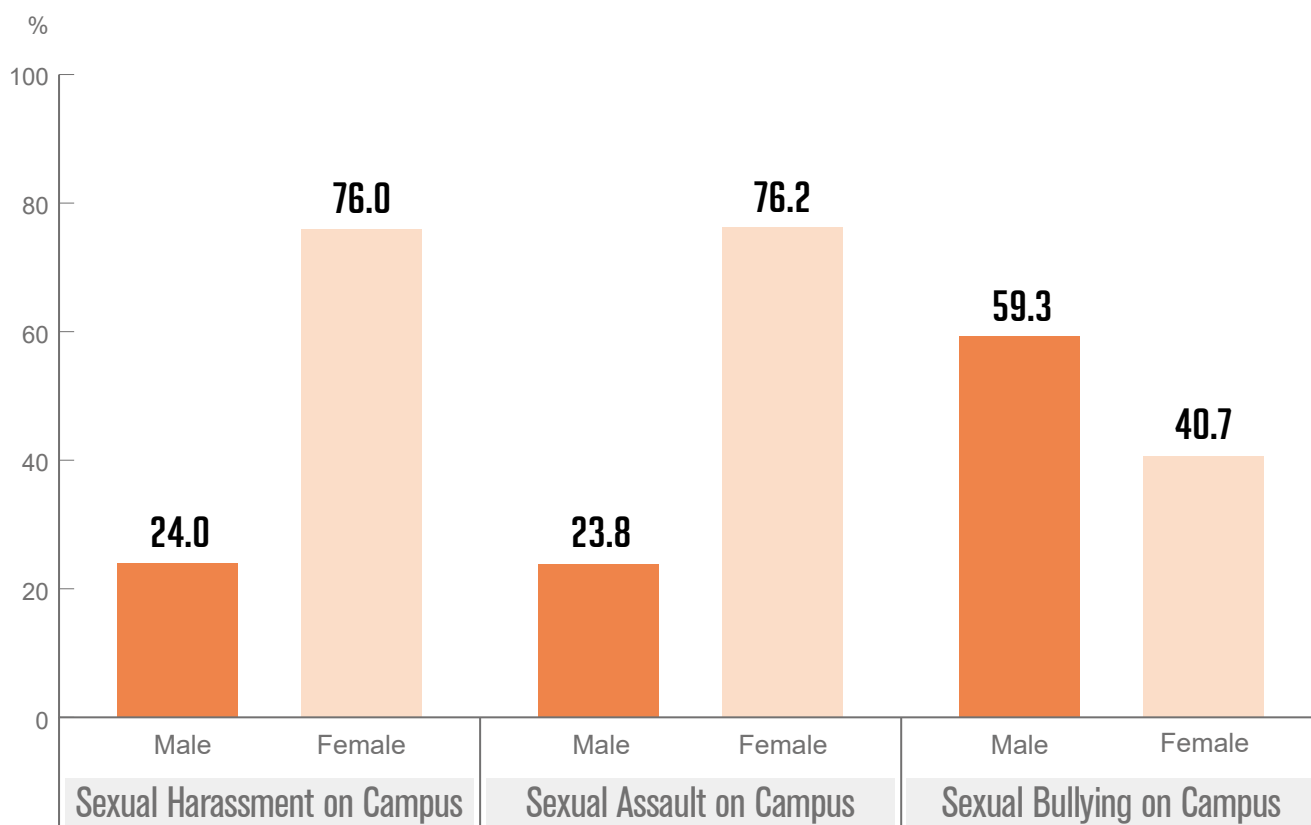
1. Because there were no complainants in cases directly investigated by county or city governments, the number of complainants may be lower than the number of cases.
2. Check all that apply.



## ■ Of Cases Reported Under the Gender Equity Education Act, Most Victims of Sexual Harassment and Sexual Assault on Campus are Female; Most Victims of Sexual Bullying on Campus are Male.

In 2020, a total of 2,845 persons were confirmed victims of sexual harassment on campus, of which 2,126 victims were women (76%), and there were 294 sexual assault victims (224 were women (76.2%)). The number of female victims has increased compared to the previous 2 years (respectively 1,781 and 195 persons in 2019; and 1,695 and 206 persons in 2018). There were 81 confirmed victims of sexual bullying in school, 59.3% of which were males. Regarding the education system of victims when the cases occurred, the majority of victims were junior high school students (older than 12, less than 18) when the incidents occurred. As for sexual discrimination, there is 1 confirmed case based on gender and 2 confirmed cases based on gender expression of "Discrimination of Educational Institutions Conducting Recruitment or Giving Approvals for Admission". There are 2 confirmed cases of educational content discrimination based on gender, and sexual orientation, and 1 case each based on gender expression and others.

### Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by sex, 2020



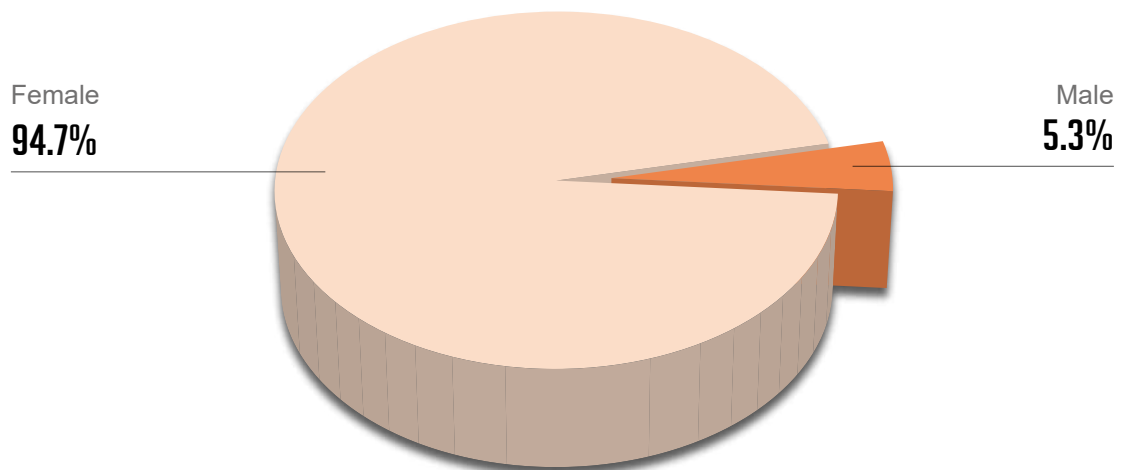
Source: Ministry of Education.

## Female Victims Account for 95% of All Victims of Confirmed Sexual Harassment Cases Reported in Accordance with the Sexual Harassment Prevention Act.

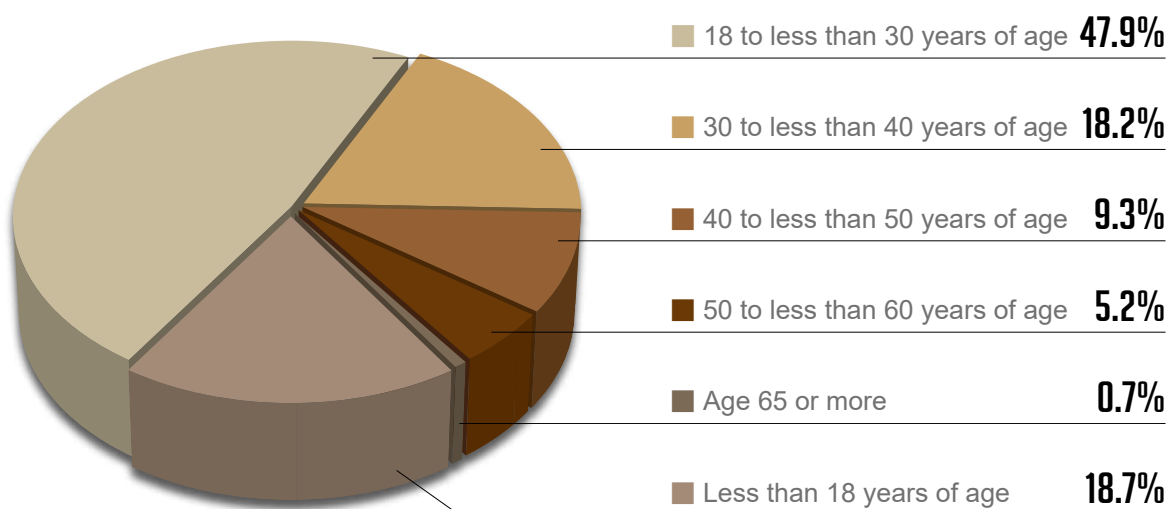
In 2020, a total of 908 persons were victims of confirmed sexual harassment cases, of which 860 victims were women (94.7%) and 48 victims were men (5.3%). The number of female victims has increased compared to the previous 2 years (618 persons in 2019; 522 persons in 2018). Most victims were between the ages of 18 and 30 (47.9%), followed by those between those under the age of 18 (18.7%).

### Victims of Confirmed Sexual Harassment Cases, 2020

By sex



By age



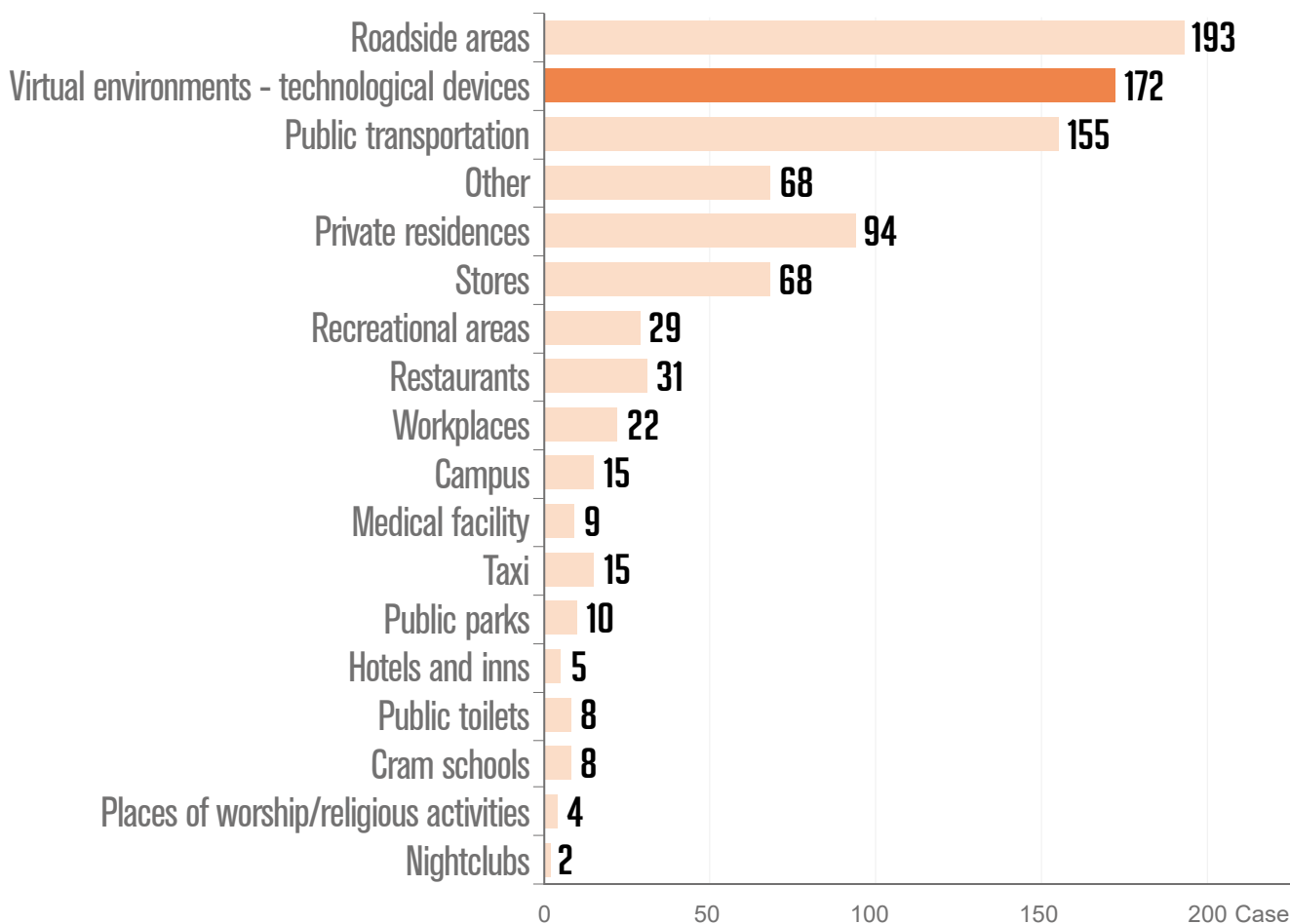
Source: Ministry of Health and Welfare.



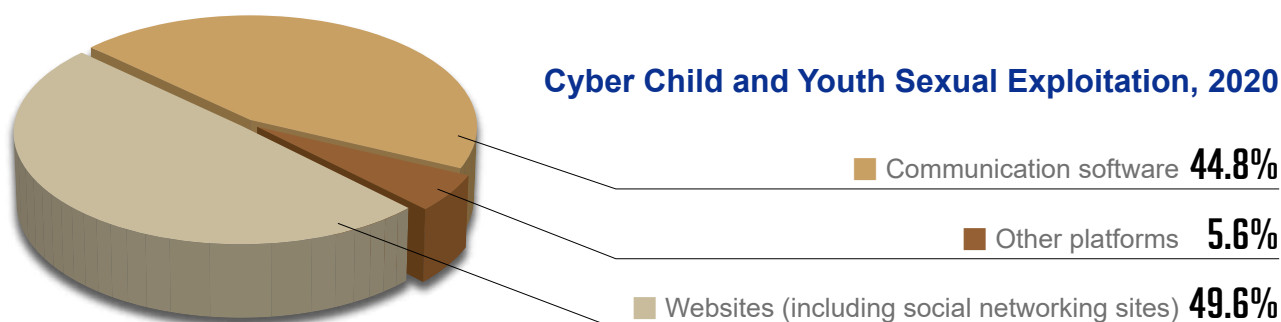
## Nearly 20% of Sexual Harassment Complaints Took Place in "Virtual Environments - Technological Devices".

In 2020, there were 172 "confirmed" cases of sexual harassment complaints filed under the Sexual Harassment Prevention Act that occurred in "virtual environments - technological devices" (accounting for 18.9% of all locations). The number of cases has increased compared to the previous 2 years (122 cases in 2019 and 106 cases in 2018). Confirmed cases of sexual harassment on campus performed through the Internet or telecommunications totaled 161 (7.9% of cases), which is an increase from 61 cases in 2019. The number of cyber child and youth sexual exploitation is 1,239, which has increased compared to the previous two years (796 in 2019 and 445 in 2018). For the tools used for the crimes, websites (including social networking sites) accounted for the highest percentage, accounting for 49.6%, followed by communication software at 44.8%.

### Confirmed Cases of Sexual Harassment by Location, 2020



### Cyber Child and Youth Sexual Exploitation, 2020



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

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

## Health, Medical Service, and Care

### ■ Women Surpass Men in Average Life Expectancy at Birth, Healthy Life Expectancy, and Unhealthy Life Expectancy.

In 2020, the average life expectancy of people in Taiwan was 81.3 years, 84.7 years for women and 78.1 years for men, indicating that women's life expectancy remains significantly higher than that of men. The discrepancy between men and women over the past decade has changed little, staying at 6 to 7 years. In 2019, the average healthy life expectancy at birth in Taiwan was 74.84 years for women and 70.05 years for men, indicating a gender disparity of 4.79 years. Meanwhile, the average unhealthy life expectancy was 9.39 years for women and 7.64 years for men. When compared to other countries, the male and female average life expectancy at birth in Taiwan is lower than that of the neighboring countries of Japan (87.5 and 81.4 years), Singapore (86.1 and 81.5 years), and the Republic of Korea (86.3 and 80.3 years) but higher than that of China (79.2 and 74.8 years).

#### Life Expectancy at Birth in Major Countries



Source: 2020 Summary Analysis of Abridged Life Table, Ministry of the Interior; Ministry of Health and Welfare.

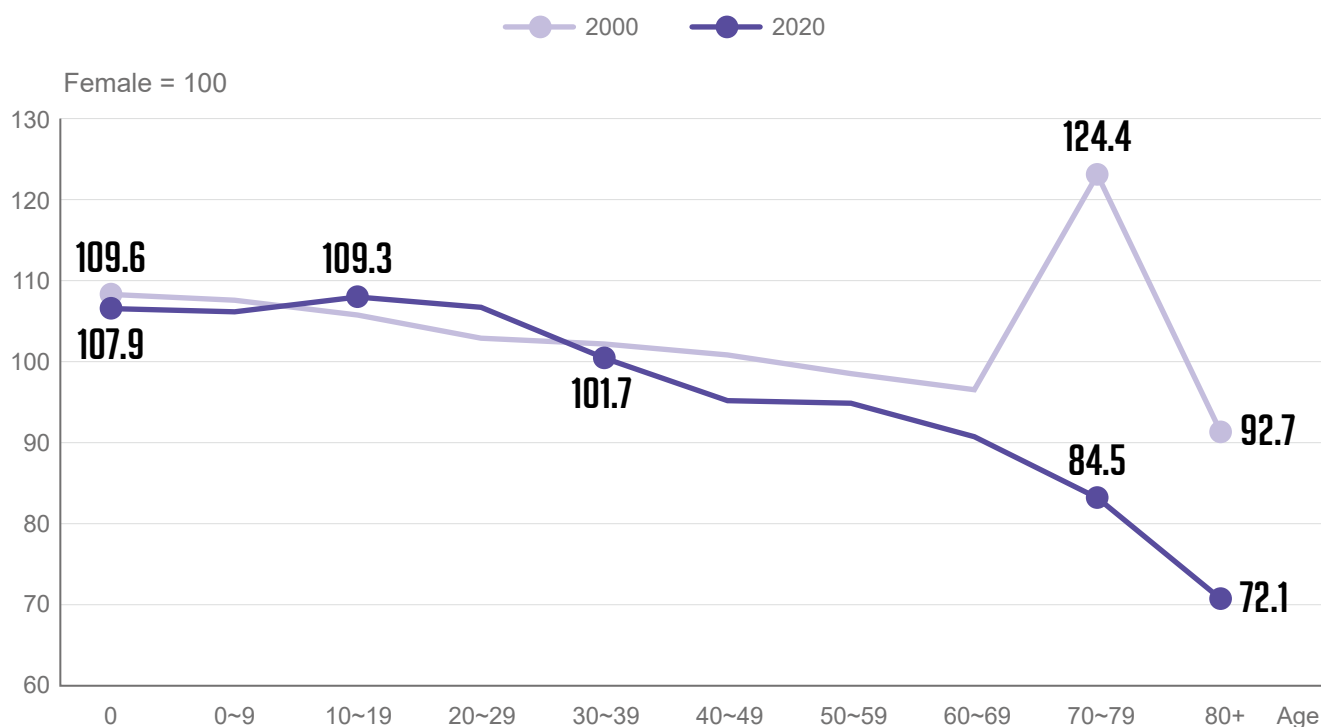
Note: Updated according to each country's latest statistical data (updated June 30, 2021) The data on average life expectancy of the Republic of China, Singapore, Indonesia, South Africa, Italy, and Sweden were taken from 2020, and that of the United Kingdom, Germany, Egypt, China, Japan, Korea, the United States, Canada, Brazil, and Australia were taken from 2019.



## ■ Considering Taiwan's Population Sex Ratio by Age, Men Outnumber Women Under the Age of 35; Women Outnumber Men over the Age of 35; Dividing Line is Gradually Going Down.

The total female population in Taiwan has remained higher than the total male population since 2013. Taiwan's total population as of the end of 2020 was 23.56 million, of which 10.88 million were women, an increase of about 1 million from the end of 2000. The sex ratio decreased from 104.7 to 98.2 (number of men per one hundred women). When broken down by age group, the sex ratio of the population under the age of 30-39 is greater than 100 (fewer women than men). In particular, the 10-19 age group has the highest sex ratio, at 109.3. Among the population aged 30-39, it is 101.7, which is close to 100 (the female population is approximately equal to the male population), and after the age of 40-49, the female population is more than the male population, with the lowest sex ratio being 72.1 for those over 80.

### 2020 Population Sex Ratio, by Age Group

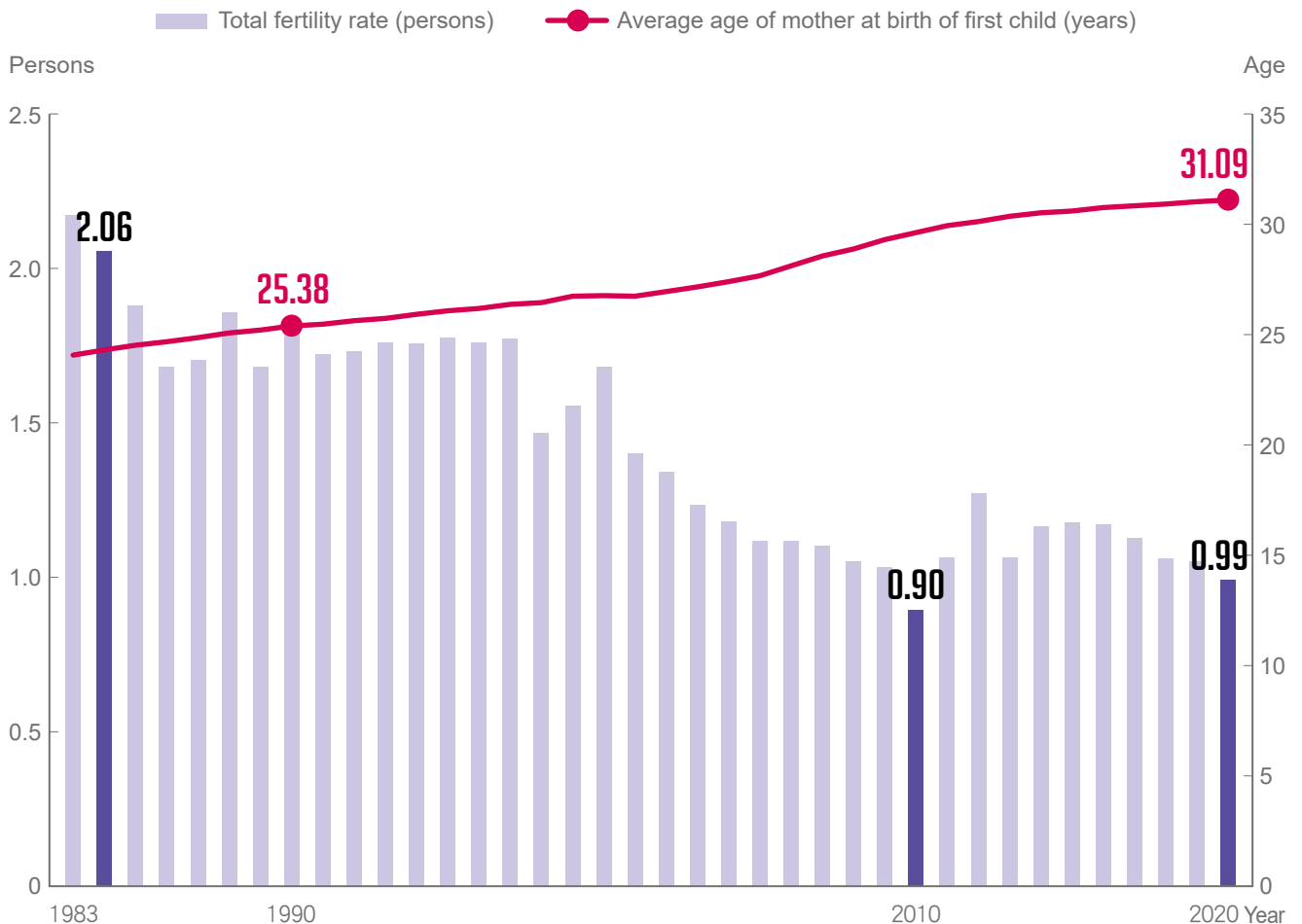


Source: Ministry of the Interior.

## ■ Fertility Rate for Childbearing-Age Women Decreased to Nearly 1 (Births 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 0.9 children per woman. In 2020, the fertility rate once again dropped below 1 to 0.99. In Taiwan, the average age of women giving birth for the first time has gradually increased over the years. As of 2020, on average, new mothers gave birth to their first child at the age of 31.09, which is the oldest ever recorded and an increase of 5.71 years since 1990.

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



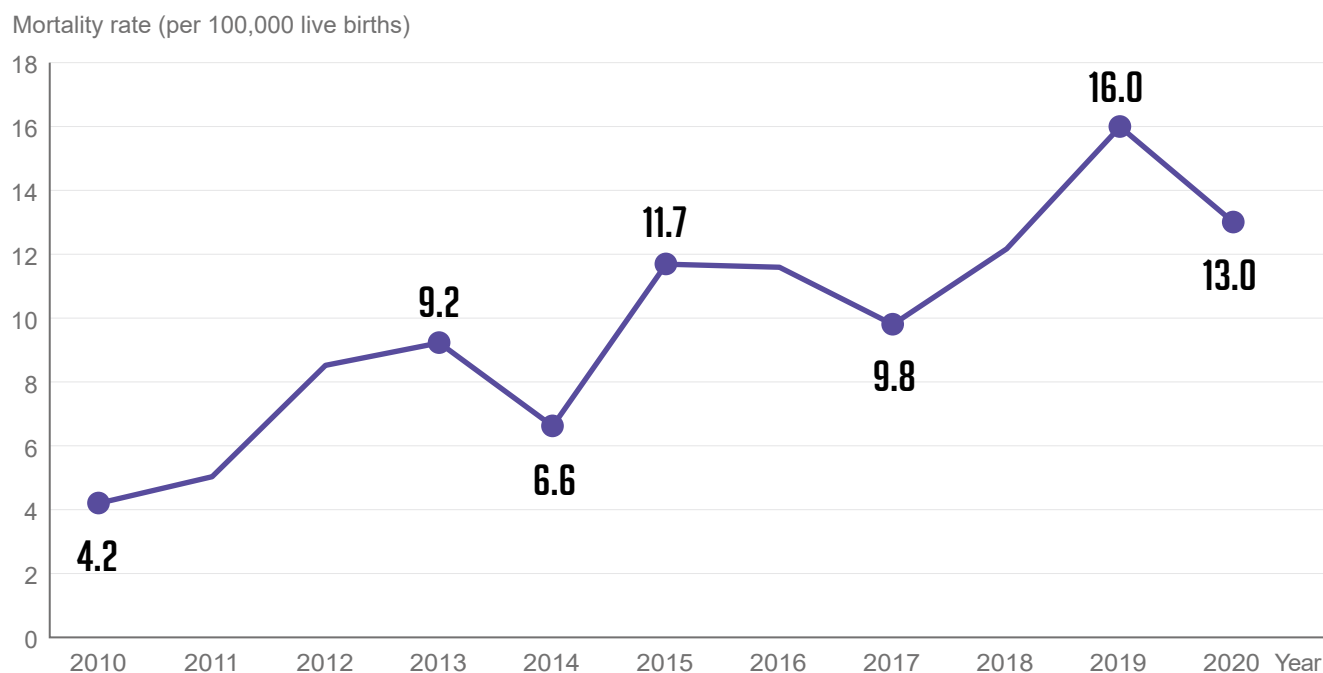
Source: Ministry of the Interior.



## ■ The Most Common Cause of Maternal Death Over the Past 5 Years was Obstetric Embolisms.

The maternal mortality rate was 4.2 per 100,000 live births in 2010 and 13.0 per 100,000 live births in 2020. The highest rate during the decade was 16.0 per 100,000 live births in 2019. The top three causes of maternal death were obstetric embolisms, postpartum hemorrhage, and gestational (pregnancy-induced) hypertension with significant proteinuria.

### Maternal Mortality Rate Over the Last 10 Years



Source: Ministry of Health and Welfare.

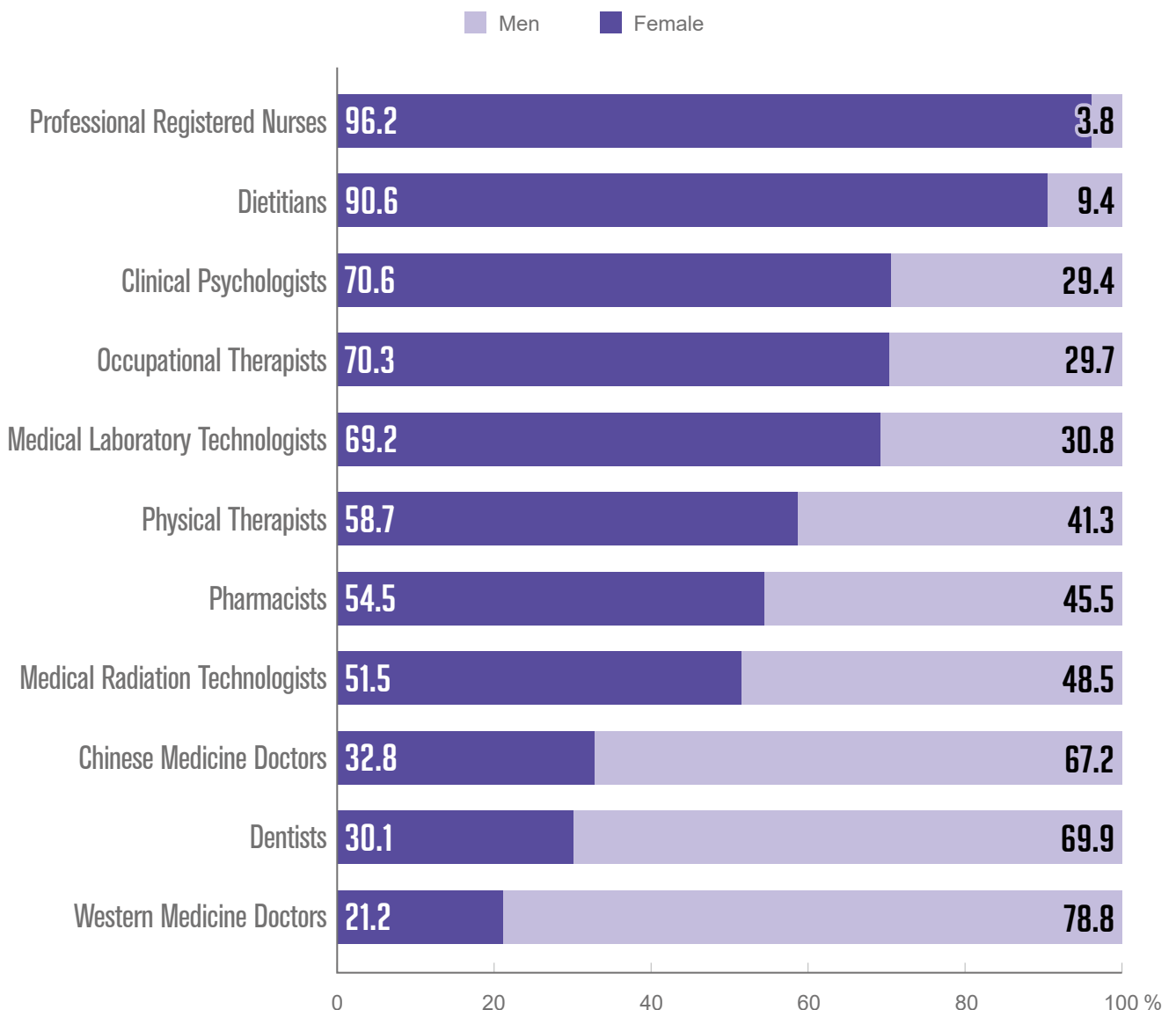
Note: Maternal mortality rate = number of maternal deaths/live births x 100,000.



**■ There are More than 2 Times as Many Men as Women among Western Medicine Doctors, Dentists, and Doctors of Chinese Medicine; Women Still Account for Majority of Registered Professional Nurse.**

In the medical profession, occupational gender segregation still exists among certain types of medical personnel. In 2021, female physicians, dentists, and doctors of Chinese medicine accounted for 21.2%, 30.1%, and 32.8% of their professions, respectively. These numbers have increased slightly compared to 2020, but men still significantly outnumber women in these fields. However, women accounted for a larger proportion of medical radiation technologists, pharmacists, physical therapists, medical technologists, occupational therapists, clinical psychologists, dietitians, and professional registered nurses than men. Among all types of medical personnel, the gender gap was greatest among professional registered nurses, a field in which women outnumber men 25-fold, with roughly 155,000 female registered nurses and 6,200 male registered nurses.

**Statistics for Certain Types of Medical Personnel, 2021**



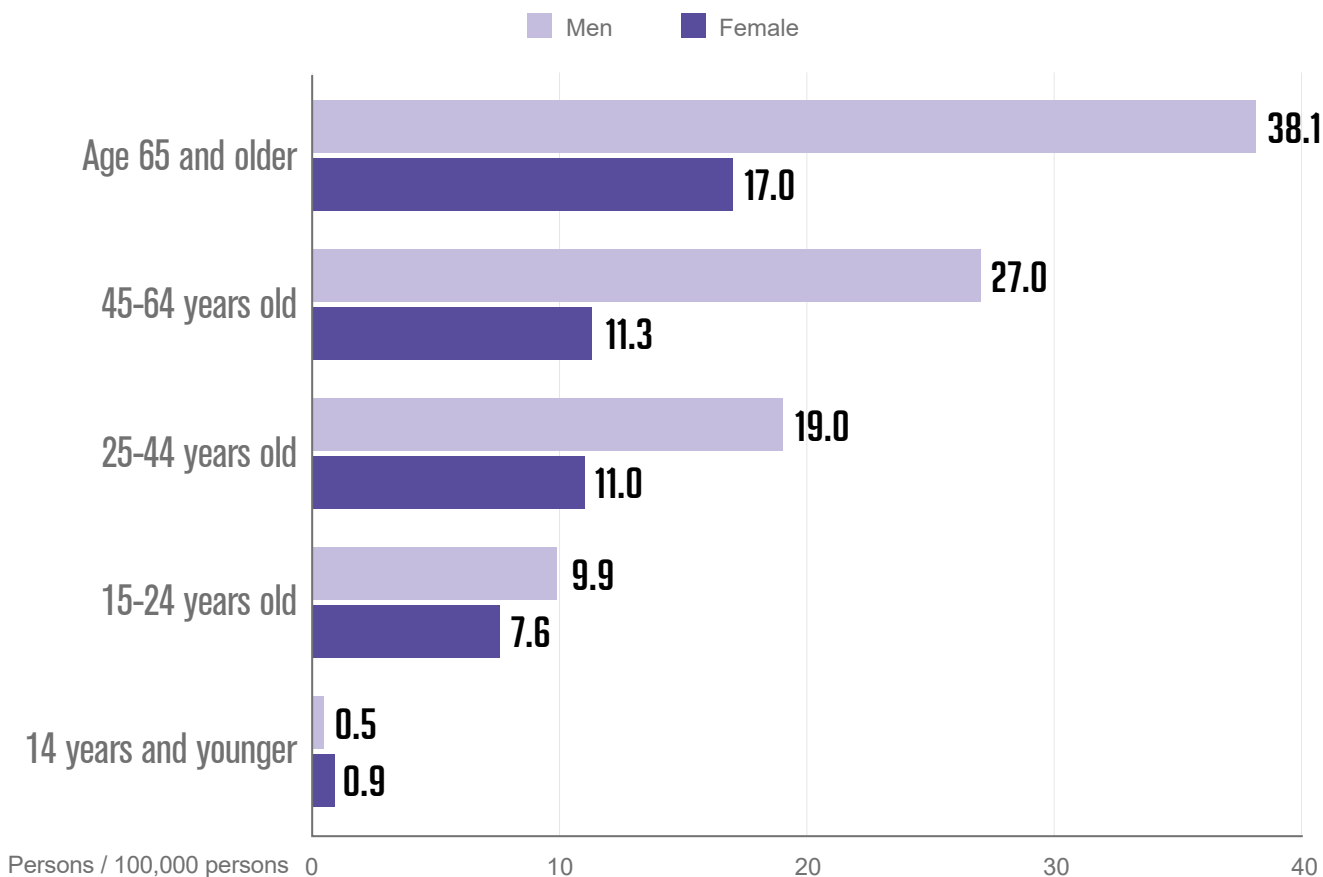
Source: Ministry of Health and Welfare.



## ■ Men's Crude Suicide Mortality Rate is Double that of Women.

In 2020, 2,404 men and 1,252 women died by suicide in Taiwan. The suicide crude death rate was 20.6 deaths per 100,000 people for men and 10.5 deaths per 100,000 people for women. By age group, the crude suicide mortality rate increased with age in both sexes; among persons over the age of 65, the crude suicide mortality rate was 38.1 deaths per 100,000 people among men, and 17.0 per 100,000 people among women.

Suicide Crude Death Rate, 2020



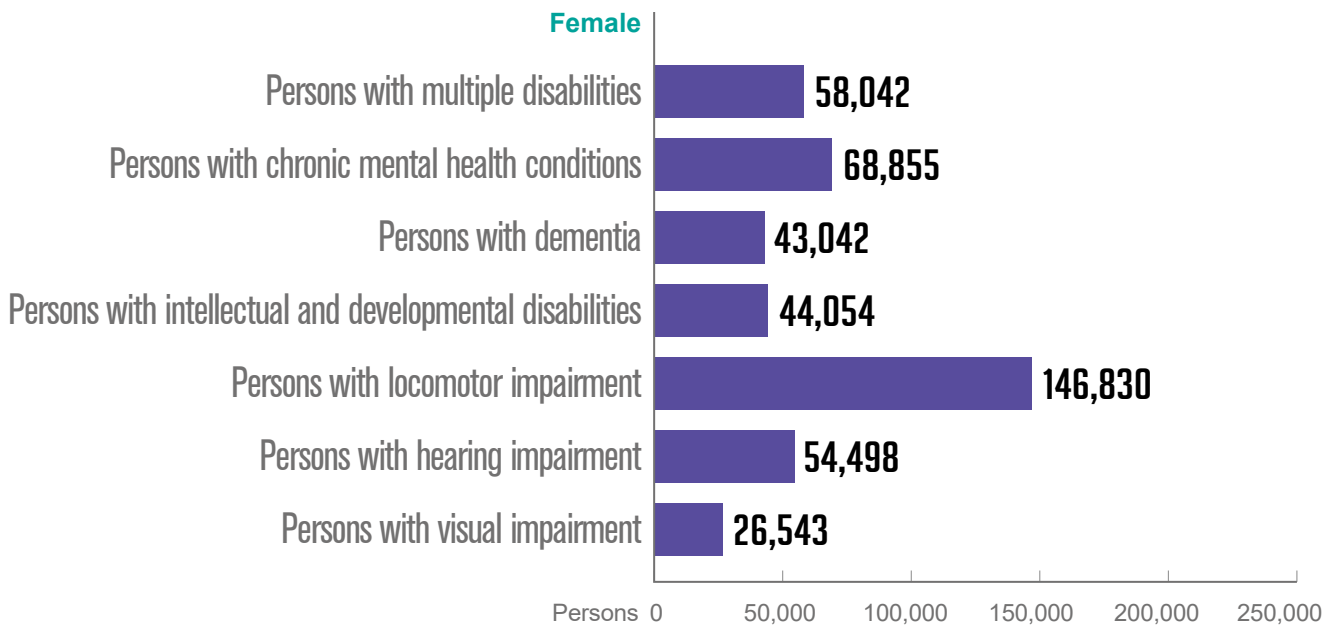
Source: Ministry of Health and Welfare.

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

**Men Account for a Larger Share of the Total Population of Persons with Disabilities than Women; More Women Suffer from Dementia than Men.**

In 2020, among the total population of people with disabilities, 666,000 (55.6%) were men and 532,000 (44.4%) were women. By category of disability, men accounted for a greater number of persons with certain disabilities than women, including visual impairment, hearing impairment, locomotor impairment, intellectual and developmental disabilities, and multiple disabilities, with the largest gender gap noted in persons with locomotor impairment. However, women outnumbered men when it comes to the number of people with dementia and chronic mental health conditions.

**Statistics for Certain Categories of Disabilities, 2020**



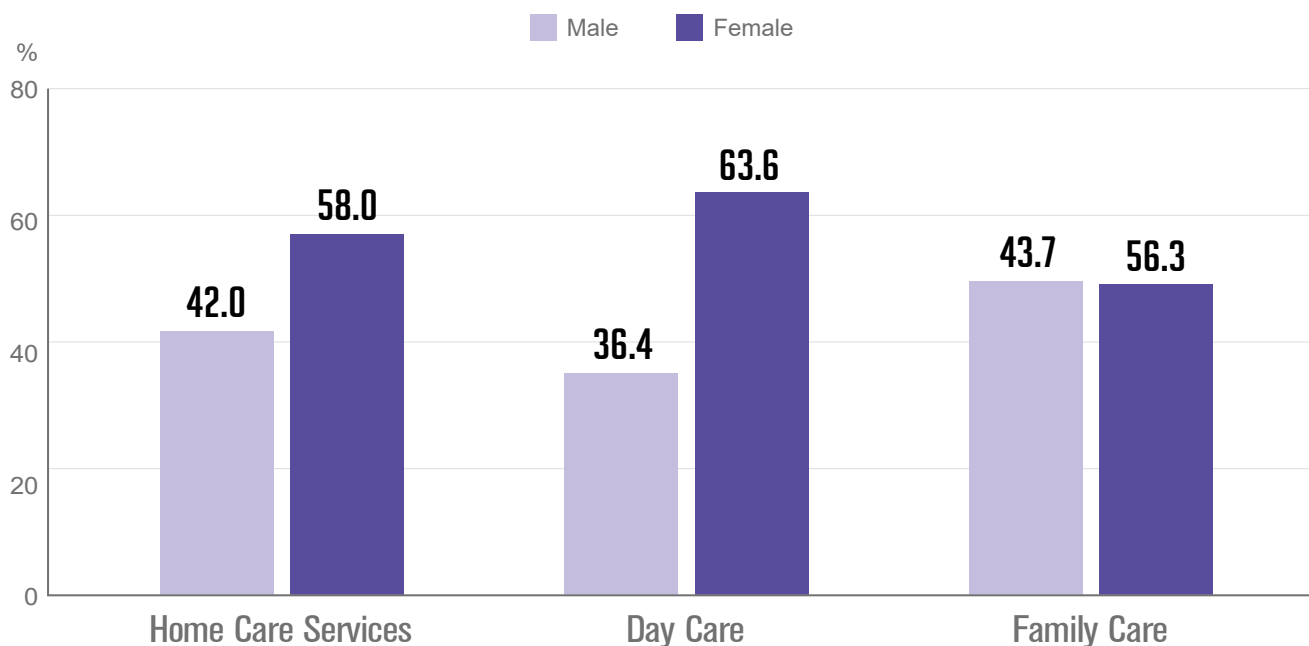
Source: Ministry of Health and Welfare.



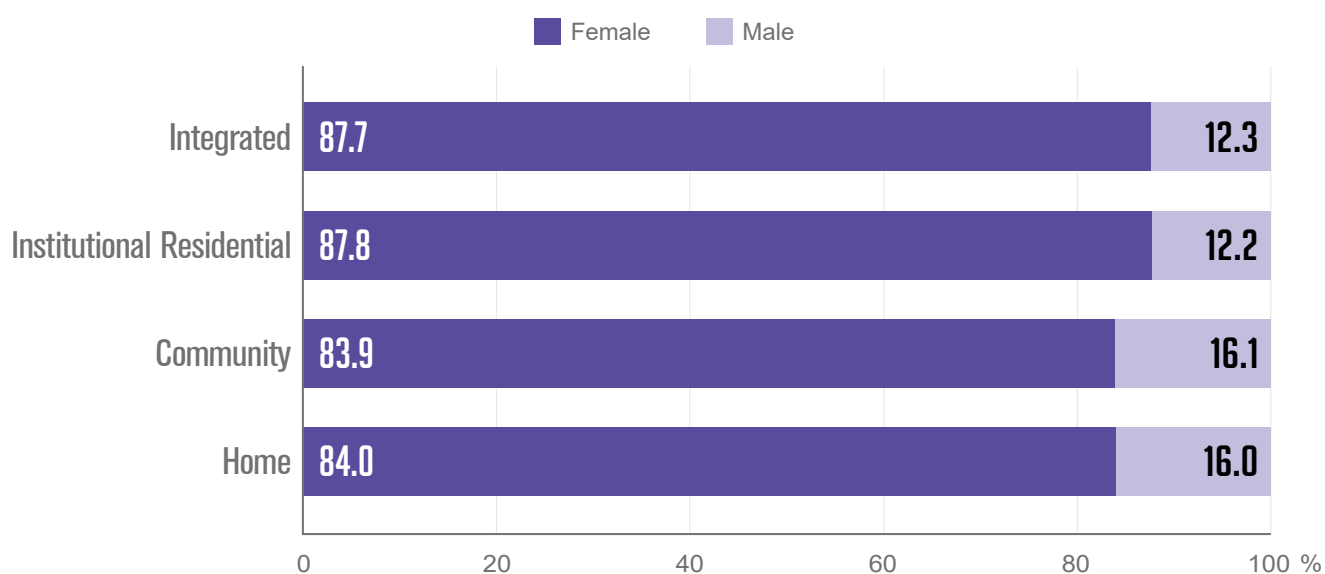
## ■ The Majority of Long-term Care Service Users and Givers are Women.

At the end of 2020, a total of 158,553 people were using home care services, accounting for the majority of long-term care service users, followed by day care with 13,619 users and family care with 826 users. The majority of long-term care service givers are women, accounting for over 80% of manpower across all types of facilities.

### 2020 Users of Long-term Care Services, by Sex



### 2020 Caregivers in the Field of Long-term Care Services

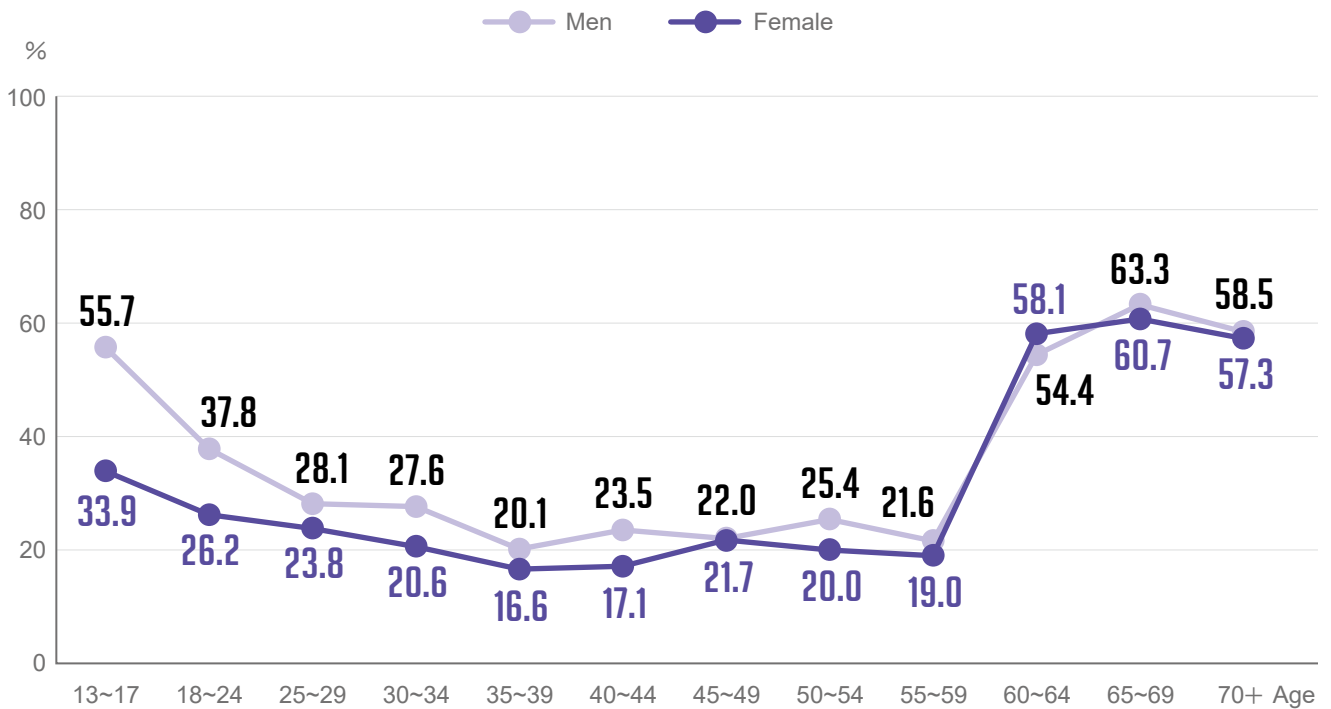


Source: Consultation and Management System for Long Term Care Institutes and Service Givers, Ministry of Health and Welfare.

**■ Gap Still Exists Between Percentages of Men and Women Engaged in Regular Exercise, with the Percentage Among Women Aged 35-39 Under 20%, and the Largest Gender Gap Between Young People Aged 13-17.**

In 2020, 33% of persons aged 13 and older engaged in regular exercise, with more men (35.7%) engaged in regular exercise than women (30.4%), a gap of 5.3 percentage points. When analyzed by age group, the rates of exercise among both genders approximate a U-shaped distribution. Among the elderly population, over 54% of people aged 60 engaged in regular exercise. Due to busy career and family obligations, the percentage of people aged 25-59 that exercise regularly was relatively lower, falling between 16% and 28%. Notably, women aged 35-39 had the lowest rate of regular exercise at 16.6%. When analyzed by age group, the gender gap was the greatest (21.8 percentage points) among young persons aged 13 to 17 years.

**Overview of Population Who Regularly Exercise, 2020**



Source: 2020 Sports and Athletics Survey, Sports Administration, Ministry of Education.

Note: "Regular exercise" is defined as 30-minute exercise routines at least 3 times a week that increase heart rate to 130 bpm or that have sufficient intensity to cause heavy breathing and perspiration.

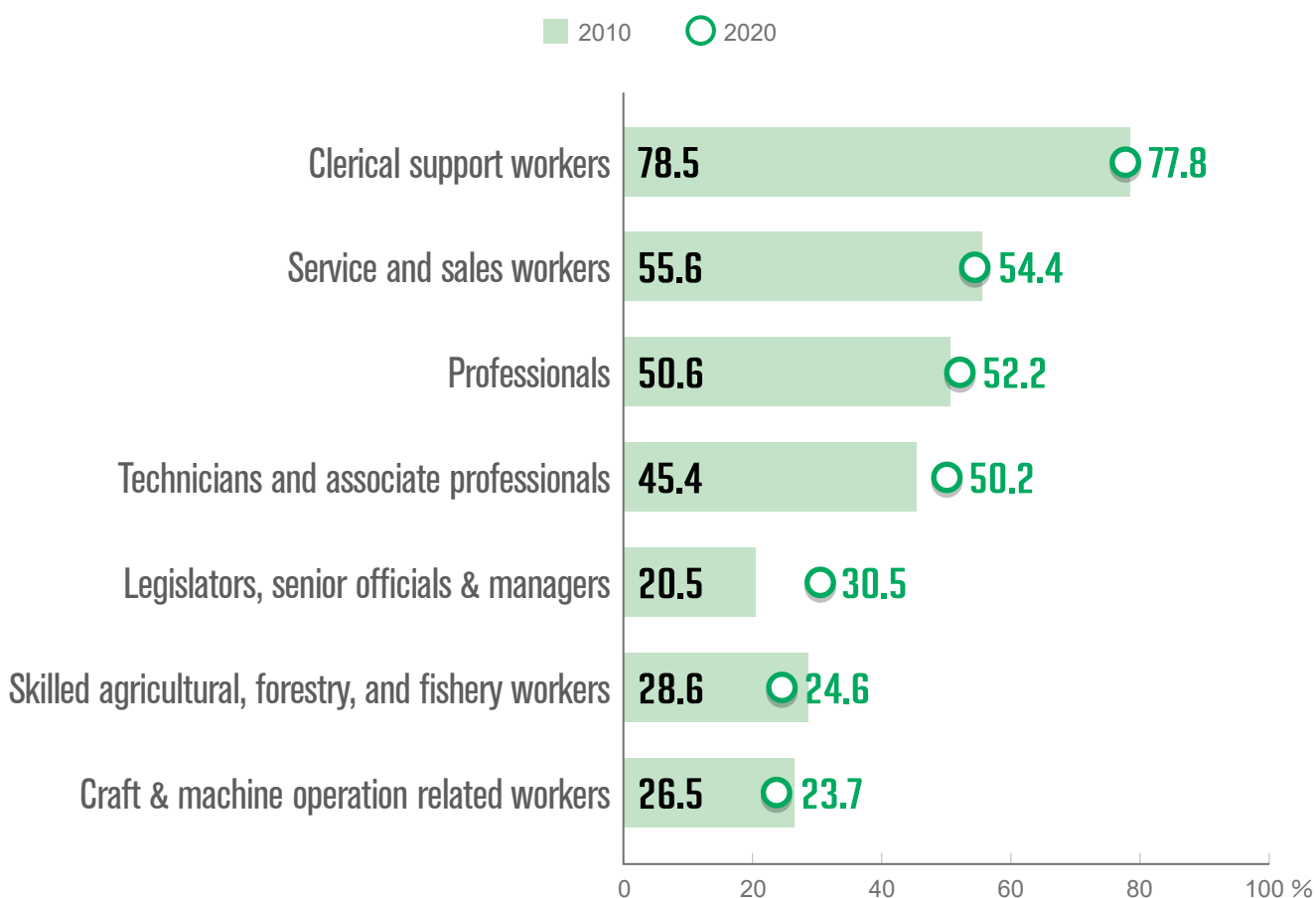


## Environment, Energy, and Technology

### ■ Men's Occupations Tend Toward "Craft and Machine Operation Related Works", while Women are Mainly "Clerical Support Workers".

The number of employed persons in Taiwan was 11.504 million in 2020. Regarding the gender structure of occupation type, men tended to work in "craft and machine operation related work", while more women worked as "clerical support workers". Since 2010, the proportion of female "legislators, senior officials & managers" has risen significantly by 10.0 percentage points. However, the proportions of women working as "skilled agricultural, forestry, and fishery workers" and "craft and machine operation related workers" have decreased by 4.0 and 2.8 percentage points, respectively.

#### Overview of Female Employment by Type of Occupation



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

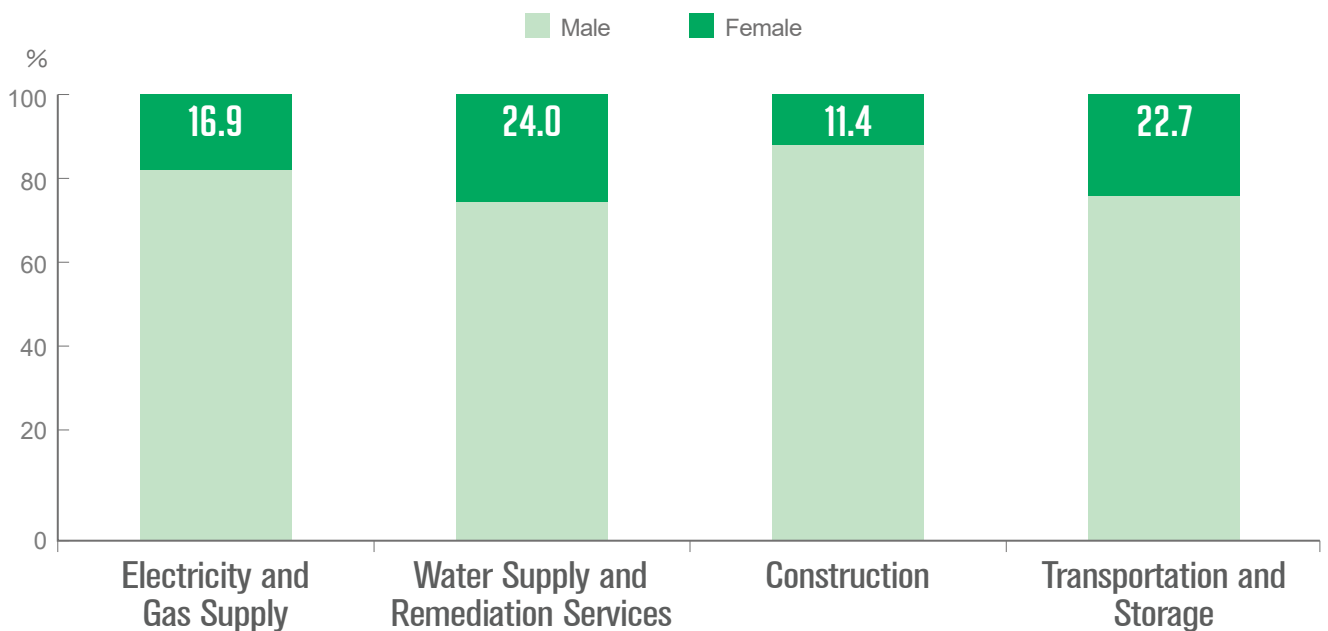
Note:

1. "Employed persons" refers to individuals at least 15 years of age, doing paid work, or at least 15 hours a week of unpaid family work.
2. Data compiled according to the 6th edition of the Standard Occupational Classification System of the ROC.








## ■ Women Account for Less than 1/4 of Workers in Water and Electricity, Manufacturing, and Transportation Industries; Proportion of Women as Public Transportation Drivers Remains Relatively Low.

In Environment, Energy, and Technology, industries with lower female labor force participation include Water Supply and Remediation Activities, Electricity and Gas Supply, Construction, and Transportation and Storage. In 2020, women accounted for less than 1/4 of the workforce in all the aforementioned industries. Also, with regard to the proportion of female public transportation drivers in 2020, Taipei MRT had the highest proportion of female drivers (23.0%), while TRA had the lowest (1.2%).

### Environment, Energy, and Technology Employment Status, 2020



### 2020 Proportion of Female Public Transportation Drivers

 Metropolitan and Highway Passenger Vehicles	3.0%
 THSR	11.5%
 Taipei MRT	23.0%
 Kaohsiung RTS	11.3%
 TRA	1.2%
 Maritime Transport	8.2%
 Air Transport	5.6%

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

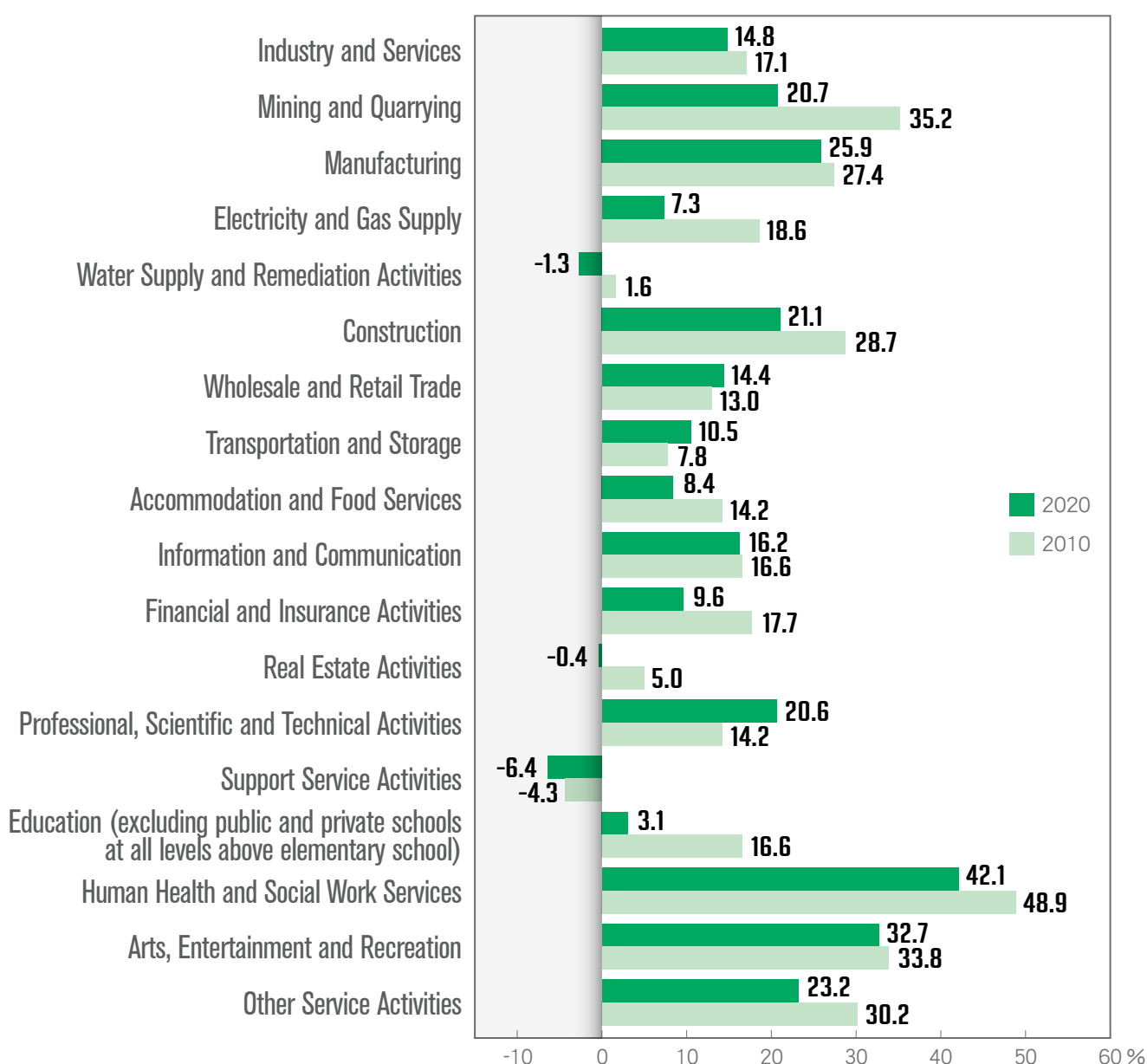
Note: "Ship operators" do not include deck cadets.



## ■ The Gender Pay Gap Created by the Occupational Segregation of “Science and Engineering for Boys, Humanities for Girls” has Narrowed in Most Industries Over the Past Decade.

In 2020, the average hourly wage of women in Taiwan's non-agricultural sectors was NT\$294, lower than the average of NT\$345 for men, resulting in a gender pay gap of 14.8%. In most industries, men have higher hourly wages than women. Compared to 2010, the gender pay gap in non-agricultural sectors has narrowed by 2.3 percentage points, of which the most improvement was found in Mining and Quarrying, which reduced its gender pay gap by 14.5 percentage points, followed by Education (excluding public and private schools at all levels above elementary school) with a reduction of 13.5 percentage points, and Electricity and Gas Supply with a reduction of 11.3 percentage points.

### Gender Pay Gap of Non-Agricultural Workers by Occupation



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

Note:

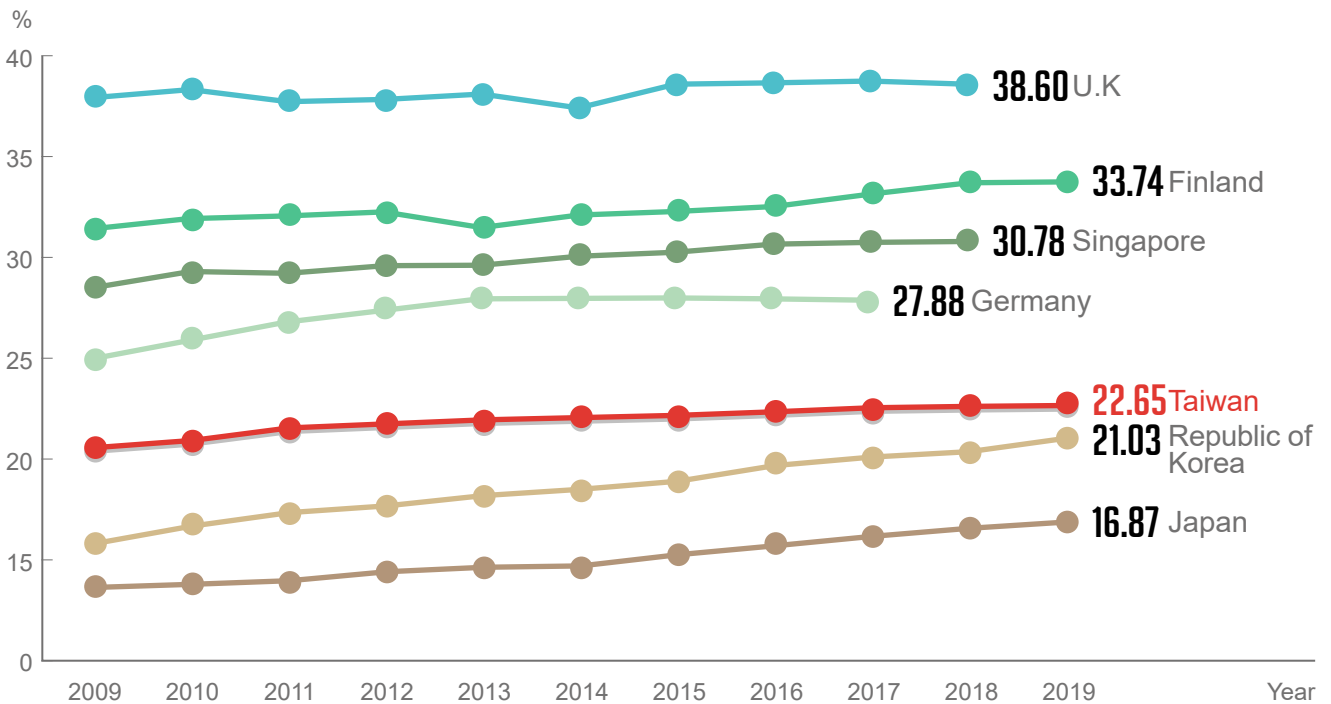
1. Gender Pay Gap =  $(1 - \text{average women's hourly wage per person per month} / \text{average men's hourly wage per person per month}) \times 100\%$ .
2. The data is categorized according to the 10th revision of the Standard Industrial Classification, excluding government agencies, schools at all levels above elementary school, religions, occupational groups and similar organizations. The 2020 data have expanded the scope of industries, including "Professional, Scientific and Technical Services", "Research and Development Service", addition of "Professional, Scientific and Technical Services" under "Education", and the addition of "Social Work Services" under "Human Health Activities".



## ■ Room for Improvement - the Percentage of Female Researchers in Taiwan, Japan, and the Republic of Korea Fell Short of 30%.

In 2019, women accounted for 22.65% of researchers in Taiwan, showing a slow growth rate. Among other major countries, the UK had the highest percentage of female researchers at 38.60%, followed by Finland at 33.74%, and Singapore at 30.78%. Apart from Singapore, the percentage of female researchers in other major Asian countries such as Taiwan, Japan, and the Republic of Korea all fell short of 30%, indicating room for improvement.

Percentage of Women Among Researchers in Major Countries



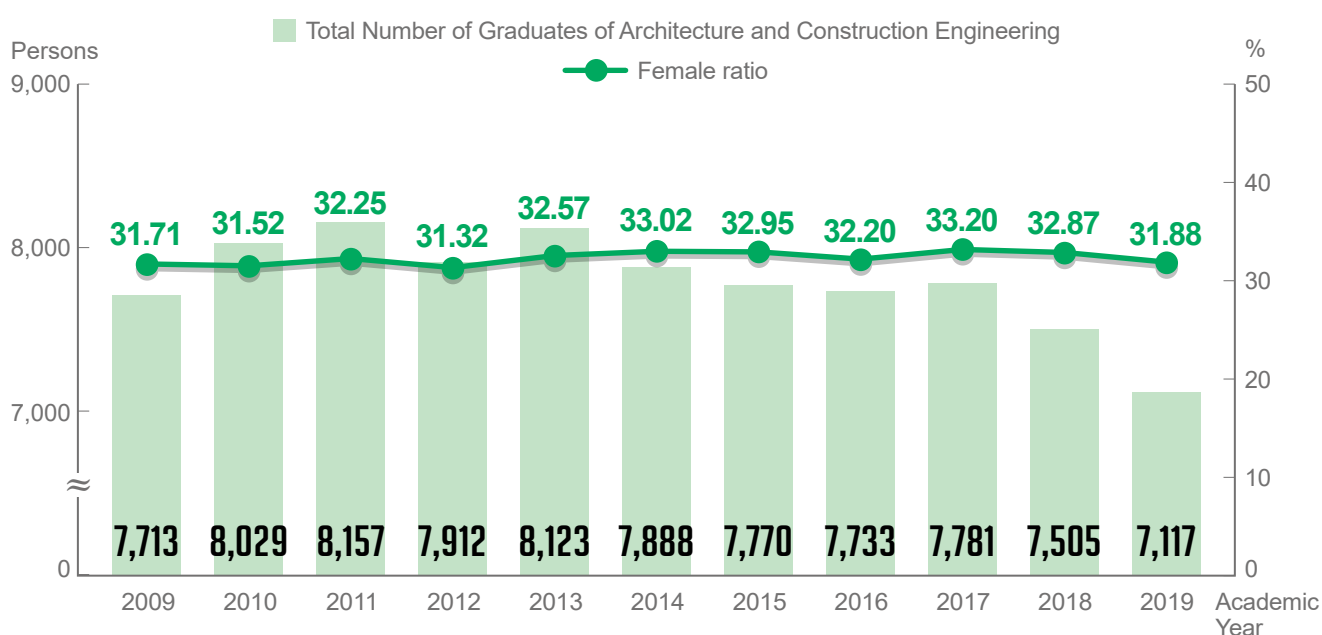
Source: Main Science and Technology Indicators, 2021/1, OECD; Indicators of Science and Technology, Taiwan (2020), Ministry of Science and Technology.



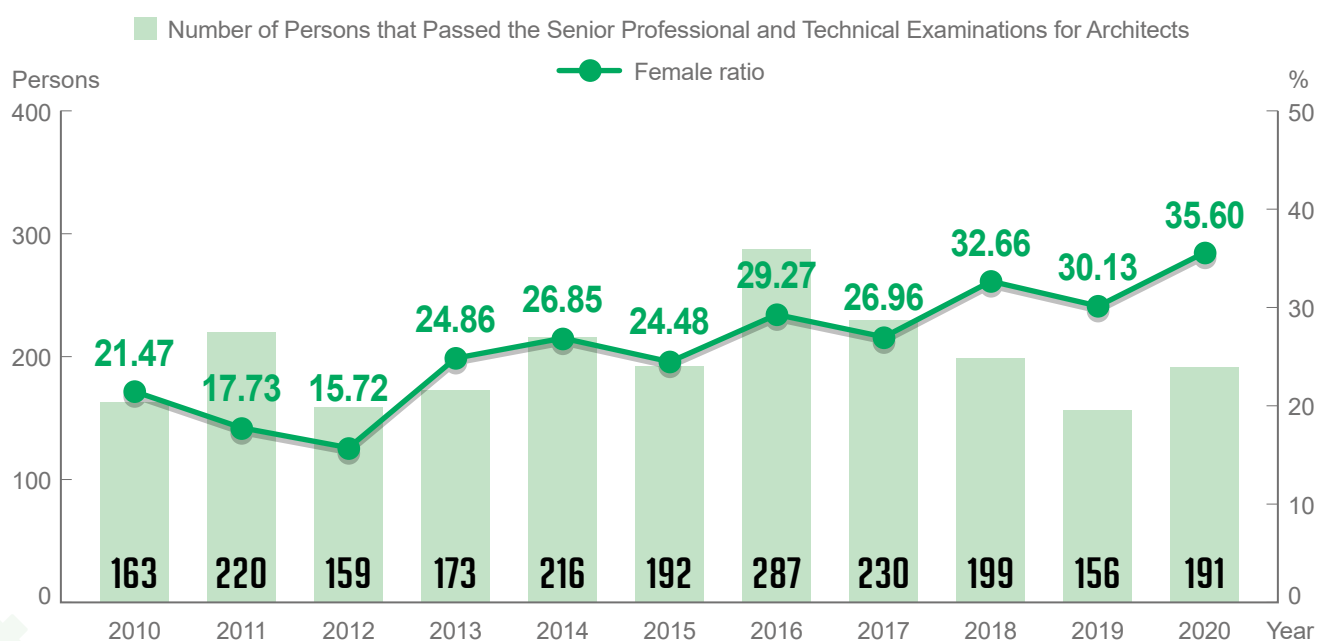
## ■ Only 30% of Women in Taiwan Entered Architecture, and the Proportion of Business Registration is Still Higher for Men.

"Architecture" is a male-dominated professional field, and women are in the minority from higher education to the workplace. According to the Architects Act, those who pass the architect examination are allowed to work as architects. In 2019, there were 7,117 graduates of architecture and construction engineering out of Taiwan's higher education institutions, with women accounting for 31.88%, and 35.60% of women who took the architects' entrance examination in 2020 passed, which is an increase of 14.13 percentage points compared to 2010. At the end of June 2021, out of a total of 4,517 certified architect practitioners, there were 382 female architect practitioners, accounting for 8.46% of the total number of practitioners.

### Graduates of Colleges and Universities - Architecture and Construction Engineering



### Persons that Passed the Senior Professional and Technical Examinations for Architects



Practice Registration - according to gender



Source: Ministry of Examination; Ministry of Education; Construction and Planning Agency, Ministry of the Interior.

Note:

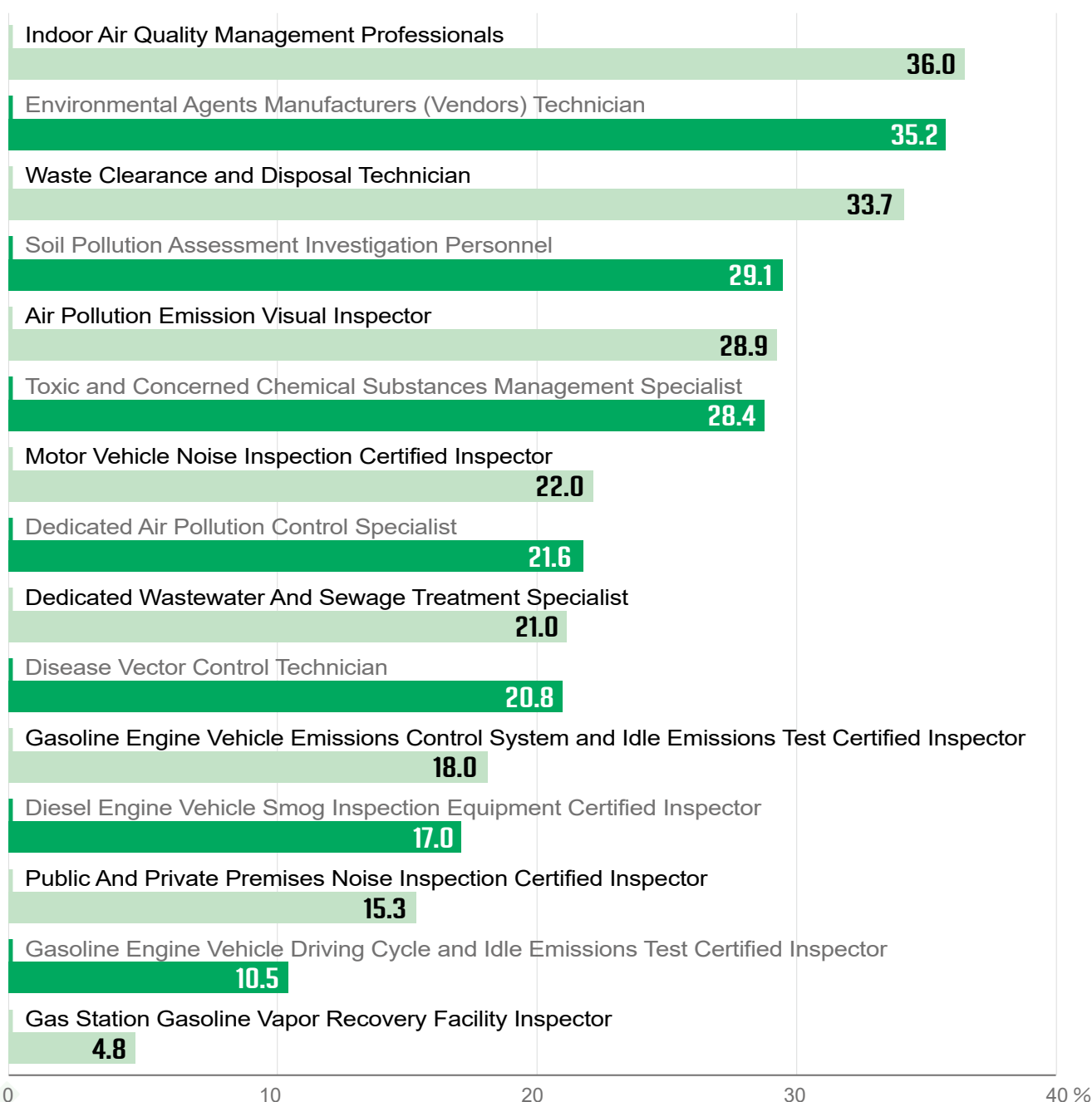
1. The subject classification of college and university graduates is based on the "R.O.C. Standard Classification for Education (5th Amendment)" implemented in 2017.
2. The statistics for the business registration of architects with certificates are as of the end of June 2021.



## ■ There Are Still More Men Who Obtain Environmental Protection Specialist Certificates.

In Taiwan, in response to various environmental protection laws and regulations, public and private establishments or businesses are required to appoint special personnel to carry out the relevant statutory environmental protection business requirements and obtain environmental protection licenses. In 2020, 7,856 people obtained certificates in 15 categories of training, with women accounting for 26.8% of the total. Except for the three categories of "indoor air quality management professionals", "environmental agents manufacturers (vendors) technician", and "waste clearance and disposal technician", where the percentage of women has exceeded 30%, the other categories have a significantly low proportion of women, especially with personnel who are specialized in the gas station gasoline vapor recovery facility inspector, which is the lowest at 4.8%.

### 2020 Percentage of Women Who have Obtained Environmental Protection Specialist Certificates



Source: Environmental Protection Administration, Executive Yuan.

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