

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

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

1. Public sectors:

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

2. Private sectors:

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

\*TWSE: Taiwan Stock Exchange

\* TPEX: Taipei Exchange

Item	Action Plan											
<p><a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a></p> <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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p><b><u>1 Public Sectors</u></b></p> <p><b>1.1 political appointees</b></p> <p>The number of political ministers of Executive Yuan is 41 in 2020, in which females account for 7.32%- 3 persons.</p>											
	<p><b>1.2 senior rank civil servants</b></p> <p>The number of senior rank civil servants is 9,982 as of 2020, in which females account for 37.18%- 3,711 persons. Compared with the number of 2019, it shows a 1.67 percentage point increase in female participation.</p>											
	<p><b>1.3 directors and supervisors of state-owned enterprises</b></p> <p><b>directors and supervisors of state-owned enterprises</b></p> <p>The ratio of women's representation in leadership in the State-owned enterprises (By December 2020)</p>											
	<table border="1" data-bbox="523 987 1292 1377"> <thead> <tr> <th data-bbox="523 987 715 1182">committees</th> <th data-bbox="715 987 906 1182">each gender ratio over one-third</th> <th data-bbox="906 987 1098 1182">each gender ratio under one-third</th> <th data-bbox="1098 987 1292 1182">total</th> </tr> </thead> <tbody> <tr> <td data-bbox="523 1182 715 1279">board of directors</td> <td data-bbox="715 1182 906 1279">25.00</td> <td data-bbox="906 1182 1098 1279">75.00</td> <td data-bbox="1098 1182 1292 1279">100</td> </tr> <tr> <td data-bbox="523 1279 715 1377">Supervisors</td> <td data-bbox="715 1279 906 1377">58.33</td> <td data-bbox="906 1279 1098 1377">41.67</td> <td data-bbox="1098 1279 1292 1377">100</td> </tr> </tbody> </table> <p>The each gender ratio over one-third of board of directors in state-owned enterprises was 25% by December 2020.</p> <p>The each gender ratio over one-third of supervisors in state-owned enterprises was 58.33% by December 2020.</p> <p><b><u>2 Private Sectors</u></b></p> <p><b>female members on board and supervisors in TWSE/TPEX listed companies</b></p> <p>Proportion of female members on board in TWSE listed company: 13.52%(2020)</p> <p>Proportion of female members on board in TPEX listed company: 15.01%(2020)</p> <p>Proportion of women in positions equivalent to supervisor in TWSE listed company: 27.51%(2020)</p>	committees	each gender ratio over one-third	each gender ratio under one-third	total	board of directors	25.00	75.00	100	Supervisors	58.33	41.67
committees	each gender ratio over one-third	each gender ratio under one-third	total									
board of directors	25.00	75.00	100									
Supervisors	58.33	41.67	100									

	<p>Proportion of women in positions equivalent to supervisor in TPEX listed company: 25.95 % (2020)</p>
	<p><b>2.1 women led enterprises</b> According to the 2020 Small and Medium Enterprise Yearbook, the proportion of female owned small and medium enterprises is 36.83% in 2019.</p>
	<p><b>2.2 directors and supervisors in labor unions</b> In 2020, the proportion of female in positions equivalent to directors and supervisors in labor union at all levels is 33.4%</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p><b><u>1 Public Sectors</u></b></p> <p><b>1.1 political appointees</b> Taking into account the trajectory of female participation in minister-level positions, the first step of achieving one-third gender ratio is to increase women's participation in minister-level positions.</p> <p><b>1.2 senior rank civil servants</b> As of 2020, the position of female in senior rank civil servants was 37.18%, 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> 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.</p>

	<p><b><u>2 Private Sectors</u></b></p> <p><b>2.1 female members on board and supervisors in TWSE/TPEX listed companies</b></p> <p>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.</p> <p><b>2.2 women led enterprises</b></p> <p>The Ministry of Economic Affairs organized the “Women Entrepreneurship Flying-geese Program”, aims at different stages and needs of Entrepreneur women, provide customized and integrated services, including training courses, capital matching, business opportunities development, and assist in the referral of government loans to promote women to start businesses.</p> <p><b>2.3 directors and supervisors in labor unions</b></p> <p>For civic associations and board of directors and supervisors in private businesses, the 1/3 sex ratio has been adopted, and the MOL continues to promote the relevant measures.</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p><b><u>1 Public Sectors</u></b></p> <p><b>1.1 political appointees</b></p> <p>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.</p> <p>Conducting relevant courses for female personnel in public and private sectors, to cultivate women's ability to participate in public governance. Also research to set female personnel database in public governance field.</p> <p><b>1.2 senior rank civil servants</b></p> <p>Promoting gender equality by issuing administrative directives, both central and local governments are encouraged to enhance female leaderships.</p>

	<p><b>1.3 directors and supervisors of state-owned enterprises</b></p> <p>Requesting the state-owned enterprises should add at least one female member in their board of directors or supervisors when reappointing every year.</p>
	<p><b><u>2 Private Sectors</u></b></p> <p><b>2.1 female members on board and supervisors in TWSE/TPEX listed companies</b></p> <p>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.</p>
	<p><b>2.2 women led enterprises</b></p> <p>Counsel female entrepreneurships, increase female working skills, and provide female start-up loan, etc.</p>
	<p><b>2.3 directors and supervisors in labor unions</b></p> <p>Hold Training Courses: Arrange the courses to empower women so as to improve their leadership and promote their motivation of managing union affairs.</p> <p>Enhance Public Awareness: Strengthen to advocate the policy goals and public awareness of gender equality while holding propaganda, forum, labor education and training activities.</p> <p>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>