

# 2021 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", this publication also focuses on the seven major aspects of gender equality- "Power, Decision-making, and Influence", "Employment, Economy, and Welfare", "Population, Marriage, and Family", "Education, Culture, and Media", "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 EU's Gender Equality Index, and directions set out in the Executive Yuan's gender equality promotion programs, incorporating 45 main statistical indicators by gender, including same-sex marriage and divorce statistics, to present 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 incorporated into 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.

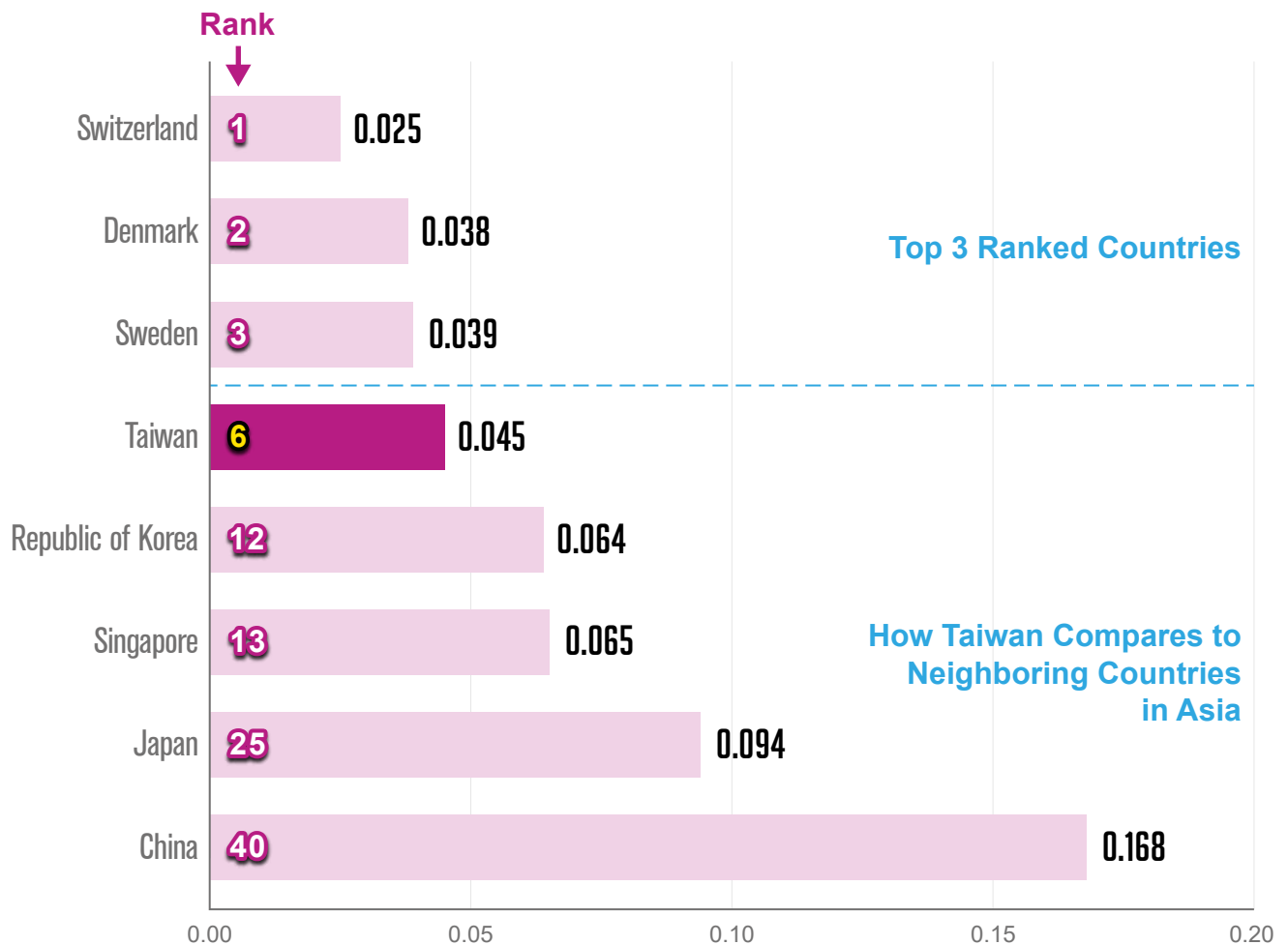
The United Nations Development Programme (UNDP) began compiling and issuing the Gender Inequality Index (GII) in 2010. The GII measures the state of gender inequality in countries around the world by analyzing 5 indicators in the 3 dimensions of health, empowerment, and the labor market. In terms of reproductive health, 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
	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

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 incorporating 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



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 2020 Gender Gap Index (GGI), Taiwan ranked 29th 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. According to the calculation formula of the 2020 GGI, Taiwan's score in Economic Participation and Opportunity is 0.733.

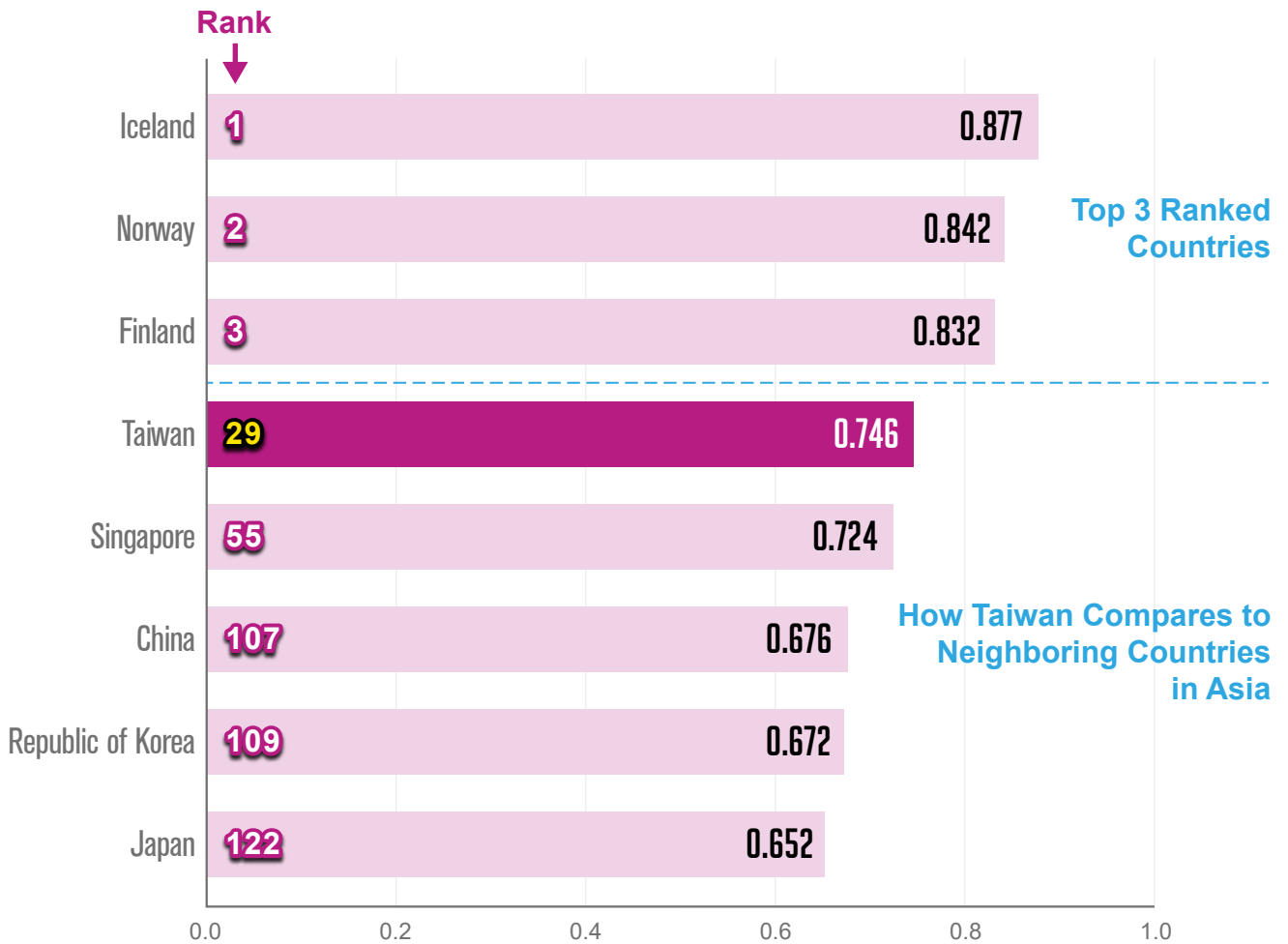
Compared to nearby Asian countries, Taiwan's score is lower than that of Singapore (0.782) and higher than China (0.651), Japan (0.598), and the Republic of Korea (0.555). In terms of Educational Attainment, Taiwan's score is 0.997, performing better than that of Singapore (0.990), Japan (0.983), the Republic of Korea, and China (both 0.973). Taiwan's score in Health and Survival is 0.969, which is slightly lower than that of the Republic of Korea (0.980) and Japan (0.979) and slightly higher than that of Singapore (0.965) and China (0.926). As for Political Empowerment, Taiwan's score is 0.283, which is better than that of the Republic of Korea, Singapore, China, and Japan (all lower than 0.2). Political Empowerment is a subindex that Taiwan has made more significant improvements on, with the score increasing by 0.029 since 2018 due to the increase in the number of years of our female president's term and an increase in the number of women in parliament.

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

Subindex	Calculation results		Indicator
		Compared to 2018	
<b>Economic Participation and Opportunity</b>	0.733	+0.001	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>	0.969	Constant	Sex ratio at birth, healthy life expectancy
<b>Political Empowerment</b>	0.283	+0.029	Women in parliament, women in ministerial positions, years with female head of state (last 50), share of tenure years

According to the GGI calculation formula, Taiwan's GGI score is 0.746, ranking 29 compared to the 153 countries in the report, which is an improvement of 3 places compared to that of 2018. In 2020, the top 3 countries in terms of GGI score are Iceland, Norway, and Finland, respectively. Among major Asian countries, Taiwan performed better than Singapore (0.724), China (0.676), the Republic of Korea (0.672), and Japan (0.652).

GGI Ranking of Major Countries, 2020



Source: Global Gender Gap Report 2020, 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. The WEF did not publish a 2019 Global Gender Gap Report.
3. When Taiwan is included in the ranking, all nations ranking below Taiwan are moved down one place compared to the original report.



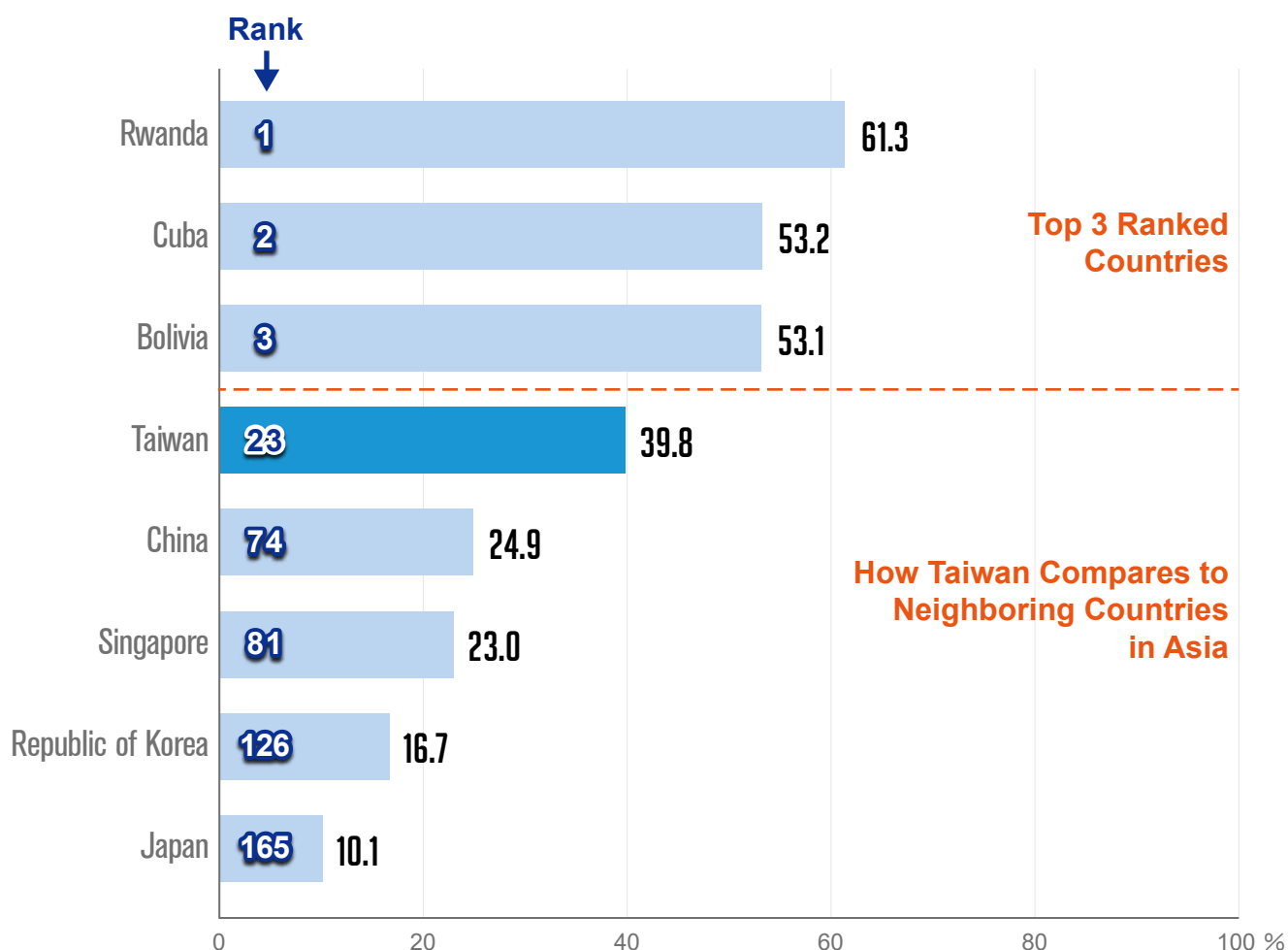


# 1. Power, Decision-Making, and Influence

## ■ 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 39.8% in 2019 and exceeded 40% after the legislators of the 10th Legislative Yuan were elected in January 2020, reaching 41.6%. According to World Bank statistics, female legislators accounted for less than 20% of the legislatures in 44% of the 192 countries surveyed in 2019 (84 countries). Rwanda, Cuba, and Bolivia had the highest proportion of female legislators, at over 50% each. If data from Taiwan is added to these statistics, Taiwan would rank 23rd worldwide and 1st in Asia.

Proportion of Female Legislators in Major Countries, 2019



Source: The World Bank; Gender Statistics Database, Ministry of the Interior; Central Election Commission.

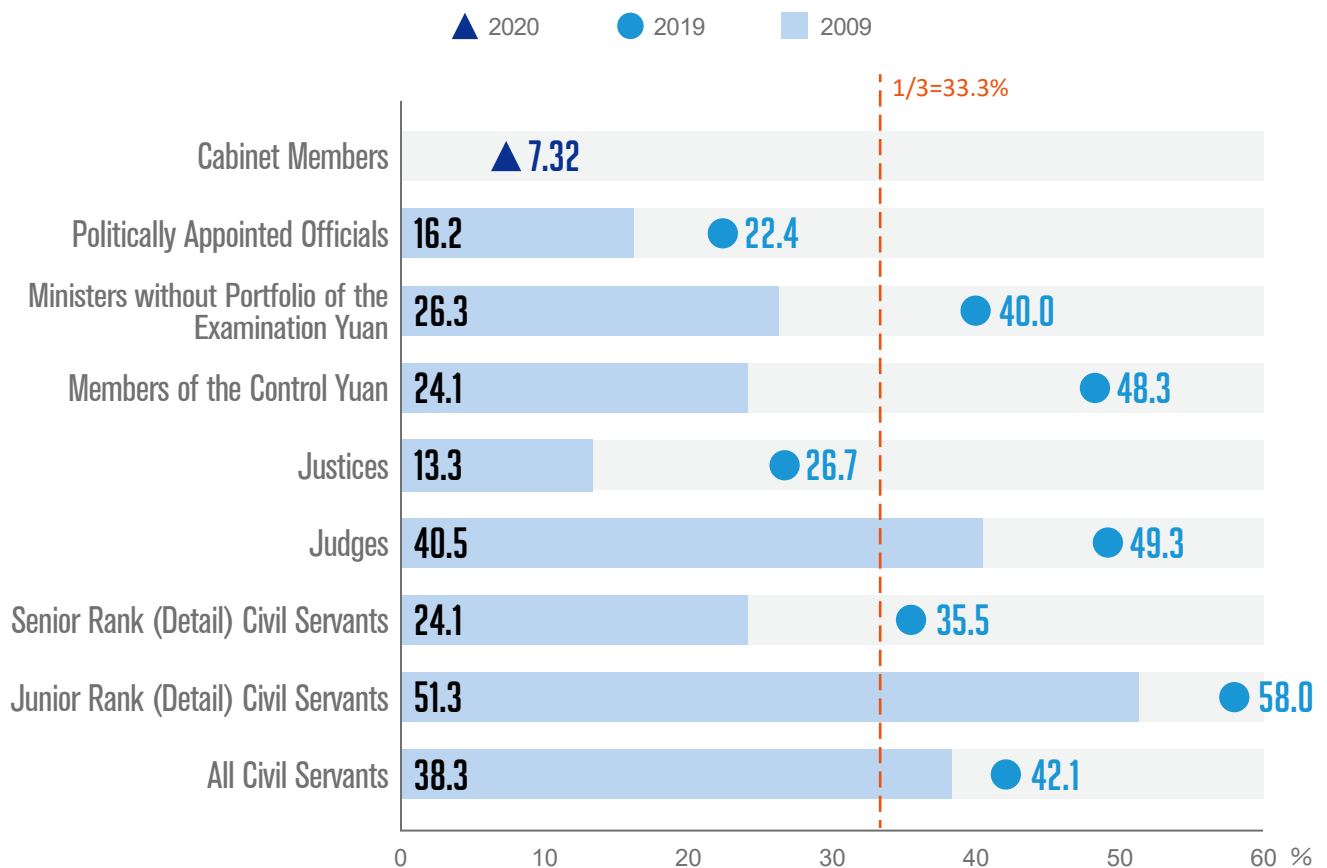
Note: When Taiwan is included in the ranking, all nations ranking below Taiwan are correspondingly moved down one place as compared to the original report.



## ■ 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. In 2019, the proportion of women politically appointed officials (22.4%) still fell short of 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 42.1% of all civil servants in Taiwan and 35.5% of all senior rank (detail) civil servants. Meanwhile, women accounted for 39.9% of civil servants at the director level. As of September 2020, out of 9 Ministers without Portfolio on the 13th panel of the Examination Yuan, 5 are women, accounting for 55.6%. Out of the 27 members on the 6th panel of members of the Control Yuan, 12 are women, accounting for 44.4%.

### Status of Women's Participation in Decision-making in the Government Sector



Source: Annual Report of Judicial Statistics, Judicial Yuan; Gender Statistics Database, Examination Yuan; Official Statistics, Control Yuan; official website of the Executive Yuan; and Gender Statistics, Ministry of Civil Service.

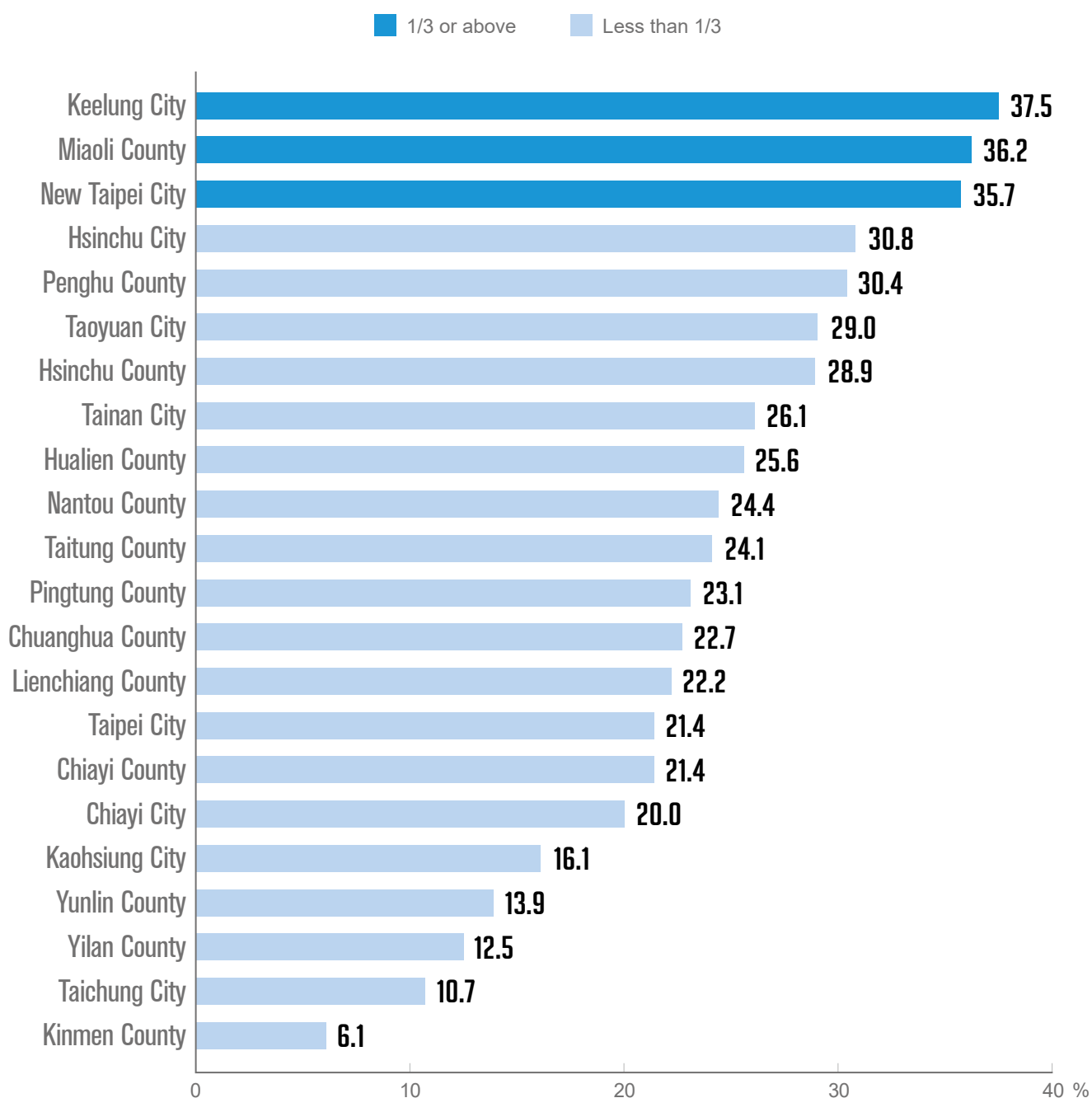
Note: Ministers without Portfolio of the Executive Yuan include initial appointments in the current session along with the ministers currently in office without accounting for resignations or transfers. Judges include members of the Commission on the Disciplinary Sanctions of Functionaries (reorganized as the Disciplinary Court as of July 17, 2020) and excludes justices. Cabinet members (according to data collected as of November 2020) include the Premier, Vice Premier, 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 U.S. Affairs, and the Ill-gotten Party Assets Settlement Committee). Each position is counted only once.



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

As of the end of 2019, women accounted for 23.6% of the heads of first-level agencies and subordinate agencies of local governments, which is a slight increase of 1.6 percentage points compared to 2016 (22.0%). In particular, women accounted for over 1/3 of officials in the governments of Keelung City, Miaoli County, and New Taipei City, while the governments of Yunlin County, 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 Agencies and Subordinate Agencies of Local Governments, 2019

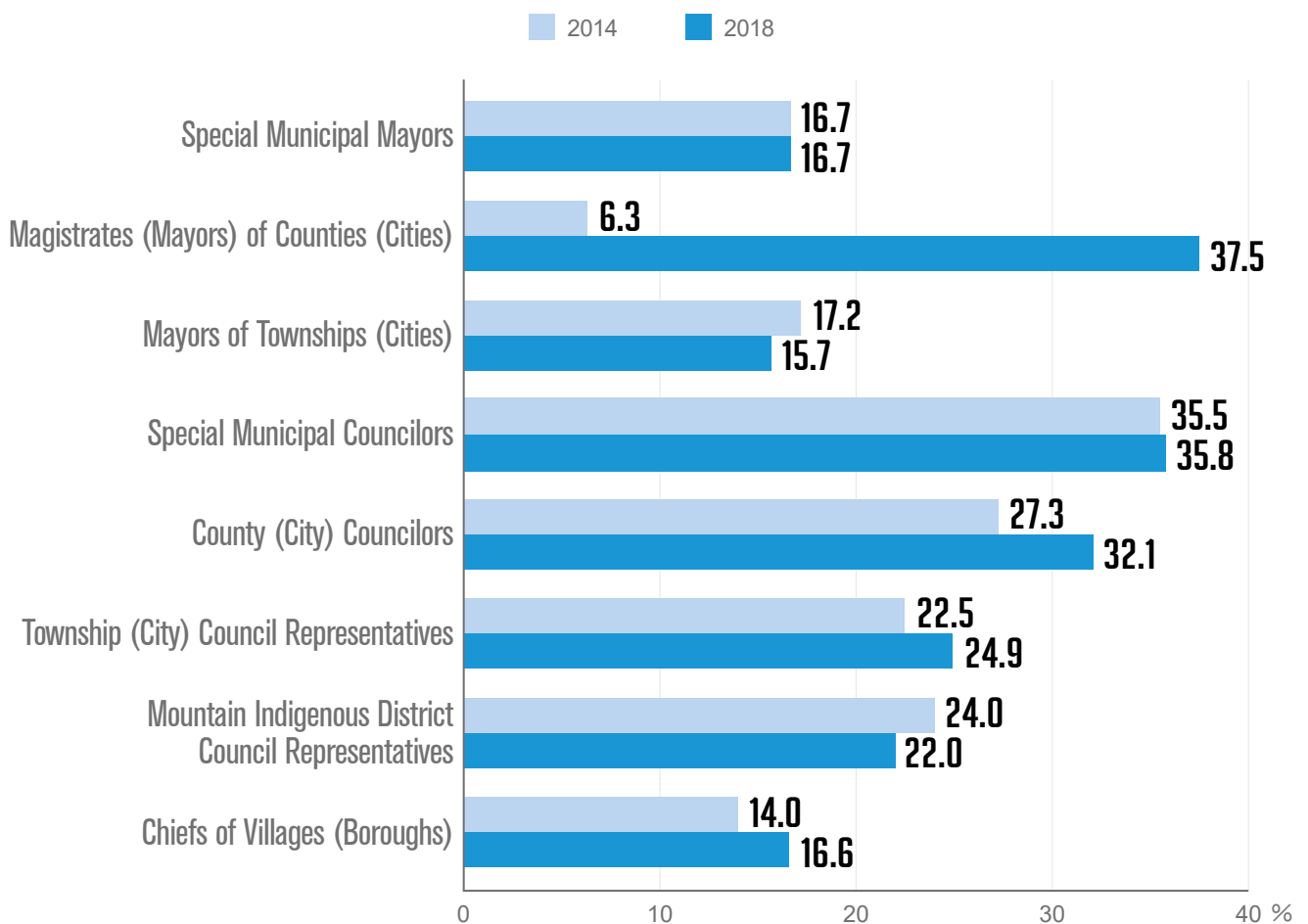


Source: Gender Statistics Database, Directorate-General of Personnel Administration, Executive Yuan.

## ■ 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 of special municipalities is 16.7%, the same as the previous period (2014); while the percentage of female county (city) magistrates (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 mayors of townships (cities). In terms of local elected representatives, in 2018, women represented 35.8% of Taiwan's special municipal councilors, 32.1% of county (city) councilors, 24.9% of township (city) council representatives, 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 mountain indigenous district council representatives 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.

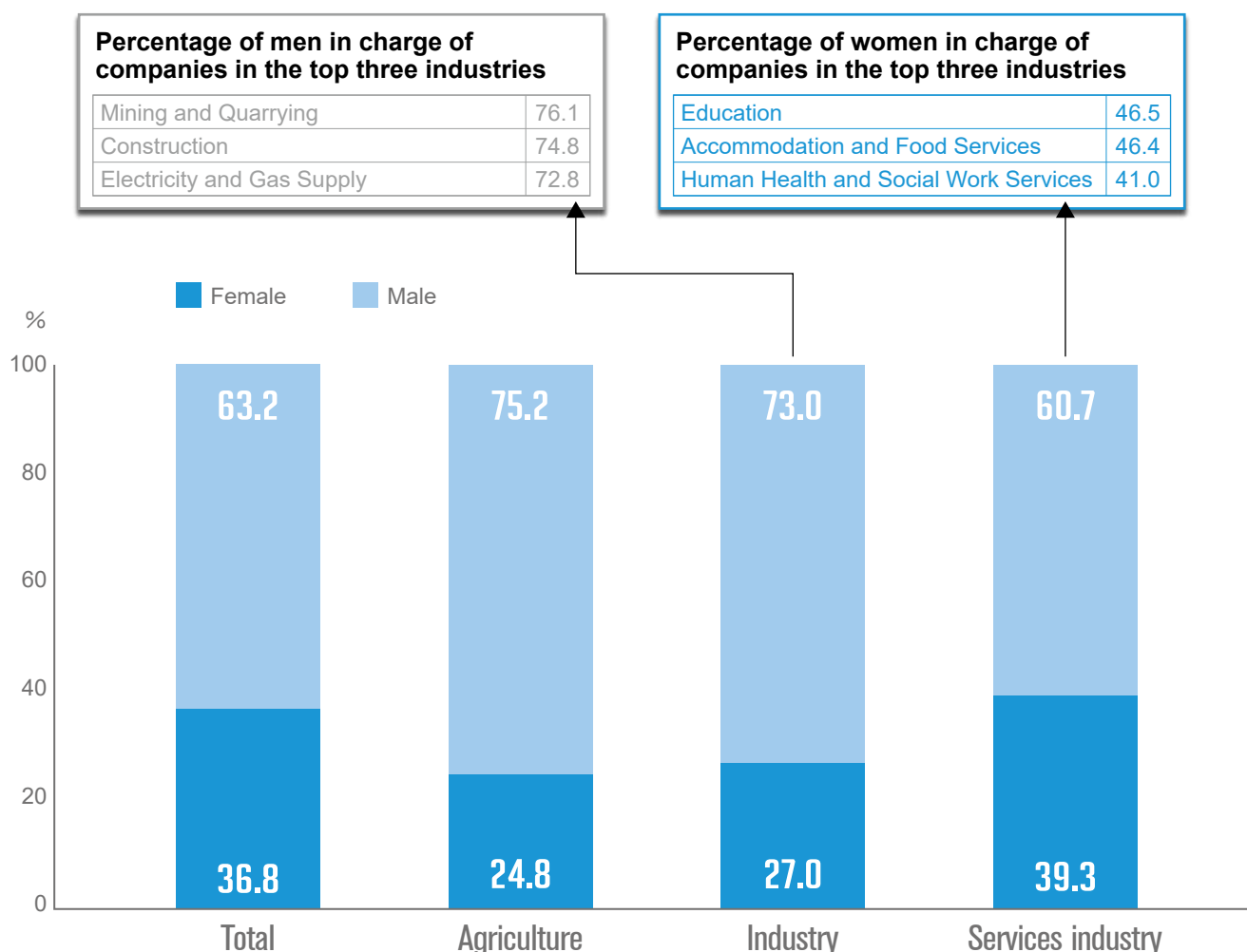
Note: The passage of the Local Government Act in 1999 required that there must be at least 1 woman elected as special municipal councilor, county (city) councilor, and township (city) council representative for every 4 seats available, and for every additional 4 seats, the minimum number of women elected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



## ■ 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 2019, 544,000 companies (36.8% of the total) were headed by women, an increase of 69,000 companies compared to 2012, which is an increase of more than 10%. In terms of specific industry categories, women accounted for nearly 40% of legal representatives in the services sector, which is higher than in the agricultural sector (24.8%) or industrial sector (27.0%). In terms of industry type, women accounted for at least 35% of companies' responsible persons in the services sector, with education accounting for the largest proportion at 46.5%, followed by accommodation and food services at 46.4%.

### Percentages of Persons in Charge of Small and Medium Enterprises, 2019



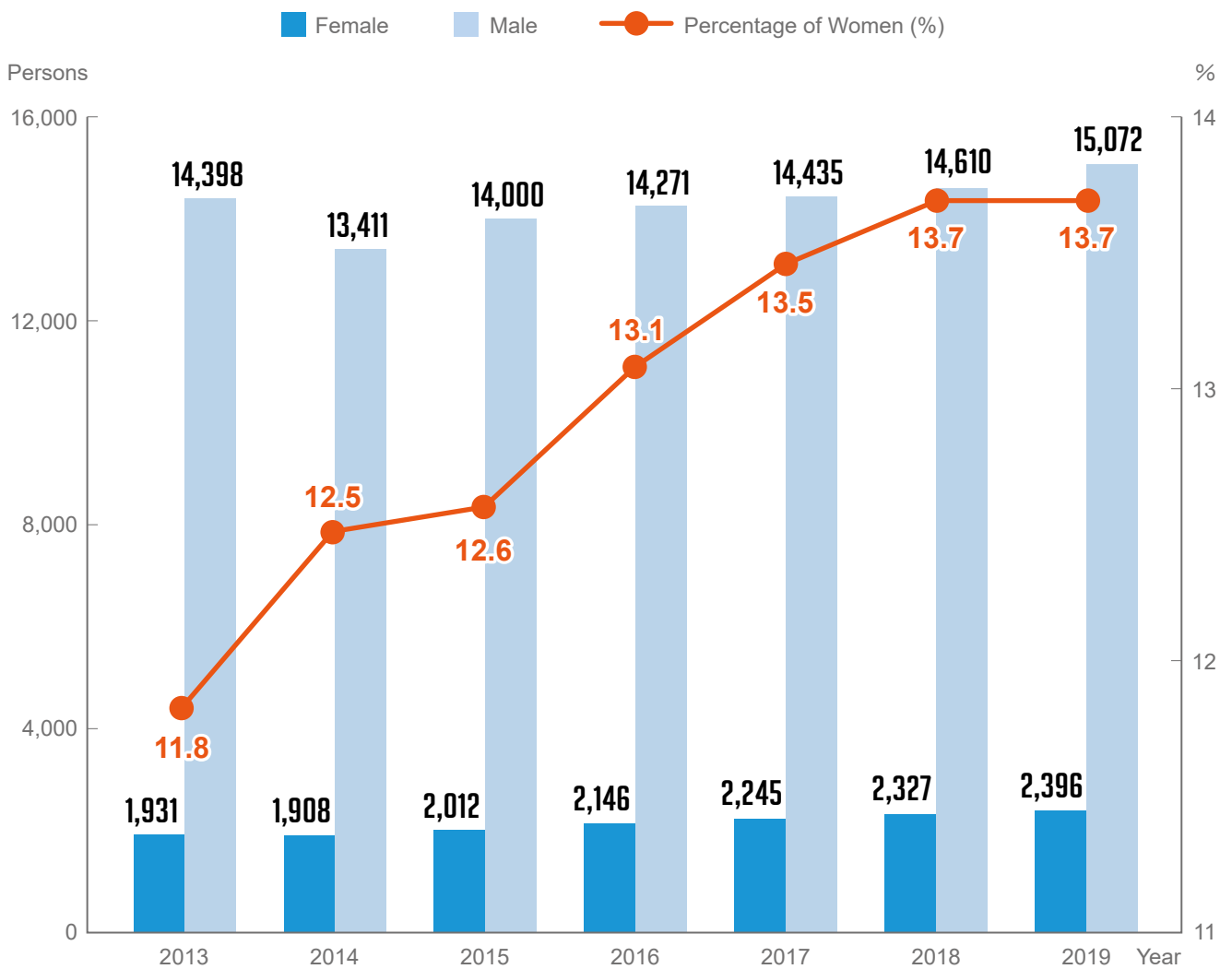
Source: Gender Statistics section, Ministry of Economic Affairs.

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. The Agricultural Sector includes Agriculture, Forestry, Fishing, and Animal Husbandry. The Industrial Sector includes Mining and Quarrying, Manufacturing, Electricity and Gas Supply, Water Supply and Remediation Services, and Construction. The Services Sector includes Wholesale and Retail Trade, Transportation and Storage, Accommodation and Food Services, Information and Communication, Finance and Insurance, Real Estate, Professional, Scientific, and Technical Services, Support Services, Education, Human Health and Social Work Services, Arts, Entertainment, and Recreation, and other services.

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

In 2019, there were 2,396 female directors of public companies (including TWSE and TPEX listed companies), accounting for 13.7% of the total; whereas there were about 15,072 male directors, or 86.3% of the total. As compared to 2013, this represents an increase of 465 female directors, or an increase of 1.9 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**



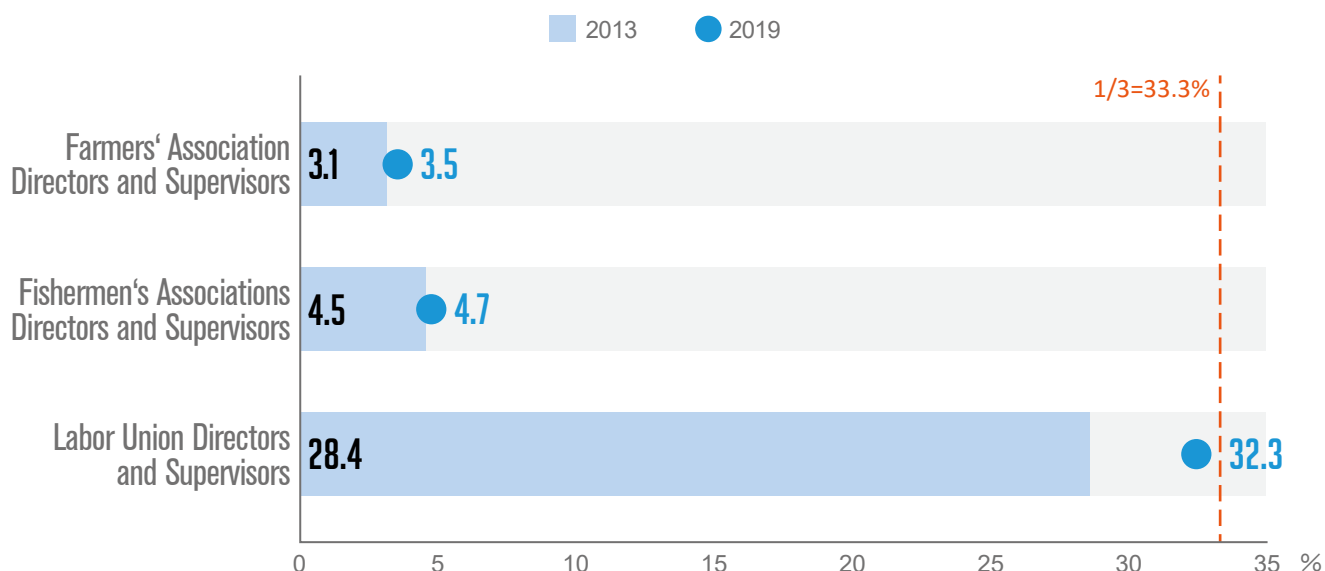
Source: Gender Mainstreaming Database, Financial Supervisory Commission.



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

In 2019, women accounted for 33.0%, 49.5%, and 49.2% of farmers' association members, fishermen association members, and labor union members, respectively, with the percentage of women serving as directors and supervisors increasing since 2013. In particular, the percentage of female directors and supervisors in labor unions increased the most, from 28.4% to 32.3%, an increase of 3.9 percentage points, but still fell short of the one-third gender rule. On the other hand, women accounted for only 3.5% and 4.7% of directors and supervisors of farmers' associations and fishermen association, respectively, which indicates a large gender gap that has a lot of room for improvement.

### Proportion of Women at Decision-making Level in Social Organizations

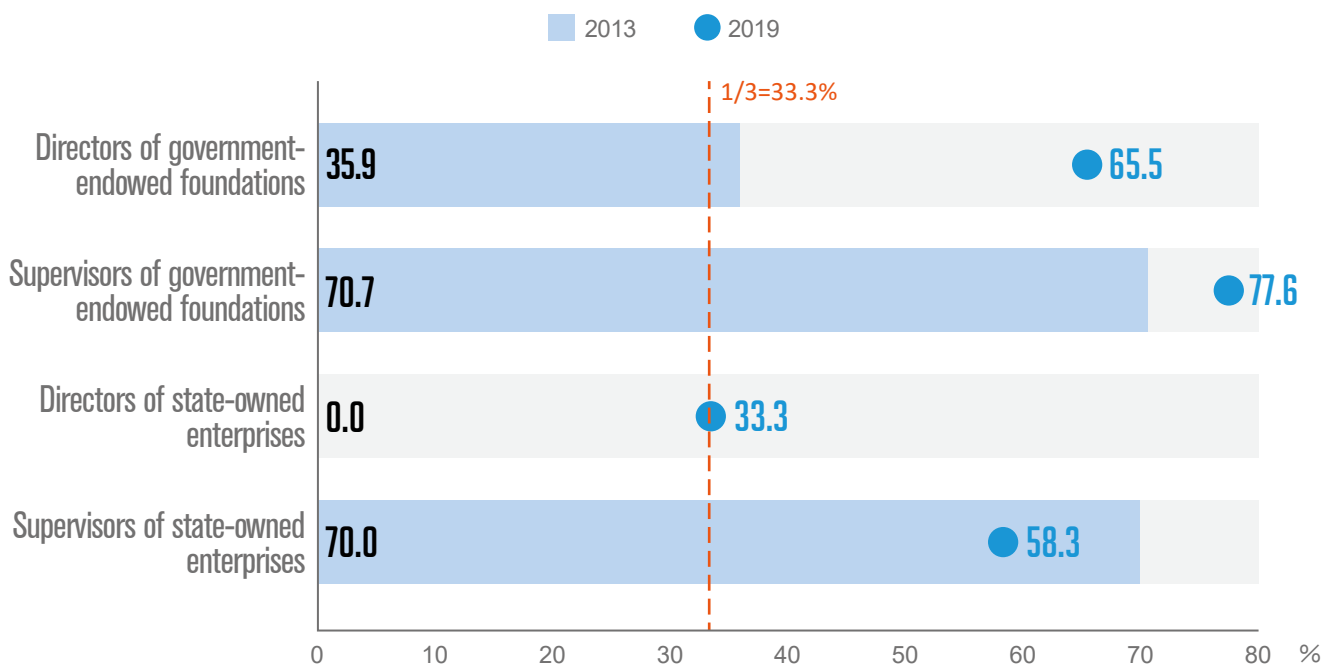


Source: Council of Agriculture, Executive Yuan; Ministry of Labor.

## ■ Government-endowed Foundations and State-owned Enterprises' Adherence to the Principle that Members of Each Sex Must Comprise At Least 1/3 of Director/Supervisor Positions Leaves Room for Improvement.

In 2019, over 65% of government-endowed foundations and 30% of state-owned enterprises had either gender comprising at least 1/3 of director/supervisor positions. In particular, the proportion of government-endowed foundation directors that adhere to this principle has increased from 35.9% in 2013 to 65.5%, an increase of 29.6 percentage points. The proportion of state-owned enterprise directors that adhere to this principle have increased from 0% in 2013 to 33.33%, but there is still room 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.

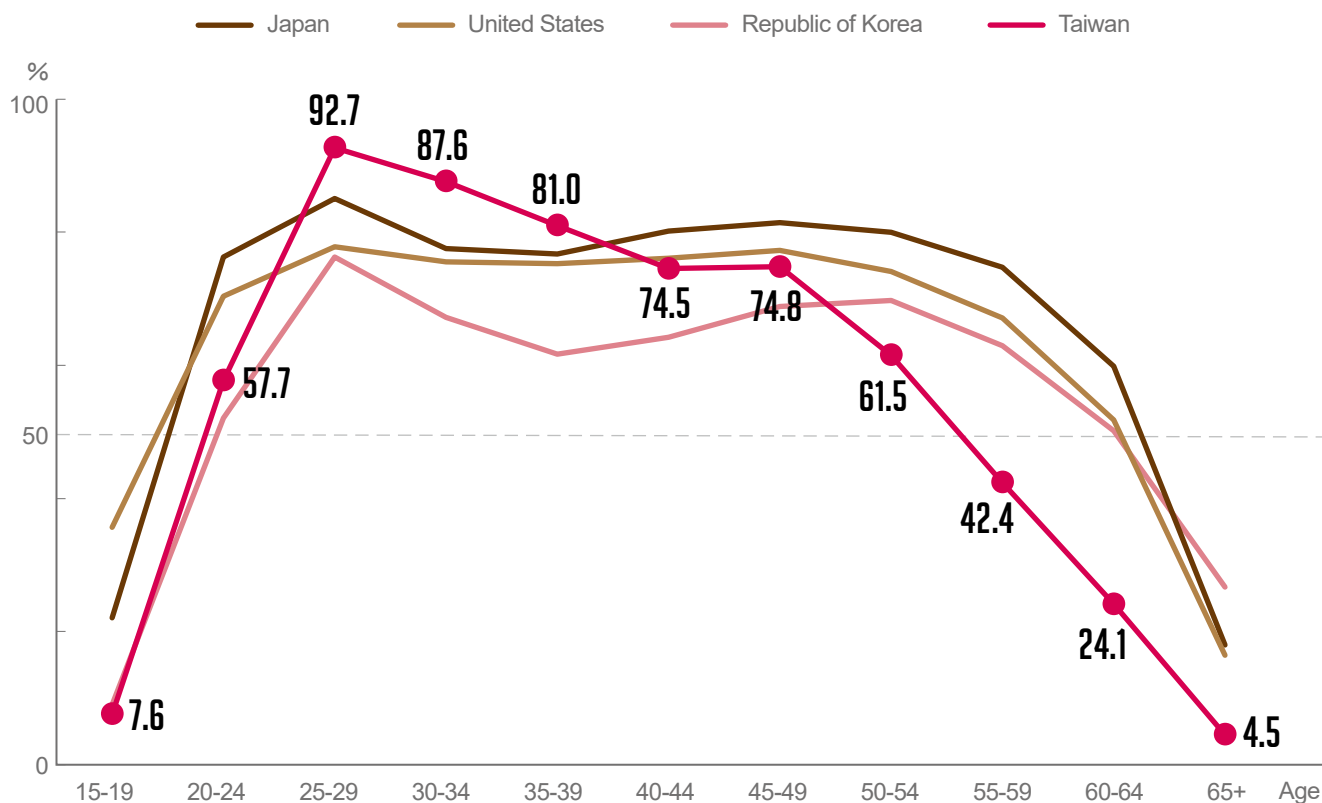


## 2. Employment, Economy, and Welfare

### ■ 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 2019. When observed by age group, in 2019, the labor participation rate of women in Taiwan aged 25-29 was 92.7%, 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 61.5% 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 declines among women aged 25-29, with a gradual recovery among women aged 35-39. In Taiwan, female labor participation declines among women aged 25-29, recovers slightly among women aged 45-49, then sharply declines 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 2019, by Age Group



Source: International Labor Statistics, Ministry of Labor.

Note:

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

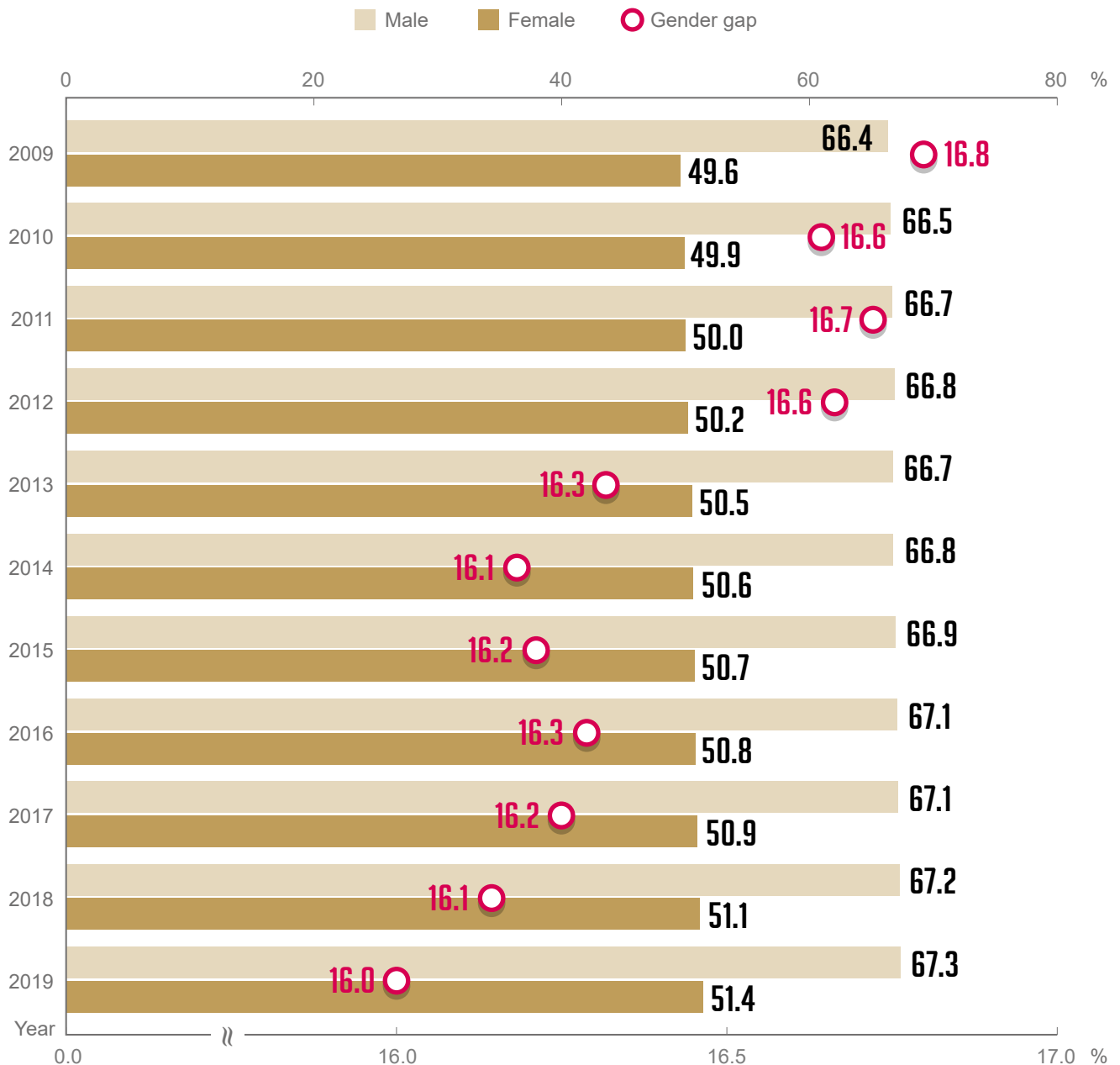
2. In the US, the labor force participation rate for individuals aged 15-19 refers to the labor force participation rate of individuals aged 16-19.



## ■ 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 2019, Taiwan's male labor force participation rate was 67.3%, 0.9 percentage points higher than that of 2009. Taiwan's 2019 female labor force participation rate, on the other hand, was 51.4%, 1.8 percentage points higher than that of 2009. Taiwan's female labor force participation rate has historically been lower than that of men, but it has been growing steadily over the years, 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 16.8 percentage points in 2009 to 16.0 percentage points in 2019.

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



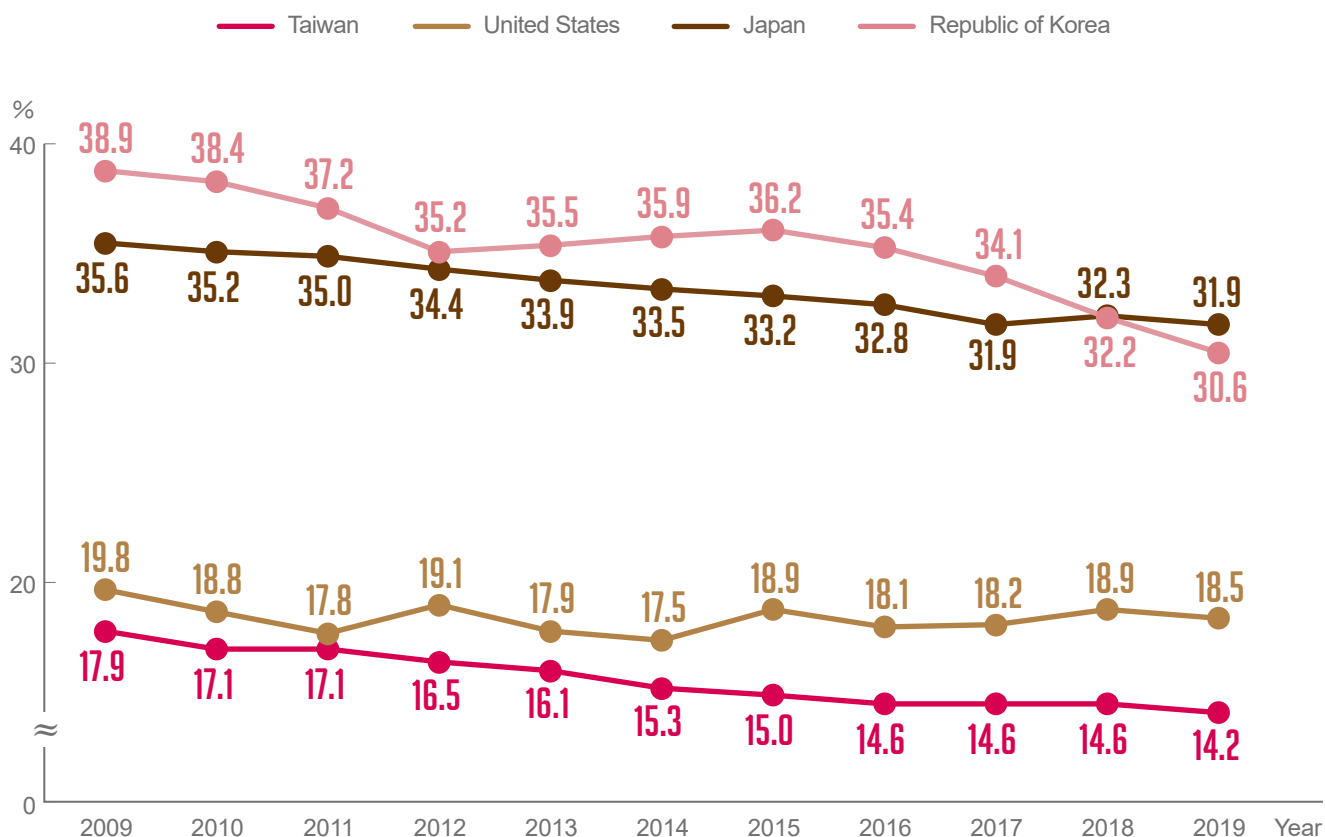
Source: Manpower Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan; Labor Statistics by Gender, Ministry of Labor.



## Taiwan's Gender Pay Gap has been Lower than that of the United States, Japan, and the Republic of Korea in Recent Years, Declining from 17.9% in 2009 to 14.2% in 2019.

Over the past decade, the gender pay gap in Taiwan has declined from 17.9% in 2009 to 14.2% in 2019, which indicates that the number of extra days women are required to work for the same pay has been reduced from 66 days to 52 days. The average gender pay gap has narrowed by 3.7 percentage points, equivalent to a reduction of 14 working days. In past years, the average gender pay gap in Taiwan has been smaller than in the United States, Japan, and the Republic of Korea. In 2019, the average gender pay gap in Taiwan was 14.2%, which is lower than that of Japan (31.9%), the Republic of Korea (30.6%), and the United States (18.5%). Observations of percentage increases and decreases show that the Republic of Korea has reduced its gender pay gap the most over the past 10 years, narrowing the gap by 8.3 percentage points, followed by Taiwan and Japan (a decline of 3.7 percentage points), while the U.S. had the smallest decrease of 1.3 percentage points.

### Average Gender Pay Gap in Major Countries



Source: Gender Statistical Analysis, Ministry of Labor; Employee Earnings Survey, Ministry of Labor and Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

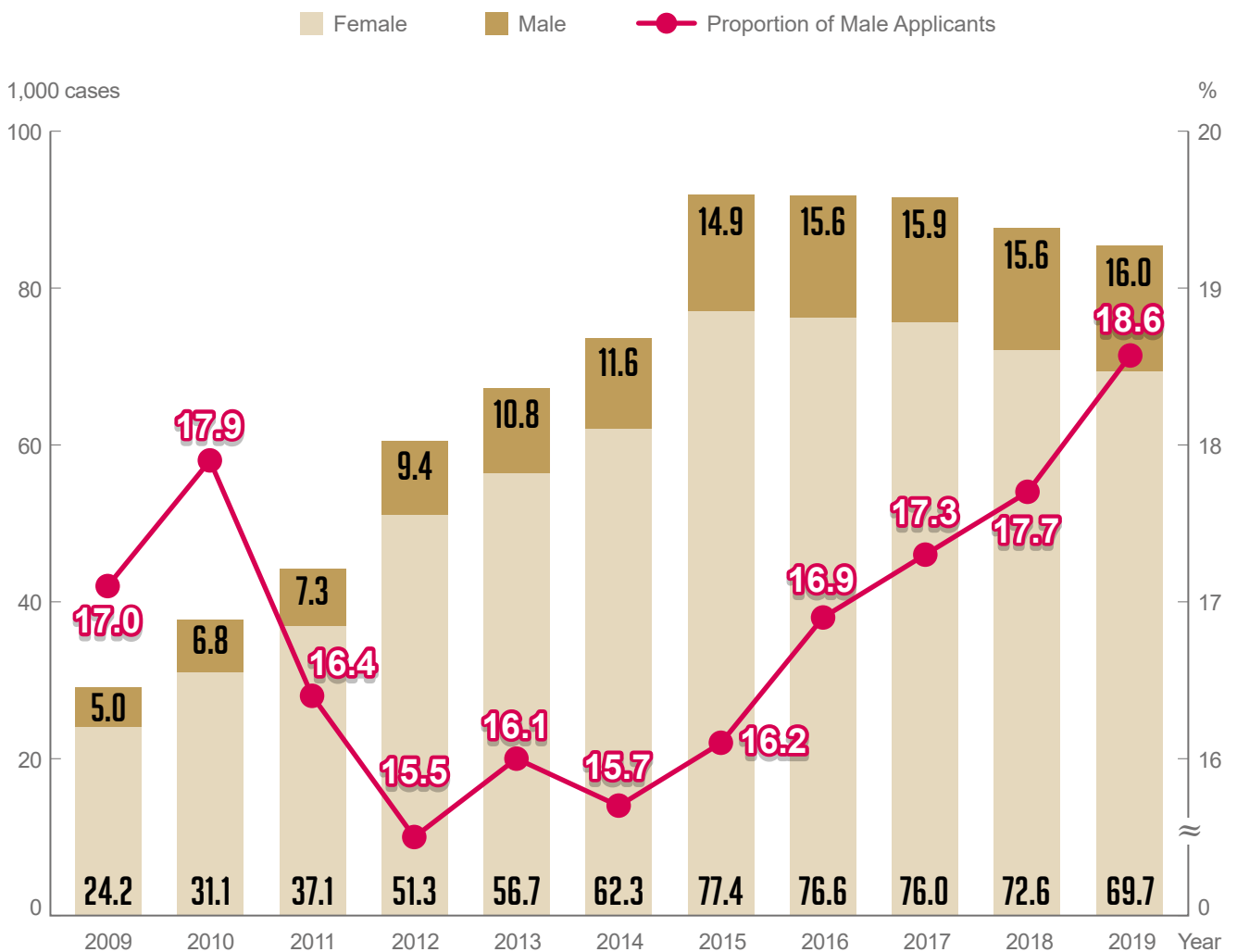
Note:

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.

## ■ The Proportion of Male Grantees for Payment of Parental Leave Allowance has Gradually Increased Over the Last Five Years.

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 2019, there were over 85,000 cases of initially-approved subsidies for parental leave without pay, the majority of which, over 69,000 cases (81.4%), were granted to women. Meanwhile, applications for subsidies for parental leave without pay made by men increased from nearly 5,000 applications in 2009 to nearly 16,000 in 2019. The proportion of male applicants has grown annually since 2014, from 15.7% in 2014 to 18.6% in 2019.

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



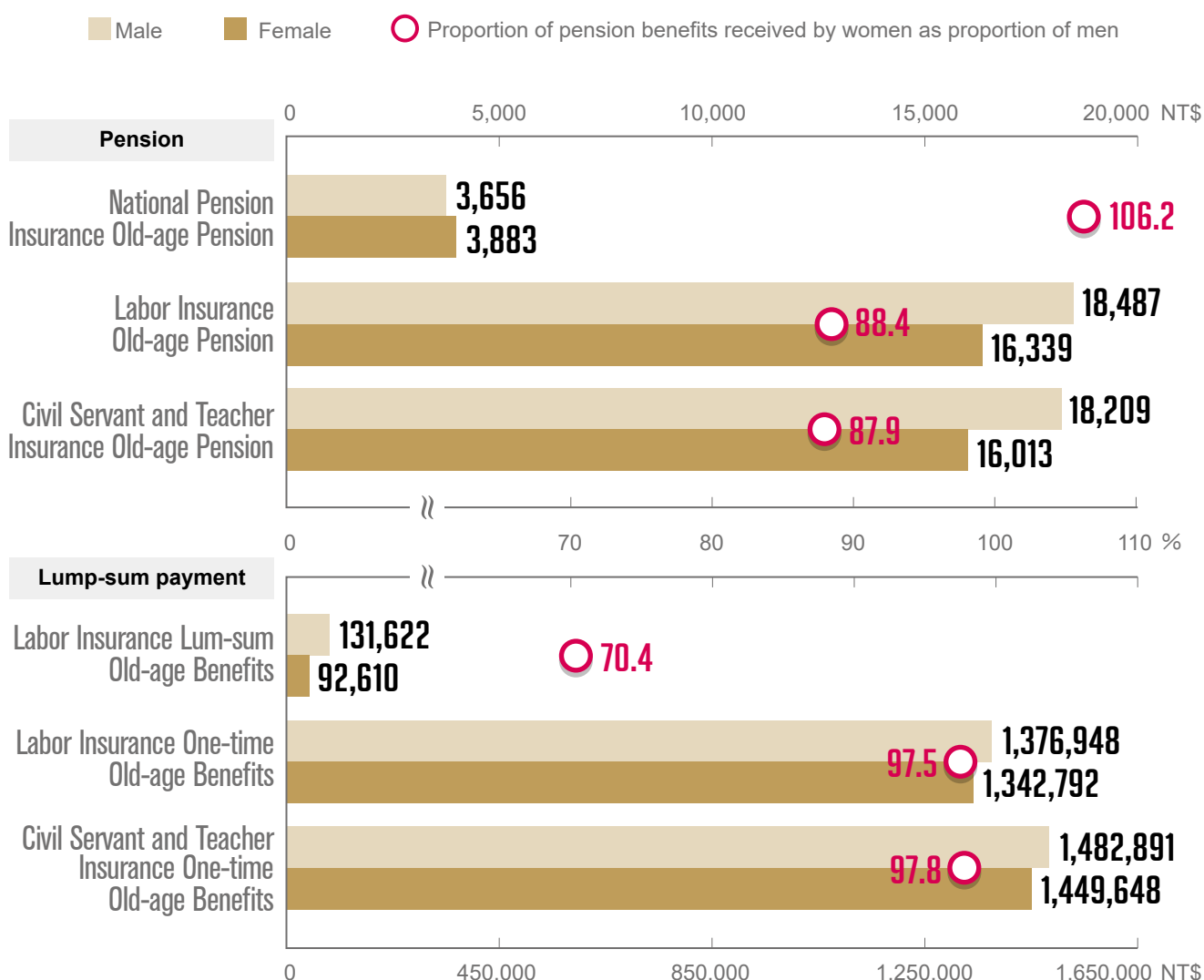
Source: Main Statistical Indicators by Gender, Ministry of Labor.



## ■ 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 70.4% 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.

### 2019 Status of Social Insurance Old-age Benefits



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

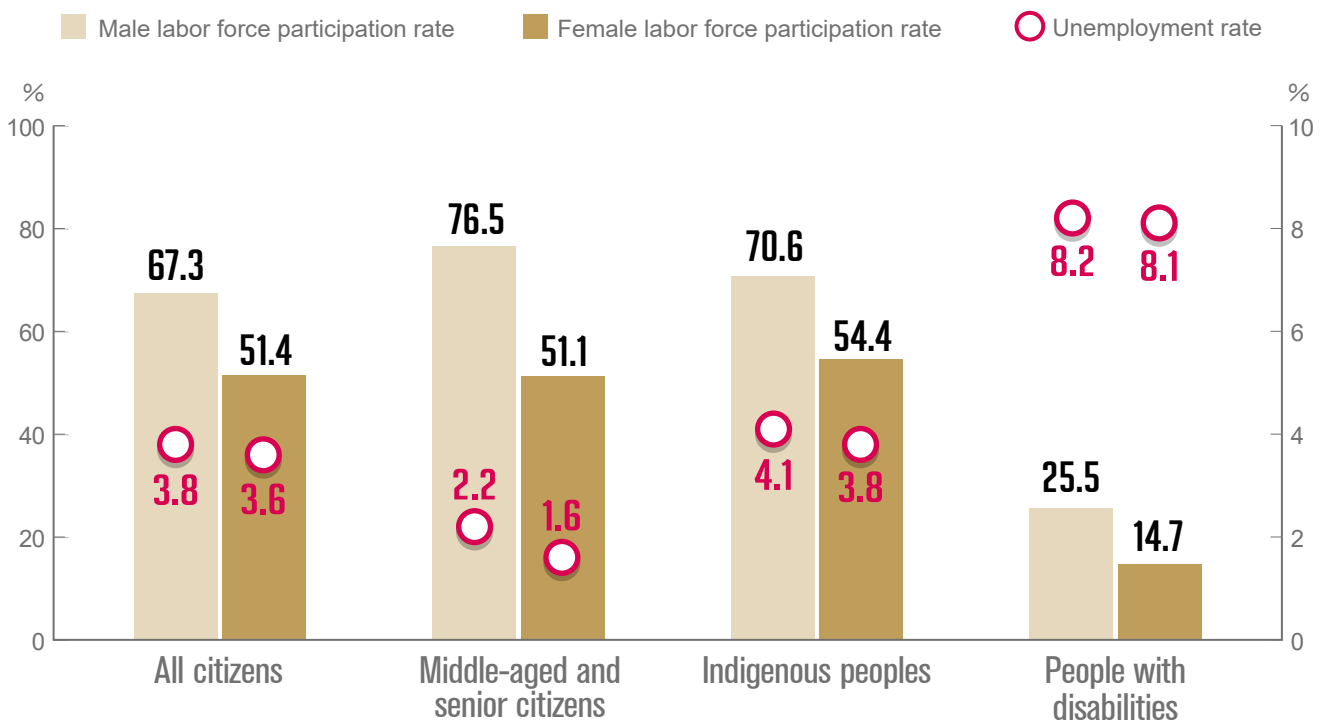
Note:

- 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 average amount of old-age benefits claimed from the National Pension Insurance was calculated by dividing the total amount of old-age benefits claimed by both men and women in December 2019 by the number of men and women who claimed benefits that month.

## ■ Disabled Women have the Lowest Labor Force Participation Rate and Highest Unemployment Rate out of All Groups.

Men's labor force participation rate is higher than that of women in all groups. The biggest gap, of 25.4 percentage points, is among middle-aged and senior citizens. The labor force participation rate of indigenous women is 54.4%, which is higher than the national female average (51.4%); The labor force participation rate of women with disabilities is 14.7%, 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 within 0.6 percentage points. The unemployment rate of women with disabilities (8.1%) is noticeably higher than the national average for women (3.6%).

### 2019 Labor Force Participation Rates and Unemployment Rates by Social Group, According to Sex



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

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; the labor survey of people with disabilities is based on data from May 2019.

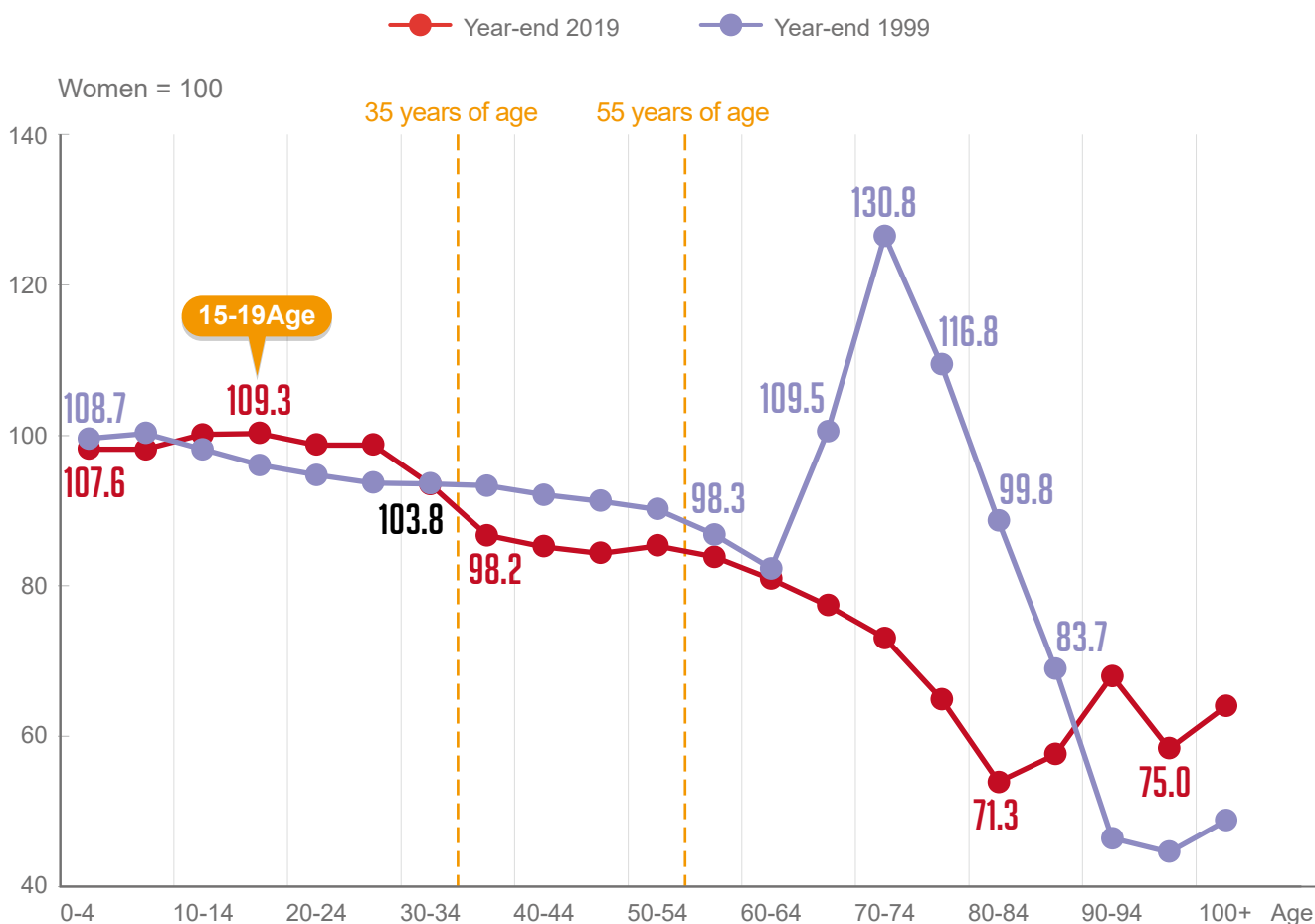


### 3. Population, Marriage, and Family

#### ■ 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 2019 was 23.6 million, an increase of 1.51 million people compared to the end of 1999, of which 1.12 million were women. The female population increase exceeded that of men by 7 percentage points, lowering the sex ratio from 104.9 to 98.4 (number of men per one hundred women). When broken down by age group, the sex ratio of the population under the age of 35 is greater than 100 (fewer women than men). In particular, the 15-19 age group has the highest sex ratio, at 109.3. Among the population aged 35 and older, the sex ratio is less than 100 (women outnumber men), and the lowest sex ratio, 71.3, is observed among the 80-84 age group. As of the end of 1999, women began outnumbering men starting at age 55; in comparison, as of the end of 2019, women now outnumber men starting at the age of 35, which is 20 years earlier than before.

2019 Population Sex Ratio, by Age Group

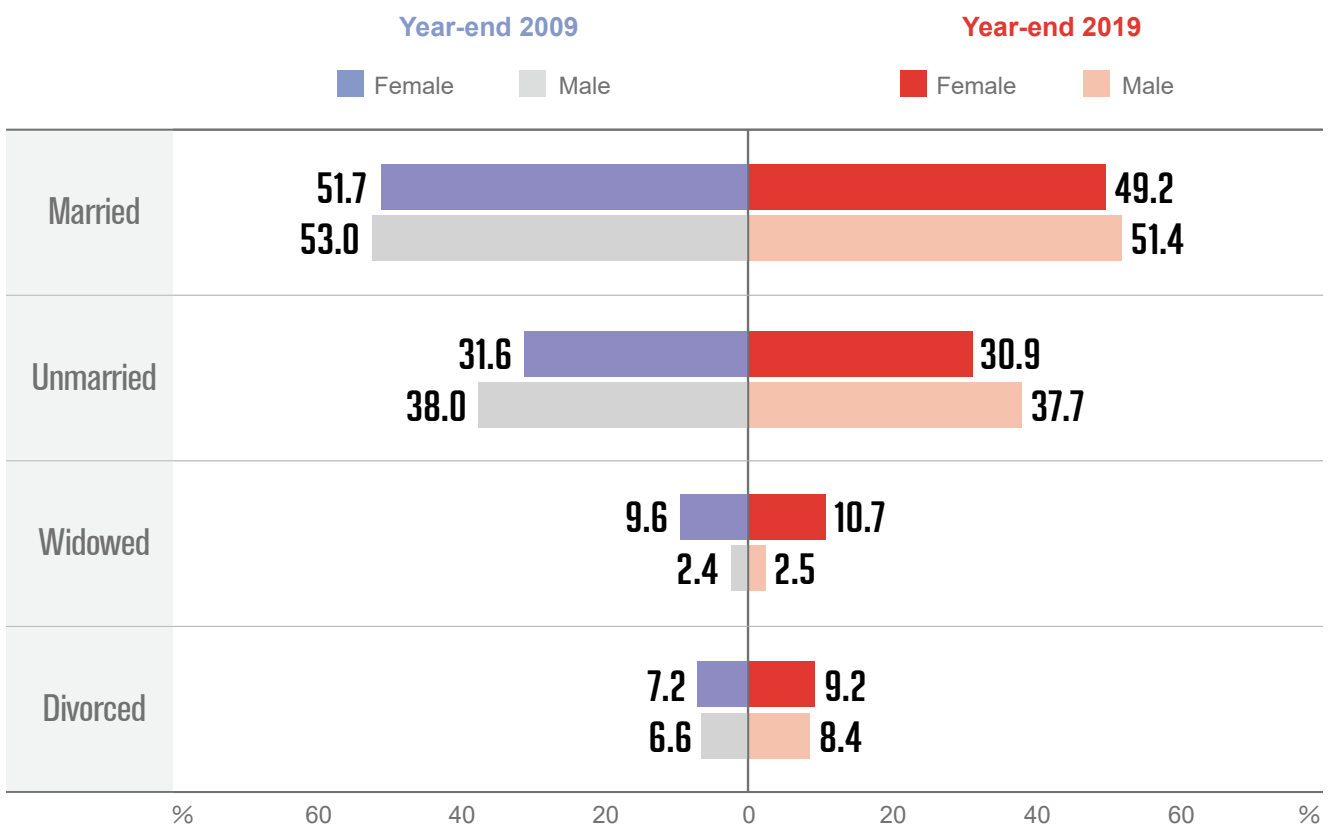


Source: Ministry of the Interior.

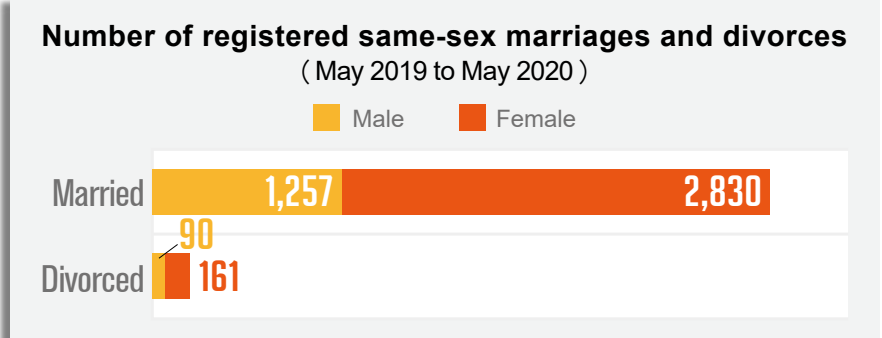
**Taiwan's Marriage Rate Decreased Compared with 10 Years Ago While Divorce Rate Increased; Taiwan Celebrates First Anniversary of Same-Sex Marriage Legalization 4,087 Same-Sex Couples Have Completed Marriage Registration.**

Observation of the state of marriage in Taiwan over the past decade shows that, in 2019, among the population aged 15 and older, the proportions of married women and men were 49.2% and 51.4% respectively, a reduction of 2.5 and 1.6 percentage points, respectively, compared to 2009. The widowed rate among women was 10.7%, an increase of 1.1 percentage points compared to 2009. The divorce rate increased by 2 percentage points among women and 1.8 percentage points among men. Since same-sex marriage was legalized on May 24, 2019, as of the end of May 2020, a total of 4,087 same-sex couples have completed marriage registration, including 1,257 male couples and 2,830 female couples. During this time, a total of 251 same-sex couples were divorced, of which 90 were male couples and 161 were female couples, putting Taiwan's same-sex marriage divorce rate at 6.1%.

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



Source: Ministry of the Interior.

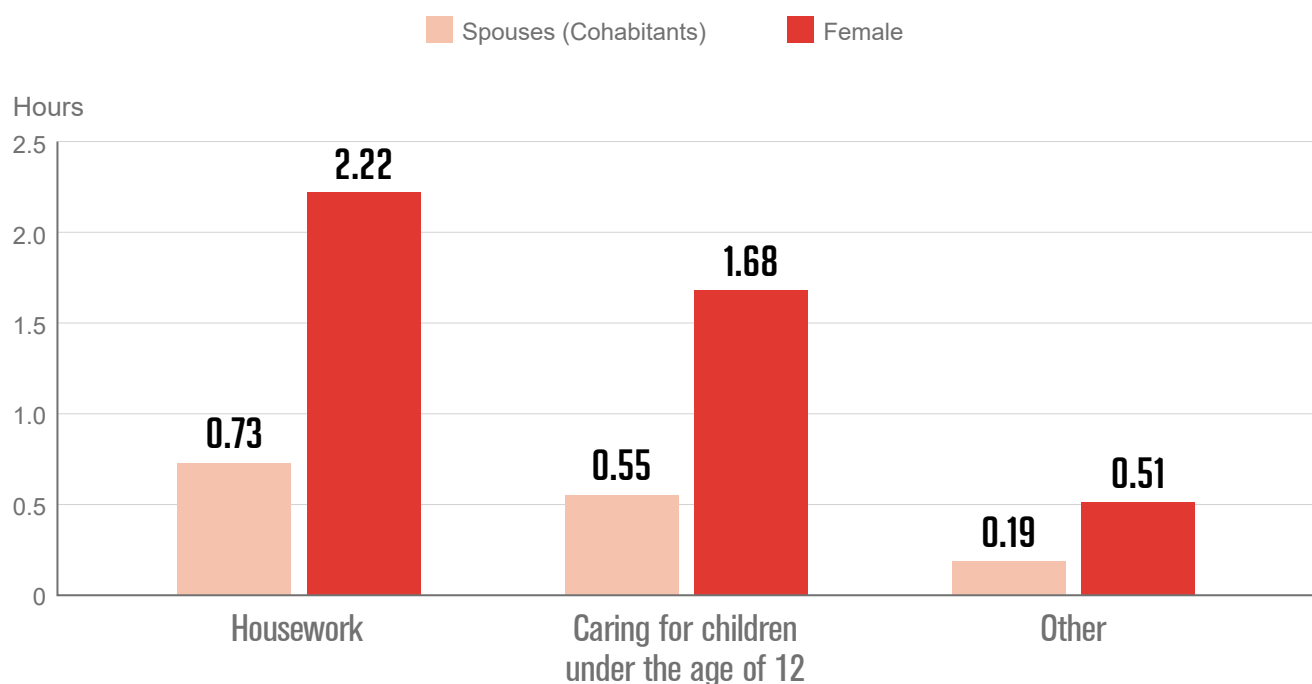




## ■ On Average, Women Spend 3 Times the Amount of Time on Unpaid Work than their Spouses or Cohabitation Partners.

In 2019, married/cohabiting women aged 15 years and above spent an average of 4.41 hours per day on unpaid work, whereas their spouses (cohabitants) only spent an average of 1.48 hours performing unpaid work, which is far below that of women. In particular, women spent the greatest amount of time doing housework (an average of 2.22 hours per day), followed by caring for children under the age of 12 (an average of 1.68 hours per day) and other matters included caring for family members aged 12-64 or 65 and above, volunteer services (an average of 0.51 hours per day).

### Average Time Married/Cohabiting Women Spend on Unpaid Work Per Day, 2019



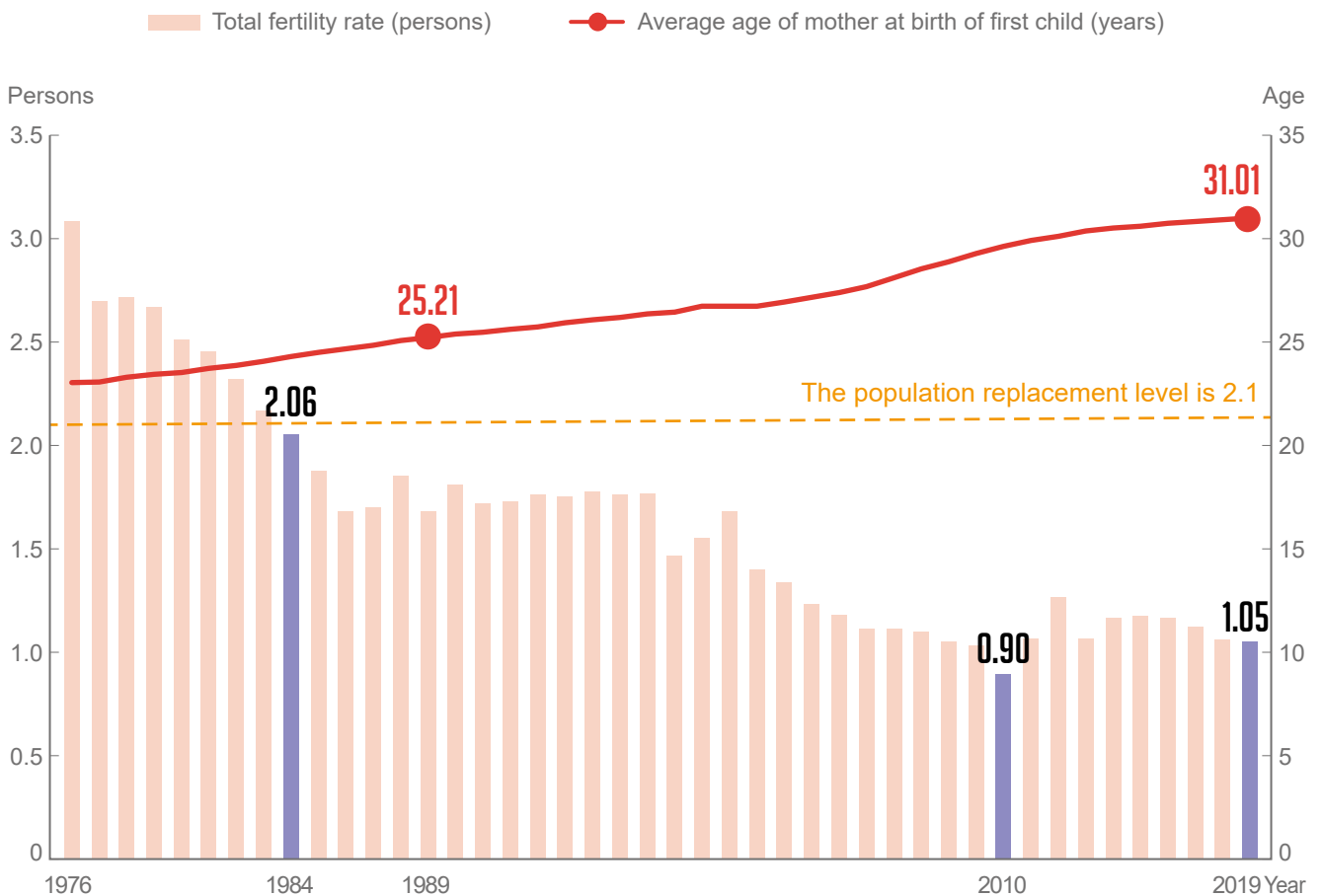
Source: 2019 Survey Report on the Living Condition of Women Aged 15-64, Ministry of Health and Welfare. The survey is held every 4-5 years.



**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 2019, the fertility rate for childbearing-age women was 1.05. In Taiwan, the average age of women giving birth for the first time has gradually increased over the years. As of 2019, on average, new mothers gave birth to their first child at the age of 31.01, which is the oldest ever recorded and an increase of 5.8 years since 1989.

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



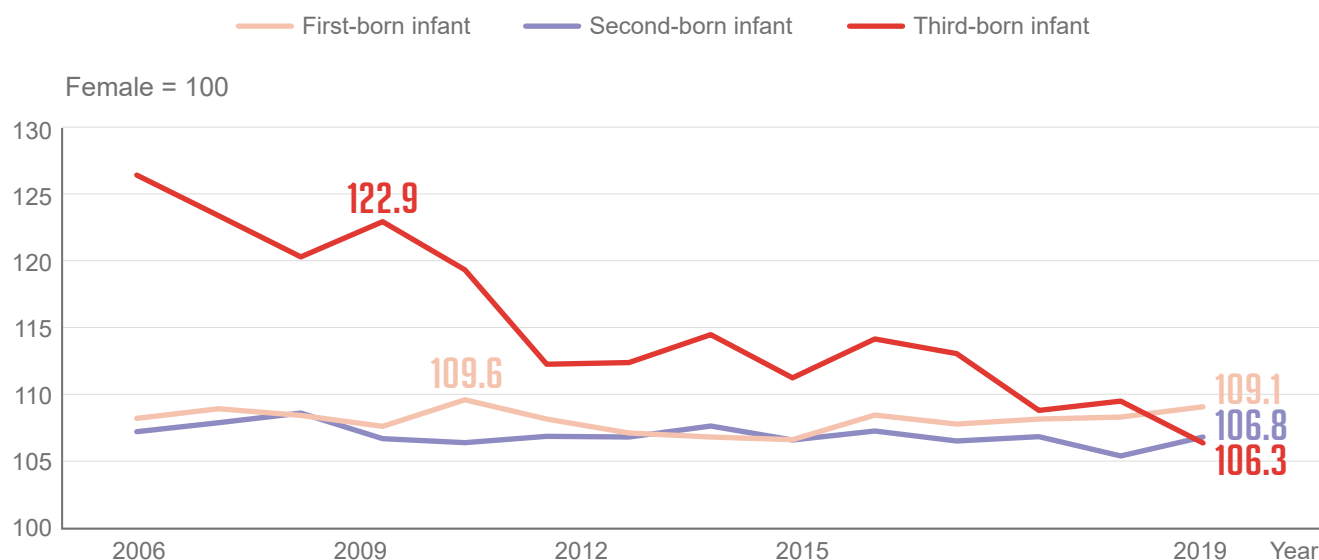
Source: Ministry of the Interior.



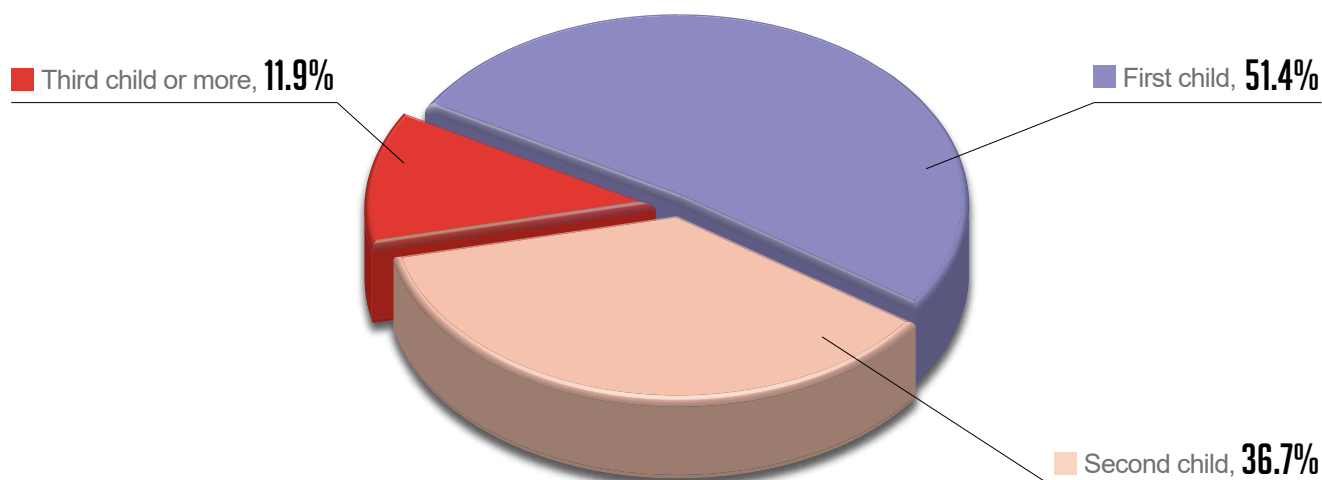
## Over 50% of Newborns are First-Born Children; the Sex Ratio of Third-Born Infants have Dipped Below that of First and Second-Born Infants.

Out of all the infants born in 2019 in Taiwan, over half are first-born children and 36.66% are second-born children. The sex ratio of newborn infants in 2019 was 107.8. In terms of birth order, the sex ratios for first- and second-born infants (collectively accounting for approximately 88% of all newborn infants) were 106.8 and 109.1, respectively. Over the years, the sex ratio of third-born infants has been significantly higher than that of first- and second-born infants, but after the banning of embryo sex selection, strengthened measures to enforce the ban, and gender equality advocacy campaigns, that number has decreased from 122.9 in 2009 to 106.3 in 2019. Notably, the sex ratio of third-born infants (106.3) has dipped below that of first- and second-born infants, indicating that the gender imbalance of third-born infants has eased up. However, it is also worth noting that the sex ratio of second-born infants has risen slightly to 109.1, the highest in 9 years.

### Sex Ratio of Newborn Infants by Birth Order



### Number of Newborn Infants in 2019 by Birth Order

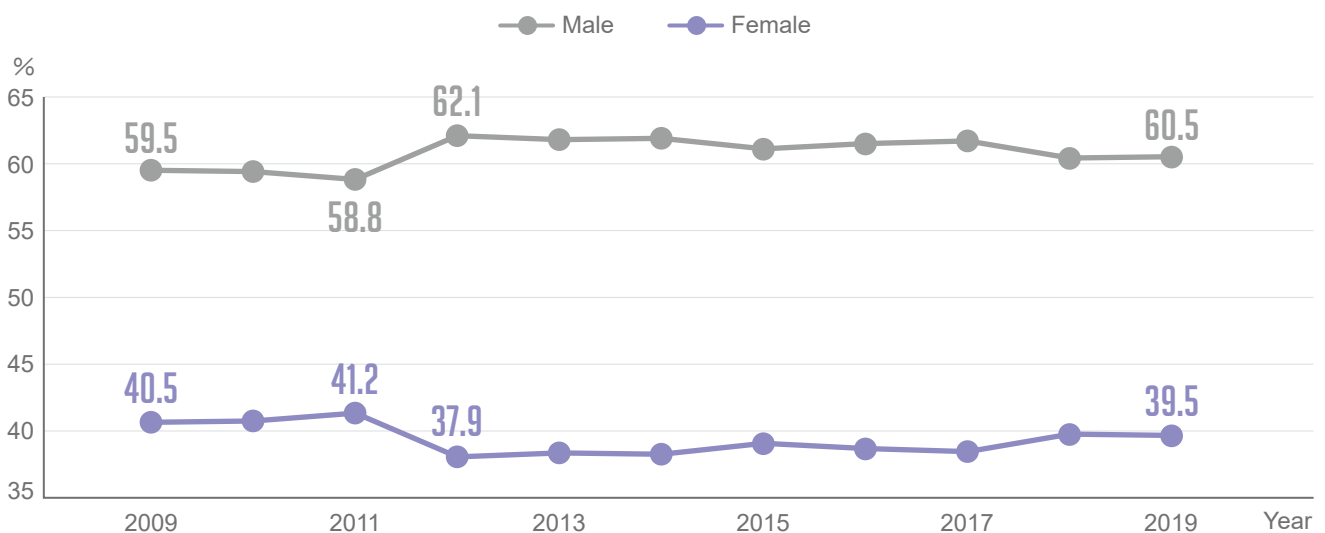


Source: Ministry of the Interior.

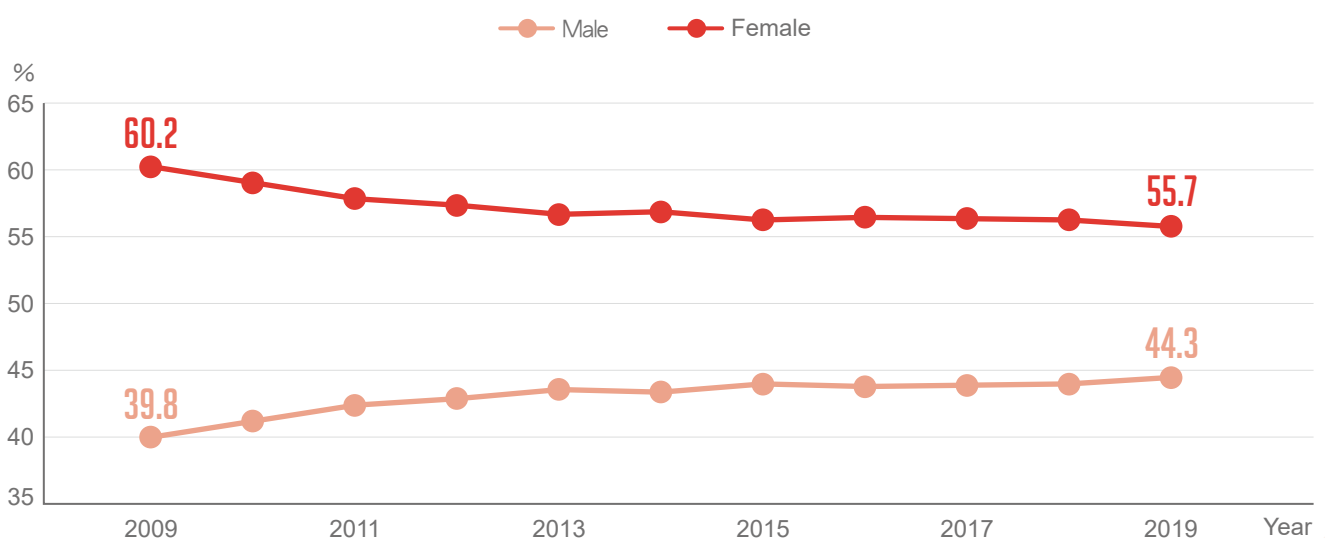
## ■ Taiwanese People Tend to Leave Monetary Assets to Male Heirs, but the Proportion of Women Waiving Inheritance Rights has Slightly Decreased.

In 2019, a total of 238,147 people had to pay gift taxes, of which 144,080 or 60.5% were men, and 94,067 or 39.5% were women. This represents a gender gap of 21 percentage points. Over the past 10 years, approximately 40% of gift recipients were women, indicating a slight change. Also in 2019, a total of 64,620 people in Taiwan waived their right to inheritance, of which 28,635 (44.3%) were men and 35,985 (55.7%) were women. There is a gender gap of 11.4 percentage points, indicating that women make up the majority of people who waived their inheritance rights. However, the proportion of women waiving their inheritance rights have decreased over the past decade, reducing by 4.5 percentage points as compared to 2009, which indicates that the gender gap of wealth inheritance is gradually closing.

### Gift Donee by Sex



### Individuals Waiving the Right of Inheritance by Sex



Source: Ministry of Finance.

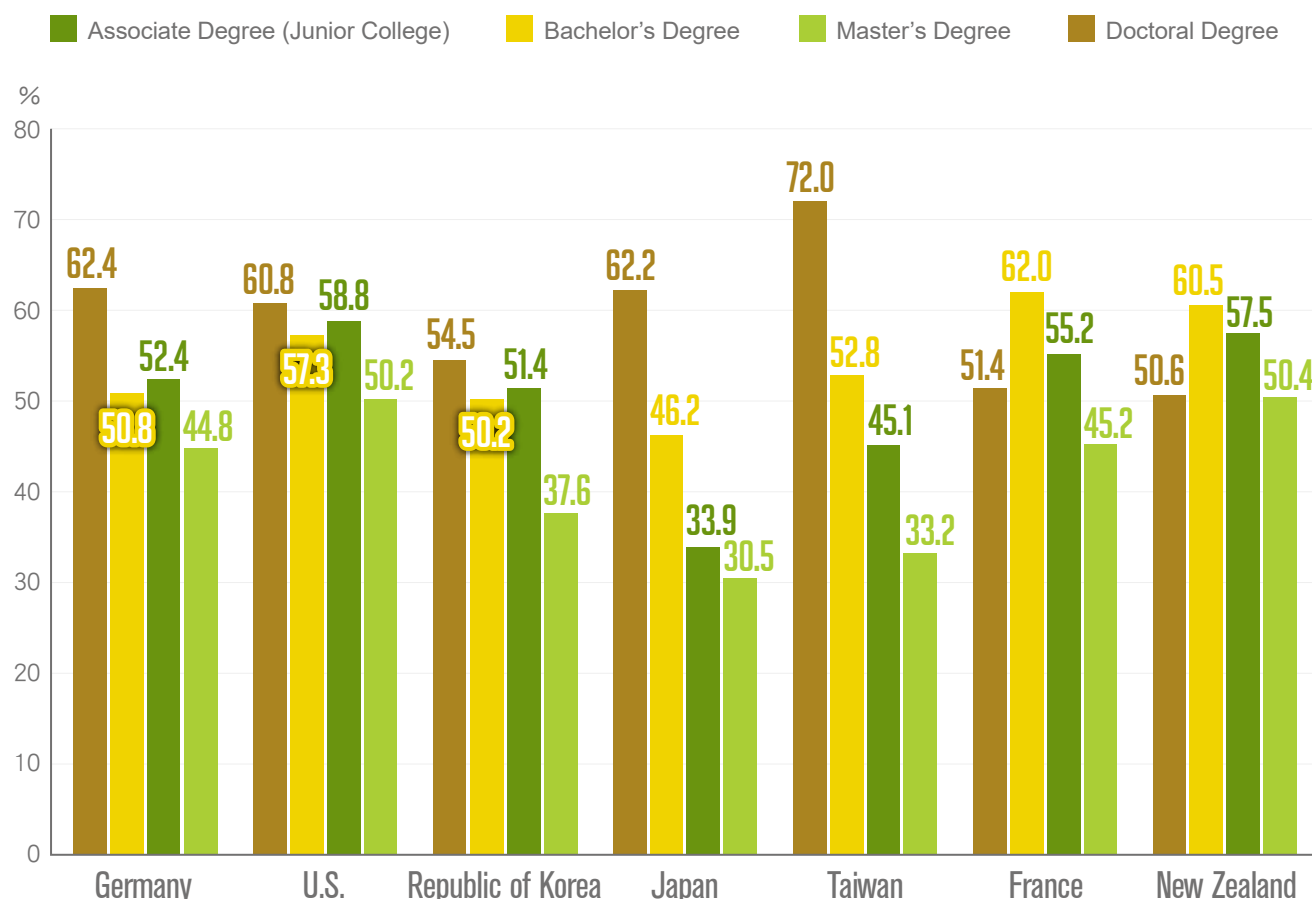


## 4. Education, Culture, and Media

### ■ 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 314,000 higher education graduates in Taiwan in 2018, 164,000 of whom were women. Regarding the proportion of women with degrees at different levels of higher education, 72.0% of women in Taiwan graduated with an associate degree, 52.8% graduated with a bachelor's degree, 45.1% graduated with a master's degree, and the lowest percentage was the 33.2% who graduated with a doctoral degree. Compared to 2014, the proportion of female graduates increased at all higher education levels, with the largest increase (3.3 percentage points) found in the number of women graduating with doctoral degrees. Women with associate degrees accounted for 72.0% of all female higher education graduates in Taiwan in 2018, a percentage higher 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: International Comparison of Education Statistical Indicators, Ministry of Education.

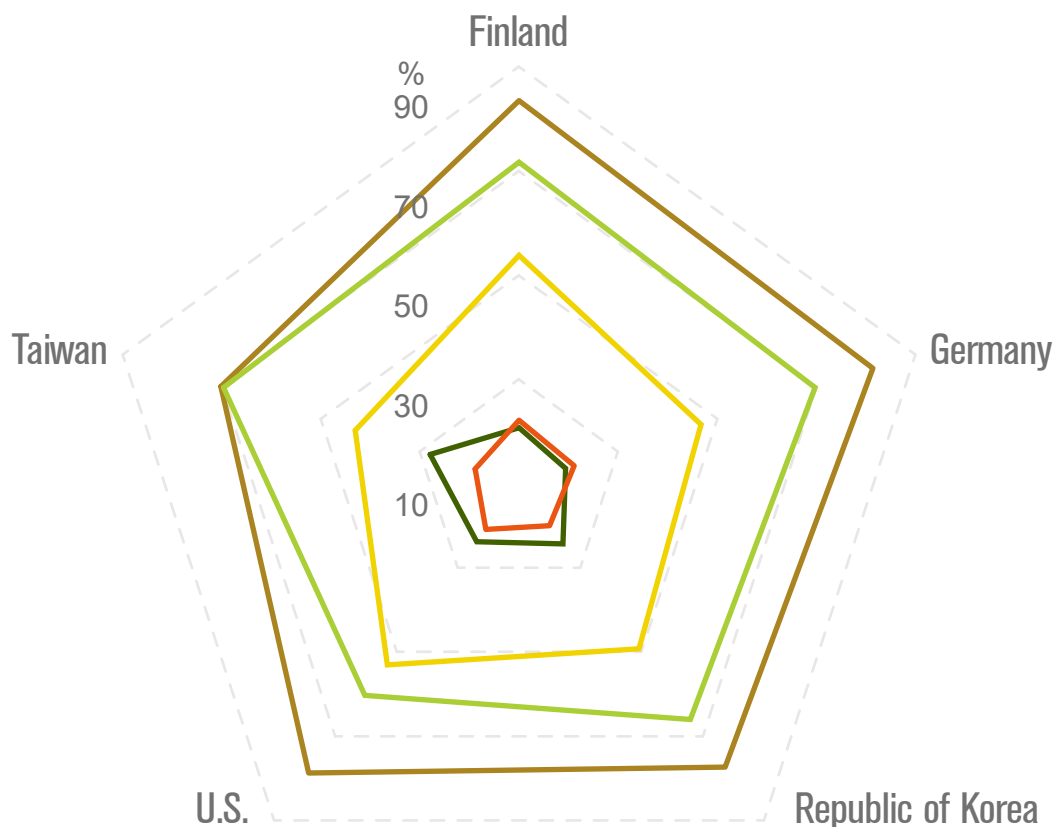
Note: The report uses 2018 academic year data for Taiwan and 2017 data for other countries.

## ■ 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 proportion of females graduates in the STEM fields “Natural Sciences, Mathematics, and Statistics”, “Information and Communication Technologies”, and “Engineering, Manufacturing, and Construction” in Taiwan were 43.1%, 28.3%, and 18.9%, respectively. Among other major industrialized countries, these figures were respectively 53.8%, 20.7%, and 22.2% in Finland, 46.8%, 19.4%, and 21.1% in Germany, 49.2%, 24.3%, and 20.1% in the Republic of Korea, and 53.0%, 23.9%, and 20.9% in the US, indicating a lower proportion of female graduates across the board. In particular, Taiwan had the lowest proportion of female graduates in “Sciences, Mathematics, and Statistics” and “Engineering, Manufacturing, and Construction” out of all the aforementioned countries. As for the Humanities, the proportion of female graduates in “Education” and “Arts and Humanities” in Taiwan were 70.4% and 69.7%, respectively. These figures were respectively 83.5% and 71.7% in Finland, 81.5% and 69.8% in Germany, 77.3% and 66.0% in the Republic of Korea, and 78.7% and 60.3% in the US, with a high proportion of female graduates across the board. This indicates that there are still remnants of gender segregation in the education system of major industrialized countries, with more men in STEM and more women in the Humanities.

### Percentage of Female Higher Education Graduates in Various Fields

- Education
- Arts and Humanities
- Information and Communication Technology
- Sciences, Mathematics, and Statistics
- Engineering, Manufacturing, and Construction



Source: Ministry of Education; Education at a Glance: OECD Indicators 2019.

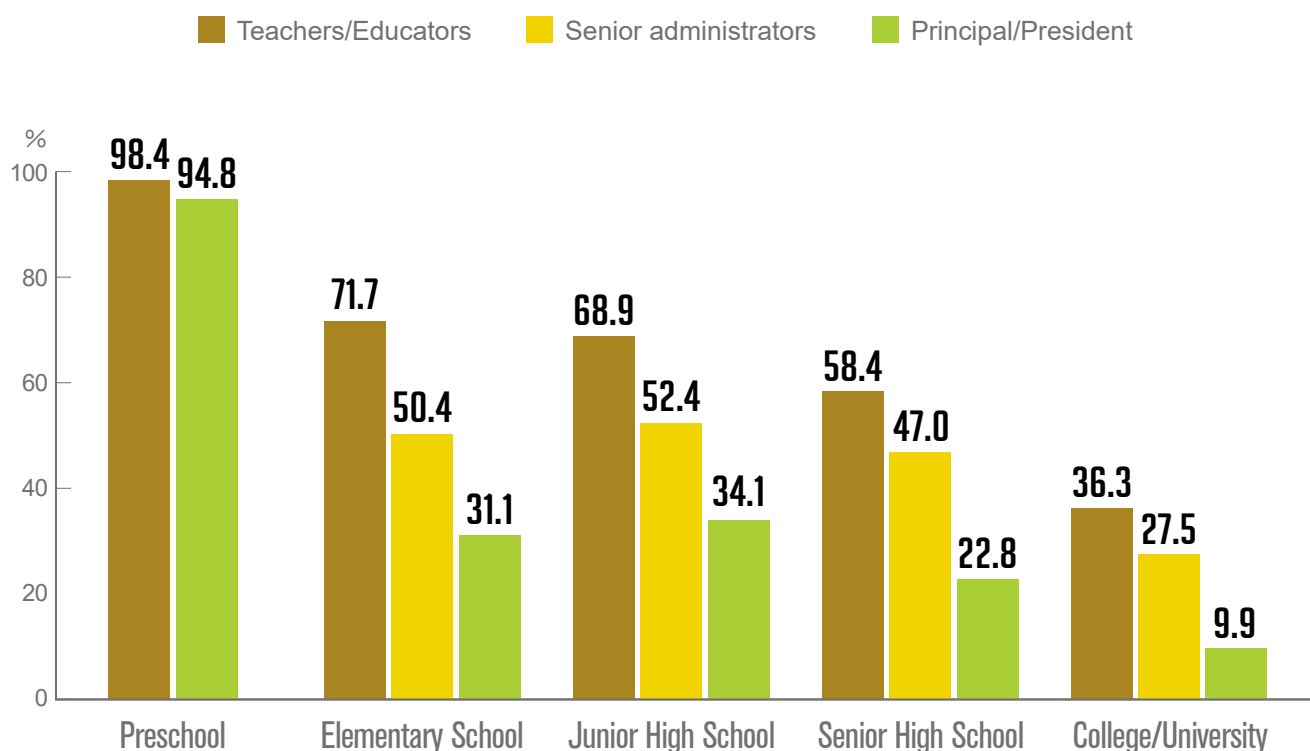
Note: The report uses 2018 data for Taiwan and 2017 data for other countries.



## ■ 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. The largest gender gap was found among preschool educators, 98.4% were women, with men accounting for only 1.6%. Women also accounted for 94.8% of preschool principals. As for senior administrator positions, colleges and universities had the lowest proportion of female senior administrators (27.5%), while no significant gender gaps were found in other school levels. Women accounted for 31.1% of elementary school principals, 34.1% of junior high school principals, 22.8% of senior high school principals, but only 9.9% of college/university presidents. 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 all level school positions, 2019



Source: Gender Statistics Database, Ministry of Education.

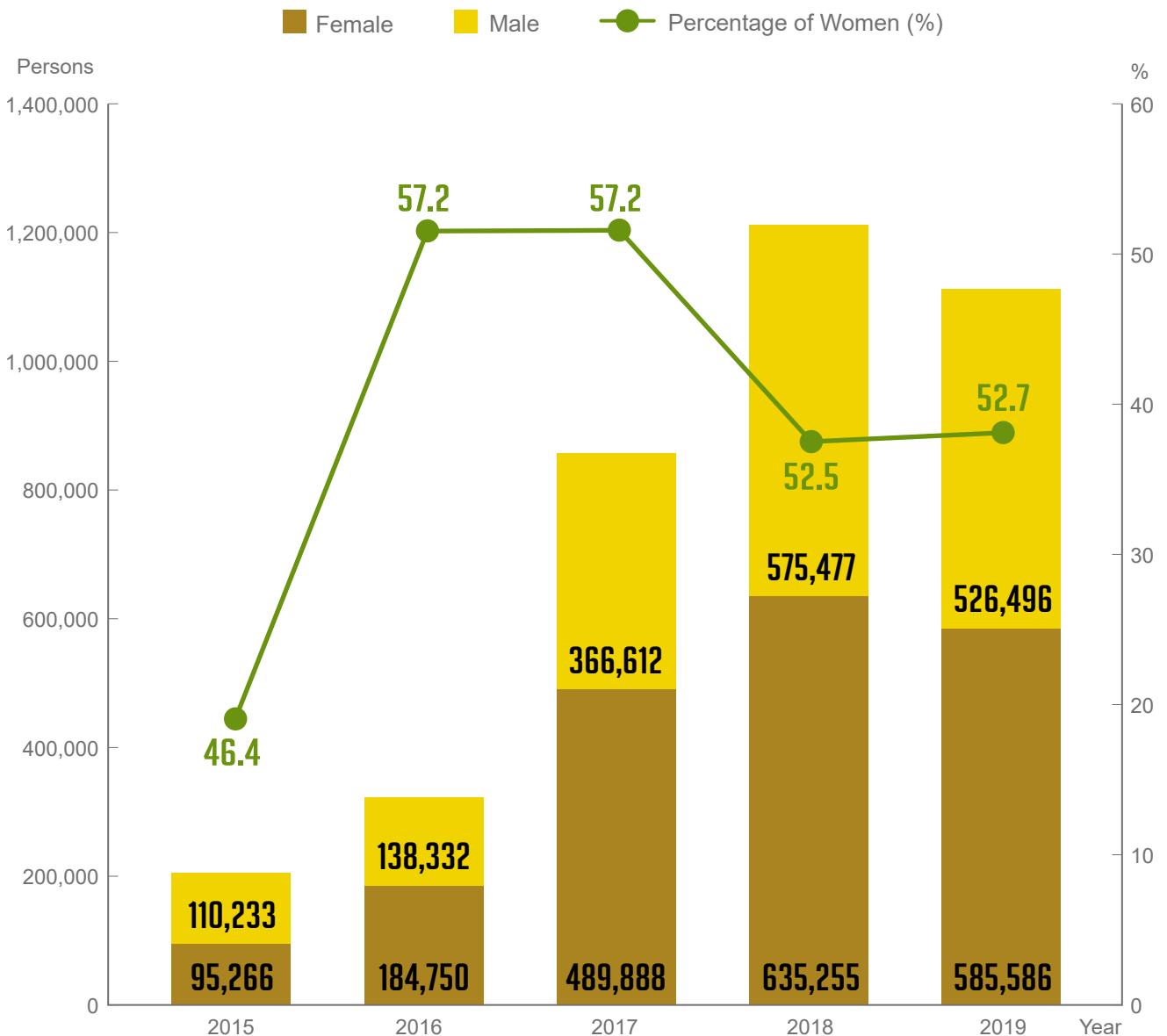
Note:

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.

## ■ The Number of Participants in Community Empowerment Activities of Both Genders Has Decreased Slightly, with Little Disparity Between the Number of Male and Female Participants.

Since 1994, Taiwan has implemented a Community Building Plan aimed at fostering a multicultural spirit and building a more cooperative and shared community environment. The plan provides subsidies to counties and cities to encourage the general public to participate in community development efforts and become more involved in local cultural activities. The number of participants of both genders has steadily increased each year, reaching 1.11 million people in 2019, a slight decrease compared to 2018. Men and women have similar participation rates, indicating an equal interest in local public affairs and community development.

### Number of Participants in Community Development, 2019



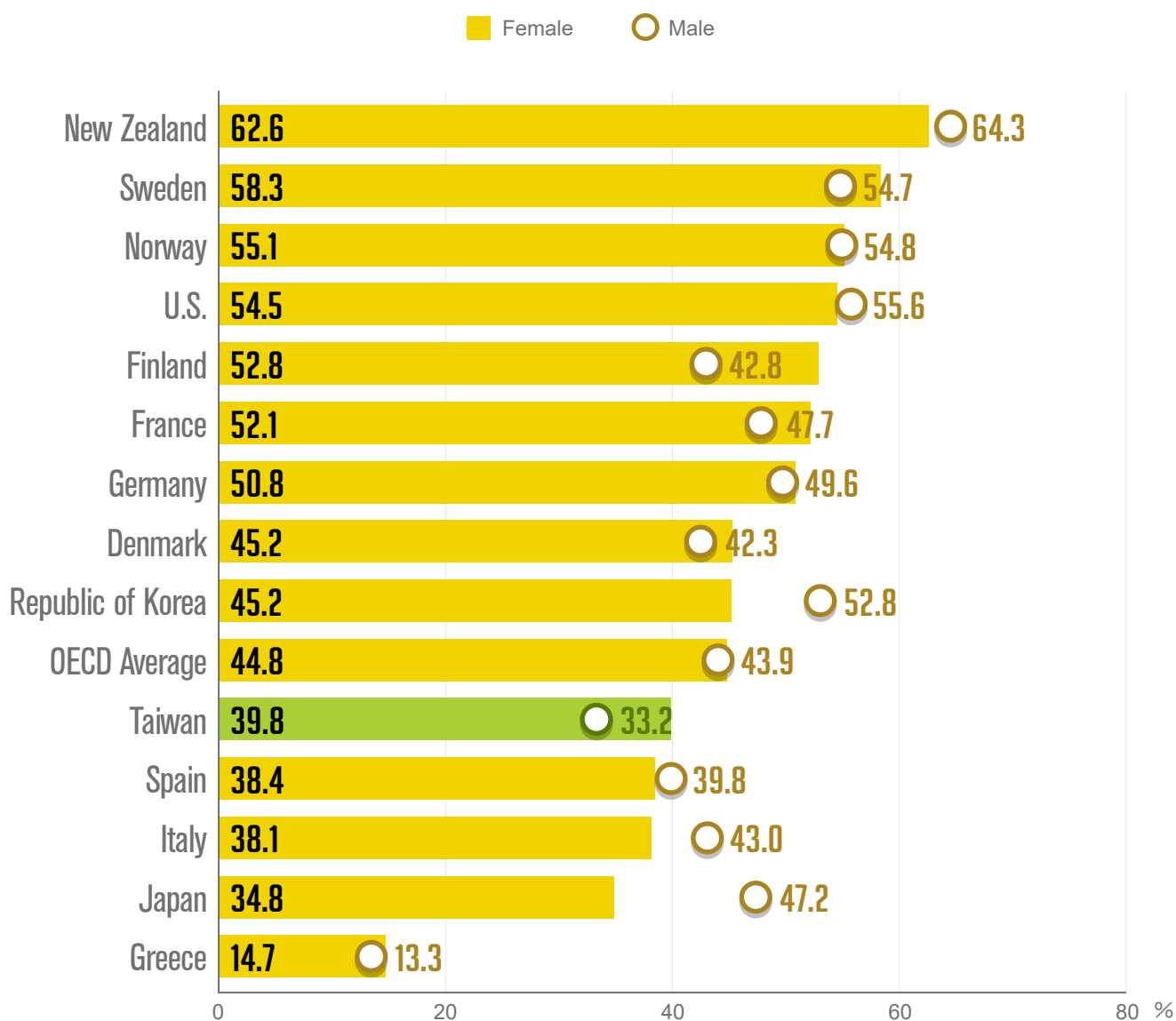
Source: Gender Statistics Database, Ministry of Culture.



## ■ In Taiwan, Both Genders' Participation in Lifelong Learning is Lower than OECD Average; Men's Participation Rate Lower than Women's.

In 2016, roughly 47% of adults aged 25 to 64 in OECD countries reported having ever participated in lifelong learning activities, with the average participation rate of women being 0.9 percentage points higher than that of men. In 2018, the lifelong learning participation rate of both men and women aged 25 to 64 in Taiwan was lower than the OECD average, with women accounting for 39.8% of participants, a decrease from 2017, and men accounting for 33.2%, an increase from 2017, resulting in a gender gap of 6.6 percentage points, which is 5.3 percentage points smaller than that in 2017. The lifelong learning participation rates of men and women in OECD countries are largely comparable except for Asian countries like Japan and the Republic of Korea, where the male participation rate is significantly higher.

### Proportion of Adults Participating in Lifelong Learning Activities



Source: Gender Statistics Database, Ministry of Education; Education at a Glance: OECD Indicators 2019.

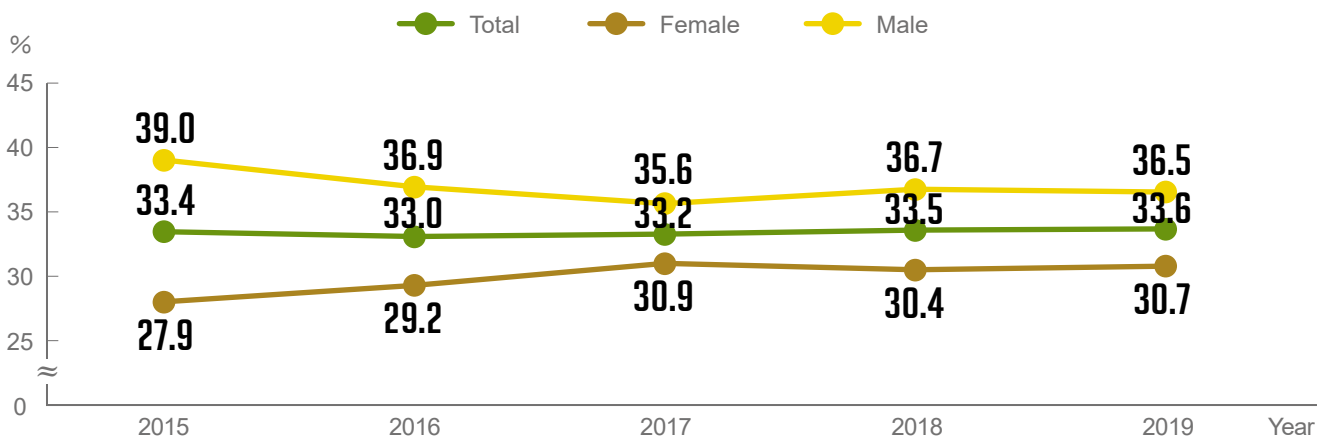
Note: Data for Taiwan is from 2018; Data for the US, the Republic of Korea, and Japan is from 2012, and data for New Zealand is from 2015, taken from the OECD Survey of Adult Skills of PIAAC or national surveys; Data for other countries is from 2016, taken from the EU's Adult Education Survey (AES). The OECD average only includes AES data. The surveys conducted for this indicator focus on adults aged 25 to 64.



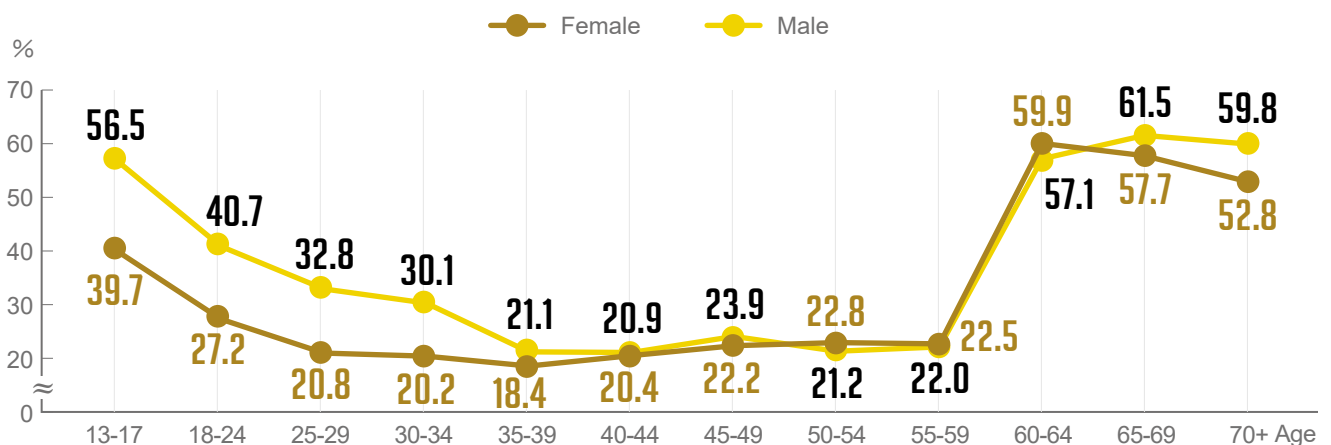
**■ Gap Still Exists Between Percentages of Men and Women Engaged in Regular Exercise, with the Percentage Among Women Aged 35-39 Under 20%, and the Largest Gender Gap Between Young People Aged 13-17.**

In 2019, 33.6% of persons aged 13 and older engaged in regular exercise, which is 0.2 percentage points higher than of 2015. Meanwhile, more men (36.5%) engaged in regular exercise than women (30.7%), a difference of 5.8 percentage points, a gap 0.5 percentage points smaller than that in 2018. When analyzed by age group, the rates of exercise among both genders approximate a U-shaped distribution. Among the elderly population 52.8% of people aged 60 and older 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 18.4% and 32.8%. Notably, women aged 35-39 had the lowest rate of regular exercise at 18.4%. When analyzed by age group, the greatest gender gap was among young persons aged 13 to 17, with a difference of 16.8 percentage points. The gap was slightly larger than the 16 percentage-point gap in 2017, indicating that there is still room for improvement in terms of the percentage of girls who exercise regularly.

**2019 Percentage of Population Who Regularly Exercise, by sex**



**2019 Percentage of Population Who Regularly Exercise, by age**



Source: 2019 Sports and Athletics Survey, Sports Administration, Ministry of Education (earlier editions of the report from 2015 and prior years were titled Sports City Survey).

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.

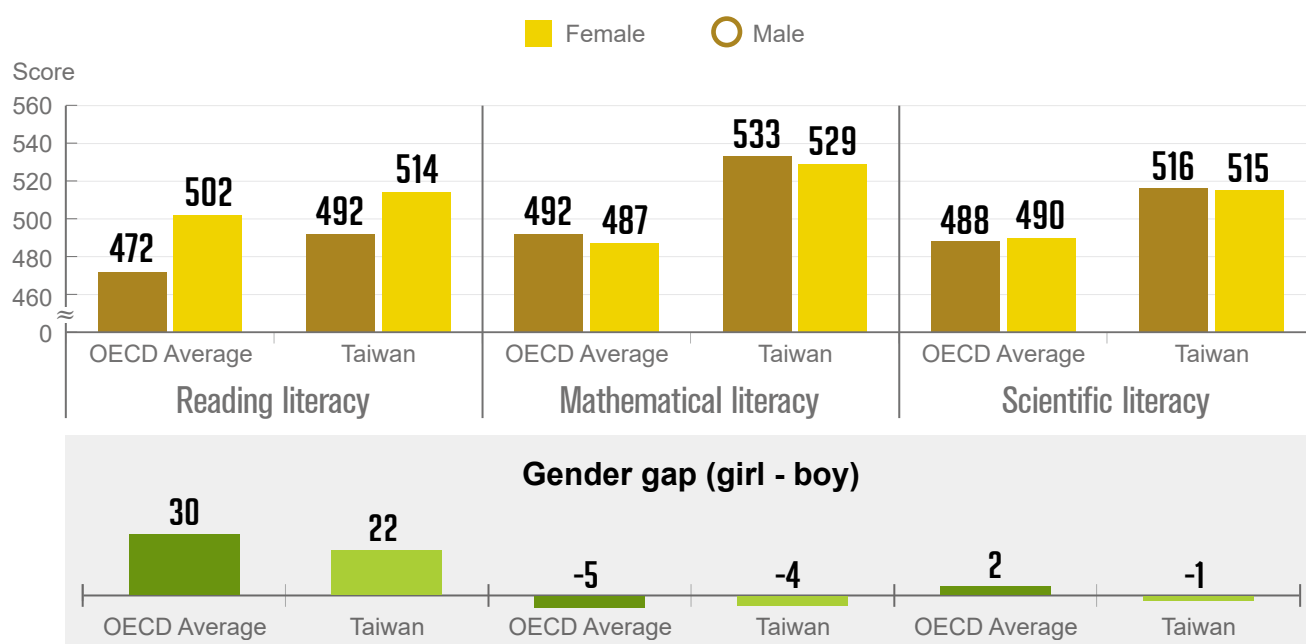




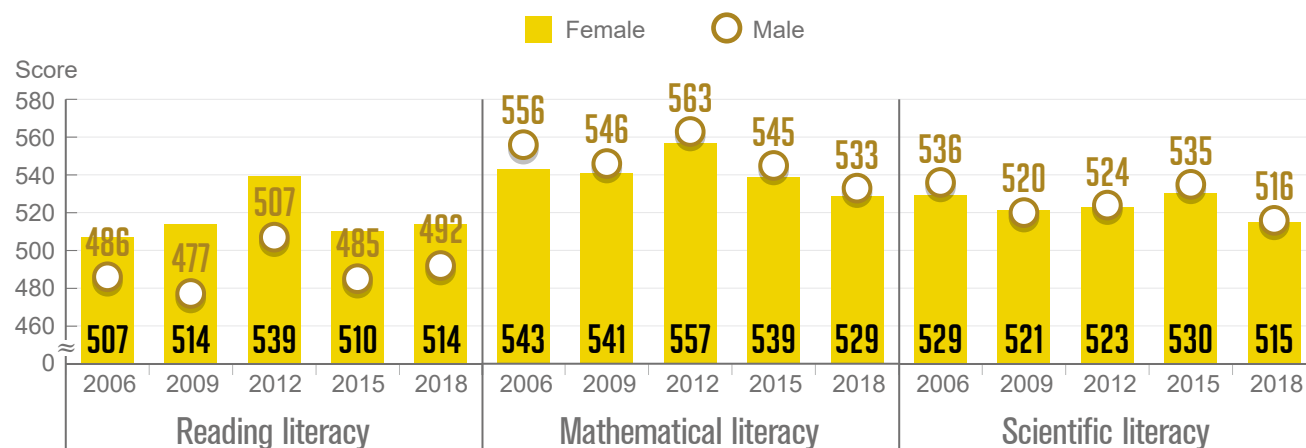
## ■ According to the PISA Score of Taiwanese Students in 2018, the Gender Gap of Various Literacy Scores has Narrowed.

According to the results of the OECD Programme for International Student Assessment, in 2018 Taiwanese students of both genders aged 15 scored higher and exhibited smaller gender gaps than the OECD average in various literacy categories. Cross-examination by gender and literacy category shows that the average science and reading scores of girls in OECD countries are 2 and 30 points higher than that of boys, respectively, while the average mathematics score of boys in OECD countries is 5 points higher than that of girls. In Taiwan, girls scored 22 points higher than boys in reading, while boys scored 4 points and 1 point higher than girls in mathematics and science, respectively. The gender gap between literacy categories in Taiwan shows a narrowing trend.

### PISA Scores and Gender Gap of Taiwan and OECD Countries, 2018



### PISA Score of Taiwanese Students Aged 15



Source: Ministry of Education; June 16, 2020 National Statistical Report (No. 112), Directorate-General of Budget, Accounting, and Statistics, Executive Yuan; OECD.

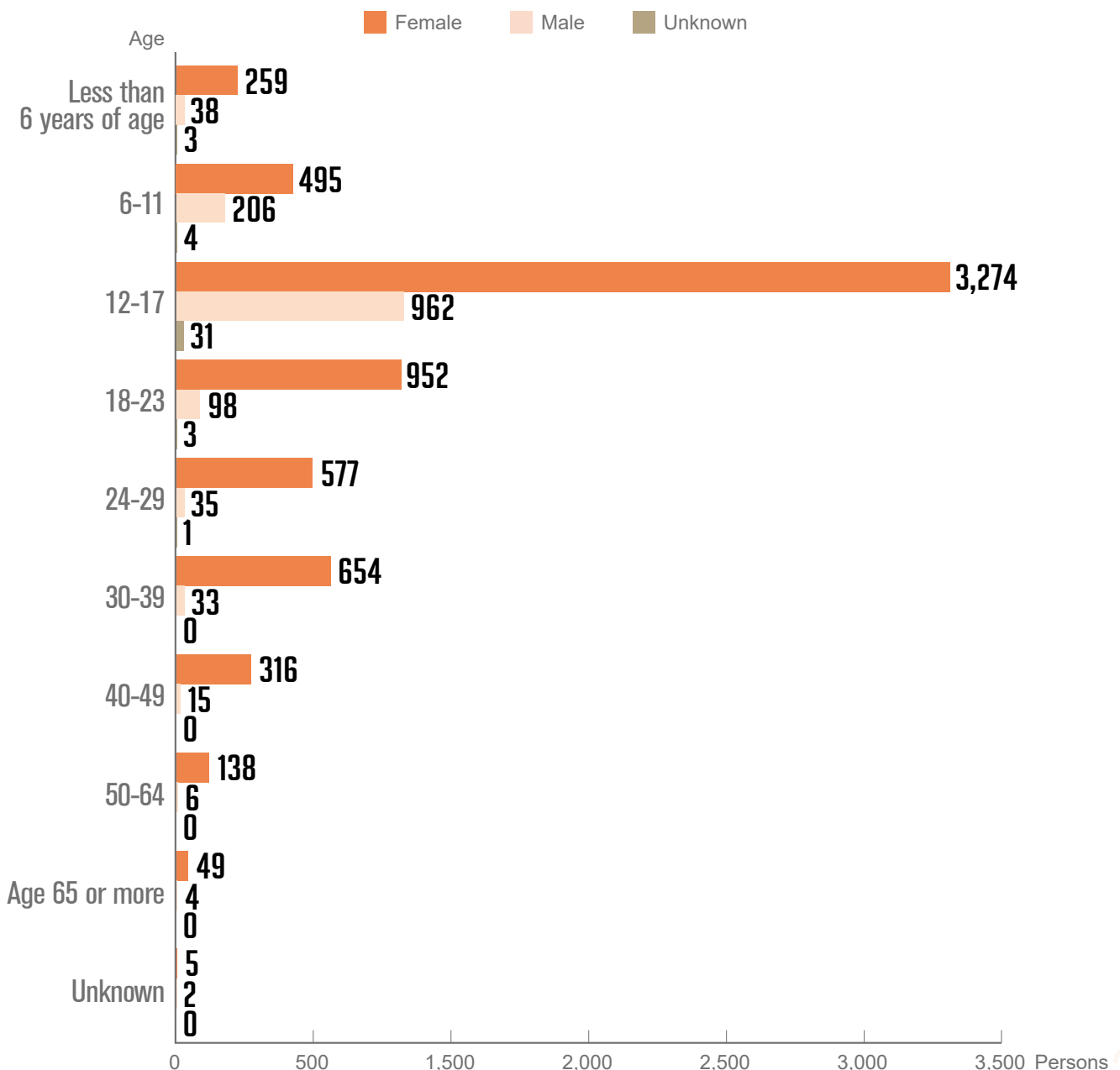
Note: PISA assesses reading, mathematical, and scientific literacy. It is an international assessment held once every three years to provide countries with a way to assess and supervise the effectiveness of different educational systems around the world.

## 5. Personal Safety and Justice

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

In 2019, a total of 8,160 persons were reported as victims of sexual assault in Taiwan, of which 6,719 were women (82.3%), 1,399 were men (17.1%), and 42 were others (0.6%). With regards to age, the majority of victims both men and women were between the ages of 12 and 18. Of these, 3,274 were female, accounting for 48.7% of all female victims, and 962 were male, accounting for 68.8% of all male victims. Law enforcement concluded investigations on 4,527 sexual assault suspects, of which 39.8% were indicted and 47.1% were not indicted. Insufficient evidence accounts for 94.9% of the reasons why suspects were not indicted.

#### Overview of the Age of Victims in Reported Sexual Assault Cases, 2019



Source: Gender Statistics, Ministry of Health and Welfare; Prosecution Statistics, Ministry of Justice.

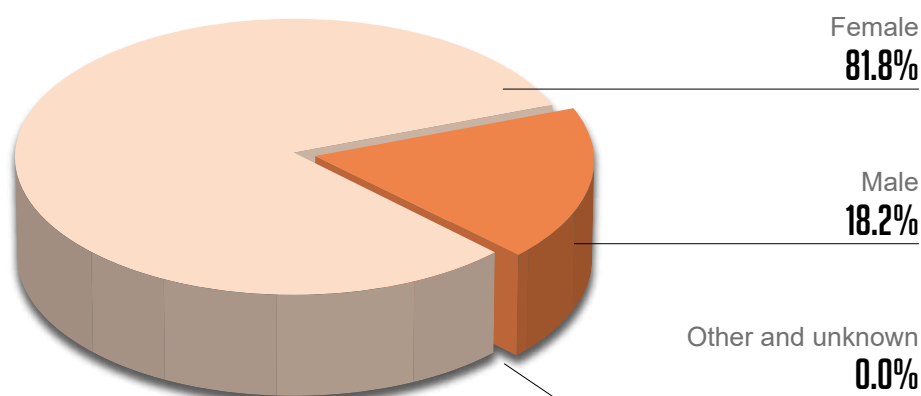


## ■ Most Victims of Intimate Partner Violence are Women; Most Cases Involve (Former) Spousal Relationships.

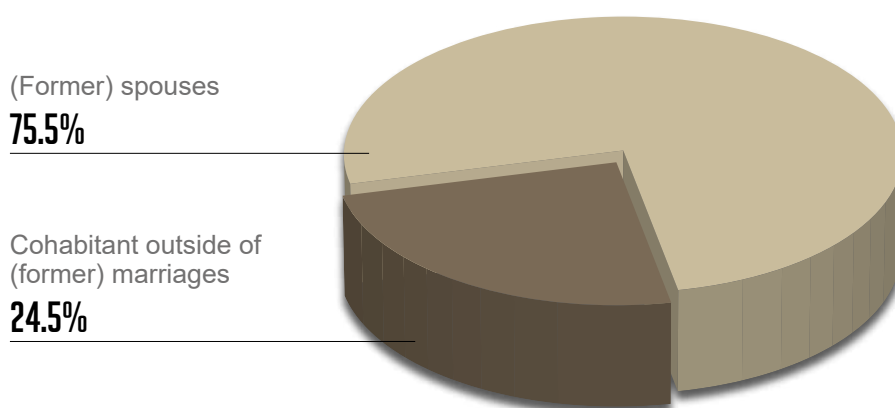
In 2019, 63,902 cases of domestic violence in intimate relationships were reported, of which 41,039 (81.8%) were women, 9,121 (18.2%) were men, and 14 were others or unknown (0.0%). Most cases (75.5%) involve (former) spouses, followed by cohabitants outside (former) marriages (24.5%).

### Statistics on Reported Cases of Domestic Violence in Intimate Relationships, 2019

By sex



By relationship



Source: Ministry of Health and Welfare.

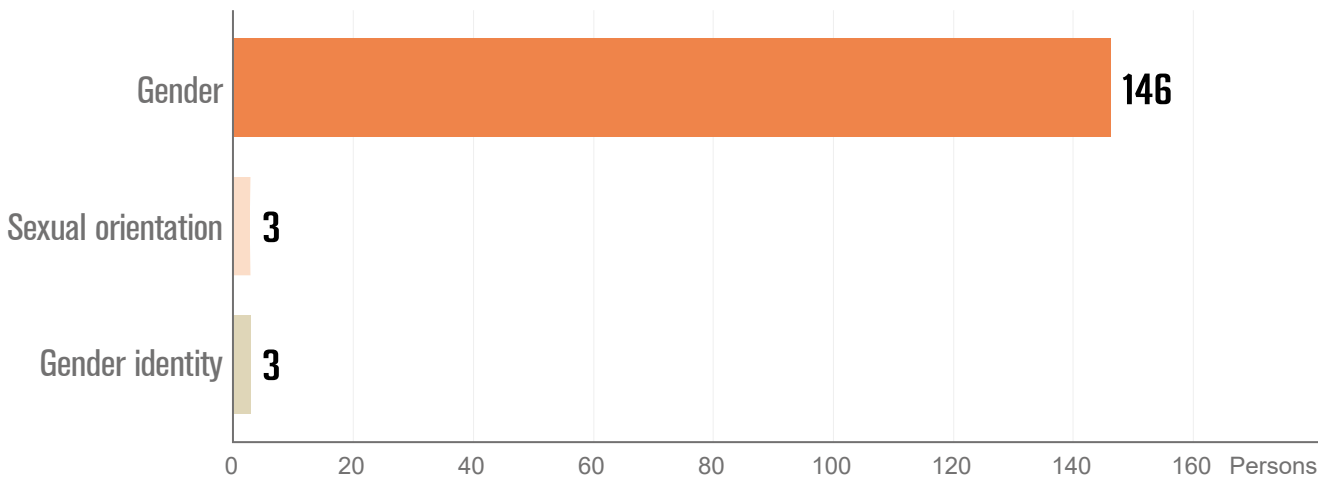
Note: Intimate partner violence refers to abusive and controlling behavior toward an intimate partner, such as physical, psychological, and sexual abuse, as well as economic control.

## ■ Women Accounted for 89% of Complainants Under the Act of Gender Equality in Employment.

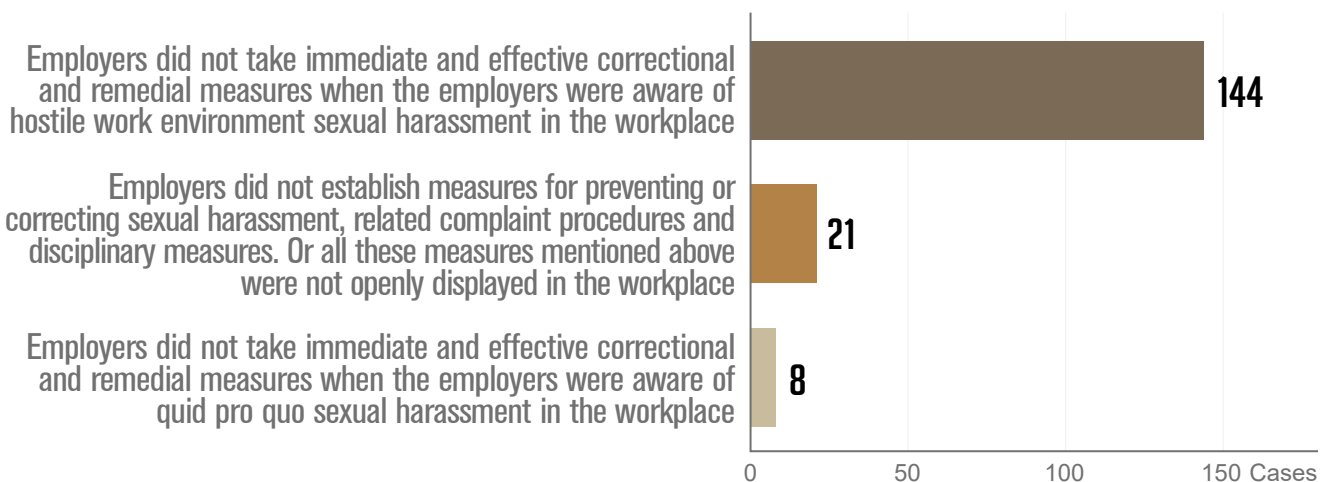
Of complaints filed under the Act of Gender Equality in Employment in 2019, 335 complainants (88.2%) were women, 44 (11.6%) were men, and 1 (0.2%) was other. Complaint categories included sexual discrimination, employer violations of sexual harassment prevention obligations, and gender equality measures. Of the sexual discrimination complaints, 146 cases were based on “gender”, accounting for the majority of cases, followed by “sexual orientation” and “gender identity” with 3 cases each. As for cases of employers violating sexual harassment prevention obligations, 144 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, 2019

By type of gender discrimination



By type of employer sexual harassment prevention obligation violation



Source: Ministry of Labor.

Note:

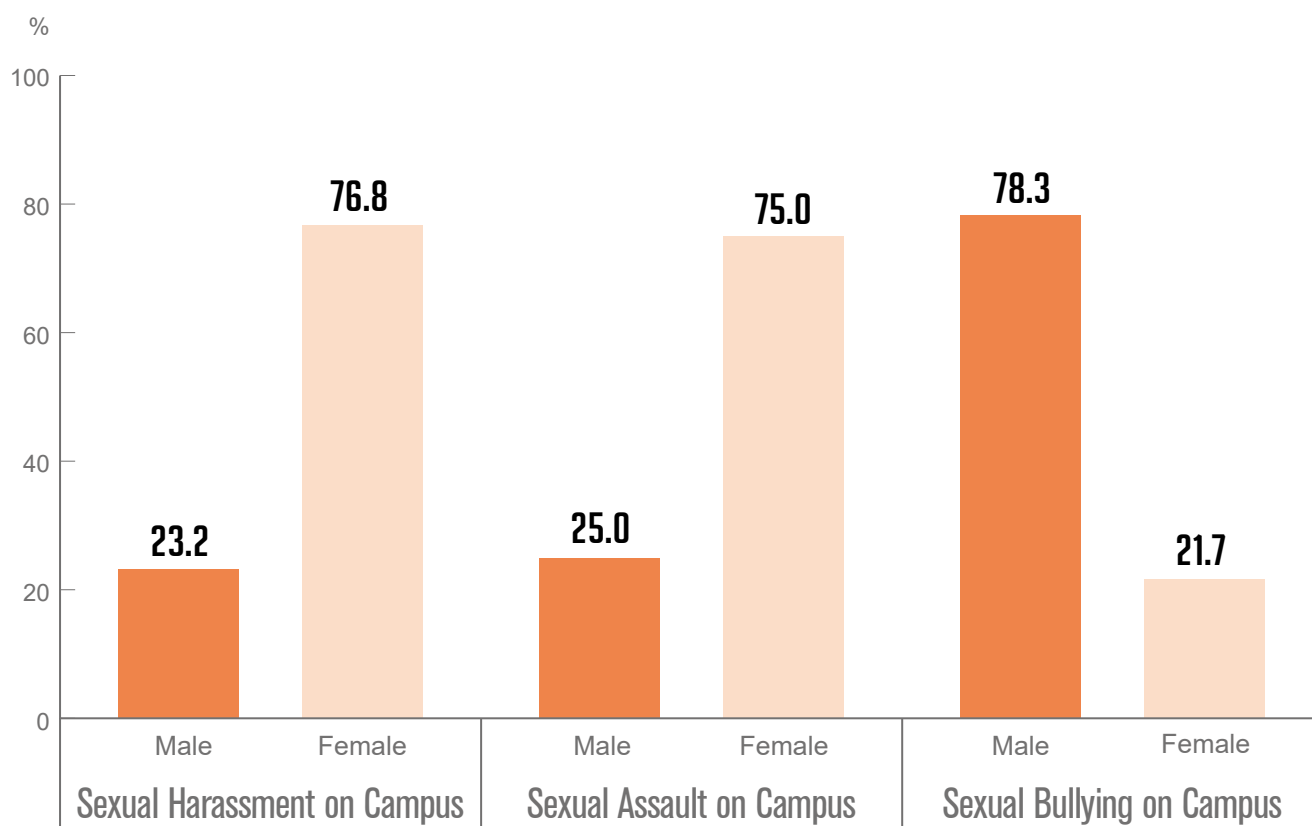
1. Because there were no complainants in cases directly investigated by county or city governments, the number of complainants may be lower than the number of cases.
2. Check all that apply.



## ■ 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 2019, there were 2,320 confirmed victims of campus sexual harassment and 260 confirmed victims of campus sexual assault, of which females account for 76.8% and 75%, respectively. There were 37 confirmed victims of sexual bullying on campus, 78.3% of which were males. Regarding the education system of victims when the cases occurred, a majority of sexual bullying on campus occurred in elementary schools, while the majority of other types of cases occurred in junior high school (between the ages of 12 and 18). As for gender discrimination, there is 1 confirmed case each of “Discrimination of Educational Institutions Conducting Recruitment or Giving Approvals for Admission” based on gender expression, sexual orientation, and others. There is 1 confirmed case each of educational content discrimination based on gender, sexual orientation, and others.

### Victims of Sexual Harassment, Sexual Assault, and Sexual Bullying on Campus, by Sex, 2019



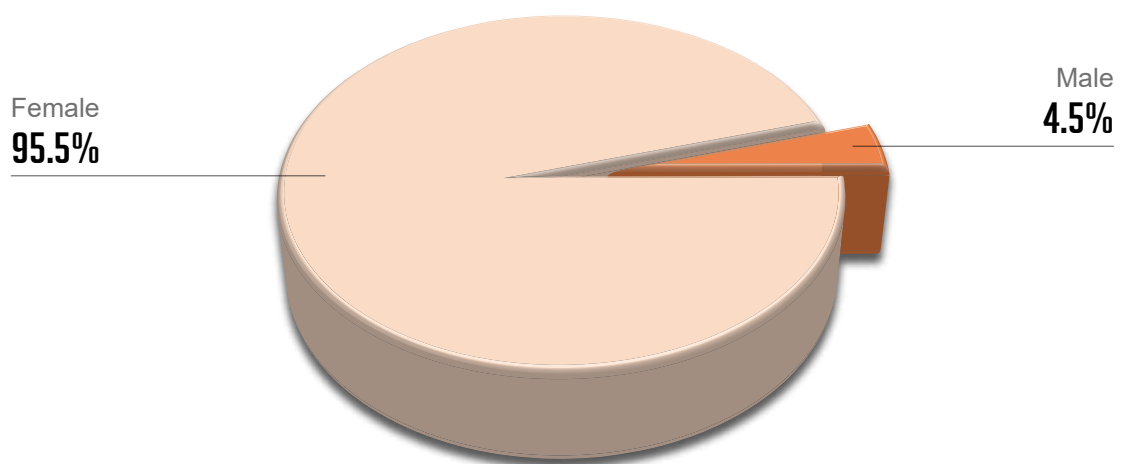
Source: Ministry of Education.

## ■ Female Victims Account for 96% of All Victims of Confirmed Sexual Harassment Cases Reported in Accordance with the Sexual Harassment Prevention Act.

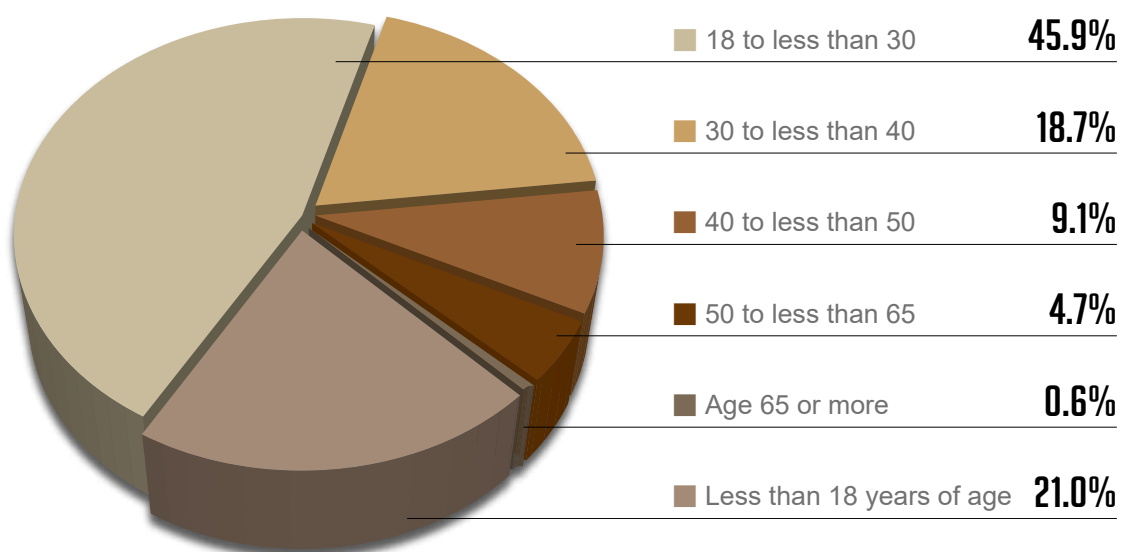
In 2019, there were 647 victims of confirmed cases of sexual harassment complaints, of which 618 (95.5%) were women and 29 (4.5%) were men. Most victims were between the ages of 18 and 30 (45.9%), followed by those between those under the age of 18 (21%).

### Victims of Confirmed Sexual Harassment Cases, 2019

#### By sex



#### By age



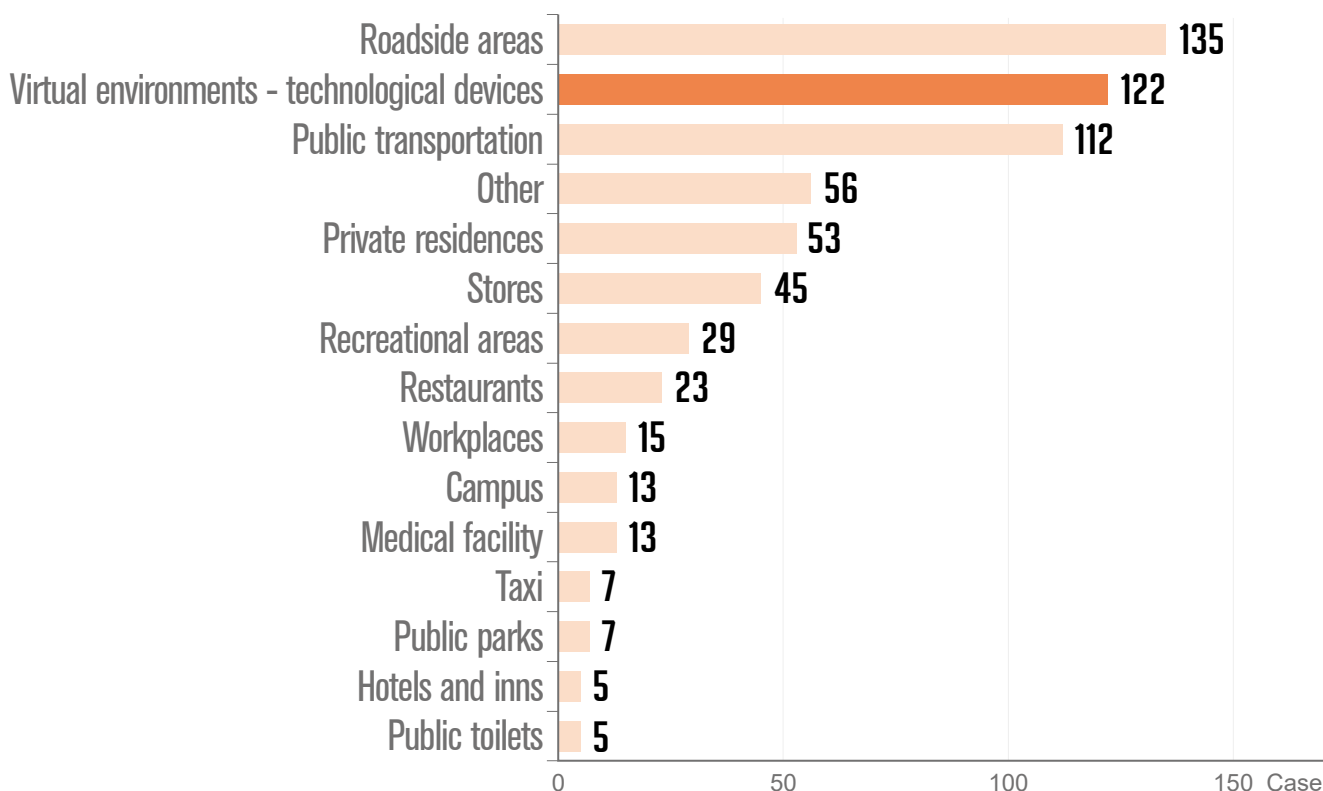
Source: Sexual Harassment Prevention Statistics, Ministry of Health and Welfare.



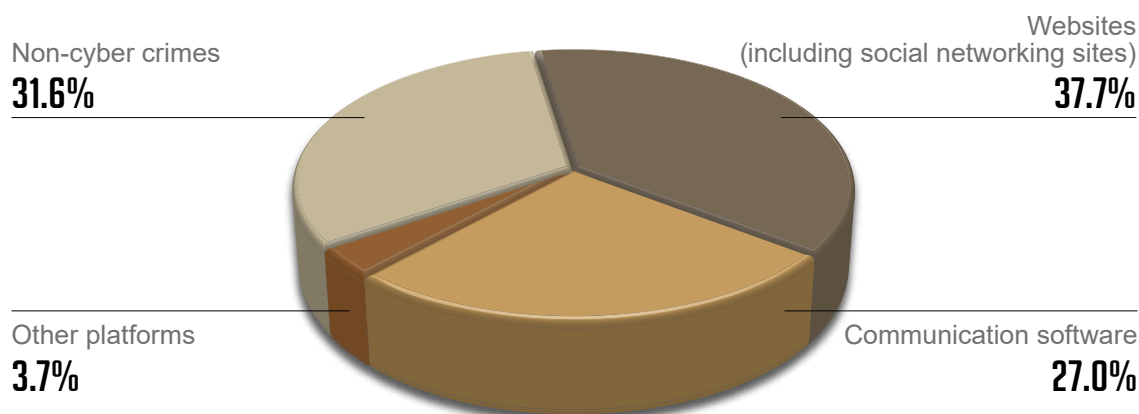
## ■ Nearly 20% of Digital/Cyber Sexual Harassment and Other Sexual Violence Occur in “Virtual Environments - Technological Devices”.

In 2019, there were 122 “confirmed” cases of sexual harassment complaints filed under the Sexual Harassment Prevention Act that occurred in “virtual environments - technological devices” (accounting for 18.8% of all locations). Confirmed cases of campus sexual harassment through the Internet or telecommunications totaled 61 (3.7% of cases). As for cases of cyber child and youth sexual exploitation, a majority of the crimes were carried out through websites (including social networking sites), accounting for 37.7%, followed by communication software at 27.0%.

### Confirmed Cases of Sexual Harassment by Location, 2019



### Cyber Child and Youth Sexual Exploitation, 2019



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

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



## 6. Health, Medical Service, and Care

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

In 2019, the average life expectancy of people in Taiwan was 80.86 years, 84.23 years for women and 77.69 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 2018, the average healthy life expectancy at birth in Taiwan was 74.74 years for women and 69.96 years for men, indicating a gender disparity of 4.78 years. Meanwhile, the average unhealthy life expectancy was 9.31 years for women and 7.59 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 (87.7 and 81.5 years), Singapore (85.7 and 81.4 years), and the Republic of Korea (86.0 and 79.9 years) but higher than that of China (79.2 and 74.8 years).

Life Expectancy at Birth in Major Industrialized Countries, 2019



Source: 2019 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 Tuesday, June 30, 2020).

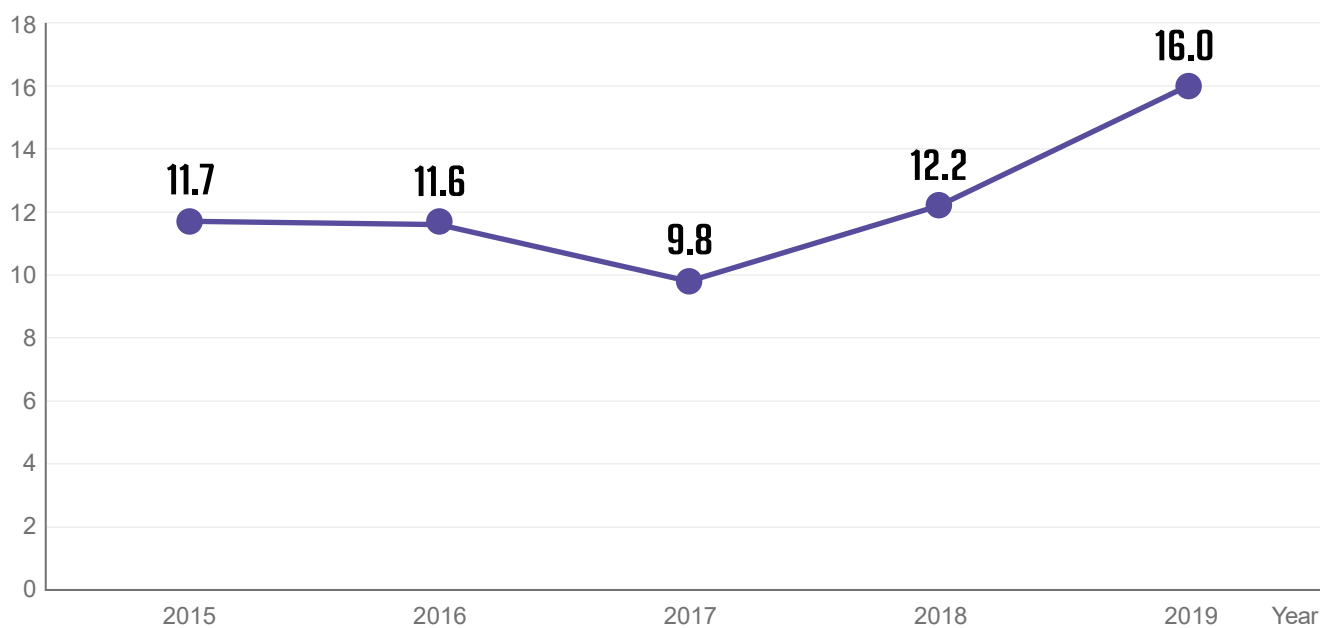


## ■ The Most Common Cause of Maternal Death Over the Past 5 Years was Obstetric Embolisms.

From 2015 to 2019, the maternal mortality rate was between 9.8 and 16.0 persons per 100,000 live births. The top three causes of maternal death were obstetric embolisms, postpartum hemorrhage, and gestational hypertension with proteinuria (comorbidity or complication).

### Maternal Mortality Rate Over the Last 5 Years

Mortality rate (per 100,000 live births)



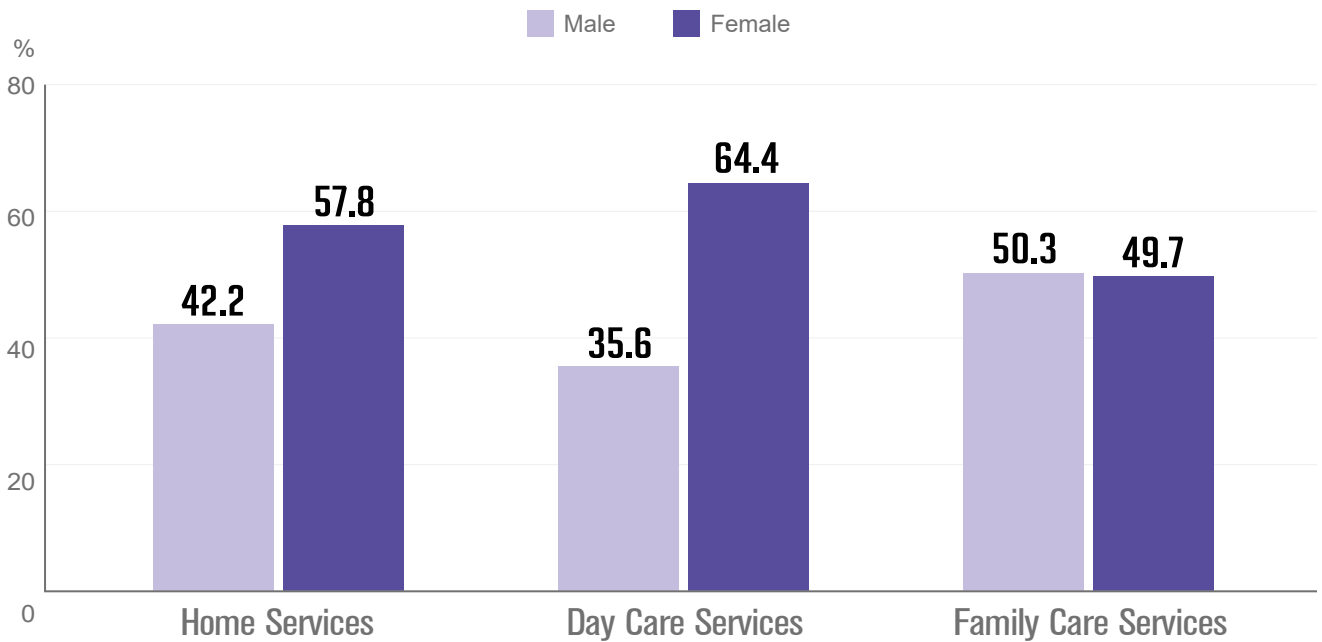
Source: Yearly Report on Causes of Death Statistics, Ministry of Health and Welfare.

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

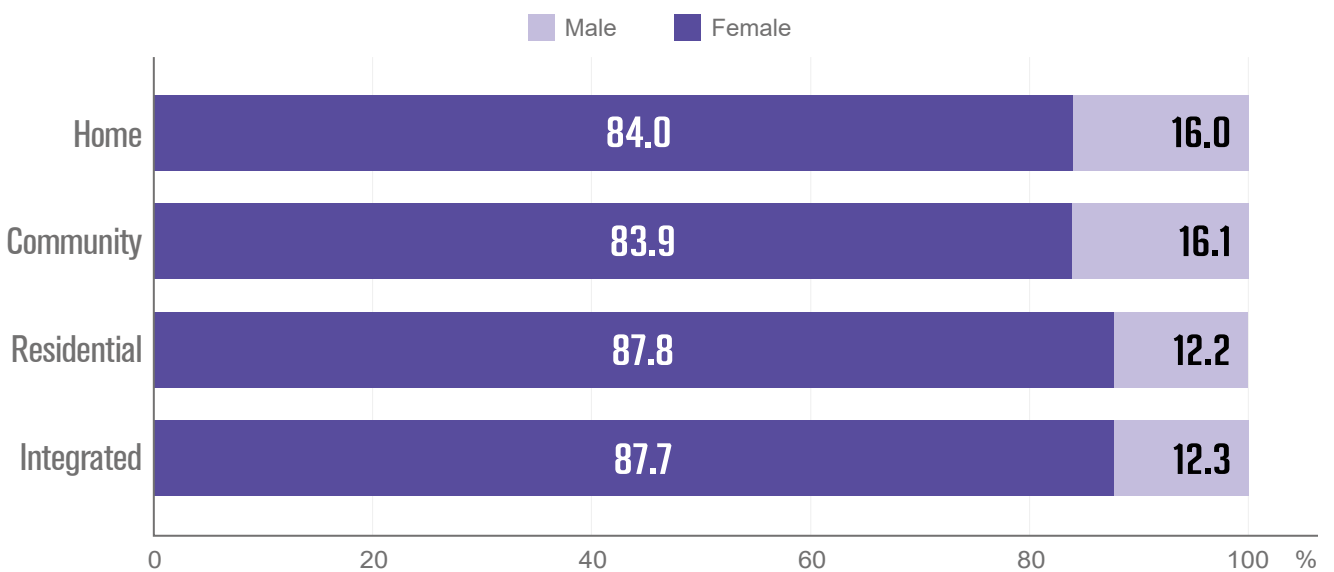
## ■ The Majority of Long-term Care Service Users and Givers are Women.

At the end of 2019, a total of 105,470 people were using home services, accounting for the majority of long-term care service users, followed by day care services with 10,018 users and family care with 586 users. The majority of long-term care service givers are women, accounting for over 80% of manpower across all types of facilities.

2019 Long-term Care Service User Statistics, by Sex



2019 Long-term Care Service Giver Statistics, by Sex



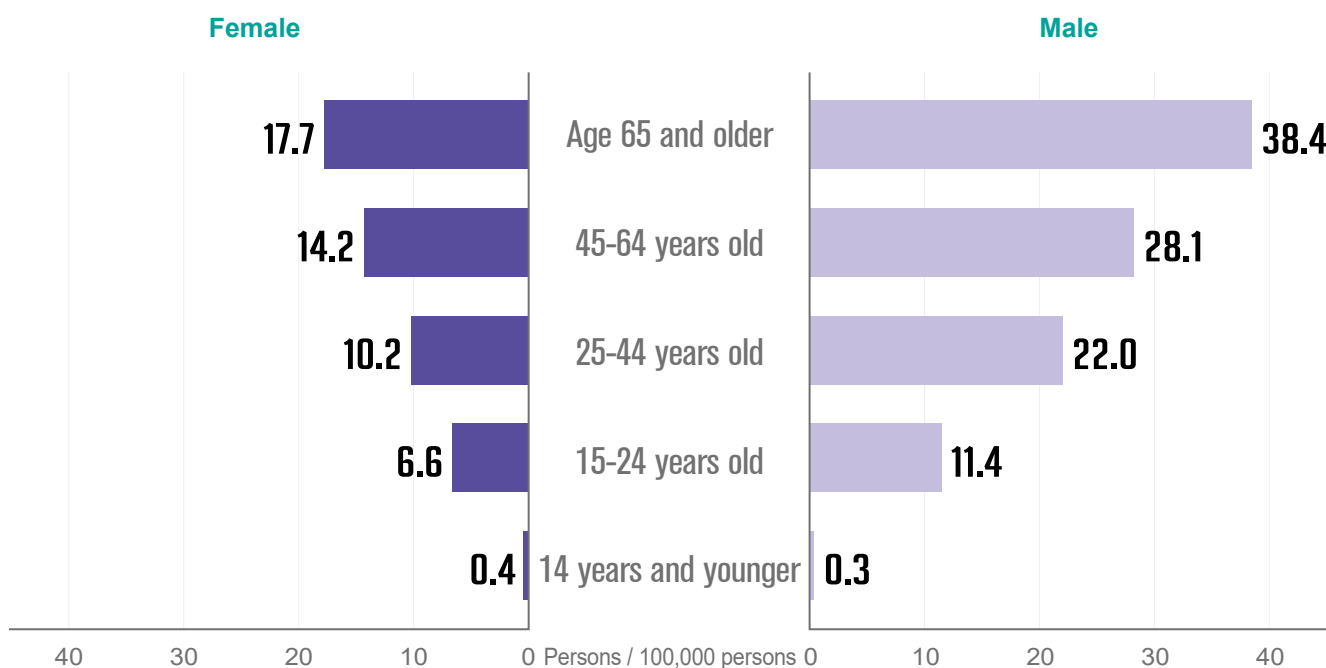
Source: Consultation and Management System for Long Term Care Institutes and Service Givers, Ministry of Health and Welfare.



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

In 2019, a total of 2,554 men and 1,310 women died by suicide in Taiwan. The crude suicide mortality rate was 21.8 deaths per 100,000 people for men and 11.0 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 38.4 deaths per 100,000 people among men, and 17.7 per 100,000 people among women.

### Crude Suicide Mortality Rate, 2019



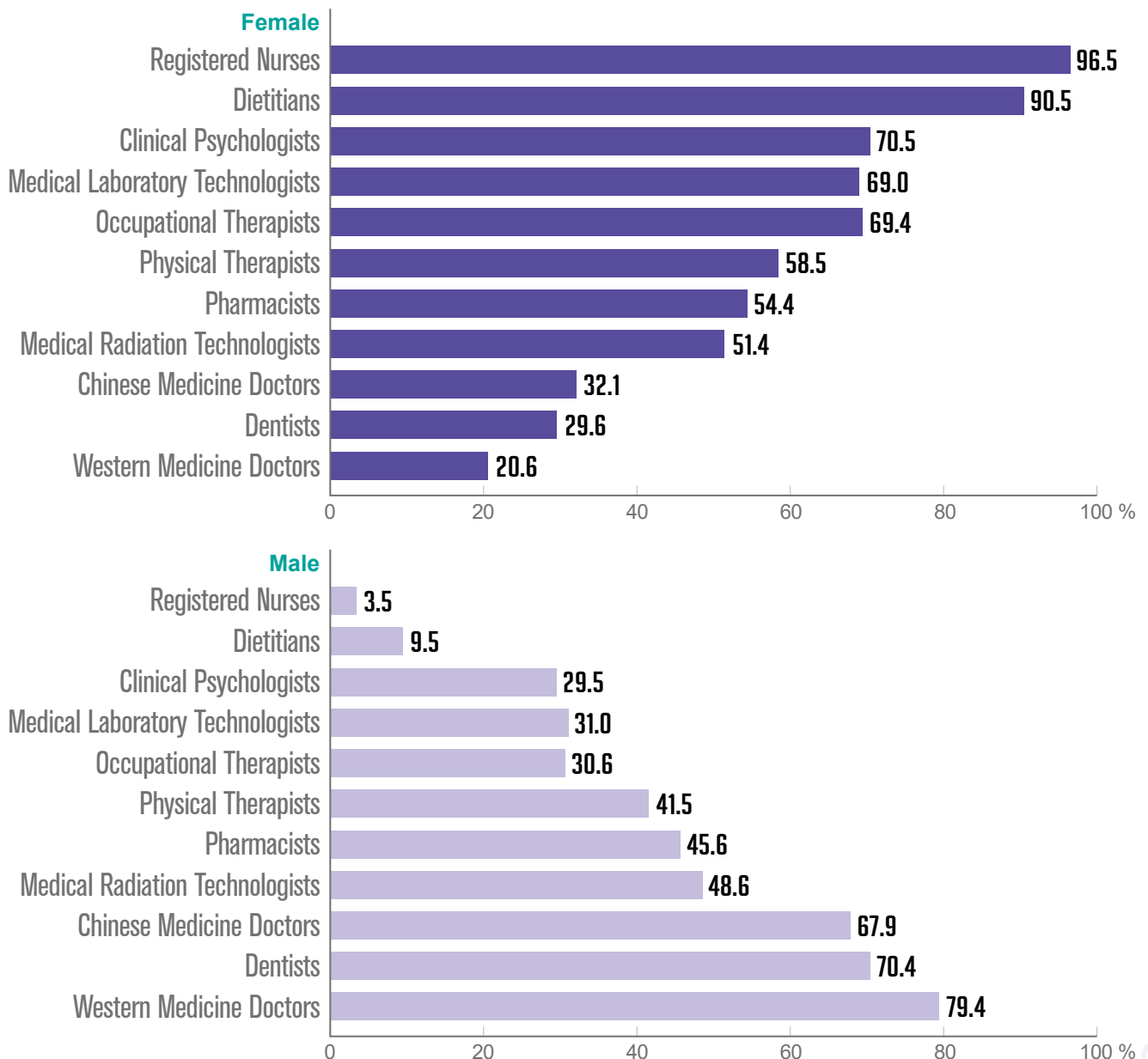
Source: Yearly Report on Causes of Death Statistics, Ministry of Health and Welfare.

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

## ■ There are 2–3 Times as Many Men as Women among Western Medicine Doctors, Dentists, and Doctors of Chinese Medicine; Women Still Account for Majority of Registered Nurses.

In the medical profession, occupational gender segregation still exists among certain types of medical personnel. In 2020, female physicians, dentists, and doctors of Chinese medicine accounted for 20.6%, 29.6%, and 32.1% of their professions, respectively. These numbers have increased slightly compared to 2019, but men still significantly outnumber women in these fields. However, women accounted for a larger proportion of pharmacists, medical technologists, medical radiation technologists, clinical psychologists, physical therapists, occupational therapists, dietitians, and registered nurses than men. Among all types of medical personnel, the gender gap was greatest among registered nurses, a field in which women outnumber men 27-fold, with roughly 150,000 female registered nurses and 5,400 male registered nurses.

### Gender-based Statistics for Certain Types of Medical Personnel, 2020



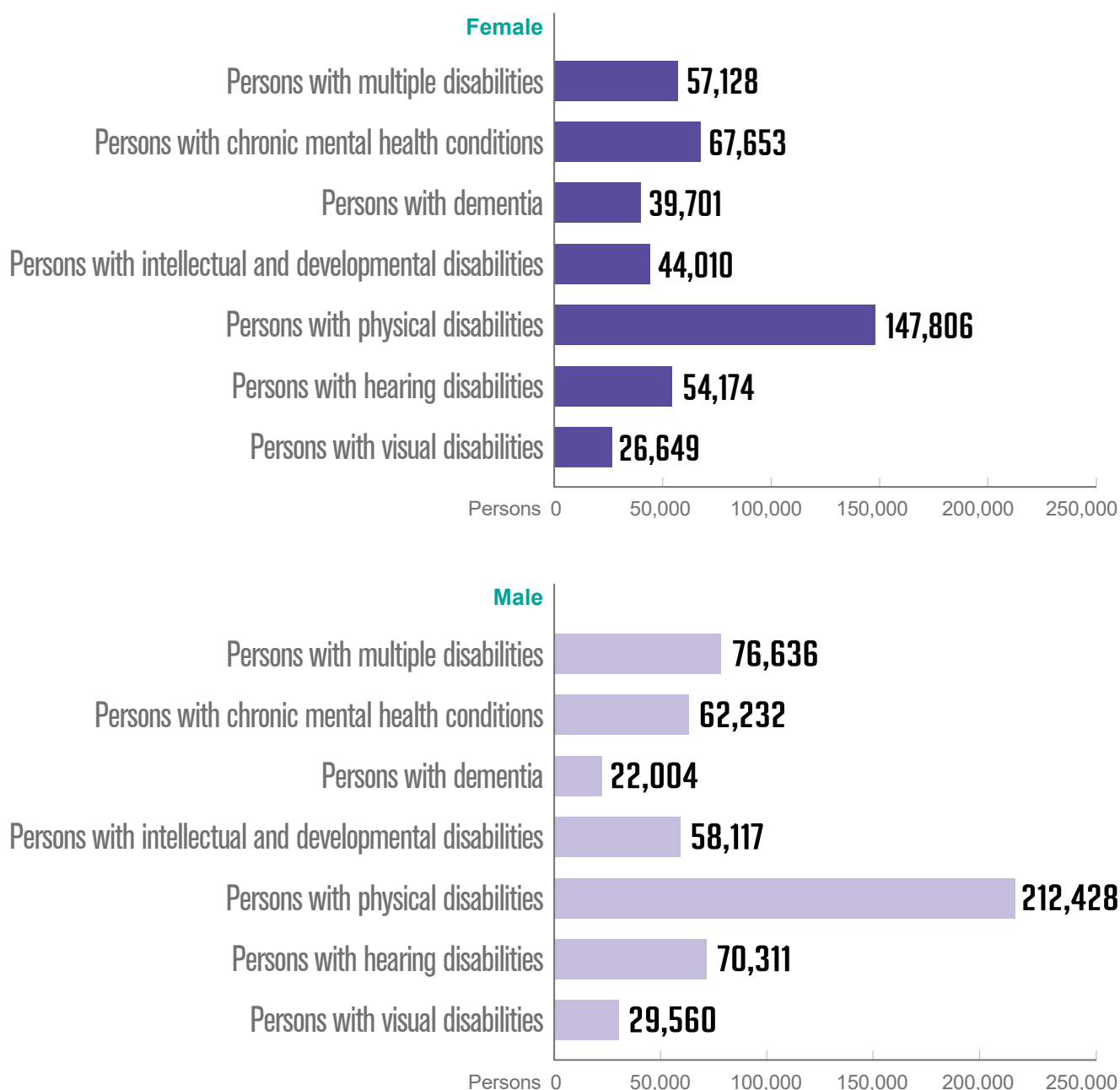
Source: Gender-based Statistics on Medical Personnel, Ministry of Health and Welfare.



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

In 2019, among the total population of people with disabilities, 662,000 (55.8%) were men and 525,000 (44.2%) were women. By category of disability, men accounted for a greater number of persons with certain disabilities than women, including visual disabilities, hearing disabilities, physical disabilities, intellectual and developmental disabilities, and multiple disabilities, with the largest gender gap noted in persons with physical disabilities. However, women outnumbered men when it comes to the number of people with dementia and chronic mental health conditions.

### Gender-based Statistics for Certain Categories of Disabilities, 2019



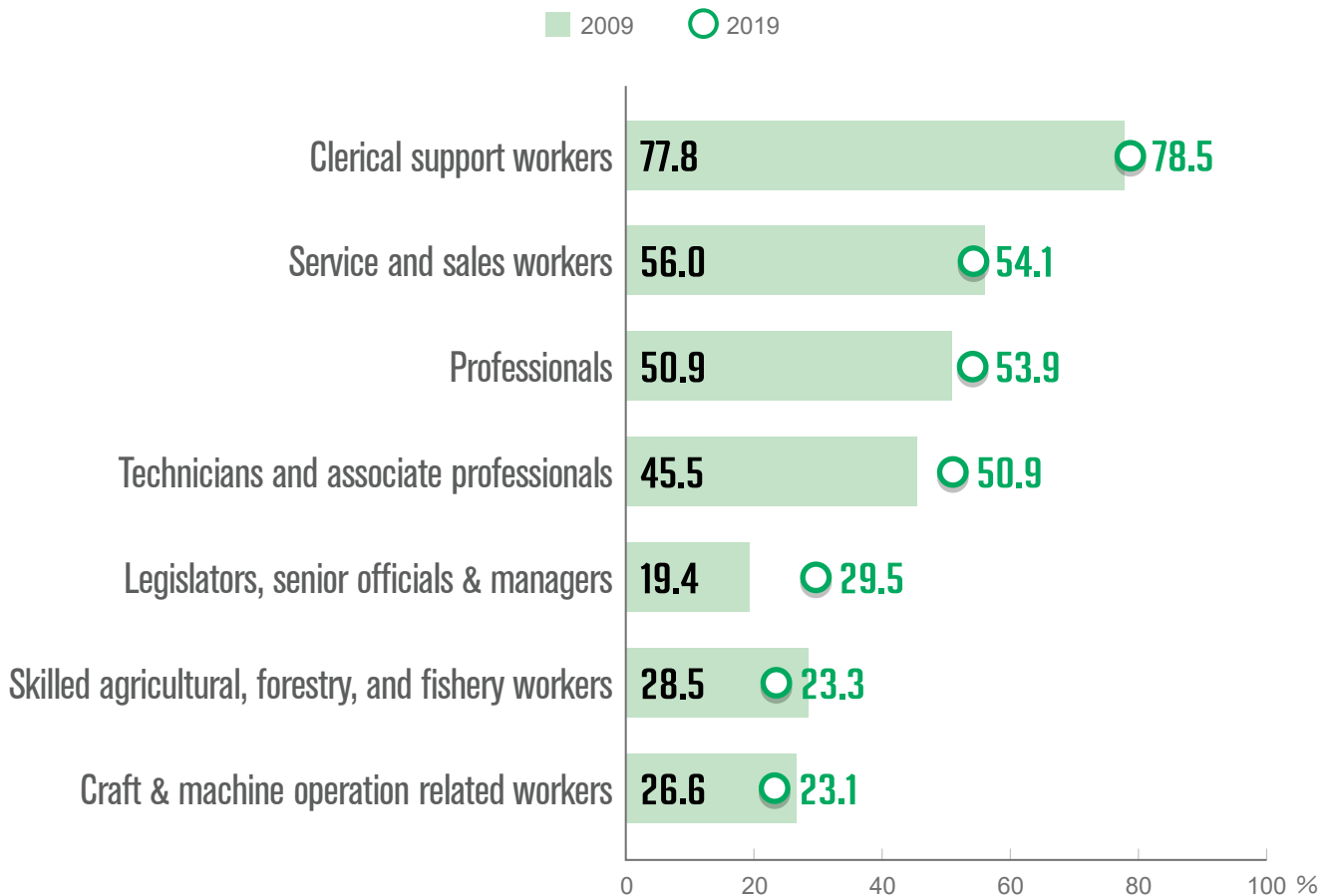
Source: Disability Statistics by Category of Disability, Ministry of Health and Welfare.

## 7. Environment, Energy, and Technology

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

In 2019, there were 11,500 thousand employed persons in Taiwan, of whom women accounted for 44.6%. 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 2009, the proportion of female "legislators, senior officials & managers" has risen significantly by 10.1 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 5.2 and 3.5 percentage points, respectively.

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



Source: Manpower Survey, 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.

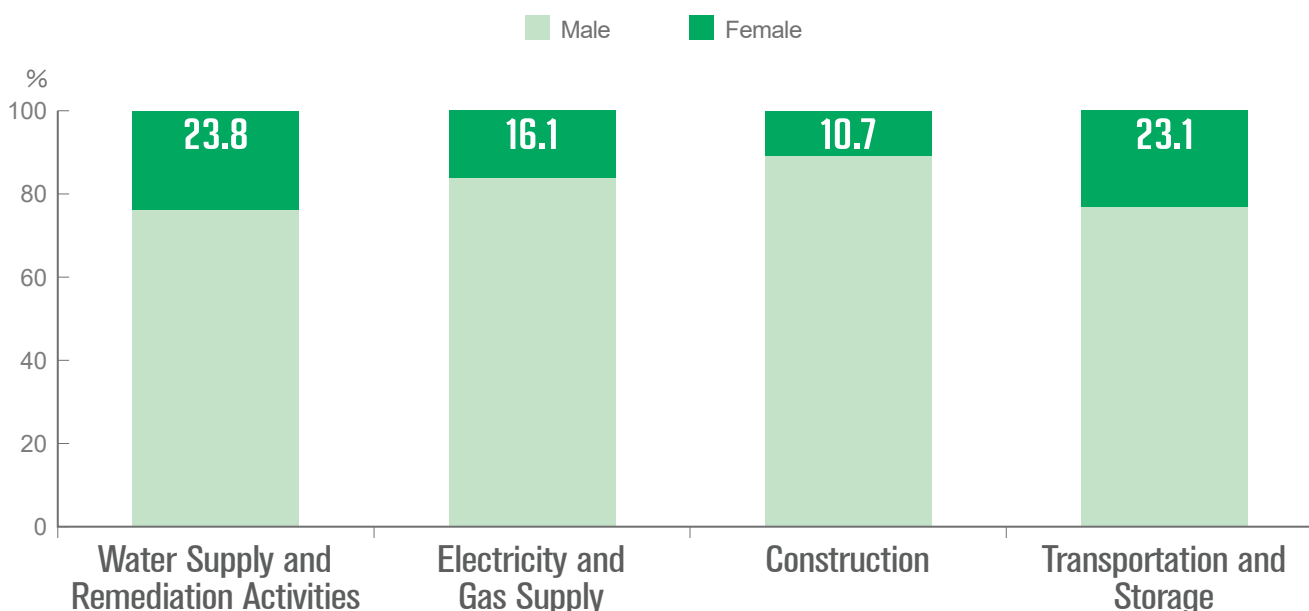
2. Data compiled according to the 6th edition of the Standard Occupational Classification System of the ROC.










## ■ 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 2019, 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 2019, Taipei MRT had the highest proportion of female drivers (22.5%), while TRA had the lowest (1.2%).

### Environment, Energy, and Technology Employment Status, 2019



### Proportion of Female Public Transportation Drivers

 Metropolitan and Highway Passenger Vehicles	2.5%
 THSR	11.4%
 Taipei MRT	22.5%
 Kaohsiung RTS	11.0%
 TRA	1.2%
 Maritime Transport	8.7%
 Air Transport	5.3%

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

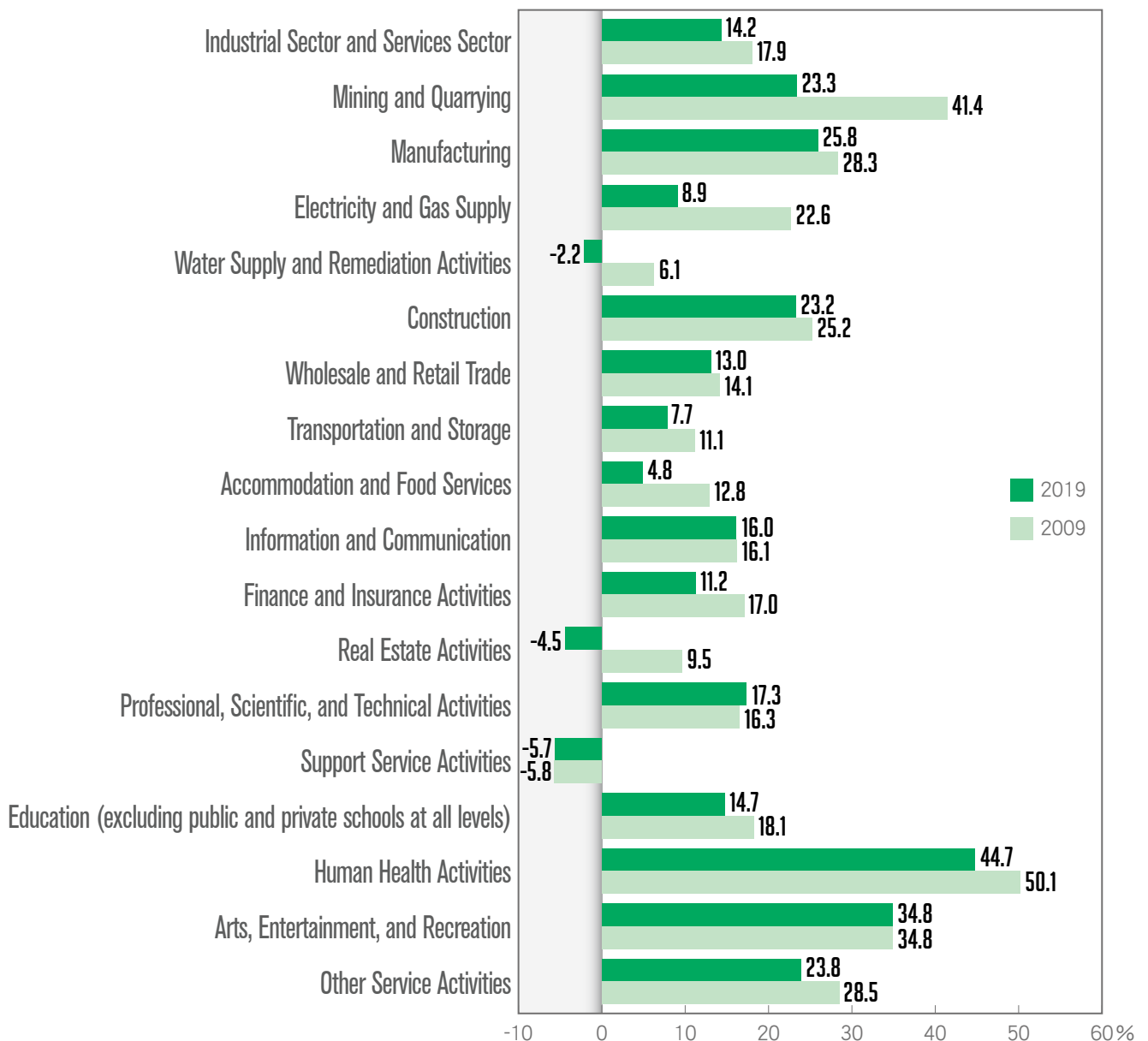
Note: "Ship operators" do not include deck cadets.



## ■ 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 2019, the average hourly wage of women in Taiwan’s non-agricultural sectors was NT\$291, lower than the average of NT\$340 for men, resulting in a gender pay gap of 14.2%. In most industries, men have higher hourly wages than women. Compared to 2009, the gender pay gap in non-agricultural sectors has narrowed by 3.7 percentage points, of which the most improvement was found in Mining and Quarrying, which reduced its gender pay gap by 18.1 percentage points, followed by Real Estate Activities with a reduction of 14.0 percentage points, and Electricity and Gas Supply with a reduction of 13.7 percentage points.

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



Source: Employee Earnings Survey, Directorate General of Budget, Accounting, and Statistics, Executive Yuan.

Note:

1. Gender wage gap =  $(1 - \text{average women's hourly wage per person per month} / \text{average men's hourly wage per person per month}) * 100\%$ .

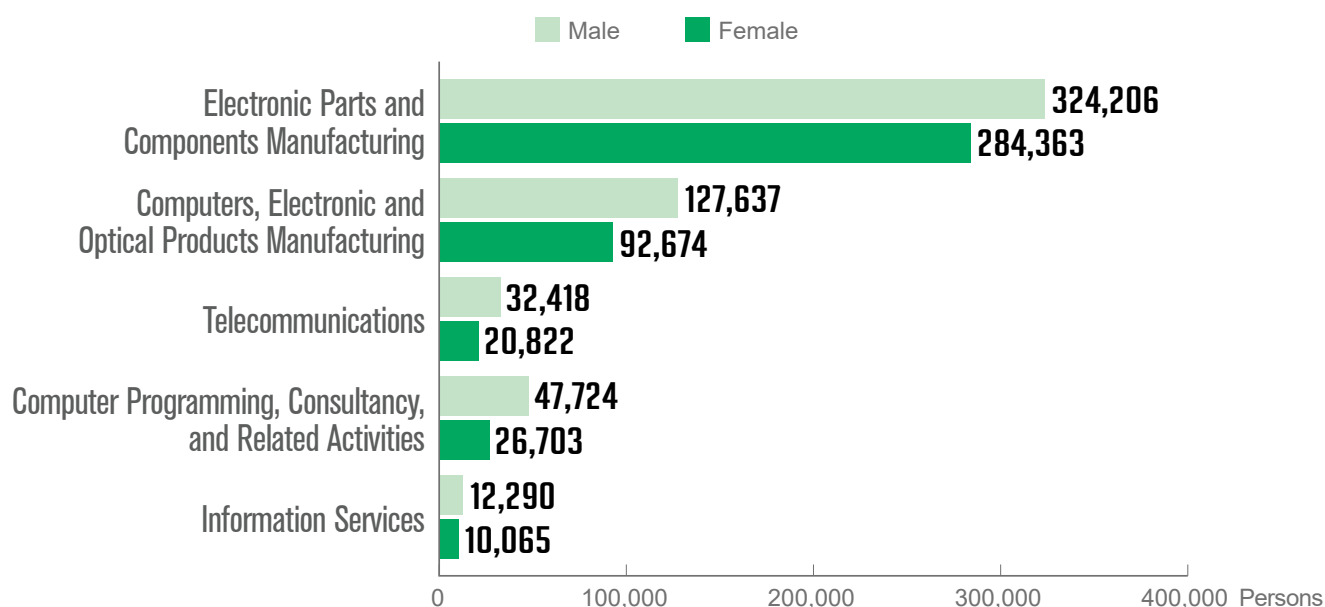
2. Data compiled according to the 10th edition of the Standard Occupational Classification System of the ROC.



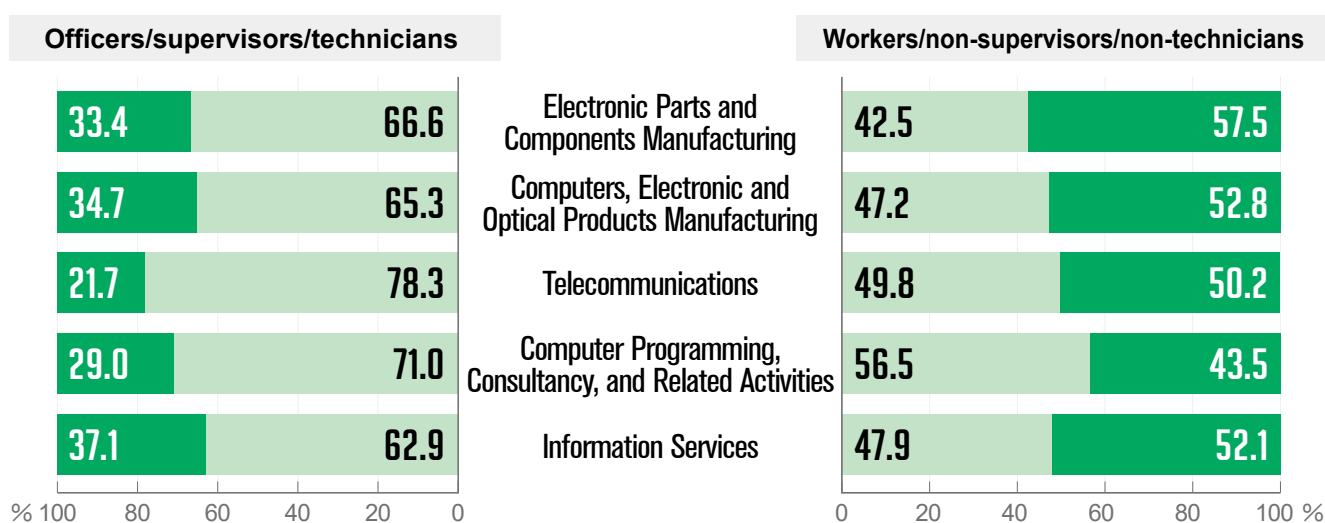
## ■ Men Outnumber Women in Taiwan's ICT Industry, and there is Vertical Segregation in the Division of Labor.

Taiwan's Information and Communication Technology (ICT) industry is one of the driving forces of our economy. In 2016, 978,902 people worked in ICT, of which men accounted for 55.6% while women accounted for 44.4%. In terms of rank, there isn't much of a gender gap when it comes to workers/non-supervisors/non-technicians throughout each industry, with the proportion of women somewhere between 43.5% and 57.5%. However, men outnumber women in officer/supervisor/technician positions, where women represented less than 40% of roles.

### ICT Employees by Industry



### ICT Employees by Rank



Source: 2016 Industry and Services Census, Directorate General of Budget, Accounting, and Statistics, Executive Yuan. The census is conducted once every 5 years.

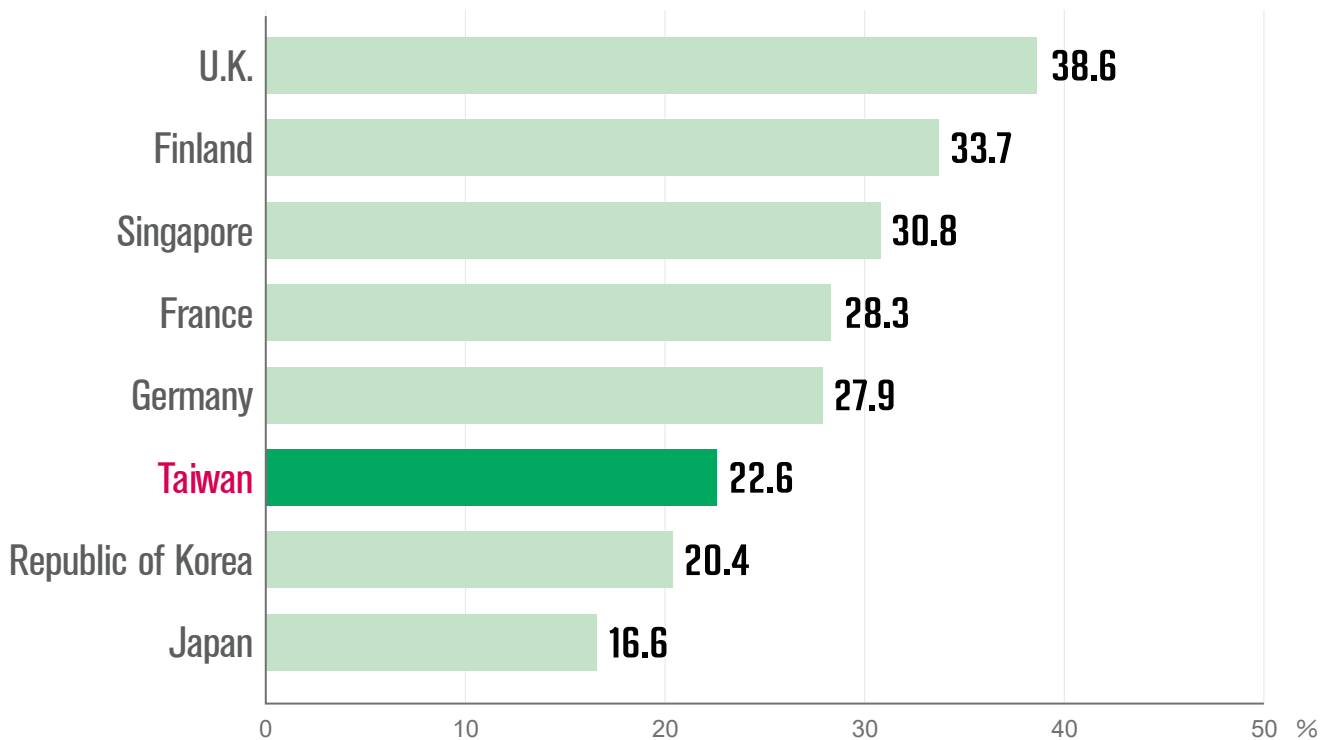
Note:

1. Officers/supervisors/technicians: Includes managers, supervisors, professionals, technicians and associate professionals, and clerical support workers.
2. Workers/non-supervisors/non-technicians: Includes foremen, technical workers, production operators, clerical support workers, associate professionals, service workers, and manual workers.

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

In 2018, women accounted for 22.6% of researchers in Taiwan. Among other major industrialized countries, the UK had the highest percentage of female researchers at 38.6%, followed by Finland at 33.7%, and Singapore at 30.8%. Apart from Singapore, the percentage of female researchers in other major Asian industrialized 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 Industrialized Countries



Source: Main Science and Technology Indicators, Jan. 2020, OECD; Indicators of Science and Technology, Taiwan (2019), Ministry of Science and Technology.

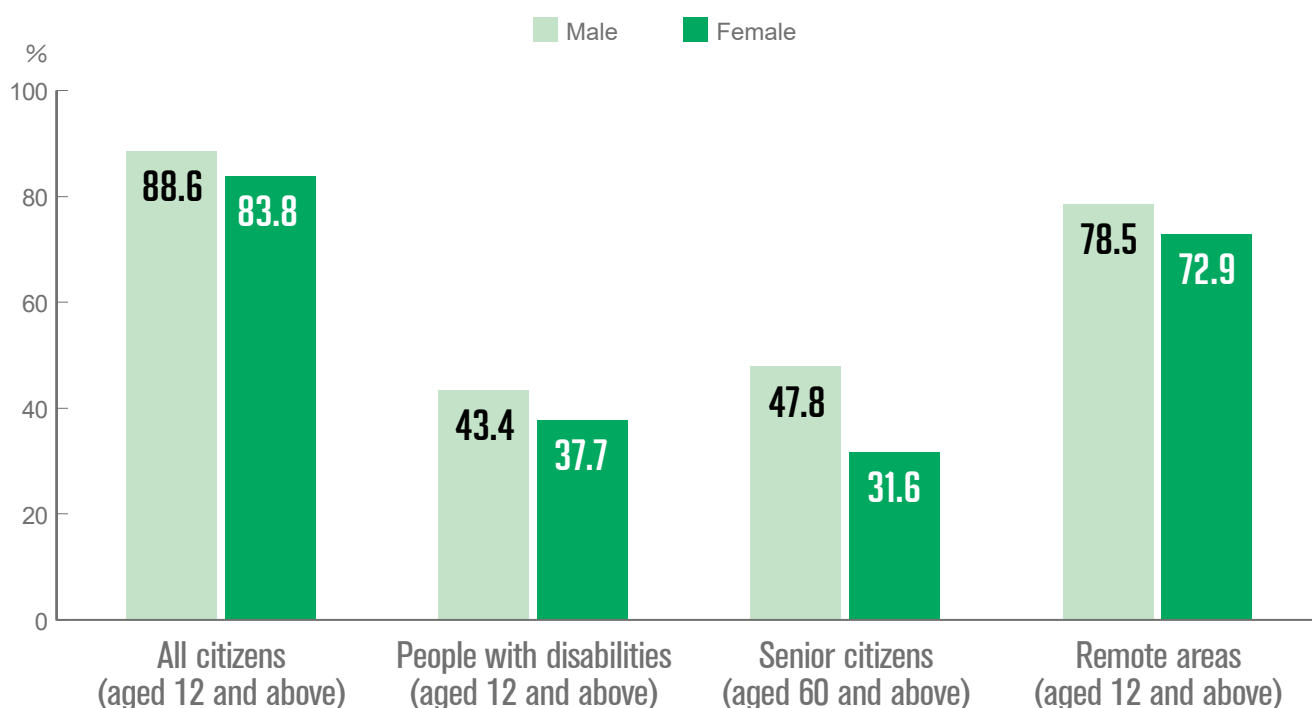
Note: The latest data from France and Germany were from 2017, while the latest data from the rest of the world were from 2018. There is no data for the US and China.



## ■ Internet Usage of Both Genders Exceed 80%, but Female Senior Citizens Have the Lowest Internet Usage Rate of All Demographics.

In recent years, Taiwan has been committed to constructing basic communication infrastructure and reducing the digital gap. In 2019, Taiwan's Internet usage rates of males and females above the age of 12 were 83.8% and 88.6%, respectively. In terms of demographics, men had a higher Internet usage rate than women, especially female senior citizens, who have the lowest Internet usage rate of 31.6%, which is 16.2 percentage points lower than that of men and up to 52.2 percentage points lower than the national female average.

### Internet Usage Rate by Demographic



Source: 2019 Digital Opportunity Survey for Individuals and Households, 2018 Digital Opportunity Survey for Physically and Mentally Disabled Citizens, 2018 Digital Opportunity Survey for Senior Citizens, and 2019 Digital Applications Survey for Remote Areas, National Development Council.

Note:

1. The Digital Opportunity Survey for Physically and Mentally Disabled Citizens does not include those in a vegetative state or dementia patients, so the survey is focused on 14 categories of disability.
2. The subjects of the Digital Opportunity Survey for Senior Citizens were those aged 60 and above, focuses on 6 cities and counties where the Internet usage rate was under 30% in 2017 (Yilan County, Chuanghua County, Yunlin County, Chiayi County, Pingtung County, and Penghu County).

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