

*Convention on the Elimination of All
Forms of Discrimination against Women*

List of Issues and Questions with the
Consideration of the Second National Report of
Republic of China(Taiwan)

**Replies of Republic of China(Taiwan) to the list
of Issues and Questions**

June 2014

ROC (Taiwan) CEDAW 2nd REPORT

List of Issues and Questions by the Review Committee and Replies from the Government of ROC (Taiwan)

Article 1

1. The CEDAW report admits that the law does not specifically define discrimination in the law as per article 1 of CEDAW. Please indicate whether the precise definition of discrimination as in article 1 of CEDAW is included and elaborated in the training and promotional activities on CEDAW mentioned on page 2.

1. To promote a better understanding of CEDAW among government agencies, the Department of Gender Equality, Executive Yuan, has actively engaged in numerous promotional activities, including the hiring of CEDAW experts in 2012 for the compilation of course curricula and referential materials covering an article-by-article interpretation of all rights protected by CEDAW, along with case studies of regulatory revisions. Meanwhile, the Department of Gender Equality also assembled a team of instructors comprising gender and human rights experts, which government agencies may choose from for their training sessions.
2. The abovementioned curricula and materials address the three core concepts of CEDAW - prohibition of discrimination, substantive equality, and national obligations. The concept of discrimination draws from its definition stated in Article 1 of CEDAW, where: "... shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." The curricula and materials gave detailed descriptions to the range of discriminations that are prohibited, which includes all forms of discrimination whether intentional or unintentional, legal or practical, and by the government or individuals. These curriculum and materials use case studies and statistics to explain the definitions and implications of the terms "direct discrimination," "indirect discrimination," and "intersectional discrimination." They focused particularly on "indirect discrimination" where laws and policies that may appear neutral at first glance but have the potential to constitute "indirect discrimination" against women when implemented.
3. Furthermore, the courses also provided additional explanations on Article 1 of CEDAW, for example: "on the basis of sex" refers to discriminations made on the basis of both sex and gender (General recommendation #28, paragraph 5); the term "any" shall refer to any

intentional or unintentional distinction, exclusion or restriction (General recommendation #28, paragraph 5) made by the government or an individual (General recommendation #19, paragraph 9); and the term "human rights and fundamental freedoms" includes the right of life, the right of freedom from torture and threats to personal safety etc (General recommendation #19, paragraph 7). The above explanations have been made so that training participants may develop a better understanding to the term "discrimination" stated in Article 1 of CEDAW.

Article 2

2. It is stated in the CEDAW report (page 2) that the state party has conducted training and initiated promotional efforts in accordance with the content and guidelines of CEDAW. Please provide information on:

- **The content, scale and scope of these trainings, e.g. Who are the target groups, number of persons trained or reached through the training and over what time frame; whether the impact of these trainings is evaluated; and**
- **Specifically whether all officials, judicial officers, law enforcement personnel and legislators in concerned government agencies received training continuously on the obligation to implement CEDAW.**

Department of Gender Equality, Executive Yuan

4. To enforce CEDAW principles within the government, the Executive Yuan launched the "A Great Leap Forward—Action Plan for the Convention on the Elimination of All Forms of Discrimination Against Women" program in June 2012, where a series of regulatory revisions, trainings, promotions and supporting measures were introduced for government officials, and later extended to the judicial, education, military, and law enforcement sectors.
5. In 2012, a series of courses were organized to train regulatory revision personnel at various government institutions. These courses covered: the rights protected by CEDAW, differences between legal and substantive equality, direct and indirect discrimination, and ways of revising and improving current regulations. The 7-hour course ran for a total of 16 sessions and trained 2,473 people, who became the pioneers of the government's CEDAW initiative. Among the trainees were 768 legislative personnel from various government bodies, county and city governments etc.
6. In 2012, the Executive Yuan urged all government bodies to conduct seminars and awareness campaigns on gender equality. Among the measures was a 3-hour training program that covered an introduction to CEDAW and its implementation rules, ways to proceed with regulatory revision, differences between direct and indirect discrimination,

and implications of real equality. This training was aimed at relevant officials within the local and central government (e.g. legislative and legal personnel; gender equality planners, examiners, contacts and deputies; handlers of gender equality cases etc). A total of 271 training sessions were organized in 2012, in which 16,455 people were trained. Assessments have shown that trainees were able to gain a preliminary understanding of CEDAW principles because of the training, and that the curriculum helped them in their regulatory revision tasks. Additionally, 3,033 awareness campaign events were organized, and reached a total audience of 724,704.

7. In November 2012, two CEDAW digital learning modules (each taking 2–3 hours to complete) were produced and made available online for government officials and the public to access and learn from on their own. A total of 101 people have completed the online learning course, and feedback showed an 80% satisfaction rate regarding the materials presented to them. New digital learning courses are being produced in 2013 and 2014 for government officials as well as the public.
8. The training and awareness campaigns mentioned above all covered law enforcement, immigration, and judicial officials. In 2012, 406 sessions of gender-related training were organized for law enforcement personnel, which were attended by 44,000 officers, or 69% of the police force; 13 sessions of gender-related training were organized for immigration personnel, which were attended by 388 officers, or 46% of the total officers; 22 sessions of gender-related training were organized for judicial officials, which were attended by 1,344 people, or 9% of the total officers. All gender-related trainings mentioned above continue to be held on an annual basis.

Legislative Yuan

9. To enhance gender awareness and empowerment, to incorporate gender perspectives and to pursue gender equity on planning and reviewing regulations, the Legislative Yuan holds keynote speeches annually on gender awareness and empowerment. In addition, staff of different levels are also selected to attend gender mainstreaming training courses of other agencies. The total number of participants to keynote speeches in 2013 is 188 and they break down as follows: 21 senior ranking personnel, 50 junior ranking personnel, 8 elementary ranking personnel, 29 contract-based personnel, 75 maintenance personnel and 5 miscellaneous personnel.
10. Gender awareness is promoted among legislators and their assistants to help legislators in revising laws in violation of or in conflict with the contents of CEDAW. Opportunities have been opened for legislators and their assistants since 2014 to join keynote speeches of gender awareness and empowerment for free.

Judicial Yuan

11. Conducting Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) symposiums

Judges Academy has conducted 6 CEDAW symposiums each year in 2013 and 2014, with total 12 symposiums and approximately 600 participants (online participants are excluded), and the implementation of classes is as follows:

- (1) 1 phase of “CEDAW Regulations Review Symposium”: Participants were supervisors and personnel handling regulation inspections from the Judicial Yuan and its subordinate agencies.
- (2) 4 phases of “CEDAW Symposium”: These symposiums were held respectively in the North, Middle, South, and East Area. In the North Area, the distance education was conducted simultaneously, the symposium was also video recorded for online learning for judicial personnel.
- (3) 1 phase of “Gender Equality Symposium”: Participants were division-chief judges and judges from all levels of courts.

12. Conducting CEDAW classes

Besides the preceding symposiums, Judges Academy also planned and conducted CEDAW education classes in accordance with the needs of trainees, and the length of the classes is 2 to 3 hours. There were 80 classes combined in 2013 and 2014 and approximately 4000 participants, including judges and judicial personnel from the Judicial Yuan and its subordinate agencies.

3. It is stated in the Common Core document (page 2) that the "CEDAW Enforcement Act which entered into effect on January 1, 2012 requires government agencies at all levels to amend or repeal relevant laws within 3 years following the promulgation of the Act, and improve administrative measures. But the CEDAW report states that “In the future, we will continue to amend or annul regulations that directly or indirectly discriminate against women.” Please provide information on details regarding the progress made in carrying out the relevant amendments to or repeal of discriminatory provisions in the law. And what the time frame is.

13. Amendment or abolishment of non-CEDAW compliant laws

A total of 33,157 laws and administrative orders were revised as of the end of May 2014, for which the CEDAW Regulatory Review Task Force held 18 discussion meetings. The reviews found 226 laws and administrative orders to be non-compliant with CEDAW principles. This comprised 23 laws and self-governing ordinances, 40 instructions and self-governing rules, and 163 administrative measures. As of today, 73 cases have been fully amended, 6 are currently under deliberation by legislators, 4 were abolished, leaving 143 cases in midst of amendments. The unfinished amendments are being

tracked on a monthly basis, and are scheduled to be completed before the end of 2014.

14. Laws that did not comply with CEDAW principles were of the following types:

- (1) Emphasis on gender stereotypes: For example, specifying the role of a secretary to be undertaken by women; allocating skill training classes by gender and providing male and female trainees with different skill sets; allocating civil defense teams by gender and assembling a women's team that specializes in nursing and comforting; specifying that women must wear short skirts or straight skirts as part of their uniform; assigning females primarily for training as caretakers or as childcare personnel; and teaching mainly domestic care, child care, and craft skills for women during parental courses.
 - (2) Restrictions on women's right of work: For example, prohibiting or limiting women's ability to engage in certain types of jobs or night shifts; imposing different monthly overtime limits between male and female workers; imposing percentage restrictions on the recruitment of women; and limiting women only to certain roles.
 - (3) Restriction on women's property rights: For example, ancestor worship business that existed before the Act for Ancestor Worship Guild came into effect in July 2008 could only be inherited by the male side of the family unless otherwise specified.
 - (4) Differentiated treatment for women: For example, requiring only underage pregnant females to undergo special family education; requiring female police officers to be above 165cm and 50kg for guaranteed admission to advanced studies; setting different minimum age of marriage for males and females; and granting different amounts of subsidies for males and females in overseas sports competitions.
 - (5) Violations of women's right to autonomy and reproductive self-determination: For example, treating the termination of pregnancy as a crime; and requiring a spouse's consent before going through an abortion procedure.
 - (6) Emphasis of a patriarchal family: For example, including the husband's direct-blood relatives and excluding married daughters from household subsidies; excluding married daughters from certain compensations and employment aids; excluding sons-in-law as beneficiaries of nursing subsidies for the critically ill; and entitling a widow to receive compensations, allowances or funeral subsidies but not a widower.
 - (7) Others: The amount of tax that a husband and wife need to pay on non-salary income, when filing income tax returns as a joint entity, is more than what they would have paid if tax returns were filed separately; the child birth subsidy excludes births outside marriage, and is reduced for births in remarriages.
15. With regards to indirect discrimination, the preparation of gender statistics was required as part of the regulatory revision to help determine if laws appear to be free of discrimination on the surface when in fact they result in discrimination against women

when enforced. Government agencies have been advised to devise improvement measures for laws where significant statistical discrepancies arise. Solutions such as temporary measures, awareness enhancement programs and rewards can all be introduced to achieve real gender equality. Some of the achievable targets include: increasing women's employment in science, engineering or technology fields; increasing the number of female directors (or supervisors) in private organizations and companies; reducing women's waiver of inheritance rights etc.

4. Common Core Document (in para. 47) states that among the judicial interpretations made by grand justices, cases related to human rights comprise the largest category, accounting for about 90% of all cases. Please provide information on the number of cases brought by women before the Judicial Yuan, on what issues and the results (interpretation) and whether the judges cited CEDAW in these cases.

16. The number of cases brought by women which have been decided by the grand justices
The Judicial Yuan does not keep statistics of petitioners by gender. Nonetheless, cases brought by women may be roughly ascertained according to the name of the petitioners or the content of the cases. Following this method, around 62 cases brought by women can be identified among the 720 interpretations proclaimed.
17. Relevant issues and conclusions (interpretations)
 - (1) Of the above-mentioned 62 interpretations, 38 cases are constitutional cases (including some which are under review); 22 are unconstitutional; 2 are partly constitutional and partly unconstitutional.
 - (2) Interpretations related to issues of women's rights in which the application of laws or regulations is declared unconstitutional or the laws and regulations themselves are found to be unconstitutional are as follows:
 - I. Interpretation No. 242: Since the bigamy referred to arose from the circumstances of significant changes in the nation which caused separation from a previous spouse, that the later marriage could be invalidated according to article 992 of the Civil Code is unconstitutional.
 - II. Interpretation No. 365: Article 1089 of the Civil Code, providing that in case of parental disagreement in exercising parental rights over a minor the father's decision prevails, is unconstitutional.
 - III. Interpretation No. 410: The Enforcement Act of the Family Section of the Civil Code, which fails to set forth particular regulations for the modification of the ownership of community property which subsequently still belongs to the husband, is unconstitutional.
 - IV. Interpretation No. 452: Article 1002 of the Civil Code, stipulating that the

residence of the wife shall be that of her husband, is unconstitutional.

V. Interpretation No. 457: Regulations for the Handling of Housing and Lands, whereby a veteran's son has priority in the right of inheritance of a veteran's farmland and only daughters who are unmarried are entitled to the inheritance, are unconstitutional.

VI. In addition, Interpretation No. 620 pronouncing that a Resolution of the Supreme Administrative Court which reduces the amount of deduction from the property of a deceased person as stipulated by law is in violation of the constitution. Also, Interpretation No. 666 pronouncing that the provisions of the Social Order Maintenance Act which punish those who provide sex for financial gain is unconstitutional. Both Interpretations imply concern for women who are in a position of weakness either within marriage or in society at large.

18. Whether the grand justices cited CEDAW in these cases

For the aforesaid cases brought by women, the holding and reasoning of interpretations published did not clearly cite CEDAW. However, the related international covenants on human right, including CEDAW, had been regarded as important documents and fully taken into account throughout the discussion of grand justices. Therefore, CEDAW was widely cited in the opinions submitted by grand justices, as in the following cases.

(1) Interpretation No.666 (The Social Order Maintenance Act, which stipulates administrative penalties on those who provide sex for financial gain, unconstitutional).

-Articles 6, 11 of CEDAW were cited in the concurring opinion submitted by grand justice Pai-Hsiu Yeh.

-Articles 2, 5, 6, 11 of CEDAW were cited in the concurring opinion submitted by grand justice Tzong-Li Hsu.

(2) Interpretation No. 694 (The provisions of the Income Tax Act that allow only taxpayers who afford relatives or family members under twenty years of age or over sixty years of age to claim an exemption when calculating tax, unconstitutional) CEDAW was cited in the partly concurring and partly dissenting opinions submitted by grand justice Chang-Fa Lo.

(3) Interpretation No. 709 (Review and Approval of Urban Renewal Business Summaries and Plans) Article 14, Paragraph 2, of CEDAW as cited in the concurring opinion submitted by grand justice Chen-Shan Li.

Article 3

5. On page 14 and 15 of the CEDAW report, there is a list of objectives intended under the Gender Equality Policy guidelines. Please provides information on the evaluation of the effective implementation of the policy guidelines and their impact

19. The Gender Equality Policy Guidelines advocate women's rights and gender equality in 7 main categories: power, decision-making, and influence; employment, economy, and welfare; population, marriage, and family; education, culture, and media; personal safety and justice; health, medical treatment, and care; and environment, energy, and science and technology. In addition, 255 action measures were introduced to support the guidelines, and all government bodies are required to report the previous year's progress no later than February, year-to-date progress by June, and devise plans and targets for the upcoming year by October. The Department of Gender Equality will review the progress of all 255 action measures one-by-one, and then submit them for discussion through the Gender Equality Council's team meetings, preliminary meetings, and committee meetings to determine whether the plans have achieved their expected goals.
20. The guidelines aim to achieve several results, such as: increasing women's chances of promotion and participation in decision making with the introduction of the principle of proportionality in gender; developing gender-friendly workplaces through enhanced training, financing, and counseling services; building quality, affordable and approachable childbirth and childcare environments that offer the required care at different life stages; accepting diverse cultures and family types, and creating friendly environments of respect and harmony; changing the ways different genders are segregated in the education system, and encouraging students to study what they are interested in; eliminating traditions that treat any particular gender as less than equal and encouraging the broadcast of gender-equality programs that help overcome sexual discrimination and gender stereotypes; building society's zero tolerance towards gender violence, raising gender awareness among judicial personnel and investigators especially when handling women's and children's cases, and implementing victim protection mechanisms and infringer treatment programs within the judicial and law enforcement system; introducing the Long-term Care Service Act along with full supporting measures so that both the caregiver and the cared for may live a dignified, healthy and safe life; building a gender-friendly healthcare environment where women are more involved in decision making and better respected when seeking medical attention; eliminating gender segregation that is prevalent in the environmental, energy, and technology industries by enhancing women's decision involvements in

environmental, energy, technology, engineering, transportation, rescue and reconstruction issues, while in the meantime making sure that all government-initiated studies, from science, energy, carbon reduction, climate adaptation to traffic planning, are carried out with a gender-equal view. The Gender Equality Policy Guidelines are the foundation for all of the nation's future gender-equal policies. It is the key to resolving the society's gender bias and the cornerstone to building a sustainable, gender-equal society.

6. Page 34 of the CEDAW report mentions Gender Equality in Employment Act and the Gender Equity Education Act. Please explain the difference in the use of the terms equality and equity.

21. The use of the term 'equity' in the Gender Equity Education Act stresses not only fair equality of opportunity but also de facto equality. In 'A Theory of Justice' (1971, by John Rawls, 1921-2002), principles of justice contains both the liberty principle and the difference principle. The former establishes equal basic liberties for all; and the latter ensures that inequalities in society work to the benefit of the least advantaged. Guided by these two principles, and in addition to equal educational opportunities, the Act provides what CEDAW calls 'temporary special measures' acknowledging students' existing differences to achieve de facto equality, i.e. equity.

Article 5

7. Has there been any effort or collaboration between government and media on creating and distributing regulations or guidelines for media regarding:

- **portraying women as equal to men, competent, capable workers or good decision-makers?**
- **portraying men as competent in being involved with family life or as care givers to their children, older parents or ill siblings?**
- **highlighting accomplishments of indigenous women, including the Hakka or other tribes, or the important work of migrant workers including care givers and domestic workers?**

22. In order to promote the knowledge related to gender equality in employment, the Ministry of Labor (MOL) holds propagandas in 25 cities and counties each year.

23. National Communications Commission, NCC, has provided the related contents in 5.17.3, 5.17.6 and 5.17.7 of "Convention-specific Document of Second National Report of Republic of China" from P. 62 to P. 63, which may answer the above question. Those

contents are as follows:

- (1) 5.17.3 To promote the idea of gender equity among radio and TV media, the Guidelines for Broadcast of Gender-specific Contents, which were established in 2009 and amended in 2012, stipulate that general programs or advertisements must adhere to the following rules. Violations of these rules will be used as reference when the related radio or TV media organization undergoes evaluations or is about to renew its license.
 - (2) 5.17.6 To increase awareness of gender equality among the media and audiences, a dialogue was held in 2012 between the general public, scholars, broadcasters and the government, so as to help the media understand the general public's views on and expectations of gender-related content. As part of the dialogue, businesses were urged to become more aware about gender issues when covering related stories.
 - (3) 5.17.7 The Program Production and Broadcasting and Quality Management Seminar was held in 2012 to enhance media professionalism with regard to content that deals with gender issues. Media representatives were shown examples of programs that were found to be harmful to the physical and mental health of children and teenagers or to have violated gender equality principles. Members of the Radio, TV Programs and Commercials Advisory Meeting were invited to participate in the discussions.
24. In order to enhance the knowledge and skills of both parents in parental care and gender equality, on the aspect of childcare, parents are encouraged to jointly participate in education classes on childcare and parental care, so as to prevent gender stereotyping in upbringing attitudes, to mold a family perspective and growth environment with gender equality. Through the disbursement of childcare subsidies for families with unemployed parents, and holding parental care education in all parts of the country, a total of 1,186 sessions were held in 2012 and participated by 43,536 attendees (among which males make up 26.81% and females make up 73.16%), and a total of 1,381 sessions were held in 2013 and participated by 37,994 attendees (among which males make up 28.23% and females make up 71.77%)..
25. The family is an important environment where awareness of gender equality is conveyed, and to breakthrough the stereotyping of traditional gender roles of men, the Social and Family Affairs Administration, Ministry of Health and Welfare has, besides integrating Mother's Day celebration activities, also broadcast short clips and real-life sharing of experiences by attendees. This enables the public to know and be in touch with the diversified roles being played by a father, encouraging men to participate in family matters and assume childcare responsibilities, setting the trend of "Family is about Sharing", a new festive and modern viewpoint, to create a society of gender equality. In addition, in the aspect of caring for the elderly, in order to advance the

professional knowledge and skills of all colleagues from local governments of different cities engaged in the handling of long term care services, and to grasp the direction of long term policy development of the country, this will elevate the momentum of driving long term care plans. The Social and Family Affairs Administration, Ministry of Health and Welfare holds annual workshops targeted for all service personnel from the local governments of different counties/cities engaging in the handling of long term care services. The contents of these workshops include gender issues, and encourages local governments to actively guide and promote, so as to increase the desire and capabilities of men to engage in care services.

26. MOE announced "The Curriculum Reference Framework of Family Education Issue for Elementary School, Junior High School & Senior secondary schools " in the 2012. There are indicators in the reference framework about participation in housework, learning and practice the housework skill, analysis and reflection of gender roles in family life. MOE published" Portable reading with Gender Equality Topic" as the materials for social education in 2013, in which with the contents of encouraging female to participate in family life and to play fatherhood with no more traditional gender roles. There are programs with gender equality education and male conscious by the local family education centers. To deal with the events in 2010-2013 as the table5-7(2)-1.

Table5-7(2)-1. the events by the local family education centers in 2010-2013

year	events	The number of participants		
		Total	Male	Female
2010	262	14,104	4,470	9,635
2011	240	10,181	3,674	6,507
2012	241	15,431	6,462	8,969
2013	216	13,094	4,541	8,553

27. Since 2010, the CIP (Council of Indigenous Peoples) has been implementing the program entitled the "CIP actions to support enterprise and business of Taiwanese Indigenous Peoples"; among the highlighted areas and receivers of supports and actions under this program, tribal women, in particular, have demonstrated their talent for using natural elements to create and further develop a rich, diversifying farming business based on a number of environmentally-friendly, non-toxic organic farming methods, detailed as follows::

- (1) The Pifu Organic Agronomy Workshop : The Pifu Organic Agronomy Workshop is run by the couple, Rao Meiyu and her husband Biff, a Seediq descendent, who has an abiding faith in the Seediq traditional values, and has always lived up to such values as mutual help and the elders' motto: Have More and to Spare. Accordingly,

the Pifu Organic Agronomy Workshop is committed to the promotion of their land and their crops, especially May Chang (*Litsea cubeba*; Aromatic litsea)--called "mountain pepper" in Mandarin and "makauy" by the Seediq. The Pifu Organic Agronomy Workshop is devoted to developing a variety "maqaw-related" agricultural products, through active applications for organic certification and advanced product development design. Furthermore, Rao Meiyu also combines their organic agricultural produces with the Aboriginal woven and packaging arts, in addition to a strategic marketing that introduces histories and legends to flag their tribal name.

- (2) The Kawa Culture and Art Studio : Eight years ago, the Ami artist, Xu Xianglan returned to Hualien from Taipei, in order to carry on her creative works and artistic creation on fabric and colored drawing—as a result and further development of her chancy encounter with another Ami artist Zhang Meiniang. Simultaneously, a whole new world of crafts using tree bark is thus opened up. Tree bark is a versatile material that can be used for a variety of different arts and crafts, and with Xu Xianglan, a brilliant artisan, bark has become source material for all kinds of practical daily-use articles ranging from handbags to shoes and umbrellas. However, one setback is the refinement of such bark works; which is why she unifies cotton fabric, to weaving and other source material to give a feeling of fashion to bark crafts. In the future, the marriage of bark with other accommodating source material is where Xu Xianglan's efforts lie, and she hopes that new techniques and trials based on traditional indigenous colored drawing and constant innovations will bring about a new product orientation that shines through its profound culture foundation.
28. In 2013, the Council of Indigenous Peoples, published an annual entitled the "2012-13 Accomplishments: CIP actions to support enterprise and business of Taiwanese Indigenous Peoples"—a collection of 10 indigenous women's entrepreneurial stories and achievements, highlighting Taiwanese indigenous cultural creativity and organic agricultural industry.
29. The Hakka Affairs Council promotes the "Hakka Village Production and Economy Plan – Region No. 3" and the "Hakka Characteristic Industry Counseling Plan." Those manufacturers who be counseled by the Hakka Affairs Council represented of the spirit of stiff-necked Hakka Women. The following are examples:
 - (1) Yi Ming Tea Plantation : Lin Yu-Ping, the owner of Yi Ming Tea Plantation, rebuilt their 40 square-meter warehouse into a tea demonstration hall in order to promote the tea ceremony performance and the local Oriental Beauty tea. The demonstration hall has floor-large windows with flowers silhouetted against the water. It attracts a large amount of visitors all over Taiwan, even some tea-related business men far

from mainland China would like to invite Lin Yu-Ping to teach them the skill about the art of tea. By the effort of the counseling of Hakka Affairs Council and the hard work of Lin Yu-Ping, the tea industry in Toufen, Miaoli country had been promoted worldwide.

- (2) Yi Xin Tea House : Yi Xin Tea House was operated by Wong Huei-Jyun and her husband. After the husband passed away, Wong Huei-Jyun kept running the business by her Hakka wife's stiff-necked spirit. Under the counseling of the Hakka Affairs Council, Yi Xin Tea House developed an art course of tea which named “Nine-steam, Nine-expose, Nine-taste.” This course not only keeps the skill of making citrus tea from Wong Huei-Jyun’s mother-in-law, but also promotes their good quality tea which passed SGS test. By the effort of Wong Huei-Jyun, the Hakka citrus tea became closer to people’s daily life. By the effort of Wong Huei-Jyun’s family, Yi Xin Tea House had a brand new life too.
 - (3) A-Jin’s Workshop : Kang A-Jin is from Minnan but married to a Hakka family. She created her own brand after inherited the excellent Hakka curing skills from her mother-in-law. The delicious taste of her preserves is well known among the neighborhood. Sour oranges are a common ingredient in Hakka cuisine. A-Jin brewed those uneatable oranges into an aromatic juice. She applies her creativity to pass down the traditional Hakka flavor in different forms. Over years, the brewing and preserving became different types of products with unique and delicious flavors. With the serious attitude and innovative ideas, A-Jin not only establishes a good reputation in Hsinchu, but also brings a new look of Hakka traditional industries in local area. In addition to developing products adhere to good quality, A-Jin also provides re-employment opportunities for women at the busy harvest period and assists in the underprivileged food manufacture with no reward. The idea of footing locally and back coupling society is praiseworthy.
30. In-depth themes of Hakka culture resources survey with essays published : Hakka affairs council published 《Fengtian Hakka women ; Hakka women’s migration and labor work》 in 2013. This book recorded the accomplishments of indigenous Hakka women, fourteen women’s life stories and Hualien Fengtian’s industry change were included
 31. To encourage workers to enhance the practical knowledge, skills and attitude, and aid them in stable employment, WDA has developed diverse training programs to meet the requirements of labor market. All the vocational training courses do not have the regulations or guidelines which discriminate against genders or tribes; so that each worker can participates in vocational training courses depend on his need and choice.
 32. In order to help women with disadvantages (including the indigenous people and the

foreign spouses) fit in their working position, WDA implements Multi- Integration Promotion Employment Plan, providing specialized and individualized job services, by using job consultation, job searching and job promoting study etc. and applying Temporary Employment Subsidies, Employment Subsidies for Employers and Job Training and Readjustment Program to promote employment.

33. To help foreign workers understand their legal rights protection and the service consultation, the government established Taoyuan and Kaohsiung International Airport foreign workers service stations to provide foreign workers clearance guidelines with their native language, conduct workshops and giving "The Handbook for Foreign Workers in Taiwan" manual which provides information of the relevant laws on rights/interests, hotlines and other information. In addition, the government provides radio stations that broadcast in 4 different languages regarding the prevention of human trafficking, personal safety, complaint channels and other information about labor laws in order to strengthen the perception of laws on hiring by the employers, brokers and foreign workers.
34. In the aspect of propaganda, "Employer authorized agency Reminders" was published in 2010, "1955 foreign workers 24 hours Protection and Consultation hotline" was officially launched in 2011, and "What Foreign Professionals need to know While Working in Taiwan" was published in 2012. Besides, regarding to the employers of caregivers, "Employers hiring caretakers Act Notice" was published in 2012 to provide application procedures and related laws information which giving employers awareness on the employment laws, and to promote harmony on both employers and employees.

8. Has there been any training conducted by the government for judicial and legal personnel regarding gender stereotypes and how they might treat women unequally before the law, or how they might discriminate against women in the administration of justice ? (An example would be a sexual assault or rape case, where there has been a belief that a woman is at fault because of her clothes, or she said 'no' but she was playing hard to get.)

35. Long before the Act to Implement Convention on the Elimination of All Forms of Discrimination against Women came into effect on January 1, 2012 , the Academy for the Judiciary has run the courses, such as "Gender Mainstreaming" and "Introduction and Implementation of CEDAW" in 2006 and "Gender Impact Assessment" in 2009. In addition, to raise the judiciaries' awareness of equality of rights for different genders, the Academy also introduced CEDAW-relevant rules in practical programs for criminal cases and investigation. The statistics from 2013 until May, 2014 show that among all the judiciary training courses, courses regarding gender equality, such as "construction

of sexual harassment prevention system,” “Protection of Alien Spouses and Women,” “Implementation of Gender Mainstreaming,” “Gender and Space,” “Process on Relieving the Victims of Sexual Assault from Repeated Statements,” “Law Application for Sexual Assaults” and “Investigation Skills for Domestic Violence and Sexual Assault,” amount to 56 hours.

36. Diversification of gender-related classes :

- (1) In order to facilitate a change in perception of gender stereotypes in prosecutors in district prosecutors offices, strengthen courses on sensitivity training for when taking on cases related to women and children, and the sharing of prosecutors’ experiences in the handling of sexual assault cases, and cases involving sexual trafficking of children and minors, also, to reinforce the concept of gender equality, the Ministry of Justice holds sessions for prosecutors on the topic of handling cases pertaining to women and children, for about 12~16 hours every year. The sessions for the year 2014 have had been conducted from the 1st~3rd of April (15 hours in total), it entailed ‘the establishment of a friendly judicial environment’, ‘The implementation of indictment for sexual assault cases with high social interest - using cases which had happened in urban nightclubs’, ‘The motives and turning points for the reversal of roles in domestic violence situations’, amongst other topics.
 - (2) CEDAW classes conducted by Judges Academy discuss gender issues from the perspectives of law, society, culture, ethnic group, class, medication, family, literature, art, age, career, physiology, media, movie and space. The classes include the discussion on the new problem of diverse family and plan to review and eliminate gender discrimination from different perspectives. To avoid secondary damage to victims in the administration of justice, classes like “Inquiry Technique for Sexual Assault Cases,” “The Company of Social Workers in the Procedure of Sexual Assault Cases,” and “How to Avoid Secondary Damage” were planned. The friendly environment in the court is established through the education classes of behavior science.
37. Each District Prosecutors Office does also, from time to time, hold related sessions for prosecutors, prosecutor investigators, clerks or other network colleagues, to not only change the perception of prosecutors’ and other legal personnel’s views regarding gender stereotypes and become more tactful when dealing with women and children cases, but also promote awareness and cooperation with the police and social affairs personnel.
38. When courts (including judicial personnel) handling all cases, male and female are treated equally, no particular gender enjoys differentiated treatment. There is no inequality or discrimination against women. When judicial officers handle a case, they

should not be influenced by perceptions of traditional gender roles, avoid stereotypes imposed on to women, think that because a woman does not comply with her supposed traditional gender role and give her an improper trial or unfair treatment, thus affect women's rights. In order to strengthen the confidence of the victims in the judicial system, lighten the pressure felt by the victims in the judicial process, and protect the victims' personal safety during the investigation process, create a gender-friendly legal environment, implemented the following specific measure:

- (1) Completed the installation of one-way mirrors at each and every District Prosecutors Office, to facilitate the identifying of defendants.
- (2) The plan to pilot two-way television systems for victims of sexual assault for segregated examination.
- (3) The setting up of special questioning spaces “cozy conversation room” in each and every District Prosecutors Office to ease the tension felt by the victim.
- (4) The planning of separate spaces for victims and witnesses awaiting questioning in each and every District Prosecutors Office to effectively isolate the defendant.

9. Please provide, if any, data collected about the objectification of women and girls in advertising campaigns.

39. At present, there is no single agency tasked with oversight of advertising. Rather, advertisements are subject to the oversight of that agency with expertise on the product/service being advertised. The responsible agency issues directives concerning advertisements under its purview. For example, advertisements for pharmaceuticals and foods are overseen by the Ministry of Health and Welfare and governed by related statutes. It is this Ministry which hands down reprimands/punishments for advertisers and media that violate said statutes.
40. As for now, there is no definition of “the objectification of women” written in any present regulation in Taiwan. As 5.17.1.1 of “Convention-specific Document of Second National Report of Republic of China” shows, Content of radio, television, and broadcasting media are regulated by National Communications Commission, NCC, in accordance with the Radio and Television Act and the Satellite Broadcasting Act, and reports by the general public will be handled accordingly. Among the violations of radio and TV advertising, they include “no distinctions between programs and ads”, “ads not approved by the competent authority”, “ads and programs broadcasted outside of the specified time slots or against designated ways”, “ads overrunning”, “ads over three minutes or showed in the form of a program without displaying the term ‘advertisement’”, etc. Therefore, no data related to “the objectification of women” could be provided.

10. Please provide the percentage of the following media outlets owned by women - publishing houses, radio stations, television stations, cable stations and internet service providers. Also, is there any regular training for media outlets regarding Guidelines for Broadcasting Gender contents?

41. Ministry of Culture (MOC) keeps tabs on the survey of the Book Publishing Industry. The 2012 edition of this survey canvassed 737 businesses (a 49.3 percent return rate), finding that the majority (69.7 percent) of those employed in this industry are female. Future surveys will also inquire as to the sex of business owners.
42. From 2010 through 2012, the Republic of China (Taiwan) Government Information Office (GIO) funded the execution of plans on digital media and information by nonprofit group Cyber Angel's Pick. In 2010, the project held basic and advanced classes for leaders on media space, as well as on citizen journalism. The following year, basic and advanced classes on media space for leaders were also held. In 2012, an international symposium touching on all aspects of digital creation, as well as a workshop on training teachers about media space, were held. In 2013, Cyber Angel's Pick continued its work, now overseen by the MOC, to host classes on training teachers on Internet security and media space as well as basic and advanced classes for leaders on media space. This year, under a project to ensure a safe Internet for minors, the Ministry oversaw the holding of a workshop on media space for leaders and planned the publishing of a picture book on utilizing the Internet, which in part discussed gender equality and media savvy.
43. To encourage the media to self-regulate, and encourage the media to better communicate, and create a platform for communication among the people, the media, and children's welfare groups, the GIO commissioned the Taiwan Alliance for Advancement of Youth Rights and Welfare in August 2006 to create the Newscatcher website, a news site for children. From 2007 to 2012, the Alliance continued to run this website. In 2013 and 2014, the MOC continued to have the Alliance run the website. The website had 5,655 hits in 2006, and 263,100 as of April 30, 2014. In addition to running the website, the Alliance is also hosting classes for college-age students, symposia for high-school teachers on children's media literacy, and other related lectures at campuses across the country. Gender equity in media savvy is among the topics discussed.
44. In 2012 and 2013, the MOC funded the National Press Council's holding of six lectures on self-regulation among the news and publishing industries. The Council has since continued to receive MOC support to train those in these industries, with a requirement that they hold gender equality classes or otherwise cultivate respect for gender equity,

the better to ensure that those creating television programming work to reify this concept.

45. There are 54 media outlets owned by women among 171 radio stations, so the percentage of radio stations owned by women is 31.6%. And no woman owns television stations, the percentage is 0%.
46. National Communications Commission (NCC) revised and enforced the rules for evaluating radio stations and televisions' licenses on July, 2012. In the rules, media should provide accomplishments about gender equality. In 2012, there are 39 radio stations and television stations evaluated by NCC, and there were 16 radio stations participating or holding training courses of gender equality. In 2013, there are 37 radio stations evaluated by NCC, and there were 7 radio stations participating or holding training courses of gender equality.
47. There are 2 out of a total of 59 cable stations owned by women, which accounts for 3.3% of cable station industry.
48. NCC has been encouraging cable stations to engage gender equality issue into employee trainings. The enforced "Direction of Operation Evaluation on Cable Stations" has included "employee gender equality training" as one of the index to evaluate a cable station's operation performance. According to the direction, cable stations are required to provide the records of their gender equality trainings as evaluation reference. Among the 29 cable stations which received NCC's operation evaluation in 2013, 28 cable stations held at least one gender equality training activity.

11. Please provide information whether there is any law on cybercrimes that are geared toward women and girls—domestic violence, sexual assault, stalking or human trafficking. Are there any laws that prohibit media from releasing a woman's name, address, age, etc. where she is the victim of a gender based crime? Is there any privacy law that protects girls under 18 from having their personal information released? Is there a Code of Conduct for media outlets regarding respecting the privacy of female victims of gender based violence?

49. The ROC has the Domestic Violence Prevention Act , the Sexual Assault Prevention Act, the Sexual Harassment Prevention Act, the Protection of Children and Youths Welfare and Rights Act , Child and Youth Sexual Transaction Prevention Act, and the Human Trafficking Prevention Act to prevent gender violence and to protect victims' interests. Advertisements, publications, broadcasting, television, electronic messages, the Internet or any other kinds of media should neither report nor record the victim's name nor any other information which might be sufficient to reveal his or her identity. Those who violate this regulation should be fined by the relevant authorities; and

objects involved should be confiscated or dealt with accordingly. If behavior is not corrected within the period specified by the formal notice, fines will be imposed for each further violation. In addition, Revised Draft of the Domestic Violence Prevention Act and Revised Draft of the Child and Youth Sexual Transaction Prevention Act also increased the provision of the informations of the victims, in order to protect the privacy of the victims.

50. On “laws that prohibit media from releasing name, address and age of a female victim of a gender based crime”, related laws are as follows:
 - (1) Article 12 of “Sexual Harassment Prevention Act”: Advertisements, publications, broadcasts, television, electronic messages, computer, internet or other kinds of media report or record neither the victim's name nor other information which can lead discovery of his or her identity. However, there will be no such limitation if an agreement is given by a competent or if the investigation on sexual harassment incident in accordance with the law thinks revealing the victim's identity is necessary.
 - (2) Paragraph 1 of Article 13 of “Sexual Assault Crime Prevention Act”: Publicity material, publications, broadcasts, television, internet contents or other kinds of media should not report or publish the name or any other personal identifiable information about the victim. However, there will be no such limitation if an agreement is given by a competent victim, or if, in accordance with the law, the police or prosecutor considers disclosing the information is necessary.
51. On “any privacy law that protects girls under 18 from having their personal information released”, that can be seen in Article 69 of “The Protection of Children and Youths Welfare and Rights Act”: Promotional material, publications broadcast, TV, internet or other media will not report or record the names or information of the following children and youth: 1. Those that suffer from behaviors mentioned in Article 49 or each subparagraph of Paragraph 1 of Article 56; 2. Those that use drugs, illegal controlled medicines or other material that is harmful to their physical and mental health; 3. The party or the related party in a case where the legitimacy of a child is questioned, adoption, parental rights, maintenance events or selection, alternation events of custody; 4. The party or victim in criminal cases and youth protective events.
52. According to Article 22 of Human Trafficking Prevention Act, no advertisement material, publication, radio broadcast, television, electronic message, the Internet or other media may report or note information on the name or other identifiable personal data of human trafficking victims. However, this limit is not applicable to any of the following circumstances:
 - (1) Having the permission of the victim with legal capacity;

(2) Being deemed necessary by the crime investigation authority pursuant to the law.

The provision in the preceding paragraph is not applicable to any human trafficking victim who is a minor.

53. Also according to Article 38 of Human Trafficking Prevention Act, anyone in violation of Article 22 shall be fined from NT\$60,000 to NT\$600,000, and the articles stated in the article may be confiscated or subjected to other necessary disposal by the related competent authorities; concerning the change ordered to be made within a specified period, each and every lapse may be subject to additional separate penalties. However, when deemed necessary to the public interest by the related competent authority, the reporting on the death of the victim shall not be subjected to the penalties thereof.
54. Of course, The provisions stated above includes the female victims of human trafficking cases.
55. As for Codes of Conduct for media outlets regarding respecting the privacy of female victims of gender based violence, in “The Guidelines for Broadcast of Gender-specific Contents”, which is mentioned in 5.17.3 of “Convention-specific Document of Second National Report of Republic of China”, National Communications Commission, NCC, has reiterated not to violate applicable laws and regulations, and informed the broadcasters to take these Guidelines as reference and set details of implementation in self-regulated code of ethics.
56. The ROC has published the Code of media reports of domestic violence, sexual assault, sexual harassment and child protection events, in order to remind the journalists attention matters to enhance the quality of news reports and protect the public interests.

Article 6

12. Is there a time frame for which the government will determine whether or not to amend the current Trafficking in Persons law specifically relating to the *important documents* and the *labor for which pay is not commensurate with work* provisions? In police investigation on prostitution, do the police investigate the use of drugs? Is there any special task force or instigation unit of the police that specifically handle child sexual exploitation including through the internet and social media?

57. The Human Trafficking Prevention Act was set to be effective since Jun. 1 2009. The National Immigration Agency has been collecting some information of amending the definition of “labor to which pay is not commensurate with the work duty”, and tries to submit the draft of the amendment to the Executive Yuan late this year. According to article 3 of the Principle for Human Trafficking Victim Identification, those whose I.D.

or travel document were detained shall be deemed as potential TIP victims. Therefore, the definition of “important document” is quite clear in practice.

58. Anyone spreads, broadcasts or publishes information in any advertisement, publication, broadcasting, television, electronic signals, internet or any other media which may seduce, a person to engage in sexual transaction shall be punished with imprisonment for not more than five years and, in addition thereto, may be subject to a fine of not more than NT\$1,000,000.”

13. What is the number of human trafficking cases that have gone to verdict and what is the result – guilt or acquittal? What is the percentage of those perpetrators serving time and the average time served? Does the law allow for financial compensation to be paid to the victim as part of the guilty verdict? Has any amount of money been awarded to a victim to date? Does the law punish victims of human trafficking who are prostituted for commercial sexual exploitation - be they minors or adults? Please also provide information whether the government monitors the hospitality and sports industry for potential trafficking in women and girls.

59. For the number of human trafficking cases please refer to the CEDAW national report [Table 6-7], as for the verdict, please refer to the attachment (Statistics for District Prosecutors Office human trafficking prevention determined cases, January to December 2013). This Ministry does not have available statistical data about the percentage of those perpetrators serving time and the average time served, being only able to provide Statistics for District Prosecutors Office human trafficking prevention determined cases from January to December 2013 for your reference.
60. According to Article 17 of the Human Trafficking Prevention Act, the competent authorities and labor affairs competent authorities at all levels shall, either by themselves or by commissioned non-governmental organizations, provide human trafficking victims or suspected ones under protection and sheltering with legal assistance, and those cases deemed to be minor offenses, the prosecutor may sometimes during the investigation stage, with a deferred prosecution, order the defendant to pay compensation to the victim, or, during the inquisition stage, the prosecutor could also negotiate with the defendant to plead guilty, in order to expedite the compensating of the victim’s losses by the defendant, and in practice, victims have been compensated monetarily as a result. Also according to Article 487 of The Code of Criminal Procedure, those who were injured by an offence may bring an ancillary civil action along with the criminal procedure, to request compensation from the defendant and those who may be liable under the Civil Code. The bring of an ancillary civil action along with the criminal procedure would not entail a judicial fee.

61. Victims of human trafficking were forced or controlled, thus did not through their own intention or negligence commit a criminal offence or breach obligations arising from the Administrative Law. According to Article 29 of the Human Trafficking Prevention Act, “Any human trafficking victim who has violated other provisions of the criminal code or administrative regulations as a result of being trafficked may be eligible for a reduction in penalty or absolution from his/her liability.”.
62. According to article 9 of Human Trafficking Prevention Act, the police personnel, immigration officers, labor affairs personnel, social affairs personnel, medical personnel, civil affairs personnel, household registration personnel, educational personnel, employees of the tourist industry and immigration service industry, or other personnel engaging in human trafficking prevention and control, upon the discovery of a suspected case of human trafficking during the normal course of their duty, shall immediately notify the local judicial police authority. The judicial police authority, upon being notified, shall promptly take action to implement relevant protection measures. According to the regulation mentioned above, the hospitality industry should report any human trafficking cases anytime and anywhere. In order to promote their sensibility, ministries concerned offer educational training for the above staff.
63. In order to deter and eliminate the cases that children or juveniles become objects of sexual transaction, Article 3 of the Child and Youth Sexual Transaction Prevention Act specifies that the central authorized agency should hold network meeting regularly, and all the network members including departments of justice, education, health, national defense, news, economy, and transportation have the responsibility to enact the program for advocacy and be accountable for the outcome of the advocacy.

14. Are there any laws which outlaw pornography? Is there any data on whether or not the government has shut down any internet pornography sites? What penalties are there, if any?

64. According to “The Norm and Work-Dividing Principle of Internet Content Management” passed in 2013 by National Information and Communication Security Taskforce of the Executive Yuan, in Taiwan, the way of managing Internet content is confirmed to be the same as managing social entity, thus matching to each competent authority’s own responsibility. Only the Internet service providers (including Internet platform providers, Internet content providers, Internet access service providers or application services providers) or servers fall within the jurisdiction of Taiwanese government, can they be regulated by Taiwan’s laws and regulations. For example, pornographic contents may violate Article 235 of “Criminal Code of the Republic of China”, which is the crime of distributing, broadcasting, selling, making, or possessing

the obscene objects. As for distributing, broadcasting, issuing the information which may seduces, makes a match of, suggests or by any other ways has a person to engage in sexual transaction, it violates “Child and Youth Sexual Transaction Prevention Act”.

65. Distributing, broadcasting or selling obscene content, including words, pictures, video, image, or other forms is prohibited by Article 235 of Republic of China’s Criminal Code and Article 28 of the Child and Youth Sexual Transaction Prevention Act. The penalties are as follows :
- (1) Article 235 of the Criminal Code: Distributing, broadcasting, selling, or publicly displaying obscene content, including words, pictures, audio record, video record, or any other forms, or providing content thereof to people by other means for viewing or listening shall be punishable by imprisonment of up to two years, detention, or a fine of up to thirty thousand NT dollars. The fine thereof may be imposed separately or in combination with other penalties. A person who manufactures or possesses obscene content, including words, pictures, audio record, video record, or other forms, and his intention is to distribute, broadcast, or sell it, shall be subject to same punishment. The words, pictures, audio or video record shall be confiscated regardless of their ownership.
 - (2) Article 28 of the Child and Youth Sexual Transaction Prevention Act:
Distributing, displaying or selling pictures, video tapes, films, DVDs, electronic materials or other items containing underage sex or obscenity or providing content thereof to people by other means for viewing or listening shall be punishable by imprisonment of up to three years. The punishment may be imposed in combination with a fine of up to five million NT dollars. The abovementioned items shall be confiscated regardless of their ownership.
66. With regard to the data on whether the government has shut down any Internet pornography sites, currently, illicit web content is managed under an “iWin Web Content Protection Framework, administered by the National Communications Commission, which will process complaints of illicit web content received from the public. If the complaint is police-related, Criminal Investigation Bureau of the National Police Agency is responsible for dealing with such cases.
67. The ROC has order to safeguard the child and the youth reads listens to the rights and interests, The Protection of Children and Youths Welfare and Rights Act 46 , On August 26 entrusts the folk association in 2013 to be tenable “Institute of Watch Internet Network”, the execution few method 46th stipulation should manage the item. that will harm their mental development, like in the following cases: 1. Observation of internet used by children and youth. 2. Establishment and implementation of complaint mechanisms. 3. Promotion and review of contents rating system. 4. Establishment and

promotion of screened software. 5. Education propaganda of on-line safety for children and youth. 6. Promote internet platform provider to establish a self-discipline mechanism. 7. Establishment and promotion of other protective mechanisms. Other, Child and Youth Sexual Transaction Prevention Act 29, Whoever spreads and computer network or any other media which may seduces, makes a match of, suggests or by any other ways has a person to engage in sexual transaction shall be sentenced to fixed-term imprisonment of not more than five years and shall also be fined not more than NT\$1,000,000.

Article 7

15. Does the government provide any training for women to run for political office or provide any funding for candidates to run their electoral campaign? What are the main obstacles within political parties that inhibit women from advancing to positions of power and decision making?

68. With regard to funding for candidates to run their electoral campaign, according to Article 43 of Civil Servants Election And Recall Act, if there is any candidate (including female) who gained above minimum statutory vote, the campaign expenses paid by the candidate shall be subsidized by a rate of NT\$30 per vote. In order to carry out Gender Equality Policy Guidelines, urge political parties to protect women's rights and promote gender equality, use steady proportion of financial aid from government to provide training to women and increase women's political participation, government requested political parties to carry out Gender Equality Policy Guidelines and gain a deeper understanding of women's participation within political parties on March 12, July 27, 2012 and January 16, November 4, 2013.
69. The main obstacles within political parties that inhibit women from advancing to positions of power and decision making includes lack of resources, lack of voter support, the prevailing political culture, the fact that women have to perform significantly better than men to gain recognition, and nomination concerns. To urge political parties to increase women's political participation, raise the percentage of female candidates, the government has advocated gender equality in meetings with political parties, and urged them to strive for gender balance in their lists of nominees.

16. Please provide information on major challenges in reaching the target set for women's increased representation in the Constitutional Court Justices, the Judicial Yuan and the Control Yuan, as well as measures taken to overcome those challenges.

70. As stipulated in Article 7 of the Additional Articles to the Constitution, the Control

Yuan shall have twenty-nine members serving a term of six years. Control Yuan members are nominated by the President of the Republic of China (Taiwan) with the consent of the Legislative Yuan. Article 3-1 of the existing Organic Law of the Control Yuan specifies the qualifications of Control Yuan membership, but it does not specify gender ratio. There are seven female on the current 4th Control Yuan, taking up 24% of the incumbent twenty-nine members. As the 4th Control Yuan members will conclude their terms at the end of July 2014, President Ma Ying-Jeou announced the list of nominees for the 5th Control Yuan on April 8th, 2014 which includes twelve female nominees, taking up 41% of the twenty-nine nominees. It is the highest female representation since Control Yuan's establishment. Although the Organic Law of the Control Yuan does not specify gender ratio for membership, the issue of female representation is taken seriously, as evident in President Ma's nomination for the 5th Control Yuan.

71. The number of female grand justices, accounting for 13%, fails to fulfill the expected gender proportion of one-third of the total. The response is as follows.
 - (1) According to Article 5 of the Constitutional Amendments, (Para.1) the Judicial Yuan shall have 15 grand justices. The 15 grand justices, including a president and a vice president of the Judicial Yuan to be selected from amongst them, shall be nominated and, with the consent of the Legislative Yuan, appointed by the president of the Republic. This shall take effect from the year 2003, exemption from the provisions of Article 79 of the Constitution. The provisions of Article 81 of the Constitution and pertinent regulations on the lifetime holding of office and payment of salary do not apply to grand justices who did not transfer from the post of a judge. (Para. 2) Each grand justice shall serve a term of eight years, independent of the order of appointment to office, and shall not serve a consecutive term. The grand justices serving as president and vice president of the Judicial Yuan shall not enjoy the guarantee of an eight-year term.
 - (2) According to the aforesaid Article, the 15 grand justices are nominated and, with the consent of the Legislative Yuan, appointed by the president of the Republic. The Judicial Yuan is only responsible for issues related to transmission of grand justices' appointing orders, without any influence on the gender proportion.

Article 8

17. Is there any training specifically in place for women who see themselves on an "Ambassador Track"?

72. In order to enhance leadership and professional competence of high-ranking officers and to cultivate reserve of talents for senior executives, the Ministry has held executive training programs for both incumbents and candidates. Selection criteria for the participants in the programs are set with a view to associated factors such as gender equity, specialty demands and requirements for human resource allocation of the Ministry. Concerning the promotion of senior female officers, the qualities of their excellent communication skills, empathetic personalities, attentive and liberal-minded attitudes are considered facilitating factors and will continue to be taken as key references for promotion.

Article 9

18. Regarding policies on multicultural families, are there any policies and programs for the Taiwanese husbands to learn their wife's languages and culture?

73. When foreign or Chinese spouses come to service branches of the National Immigration Agency (NIA) for getting their first time resident certificate, the immigration officers will ask them and their family to attend the family education program. This program contains classes which include multicultural awareness, interaction between family members, gender relationship, and so on. These classes not only aim to help the immigrants adapt a new life in Taiwan, but also Taiwanese understand their spouses' motherland languages as well as cultures. Through this program, we hope the immigrants could communicate better with their family and lead a happy life.
74. MOE had published the "Adult Basic Literacy Textbook" with Indonesian and Vietnamese translation, meanwhile uploaded on the Ministry of Education website. The Contents of the textbook include the life and the law act in Taiwan and the mother culture of new immigrants will help the new immigrants, their Taiwanese husbands and the other family members . MOE plan to publish the "Adult Basic Literacy Textbook" with Cambodian, Thai and Filipino translation in 2014.
75. In order to help new immigrants adapt well to the family and society in Taiwan, and assist the people of Taiwan to recognize and understand the new immigrants, there are multi-cultural and language programs for the new immigrants by the local new immigrants learning centers, while encouraging their spouses to attend. To deal with the events in 2011-2013 as the table R9-18-1.
76. To handle multi-cultural week by MOI and MOE, including in MOE "Foreign and mainland spouses and children education and counseling programs" of "organized the International Day of multiculturalism or" work project. Long-term supplement

municipal, county (city) government to respect and accept his country's cultural characteristics, to construct a rich multicultural society, for national cultural characteristics of activities. There was 492 8,975 grant dollars, total 159,322 people participated in the activity in 2012; There was 5,507,264 grant dollars, total 187, 032 people participated in the activity in 2013.

Table R9-18-1. the events by the Local in new immigrants learning centers in 2011-2013

Year	Events	The number of participants		
		Total	Male	Female
2011	2,025	106,181	No gender statistics	
2012	2,367	88,808		
2013	4,985	90,492	25,667	64,825

Article 10

19. The report (in Para. 10.3.1) states that horizontal segregation in education is not significantly decreased in higher education.

- Please provide information on the percentage of female Master's and PhD graduates and their field of study. The report (in para. 10.3) states that the Gender Equity Education Committee will develop temporary special measures to accelerate de facto equality in the Master's and doctoral levels. Please indicate the status of this effort;

- Please provide information on whether an assessment of the causes and consequences of horizontal segregation in higher education has been recently undertaken. If so, what are the main drivers for segregation?;

- Please provide sex-disaggregated information on science and math aptitudes of primary and secondary school graduates.

77. The percentages of female Master's and PhD graduates in SY 2012 are 42.4% and 29.1% respectively. The detailed statistics are attached to the table R10-19-1. The temporary special measures will be continuously planned on a yearly basis to respond to the national CEDAW report and its shadow report. Current measures to increase the percentage of female Master's and PhD graduates are:

- (1) To ensure fair assessment of attendance and grades concerning girl students' menstrual and maternity needs, all college and universities were ordered in 2014 to revise their rules of leave application: girl students who have difficulties attending schools due to menstrual needs are entitled for one day leave without medical proof in order to protect personal privacy.
- (2) Terms to protect student rights on account of pregnancy, childbirth, or childcare of

toddlers under three years old, such as holding enrollment, prolonging study terms, flexible assessment on attendance and grade, and waiver of leave of study absence, should be written into school regulations. In 2014, 100% of colleges and universities have achieved the goal.

78. Due to the fact that one's choice of field of study in college is influenced by his/her own choice of academic group in high school and there is no gender restriction in terms of student recruitment, students are able to freely choose their priorities. According to Article 24 of the University Act, universities and vocational and technological colleges shall be transacted independently or jointly with other universities following the principles of equity, justice and openness when it comes to student recruitment. Since 2002, Taiwan has implemented "The Multiple Entrance Programs for the Universities" and "The Multiple Entrance Programs for the Four-Year Programs and Two-Year Junior Colleges" in order for students of different orientations to find the most ideal and suitable way to get into college to realize their true potential and further to achieve the goal of adaptive selections. According to Article 11 of the Constitution of the Republic of China, "The people shall have freedom of speech, teaching, writing and publication." Therefore, there is no gender restriction in terms of student recruitment, instructor recruitment and course selection.
79. Primary and secondary school graduates about mathematical (science and math) Gender statistics are attached to the table R10-19-2 follows:
- (1) By the 2012 TASA sixth-grade formal test results of the analysis, gender performance in mathematics scale score, is no significant difference.
 - (2) By the 2012 TASA sixth-grade formal test results of the analysis, boys and girls, respectively 256.85,254.67 scale scores, there was no significant difference between the academic achievement performance in natural circumstances.
 - (3) By the 2010 TASA eighth-grade formal test results of the analysis, boys and girls in

mathematics performance scale scores circumstances, there is no significant difference.

- (4) By the 2010 TASA eighth-grade formal test results of the analysis, scale scores of boys and girls in the performance of natural circumstances, there are significant differences, the effect of the amount of the coefficient $D = 0.055$, means that performance in science learning achievement of gender difference is minimal.

[Table R10-19-1] Female College Graduates (Master and PhD) and Fields of Study

School Year	class	Education		Humanities and arts		Social science, commerce, and law		Science		Engineering, manufacturing and construction		Agriculture		Medicine, health and social welfare		Services		Others	
		Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates	Female (%)	Total graduates
2008	PhD	105 (46.88)	224	154 (57.25)	269	240 (40.68)	590	144 (24.66)	584	136 (9.32)	1,460	35 (28.93)	121	138 (43.67)	316	5 (20.00)	25	-- (--)	--
	Master	3,238 (63.85)	5,071	3,408 (67.54)	5,046	7,890 (48.39)	16,306	2,219 (34.34)	6,461	2,699 (14.44)	18,694	686 (50.81)	1,350	1,841 (66.10)	2,785	930 (48.19)	1,930	21 (67.74)	31
2009	PhD	101 (45.29)	223	136 (50.18)	271	200 (39.84)	502	188 (29.33)	641	164 (10.71)	1,628	28 (25.93)	108	134 (42.24)	317	5 (33.33)	15	-- (--)	--
	Master	3,488 (68.24)	5,111	3,544 (67.22)	5,272	8,444 (49.86)	16,935	2,400 (35.22)	6,814	2975 (15.38)	19,345	691 (50.25)	1,375	1,857 (68.05)	2,729	916 (48.62)	1,884	12 (44.44)	27
2010	PhD	133 (50.76)	262	171 (59.17)	289	204 (40.88)	499	165 (25.62)	644	165 (10.14)	1,628	28 (30.11)	93	172 (42.36)	406	5 (22.73)	22	1 (33.33)	3
	Master	3,275 (64.18)	5,103	3,488 (66.04)	5,282	8,870 (51.87)	17,100	2,406 (35.48)	6,781	3,264 (16.86)	19,354	815 (54.88)	1,485	1,892 (68.11)	2,778	1,038 (49.15)	2,112	25 (86.21)	29
2011	PhD	164 (57.54)	285	153 (55.43)	276	214 (39.41)	543	180 (26.87)	670	161 (10.29)	1,564	46 (38.33)	120	166 (43.92)	378	7 (30.43)	23	1 (50.00)	2
	Master	3,076 (67.95)	4,527	3,648 (69.67)	5,236	8,967 (52.44)	17,098	2,654 (37.40)	7,097	3,374 (17.21)	19,602	816 (54.62)	1,494	1,863 (66.63)	2,796	1,106 (50.99)	2,169	22 (70.97)	31

Source: Ministry of Education

Note:

- This table has been prepared according to the ROC Standard Classification for Education (4th Amendment) implemented on July 4, 2007.
- Others include 990101 (Graduate School of Human Sexuality) and 990199 (not classified). These categories were not available during the 2008 and 2009 academic years.

[Table R10-19-2A]

Sixth-grade students of different genders learning achievement in mathematics performance analysis

Sex	Number of people	Average	Standard deviation	Sampling error	95%CI
Male	5713	264.08	56.79	1.128	[261.87, 266.29]
Female	5377	264.03	53.53	1.220	[261.64, 266.42]
Missing Values	3	-	-	-	-

[Table R10-19-2B]Sixth-grade students of different gender expression in the case of natural scale scores

Sex	Number of people	Average	Standard deviation	Sampling error	95%CI
Male	5750	256.85	47.67	1.04	[254.82,258.88]
Female	5249	254.67	42.54	0.91	[252.88,256.46]

[Table R10-19-2C]

Eighth-grade students different gender in mathematics scale score for independent samples t test performance

Comparison	Number of people	Average	Standard deviation	The mean difference	T value	Significance
Scale scores	Male	4200	253.54	53.68	-1.20	-1.051
	Female	4087	254.74	49.93		

[Table R10-19-2D]

Eighth-grade students independent samples of different sex in the case of natural scale scores t test performance

Sex	Number of people	Average	Standard deviation	The mean difference	T value	Significance
Scale scores	Male	4256	258.49	54.80	2.84	2.516
	Female	4018	255.65	47.20		

Note:effect size coefficient is .055

20. The report (in para. 10.12) states that to strengthen the importance of gender equality, a basic gender bias review principles for junior high and elementary textbooks are being developed. Please provide information on any progress in the development of these principles, including whether a review of existing textbooks, school programs and teaching methods has already been undertaken.

80. 'Gender bias review principles for junior high and elementary textbooks' have been already applied in following respects :

- (1) Providing textbook publishers with self-examination criteria for editing and revising the content of textbooks.
- (2) Subsuming textbook reviewing index, in order to investigate whether the content of textbooks matches with gender equality during official reviewing process.

81. Elementary and junior high textbooks reviewed by NAER, teachers conduct various learning areas, according to the course, the Department of Curriculum and Instruction counseling center team - gender equality in education issues through group counseling system for three energizer activities related to teachers, to promote gender equality in teacher education-related capabilities.

21. The report indicates that the Gender Equity Education Act was revised to include a definition of “sexual bullying”. Please provide information on the prevalence of sexual bullying in schools across levels. Are particular groups of girls and women disproportionately affected by sexual bullying? Please inform on the responsibilities, procedure and sanctions associated with sexual bullying.

82. The term ‘sexual bulling’ was added into the Gender Equity Education Act in June, 2011. Relevant statistics started in 2012. In 2012, four out of 13 reported suspected incidents were verified after investigation. However, gender statistics was not yet included. The 2013 statistics is still on going. Therefore current statistics is inadequate to show whether girl or women are particularly affected by sexual bullying. Further analysis regarding gender segregation will focus on this issue.

83. Sexual bullying on campus is dealt with the following regulations:

(1) Responsibility: According to Article 4-6 of the Gender Equity Education Act, each school’s Gender Equity Education Committee is responsible for handling incidents of sexual bulling. Article 28 states that if the offender is the head of the school, the investigation application shall be made to the competent authority supervising the school.

(2) Procedures:

A. After receiving an application for investigation or an offense report: Once the school is notified, it should file a Campus Security Report, then notify the guardian of the non-adult victims, then inform of the victim rights and relief of the investigation excluding private intermediation. If the victim has no consent of filing an investigation, the Gender Equity Education Committee shall prepare a written record for future purposes given no deadline of investigation application is set.

B. Forming an investigation team: Investigation team shall consist of 3 or 5 members. Members of the aforesaid team should have gender equity consciousness, and more than half of them shall be women. At least one-third of the investigation team at the school level shall be composed of experts or scholars specializing in the investigation of incidents of sexual assault, sexual harassment, or sexual bullying.

C. During investigation:

a. Basic principles of handling investigation include confidentiality, providing sufficient support to the victims, inquiring willingness of the guardian of the non-adult victims for accompanying the investigation.

b. In cases where an applicant withdraws an application for investigation, to clarify the relevant legal liability, the school or agency with jurisdiction handling the investigation, after the decision of its Committee or the request of the alleged offender,

may continue the investigation. The competent authority under whose jurisdiction the school falls shall, where it considers the facts of the case to be of sufficient gravity to warrant it, must direct the school with jurisdiction to continue the investigation.

c. In order to protect the right to education and the right to work of the victim of a campus sexual bullying incident, the school or agency with jurisdiction may handle the attendance record or achievement assessment of the victim with flexibility; assist the victim's studies or work affirmatively, and without limitations stemming from regulations pertaining to requests for leaves of absence, and those pertaining to performance appraisals for teachers and students. Any required measures shall be instituted after a resolution is passed by the Committee.

d. Sufficient opportunities of giving statements and self defenses shall be given to both parties.

D. Submitting an investigation report and suggestion for handling:

a. After the investigation is complete, the Gender Equity Education Committee shall submit a written report to its school regarding the investigation and suggestions for handling. After receiving the aforesaid investigation report, the school shall put forth a decision within two months. The school shall notify in writing the applicant, offense-reporter and offender of its handling conclusion, facts established and grounds, and procedures of relief.

b. When in the handling conclusion any disciplinary measure involves a change to the offender's status, the offender shall be given an opportunity to make a written statement presenting his or her views.

(3) Sanctions: According to the Gender Equity Education Act and the MOE Administrative Directions for Violations and Fines Regarding the Gender Equity Education Act Incidents,

A. A school failing to prescribe and promulgate prevention and handling regulations according to the MOE Regulations on the Prevention of Sexual Assault, Sexual Harassment, and Sexual Bullying on Campus shall be subjected to a fine not less than 10,000 New Taiwan Dollars and not more than 100,000 New Taiwan Dollars.

B. A school, when handling a sexual bullying on campus, failing to keep confidentiality of the names or any other identifiable information of the parties and the offence-reporter shall be subjected to a fine not less than 10,000 New Taiwan Dollars and not more than 100,000 New Taiwan Dollars.

C. A principal, faculty or staff member of a school who knows of an incident of suspected sexual assault, sexual harassment, or sexual bullying occurring at the school where they are employed and fails to report to the school, or the competent

authority of the municipality or county with jurisdiction of the school within 24 hours shall be subject to a fine of not less than 30,000 New Taiwan Dollars and not exceeding 150,000 New Taiwan Dollars.

D. A principal, faculty or staff member of a school who falsifies, alters, destroys or conceals evidence of an incident of sexual harassment or sexual bullying on campus perpetrated by other persons shall be subject to a fine of not less than 30,000 New Taiwan Dollars and not exceeding 150,000 New Taiwan Dollars.

84. In 2014, the MOE started research on measures to prevent sexual bullying on campus in response to the International Day Against Homophobia and Transphobia (IDAHO) in order to reduce its occurrence.

22. Please provide information on whether sexual harassment in schools and at education settings is penalized. What is the prevalence of sex harassment in educational and training institutions? What procedures are in place for school authorities to address this?

85. According to Article 25 of the Gender Equity Education Act, once an incident of sexual assault, sexual harassment, or sexual bullying on campus has been investigated and established as having actually occurred by the school or competent authority in accordance with the pertinent laws or regulations, the school or competent authority shall itself impose a formal reprimand, demerit, dismissal, suspension, non-renewal of contract, or some other appropriate penalty on the offender, or transfer him or her to another authorized agency with the jurisdiction to do so. When handling sexual harassment, or sexual bullying incidents, the school, competent authority, or other authorized agency with the jurisdiction to take disciplinary measures and impose penalties shall in addition order that the offender receive psychological counseling, and may also order that he or she is subject must comply with one or more of the following measures:

- (1) Apologize to the victim, if the victim or his or her guardian gives consent.
- (2) Attend eight hours of gender equity education related courses.
- (3) Other measures that serve an educational purpose.

86. According to the Campus Security Report Statistics, the numbers of recent reported sexual harassment incidents in educational settings are: 352 incidents in 2009, 1,135 incidents in 2010, 2,407 incidents in 2011, and 3,112 incidents in 2012. The MOE has constantly provided law advocacy and consulting channel for school faculty or staff members to clarify questions regarding handling of the incidents. School faculty or staff members are encouraged to report the suspected incidents in a law-abiding manner upon knowing of the incident and to strengthen their own legal and educational literacy of gender equity. These measures have effectively increased the numbers of correct report

incidents and law-abiding handling procedures.

87. School authorities stress the handling of sexual harassment:

- (1) According to Article 21 of the Gender Equity Education Act, should the principal, faculty or staff member knows of an incident of suspected sexual assault, sexual harassment, or sexual bullying occurring at the school where they are employed, they shall report the incident no later than twenty-four hours upon knowing of the incident. They shall not falsify, modify, destroy, or conceal evidences of incidents and shall turn over the case to its Gender Equity Education Committee for investigation and handling. According to Article 36, failure of reporting in due time is subject to a fine, and violators who falsifies, modifies, destroys, or conceals evidence of sexual assault on campus committed by others, shall be dismissed or discharged from employment in accordance with the law.
- (2) The MOE has established an internet data base to trace every reported sexual assault, sexual harassment, or sexual bullying incidents. The governing authority of every incident is expected to use the data base to supervise the investigation of the incident, examine its effectiveness, and thereby demand schools to actively handle the investigation of the incidents.

Article 11

23. The report stated (in Para. 11.10.1) that sex discrimination cases comprised the largest category of employment discrimination complaints from 2009 to 2012. What kind of sex discrimination is predominantly reported as the subject of violations of the Act of Gender Equality? Although fines are collected, are complainants entitled to compensation? What kind of compensation do they receive?

88. Pregnancy discrimination is predominantly reported as the subject of violations of the Act of Gender Equality in Employment. When employees or applicants are suffered from disadvantaged treatment by the employment practices referred to pregnancy discrimination, the employers shall be liable for any disadvantaged treatment arising there from. Those conditions are stated in Act of Gender Equality in Employment.

24. The wage gap between women and men is provided (in Para. 11.12). Please provide more information on the wage gap between men and women across sectors/occupations.

89. Revised 11.12 and the wage gap between men and women across sectors :

- (1) 11.12 : Promotion of equal pay : In 2012, women had average monthly earnings of NT\$ 40,486, and an average monthly working hours of 175.6 hours, which works

out to an average hourly earnings of NT\$231. This represents 83.4% of men's average hourly earnings. The gap between men's and women's hourly earnings has fallen from 18.1% in 2009 to 16.6% in 2012 (Table 11-15).

- (2) In 2012, the largest wage gap between men's and women's hourly earnings was human health services (48.9%), followed by arts, entertainment & recreation (32.3%) and mining & quarrying (31.9%), and then followed by construction (29.6%). On the other hand, women's average hourly earnings were higher than men's in support services and real estate.

[Table 11-15] The wage gap between men and women

Year	Women			Men			Women /Men (Men=100) (%)	Gender difference (%)
	Average Monthly Earnings (Yuan)	Average Monthly Working Hours (Hour)	Average Hourly Earnings (Yuan/Hour)	Average Monthly Earnings (Yuan)	Average Monthly Working Hours (Hour)	Average Hourly Earnings (Yuan/Hour)		
2009	37,206	174.8	213	46,376	178.4	260	81.9	18.1
2010	39,195	178.4	220	48,716	183.3	266	82.7	17.3
2011	40,160	175.7	229	50,045	181.2	276	82.8	17.2
2012	40,486	175.6	231	49,935	180.7	276	83.4	16.6
Mining & quarrying	37,519	179.3	209	56,440	183.6	307	68.1	31.9
Manufacturing	35,357	181.5	195	49,404	185.6	266	73.2	26.8
Electricity & gas supply	73,552	169.6	434	95,885	177.6	540	80.3	19.7
Water supply & remediation services	41,297	175.5	235	44,423	179.7	247	95.2	4.8
Construction	30,697	173.2	177	45,030	178.8	252	70.4	29.6
Wholesale & real trade	38,906	172.3	226	44,946	174.3	258	87.6	12.4
Transportation & storage	44,991	172.6	261	52,418	184.9	283	91.9	8.1
Accommodation & food services	28,401	172.3	165	32,474	169.6	191	86.1	13.9
Information & communication	59,999	168.4	356	73,090	168.8	433	82.3	17.7
Financial & insurance	71,997	167.1	431	87,651	168.1	521	82.6	17.4
Real Estate	39,876	178.5	223	39,311	182.5	215	103.7	-3.7
Professional, scientific & technical services	49,953	172.2	290	61,960	174.9	354	81.9	18.1
Support services	33,803	180.9	187	33,479	203.6	164	113.6	-13.6
Education	21,645	136.6	158	25,556	122.1	209	75.7	24.3
Human health services	50,970	175.8	290	96,682	170.4	567	51.1	48.9
Arts, entertainment & recreation	28,328	182.8	155	41,965	183.3	229	67.7	32.3
Other services	29,318	200.7	146	37,477	191.0	196	74.4	25.6

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

Note :

1. Average Monthly Earnings = Average Monthly Regular Earnings + Average Monthly Irregular Earnings(include overpay), Average Monthly Total Working Hours = Average Monthly Regular Working Hours + Overtimes.
2. According to the Act of Gender Equality in Employment, employers may not offer different pay packages to employees (whether directly or indirectly) on the basis of gender or sexual orientation. Employees involved in work of a similar nature or value should be equally remunerated. Furthermore, employers may not reduce salaries of other employees as a means of achieving equality.
3. Follow by the 9th revisions of Standard Industrial Classification of Republic of China and the results of Industry, Commerce and Service Census held in 2011, the time series of earning and productivity statistic benchmark adjusted since Jan., 2014.

25. Please provide information on what measures are in place to ensure that women with disabilities can access and work in an environment with ‘reasonable accommodation’. Are these measures enforced, by whom and how?

90. **Employment Services Act** : Article 5 provides that an employer is prohibited from discriminating against any job applicant or employee on the basis of disabilities. Offenders shall be fined according to Article 65 with a minimum amount of NTD\$300,000 (USD\$10,221) to a maximum amount of NTD\$1,500,000 (USD\$51,107).
91. **People with Disabilities Rights Protection Act**: Article 33 provides that the competent authorities of individual levels in charge of labor shall, according to the actual need of people with disabilities, process by themselves or consolidate resources of private sectors to provide access-free and individualized occupational reconstruction services. The occupational reconstruction referred to in the preceding paragraph means occupational guidance assessment, occupational training, employment services, occupation redesign, entrepreneur guidance, etc.

26. What efforts are in place to encourage enterprises with 29 or fewer employees to provide maternity leave for raising children? Are these efforts effective? In relation to Para. 11.23.1, please indicate on whether the plan to extend maternity benefits will be pursued and how differing opinions will be addressed.

92. Employers shall stop female employees from working and grant them a maternity leave before and after childbirth for a combined period of eight weeks. The computation of wage during maternity period shall be made pursuant to the related statutes and administrative regulations.
93. The majority of institutions which under 29 labors have been observed provide the maternity leave. (96.2%)And our efforts seems effective to employees .
94. To enhance the insured maternity benefits, the Legislative Yuan passed the draft amendments of the Labor Insurance Act, maternity benefit shall be extended from 30

days up to 60 days, and a plural birth resulting from childbirth or prematurity, maternity benefit shall be increased proportionately.

27. Please provide information on whether female foreign workers are allowed to extend their stay in the country to claim their rights against their employers through administrative or judicial processes. What is the timeframe for the adoption of the Domestic Worker Protection Act? What types of violations do foreign domestic workers report to the hotline and other law enforcement agencies?

- 95. Draft of the Protection Act of Domestic Workers has been submitted to Executive Yuan for deliberation at Sep. 13, 2013
- 96. The types of violations which caregivers complaint to 1955 hotline include different physical abuse, sexual harassment, sexual assault and restriction of personal freedom, etc..
- 97. Since 2010 to 2013 , the number of cases of these types of complaints are as follows:

Unit : person

	2010	2011	2012	2013	TOTAL
PHYSICAL ABUSE	391	963	969	603	2,926
SEXUAL HARASSMENT	108	229	232	319	888
SEXUAL ASSAULT	102	77	86	64	329
RESTRICTION OF PERSONAL FREEDOM	27	4	10	55	96
TOTAL	628	1,273	1,297	1,041	4,329

28. The report (in Para. 11.38.1 and 11.38.2) highlights penalties for the commission of sexual harassment. Please provide information on whether sexual harassment complainants receive compensation and what forms of compensation they are entitled to.

- 98. Article 27 of the Act of Gender Equality: in Employment When employees or applicants are damaged by the employment practices referred to sexual harassment, the employers and the harassers shall be jointly and severally liable to make compensations. However, the employers are not liable for the damages if they can prove that they have complied with the Act and provide all preventive measures required, and they have exercised necessary care in preventing damage from occurring but they still happen.If

compensations cannot be obtained by the injured parties pursuant to the stipulations of the preceding paragraph, the court may, on their application, taking into consideration the financial conditions of the employers and the injured parties, order the employers to compensate for a part or the whole of the damage. The employers who have made compensations have rights of recourse against the harassers. As for how many compensations the injured party can get mainly relies on court verdict which could be provided by Judicial Yuan.

99. According to the Sexual Harassment Prevention Act, a person who has sexually harassed another person should take the responsibility of offering compensation for damage related to money, property or restoring reputation. Two parties directly involved in a sexual harassment incident can apply for conciliation to the municipal and county (city) authorities. The victims to get financial compensation.
100. "Senior secondary schools to teach students to build cooperative education implementation and Protection Act," Article 27 paragraph 2 provides that the time period was gender discrimination, sexual orientation discrimination or sexual harassment, the complaint was born in cooperative education institutions erected to teach trainees, determination and cooperative education liability institutions, permitted the Gender Equality in Employment Act and its associated regulations requirements.

29. Please provide data on women in leadership positions (e.g. as CEOs, directors, managers, board members) in employment settings as compared to men. Please provide data on the percentage of female leaders by sector. Is there information relating to promotions, including length of time a woman gets promoted relative to men, number of times women gets promoted compared to men, among others?

101. Please provide data on women in leadership positions (e.g. as CEOs, directors, managers, board members) in employment settings as compared to men.

(1) Regarding to the percentage of male and female leaders by sector, in 2012, men represented 76.7% and women represented 23.3% of "Legislators, Senior Officials & Managers" positions in industry and service sector.

unit: thousands person, %;

Item	Total in industry and service sector				Industry sector				Service sector			
	Female manager		Male manager		Female manager		Male manager		Female manager		Male manager	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2009	86	19.5	356	80.5	22	11.3	173	88.7	64	26.0	182	74.0
2010	90	20.5	348	79.5	23	11.7	174	88.3	66	27.4	175	72.6
2011	94	21.6	341	78.4	26	13.3	169	86.7	69	28.8	171	71.3
2012	98	23.3	323	76.7	24	13.0	161	87.0	74	31.4	162	68.6

Source: DGBAS, Bulletin of Manpower Statistics.

- (2) The boards of directors and supervisors of state-run enterprises and public utilities : there are 176 directors and 35 supervisors in public companies. Among them, the directors are composed of 154 males (87.5%) and 22 females (12.5%) and the supervisors are composed of 20 males (57.2%) and 15 females (42.8%).

unit: person;

Item	Directors of board			Boards of supervisors		
	No. of Female	Total	%	No. of Female	Total	%
Taiwan Sugar Corporation	3	14	21.4	-	-	-
Taiwan Power Company	1	15	6.7	-	-	-
CPC Corporation	1	13	7.7	1	3	33.3
Aerospace Industrial Development Corporation	1	15	6.7	1	3	33.3
Taiwan Water Corporation	3	15	20	3	5	60
Chunghwa Post Co., Ltd.	4	15	26.67	1	3	33.33
Taoyuan International Airport Co., Ltd.	2	15	13.33	1	3	33.33
Taiwan International Ports Co., Ltd	2	23	8.7	3	5	60
Taiwan Financial Holdings Co., Ltd	2	15	13.33	-	-	-
Land Bank of Taiwan	0	14	0	1	5	20
Export-Import Bank of the Republic of China	0	7	0	3	3	100
Taiwan Tobacco & Liquor Corporation	3	15	20	1	5	20
TOTAL	22	176	12.5	15	35	42.8

- (3) The boards of directors and supervisors of public companies : there are 16,329 directors and 4,768 supervisors in public companies. Among them, the directors are composed of 14,398 males (88.17%) and 1,931 females (11.83%) and the supervisors are composed of 3,689 males (77.37%) and 1,079 females (22.63%).
102. Please provide data on the percentage of female leaders by sector.: There were 91,078 female employers in 2013, which accounted for 19.46% of total employers overall, and there were 331,759 female self-employed persons, which accounted for 25.19% of total self-employed persons.

unit: person, %

Industries item	Employers			Self- Employed	Female Employers					Female Self- Employed	
	SMEs	Large Enterprises	Total		SMEs		Large Enterp rises	Total		Person	Share
					Person	Share		Person	Share		
Total	466,597	1,528	468,125	1,316,903	90,670	19.43	409	91,078	19.46	331,759	25.19
Agriculture, Forestry, Fishing and Animal Husbandry	9,284	-	9,284	325,680	618	6.66	-	618	6.66	33,585	10.31
Mining and Quarrying	97	-	97	24	-	-	-	-	-	-	-
Manufacturing	117,105	363	117,468	71,504	9,574	8.18	-	9,574	8.15	5,463	7.64
Electricity and Gas Supply	-	-	-	-	-	-	-	-	-	-	-
Water Supply and Remediation Services	2,246	-	2,246	2,793	436	19.39	-	436	19.39	260	9.31
Construction	53,974	-	53,974	57,039	2,357	4.37	-	2,357	4.37	780	1.37
Wholesale and Retail Trade	115,567	181	115,748	399,021	24,113	20.86	-	24,113	20.83	134,134	33.62
Transportation and Storage	8,274	111	8,385	71,184	1,539	18.60	-	1,539	18.36	1,884	2.65
Accommodation and Food Services	52,234	330	52,564	137,888	19,636	37.59	270	19,906	37.87	50,704	36.77
Information and Communication	6,265	224	6,488	6,118	1,354	21.62	138	1,493	23.01	1,024	16.74
Finance and Insurance	2,161	-	2,161	1,660	535	24.74	-	535	24.74	48	2.86
Real Estate	3,707	-	3,707	3,842	897	24.19	-	897	24.19	866	22.54
Professional, Scientific and Technical Services	24,726	-	24,726	38,117	6,691	27.06	-	6,691	27.06	13,151	34.50
Support Services	8,083	24	8,107	9,641	1,648	20.38	-	1,648	20.32	3,496	36.26
Education	14,907	221	15,128	14,836	8,808	59.09	-	8,808	58.22	10,608	71.50
Human Health and Social Work Services	14,927	-	14,927	11,175	2,084	13.96	-	2,084	13.96	1,638	14.66
Arts, Entertainment and Recreation	4,536	75	4,611	12,958	1,439	31.73	-	1,439	31.21	3,665	28.28
Other Services	28,505	-	28,505	153,422	8,943	31.37	-	8,943	31.37	70,452	45.92

Source: DGBAS, Monthly Bulletin of Manpower Statistics, 2013.

103. After checking the investigation related to industrial and commercial census data, there is no information relating to promotions, including length of time a woman gets promoted relative to men, number of times women gets promoted compared to men. In the future, we would consider that taking promotion of gender statistics into industrial and commercial census data or Bulletin of Manpower Statistics.

30. Please provide sex-disaggregated data on the percentage of unemployment based on one's level of education (e.g. collage, Master's, doctoral).

104. Sex-disaggregated data on the percentage of unemployment based on one's level of education :

In recent years, Unemployed men were mainly graduated from Junior college & University and Senior high & Vocational (34.6%~37.9%). Unemployed men were merely 4.0%~5.6% at Graduate school & above ; Unemployed Women were mainly graduated from Junior college& University, 50.8%~55.5%. Unemployed women were merely 4.2%~5.9% at Graduate school & above (Table 11-32).

[Table 11-32] Unemployed persons by educational attainment & sex

Year	Men					Women				
	Total	Junior high & below	Senior high & Vocational	Junior college& University	Graduate school & above	Total	Junior high & below	Senior high & Vocational	Junior college& University	Graduate school & above
2011	100.0	23.7	36.7	35.6	4.0	100.0	9.4	35.7	50.8	4.2
2012	100.0	23.5	35.1	35.9	5.6	100.0	8.1	31.7	55.5	4.7
2013	100.0	22.7	34.6	37.9	4.8	100.0	8.6	30.2	55.3	5.9

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

Article 12

31. Please provide information on the trends in the incidence of sex-selective abortions and whether there are any regulations to prevent such abortions.

105. As induced abortion relates to women's privacy rights, our country does not set up a pregnancy and miscarriage reporting system. Therefore there is no statistics on sex-selective abortion.

106. To remedy the phenomenon of gender imbalance and forbid non-medically necessary sex selection and sex selective abortions, the Health Promotiom Administration(HPA) and two other Ministry of Health and Welfare's subsidiaries-the Department of Medical Affairs and the Food and Drug Administration-jointly formed a working group of sex ratio at birth. For its part, the Food and Drug Administration is responsible for the management of medical equipment designed for sex selection, as well as for the gathering and tracking of imported testing materials and their sales in Taiwan. The Department of Medical Affairs is charged with regulating sex selection undertaken by private laboratories or biotechnological ventures in accordance with the Medical Technologists Act. On January 13, 2011, a new decree went into effect: Any prenatal sex selections as part of diagnosis of non-gender-related genetic diseases or any medically induced abortion performed only for the sake of the unborn baby's sex is considered a banned act of medical care under Paragraph 1, Article 28-4 of the

Physicians Act. As such, physicians found to have conducted sex selection or abortions in ways described above are now subject to a fine of NT\$100,000-NT\$500,000. The revised Enforcement Rules of Genetic Health Act was promulgated on April 5, 2012 with the addition of Clause 1 of Article 13 that reads "Mental health or family life is likely to be affected due to pregnancy or childbirth referred to item 6, section 1 of Article 9, shall not be identified based on the reason of fetal gender differences." Serious offenders may even have their physician's license revoked. In addition, the Department of Medical Affairs announced on March 23rd, 2012, that medical technicians carrying out prenatal sex selection in diagnosis of non-gender-related genetic diseases constitutes an illegal and improper behavior as outlined in Paragraph 36, Article 2 of the Medical Technologists Act.

107. On top of setting and enforcing the aforementioned laws and regulations, the HPA monitors the sex ratio at birth recorded by medical institutions and midwives on a regular basis. Inspection of violations is enforced through County or City Health Bureaus. From 2010, the "sex ratio at birth through midwifery" was made a key indicator in its monthly checkup of medical institutions and midwives in all the counties and cities for any irregularities or advertisements that pitch sex selection services. Local health authorities would be alerted to any offenses. After dedicated efforts to promote and ban non-medically necessary sex screening and sex selective abortions, the sex ratio at birth fell from 1.090 in 2010 to 1.079 in 2011 to 1.074 in 2012. The number is closer to the normal range of 1.060, which is the lowest value in 25 years (Since 1987).

32. Please provide information on access to health care including sexual and reproductive health care and HIV Aids treatment for migrant women workers and immigrant women. Do migrant women workers and immigrant women enjoy similar access to health care services as Taiwanese women?

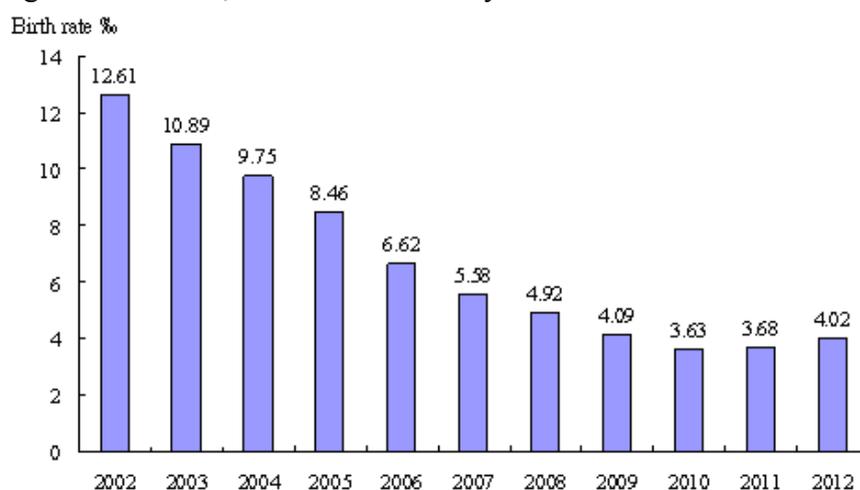
108. Regarding access to health care, including sexual and reproductive health care, for migrant women workers and immigrant women:
 - (1) The local health departments and centers offered services and guidance on family planning, prenatal and postnatal care, reproductive health care, and inoculations for foreign spouses as well as their children. Since 2004, certain foreign spouses have been trained as interpreters to assist health workers by providing interpretation during home visits for new residents, at pediatric clinics, and during reproductive health guidance services. (see 9.24)
 - (2) To promote reproductive healthcare services for foreign spouses, education materials such as the Maternal Health Handbook and the Child Health Guide, a reproductive health film series, the Parenting Health Handbook, etc., were produced in Vietnamese, Cambodian, Thai, Indonesian, and English. (see 9.36)

- (3) In 2012, the government established a pregnant women and expectant mother care center with comprehensive holistic healthcare. This center uses free nationwide telephone (0800-870870) consulting and a website to provide pregnancy and childbirth knowledge, prenatal checkup management, and health record services. The telephone consultation services will be available in Vietnamese and Indonesian gradually.
109. Taiwan's National Health Insurance(NHI) is compulsory social insurance. The insured who meet the qualifications shall participate in the NHI, regardless of gender, age or ethnicity. Taiwan's NHI cover medical service for illness, injury and birth etc. When international female workers and female immigrants were qualified for NHI. They are also compulsory to on roll, entitled the same rights and obligations as female Taiwanese team.
110. Regarding access to HIV prevention information and treatment for migrant women workers and immigrant women, please refer to below:
- (1) Guidance booklets translated into different languages, which include information on HIV prevention, are made available and provided to female migrant workers and female immigrants.
 - (2) Free sexually transmitted disease screening, anonymous HIV testing, pregnant women and newborn HIV testing are offered to female migrant workers and female immigrants.
 - (3) Free HIV treatment is offered to HIV infected foreigners who are legal residents.

33. Please provide data on trends in teenage pregnancies and the programmes that have been implemented to enable the pregnant girls to go back to school and their success.

111. Ministry of the Interior population data from 2012 showed the fertility rate of teenage females aged 15-19 in Taiwan was 3.68 per 1,000, a significant drop compared to the 12.61 per 1,000 rate in 2002 .(Figure1)

Figure1 : Taiwan,s adolescent Fertility Rate in 2002-2012



112. Please refer to Article 10.27 for details on Protection of pregnant students' rights to receive education.

113. To enable pregnant students to resume education, MOE revised some Acts in recently years:

- (1) Elementary and junior high school education : Academic affairs and students affairs educators shall actively adopt flexible measures based on their attendance and grade inspection and assessment-related rules.
- (2) Senior high school education : "Regulations Regarding Achievements of Senior High School Students" and "Regulations for Assessing Student Achievement Levels at Vocational Schools" was revised in 2008, and "Regulations for Grade Assessment for Continuing Education Students at Senior High Schools" was revised in 2009, to include Pre-Maternity Leave, Maternity or Miscarriage Leave, Child Care Leave and Menstrual Leave.
- (3) Higher education : Article 26 of the University Act was revised in 2009 to allow students pursuing bachelor degrees or above to request for prolonging their studying terms on account of pregnancy, childbirth, or childcare of toddlers under three years old.

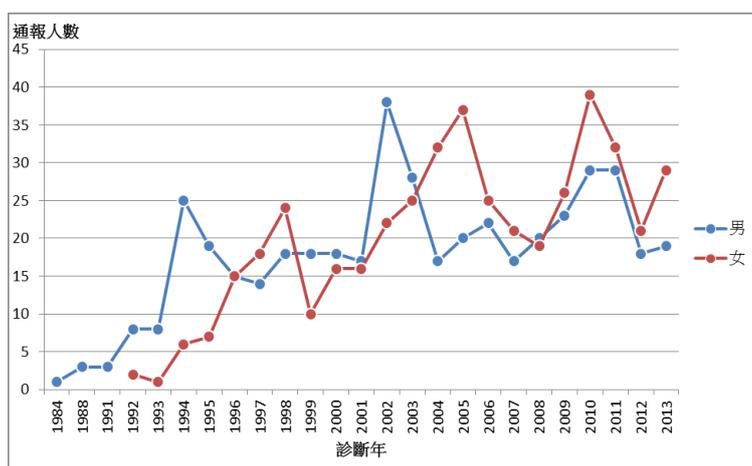
34. While some information on rate of HIV AIDS infection is given on page 161, please provide comparative information on trends in the infection of AIDS among women and men as well, disaggregated by ethnicity and migrant status

114. Regarding trends of HIV infection among women and men, disaggregated by ethnicity and migrant status, in Taiwan, please refer to below:

- (1) From 1984 to 2013, a cumulative total of 24,239 cases of HIV infection were reported in Taiwan, of which, 26,475 cases (97%) were citizens, 890 cases (3%) were foreigners. Among foreigners, 443 cases (50%) were women, 447 cases (50%) were men. The trend of reported HIV infected foreigners by year and sex is shown in 〈Figure 1〉.
- (2) Disaggregated by ethnicity, among female foreigners, 125 cases (28%) were from Indonesia, followed by 78 cases (18%) from Vietnam, 77 cases (17%) from China, 76 cases (17%) from Thailand, and the rest are from various other countries. Among male foreigners, 122 cases (27%) were from Thailand, followed by 50 cases (11%) from Indonesia and 45 cases (10%) from Myanmar, and the rest are from various other countries.
- (3) Disaggregated by migrant status, among female foreigners, 218 cases (49%) were foreign spouses, 183 cases (41%) were migrant workers, 1 case (0.2%) was a student, and the remaining 36 cases (8%) were here for other purposes such as business trip, visiting relatives or tourism. Among male foreigners, 274 cases (61%) were migrant workers, 31 cases (7%) were students, 16 cases (4%) were foreign spouses, and the

remaining 126 cases (28%) were here for other purposes such as business trip, visiting relatives or tourism.

Figure 1 : The trend of reported HIV infected foreigners by year and sex



35. Please provide information on the trends in the allocation of the health budget as a percentage of GDP.

115. The health budget (Ministry of Health and Welfare & its subordinate organization) :

Unit : NT\$ billion

Year \ Item	The health budget(Ministry of Health and Welfare & its subordinate organization)	GDP	The health budget as a percentage of GDP (%)
2011	690	137,091	0.50%
2012	808	140,771	0.57%
2013(note)	1,504	145,606	1.03%
2014	1,402	150,638(expected)	0.93%

Note: The Department of Health was officially reformed as the Ministry of Health and Welfare on July 23, 2013.

116. National Health Expenditure (NHE) means for the promotion or improvement of the people's health, including for medical equipment, biopharmaceutical research and developments, clinical research or preventions. In 2012, NHE amounted to NT\$930 billion, representing an increase of 2.6% over the previous year. Since the launch of the National Health Insurance(NHI) in 1995, the ratio of the NHE to GDP increased from

4.9% in 1994 to 5.3% in 1995 and up to 6.6% in 2012. The ratio of the expenditure on health of public sector to GDP was 3.8% in 2012. During 2003-2012, the ratio of NHE/GDP was over 6.0% in Taiwan.

Article 13

36. Please provide information on whether there are measures in place to assist women gain leadership positions in large enterprises. What are the impacts of these measures?

117. The Financial Supervisory Commission has urged the Taiwan Stock Exchange Corporation to amend Article 20 Paragraph 3 of Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies (the provision) on 11 March 2013. According to the provision, the members of the board shall pay due attention to the principles of gender equality, and shall have the necessary knowledge, skill, and experience to perform their duties. The provision would increase the opportunities for women to gain leadership positions in listed companies. The aforementioned practice is encouragement in nature. However, through the investor oversight function and market mechanism (e.g. Corporate governance assessment), we can motivate listed companies to value gender equality.
118. In order to promote Gender Equity and assist women gain leadership positions, Ministry of Economic Affairs has taken the following measures:
- (1) Female entrepreneurs can gain more credits when applying for subsidy of technological science projects.
 - (2) Decision-making levels in enterprises that reach 1/3 Gender Ratio are included in award assessment items.

The ratio of subsidizing female entrepreneurs in 2013 is 32.8% and the ratio in 2013 1st Quarter is 69.57%. The growth rate is 81.88%.

37. Please provide information on the percentage of female-headed SMEs by sector.

119. There were 90,670 female SMEs employers, which accounted for 19.43% of SMEs employers in Taiwan in 2013, and there were 331,759 female self-employed persons, which accounted for 25.19% of total self-employed persons.

unit: person, %

Industries item	Employers			Self-Employed	Female Employers					Female Self-Employed	
	SMEs	Large Enterprises	Total		SMEs		Large Enterprises	Total		Person	Share
					Person	Share		Person	Share		
Total	466,597	1,528	468,125	1,316,903	90,670	19.43	409	91,078	19.46	331,759	25.19
Agriculture, Forestry, Fishing and Animal Husbandry	9,284	-	9,284	325,680	618	6.66	-	618	6.66	33,585	10.31
Mining and Quarrying	97	-	97	24	-	-	-	-	-	-	-
Manufacturing	117,105	363	117,468	71,504	9,574	8.18	-	9,574	8.15	5,463	7.64
Electricity and Gas Supply	-	-	-	-	-	-	-	-	-	-	-
Water Supply and Remediation Services	2,246	-	2,246	2,793	436	19.39	-	436	19.39	260	9.31
Construction	53,974	-	53,974	57,039	2,357	4.37	-	2,357	4.37	780	1.37
Wholesale and Retail Trade	115,567	181	115,748	399,021	24,113	20.86	-	24,113	20.83	134,134	33.62
Transportation and Storage	8,274	111	8,385	71,184	1,539	18.60	-	1,539	18.36	1,884	2.65
Accommodation and Food Services	52,234	330	52,564	137,888	19,636	37.59	270	19,906	37.87	50,704	36.77
Information and Communication	6,265	224	6,488	6,118	1,354	21.62	138	1,493	23.01	1,024	16.74
Finance and Insurance	2,161	-	2,161	1,660	535	24.74	-	535	24.74	48	2.86
Real Estate	3,707	-	3,707	3,842	897	24.19	-	897	24.19	866	22.54
Professional, Scientific and Technical Services	24,726	-	24,726	38,117	6,691	27.06	-	6,691	27.06	13,151	34.50
Support Services	8,083	24	8,107	9,641	1,648	20.38	-	1,648	20.32	3,496	36.26
Education	14,907	221	15,128	14,836	8,808	59.09	-	8,808	58.22	10,608	71.50
Human Health and Social Work Services	14,927	-	14,927	11,175	2,084	13.96	-	2,084	13.96	1,638	14.66
Arts, Entertainment and Recreation	4,536	75	4,611	12,958	1,439	31.73	-	1,439	31.21	3,665	28.28
Other Services	28,505	-	28,505	153,422	8,943	31.37	-	8,943	31.37	70,452	45.92

Source: DGBAS, Monthly Bulletin of Manpower Statistics, 2013.

Article 14

38. Paragraph 14.9 describes that a draft amendment of the Farmer's Association Act will be prepared by July 2014 to allow woman from the same household to be a member. Since it is only two months away until July, what is the development so far? Also, please provide

information whether the situation of women’s membership is the same in the Fishermen’s Association? Can both husband and wife join the Fishermen’s Association at present? If just one person is currently allowed to join the Fishermen’s Association from each household, is a similar legal revision planned?

120. A draft of a proposed amended version of Article 14 of the Farmers Association Act was fully discussed by representatives of all relevant government agencies and Farmers' Associations during a conference held on February 18, 2014. It was agreed that Article 14 of the Farmers Association Act places no restrictions on the gender of members of such associations. In fact, women currently account for 30.63% of membership, which is higher than the 27.52% percent of the rural workforce (farming, forestry, fishing, animal husbandry) accounted for by women. Moreover, the services and welfare benefits provided by farmers associations cover all members of the household, including the member's parents (improvement of the quality of life of the elderly in rural communities), spouse (home economics education), and children (4H education). The government's agricultural agencies will continue to examine relative regulations and communicate with Farmers' Associations, and strengthen gender consciousness development courses among women in rural areas. They are currently working on teaching materials focusing on gender quality in rural areas, which will be used in family and household education classes. The goal of the government is to break down traditional gender stereotypes, encourage more women to join farmers associations, and increase the proportion of women association members.
121. The Fishermen's Association Act does not have any stipulation limiting membership to one individual per household. A husband and wife may join and belong to a fishermen's association at the same time. There are currently 193,483 women members of fishermen's associations, accounting for 49% of total membership (see National Report 14.2.2). Therefore there is no need to amend the law.

39. Although women can legally inherit, the land is traditionally inherited to men. Are there any measures that promote women’s equal title to land? Also, is co-ownership by both husband and wife possible? What is the percentage of the co-ownership?

122. Beginning at the moment of inheritance, legal successors, as determined according to the order of succession set out in Civil Code Section 1138, shall bear all of the rights and obligations of the succeeded; where there are several heirs of the same order, unless otherwise provided by law, their inheritance shall be equally divided amongst the heirs of the same order. Thus, the eligibility of an heir and the share of an heir’s inheritance should not differ based on the heir’s gender. In our country, Civil Code does not restrict

women to inherit or acquire real estate rights, nor set rules of gender inequality. Land Act and Regulations of The Land Registration don't either. Land Office passively receives the registry applications from people who inherit or acquire the real estate rights. There is no gender difference of the registry. In order to ensure that the people are aware of the legal provisions in order to protect their rights and interests, the Ministry of Justice plans to carry out plans to raise public awareness on the issues of succession from the year 2014 to the year 2017. This will be done by the printing and distribution of public awareness brochures, the production of public awareness animations and broadcasting on public broadcasting channels, and other methods, in the hopes of using limited human and financial resources to have the greatest affect in raising public awareness. Other measures please refer to the Report 15.13 to 15.16.

123. Civil Code and its enforcement acts don't restrict co-ownership by both husband and wife. Thus it's in law that husband and wife could have rights on the same real estate, or one of them could transfer his (her) right to another as co-owner of the real estate. The gender and marriage of the owners are not necessarily registered by Land Office, with the result that there is no information about the percentage of the co-ownership.
124. Provisions set out in the Civil Code specify that there are two types of Matrimonial Property Regimes, Statutory Regimes and Contractual Regimes. Contractual Regimes can further be divided into Community of Property Regime or Separation of Property Regime. Husband and wife could enter into either a prenuptial agreement contract or a postnuptial agreement contract when they are still married to specify which of the two above mentioned Contractual Regimes they agree to. If no contract exists, then legal Matrimonial Property Regimes shall be applicable. Furthermore, the current applicable Statutory Regimes where husband and wife manage, use, benefit from, and dispose of property separately, is already in line with the principle of gender equality.
125. To further the protection of women's rights, Statutory Regimes set out in the Civil Code has been substantially amended, including the addition of Article 1018-1, which clearly states that, with the exception of the living expenses of the household, the husband and the wife may contract a certain amount of money paid by one for the other's free disposition, affirming that housework has its value. Another update is the addition of Article 1030-1 in the Civil Code, Claim for Distribution of Residual Marital Property, allowing the stay-at-home husband or stay-at-home wife who does the housework and raises the children, to claim the difference in residual marital property of husband and wife when the Statutory Regimes ceases to exist (e.g. in the event of a divorce), thus safeguarding the collaborative nature and effort of married life. The above mentioned amendments comply with the trend of foreign legislations, which are viewing marriage as a partnership.

126. As for Contractual Regimes applicable to husband and wife, is indeed needed to be written down in contract and registered with the court. The statistical data of Matrimonial Property Agreements Registered in District Courts is provided by Judicial Yuan as [Table 16-10] in the Report.

40. Please provide information on the result of the time use survey conducted in 2013 (paragraph 14.23) of rural women as compared by of rural men on household chores. Please also provide information whether government has formulated any policy measures to change the gender role stereotypes with a view to bring more equal sharing of responsibilities in the rural family between men and women.

127. Results from the 2013 study of time use by farm women were as follows:

- (1) Female labor in the farm and animal husbandry sectors accounts for 29% of the total labor population in these two sectors of the rural economy, so their importance to the economy in rural communities is obvious. The raw data for the time-use study came from the 2010 general survey of rural sectors of the economy (farming, fisheries, forestry, animal husbandry), during which women were asked to respond to a questionnaire recording the use of their time each day. Unfortunately, men were not given a similar questionnaire at the same time. Therefore the data does not exist to compare time by women as opposed to that by men. For the study, 150 questionnaires were issued, with 111 households responding. Of these, 98 responses had comprehensive enough information to be valid for further statistical analysis. The questionnaire data was complemented by interviews with 15 rural women, during which oral life histories were taken down. The overall data was sufficient to show the investment of time, and comparative differences in said investment of time, by rural women in agricultural labor (both paid labor and unpaid labor) and in labor in the home.
- (2) The study was based on time diaries for seven days. The data showed that rural women invest the most time in agricultural labor. The time allotted to paid agricultural labor was 272.11 minutes on average. Behind that in rank was unpaid labor assisting in farm work, with total time of 236.21 minutes on average. The time spent in unpaid agricultural labor was equal to 86.81% of the time spent in paid agricultural labor. When also taking into account the 15 interviews with rural women, it became clear that unpaid labor is the foundation of family farms, and women see the farm labor as one part of their family responsibilities.

128. If one aims to change gender-role stereotypes that exist in families and society, and to promote a more rational division of home responsibilities, it will be necessary to start with basic education. Our country's Gender Equality in Education Act states clearly that

the central and local governments shall promote home education and social education related to gender equality, and shall incorporate gender equality into curriculums in primary and secondary schools. (See National Report 2.21.4, 5.15.4, 5.15.7, 5.16.1, and 10.7.) The government continues each year to make short educational films, videos, and posters, and to see that these are broadcast through various media so that citizens will learn from them and will gradually eliminate gender stereotypes of all kinds. In 2012 the government also published a book entitled [*The Portable Gender Reader*] aimed at further breaking down the stereotypes that people have traditionally held about the division of labor between genders and at encouraging gender equality in the home. (See National Report 2.18.1 and 5.16.6.)

In addition the government's agricultural agency is strengthening gender capability training in farming and fishing communities, training "seed teachers" in rural gender equality, and studying and drafting measures related to rural gender-equality education. The goal is to get everyone working together to change gender-role stereotypes and to break down the idea of fixed responsibilities for men and women. In 2014, we also published a book entitled [*Notes from Women Farmers: Life Stories of 12 Women Agricultural Workers*] that tells the in-depth stories of outstanding female role models and expresses the contributions being made by rural women to the agricultural economy, to families, to culture, and even to ecological sustainability. The book conveys to readers the spirit of rural women in their courage to innovate and to cooperate with others in managing development in rural communities.

Article 15

41. The Report (in para. 15.13) stated that despite the fact that ROC law stipulates men and women are entitled to equal rights to inherit property, statistics continue to show that there are more male inheritors. It was outlined that various measures including gender equality education and amendments to the Income Tax Act would be taken. Please provide information, including statistical evidence, on the steps you have taken and progress achieved in each of the planned areas.

129. According to Civil Code Part V Succession, male and female heirs can both equally inherit an inheritance, gender does not make a difference. As for the statistical data indicating most inheritance go to male heirs, the law stipulates that the division of the estate be carried out by the heir through an agreement, and if in the case of an agreement not being able to be made, the court shall be asked to sentence the division of the estate of the deceased. However, since this involves the relationship and privacy of the heir or heirs, as a principle, it is not advisable that the court intervene. In order to

ensure that the people are aware of the legal provisions in order to protect their rights and interests, the Ministry of Justice plans to carry out plans to raise public awareness on the issues of succession and matrimonial property regimes from the year 2014 to the year of 2017. This will be done by the printing and distribution of public awareness brochures, the production of public awareness animations and broadcasting on public broadcasting channels, and other methods, in the hopes of using limited human and financial resources to have the greatest affect in raising public awareness.

130. The amendment to the Article 15 of the Income Tax Act with regard to the scope of taxes calculated separately for the income of a married couple has been under examination by the Legislative Yuan of R.O.C.. This measure shall eliminate the additional tax liability that results from mandatory tax consolidation arising from non-salary income of a married couple, and realize equality of taxation in the marriage. The current Grade 1-9 Curriculum Guidelines- social studies related to the ability to have four indicators are so textbook compiled and provided by the National Institutes of Education to review the choice of primary and secondary countries after the adoption.

42. Provide information on the steps taken to ensure that all women are able to participate in ancestor worship guilds.

131. Ancestor worship guilds should organized to worship their ancestor, their successors should abide by related rules of their regulations, in other words, their successors should be the male offspring of the family, women are disable to participate in ancestor worship guilds. According to Constitution of the Republic of China (Taiwan) article 7 and Civil Code article 1138, the related rules of ancestor worship guilds should have controversy to breach gender equality. The Act for Ancestor Worship Guild was promulgated in july 1, 2008, in the Act article 5 “After the Act take effect, the successors of the guild and corporations should take the responsibility of the successor as a joint worshiper when they inherit the business.” which provides that ancestor worship guilds can no longer exclude women from succession if inheritance takes place following the enforcement of the act.
132. Even though the stipulation that women should not be excluded from obtaining inheritance rights does not apply to ancestor worship guilds already in existence prior to the enforcement of the Act for Ancestor Worship Guild, now we propose to amend The Act for Ancestor Worship Guild article 4 and take into account the need for consistency in the law, as well as protection of equal rights for women, so as to ensure that all citizens have equal rights to participate in ancestor worship guilds.

Article 16

43. What steps are being taken to provide legislation that recognises and bestows rights including the right to adopt and to receive social and other benefits to: (a) single parents (b) same sex and transgender persons (c) cohabiting couples?

133. For the purpose of gathering current information on countries that have legalized same-sex relationships regarding issues concerning the Civil Code parts on Family and Succession, the Ministry of Justice has in the year 2012 delegated the National Taipei University to conduct a research project on “The Legal Recognition of Same-sex Relationships in Canada, Germany and France”, to investigate the basic concept of same-sex relationships, and the necessity of the creation of a same-sex relationship institution, also introducing the same-sex relationship legislations of Germany, France, and Canada. In the year 2013, the Ministry of Justice also conducted “A Study on Legalization of Same-Sex Marriage in Taiwan” to better understand the national opinion on the legalization of same-sex relationships and how relevant systems should be designed, to serve as a reference for further discussions.
134. Furthermore, to be able to include all public views, the Ministry of Justice has, in the year 2013, on the 14th of October and the 29th of November, and on the 28th of March, 2014, held 3 rounds of “Opinions on legalizing same-sex relationships symposium”, having invited scholars, NGOs, and relevant government agencies of different views and opinions, through the process of face-to-face deliberation, express their opinions on the legalization of same-sex marriages, and how to legislate to protect the legal rights of same-sex relationships, and other issues.
135. Since the legalization of same-sex relationships involves the Civil Code on matters of marriage, adoption, succession, and other laws, such as those pertaining to medical or taxation requirements. Since it involves so many dimensions, therefore continued dialogue and communication before the formulation of policies is an important issue; the Ministry of Justice shall continue to hold symposiums, and plan to invite different scholars, experts, and groups to join in the discussions, in order to listen to more opinions.
136. Also considering that same-sex relationships have yet to be legalized, to deliberate protections for the rights of same-sex couples beforehand, the Ministry of Justice has on the 12th of March, 2014, invited the Ministry of Health and Welfare, the National Health Insurance Administration, the Ministry of Interior, the Ministry of Finance, Taxation Administration, National Taiwan University Hospital, and other institutions to meet and discuss “How to protect the rights of same-sex couples under the currently existing operating framework”, and asked the agencies that attended, based on their professional knowledge in their field of practice, to discuss whether there are other measures or practices that could safeguard the rights of same-sex couples.

137. Provide subsidies to single parents: livelihood assistance for low-income and low to middle income household, assistance for families in hardship, livelihood assistance for children and youth, disadvantaged families, children and youth in need of urgent livelihood assistance, immediate care and urgent assistance and other financial assistance, babysitter childcare subsidies, temporary childcare subsidies for disadvantaged families, free education subsidies for children under 5 years of age, childcare subsidies for low income households/ families in hardship, NHI subsidies, education assistance plan for vulnerable families, rental subsidies and other relevant subsidies.

138. Welfare services for single parents provided:

- (1) Provide subsidies to hold social welfare activities for single parent families, including single parent support groups, seminars on growth and development, legal seminars, parental care education, seminars on promoting the rights of single parent families and welfare guidance activities.
- (2) Provide subsidies to civic groups in rural areas and places with insufficient resources to provide after school care services for children from single parent families.
- (3) Empowerment Program for Single Parents: provide tuition fees, miscellaneous fees and credit fees per hour (up to NTD8,000 per semester in senior high school and up to NTD10,000 per semester in university) to disadvantaged single parents to take classes in senior high school and university, as well as provide subsidies for temporary childcare (up to NTD109/hr for every child, maximum of 48 hours a month), and provide disadvantaged single parents with relevant information and referral services.
- (4) Assists the local governments in cities and counties to set up 38 single parents' family welfare centers, integrating the services network and resources for single parents' welfare, and provide single parent families with a service contact window.
- (5) Assists to establish the community service network plan for single parent families, providing service points and community support activities for single parent families, and help with the integration of community resources.

44. The report (in para. 16.6) states that to better protect the rights of transgender individuals, items for transgender registration (completion of gender reassignment surgery, for example) will be further discussed in the future. It is also indicated that gender change requirements will be further deliberated in order to better protect the rights of people of all gender identities. Please provide updated information on any progress made. The government also commissioned a report on the registration of transsexual and transgender individuals with a view to registering them and improving their social status. Please provide updated information on these.

139. The Ministry of the Interior proceeds a Commissioned Research Report on the topic of Transgender Registration System In Various Countries. The report recommends public sectors to allow transgender individuals to apply and change the gender identity that they've been registered at birth. As for the registration of the original gender, the report recommends the related units to take United Kingdom as an example and to establish laws and regulations, to remains the original record. Because the change of sex involves the changes of rights and duties, and requires the recognition of medical professionals. The Ministry of the Interior has already suggested the Ministry of Health and Welfare to review and amend the recognized requirements of the change of sex, and set up a panel or a committee, to accept and process the application of the change of sex. If the applicant is controversial, the change of sex can be registered after the adjudication of the court.
140. As for the recognized requirements and the procedure, the secretary-general's reply to the document requests the Ministry of Health and Welfare to develop the feasible biological, mental and social recognized requirements for the transgender registration in advance, in order to provide data to the Ministry of the Interior. The secretary-general also requested the Ministry of the Interior to analyze the measures which are suitable for our country on the identification of transgender registration and the system of registration procedure.
141. The stipulation of recognition requirements for gender change registration is governed by the Ministry of the Interior. As for the medical issues involved, the MOHW convened a meeting on December 9, 2013 and invited relevant groups to join the discussion. The attendees unanimously agreed that gender identity is a basic human right, and that it is not necessary to force or require extirpation of reproductive organs as individual inclination should be respected.
142. Multiple issues are affecting the items for transgender registration, including laws, military service, and culture backgrounds. Items for transgender registration cannot be formulated by single government department. Executive Yuan instructs that Ministry of Health and Welfare should provide the scientific knowledges base on classification of physical and psychological gender to Ministry of the Interior. For formulating the proper transgender policy in Taiwan, Ministry of the Interior should collect the related researches and international policies on transgender registration.
143. Ministry of Health and Welfare has followed the instruction of Executive Yuan on providing the scientific knowledge base on classification of physical and psychological gender. We have invited Taiwanese Society of Psychiatry and Taiwanese Society of Child and Adolescent Psychiatry to provide the suggestions of classification of physical and psychological gender on May 8th, 2014. We will give the result to Ministry of the

Interiors.

45. The draft amendments provide the minimum engagement age set at 17 years of age for both men and women, and the minimum marriageable age at 18. Although these were reviewed and approved by the Executive Yuan, the Legislative Yuan decided not to deliberate them. What activities and plans do you have in place to ensure that these important amendments become law?

144. Regarding Civil Code Section 973 and Section 980 does not complying with the regulations set out in CEDAW, the Ministry of Justice has already drafted a “Draft amendment to the Civil Code Section 973 and Section 980” and sent it to the Executive Yuan, and via the Executive Yuan, the Judicial Yuan, on the 10th of May, 2011, sent to the Legislative Yuan for review, but at the 10th Committee of the Whole Council, the 8th session of the 7th appointed meeting date of the Judiciary and Organic Laws and Statutes Committee it was resolved to not be deliberated.
145. The Ministry of Justice has on the 21st of March, 2014 held another meeting to discuss the amending, although there were participating scholars who recommended revising the ages stipulated in Section 973 and Section 980 regarding the minimum engagement age and marriageable age upwards, there were also a lot of scholars and experts who proposed that if only the legal marriageable age were amended but the requirements relating to effectiveness of a marriage in Civil Code Part IV Family were not also amended, in reality, it would not be able to achieve the effect of preventing women from marrying too early, and implementation of the CEDAW convention and intended protection of the Convention on the Rights of the Child; amending upwards the minimum marriageable age would also be of no help to deter the issue of teenage pregnancies. Also, in accordance with the principle of separation of powers, a bill of act proposed by an administrative authority, if it were to be rejected by the Legislative Yuan, the administrative authority should respect that decision; before achieving a consensus with the Legislative Yuan, based on respect for Parliament, the administrative authority should not propose the same draft amendment. Combining the above discussion, regarding the minimum age for engagement and marriage set out in the Civil Code, because it would involve an overall review of relevant laws and regulations, it has wide-reaching affect, and should be prudently deliberated, and reach a consensus. It would not be wise to only make amendments for the minimum age for engagement and marriage.