











# Taiwan, China

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>75.0</b>	<b>79.2</b>	<b>83.8</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Taiwan, China, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Taipei). The scores for Taiwan, China are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	25.0	100.0	50.0	100.0	100.0	75.0	100.0	25.0	100.0	75.0
WBL 2.0 Supportive frameworks score	75.0	100.0	100.0	100.0	66.7	0.0	100.0	100.0	100.0	50.0
WBL 2.0 Expert opinions score	62.5	100.0	87.5	75.0	87.5	81.3	50.0	93.8	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Taiwan, China (75.0 out of 100.0) is higher than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting childcare and laws affecting women's property and inheritance, Taiwan, China obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Taiwan, China is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Taiwan, China may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Taiwan, China (79.2 out of 100.0) is higher than the global average (39.5) and higher than the East Asia & Pacific regional average (33.9). When it comes to supportive frameworks affecting freedom of movement, supportive frameworks affecting women's decisions to work, supportive frameworks affecting women's pay, supportive frameworks affecting childcare, supportive frameworks related to women starting and running a business and

supportive frameworks affecting women's property and inheritance, Taiwan, China obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Taiwan, China is on the indicator measuring supportive frameworks affecting women's work after having children. To improve on the Parenthood indicator, Taiwan, China may wish to consider making it possible to apply for maternity benefits through a single government application process, putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Taiwan, China (83.8 out of 100.0) is higher than the global average (65.7) and higher than the East Asia & Pacific regional average (64.8). When it comes to expert opinions on freedom of movement, expert opinions on women's property and inheritance and expert opinions on women's pensions, Taiwan, China obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Taiwan, China is on the indicator measuring expert opinions on childcare.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Sexual Harassment Prevention Act, Arts. 2, 7-11, 20-22, and 25; Act of Gender Equality in Employment, Arts. 12-13 and 26-30; Gender Equity Education Act, Art. 2 and Ch. 4; Domestic Violence Prevention Act, Art. 2(5); Criminal Code, Arts. 228 and 315(1); Stalking and Harassment Prevention Act, Arts. 3 and 18(1)
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
<b>Mobility</b>		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 1002
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Arts. 15 and 16
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Nationality Act, Arts. 2 and 4
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Act of Gender Equality in Employment, Art. 7
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Act of Gender Equality in Employment, Art. 10; Labor Standards Act, Art. 25
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
<b>Marriage</b>		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 1003 and 1003-1
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located



Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 1049 and 1052
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Act of Gender Equality in Employment, Arts. 15 and 16; Labor Standards Act, Art. 50; Enforcement Rules for Act of Gender Equality in Employment, Art. 6; Employment Insurance Act, Art. 19-2
Are leave benefits for mothers paid solely by the government?	No	Act of Gender Equality in Employment, Art. 15; Labor Standards Act, Art. 50
Is paid leave available to fathers?	Yes	Act of Gender Equality in Employment, Arts. 15 and 16; Enforcement Rules for Act of Gender Equality in Employment, Art. 7; Employment Insurance Act, Art. 19-2
Is dismissal of pregnant workers prohibited?	Yes	Act of Gender Equality in Employment, Art. 11; Labor Standards Act, Art. 13
<b>Childcare</b>		
Does the law establish the provision of center-based childcare services?	Yes	Protection of Children and Youths Welfare and Rights Act of 2003, Arts. 8(8), 75 and 82; Early Childhood Education and Care Act of 2011, Arts. 3.1, 3.2, 5 and 8.6; Regulations for the Establishment and Permission of Private Children and Youth Welfare Institutes of 2004, Art. 3; Act of Gender Equality in Employment of 2002, Art. 23; Regulations on Subsidy and Standards for Establishing Breastfeeding (Breast Milk Collection) Rooms, Childcare Facilities and Measures of 2002, Art. 2
Does the law establish any form of support for families for childcare services?	Yes	Regulations for Subsidizing Life Assistance as well as Nursery and Medical Expenses of Disadvantaged Children And Youth of 2012, Arts. 6-7; Official Website of Division of Welfare Services for Women and Child Care Centers, Social Affairs Bureau, Taipei City Government; Income Tax Act, Art. 17(3)(vi)
Does the law establish any form of support for nonstate childcare providers?	Yes	Official Website of the City of Taipei; Value-added and Non-value-added Business Tax Act, Art. 8(4)(5); Regulations on Subsidy and Standards for Establishing Breastfeeding (Breast Milk Collection) Rooms, Childcare Facilities and Measures, Art. 4
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Early Childhood Education and Care Act of 2011, Arts. 16.1 and 16.4; Standards for Establishing Children and Youth Welfare Institutes of 2020, Art. 3; Regulations for Governing Qualifications and Trainings of Professional Personnel of Children and Youth Welfare Institutes of 2022, Arts. 3, 4 and 6; Regulations for the Establishment and Permission of Private Children and Youth Welfare Institutes of 2004, Art. 16
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Art. 1018
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Arts. 1138 and 1141
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1144
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1005, 1017, 1018 and 1030-1
<b>Pension</b>		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Labor Insurance Act, Art. 58
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Labor Insurance Act, Arts. 58 and 58-2

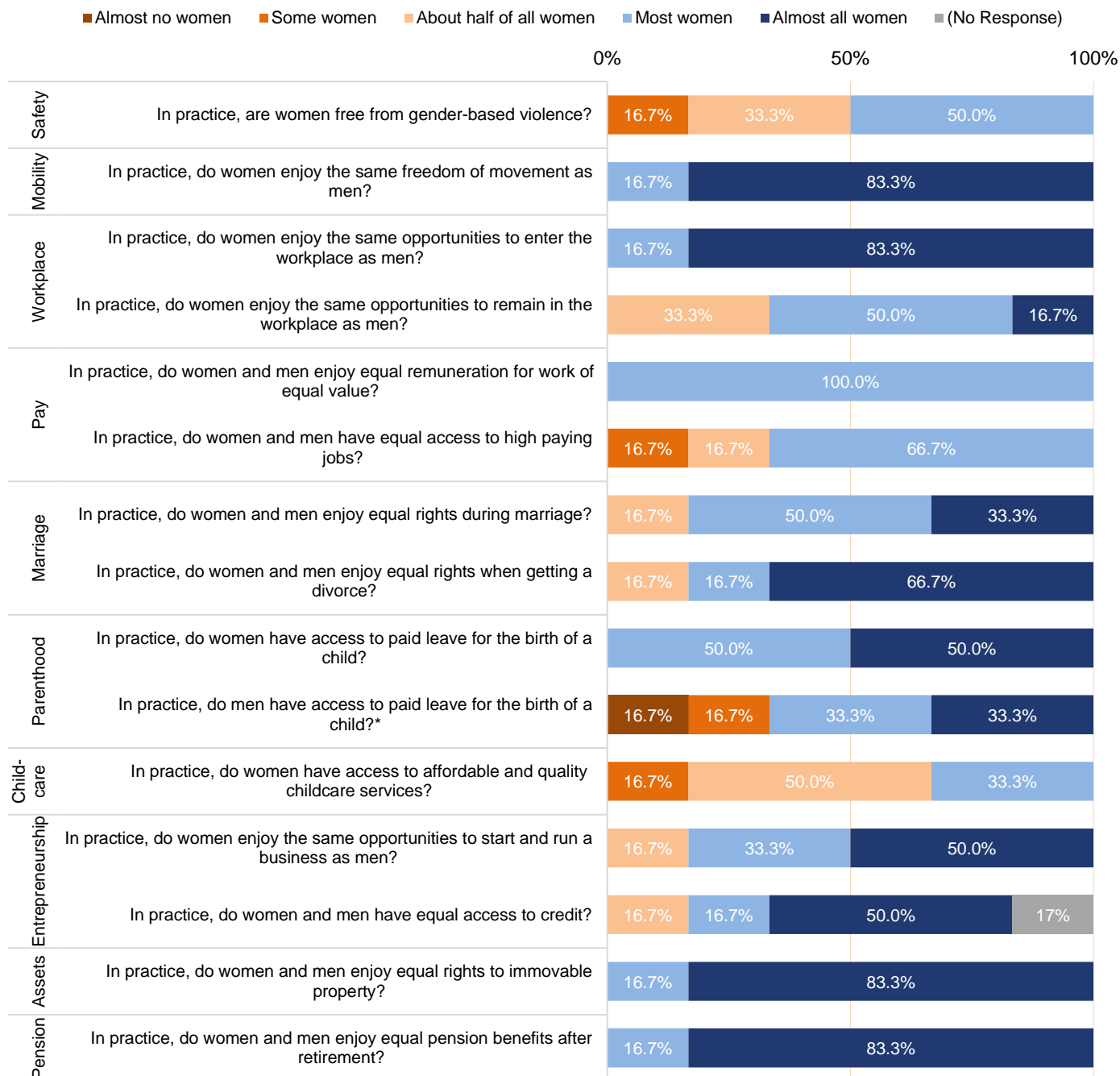
Is the mandatory retirement age for a woman and a man the same?	Yes	Labor Standards Act, Art. 54
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	The Ministry of the Interior Q&A Handbook on Preventing Sexual Harassment; Domestic Violence and Sexual Assault Prevention Center of Taipei City Government; Taipei City Hospital's One-Stop Domestic Violence and Sexual Assault Medical Services; Taipei City Hospital's One-Stop Domestic Violence and Sexual Assault Medical Services
Are special procedures in place for cases of sexual harassment?	Yes	Sexual Harassment Prevention Act, Acts. 4, 6, and 13; Stalking and Harassment Prevention Act, Art. 12
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Annual Budgetary Accounting of Domestic Violence and Sexual Assault Prevention Center of Taipei City Government
<b>Mobility</b>		
Are passport application processes the same for a woman and a man?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Ministry of Communications Gender Equality Promotion Plans (2022 - 2025)
<b>Workplace</b>		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Act of Gender Equality in Employment, Art. 34
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Record of Employment Discrimination Prevention Cases of New Taipei City Government in 2022
Has the government published guidelines on flexible work arrangements?	Yes	Occupational Safety and Health Administration: Home Work Reference Guidelines; Guiding Principles for Labor Hours Outside the Workplace
<b>Pay</b>		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Act of Gender Equality in Employment, Art.10 and 38-1; Employment Service Act, Art.5 and 65.
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Directorate-General of Accounting and Accounting, Executive Yuan: Employed Persons - Industry Standard Classification Revisions 8-11; Bureau of Mines: Gender Statistics in 2022
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	Yes	Juvenile and Family Court
Is legal aid available for family law disputes?	Yes	Legal Aid Foundation
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		

Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Department of Social Welfare, Taipei City Government
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of Division of Welfare Services for Women and Child Care Centers, Social Affairs Bureau, Taipei City Government
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Website of the City of Taipei; Official Website of the Ministry of Labor Enterprise
Has the government published any reports on the quality of childcare services?	Yes	Official Website of Taipei Early Childhood Education
<b>Entrepreneurship</b>		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Summary statistics on bank loans by gender, Financial Supervisory Commission; Gender Statistics of Public Company Directors, Financial Supervisory Commission; Industry, Occupation and Employment Status of Employees in Taiwan, National Statistics R.O.C. (Taiwan)
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Women Entrepreneurship Program, Ministry of Economic Affairs; "Phoenix Loan for Micro Entrepreneurship", Labor Development Agency of the Ministry of Labor; "Youth Entrepreneurship and Start-up Fund Loans", the Small and Medium Enterprise Division of the Ministry of Economic Affairs; "SME Innovation and Development Project Loan", the Small and Medium Enterprise Division of the Ministry of Economic Affairs
Does a current national government plan or strategy focus on women's access to financial services?	Yes	Gender Equality Policy Guidelines; Hakka Affairs Council Gender Equality Promotion Plan (2019-2022)
<b>Assets</b>		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Civil Code, Art. 1031; Regulations of the Land Registration, Art. 32; Land Act, Art. 34
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Women Support Center, Department of Social Welfare (Taipei City Government)
Have anonymized sex-disaggregated data on property ownership been published?	Yes	National Registered Land Ownership Area Gender Statistics, Ministry of the Interior
<b>Pension</b>		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	National Pension Supervisory Committee: Dispute Review Online Application Service; National Pension Act, Art. 5

## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.