

Taiwan's Act of Gender Equality in Employment (■■■■■■■■) — Comprehensive Workplace Rights and Equal Pay (2002, amended 2021)

Gender Equality · Good practice · Taiwan

Quality score: 74/100

Evidence strength: Observational / pre–post

Summary

Taiwan's 2002 Act mandates equal pay, paid maternity leave, paternity leave, sexual harassment prevention and flexible work. Female LFP rose from ~46% (2002) to 51.3% (2022); pay gap narrowed 18.2% → 14% (2007–2018), but a 1.6× income differential persisted in 2022.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Ministry of Labor, Executive Yuan, Taiwan](#) — accessed 2026-06-23

[Borgen Project — Gender Wage Gap in Taiwan](#) — accessed 2026-06-23

[Brookings Institution — Women and Employment in Taiwan](#) — accessed 2026-06-23

[Global Taiwan Institute — The Unsung Success of Womenomics in Taiwan](#) — accessed 2026-06-23

[Medium / LEAP — Gender Income Gap Reaches 11-Year High in Taiwan \(2022\)](#) — accessed 2026-06-23

[JIL — Legal Policies on Gender Equal Pay in Taiwan](#) — accessed 2026-06-23

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