



Promotion & Development of Gender Equality

Outline

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02 Gender Equality Measures & Achievements

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01

Overview

A

FSC Organization and Duties

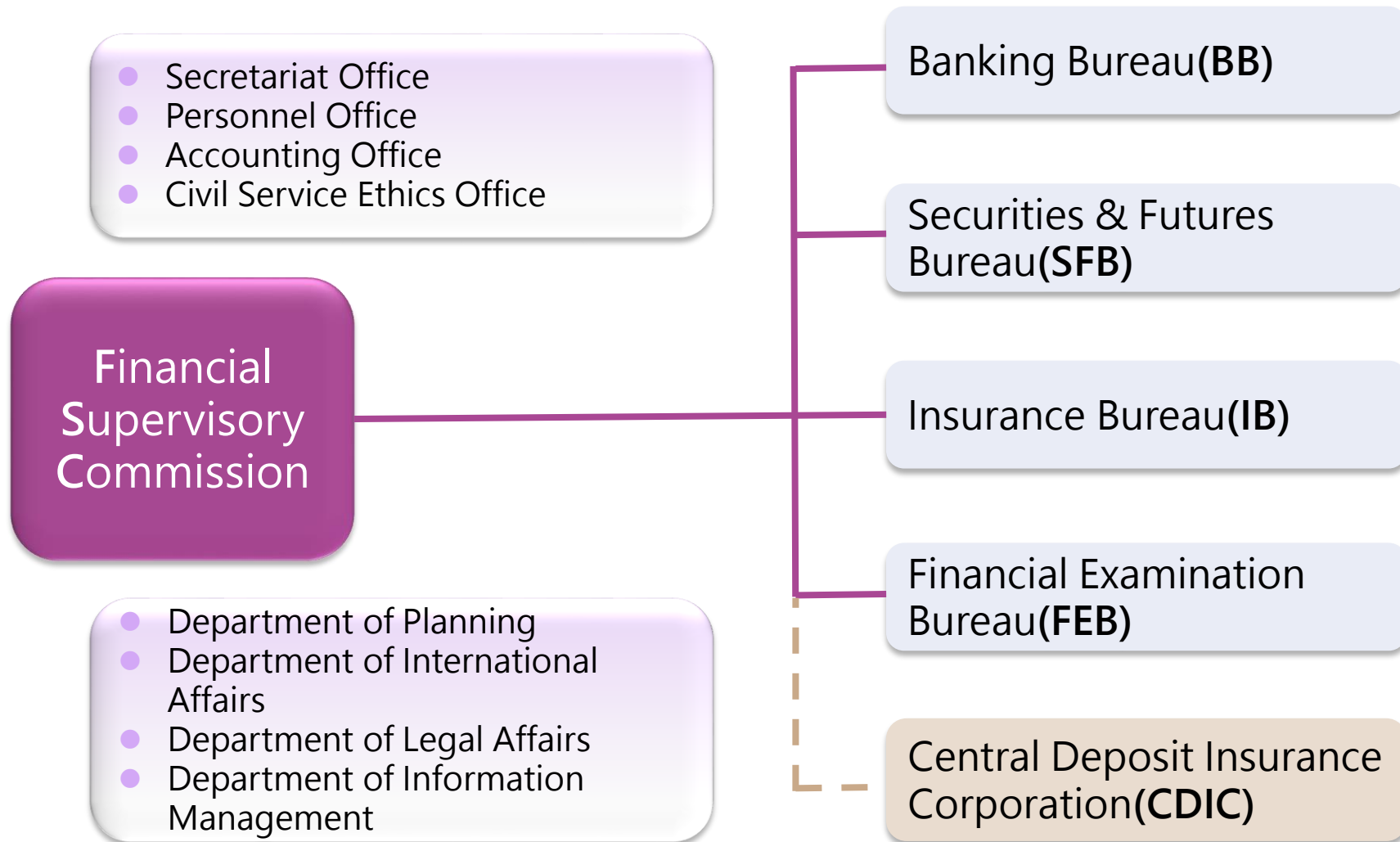
B

Employment Rates by Gender

C

Gender Equality Taskforce and Members

A. FSC Organization and Duties

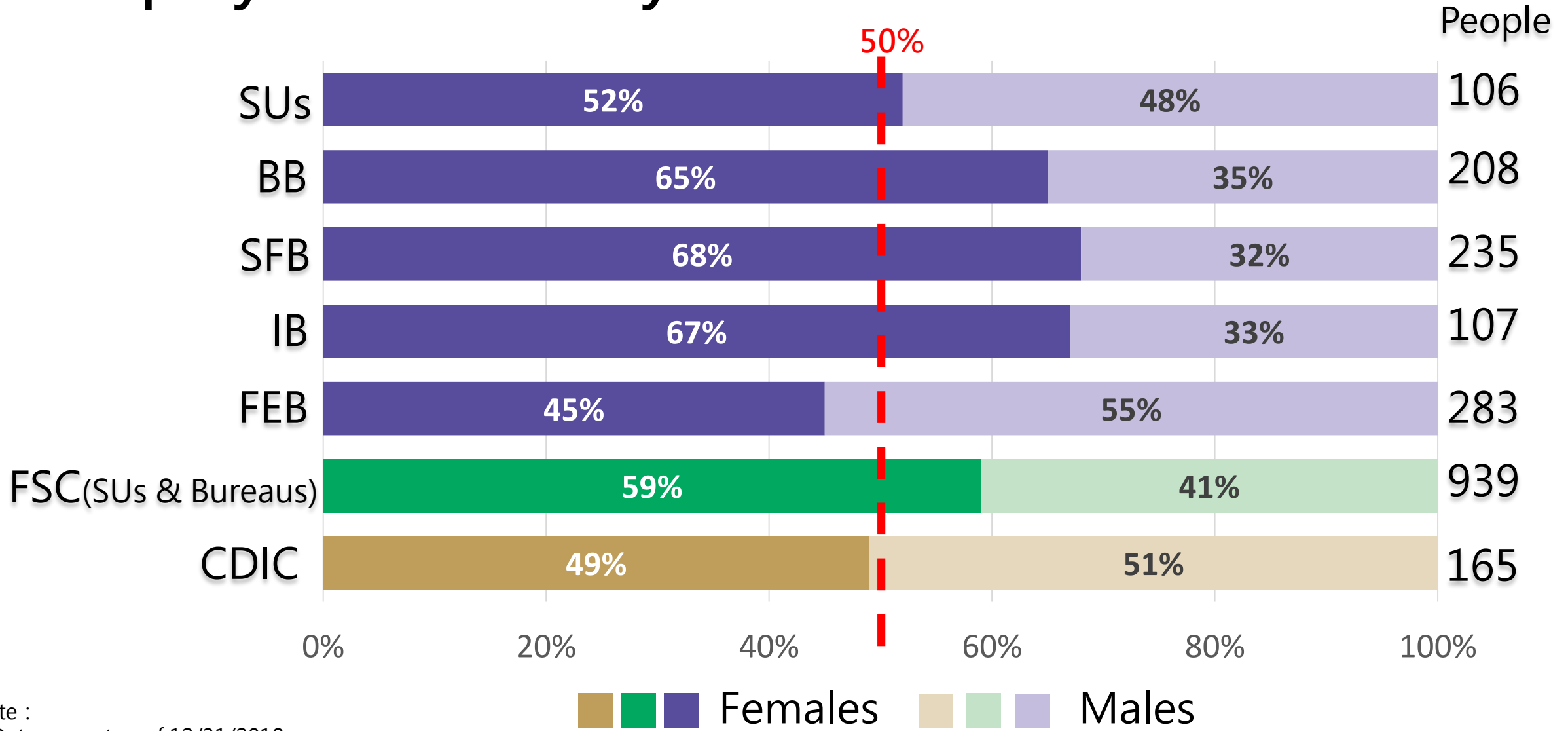


Missions and Objectives

The FSC seeks to ensure the sound operation of financial institutions, maintain financial stability, and promote the development of financial markets.

- Note:
1. FSC has eight supporting units (offices and departments), four Bureaus and one government-owned organization (Central Deposit Insurance Corporation).
 2. Offices and Departments are referred to "Supporting Units" (SUs).

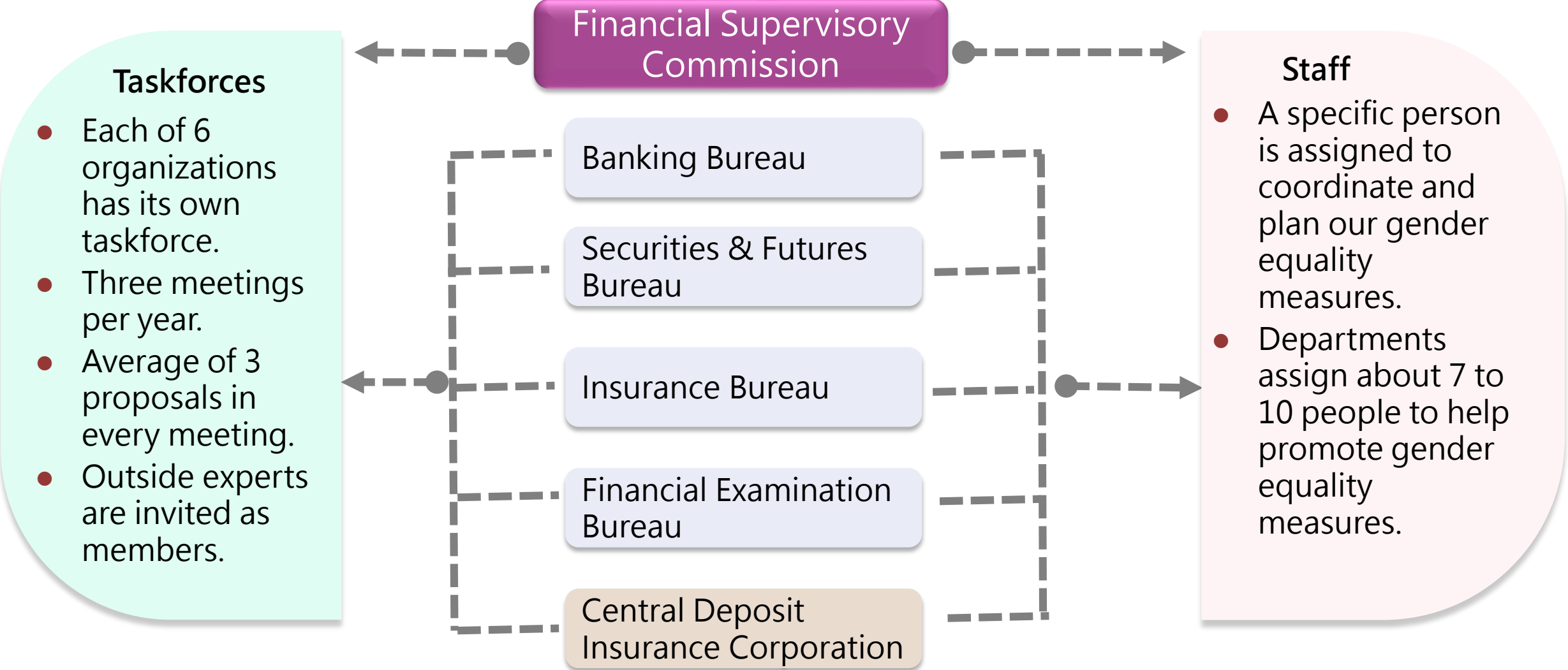
B. Employment Rates by Gender



Note :

1. Data current as of 12/31/2018
2. Supporting Units(SUs) include four offices and four departments.
3. Bureaus are BB (Banking Bureau) , SFB (Securities & Futures Bureau), IB (Insurance Bureau) and FEB (Financial Examination Bureau).

C. Gender Equality Taskforce and Members



02

Gender Equality Measures & Achievements

A

Formulate the "Gender Equality Promotion Plan (2019-2022)"

B

Promote gender equality in decision-making positions in public and private sectors

C

Enhance female economic empowerment

D

Augment financial support for aging people/women

E

Publish gender statistics and analyses

F

Build multi-channels for promotion

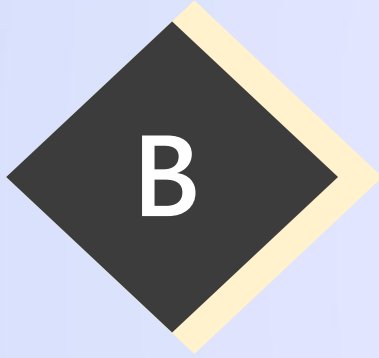
A. Formulate the "Gender Equality Promotion Plan (2019-2022)"

- To actively promote gender equality policy and incorporate gender perspectives into policy implementation, the FSC formulated the "**Gender Equality Promotion Plan (2019-2022)**" based on the "Gender Equality Policy Guidelines" of the Executive Yuan, taking into account demographic and social changes in Taiwan.
- The Plan aims to provide more opportunities and channels for females in decision-making positions, to build a friendly environment for entrepreneurship and employment, and to ensure life care and economic security for elderly women.

Background

Key points:

- **Promote** gender equality in decision-making positions in public and private sectors.
- **Encourage** private sectors to adopt the "one-third gender rule".
- **Use** FinTech innovation to promote financial education, especially for young and middle-aged female entrepreneurs to facilitate financial inclusion.
- **Encourage** listed and public companies to disclose and decrease the gender wage gap.
- **Intensify** financial support for aging people.



Promote gender equality in decision-making positions in public and private sectors

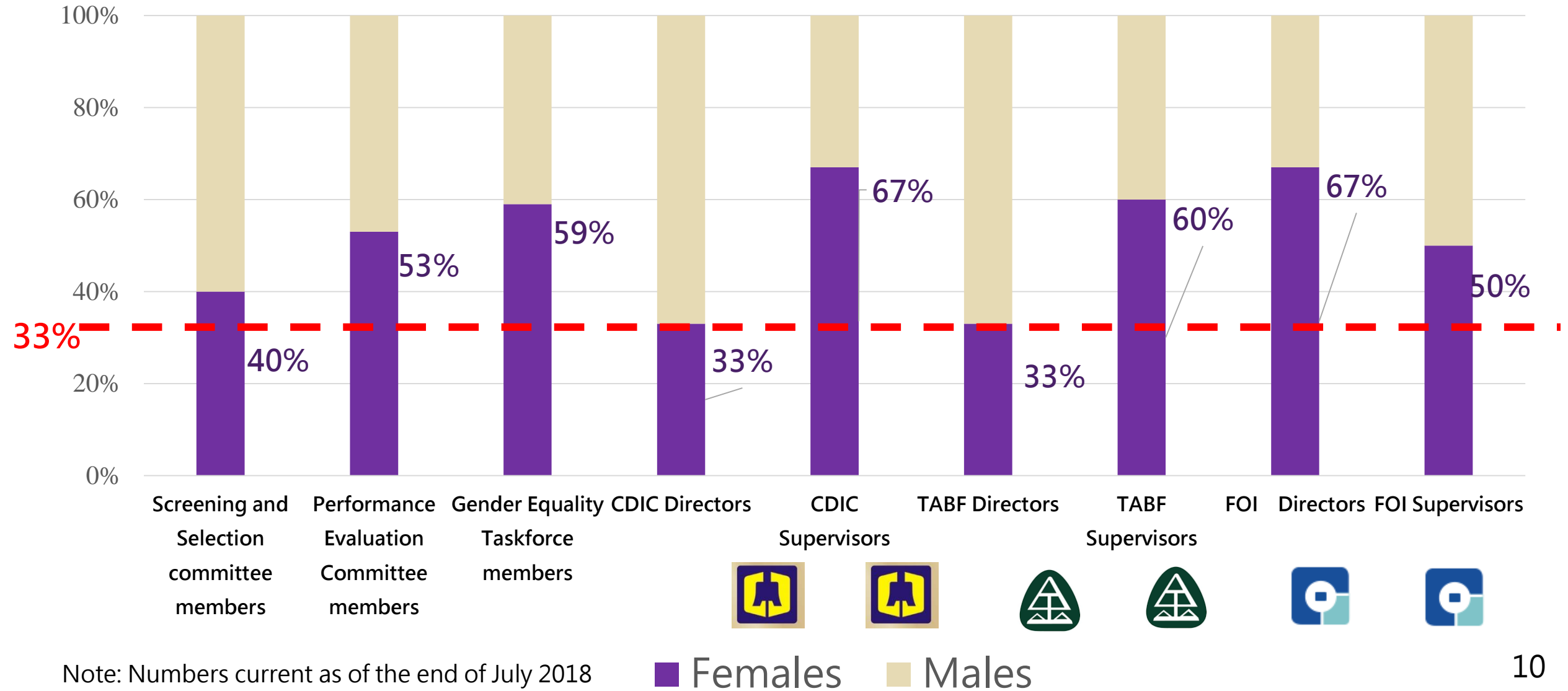
B-1. Adopt the "1/3 gender rule" in our decision-making structures

B-2. Encourage private sectors to adopt the "1/3 gender rule"

B-3. Boost board diversity at TWSE-and TPEX-listed companies

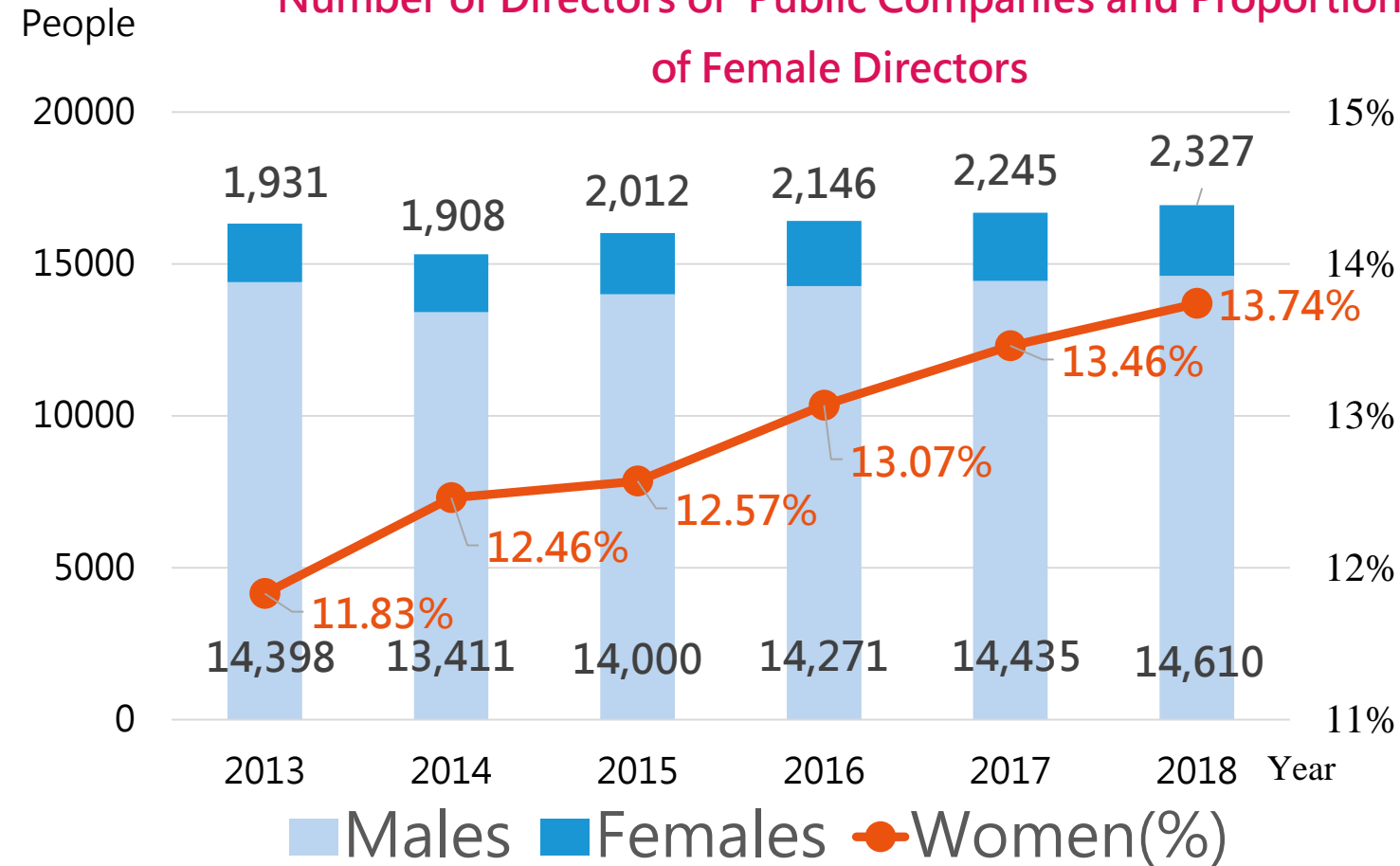
B-4. Increase percentages of female chairpersons and presidents at financial institutions

B-1. Adopt the "1/3 gender rule" in our decision-making structures



B-2. Encourage private sectors to adopt the "1/3 gender rule"

Number of Directors of Public Companies and Proportion of Female Directors



◆ Increase board diversity at TWSE- and TPEX-listed companies through the "Corporate Governance Evaluation".

◆ Advocate the merits of board gender equality and diversity. The FSC, TWSE, and TPEX advocate the merits of board gender equality and diversity at symposiums and seminars annually to shape a culture of gender equality.

B-3. Boost board diversity at TWSE- and TPEX-listed companies

1. Increase items focusing on board diversity in the "Corporate Governance Evaluation".

2. Analyze the effect of board diversity on financial performance.

3. Add gender equality items in ESG Indexes.

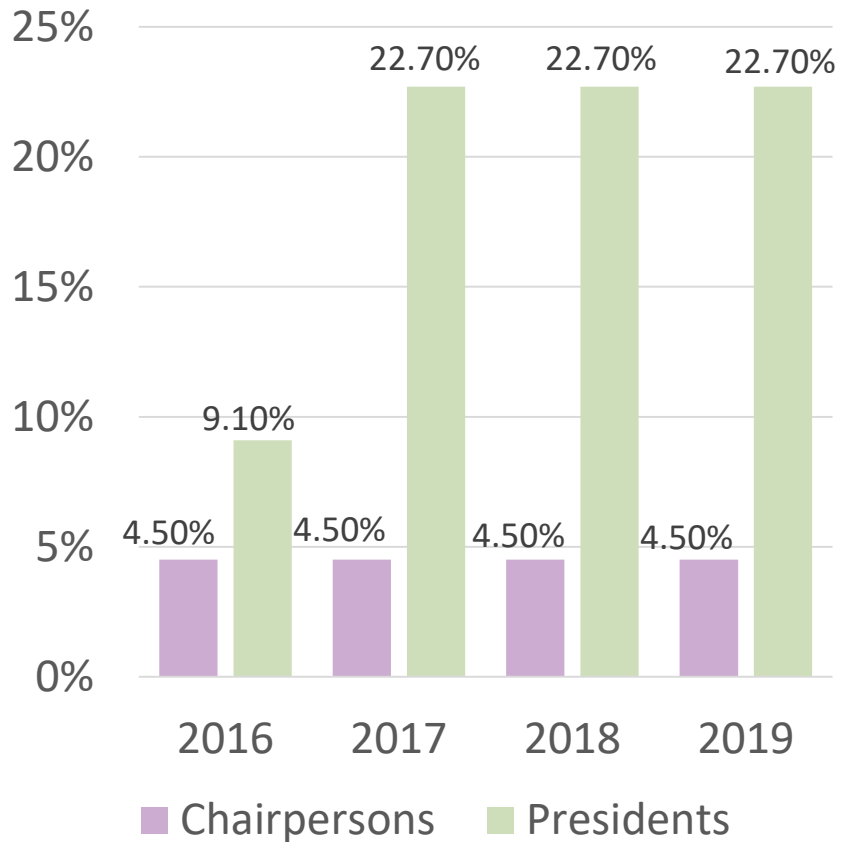
4. Gender information of board members on the TWSE Corporate Governance Center website.

5. Incorporate gender equality content in director (supervisor) education and training curricula.

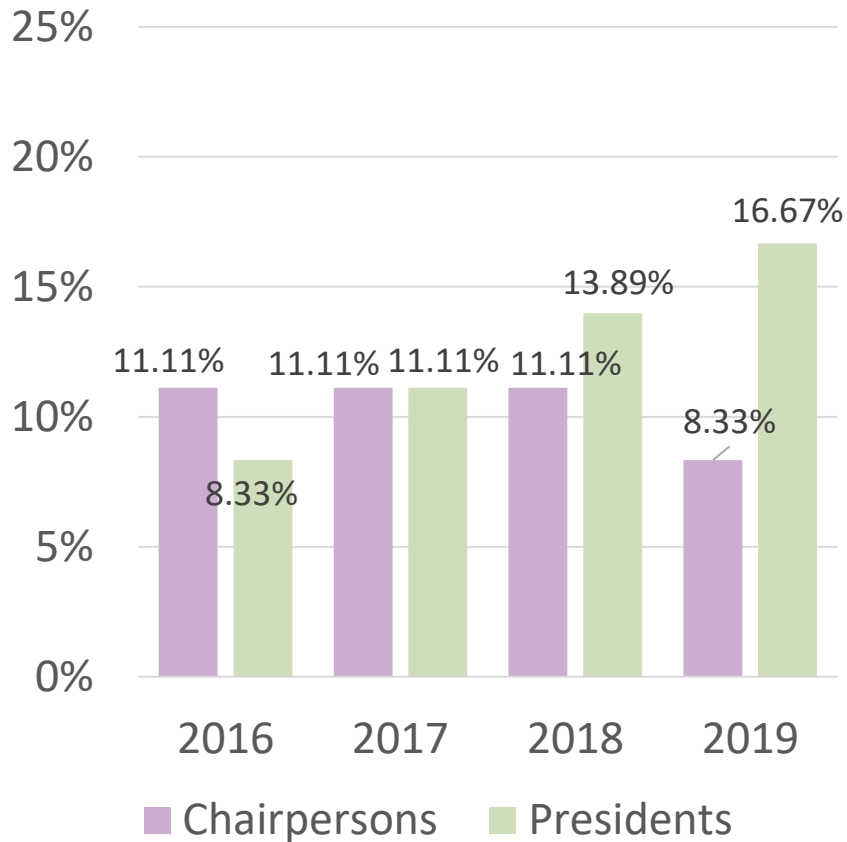


B-4 Increase percentages of female chairpersons and presidents at financial institutions

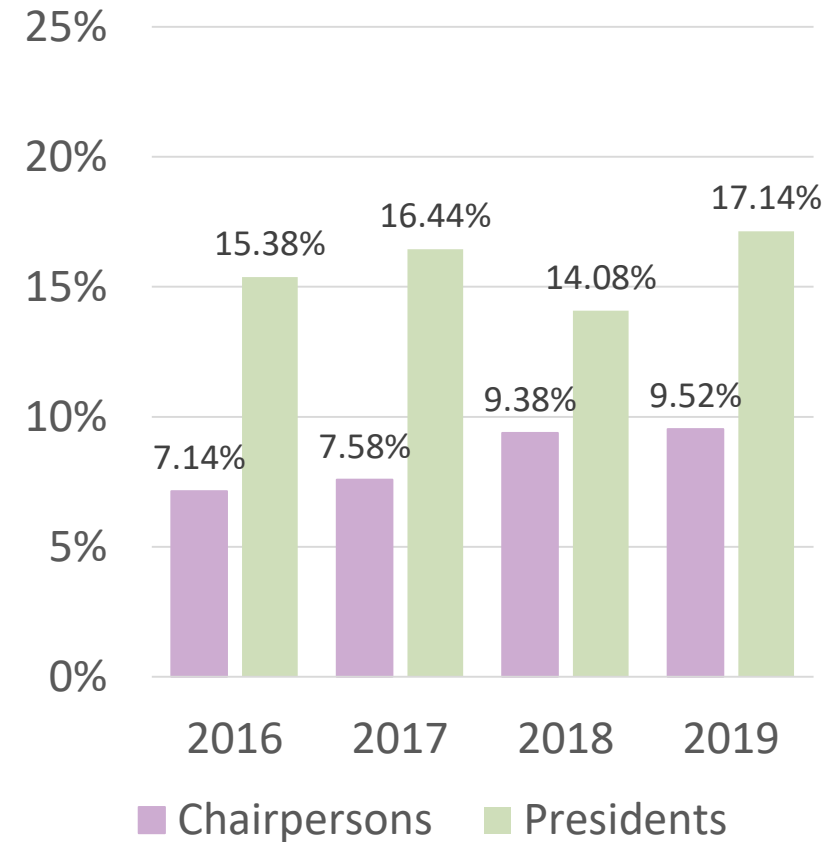
Life insurance companies



Banks

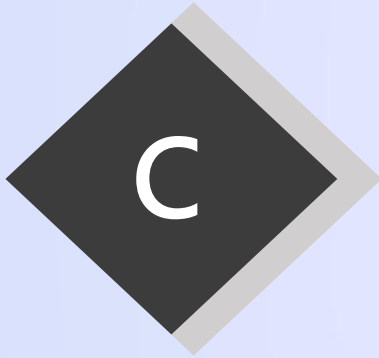


Securities firms



Note :

1. Numbers current as of end-June 2019 for domestic financial institutions.
2. Number of domestic life insurance companies was 22 and banks was 36.



Enhance female economic empowerment

C-1. Loans for females

C-2. Funding to entrepreneurs –
Go Incubation Board for Startup and Acceleration Firms (GISA)

C-3. Financial Literacy Program

C-1. Loans for females



■ **Maintain** a friendly environment to help female entrepreneurs obtain necessary capital.

■ Ensure equal and fair credit assessments and extensions.

■ **Encourage** banks to do credit assessments on basis of **5P principles** (people, purpose, payment, protection, and perspective) without differentiating by gender.

Bank loans	Males	Females
Loan amount	56.41%	43.59%
Loan balance	56.9%	43.1%
Numbers of loans	53.79%	46.21%

by percentage

Note: Numbers current as of the end of 2018

C-2. Funding to entrepreneurs – Go Incubation Board for Startup and Acceleration Firms (GISA)

Purpose

- ❑ GISA was launched in 2014.
- ❑ Provides female entrepreneurs with a friendly capital-raising channel.

Services

- ❑ Offers free financial advice.
- ❑ Waives procedures for going public.
- ❑ Helps innovative companies acquire necessary capital through public issue of shares.

Update

- ❑ From 2014 to 2018, 90 companies registered on the GISA (12% of their responsible persons were female), and raised capital of NT\$486 million.

C-3. Financial Literacy Program



Focus

In order to enhance financial knowledge for women, the FSC has targeted women in its Financial Literacy Program.

Integrate

The FSC integrates resources from financial organizations and delivers them via the program, through lectures and other activities, to females and disadvantaged groups .

Enhance

The program empowers women to cope with financial problems and make appropriate decisions.



Augment financial support for aging people/women

- D-1. Commercial reverse mortgages

- D-2. Long-term care insurance

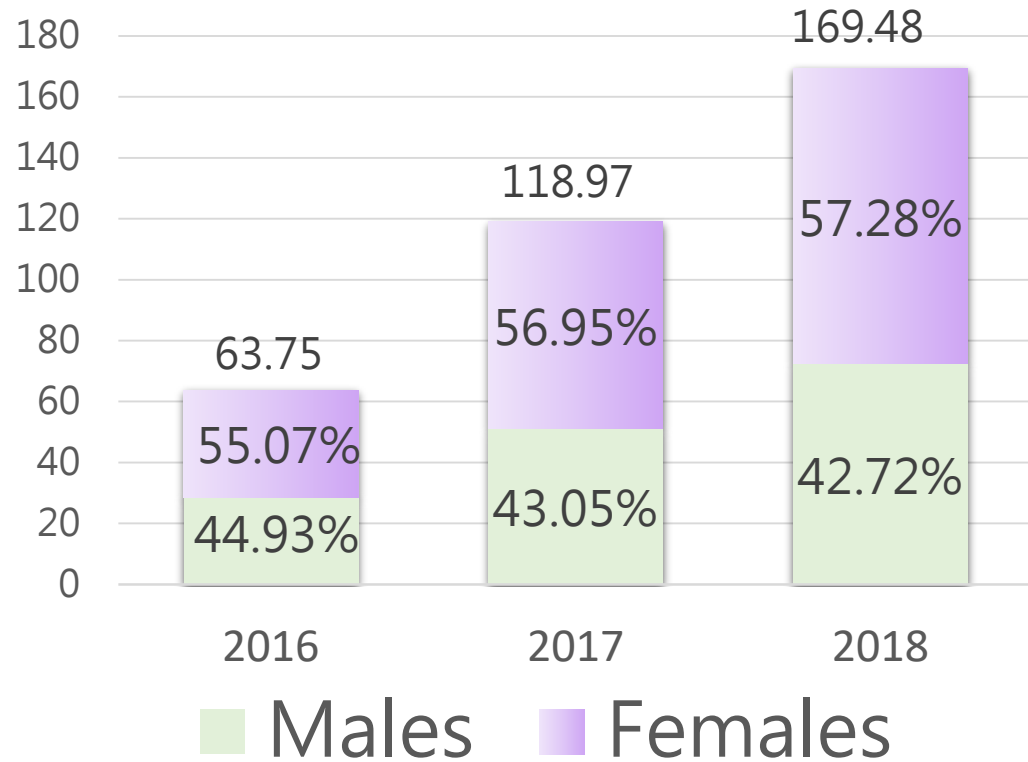
- D-3. Microinsurance

- D-4. Women-only insurance

D-1. Commercial reverse mortgages

Gender statistics of commercial reverse mortgages

Unit: 100 million NTD



How they work:

Seniors use real estate to secure bank loans, and banks pay funds based on the value of the estate to the seniors every month.

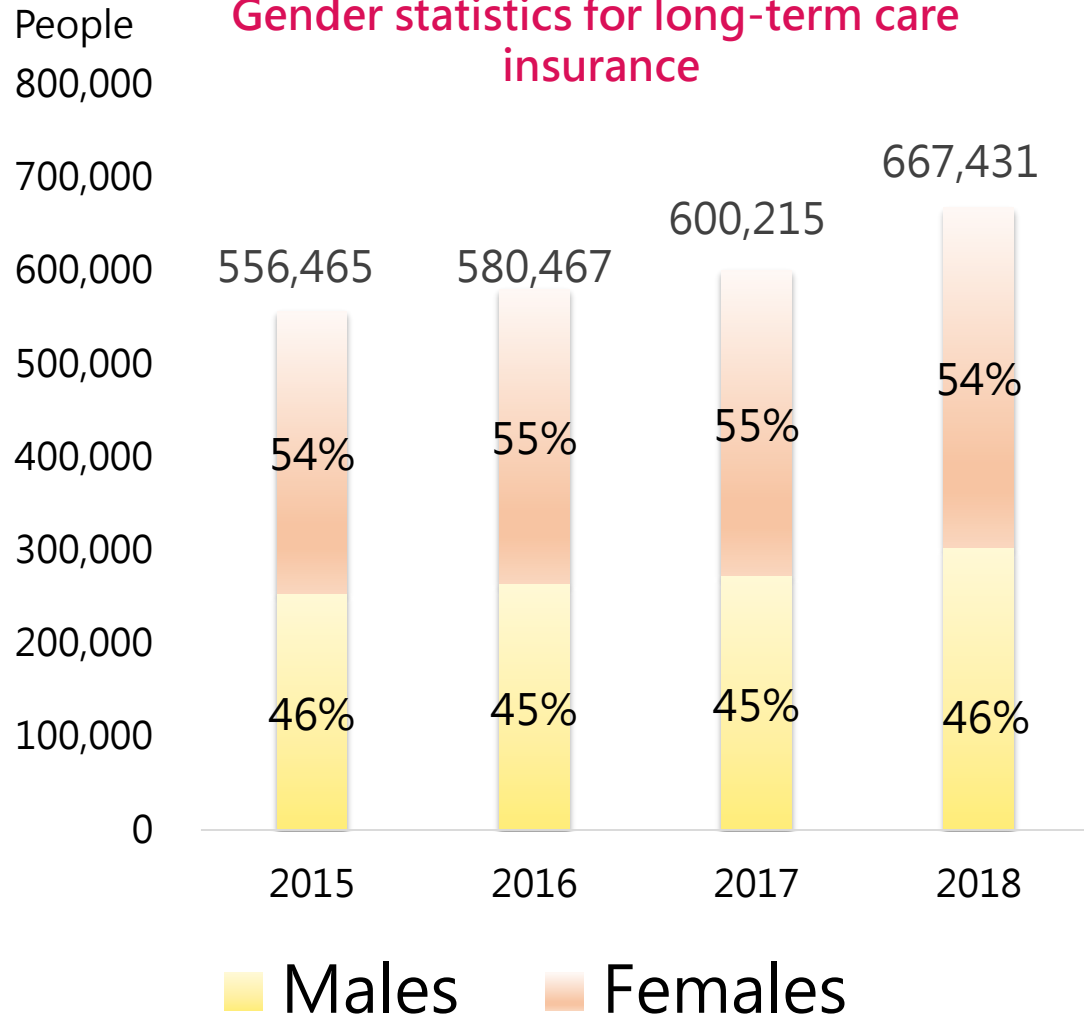
Merits:

The funds can be seen as a supplement to the social security system. They help seniors maintain a normal standard of living.

Source: Banking Bureau, Financial Supervisory Commission.

D-2.Long-term care insurance

Gender statistics for long-term care insurance



How it works:

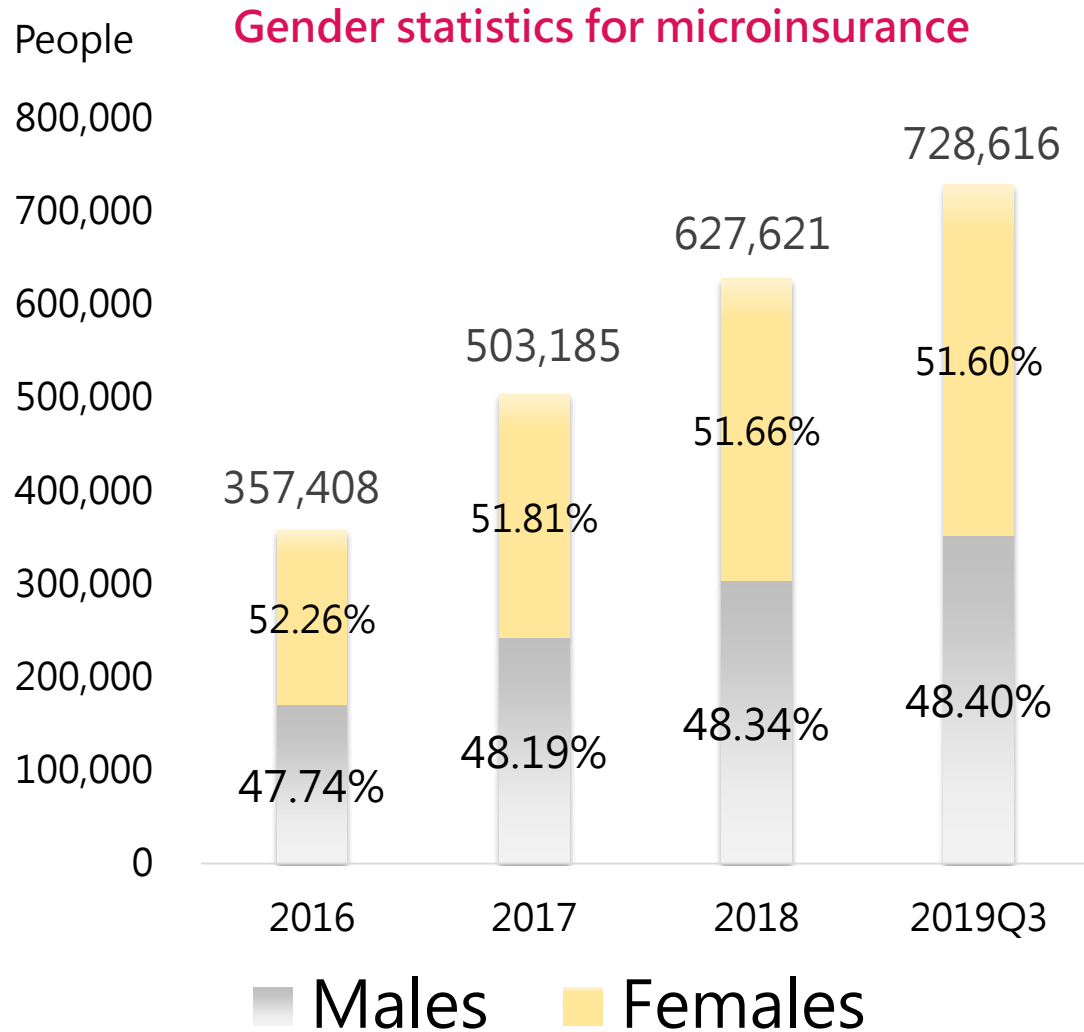
During the period of protection if any events meet "the conditions requiring long-term care" as prescribed by the policy, people can receive the insurance payout at specific intervals. Such benefits can defray expenses for long-term care, rehabilitation, etc.

Merits:

- The bedridden person lives with dignity, and family members have time and energy to work, thus reducing the family burden.
- This kind of insurance can provide for long-term care needs when, due to disease or accident, a person loses the ability to engage in normal daily activities.

Source: Gender Mainstreaming Database, Financial Supervisory Commission.

D-3. Microinsurance



How it works:

Microinsurance products offer basic coverage against specific risks for the economically disadvantaged, and for people who require financial aid or emergency assistance.

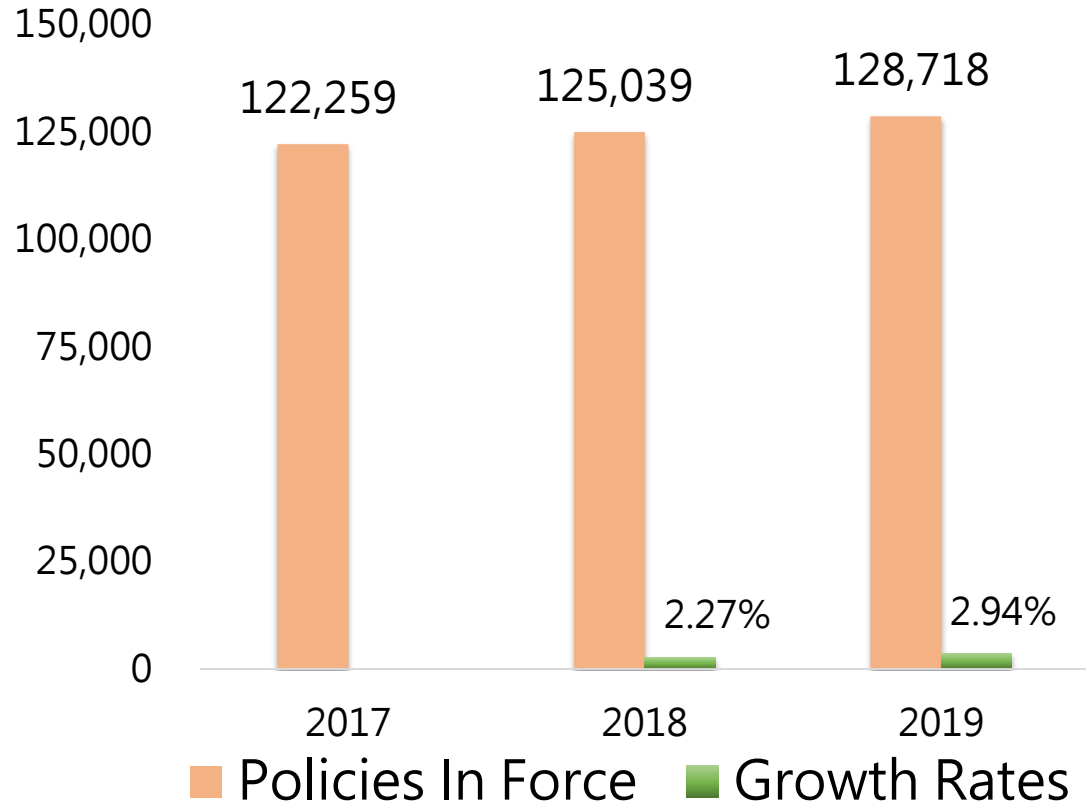
Features:

- Lower premiums
- Simple coverage
- Easy to access

Source: Gender Mainstreaming Database, Financial Supervisory Commission.

D-4. Women-only insurance

Unit: Cases/rates



Source: Insurance Bureau

Note:

1.Data current as of June 2019

2.Reference year of Growth Rate is 2017

How it works:

Insurers provide policies exclusively for women and babies, making protection and coverage more inclusive.

Types:

- Life insurance
- Term life insurance
- Group
- Health insurance rider
- Women and babies insurance



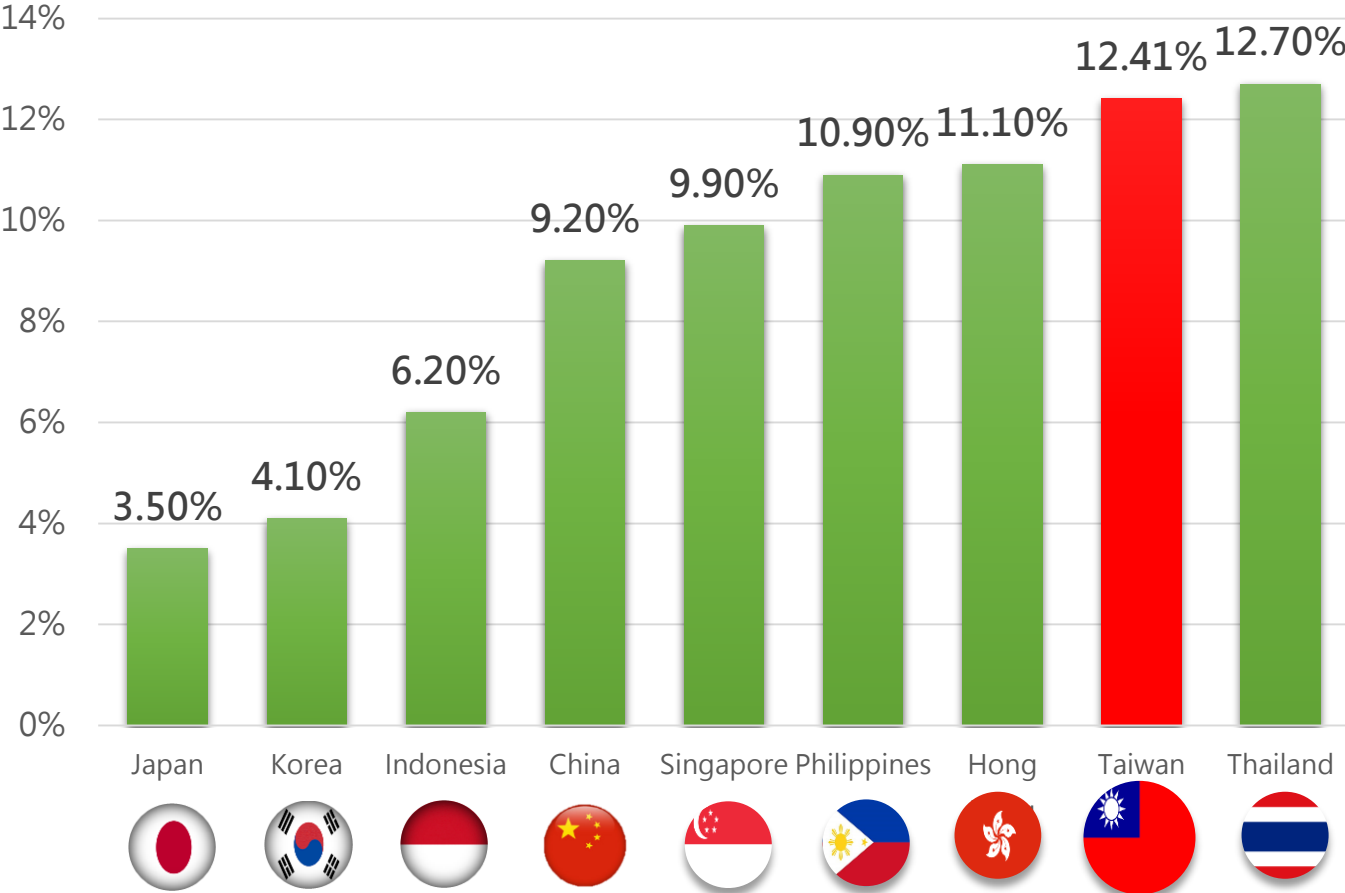
Publish gender statistics and analyses



E-1. Gender statistics and analyses

E-1. Gender statistics and analyses

Women on boards in Asian economies, 2016



Purpose

Provide information on gender equality to raise awareness.

Methods

FSC collects gender statistics and conducts gender analyses based on information from financial institutions, and incorporates the results into important policies and research reports.

Disclosure

Information is disclosed on the FSC website for public reference.

Source: 2016 , Deloitte, Women in the boardroom: A global perspective—5th edition. Gender Mainstreaming Database, Financial Supervisory Commission.



Build multi-channels for promotion



F-1. Disseminate gender equality information

F-1. Disseminate gender equality information

Channels



Bulletin boards



Financial Outlook Monthly



Financial Courseware



FSC Facebook



Government Open Data Platform

Content

Financial issues related to gender equality and social needs, such as financial assistance measures, enhancement of women's financial knowledge, and gender statistics relevant to financial markets.



Conclusion

Conclusion

◆ Gender equality is both a policy priority and a universal value.

◆ FSC will encourage financial institutions as well as TWSE- and TPEX-listed companies to adopt gender equality as a strategy for sustainable development.