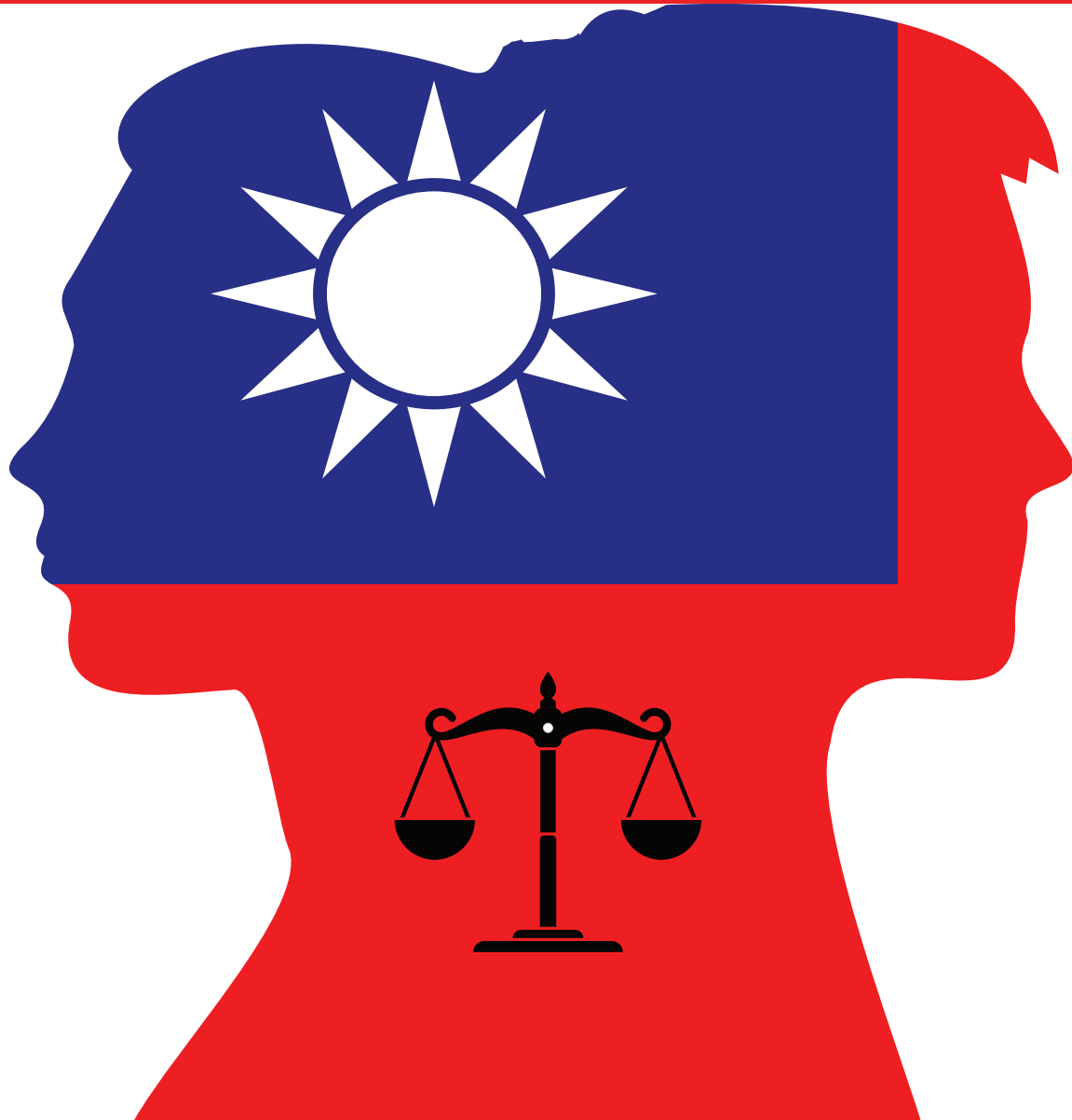




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50:50 by 2030: A longitudinal study into gender disparity in law



TAIWAN RESULTS REPORT

International Bar Association
Legal Policy & Research Unit
with the support of the
LexisNexis Rule of Law Foundation



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Foreword

Globally, awareness of gender equality and inclusion is gradually increasing, and gender equality in the workplace is a significant issue within the social aspect of the environmental, social and governance (ESG) sustainability indicators. As legal professionals in Taiwan, we should not be absent from this human rights issue that is closely related to the majority of people, and we can start from our own experiences.

According to national statistics in Taiwan, the number of female legal professionals, from education to early stages of employment, is roughly equivalent to that of males, indicating that we have no shortage of emerging female legal professionals. However, we cannot deny that compared to men, women face more challenges in career development. Research from various countries shows that employment ratios, salaries and benefits, and career development among genders are closely related to gender-friendly policies in the workplace. Therefore, we hope to gain a preliminary understanding of gender equality in Taiwan's legal profession by understanding the gender ratio at various stages of legal professionals' careers and the implementation of gender-friendly policies in the workplace.

The Taipei Bar Association has conducted this survey with reference to the International Bar Association (IBA) '50:50 by 2030: A longitudinal study into gender disparity in law' project. Using an anonymous survey to observe the impact of gender on the career development of legal professionals in Taiwan, we hope to obtain local survey results as a starting point for our focus on gender equality among legal professionals in Taiwan. We have shared these Taiwan survey results with the IBA, contributing to connecting Taiwan with the international community.

Chih-peng Chang

President of the Taipei Bar Association (TBA)

Yuan-Yao Chung

Executive Director of the TBA

Introduction

Overall situation in Taiwan

Taiwan is in East Asia and has a total population of approximately 23,402,795 people as of 2024. Among them, there are about 11,526,193 males and 11,874,027 females,¹ making the male-to-female ratio roughly 49:51.

In 2016, Taiwan elected its first female president. Among the five branches of government,² except for the Control Yuan, which has had two female leaders since 2014, no other branches have had female leaders. However, in 2023, the proportion of female legislators in the Legislative Yuan reached 42.9 per cent, the highest in Asia according to World Bank statistics.³ By August 2024, the number of female justices in the Judicial Yuan reached a record high of five out of 15, accounting for 33.3 per cent of the total number of justices.

According to labour force statistics from the Executive Yuan, from 2012 to 2022, the labour force participation rate for women was consistently lower than that for men. However, during this period, the female labour force participation rate showed a slight increase, leading to a slight decrease in the gender gap in labour force participation rates. As shown in Figure 1, in 2022, the labour force participation rate for men in Taiwan was 67.1 per cent, while for women, it was 51.6 per cent.

1 National Population Database Map <https://gis.ris.gov.tw/dashboard.html?key=B01> accessed 5 February 2025.

2 The five branches are the Executive Yuan, Legislative Yuan, Judicial Yuan, Examination Yuan and Control Yuan under the five-power separation political system.

3 Executive Yuan Gender Equality Department (2023), 2023 Gender Images, p 8.

Taiwan's male and female labour force participation rates and gender gap over the years

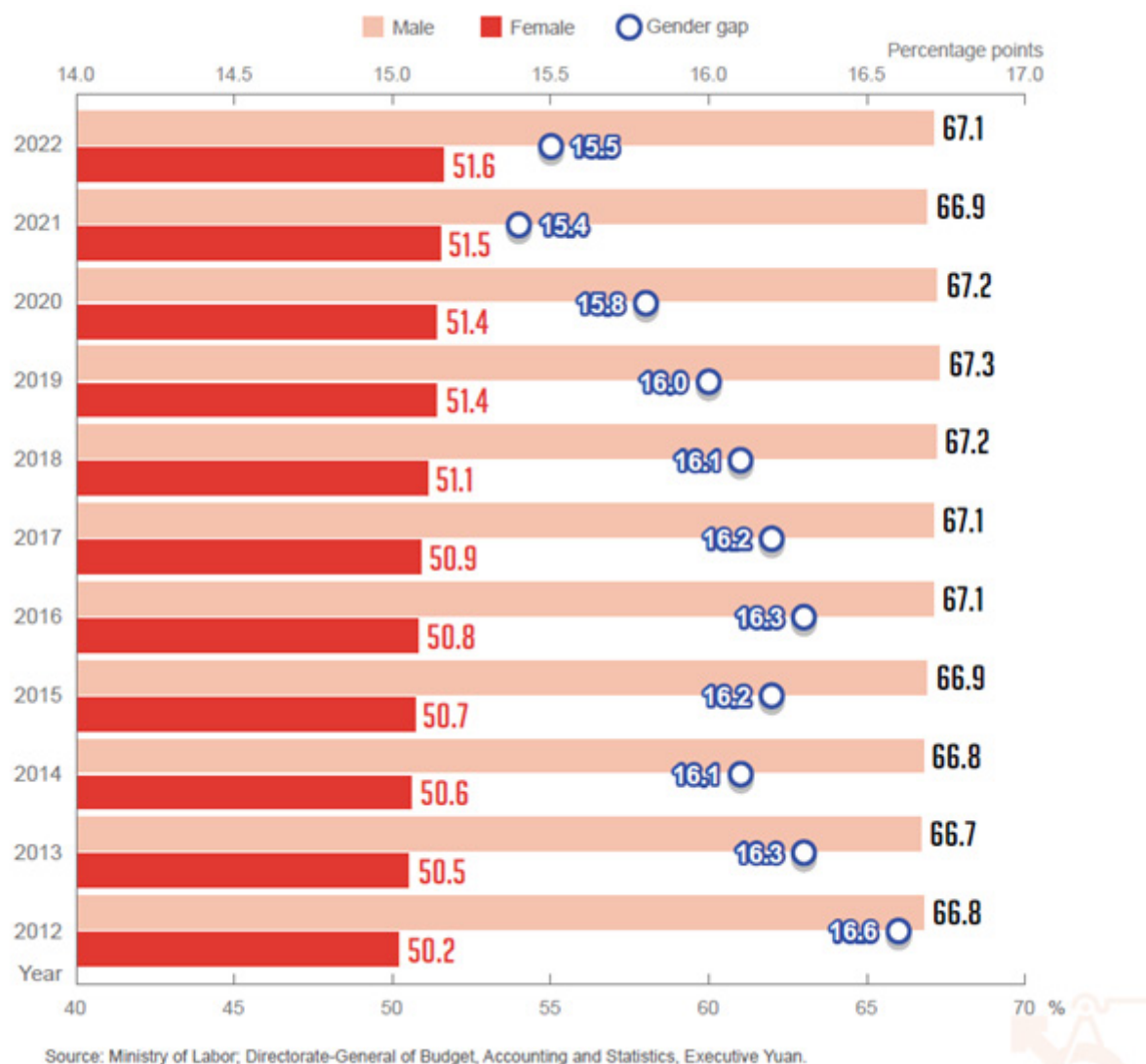


Figure 1: labour force participation rates and gender gap in Taiwan (2012–2022)

Examining the labour force participation rate by age group (as shown in Figure 2), from 2002 to 2022, the female labour force participation rate peaks at age 29 and then significantly declines. By contrast, the male labour force participation rate remains relatively stable from age 29 until retirement. This trend has shown no significant changes over the past two decades.⁴

⁴ Executive Yuan Gender Equality Department (2024), 2024 Gender Images, pp 13–14.

Long-term trends of male and female labour force participation rate in Taiwan by age group

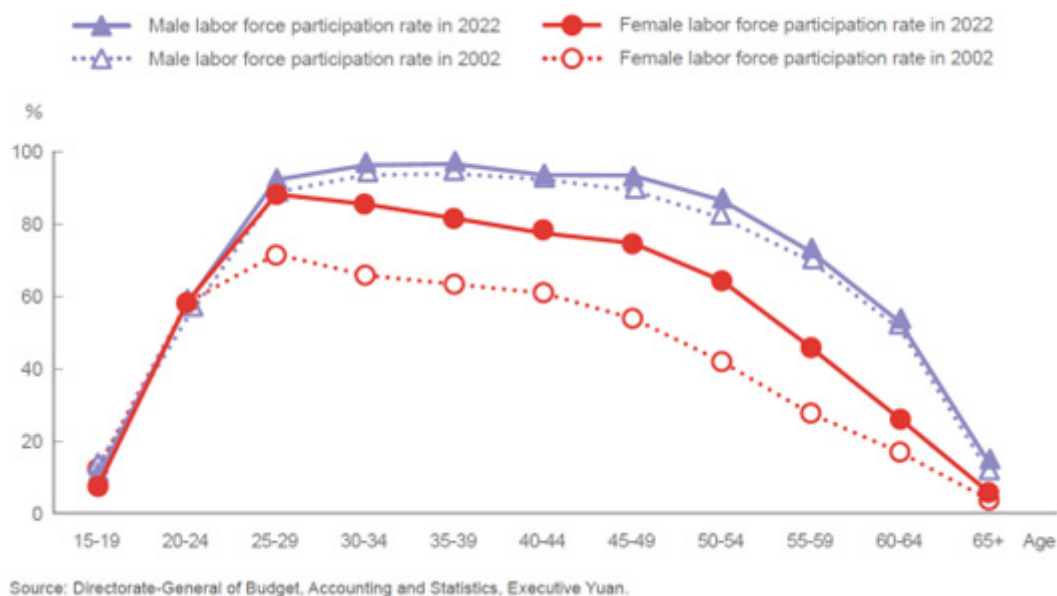


Figure 2: long-term trends of labour force participation rates by age group (2002–2022)

Employment willingness and reasons for non-employment

According to statistics from the Directorate-General of Budget, Accounting and Statistics (DGBAS) of the Executive Yuan in 2023, among those aged 25–64 who are not employed and have no intention of seeking employment, women account for 71.62 per cent, while men account for 28.38 per cent. The most common reasons for women include household chores (54 per cent) and caring for children under 12 years old or elderly/disabled family members over 65 years old (17.4 per cent), with these two reasons combined accounting for 71.4 per cent of the women surveyed. For men, the most common reason is older age (39.85 per cent), while only 7.55 per cent cite household chores and caregiving responsibilities.⁵ When comparing labour force participation rates with non-employment rates and their reasons, it becomes evident that even though women's participation in the workforce is quite prevalent, the responsibility of managing household duties still predominantly falls on women. This often leads them to make the decision to leave the workforce when balancing these responsibilities.

In Taiwan, different regulations apply to the public and private sectors regarding gender equality measures in the workplace.⁶ Although the specifics vary slightly, both regulations for both sectors include provisions for menstrual leave, maternity check-up leave, maternity leave,⁷ breastfeeding breaks and parental leave without pay for both genders to encourage mutually shared family care responsibilities. These measures also include paternity check-up leave, paternity leave, parental leave without pay and job reinstatement

⁵ Directorate-General of Budget, Accounting and Statistics, Executive Yuan (May 2023), Results of the Manpower Utilization Survey, p 4 <https://ws.dgbas.gov.tw/Download>.

⁶ Judges apply leave regulations related to public servants according to the Judges Act; prosecutors apply leave regulations stipulated by the Public Servants Service Act; and the private sector applies the regulations of the Labor Standards Act; however, both the public and private sectors are subject to the Gender Equality in Employment Act.

⁷ Leave regulations for public servants refer to prenatal leave, totalling eight days. The Gender Equality in Employment Act refers to this as prenatal check-up leave, totalling seven days.

guarantees.⁸ According to employment insurance statistics from the Ministry of Labor on parental leave without pay subsidies,⁹ the proportion of men taking parental leave without pay was about 18 per cent to 19 per cent from 2018 to 2020. The proportion increased to 20 per cent in 2021 and further rose by five percentage points to 25.4 per cent in 2022. This seemingly suggests that men are becoming more willing to participate in childcare.

In terms of flexible working hours, public sector employees can adjust their working hours based on actual business needs according to government agency regulations. The flexibility typically allows for a shift of one or two hours before or after standard working hours. In the private sector, under the Gender Equality in Employment Act,¹⁰ employees working for employers with more than 30 employees and with children under three years old can request adjustments to their working hours or reduce their daily working hours by at least one hour. Otherwise, negotiation and agreement with the employer are required.

Gender balance of legal professionals in Taiwan¹¹

Public sector

Legal professionals in the public sector include prosecutors, legal officers and public attorneys established by legislation in 2023. However, due to limitations in data collection channels and time constraints for this study, only prosecutors employed at corresponding courts such as the Supreme Prosecutors Office, High Prosecutors Offices and District Prosecutors Offices were surveyed; legal officers and public attorneys were not included. Prosecutors are mainly appointed through national examinations, the same as judges.

According to gender equality statistics from the Ministry of Justice in 2022,¹² Figure 3 illustrates the gender ratio and number of prosecutors at various levels and managerial positions (including Chief Prosecutors and Prosecutor Generals).¹³ In terms of numbers, female prosecutors are fewer than male prosecutors at all levels; proportionally, the gender gap widens at higher prosecutorial levels. Except for Chief Prosecutors at the Supreme Prosecutors Office, where males and females are equally represented, male Chief Prosecutors and Prosecutor Generals outnumber their female counterparts at all other levels. This indicates that male prosecutors are more likely to be promoted to managerial positions.

8 Stipulated in the Labor Standards Law, the Gender Equality in Employment Act and the leave regulations for public servants, respectively.

9 The Ministry of Labor's Bureau of Labor Insurance provides data on the number of cases, amounts and first-time recipients of employment insurance parental leave allowances (2009–2022) (Ministry of Labor, 2024) www.bli.gov.tw/0013465.html accessed 5 February 2024.

10 Art 19 of the Gender Equality in Employment Act.

11 The classifications of sectors and legal professionals used in this report are based on reports from other jurisdictions by the International Bar Association (IBA) and adapted to local needs. It omits judicial personnel other than judges, government personnel other than prosecutors, and due to the scope of the survey, it cannot include those with lawyer qualifications who are employed by institutions but have not joined the bar association. Therefore, it does not represent a complete picture of legal professionals in Taiwan.

12 Currently, there is no available data on public lawyers; only data related to prosecutors from the Ministry of Justice is cited for analysis.

13 The Supreme Prosecutors Office has one Prosecutor-General, who is the highest head of the prosecution system, nominated by the President and appointed with the consent of the Legislative Yuan. The current officeholder is male and is listed among male Prosecutor-Generals in Figure 4.

The gender equality statistics of prosecutors from the Ministry of Justice also do not include information about age, making it difficult to assess age-related impacts on prosecutorial careers. However, an observation of male and female prosecutor ratios across prosecutorial levels reveals that senior prosecutors are predominantly male.

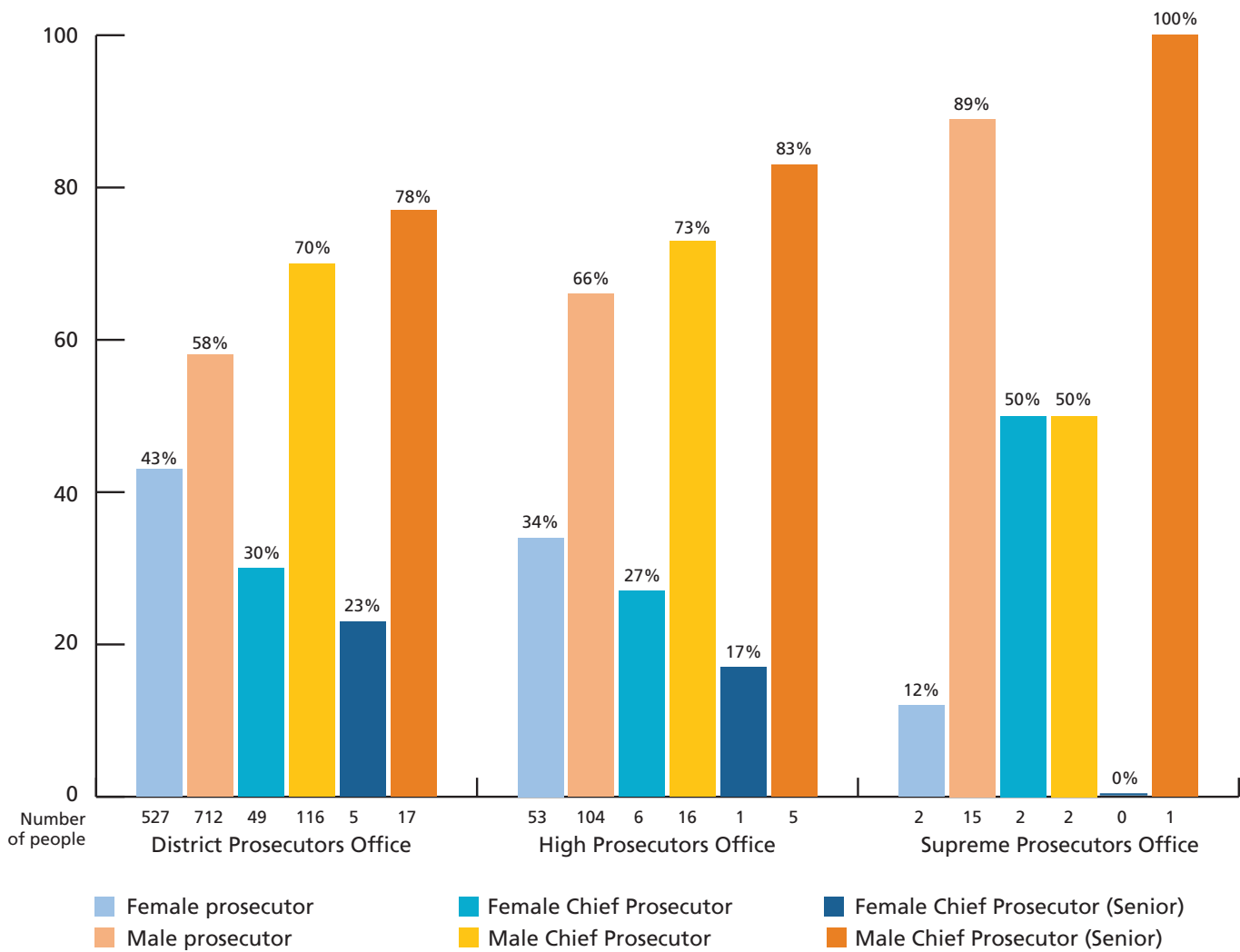


Figure 3: gender ratio and number of prosecutors and Chief Prosecutors at various prosecutorial levels

Judiciary

Taiwan follows a civil law system with a three-tiered court system consisting of the Supreme Court, High Courts and District Courts. Judges are mainly appointed through national examinations, although an increasing number of lawyers have transitioned into judicial roles in recent years.¹⁴

According to gender statistics from the Judicial Yuan in 2022,¹⁵ Figure 4 illustrates the gender ratio and number of judges at various court levels and managerial positions such as presiding judges.¹⁶ At the

14 2022 Annual Unit Budget Evaluation Report of Judicial Yuan www.ly.gov.tw/Pages/Detail.aspx?nodeid=45308&pid=214627 accessed 1 January 2025.

15 Judicial Yuan gender statistics table www.judicial.gov.tw/tw/np-2216-1.html accessed 5 February 2024.

16 The presiding judge of a collegial panel is responsible for inheriting trial experience, supervising court affairs and assisting the president in handling administrative duties.

entry-level District Courts and mid-level High Courts, female judges outnumber male judges; however, presiding judges who hold managerial positions are predominantly men. In all courts, the proportion of male presiding judges exceeds that of male judges overall, with this disparity becoming more significant at higher court levels. This indicates that male judges are more likely to be appointed to managerial positions compared to their female counterparts.

The gender statistics of judges from the Judicial Yuan do not include information about age, making it difficult to assess age-related impacts on judicial careers. However, an analysis of male and female judge numbers across court levels shows a declining trend in female judge representation at higher court levels, suggesting that senior judges are predominantly male.

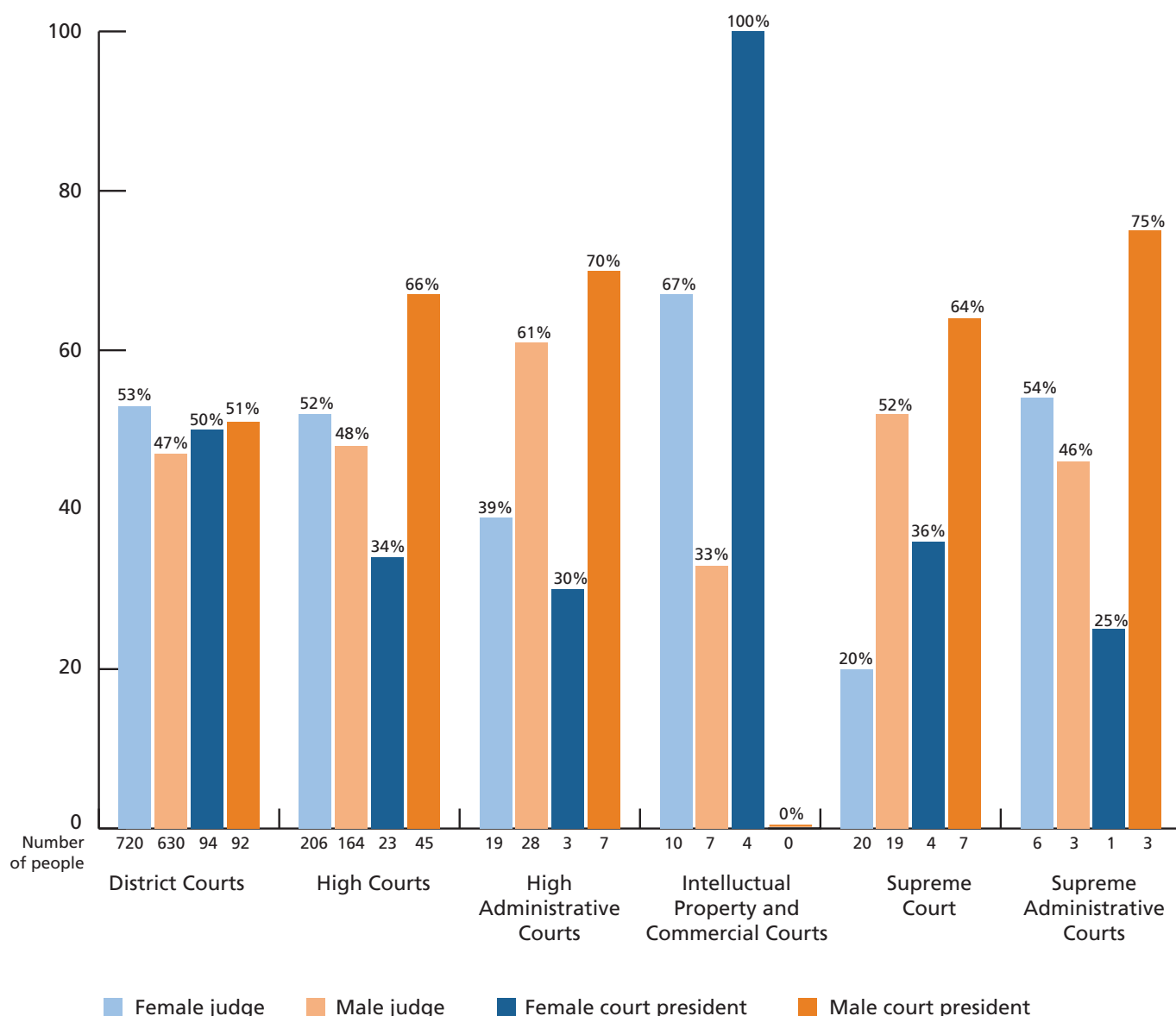


Figure 4: gender ratio and number of judges and presiding judges at various court levels

Private institutions

Legal professionals at private institutions generally fall into two categories: lawyers practicing at law firms and individuals engaged in legal-related work within corporations; a small number of them also work exclusively for non-profit organisations. Unlike the United Kingdom system, which distinguishes

between barristers and solicitors or among different areas of specialisation, Taiwan’s legal practice system does not make such distinctions. Corporations typically do not require their internal legal staff to hold lawyer qualifications; however, due to recent relaxation of lawyer examination thresholds, resulting in an increase in the number of qualified lawyers, there is a growing trend of corporate legal staff holding lawyer qualifications. According to membership data from the Taipei Bar Association, approximately ten per cent of general members are employed within corporations.

Based on age statistics for licensed lawyers from the Ministry of Justice,¹⁷ in 2021 there were a total of 16,818 lawyers, with males accounting for 60.2 per cent and females for 39.8 per cent. Figure 5 illustrates the gender ratio across different age groups. The data shows that, among lawyers under the age of 29, female lawyers outnumber male lawyers; between the ages of 30 and 39, the gender ratio is nearly equal. Among those aged over 40, however, male lawyers predominate.

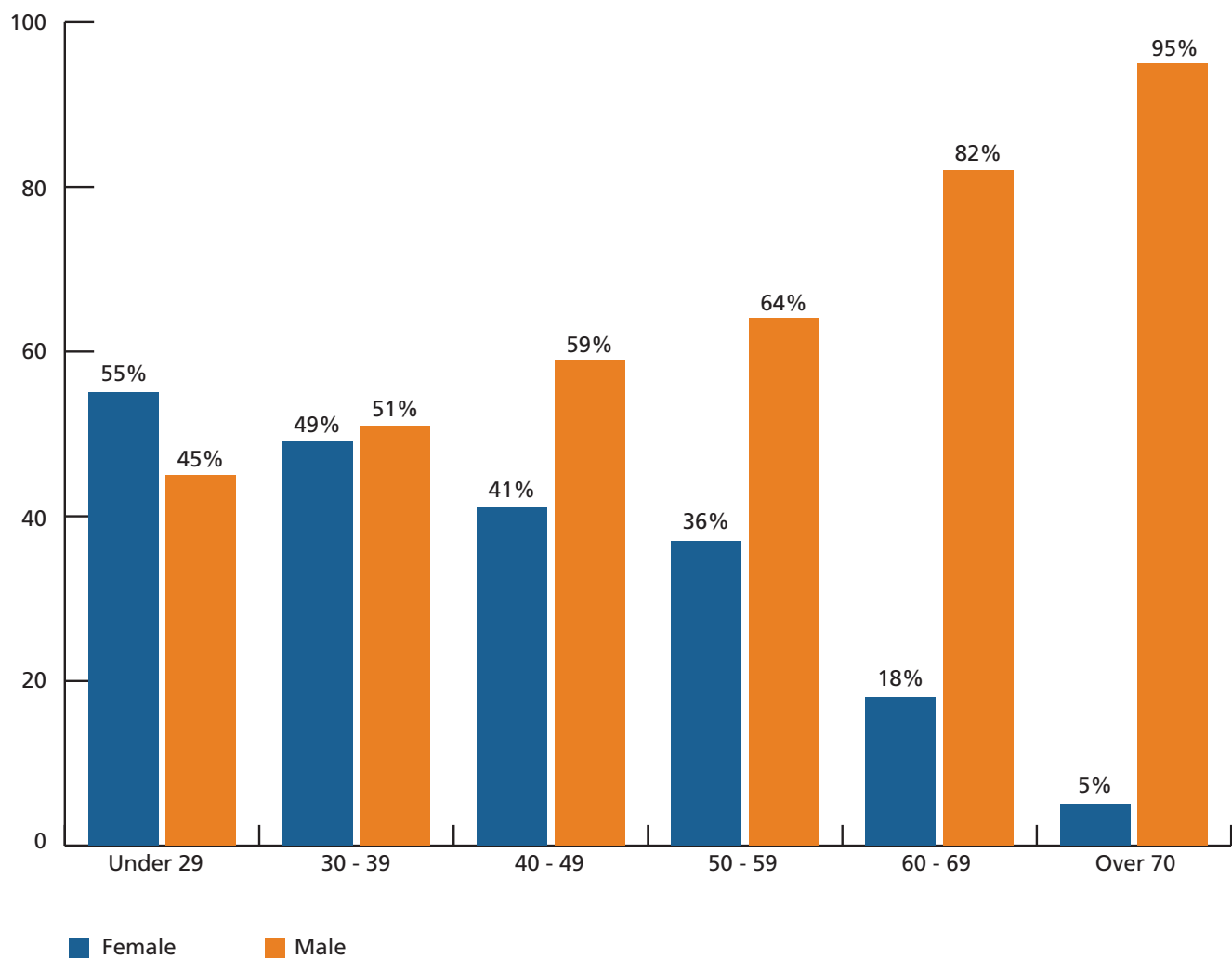


Figure 5: gender ratio of licensed lawyers by age group

According to research, the employment ratio of lawyers in Taiwan shows that approximately 45 per cent of lawyers are associate lawyers (including corporate legal counsel), and among them, the proportion of female associate lawyers is slightly higher than that of males. About 37 per cent of lawyers practice

17 Age data on certified domestic lawyers released by the Ministry of Justice is only available up to the end of 2021 and ceased to be reported in 2022 www.rjtd.moj.gov.tw/RJSDWeb/common/WebList3_Report.aspx?menu=INF_COMMON_LAWYER&list_id=1529 accessed 26 August 2024.

independently, but the number of male lawyers practicing independently is about three times that of female lawyers. Approximately 20 per cent of lawyers are partners, with the number of male partners being about twice that of female partners.¹⁸ Among the partners in the top law firms in Taiwan, female partners account for approximately one-third. This indicates that the proportion of female lawyers in senior positions remains relatively low.

The same research also indicates that, due to the highly competitive nature of the legal profession, taking unpaid leave often leads to the loss of projects and clients.¹⁹ Consequently, many female lawyers choose to leave the workforce shortly after returning from maternity leave or parental leave. Statistically, the proportion of female lawyers leaving the workforce due to family reasons is higher than that of male lawyers, reflecting the same difficulties faced by the overall female labour force in Taiwan.

Questionnaire design and terminology definitions

This study used an online questionnaire as the method of data collection. The questionnaire was based on the survey designed and used by the IBA and LexisNexis Rule of Law Foundation.²⁰ The contents consist of three parts: basic personal information (including the type of employing unit), the gender profile of the employing unit and gender policies in the workplace. For the complete questionnaire, please see Appendix 1.

Due to the distribution channels of the questionnaire being limited to courts, prosecutor's offices and bar associations, the recipients of the questionnaire are judges, prosecutors and members of various bar associations in Taiwan. Because Taiwan's current system does not require internal corporate legal personnel to be qualified lawyers, nor does it require lawyers employed by corporations to join the bar association, the relevant data on corporations in this report only refers to the situation of lawyers who have joined the bar association and are employed in corporate legal departments. It therefore does not reflect the overall status of internal corporate legal personnel in Taiwan.

Additionally, the proportion of responses from courts and public sector departments to the survey was relatively low, meaning this report does not reflect the overall situation of the judicial and public sectors and is only reflective of a small proportion of workplaces in these sectors.

The survey period for this questionnaire was from 29 June 2023 to 1 August 2023. A total of 908 responses were collected. There were 835 valid responses, excluding 73 unreadable responses. The distribution of sample data is shown in Table 1.

18 Jing-Huey Shao, 'A New Way Out for Women Lawyers: An Empirical Study in Taiwan' (2022) 17(2) National Taiwan University Law Review 118–119, 140–141.

19 *Ibid.*, 139–140.

20 *50:50 by 2030: A longitudinal study into gender disparity in law – ENGLAND AND WALES RESULTS REPORT* www.ibanet.org/document?id=IBA-Gender-Disparity-Report-England-and-Wales-2022 accessed 24 February 2024.

Table 1: types and proportions of employing units of valid respondents

Type of employment unit	Number of people	Percentage
Law firm	632	76
Corporation	181	22
Public sector: prosecutor	11	1
Judiciary: judge	11	1
Total	835	100

The terminology definitions in this report are as follows:

- *lawyer*: includes those with qualifications as Taiwanese lawyers and foreign lawyers;
- *employing unit*: refers to law firms, corporations, the public sector and judiciary; and
- *senior level*:
 - in law firms, refers to equity partners and partnership management levels;
 - in corporations, refers to those with managerial responsibilities in legal or compliance departments and the highest executives;
 - in the public sector, refers to Chief Prosecutors and the Prosecutor General; and
 - in the judiciary, refers to presiding judges.

Sample analysis

Gender and age

The gender and age distribution of valid respondents to the questionnaires in this study are summarised in Table 2. Among the samples, females accounted for 55.33 per cent, males for 44.31 per cent and others for 0.36 per cent. The age group with the highest representation was 31–40 years old, accounting for 42.08 per cent, followed by those under 30 years old at 25.63 per cent and those aged 41–50 years old at 24.07 per cent. The age groups from under 30–50 years old accounted for 90 per cent of the valid samples,²¹ which is consistent with the labour population structure statistics in Taiwan, thus making the sample representative.

21 Important Gender Statistics Database of the Gender Equality Committee, Executive Yuan www.gender ey.gov.tw/gecdb/Stat_Statistics_DetailData.aspx?sn=IzsJXFKayOAtSY6c5syyzw%40%40&d=m9ww9odNZAz2Rc5Ooj%24wIQ%40%40 accessed 28 February 2024.

Table 2: summary of gender and age distribution of valid questionnaire respondents

Age (years)	Female (%)	Male (%)	Other (%)	Sample size
Under 30	14.61	11.02	0	214
31–40	24.35	17.49	0.24	343
41–50	13.17	10.78	0.12	201
51–60	4.07	3.35	0	62
Over 61	0.12	1.68	0	15
Total	55.33	44.31	0.36	835

Gender and primary caregivers

The gender and primary caregiver status of valid respondents to the questionnaires are summarised in Table 3. Primary caregivers accounted for only 25.6 per cent of the samples, while non-primary caregivers accounted for 74.4 per cent. Among primary caregivers, females accounted for 14.49 per cent, males for 11.02 per cent and others for 0.12 per cent.

Table 3: summary of gender and primary caregiver status of valid questionnaire respondents

Gender	Primary caregivers (%)	Non-primary caregivers (%)	Sample size
Female	14.49	40.84	462
Male	11.02	33.29	379
Other	0.12	0.24	3
Total	25.6	74.4	835

Number and proportion of female lawyers in law firms

Among the valid questionnaire responses, the most common law firm size is 1–5 people, followed by firms with 6–15 people, with these two categories together accounting for 65 per cent of the valid responses. In these responses, the mode and median number of female lawyers in firms of the same size were similar, indicating a concentrated trend in the proportion of female lawyers within firms of the same size. Calculating the ratio using the mode suggests a trend in which larger law firms have a higher proportion of female lawyers.

Table 4: summary of law firm size and number of female lawyers among valid questionnaire respondents

Office size (people)	Average number of female lawyers	Median number of female lawyers	Mode number of female lawyers	Number of responses	Female lawyer ratio (by mode) (%)
1–5	1	1	0	326	~0
6–15	3	3	2	218	13 < x < 33
16–30	9	8	8	43	27 < x < 50
31–80	23	20	20	32	25 < x < 65
Over 81	57	41	36	13	< 44

Results analysis

The questionnaire for this study was distributed to individual lawyers and allowed for anonymous responses. We note that the structure of law firms in Taiwan includes a form known as a ‘joint office’, which lies between a partnership and sole proprietorship, and even within the same firm, there can be both partnership and joint office relationships among different lawyers. This affects the subjective recognition of the scope of the law firm by the responding lawyers. To avoid distorting the statistics on the rate of female lawyers holding management positions in law firms based on the questionnaire responses, this study only analyses aspects related to gender policies and presents the subjective perceptions of the respondents.

The gender policies defined in the questionnaire for this study refer to measures that exceed legal requirements, including setting quotas for senior female positions, providing more flexible work arrangements, leadership training for women, setting targets for senior female positions (encouraging rather than mandatory), unconscious bias training and coaching or mentoring programmes. Respondents were also allowed to mention other measures in their responses. Only one respondent mentioned an additional measure, where this individual's law firm allowed employees to bring children to work, but it is uncertain whether childcare assistance is provided, which would go beyond flexible work arrangements. Therefore, in the following analysis of the prevalence and effectiveness of gender measures, this particular measure is not included.

Do respondents perceive that gender policies are implemented in their workplace?

Out of 835 valid responses to this study's questionnaire, 381 responses indicated that one or more of the gender policies listed in the questionnaire have been implemented in the workplace. The distribution of results by workplace is shown in Figure 6. According to the Ministry of Justice's 2018 statistics on the scale of lawyer service units, most lawyers in Taiwan practice individually, with over 95 per cent²² of law firms having a scale of one to five people. This may significantly influence respondents' perceptions of whether their law firm implements gender policies (especially whether there are more flexible work arrangements). As previously mentioned, due to the fewer responses from the public sector and judiciary, these results may not be representative.

22 Statistics on the scale of lawyer service units by the Ministry of Justice, with data only up to 2018 www.rjtd.moj.gov.tw/RJSDWeb/common/WebList3_Report.aspx?menu=INF_COMMON_LAWYER&list_id=1532 accessed 5 August 2024.

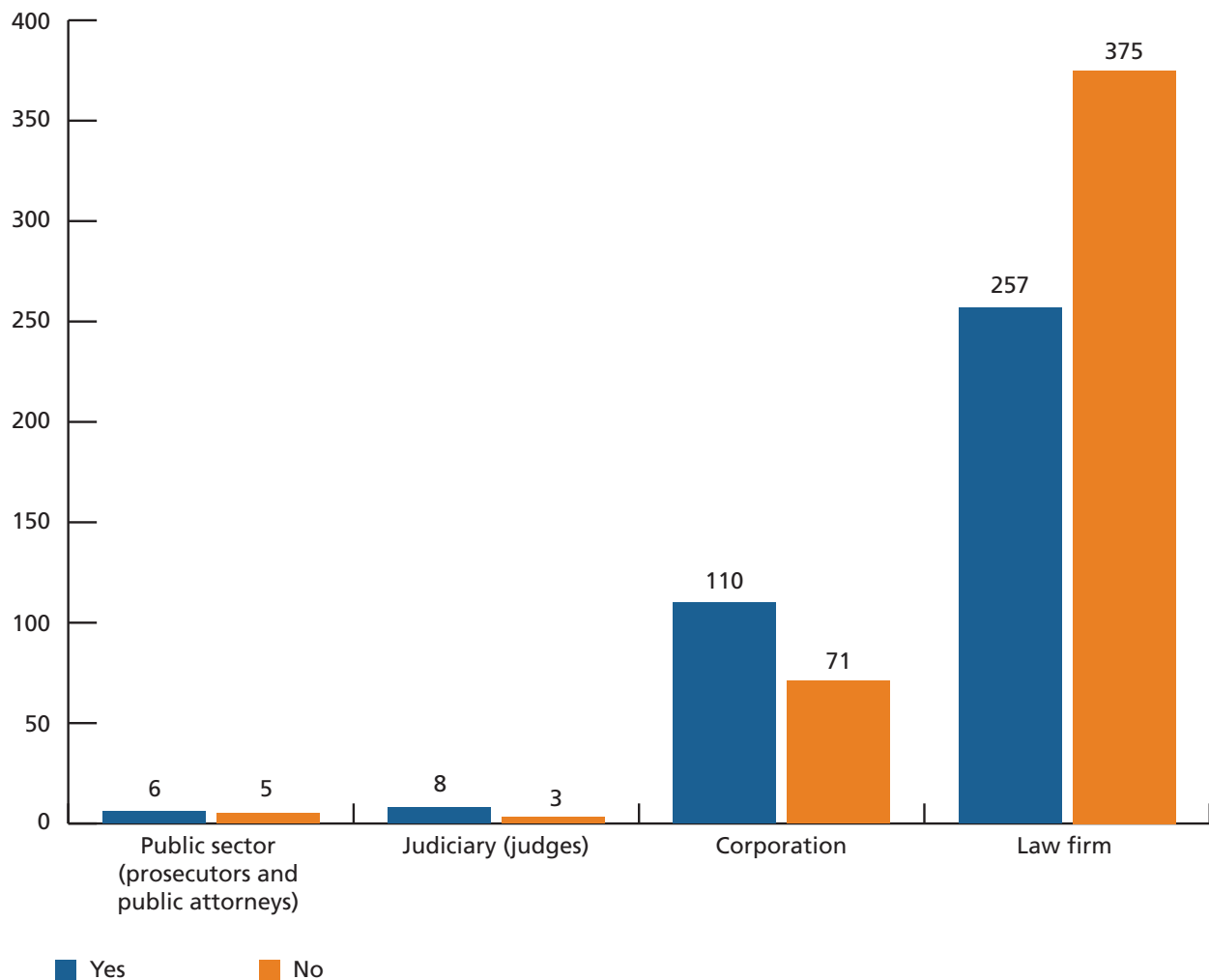


Figure 6: respondents' perception of whether gender policies are implemented in their workplace

Prevalence of various gender measures

Based on the responses to this study's questionnaire, the prevalence of the six listed gender measures in different legal workplaces is shown in Figure 7. Among these measures, 'providing more flexible work arrangements' is the most prevalent in law firms, while 'unconscious bias training' is most prevalent in the judiciary. These two measures are more prevalent across all four types of workplaces compared to the other four measures, with implementation rates of at least 16.6 per cent, reaching up to 44.4 per cent. The implementation rates of the remaining four gender measures are all below 13 per cent regardless of types of the workplace. The prevalence of workplaces providing flexible work arrangements may be related to the emphasis on remote work during the Covid-19 pandemic.

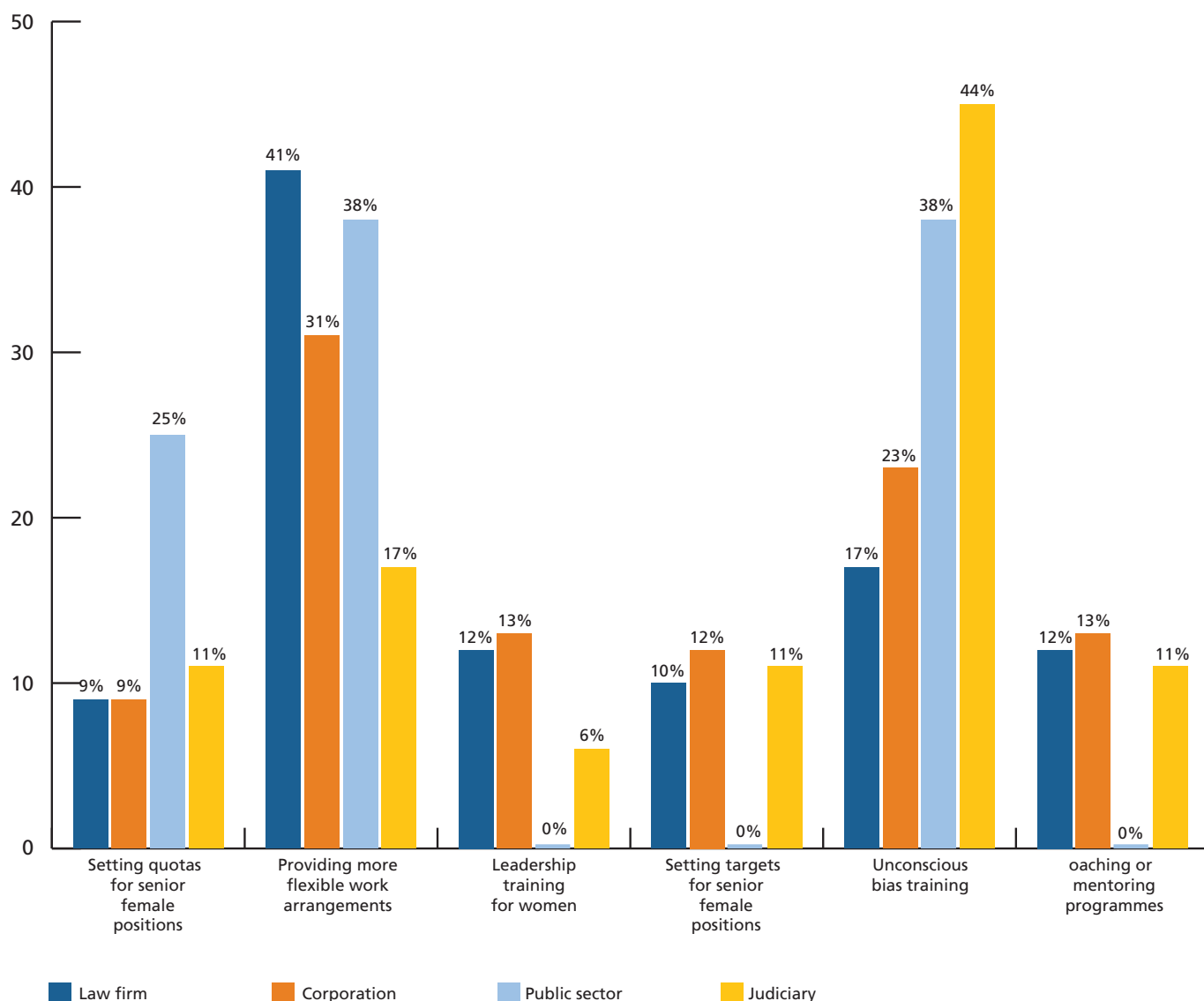


Figure 7: prevalence of gender measures in different employment units

Duration and effectiveness of gender measure implementation

Public sector

According to the responses to the questionnaire, the areas of the public sector that have gender measures implemented have done so for over five years. These measures include ‘setting quotas for senior female positions’, ‘providing more flexible work arrangements’ and ‘unconscious bias training’. Respondents generally find these measures effective. Specifically, 67 per cent believe ‘unconscious bias training’ is very effective, while the remaining 33 per cent find it moderately effective. For ‘providing more flexible work arrangements’, 33 per cent find it very effective and 67 per cent find it moderately effective. Regarding ‘setting quotas for senior female positions’, opinions are evenly split between very effective and moderately effective.

Judiciary

In courts where gender measures have been implemented, the most prevalent are ‘unconscious bias training’ and ‘providing more flexible work arrangements’, followed by ‘setting quotas for senior female positions’, ‘setting targets for senior female positions’ and ‘coaching or mentoring programmes’. Only ‘setting quotas for senior female positions’, ‘providing more flexible work arrangements’ and ‘unconscious bias training’ have been implemented for over five years in some units. The effectiveness of ‘providing more flexible work arrangements’ is divisive, with 50 per cent finding it ineffective, 25 per cent finding it very effective and 25 per cent finding it effective. For ‘unconscious bias training’, 13 per cent find it very effective, 13 per cent find it effective and 75 per cent find it moderately effective. For ‘coaching or mentoring programmes’ and ‘leadership training for women’, opinions are evenly split between very effective and moderately effective.

Corporate-legal departments

According to respondents to the questionnaire for this study, in corporations where gender measures have been implemented, all the measures have been implemented for over five years. Furthermore, the measures with the highest prevalence among those already implemented are also considered to be the more effective²³ ones. The most prevalent and considered to be the most effective measures²⁴ are ‘providing more flexible work arrangements’, ‘unconscious bias training’ and ‘coaching or mentoring programmes’. For ‘providing more flexible work arrangements’, 26 per cent find it very effective, 46 per cent find it effective, 21 per cent find it moderately effective and only one per cent find it ineffective (the lowest proportion of ineffectiveness among all measures). For ‘unconscious bias training’, 14 per cent find it very effective, 23 per cent find it effective and 54 per cent find it moderately effective. For ‘coaching or mentoring programmes’, 14 per cent find it very effective, 30 per cent find it effective and 34 per cent find it moderately effective.

Law firms

According to respondents to the questionnaire for this study, in law firms where gender measures have been implemented, all the measures have been implemented for over five years. The top three most prevalent measures are ‘providing more flexible work arrangements’, ‘unconscious bias training’ and ‘coaching or mentoring programmes’. For ‘providing more flexible work arrangements’, 33 per cent find it very effective, 40 per cent find it effective,²⁵ 25 per cent find it moderately effective and almost none find it ineffective (the lowest proportion of ineffectiveness among all measures). For ‘coaching or mentoring programmes’, 17 per cent find it very effective, 29 per cent find it effective and 45 per cent find it moderately effective. For ‘leadership training for women’, 17 per cent find it very effective, 28 per cent find it effective and 43 per cent find it moderately effective.

23 The measure with the highest combined proportion of those who consider it moderately effective, effective or very effective.

24 The effectiveness of policies is considered effective if they are deemed moderately effective, effective or very effective.

25 The measure with the highest combined proportion of those who consider it moderately effective, effective or very effective.

Comparison with jurisdictions studied to date

The methodology of the survey in Taiwan diverged from that of the other jurisdictions surveyed to date as part of the IBA's Gender Project. For the Taiwan survey, participants were surveyed in their capacity as individuals (as opposed to providing a response on behalf of an organisation, which has been the approach for the other jurisdictions covered by the Gender Project). As such, the data collected as part of the Taiwan survey is not directly comparable with the data from the other jurisdictions. As a result, this section of the report focuses on comparisons using the headline takeaways from this report and the Gender Project 'Progress Report',²⁶ which comprises a stocktake of the headline conclusions of the study to date.

Open-source research conducted as part of this report indicated that, in 2021, approximately 60 per cent of all lawyers were male and 40 per cent of all lawyers were female. This is lower than the global findings of the Progress Report, which found that across jurisdictions surveyed to date, 47 per cent of all lawyers and 38 per cent of all senior lawyers were female.

The open-source research conducted as part of this report also indicated that, in 2021, law firms in Taiwan had a relatively equal gender split at junior levels; however, women were underrepresented at a senior level. This mirrors the global trend across the jurisdictions surveyed to date, with law firms consistently being the worst performing sector for gender parity. The sector found to be closest to achieving parity in the Progress Report was the public sector, with women constituting 49 per cent of overall public sector lawyers and 41 per cent of senior public sector lawyers. Although only data on prosecutors was available as part of this report (ie, a subset of the public sector), the findings are similar to the global results. Although parity is close to being achieved at the junior level, the majority of senior prosecutors in Taiwan are male.

The judiciary in Taiwan appears to be approaching parity overall, but the majority of senior judges are male. This is another trend reflected globally across jurisdictions studied across the Gender Project to date: 43 per cent of all judges and 38 per cent of senior judges were female.

The most popular initiatives overall for lawyers in Taiwan are flexible working arrangements and unconscious bias training (although, as noted above, there is significant variation between sectors). Although the popularity of flexible working arrangements is also reflected in the Progress Report, we note that unconscious bias training is one of the less popular initiatives in other jurisdictions surveyed to date.

Across jurisdictions surveyed to date, quota setting has generally been the least popular initiative. Taiwan is no exception to this trend, although the initiative is the third most prevalent in the public sector.

²⁶ The IBA and LexisNexis 50:50 by 2030 project *Progress Report*, 3 December 2024 www.ibanet.org/gender-equality-in-the-legal-profession accessed 4 February 2025.

Conclusion

Regardless of whether they are judges, prosecutors or lawyers, the senior levels of the legal profession in Taiwan exhibit a higher proportion of males to females. Even though the current examination system does not limit the opportunity to qualify as a legal professional based on gender, there remains significant gender disparity in advancing to senior levels once entering the workforce. This indicates that there is still considerable room for improvement in achieving gender equality in career advancement among legal professionals in Taiwan.

On a sector-basis, the current gender distribution among legal professionals in Taiwan shows that only the number of male and female judges is roughly equal. Prosecutors and lawyers are still predominantly male overall.

The survey also revealed that the promotion of gender policies by legal workplaces is not ideal, with approximately 54 per cent of legal professionals responding that their workplaces have not implemented relevant policies. Although the survey was conducted on an individual basis, which may involve individual respondents' perception issues, this may reflect the ineffectiveness of policy promotion within those units, failing to make all employees aware of the implementation of relevant policies. It could also be attributed to the size of the workplace to which an individual belongs (eg, smaller workplaces may not have specific policies in place).

Comparing the specific gender measures in this study, it is evident that apart from 'more flexible work arrangements', respondents generally believe that these measures are not significantly effective. Considering that these measures have generally been implemented for less than five years, it may be too early to assess their impact comprehensively.

This report also uses SPSS statistical software to determine the correlation among five factors – gender, age, primary caregiver, employment unit and supervisory position – and the effectiveness of various gender policy items, as shown in Table 5. The results indicate that the employment unit is highly correlated with the effectiveness of 'providing more flexible work arrangements' and 'unconscious bias training'. The multiple linear regression results in Table 6 also support the results. However, due to the R^2 values being 9.3 per cent and 3.5 per cent, respectively, the explanatory power is low and should only be used as a reference.

Table 5: correlation table of gender policy implementation effectiveness and factors

Variables Pearson	Gender	Age	Primary caregiver	Employment unit	Supervisor position
Gender	1				
Age	0.982	1			
Primary caregiver	0.436	.000**	1		
Employment unit	0.094	0.202	0.233	1	
Supervisor position	0.187	.000**	.000**	0.124	1
Setting quotas for senior female positions	0.033*	0.260	0.507	0.568	0.300
Providing more flexible work arrangements	0.573	0.711	0.945	.000**	.023*
Leadership training for women	.0021*	0.281	0.967	0.571	.011*
Setting targets for senior female positions (encouraging, not mandatory)	0.101	0.354	0.866	0.812	0.361
Unconscious bias training	0.152	0.258	0.297	.000**	0.735
Coaching or mentoring programmes	0.091	0.710	0.526	0.642	0.068

**indicates $p < 0.01$, *indicates $p < 0.05$

Table 6: multiple regression analysis of employment unit and provision of more flexible work arrangements and unconscious bias training

Variable	Unstandardised coefficients		Standardised coefficients	t-value	R^2	F-value
	Regression coefficient (β)	Standard error	Regression coefficient (β)			
Provide more flexible work arrangements	0.124	0.2	0.308	6.306	0.093	39.764**
Unconscious bias education training	-0.64	0.17	-0.193	-3.821	0.035	14.589**

** Indicates $p < 0.01$

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Appendix: survey questions

Gender equality survey in the legal profession

The law is closely intertwined with social life, so the composition of legal professionals should reflect the composition of society. Whether in the fields of law creation, enforcement, consultancy or human rights protection, gender-balanced opinions are extremely important.

According to national statistics in Taiwan, the number of female legal professionals, from education to early stages of employment, is roughly equivalent to that of males. Many in the legal community can probably point out several outstanding female legal professionals as well. However, we also cannot deny that compared with men, women face more challenges in their career development.

To observe the impact of gender on the career development of legal professionals in Taiwan by using scientific methods, Taipei Bar Association has referred to the International Bar Association (IBA) ‘50:50 by 2030: A longitudinal study into gender disparity in law’ project to conduct this survey. We hope to obtain local survey results as a starting point for our focus on gender equality among legal professionals in Taiwan. If permitted, we also hope to share the survey results with the IBA to contribute to connecting Taiwan with the international community. Finally, we hope everyone will actively participate!

(For those interested in understanding the situation in other countries, information can be found on the IBA website; completed surveys include those from England and Wales, Spain and Uganda.)

This survey is conducted using Google Forms anonymous questionnaires. Whether you are logged into a Google account or not when filling out the questionnaire, we will not receive the email account you used to respond. Please feel free to answer. Therefore, please do not fill out the questionnaire multiple times to avoid affecting the survey results.

Definitions of terms in the questionnaire:

- Lawyer: includes those with domestic and foreign lawyer qualifications.
- Employment units: refers to law firms, corporate legal or compliance departments, the public sector (prosecutors and public lawyers) and judiciary (judges).
- Senior level:
 - in law firms, refers to equity partners and partnership management levels;
 - in corporate legal and compliance departments, refers to those with management responsibilities and the highest executives;
 - in the public sector, refers to Chief Prosecutors and heads of public lawyer work units, or the highest executives; and
 - in the judiciary, refers to presiding judges.

Survey questions:

1. Your gender identity:

☐ Male ☐ Female ☐ Other

2. Your age:

☐ Under 30 ☐ 31 to 40 ☐ 41 to 50 ☐ 51 to 60 ☐ Over 61

3. Are you the primary caregiver for minor children?

☐ Yes ☐ No

Employment unit type survey:

4. Which type of work unit do you work for?

☐ Law firm ☐ Corporation

☐ Public sector (prosecutors and public lawyers) ☐ Judiciary (judges)

Basic overview of employment units – for those working in law firms:

5. Total number of lawyers:

☐ 1 to 5 ☐ 6 to 15 ☐ 16 to 30 ☐ 31 to 80 ☐ Over 81

6. Number of equity partners: _____

Lawyers with gender identity of female:

7. Total number of female lawyers:

8. Number of female equity partners: _____

Partnership management level:

9. How many partners are at the partnership management level? _____

10. How many female partners are at the partnership management level? _____

Attention to gender composition:

11. Do you pay close attention to the gender balance in your work unit overall?

☐ Yes ☐ No

12. Do you pay close attention to the gender balance of partner lawyers in your work unit?

☐ Yes ☐ No

13. Do you pay close attention to the gender balance of the partnership management level in your work unit?

☐ Yes ☐ No

14. Your position in the work unit:

☐ Partnership management level ☐ Partner ☐ Non-partner

Basic overview of employment units – for those working in corporations:

5. Total number of lawyers in the legal (related) department:

☐ 1 to 5 ☐ 6 to 15 ☐ 16 to 30 ☐ 31 to 80 ☐ Over 81

6. Number of senior lawyers in the legal (related) department (including the highest executive and others with management responsibilities):

Lawyers with gender identity of female:

7. Total number of female lawyers in the legal department:

8. Number of female senior lawyers in the legal department (including the highest executive and others with management responsibilities)

Partnership management level:

9. Gender of the highest executive in the legal department (if there are multiple departments, please fill in the female proportion in the 'Other' column)

☐ All male ☐ All female ☐ Other

10. Do you pay close attention to the overall gender composition of lawyers in the legal department?

☐ Yes ☐ No

11. Do you pay close attention to the gender composition of senior lawyers in the legal department (including the highest executive and others with management responsibilities)?

☐ Yes ☐ No

12. Do you pay close attention to the gender of the highest executive in the legal department?

☐ Yes ☐ No

13. Your position in the work unit:

☐ Highest executive ☐ Senior lawyer (not the highest executive but with management responsibilities)
☐ Non-senior lawyer

Basic Overview of Employment Units – For those working in the public sector:

Prosecutorial Agency Gender Statistics Source in 2022

法務部所屬各級檢察機關檢察官人數統計

中華民國111年底

單位：人、%

項 目 別		總 計		檢察總長 檢察長	主任檢察官	檢察官
			百分比			
總 計	計	1,413	100.0	29	191	1,193
	男	831	58.8	23	134	674
	女	582	41.2	6	57	519
最高檢察署	小計	17	100.0	1	4	12
	男	15	88.2	1	2	12
	女	2	11.8	-	2	-
高等檢察署 及其檢察分署	小計	157	100.0	6	22	129
	男	104	66.2	5	16	83
	女	53	33.8	1	6	46
地方檢察署	小計	1,239	100.0	22	165	1,052
	男	712	57.5	17	116	579
	女	527	42.5	5	49	473

Source: www.rjtd.moj.gov.tw/RJSDWeb/common/WebList3_Report.aspx?list_id=746

1. Gender of the Chief Prosecutor or the highest executive of public lawyers

☐ Male ☐ Female

2. Do you pay close attention to the overall gender composition of prosecutors or public lawyers in your work unit?

☐ Yes ☐ No

3. Do you pay close attention to the gender composition of Chief Prosecutors or heads of public lawyer work units?

☐ Yes ☐ No

4. Do you pay close attention to the gender of the Chief Prosecutors or the highest executive of public lawyers?

☐ Yes ☐ No

5. Your position in the work unit:

☐ Chief Prosecutor or highest executive of public lawyers

☐ Chief Prosecutor or head of public lawyer work unit

☐ Prosecutor or non-senior public lawyer

Basic Overview of Employment Units – For those working in the Judiciary:

Judiciary Gender Statistics in 2022

司法院及所屬各機關員工人數

單位：人

年別 (年底數)	性別	總計		司法院		最高法院			最高行政法院			高等行政法院		
		大法官及法官	其他人員	大法官	其他人員	庭長	法官	其他人員	庭長	法官	其他人員	庭長	法官	其他人員
111年	計	2,140	11,274	15	424	11	39	245	4	9	74	10	47	309
	男	1,024	4,736	11	179	7	19	99	3	3	25	7	28	128
	女	1,116	6,538	4	245	4	20	146	1	6	49	3	19	181

年別 (年底數)	性別	憲政法院		高等法院及分院			智慧財產及商業法院			地方法院		
		法官	其他人員	庭長	法官	其他人員	庭長	法官	其他人員	庭長	法官	其他人員
111年	計	10	45	68	370	1,717	4	17	120	186	1,350	8,340
	男	6	15	45	164	709	-	7	60	94	630	3,521
	女	4	30	23	206	1,008	4	10	60	92	720	4,819

說明：大法官及法官人數不包含優遇。

來源：各機關人事室(處)

Source: www.judicial.gov.tw/tw/lp-2268-1.html

1. Do you pay close attention to the gender composition of judges in your work unit?

☐ Yes ☐ No

2. Do you pay close attention to the gender composition of court presidents in your work unit?

☐ Yes ☐ No

3. Your position in the work unit:

☐ Presiding judges ☐ Non-presiding judges

Second part: gender policies in workplace

1. Does your organisation have any of the following initiatives/policies in place addressing gender equality and/or seeking to increase the number of women reaching positions of seniority?

☐ Quota setting for senior role female positions

☐ Availability of greater flexible working arrangements

☐ Leadership training for women

☐ Goal setting for senior role female positions (encouraging but not mandatory)

☐ Unconscious bias training

☐ Coaching/mentoring programmes

☐ None of the above

☐ Other: _____

2. Duration of each measure or policy implementation:

	Less than one year	More than one year but less than three years	More than three years but less than five years	More than five years	Not implemented
Quota setting for senior role female positions					
Availability of greater flexible working arrangements					
Leadership training for women					
Target setting for senior role female positions (encouraging but not mandatory)					
Unconscious bias training					
Coaching/mentoring programmes					
Other					

3. Effectiveness of each measure or policy implementation:

	Very effective	Effective	Moderately effective	Not very effective	Not effective	Not implemented
Quota setting for senior role female positions						
Availability of greater flexible working arrangements						
Leadership training for women						
Goal-setting for senior role female positions (encouraging but not mandatory)						
Unconscious bias training						
Coaching/mentoring programmes						
Other						

What else do you want us to know about other gender equality measures or policies?

Would you like to associate your organisation's name with the feedback you have provided?

☐ No ☐ Yes

☐ Other: _____

Would you like to receive a gift voucher?

Regardless of whether you select 'Yes' or 'No' below, your questionnaire data will remain completely confidential and will only be presented in statistical data. The name and address you provide will only be used for sending the gift voucher.

☐ No ☐ Yes, please fill in the contact's name and address in the 'Other' field

☐ Other: _____



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