

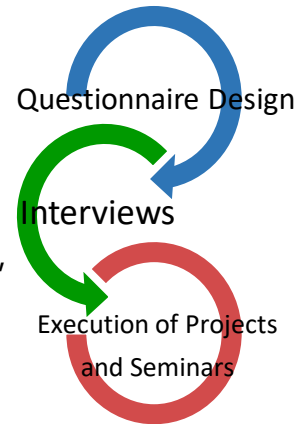
TIPO's Initiatives for Gender Equality

Chinese Taipei Aug. 1, 2023



Gender Equality Measures Implemented in APEC-Funded Projects

- 2017- “Guidelines on the Best Licensing Practices of Collective Management Organizations (CMOs) to MSMEs” - emphasizing gender participation and inclusion
 - Evaluate the extent of gender representation in copyright collective management organizations - respondents have provided gender ratios for their Board of Directors or Governors (Male 83.7%, Female 16.3%), Staff (Male 55.4%, Female 44.6%), and Management level (Male 67.6%, Female 32.4%).
 - Ensure a balanced gender representation among interviewers and encourage the interviewed organizations to include representatives of all genders for interviews, gaining a comprehensive and inclusive perspective.
- 2021- “Potential for Use of Alternative Dispute Resolution (ADR) in the Field of IPR”
 - With the development and growth of e-commerce and the digital economy, an increasing number of women are actively participating in market economic activities as online sellers, influencers, and entrepreneurs. A seminar was held to discuss the concept of IPR and alternative dispute resolution mechanisms, which help women understand, prevent, and address IPR-related disputes that may arise during their entrepreneurial journey, aiming to reduce the risks associated with business operations and promote inclusive economic participation.



World IP Day

2018 Powering Change: Women in Innovation and Creativity



2023 Women and IP: Accelerating Innovation and Creativity



Interviewing Remarkable Women in IP - Chinese Taipei



Ms. Mei-Hwa Wang
Minister
Ministry of Economic Affairs



Ms. Yuh-Ying Chang
Deputy Director General
TIPO



Ms. Ping-Lun Hu
Director, Trade Mark
Division, TIPO



Ms. Dong-Shiow Li
Deputy Director, patent
Division II, TIPO



Ms. Ching-Ling Chao
Deputy Director, patent
Division III, TIPO



Dr. Huei-Ju (Grace) Tsai
Division-Chief Judge
Intellectual Property
and Commercial Court



Dr. Joyce I-Wen Ho
Partner
TSAR & TSAI Law Firm



Dr. Grace Shao
Partner
Baker & McKenzie Law Firm



Prof. Dr. Su-Hua Lee
Faculty of Law
National Taiwan Univ.
(NTU)

Active Promotion of Gender Equality Initiatives and Relevant Legislative Amendments

- Two Annual Gender Equality Working Group Meetings
 - In 2023, the gender composition of the working group members was 43.75% male and 56.25% female.
- Revised the TIPO "Guidelines for Prevention, Investigation, and Discipline of Sexual Harassment" on March 8, 2023
 - ✓ Revised the composition of the "Sexual Harassment Complaint Review Committee" to include not only assigned staff members but also the possibility of appointing external social justice professionals or expert scholars
 - ✓ Introduced the "Procedures for Handling Sexual Harassment Cases Involving Superiors under the Act of Gender Equality in Employment"
 - ✓ Included remedies and procedures applicable to individuals covered by or subject to the Civil Servant Protection Act.



Gender Equality at the Taiwan Innotech Expo (TIE)

Gender-friendly Designs

- The evaluation considers the inclusion of gender-friendly functionalities or contributions to gender equality, accounting for 5% of the total score.

Encouraging Female Participation:

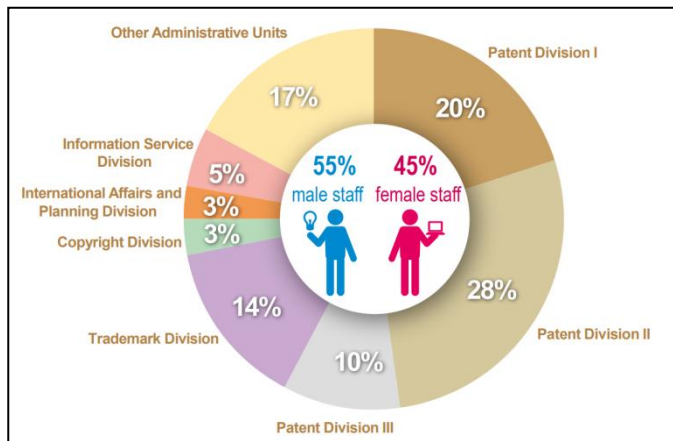
- Exhibition teams that include female participants will be awarded an additional 2 points in the overall score during the written evaluation process.



Promoting Women's Participation in the IP Field

TIPO Female Employees

- As of 2022, female employees constitute 45% of the workforce.



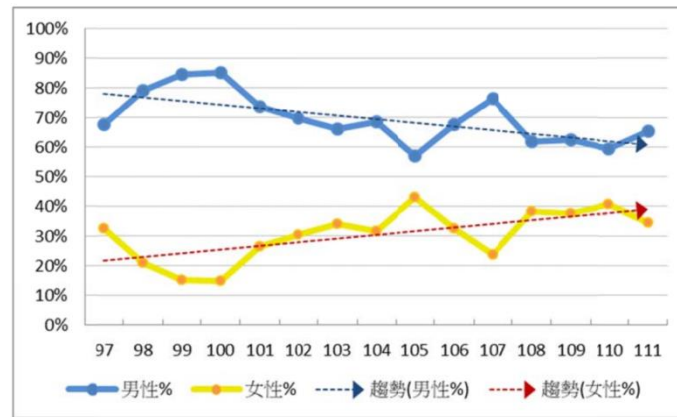
Gender Equality Advocacy Posters

- Highlighting the message "Break Gender Stereotypes in the Workplace"



Growing Number of Female Patent Attorneys

- Despite statistics indicating that women account for only 1/3 of engineering graduates, there has been a steady rise in the number of female patent attorneys, leading to a gradual reduction in gender disparity.



Asia-Pacific
Economic Cooperation

Advancing Free Trade
for Asia-Pacific Prosperity

The TIPO official website features a dedicated section on gender equality



🏠 首頁 / 公開資訊 / 性別平等專區

性別平等專區 Dedicated Section on Gender Equality



1. 性別平等機制運作 Operation of Gender Equality Measures

2. 性別影響評估 Gender Impact Assessment

3. 性別統計及性別分析 Gender Statistics and Analyses


4. CEDAW訓練教材及性別意識培力教材等 CEDAW

5. 性騷擾防治與申訴 Prevention and Complaint Mechanisms for Sexual Harassment

6. 相關網站連結 Relevant Websites

7. 其他性平事項 Other Matters Regarding Gender Equality



A nighttime photograph of the Taipei skyline. The Taipei 101 tower is the central focus, illuminated with green lights and a bright orange light at its spire. Other skyscrapers are lit up in various colors like yellow, red, and white. The sky is a mix of dark blue and orange from the sunset. The text "Thank you for your attention!" is overlaid in white in the upper right quadrant.

Thank you for your attention!