**Disability:IN Global Directory**

**Taiwan**

Disability Definition

According to the Taiwan [People with Disabilities Rights Protection Act](https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0050046), a person with a disability is defined as "those who with the following deviation or loss resulting from physical or mental impairments, are limited or restricted to be engaged in the ordinary living activities and participation in the society.”

The following are listed as categories that PwD can be issued into:

1. Mental Functions & Structures of the Nervous System;
2. Sensory Functions & Pain；The Eye, Ear and Related Structures;
3. Functions & Structures of/involved in Voice and Speech;
4. Functions & Structures of/related to the Cardiovascular, Haematological, Immunological and Respiratory Systems;
5. Functions & Structures of/related to the Digestive, Metabolic and Endocrine Systems;
6. Functions & Structures of/related to the Genitourinary and Reproductive Systems;
7. Neuromusculoskeletal and Movement related Functions & Structures;
8. Functions & Related Structures of the Skin.

Legislation

The [People with Disabilities Rights Protection Act](https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0050046) (amended in 2021) aims to “protect the legal rights and interests of people with disabilities, secure their equal opportunity to participate in social, political, economical, and cultural activities fairly, while contributing to their independence and development.”

Taiwan adopted the [UN Convention on the Rights of Persons with Disabilities](https://www.bing.com/ck/a?!&&p=bca3bd9be0dc01dfJmltdHM9MTcwMTMwMjQwMCZpZ3VpZD0xY2RkNjM5Mi0xM2E0LTZmOWEtMTk3YS02ZDg3MTIwYzZlYmQmaW5zaWQ9NTIwOA&ptn=3&ver=2&hsh=3&fclid=1cdd6392-13a4-6f9a-197a-6d87120c6ebd&psq=UN+Convention+on+the+Rights+of+Persons+with+Disabilities&u=a1aHR0cHM6Ly93d3cub2hjaHIub3JnL2VuL2luc3RydW1lbnRzLW1lY2hhbmlzbXMvaW5zdHJ1bWVudHMvY29udmVudGlvbi1yaWdodHMtcGVyc29ucy1kaXNhYmlsaXRpZXM&ntb=1) in 2006.

Employer Requirements

The [People with Disabilities Rights Protection Act](https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0050046) requires that in “Any given private school, association, or private business agency/organization/institution whose total number of employees is no less than 67 shall employ people with disabilities with capability to work and the number of employees with disabilities shall be no less than 1 percent of the total number of the employees, and no less than 1 person.”

Additionally, “any given government department (agency/organization) of individual levels, public school, or public business agency/organization/institution whose total number of employees is no less than 34 shall employ people with disabilities with capability to work and the number of employees with disabilities shall be no less than 3 percent of the total number of the employees.”

Failure to do so will subject the employer to contribution to the Disabled Employment Funds. The contribution amount is based on the required number of unemployed disabled multiplied by the statutory monthly minimum wage.

Accessibility Requirements

In 2017, Taiwan adopted a derivative of the WCAG 2.0 web accessibility guidelines for the public sector. The details can be accessed on the [National Communications Commission website](https://www.handicap-free.nat.gov.tw/Download/Detail/1418?Category=28).

The Taiwan Accessibility Building Code, amended in 2008, aims to improve public accessibility for people with disabilities, but fails to emphasize the need for access to outdoor facilities.

Reference: [TAIWAN: Advocates work for accessible trails (archive.org)](https://web.archive.org/web/20171107005303/http:/www.americantrails.org/resources/accessible/Taiwan-accessible-parks-trails.html)

Cultural Norms

“In Taiwan, the cultural attitudes towards disability are generally positive. People with disabilities are often seen as brave and determined, and there is a strong emphasis on education and integration. In recent years, there has been a growing awareness of disability rights and a push for more accessibility in public spaces.

However, there is still some stigma surrounding disability in Taiwan. People with disabilities may face discrimination in the workplace or in education, and there is a lack of understanding about the challenges they face on a daily basis.”

Reference: [Taiwan - Disability - Expat Focus](https://www.expatfocus.com/taiwan/guide/taiwan-disability)

Insights

According to [a 2021 article](https://international.thenewslens.com/article/148477) that cited the Ministry of Health, “there are 1,198,358 people with disabilities in Taiwan — approximately 5% of the population.”

In 2019, approximately 5.03% (or 1,186,740) people in Taiwan were registered as having a disability.

Reference: [Implementation-of-the-CRPD-Second-Report-Submitted-under-Article-35-of-the-Convention-Attachment.pdf (roc-taiwan.org)](https://www.roc-taiwan.org/uploads/sites/75/2021/08/Implementation-of-the-CRPD-Second-Report-Submitted-under-Article-35-of-the-Convention-Attachment.pdf)

Supplier Diversity

Certification is in place for women-owned business enterprises ([WeConnect](https://www.bing.com/ck/a?!&&p=c40aadb99c17da3fJmltdHM9MTcwMTMwMjQwMCZpZ3VpZD0xY2RkNjM5Mi0xM2E0LTZmOWEtMTk3YS02ZDg3MTIwYzZlYmQmaW5zaWQ9NTE5OQ&ptn=3&ver=2&hsh=3&fclid=1cdd6392-13a4-6f9a-197a-6d87120c6ebd&psq=weconnect+taiwan&u=a1aHR0cHM6Ly93ZWNvbm5lY3RpbnRlcm5hdGlvbmFsLm9yZy9hc2lhLXBhY2lmaWMvY2hpbmEv&ntb=1)).

Identified for expansion phase of the [Out and Equal Global Network](https://www.bing.com/ck/a?!&&p=e33ce6c9a5dfb0b3JmltdHM9MTcwMTMwMjQwMCZpZ3VpZD0xY2RkNjM5Mi0xM2E0LTZmOWEtMTk3YS02ZDg3MTIwYzZlYmQmaW5zaWQ9NTIyNg&ptn=3&ver=2&hsh=3&fclid=1cdd6392-13a4-6f9a-197a-6d87120c6ebd&psq=Out+and+Equal+Global+Network+taiwan&u=a1aHR0cHM6Ly9vdXRhbmRlcXVhbC5vcmcvZ2xvYmFsLw&ntb=1).

Talent Sourcing Resources

[Comprehensive Government Employment Services Site](https://www.wda.gov.tw/en/Content_List.aspx?n=FDF63428463757B9).

[Taipei City Foreign and Disabled Labor Office](https://english.bola.gov.taipei/News_Content.aspx?n=985BFD868364D2CE&sms=E6EE26B94159F4D3&s=616F411D99C67EB7) provides preparation for employment and assistance with supported and sheltered employment models.

Additional Resources

[Taiwan Access for All Association](https://twaccess4all.wordpress.com/) is a cross-disability organization in Taipei, Taiwan that advocates for individuals with disabilities to “live, learn, work, and enjoy accessible life in the communities.”

The [World Blind Union](http://www.worldblindunion.org/en/).

References

[CRPD Website](https://www.humanrights.moj.gov.tw/17998/17999/18017/18021/) of the Taiwan Government.

NGOs

Additional content coming soon.