



Times Higher Education  
**Impact Rankings**

**SDG**

**5**

Gender Equality



## SDG 5.2.1 Proportion of women first-generation

### Number of women starting a degree

Number of women enrolled in bachelor's programs in 2022: 541. Master's programs: 324 students; Doctoral programs: 30 students; a total of 895 students. This number accounts for 45.59% of the number of those enrolled in 2022, as shown in Figure 1:

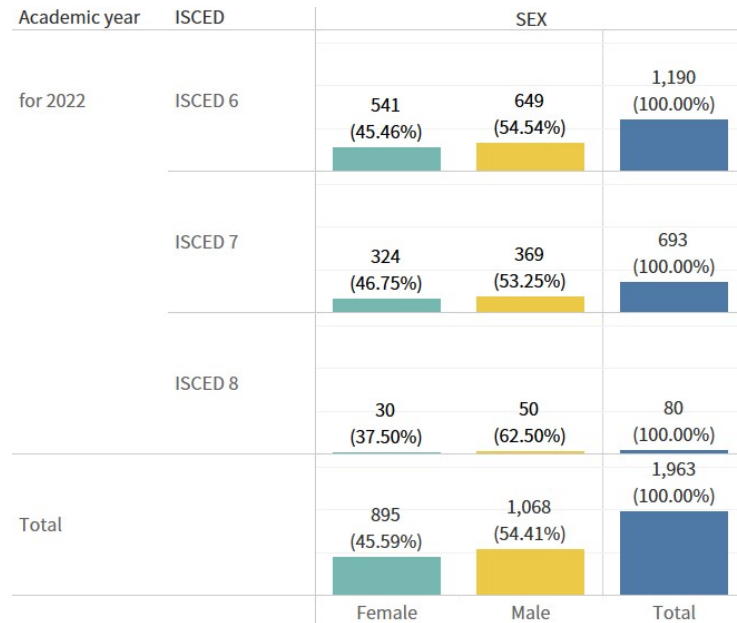


Figure 1. Number of NCUE female students enrolled in 2022

### Number of first-generation women starting a degree

Among the bachelor students enrolled in 2022, 120 are first-generation female students. Female students accounted for 43.17% of the number of first-generation students (278 people) who are receiving a degree in NCUE, as shown in Figure 2 and Table 1:

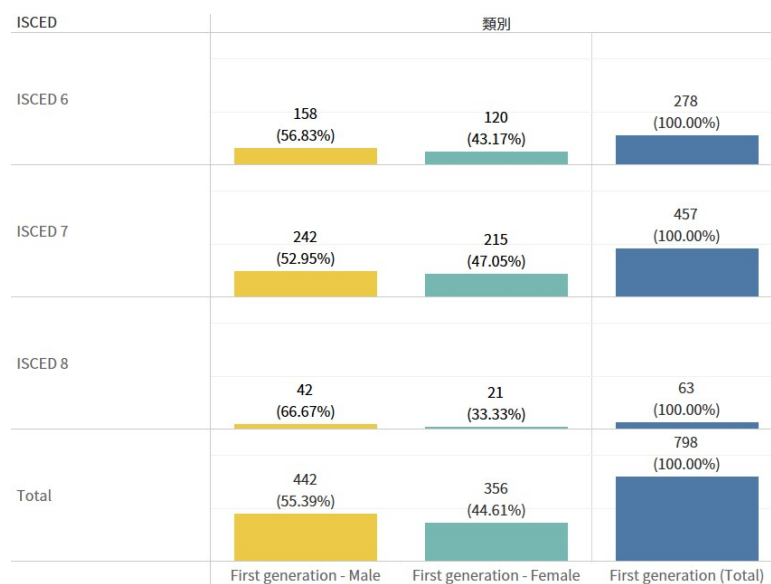


Figure 2. Number of NCUE first-generation graduates in 2022 (female)

Table 1. Number of NCUE first-generation graduates in 2022 (female)

<b>School system</b>	<b>Number of first-generation students</b>	<b>Number of first-generation students (female)</b>	<b>Number of first-year students</b>
Bachelor's programs	278	120	1,190
Master's programs	457	215	693
Doctoral programs	63	21	80
Total	798	356	1,963

### SDG 5.3.1 Tracking access measures

In addition, NCUE regularly tracks and counts the number of female students who take leave owing to pregnancy. In 2022, 26 female day-time school students took a leave owing to their pregnancy or children (parenting), accounting for 0.8% of the total female students (3,327) as shown in Table 1:

Table 1. Number of female students who dropped out of school due to pregnancy in 2022

School system category	No. of students
Bachelor's	0
Master's	19
Doctoral	7
Total	26

NCUE provides active assistance for students who suspend their schooling and have not returned to school in the same year of being pregnant or raising children. We take the initiative to remind students of the deadline for resuming school and provide assistance for the renewal of their leave, to prevent students who are pregnant or have children from dropping out because they do not return to school in time. In addition, we make use of school or social resources to assist pregnant students with childcare needs after childbirth or students raising their children, hoping to assist them in completing their studies.

The number of female students enrolled in the first-year bachelor's programs in 2021 is 581 (A), and that in the second-year bachelor's programs in 2022 is 570 (B). The school stability rate (%) (C) of female students in the previous year was 98.1%, which is higher than the overall stability rate of 95.17% of school attendance below the bachelor's degree. In addition, the stability rate of school attendance below the bachelor's degree is the 15th in ranking among 158 colleges and universities across the country. Ranked 13th among 33 public colleges and universities nationwide (referring to the calculation method of "16. Stability rate of school attendance below the bachelor's degree" on the information disclosure platform of colleges and universities of the Ministry of Education:  $C = B/A$ ). For related information, please refer to the website of the Registration Section of the Academic Affairs Office: <https://reurl.cc/RyDlIrlr>.

### **SDG 5.3.2 Policy for women applications and entry**

NCUE has established “National Changhua University of Education Gender Regulations of Gender Equity Education.” Article 5 clearly stipulates that the appointment, acceptance, and permission of enrollment for school personnel shall not differ based on gender or sexual orientation. For the contents of the regulations, please refer to the following: Annex 4.3.5A.

The parent law of this law is the Gender Equity Education Act of the Ministry of Education Article 13. For the English version of the website, please refer to the following:

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>.

Establishment of policy: 2004

Policy review: 2018

NCUE’s rewards, punishments and welfare, and admissions and school enrollment for each school system are all non-discriminatory in terms of gender, gender traits, gender identity, or sexual orientation. In addition, to encourage women to apply for, enroll, and participate in NCUE, we fully protect the rights and interests of students who are pregnant, having childbirth, or raising children under the age of three, as stated in the self-administered enrollment guide. We also clearly stipulate that any violation of the principle of gender equality can be appealed. Please refer to Annex 5.3.2A - NCUE’s 2022 master’s program application guide.

### SDG 5.3.3 Women's access schemes

1. NCUE has established the National Changhua University of Education Guidance and Counseling Department Gender Research Award and Scholarship Method. This award is given to those who engage in research on related topics such as gender, gay equality education, emotional education with gender equality awareness, and sex education. When the research is entrusted or subsidized by the Ministry of Science and Technology, the Ministry of Education, or other government agencies, and the administrative fees have been included, and the case closure report has been paid, each case will receive a subsidy of NT\$30,000. In addition, scholarships are set up for students with minority genders to apply, and scholarships for gender equality credit program are provided. The first place is awarded NT\$10,000; the second place, NT\$8,000; and the third place, NT\$5,000. Please refer to the scholarship website:

[http://gc.ncue.edu.tw/redirect\\_news.php?file\\_no=14&new\\_no=1615966579&file\\_num=1&action=view\\_file](http://gc.ncue.edu.tw/redirect_news.php?file_no=14&new_no=1615966579&file_num=1&action=view_file).

2. NCUE has a number of enrollment awards. The total number of awards in 2022 was 637, of which 445 (69.85%) were women, an increase of 3.17% from 66.38% in 2021, as shown in Figure 1:

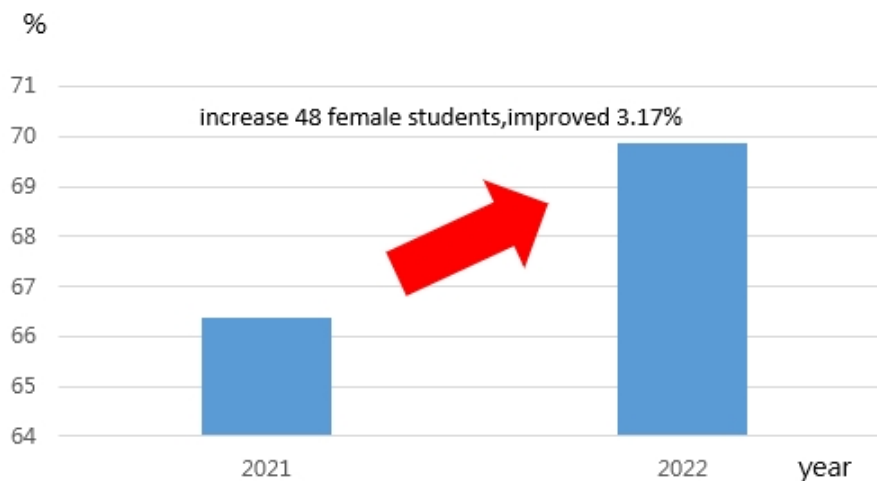


Figure 1. The number of admission bonuses and scholarships received by NCUE female students in 2022 increased by 3.17%

3. In 2022, the number of mandatory and optional gender studies-related courses offered by each department (including physical education), teacher training center, and general education center was 130, with a total credits of 289. The number of students taking the course is 3,705 (the instructor shall select Gender Education or Integrative Issues: Gender Equality by themselves when setting up the course). We provide sufficient and diverse gender-friendly curriculum resources to promote the learning and research of our students.

4. The College of Extension Education of NCUE, in collaboration with the Changhua County Government and the Industrial Development & Investment Promotion Committee of Changhua County, launched the “She College - Training Course for Female Elite Leaders” in 2022. With a

female point of view, the series of courses are integrated with “Strategic Management,” “Business Trends,” “Leadership Management,” and “Female Leaders’ Summit” to train female leaders with diversified visions and decision-making and management skills in the post-pandemic era. Forty-seven female leaders were enrolled in the program, with an addition of 12 (up 34.28%) compared to the 35 in 2021. Most of them are leaders of social organizations, corporate leaders or their spouses, and second-generation elites. They belong to a variety of industries, including metals, plastics, cosmetics, food, and other manufacturing, wholesale, and retail industries. It is hoped that this program will facilitate female students’ learning and training at NCUE, as shown in Figure 2 and Figure 3:



Figure 2. NCUE College of Extension Education offers the “Women Academy – Training Course for Female Elite Leaders” program for female students

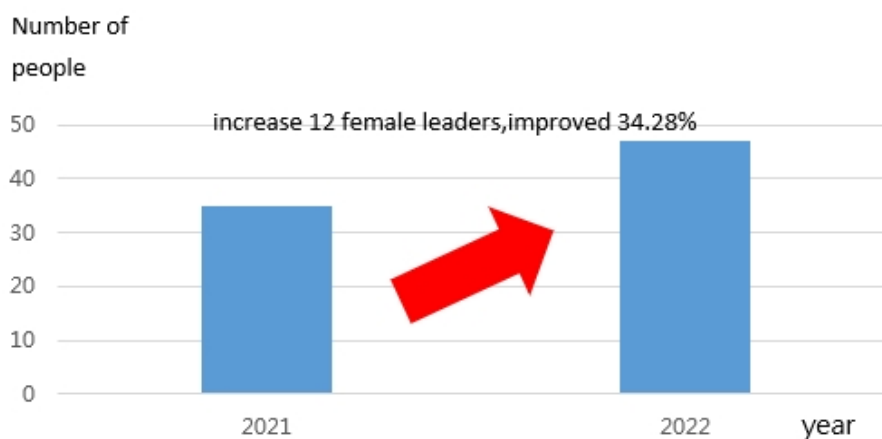


Figure 3. For NCUE’s women access programs, the number of admissions of female students in 2022 increased by 34.28% compared with 2021

- In 2022, Professor Shu-Chu Chao of the Department of Guidance and Counseling at NCUE invited faculty members who offer courses related to gender equality education in the institution and external gender equality education scholars to form a consensus workshop on the integration of gender equality education into the curriculum of the university for teacher training. The participating faculty members included the following: Associate Professor Heng-Chang Chi of

Department of Geography, Professor Ya-Hui Hung of Department of Special Education, Assistant Professor Yi-Ping Cheng of Department of Public Affairs and Civic Education, and Professor Chien-Lung Lin of Department of Physics. The aim is to develop and provide more resources related to gender-friendly and women's access programs, as shown in Figure 4:



Figure 4. Professor Shu-Chu Chao from NCUE Department of Guidance and Counseling has set up a workshop together with other teachers, which discusses women's access programs, including mentoring, scholarships, or other rules

Please refer to Annex 5.3.3A - The school held a related briefing to explain its women's admissions plan, including guidance, scholarships, and other regulations.



### **SDG 5.3.4 Women's application in underrepresented subjects**

1. NCUE has established the National Changhua University of Education Guidance and Counseling Department Gender Research Award and Scholarship Method. This award goes to someone in this department who engages in research on related topics such as gender research, gay equality education, emotional education with gender equality awareness, or sex education. When this research is entrusted or subsidized by the Ministry of Science and Technology, the Ministry of Education or other government agencies, and the administrative fees have been included, and the case closure report has been paid, each case will receive a subsidy of NT\$30,000. In addition, scholarships are set up for students with minority genders to apply, and scholarships for gender equality credit program are provided. The first place is awarded NT\$10,000, the second place NT\$8,000, and the third place NT\$5,000. Please refer to the scholarship website:  
[http://gc.ncue.edu.tw/redirect\\_news.php?file\\_no=14&new\\_no=1615966579&file\\_num=1&action=view\\_file](http://gc.ncue.edu.tw/redirect_news.php?file_no=14&new_no=1615966579&file_num=1&action=view_file).

2. NCUE expressly stipulates in Article 3 of the “Promoting Gender Equality Education Reward Measures” to encourage the establishment of gender equality education courses. Those who promote gender equality education through the following methods in the previous two years to enhance the substantive equality of gender status, eliminate gender discrimination, safeguard human dignity, and cultivate and establish educational resources and environments for gender equality may be rewarded in accordance with these measures: Engage in or participate in the following activities related to gender education, gender research, gay education, emotional education, sex education, multiculturalism, and other related topics: (1)Projects – those who have received subsidies from the National Science Council or the Ministry of Education. (2)Research – Achievements published in TSSCI or SSCI or journals reviewed by peers and recognized by professional departments. (3)Teaching – Teaching appraisal has an average score of 4.25 or better. (4)Research and development of teaching materials – officially published. Please refer to the school's incentives for promoting gender equality education:  
<https://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E7%8D%8E%E5%8B%B5%E8%BE%A6%E6%B3%95.pdf>.

The winner of the 2022 Gender Equality Education Award, Professor Yi-Han Wang (female) of the Department of Guidance and Counseling, was presented with the award by NCUE's Gender Equality Education Committee, and was offered an opportunity to give a lecture as a way of praising her, as shown in Figure 1:



Figure 1. Professor Yi-Han Wang (female) from the Department of Guidance and Counseling has won the NCUE Education Award for Gender Equality in 2022

3. In addition, we have incorporated school and local characteristics in developing innovative measures to promote gender equality policies and participation in community gender equality education. We assist neighbouring local governments or schools up to senior high school to promote gender equality. 8 people in NCUE are included in the Changhua County Government's Gender Talent Pool, an addition of 1 participant (14.28%) compared to 2021. In 2022, the school's Talent Pool personnel, the school's Community Psychological Counseling and Potential Development Center, and the service clubs of the Rural Service Team and the Mountain Service Team, all assisted neighbouring local governments or schools up to senior high school to promote gender equality for a total of 57 sessions, an increase of 8 sessions (16.32%) from 49 in 2021. The total number of attendees was 3,781, indicating an increase of 257 (7.29%) from 3,524 in 2021, as shown in Figure 2 and Figure 3.



Figure 2. NCUE has been engaging in long-term collaboration with the local government or below senior high schools in Changhua County to promote gender equality education

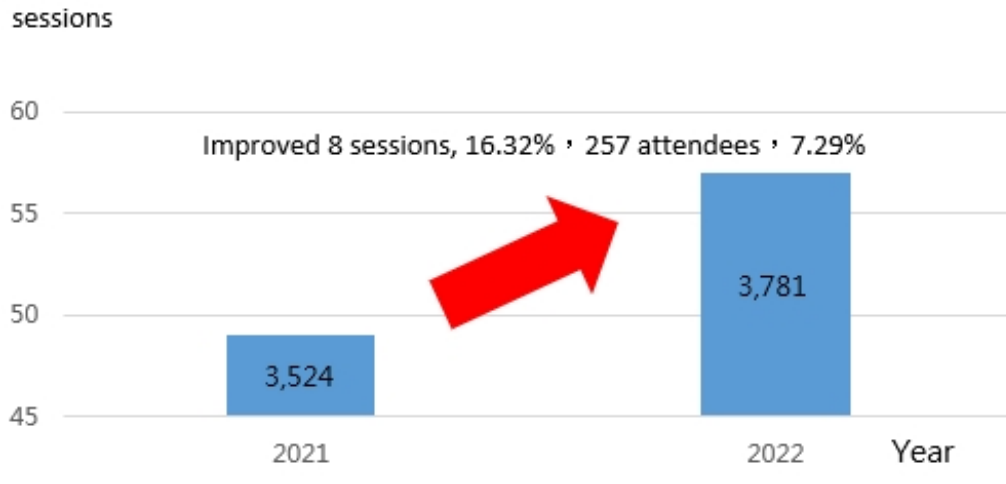


Figure 3. NCUE provided support for nearby local governments, senior high schools, or below in 2022. The number of staff and sessions related to gender equality education increased by 16.32%

4. In 2022, NCUE continued to join the partner schools in the “Gender Mainstreaming Resource Center for Universities/Colleges” project entrusted by the Ministry of Education to National Taiwan University. There were a total of 12 partner schools including National Taiwan University, Chung Shan Medical University, Kaohsiung Medical University, and Hsing Wu University. These institutions have worked together to promote gender mainstreaming in their respective schools. The project conducts gender statistics, gender analysis, gender budgeting, gender training, and gender mainstreaming processes to gather the experiences of partner schools to serve as a reference for the Ministry of Education to set up gender mainstreaming resource centers in universities/colleges in the future. NCUE’s Vice Presidents are also actively involved in the gender training program and are committed to working with authorities and other universities to promote gender mainstreaming and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).



Figure 4. NCUE has cooperated with 12 colleges and universities, including National Taiwan University, Chung Shan Medical University, Kaohsiung Medical

University, and Hsing Wu University, and has become a partner school in promoting gender mainstreaming on campus



Figure 5. On May 12, 2022, National Taiwan University was commissioned by the Ministry of Education in organizing the project “Gender Mainstreaming Resource Centers in Universities/Colleges”, and NCUE was a partner school. During the meeting, NCUE shared the experience in the gender mainstreaming pilot project

5. In 2022, NCUE’s faculty members were involved in 8 gender equity-related projects of the Ministry of Science and Technology and entities other than the Ministry of Science and Technology. An increase of 2 projects (33.33%) compared with 2021. These projects included: 2022 Emotional Education and Self-Protection Topics for Young Women with Mild Intellectual Disabilities – Development of Digital and Autonomous Learning course lectured by Professor Chien-Hui Lin of the Department of Special Education, 2022 Development of Gender Equality Education Curriculum Teaching and Promotion of Strategy Research Plan – See, Learn, and Act on Gender Diversity Issues on Campus lectured by Professor Shu-Chu Chao from the NCUE Department of Guidance and Counseling, Consensus Workshop Commissioning Plan for Incorporating Gender Equality Education Curriculum in Teacher Training in Universities lectured by Professor Heng-Chang Chi of the Department of Geography Professor and Professor Shu-Chu Chao from Department of Guidance and Counseling, 2022 Sexual Harassment or Sexual Abuse Perpetrator Prevention Education and Training Course and Training Program for Prevention Education Professionals lectured by Professor Chin-Yen Chen of the Department of Guidance and Counseling and Assistant Professor Shu-Hua Lin, cooperating with other universities, government institutions, and academic institution to achieve comprehensive and cross-disciplinary research.

Please refer to Annex 5.3.4A, the cooperation between NCUE and other universities, community groups, and government or non-governmental organizations in regional or national campaigns.

## SDG 5.4.1 Proportion of senior female academics

### Number of senior academic staff

A total of 198 people accounts for 34% of the total number of female senior academic staff members, which increased by 0.43% compared to the 33.57% in 2021, as shown in Table 1, Table 2, and Figure 1:

Table 1. Number of NCUE senior academic staff (2022)

Number of senior academic staff members (2022)	Full-time teachers	Part-time teachers
Professors	188	41
Associate professors	103	19
Assistant professors	70	79
Lecturers	6	75
Total number	367	214
Total	581	

Table 2. Number of NCUE female senior academic staff (2022)

Number of female senior academic staff members (2022)	Full-time teachers (gender proportion)	Part-time teachers (gender proportion)
Professors	58 (30.8%)	5 (12.1%)
Associate professors	35 (33.9%)	3 (15.7%)
Assistant professors	24 (34.2%)	29 (36.7%)
Lecturers	3 (50%)	41 (54.6%)
Total number	120 (32.6%)	78 (36.4%)
Total	198 (34%)	

### Number of female senior academic staff

In 2021, NCUE joined the partner schools in the “Gender Mainstreaming Resource Center for Universities/Colleges” project entrusted by the Ministry of Education to National Taiwan University. The institution has since begun to conduct gender statistics analysis within the university and found that the number of female senior academics accounts for 33.75% of the university relative to the total. The external gender expert also recommended that the university conduct gender statistics analysis of the faculty members in each department and examine the gender trends of faculty retirement through a review of the university’s school reports to study the possibility of affirmative action for future teacher recruitment. The total number of female senior academic staff members increased by 9 in 2022 from 189 in 2021, that is, a rise of 4.8%.

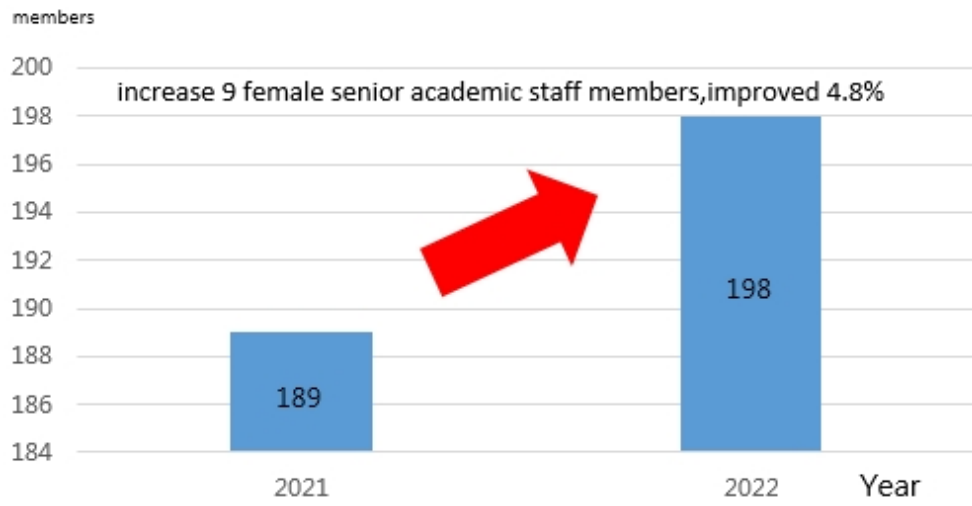


Figure 1. The number of NCUE female senior academic staff increased by 4.8% in 2022

## SDG 5.5.1 Proportion of female degrees awarded

### Number of graduates: Total

- Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences):  
Total of 2,016 graduates in 2022, as shown in Figure 1:

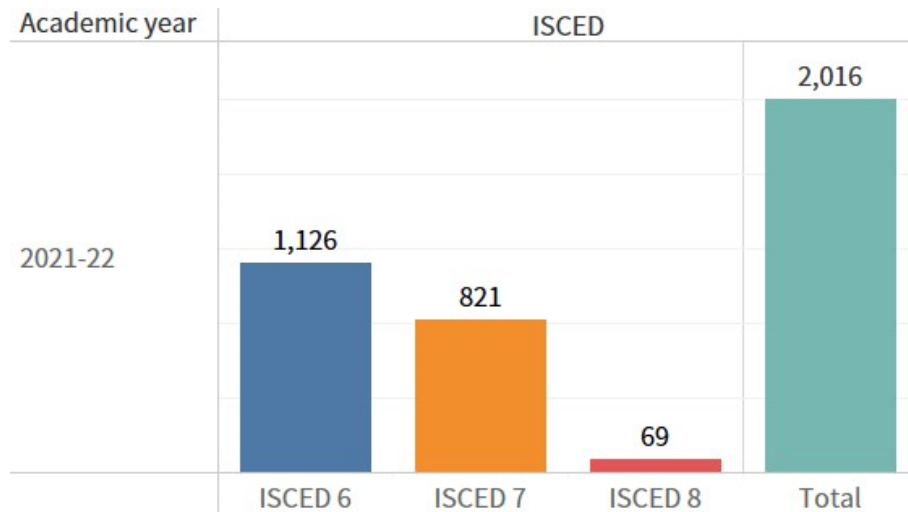


Figure 1. Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences) in 2022

### Each subject area is defined as follows:

**Medicine:** Graduates of Guidance counseling, special education, rehabilitation counseling, sports, and sports and fitness.

**STEM:** Graduates of science and technology degrees other than the aforementioned.

**Arts and Humanities / Social Sciences:** Graduates of degrees other than the aforementioned.

- Number of male/female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences) in 2022, as shown in Figure 2:

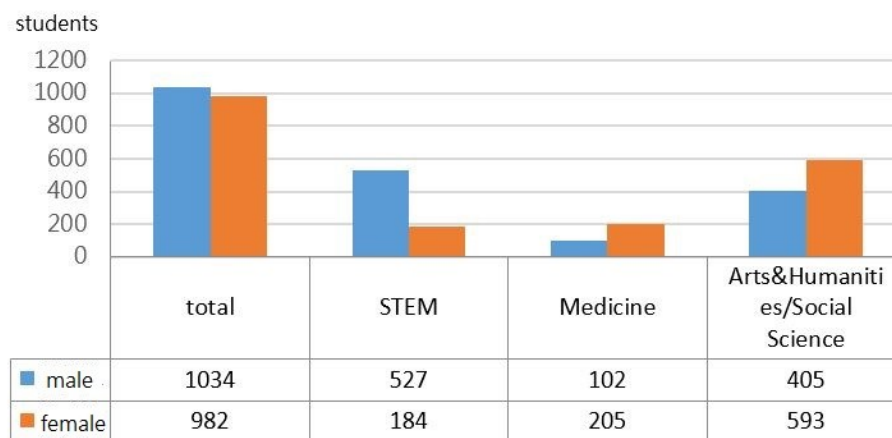


Figure 2. Number of male/female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences) in 2022

## Number of graduates by subject area: Total

### 1. Number of graduates: STEM:

711 graduates in 2022, as shown in Figure 3.

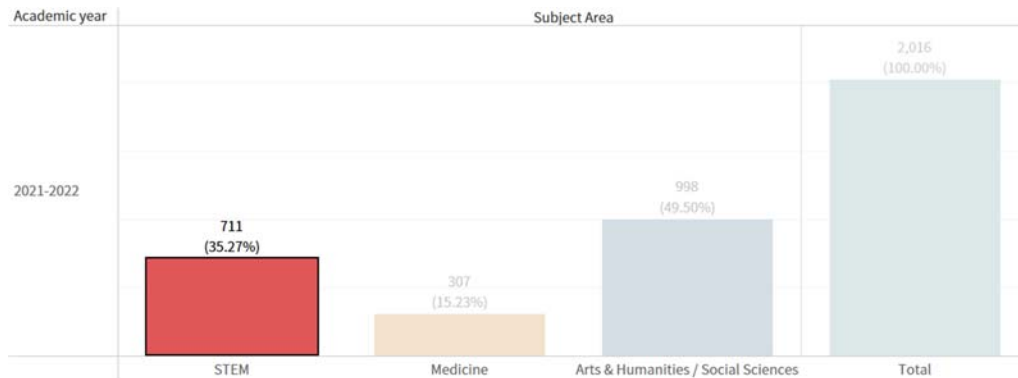


Figure 3. Total graduates by subject area (STEM)

### 2. Number of graduates: Medicine:

307 graduates in 2022, as shown in Figure 4.

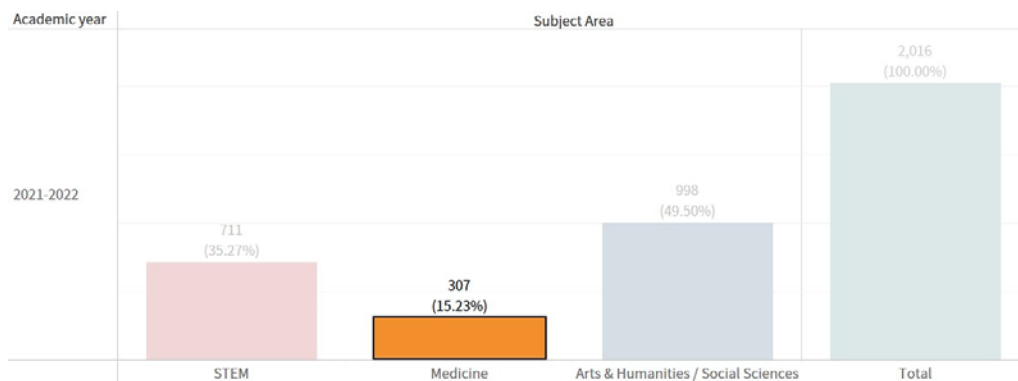


Figure 4. Number of graduates by subject area (Medicine)

### 3. Number of graduates: Arts & Humanities / Social Sciences:

998 graduates in 2022, as shown in Figure 5.

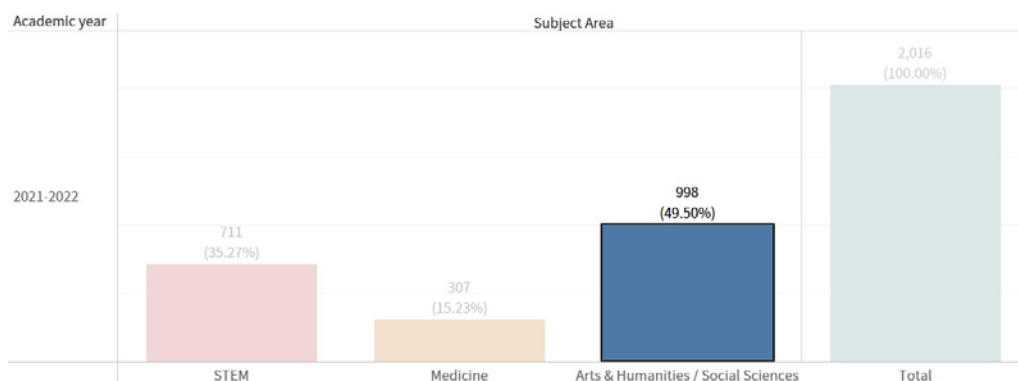


Figure 5. Number of graduates by subject area (Arts & Humanities / Social Sciences)



### Number of female graduates by subject area: Total

982 graduates in 2022, as shown in Figure 6.

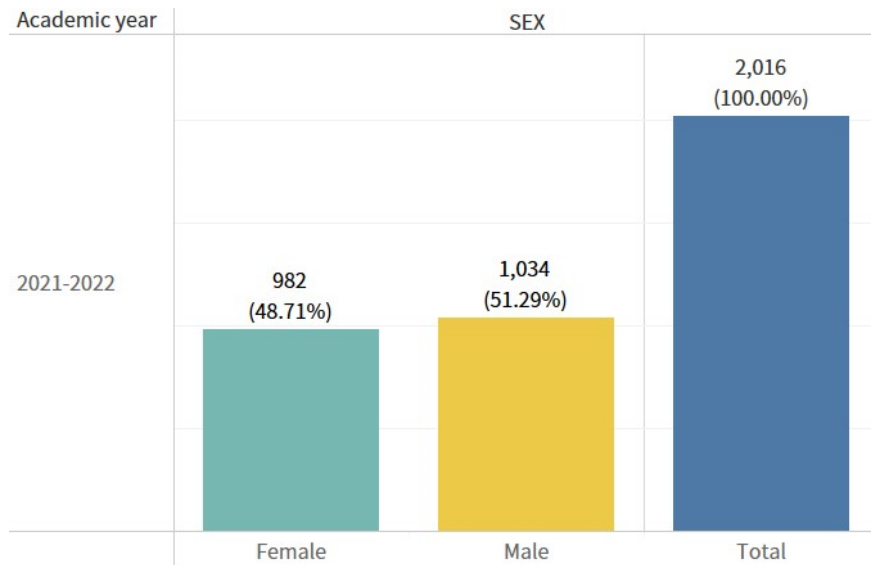


Figure 6. Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences)

#### 1. Number of female graduates: STEM:

184 graduates in 2022, which increased by 16 graduates (9.52%) compared to the 168 graduates in 2021, as shown in Figure 7.

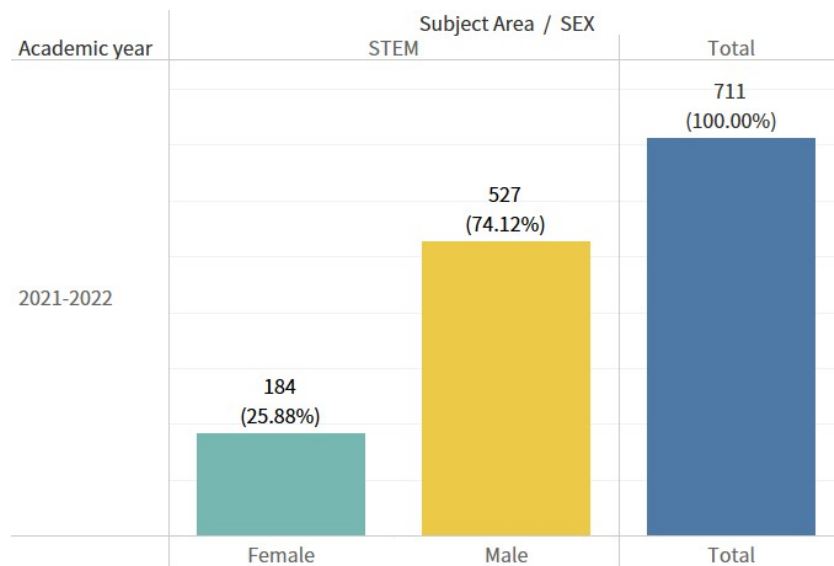


Figure 7. A total of 184 female graduates by subject area (STEM)

2. Number of female graduates: Medicine:

205 graduates in 2022, as shown in Figure 8.



Figure 8. Number of female graduates by subject area (Medicine)

3. Number of female graduates: Arts & Humanities / Social Sciences:

593 graduates in 2022, as shown in Figure 9.

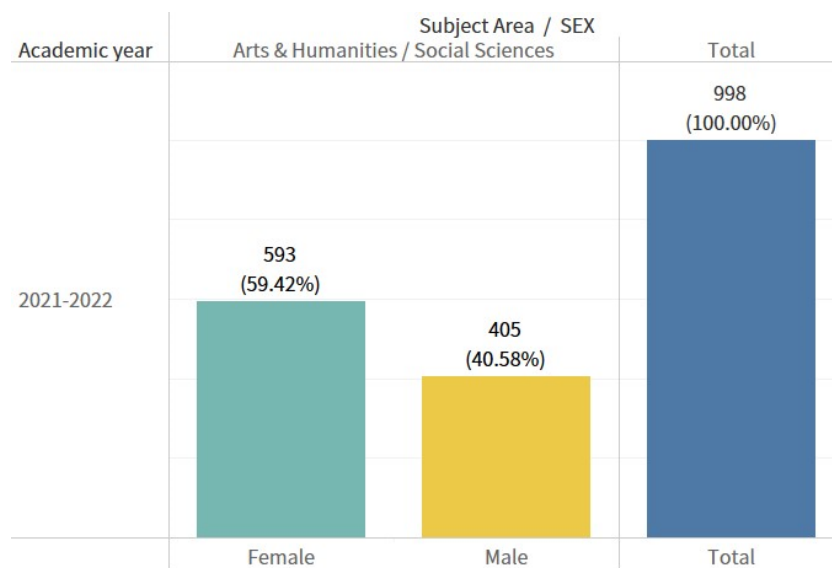


Figure 9. Number of female graduates by subject area (Arts & Humanities / Social Sciences)

## SDG 5.6.1 Policy of non-discrimination against women

1. NCUE has established “National Changhua University of Education Gender Regulations of Gender Equity Education.” Article 5 clearly stipulates that the appointment, acceptance, and permission of enrollment for school personnel shall not differ based on gender or sexual orientation. For the contents of the regulations, please refer to the following: Annex 4.3.5A.

The parent law of this law is the Gender Equity Education Act of the Ministry of Education Article 13. For the English version of the website, please refer to the following:

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>.

Establishment of policy: 2004

Policy review: 2018

2. In accordance with the provisions of Article 6 of NCUE’s Regulations on the Implementation of Gender Equality Education, the Personnel Department holds new personnel training and on-the-job training courses for faculty and staff, in which content on gender equality education should be included. Every year, the faculty and staff are required to participate in training on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). NCUE’s faculty, staff, and students participated in a total of 82 sessions of Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) online or physical training in 2022, an increase of 19 sessions (up 30.1%) compared with the 63 session in 2021. There were a total of 1,134 participants, an increase of 87 participants (8.3%) compared to the 1,047 participants in 2021, as shown in Figures 1-4.

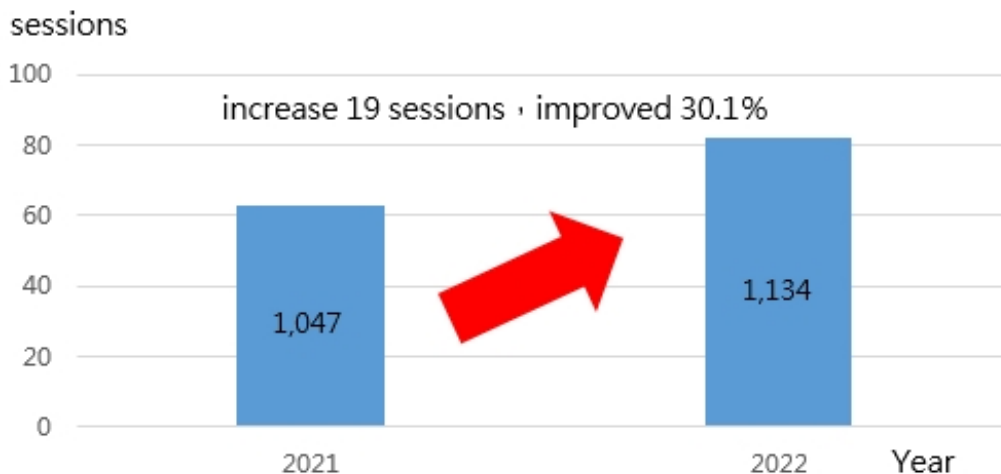


Figure 1. The number of NCUE faculty, staff, and students participating in CEDAW - related training lectures in 2022 grew by 30.1%



Figure 2. On April 13, 2022, NCUE invited Hsiao-Chin Hsieh, the Professor of the Center for General Education and Institute of Learning Science and Technology in Tsinghua College, National Tsinghua University, to share experiences in the online lecture: Gender Mainstreaming Education and Administration. President Ming-Fei Chen, Vice President Chien-Hui Lin, Chief Secretary Mei-Chun Wen, and the first and second-level managers in NCUE to jointly participate in the project, in order to promote gender mainstreaming, and plan actions such as legislation, policies and programs. Relevant actions in all areas and all work levels for men and women correspond to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). There were 143 faculty, staff, and students in NCUE who participated enthusiastically



Figure 3. On December 6, 2022, in response to the International Day to End Violence Against Women, and the White Ribbon movement, NCUE provided short films including My AI Lover, Non-Existent Voice, and The Third Nipple War in cooperation with the Taiwan International Women's Film Festival, which invited Shu-Ching Chuang, director of the Taiwan Gender Equality Education Association, to hold a post-screening seminar



Figure 4. NCUE has formulated a policy of non-discrimination against women. It has introduced and presented the works of female directors at home and abroad, so as to present to the audience the situation of women in various countries around the world, and eliminate all forms of discrimination against women, so as to create a friendly environment that respects gender diversity and individual differences. NCUE's faculty, staff, and students participated enthusiastically, with a total of 149 participants

Please refer to attachment Annex 5.6.1A for the school's faculty and staff participation in gender equality study and training, in response to the school's policy of non-discrimination against women.

## SDG 5.6.2 Non-discrimination policies for transgender

1. NCUE has established the National Changhua University of Education Gender Regulations of Gender Equity Education. Article 3 states as follows: The school respects the gender characteristics and sexual orientation of students, faculty, and staff, and does not give differential treatment in teaching, activities, evaluation, rewards and punishments, welfare, and services based on the gender or sexual orientation of students. Article 4 also stipulates that the school shall actively provide assistance to students who are disadvantaged owing to their gender or sexual orientation to improve their situation. For the contents of the regulations, please refer to Annex 4.3.5A.

The parent law of this law is the Gender Equity Education Act, Articles 13 and 14 of the Ministry of Education. For the English version of the website, please refer to

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>

Establishment of policy: 2004

Policy review: 2018

2. NCUE's Gender Equality Education Committee organized transgender non-discrimination seminars and lectures in cooperation with the gender club: Gender Queer. A total of 18 lectures were held in 2022, which added 5 lectures (38.5%) compared to the 13 lectures in 2021. There were a total of 284 participants, which increased by 43 (17.8%) compared to the 241 in 2021, as shown in Figures 1-4.

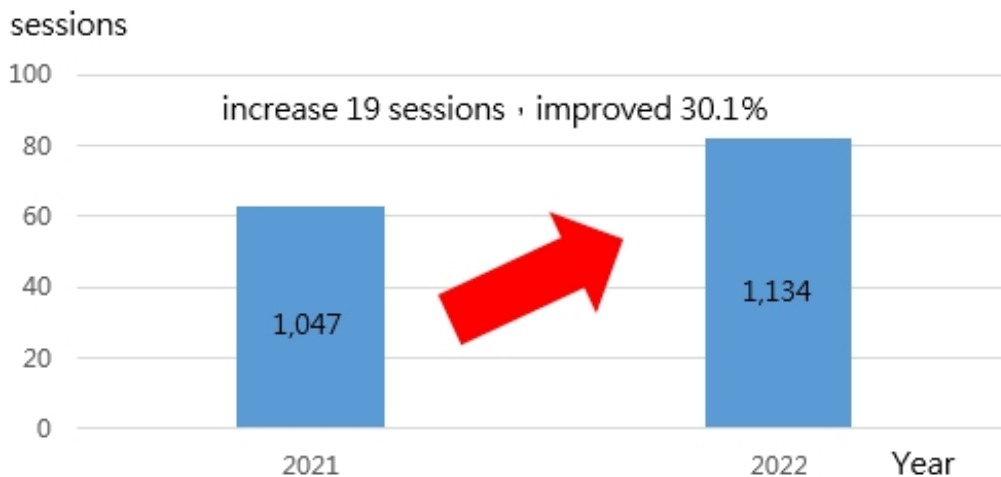


Figure 1. NCUE conducted transgender non-discrimination training and lectures in 2022, with an addition of lectures (up 38.5%)



Figure 2. In accordance with the Ministry of Education’s Principles for Gender-Friendly Dormitories for College Students, NCUE invited Ching-Li Yang, Dean of Student Affairs of National Sun Yat-sen University to share experiences in the lecture: “The promotion, current status, and future prospect of gender-friendly dormitories” on January 4, 2022



Figure 3. The lecturers received the certificate of appreciation from Chuan-Fu Geng, Dean of Student Affairs of NCUE. With reference to the experience of other schools, we hope to adopt an appropriate dormitory construction and management models, and actively create a gender-friendly environment at the campus. There were 165 faculty, staff, and students in NCUE who participated enthusiastically

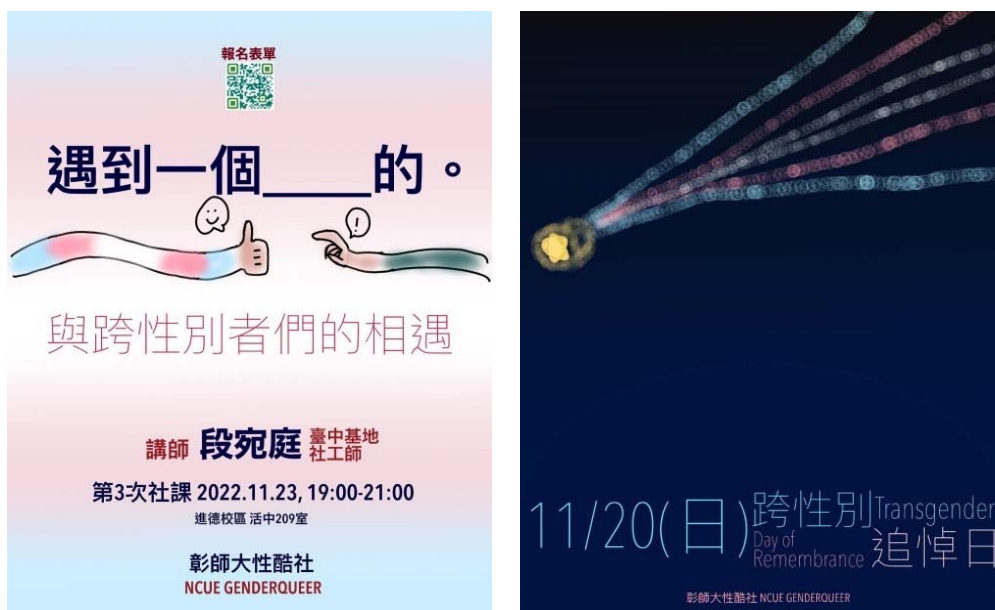


Figure 4. In cooperation with the gender club: Gender Queer, NCUE’s Gender Equality Education Committee organized clubs, courses, and gender diversity support groups in response to the Transgender Day of Remembrance on November 20. We hope to provide warm support, give recognition, and companionship for students who are at a disadvantaged position due to unreasonable differential treatment in terms of gender, gender expression, gender identity, or sexual orientation

3. In compliance with the 2022 Gender Equality Committee of the Executive Yuan and the letter issued by the Ministry of Education, and according to the Act for Implementation of Judicial Yuan Interpretation No. 748, we conducted a comprehensive inventory of NCUE’s forms, information systems, webpages involving spouses, parents, relationships, and titles. For the originally closed attributes that were separate, including “father” and “mother” or “husband” or “wife”, they shall be changed to open attributes: “legal agent”, “emergency contact”, and “spouse” for self-checking and filling out the form. A total of 7 forms have been amended, including the information systems and web pages, so as to protect the rights of same-sex spouses and same-sex families.

Please refer to Annex 5.6.2A. The school formulates and responds to policies of not discriminating against transgender people with specific actions.



### SDG 5.6.3 Maternity and paternity policies

1. NCUE has set “Important points for maintaining the education rights of National Changhua University of Education students during pregnancy and guidance-assisting measures” to maintain the education rights of pregnant students and provide the necessary assistance. For the contents of the regulations, please refer to <https://reurl.cc/kaQ0A9>.

The parent law of this law is the Gender Equity Education Act of the Ministry of Education. For the English version of the website, please refer to:

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>

Establishment of policy: 2004

Policy review: 2018

2. NCUE has also formulated the “Work Rules for Appointed Personnel,” which clearly stipulates related rights, such as maternity inspection leave, maternity leave, paternity leave, family care leave, and antenatal leave. For the contents of the regulations, please refer to:

<https://personnel.ncue.edu.tw/ezfiles/6/1006/img/869/190589463.pdf>.

The parent law of this law is the Gender Equality in Employment Act of the Ministry of Education. For the English version of the website, please refer to

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030014>.

Establishment of policy: 2002

Policy review: 2022

3. NCUE also provides maternal health protection for female faculty and staff who are expecting to be pregnant or are in the middle of pregnancy, and female faculty and staff who are less than one year after childbirth (including normal delivery, stillbirth after 24 weeks of pregnancy, and breastfeeding after one year of childbirth). We have set up the National Changhua University of Education Maternal Health Protection Program for the covered female faculty and staff. For the contents of the regulations, please refer to <https://reurl.cc/blyRZv>.

The parent law of this law is the Occupational Safety and Health Act of the Ministry of Education. For the English version, please refer to

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0060001>.

Establishment of policy: 2017

Policy review: 2019

4. In consideration of the needs of faculty and students who are pregnant, with limited mobility, or with young children, the Gender Equality Education Committee of NCUE has drawn up the first ‘Caring parking-card’ in colleges and universities nationwide. Since 2009, all faculty, staff, and students in need, and even school guests, can apply for the use of the “Caring parking-card”. A vehicle with a “Caring parking-card” can park in barrier-free parking spaces (the card must be placed visibly on the windshield of the vehicle), as shown in Figure 1 and Figure 2. A total of 16

applications were received in 2022, an increase of 3 applications (30%) from 13 in 2021.



Figure 1. Vehicle with a “Caring parking-card” can park in barrier-free parking spaces (the card must be placed visibly on the windshield of the vehicle)



Figure 2. In consideration of the needs of faculty and students who are pregnant, with limited mobility, or with young children, the Gender Equality Education Committee of NCUE has drawn up the first “Caring parking-card” in colleges and universities nationwide. Since 2009, all faculty, staff, and students in need, and even school guests, can apply for the use of the “Caring parking-card.”

Please refer to Annex 5.6.3A. The school has formulated and responded to the childbirth policies that support women’s participation with specific actions.

## SDG 5.6.4 Childcare facilities for students

1. NCUE has launched the “Limited Liability National Changhua University of Education Member - Student Consumer Cooperative Attached Changhua County Private National Changhua University of Education Kindergarten.” This kindergarten enrolls the children of the school’s faculty and staff, as well as provides childcare services of preschool education for children over 2 years old. Use of services is chargeable. Please refer to the kindergarten website: <http://www.ncuekid.com.tw/>.
2. In addition, NCUE has set up the “Important points for maintaining the education rights of students of the National Changhua University of Education during pregnancy and guidance-assisting measures.” We actively safeguard the education rights of pregnant students and use school or social resources through referrals to assist pregnant students with childcare needs after giving birth or having children. Please refer to the regulations: <https://reurl.cc/kaQ0A9>.

The parent law of this law is the Gender Equity Education Act of the Ministry of Education. For the English version, please refer to:

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>.

Establishment of policy: 2004

Policy review: 2018

3. NCUE has a total of three well-equipped and comfortable breastfeeding (and breastmilk collection) rooms, which are located in the medical room and Mingde hall of the Jinde campus, as well as the medical room of the Baoshan campus, as shown in Figure 1. In addition, we have set up “National Changhua University of Education Breastfeeding (and collection) Room Setup and Management Measures.” Please refer to the regulations: <https://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%93%BA%E9%9B%86%E4%B9%B3%E5%AE%A4.pdf>.



Figure 1. NCUE has 2 breastfeeding spaces in the medical room on 1F of the Student Activity Center at Jinde campus, which is convenient for students who need breastfeeding due to pregnancy or childbirth

Please refer to Annex 5.6.4A for the convenient childcare facilities provided by NCUE for students.

## SDG 5.6.5 Childcare facilities for staff and faculty

1. NCUE has launched the “Limited Liability National Changhua University of Education Member – Student Consumer Cooperative Attached Changhua County Private National Changhua University of Education Kindergarten” (as shown in Figure 1), NCUE has a kindergarten that enrolls the children of the school’s faculty and staff, (as shown in Table 1) as well as provides childcare services of preschool education for children over 2 years old. Use of services is chargeable. Please refer to the kindergarten website: <http://www.ncuekid.com.tw/>.

Table 1. Statistics of the number of students in NCUE’s kindergarten

Year	Number of students
2022 年	106
2023 年	112

2. NCUE has a total of three well-equipped and comfortable breastfeeding (and breastmilk collection) rooms, which are located in the medical room and Mingde hall of the Jinde campus, as well as the medical room of the Baoshan campus. In addition, we have set up “National Changhua University of Education Breastfeeding (and collection) Room Setup and Management Measures.” Please refer to the regulations:

<https://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%93%BA%E9%9B%86%E4%B9%B3%E5%AE%A4.pdf>.



Figure 1. Changhua Private Kindergarten Affiliated to the University Co-operative Limited of the National Changhua University of Education provides childcare services for preschool children aged 2 years and above, so as to assist teachers, staff, and students on childcare

3. After being in service for six months, NCUE's employees may apply for parental leave without pay before any of their children reach the age of three years old. Parental leave is a maximum of two years of unpaid leave, enabling employees to find balance between work and childcare, and create a parent-friendly working environment. In 2022, a total of 9 employees in NCUE applied for parental leave.

Please refer to Annex 5.6.5A for the convenient childcare facilities provided by NCUE for faculty and staff.

## SDG 5.6.6 Women's mentoring schemes

NCUE provides a large number of professional psychological counseling services and women's counseling programs every year. The number of female students participating in 2022 was 456, an increase of 33 (7.8%) from 423 in 2021, accounting for approximately 13.7% of the 3,327 female students in NCUE, up 0.96 from 12.74% in 2021, as shown in Figure 1 and Figure 2. The services we provide include individual counseling, psychological tests, physical and mental health counselling, special case notification, class counseling, group counselling workshops, and multi-factored mental health promotion activities. The website of the Student Psychological Counseling and Guidance Center is <https://ncuecounseling.ncue.edu.tw/bin/home.php>.

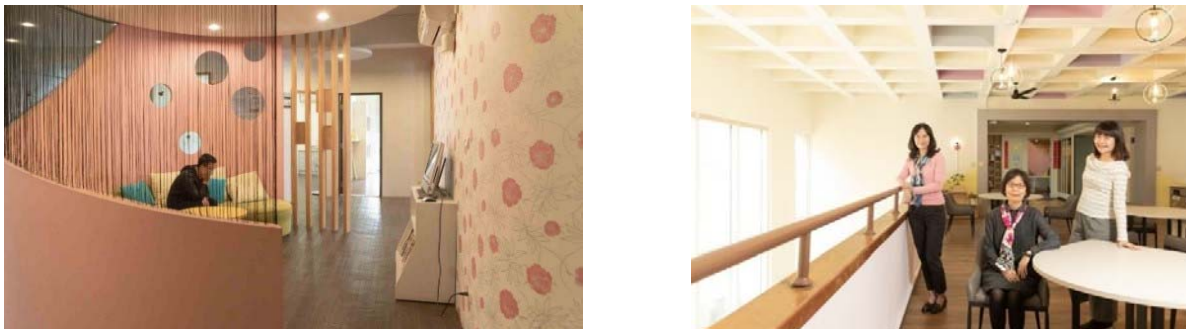


Figure 1. NCUE's Student Counseling and Guidance Center provides professional psychological counseling services and women's counseling programs every year

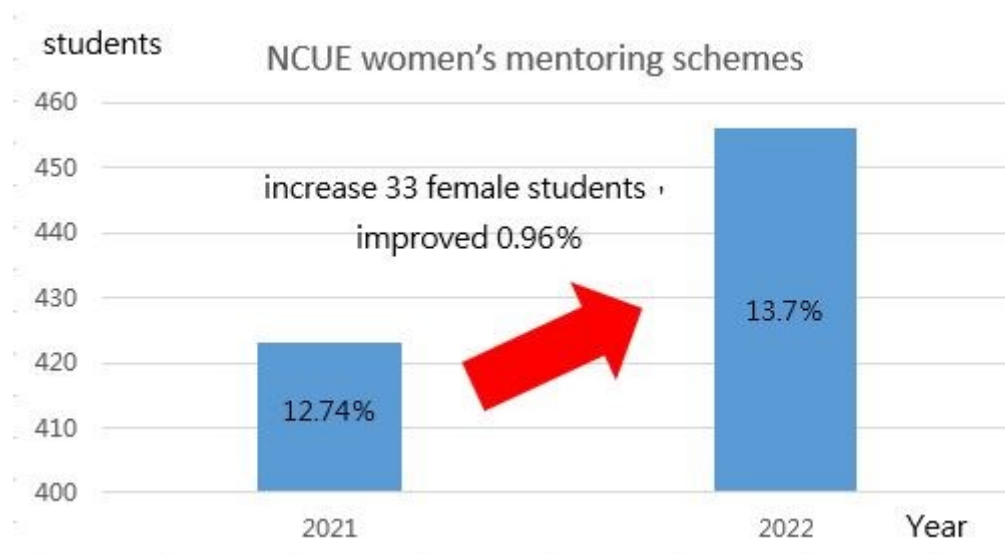


Figure 2. 13.7% (up 0.96%) of NCUE female students participated in the women's counseling programs in 2022

Please refer to Annex 5.6.6A. The Student Psychological Counseling and Guidance Center provides professional psychological counseling services and women's counseling facilities.

### SDG 5.6.7 Track women's graduation rate

The School Affairs Research Center regularly tracks the graduation rate of students. To determine the number of students who may graduate, the School Affairs Research Center refers to the calculation method of the Ministry of Education, Predictive Analysis Report on the Number of College Students and Graduates (106-121 Academic Year). We set the minimum number of years to graduate based on the study status of normal students of different levels; the small number of early graduations is not considered. According to different student levels, the total number of students in each level (including trainees) above the “minimum graduation period” is defined as the ‘number of students likely to graduate’. In a four-year bachelor’s program, for example, since the “minimum graduation period” is level 4, the “number of students who may graduate” is the sum of the number of students above level 4 and the number of postgraduates. We divide the actual number of graduates by the number of possible graduates to obtain the graduation rate of our students. In 2021-2022, the graduation rate of women in the bachelor’s program and PhD program was higher than that of men. Only in the master’s program, the graduation rate of women was lower than that of men, as shown in Table 1:

Table 1: Graduation rate of NCUE female students in 2021-2022

School System	Number of students enrolled (2021-2022)			Number of graduates (2021-2022)			Graduation rate		
	Number of potential graduates	Male	Female	Total number of students	Male	Female	Overall	Male	Female
Bachelor's degree program	1,347	737	610	1,126	578	548	83.59%	78.43%	89.84%
Master's degree program	1,026	500	526	474	248	226	46.20%	49.60%	42.97%
EMBA degree program	905	362	543	347	169	178	38.34%	46.69%	32.78%
PhD degree program	273	165	108	69	39	30	25.27%	23.64%	27.78%
Whole school	3,551	1,764	1,787	2,016	1,034	982	56.77%	58.62%	54.95%

Considering the impact of the COVID-19 pandemic, and many women in the master’s program, master’s in-service special program, and doctoral program are about 30 years old. This is a critical period of life planning. They may be affected by factors such as marriage, pregnancy, childbirth, or raising children under the age of three, which may affect their education and graduation. Article 17 of the school rules stipulates that students may extend their study durations.

After the above reasons are eliminated, the duration of study can be extended for up to two years to reduce the possibility of affecting women’s graduation. Please refer to the following website for the

school rules: <https://acadaff.ncue.edu.tw/var/file/2/1002/img/805/155382679.pdf>.

The parent law of this law is the Gender Equity Education Act, Article 14-1 of the Ministry of Education. For the English version, please refer to:

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>

Establishment of policy: 2004

Policy review: 2018



## **SDG 5.6.8 Policies protecting those reporting discrimination**

1. NCUE has established the National Changhua University of Education Gender Equality Education Implementation Regulations, of which Article 4 clearly stipulates the following: The school shall actively provide assistance to students who are disadvantaged because of their gender or sexual orientation to improve their situation. Please refer to the legal content: Annex 4.3.5A.

The parent law of this law is the Gender Equity Education Act, Article 14 of the Ministry of Education. For the English version, please refer to:

<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>.

Establishment of policy: 2004

Policy review: 2018

2. To assist students who are disadvantaged owing to unreasonable discrimination for their gender, gender identity, or sexual orientation, NCUE has a full-time psychological counsellor from the Student Psychological Counseling and Guidance Center who provides counseling services on gender and emotional issues. Among students who went psychological counseling in 2022, the number of meetings on sexual issues (including gender, gender traits, gender identity or sexual orientation issues, sexual assault, harassment, or sexual bullying) was 23 times, and the number of gender-based violence meetings was 68 times.

Please refer to Annex 5.6.8A. NCUE formulates policies and measures to protect people who have been discriminated by others from adverse effects on their education or employment.