



Times Higher Education
Impact Rankings

8

Decent Work and
Economic Growth



SDG 8.2.1 Employment practice living wage

Faculty members and staff of National Changhua University of Education (NCUE) receive wages that are higher than the basic wage standard stipulated by the Executive Yuan of the Republic of China, to ensure that they earn sufficient income for their living expenses. The rules of the wage payment and the amount are explained as follows:

1. According to Article 21 of the *Labor Standards Act*, wages shall be negotiated between the employer and the employee, but the amounts shall not be lower than the stipulated basic wage. The intention is to ensure workers' basic livelihoods and maintain their purchasing power. This is especially critical for disadvantaged workers whose wages are at the margin of the basic wage.
2. According to Executive Yuan of the Republic of China, the monthly basic wage was increased to NT\$26,400 from January 1, 2023.
3. The average salary levels of our faculty and staff, as shown below, are all higher than the aforementioned basic wage standard (see Table 1).

Table 1. The average salary levels of NCUE's faculty and staff

Basic wage announced by the Executive Yuan	Average salary per person in NCUE		
	Faculty	Administrative staff	Recruited staff for the endowment fund
NT\$26,400	NT\$112,556	NT\$66,495	NT\$37,760

4. Links to the relevant laws and regulations:

(1) Website for the announcement of the basic wage system from the Executive Yuan:

<https://www.ey.gov.tw/Page/5B2FC62D288F4DB7/a6b99c8a-ad40-420e-bb16-0b3434baae10>.

(2) Website for the *Labor Standards Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>.

SDG 8.2.2 Employment practice unions

NCUE recognises and supports the union and labour rights (freedom of association and collective bargaining) of all our faculty, staff, and students. The specific implementation measures are as follows:

1. In compliance with the *Labor Union Act* and *Civil Servant Association Act*, NCUE ensures that all faculty members, staff, and students enjoy the freedom of association and right to collective bargaining. Further, NCUE stipulates measures for holding meetings and setting up various committees in the charter, and drafting and passing by-laws and relevant regulations, so that all faculty members, staff, and students can express their opinion through multiple channels by joining relevant internal organizations or through democratically elected representatives.
2. There are 21 different meetings, committees, and other related organisations on campus. The functional categories and names of these organisations are as follows (see Table 1).

Table 1. The functional categories and names of NCUE’s organizations and committees
(Please refer to Annex 8.2.2A)

Functional category	Name of organisation#
Promote the development of various university affairs, and administrative matters of the related organisations#	(1)Meeting on university affairs (2)Meeting on administrative matters (3)Meeting on administrative coordination (4)Advisory committee on the development of university affairs (5)Committee on the development of university affairs (6)Meeting on student affairs (7)Meeting on academic matters (8)Meeting of the various university colleges (9)Meeting on matters related to the department/institution/centre (10)Meeting on matters involving various university offices, halls, and rooms#
Rights protection and campus security#	(1)Appeals and appraisal committee for faculty members (2)Appeals and appraisal committee for employees (3)Appeals and appraisal committee for students (4)Committee on gender equality in education (5)Safety and health committee#

Matters relating to faculty appointment and improvement of teaching effectiveness#	(1)Meeting of the faculty evaluation committee (university level) (2)Meeting of the faculty evaluation committee (college level) (3)Meeting of the faculty evaluation committee (department/institution/centre level) (4)Faculty evaluation committee#
Management of NCUE endowment fund#	Committee on management of NCUE endowment fund#
International academic cooperation and exchange#	Committee on international cooperation and exchange#

3. Links to the relevant laws and regulations:

(1)Website for the Labor Union Act:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0020001>.

(2)Website for the Civil Servant Association Act:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=S0010008>.

(3)Website for NCUE's organisational regulations:

<http://personnel.ncue.edu.tw/files/11-1006-2472.php?Lang=zh-tw>.

SDG 8.2.3 Employment policy on discrimination

Various results have been achieved by NCUE in our effort to prevent workplace discrimination and create a friendly working environment. These are elaborated upon below.

1. Legal achievements:

(1) To protect teachers' rights and foster cohesion on campus to provide education, the *Organization and Fundamentals of Reviews of the Teacher Grievances Committee of National Changhua University of Education* has been established, and the Teacher Grievances Committee has been initiated.

(2) The 'NCUE's Measures Regarding the Prevention, Complaint, and Handling of Sexual Harassment' was specially formulated in accordance with the provisions under the *Act of Gender Equality in Employment* and the *Sexual Harassment Prevention Act*. NCUE's Gender Equity Education Committee safeguards the working rights of faculty and staff, thus providing them with a working environment free from sexual harassment, preventing sexual harassment, and protecting the rights and interests of all parties.

(3) The 'Organisation and Key Evaluation Points for the NCUE's Staff Appeal and Appraisal Committee' was formulated to protect the rights and interests of NCUE's employees, to establish a channel for employee complaints, and enhance harmony on campus.

(4) The 'Key Points for the Handling of Complaints by NCUE's Faculty and Staff regarding Workplace Bullying' was formulated to establish a healthy and friendly workplace environment that is free from bullying.

(5) Links to the relevant laws and regulations:

(a) Link to the *Organization and Fundamentals of Reviews of the Teacher Grievances Committee*: <https://personnel.ncue.edu.tw/ezfiles/6/1006/img/861/194007954.pdf>.

(b) Website for the 'NCUE's Measures Regarding the Prevention, Complaint, and Handling of Sexual Harassment': <https://personnel.ncue.edu.tw/ezfiles/6/1006/img/139/244387094.pdf>.

(c) Website for the 'Organisation and Key Evaluation Points for the NCUE's Staff Appeal and Appraisal Committee': <https://personnel.ncue.edu.tw/ezfiles/6/1006/img/881/202354694.pdf>.

(d) Website for the 'Key Points for the Handling of Complaints by NCUE's Faculty and Staff regarding Workplace Bullying': <https://personnel.ncue.edu.tw/ezfiles/6/1006/img/881/353929796.pdf>.

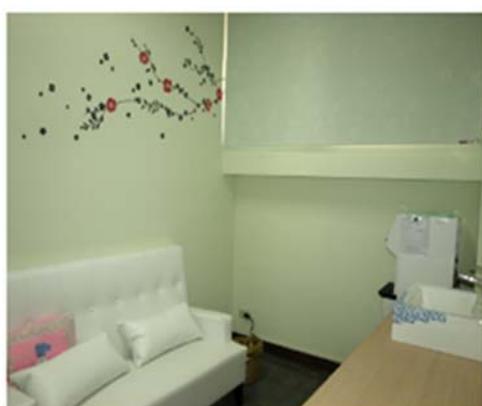
(e) Website for the *Act of Gender Equality in Employment*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030014>.

(f) Website for the *Sexual Harassment Prevention Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0050074>.

2. Implementation results of friendly working environments:

(1) Two nursing rooms (one in each campus, as shown in Figure 1) for breastfeeding and expressing breast milk have been set up in accordance with the provisions under the Act of Gender Equality in Employment, together with the formulation of the ‘Measures for the Use and Management of the Nursing Rooms under the NCUE’s Student Affairs Office’. In addition to the prescribed resting time, faculty and staff who are personally breastfeeding their baby are allocated another 60 minutes a day for them to breastfeed or express breast milk (Please also refer to Annex 8.2.3A - Measures for the use and management of the nursing rooms under the NCUE’s Student Affairs Office).



進德校區哺(集)乳室



寶山校區哺(集)乳室

Figure 1. Breastfeeding (breast milk collection Room)

(2) The two campuses have smoke-free environments and enhanced facilities for barrier-free accessibility.

(a) NCUE attaches great importance to the implementation of smoke-free environments and barrier-free facilities on campus. All buildings and facilities on campus have been inspected and improved in accordance with the design specifications for building accessibility. Millions of dollars are spent on improvements each year, with a cumulative funding for enhancing barrier-free facilities of NT\$99,540,000. Barrier-free accessibility has been implemented thoroughly on both campuses, as shown in Figure 2.

(b) Each of the 23 main buildings on campus has been equipped with barrier-free elevators and toilets, with an installation rate of 100%. All barrier-free facilities in buildings, such as ramps, guidance facilities, and stair handrails, are installed in compliance with the design specifications for building accessibility. The 7 student dormitories on campus have 31 barrier-free rooms, which can accommodate 68 students with disabilities. The type and quantity of our campuses’ barrier-free facilities are listed below (Table 1, Table 2).

Table 1. Installation status of barrier-free facilities on our campuses

Barrier-free facilities	Quantity	Installation rate
Elevators	23	100%
Toilets	61	100%
Ramps for refurbishment works	19	100%
Stair handrails	36	100%
Guidance facilities	26	100%

Table 2. Statistics on barrier-free accommodation in student dormitories

Student dormitory	Total number of rooms	Number of rooms for students with disabilities
No. 3	77	3
No. 5	90	4
No. 6	63	1
No. 7	140	3
No. 8	179	6
No. 9	151	6
No. 10	187	8

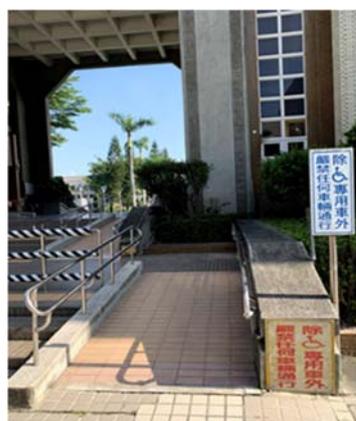




Figure 2. No-Smoking and Accessibility Facilities on Campus

SDG 8.2.4 Employment policy modern slavery

NCUE firmly opposes forced labour, modern slavery, human trafficking, and child labour. We have formulated regulations to protect workers' rights and outline their obligations, which are described below.

1. The government of the Republic of China has formulated the *Human Trafficking Prevention Act* to prevent human trafficking and protect the rights and interests of victims. In accordance with this law, we undertake not to engage in any situations that involve forced labour, modern slavery, or human trafficking.
2. We strictly comply with the provisions under Article 44 of the *Labor Standards Act* and confirm that we do not recruit any child labourer over the age of 15 but under the age of 16 to work on campus.
3. The regulations stated below have been clearly formulated by NCUE, and their contents are regularly revised to keep up with the times. No illegal acts such as forced labour or slavery are permitted, and the rights and obligations of workers are guaranteed, as shown in Table 1.

Table 1. Relevant Regulations Implemented by NCUE to Ensure Workers' Rights and Obligations

Regulation	Summary of key articles
NCUE's Working Regulations for Appointed Staff	<p><u>Article 3 Item 2:</u></p> <p>When NCUE recruits or dismisses appointed personnel, it must not be based on race, class, language, ideology, religion, political affiliation/party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, or previous union membership. If express provisions are made under other laws, those provisions shall be complied with.</p>
	<p><u>Article 16 Item 1:</u></p> <p>The normal working hours of appointed personnel shall not exceed eight hours daily and forty hours weekly.</p>
	<p><u>Article 19 Item 1:</u></p> <p>Extension of working hours due to operational necessities, employees are required to obtain prior approval from the University President or in accordance with NCUE's overtime control guidelines by filling out an overtime performance record for approval after the fact. Overtime work shall be calculated on an hourly basis, with a maximum limit of 4</p>

	<p>hours per person per day and 12 hours on holidays, with a monthly limit of 46 hours in general.</p> <p><u>Article 20 Item 1:</u></p> <p>Appointed staff may extend their working hours or work on their rest days. Depending on the choice that they have agreed upon in advance, they may have compensatory days off in-lieu or receive overtime pay.</p>
Key points for the protection of labour rights and grants for NCUE students who are part-time assistants	<p><u>Item 12:</u></p> <p>NCUE has clearly stipulated the rights and obligations of both employees and employers to improve the management system for part-time assistants and to promote harmony and consensus on campus. Both parties shall comply with the <i>Labor Standards Act</i> and its rules for implementation, the key points stated here, and the related laws and regulations.</p>
	<p><u>Item 17:</u></p> <p>The timing for work, number of working hours, and the working location of part-time assistants shall be negotiated and agreed upon by the employer and employee.</p> <p>When an application for overtime is submitted, the employer and employee shall negotiate whether the latter shall have compensatory time off in-lieu or receive overtime pay.</p>
	<p><u>Item 18:</u></p> <p>Part-time assistants are granted leave in accordance with the <i>Labor Standards Act, Regulations on Leave-Taking of Workers, Act of Gender Equality in Employment</i>, and the relevant regulations of NCUE.</p>

4. Links to the relevant laws and regulations:

(1) Website for the *Human Trafficking Prevention Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0080177>.

(2) Website for the *Labor Standards Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>.

(3) Website for ‘NCUE’s Working Regulations for Appointed Staff’:

<https://personnel.ncue.edu.tw/ezfiles/6/1006/img/139/501403957.pdf>.

(4) Website for ‘Key points for the protection of labour rights and grants for NCUE students who are part-time assistants’: <https://personnel.ncue.edu.tw/files/11-1006-2504.php?Lang=zh-tw>.

SDG 8.2.5 Employment practice equivalent rights outsourcing

When NCUE outsources work to a third party, staff who participate in the tasks shall be insured in accordance with the provisions under the *Labor Standards Act*. In addition, the outsourcing company shall be urged to ensure that the relevant measures are implemented so that those workers' rights are protected. The details are listed below. Categories of Outsourced Work at NCUE, Number of Outsourced Workers, Safeguard Measures and Work Situations are illustrated in Table 1 and Figure 1.

Table 1. Categories of Outsourced Work at NCUE, Number of Outsourced Workers and Safeguard Measures

Type of work outsourced	Number of workers outsourced	Safeguards by the outsourcing company
Campus cleaning	48	<ol style="list-style-type: none"> 1. Each employee is to be provided with 2 to 3 sets of uniform. 2. The basic salary of employees according to the <i>Labor Standards Act</i> is NT\$26,400. Overtime pay shall be made in accordance with the law. 3. Gifts are to be provided for birthdays, funerals, marriages, and childbirth. 4. Opportunities for internal job transfers are to be provided, and workplaces shall comply with occupational safety and health regulations. 5. Employees are to be provided with gender-equal working conditions.
Campus security (security services)	14	Protection of the rights and interests of employees is to be ensured in accordance with the relevant regulations, such as the <i>Private Security Service Act</i> , <i>Employment Service Act</i> , <i>Labor Standards Act</i> , and 'Reference Guidelines for Auditing the Working Hours of Security Guards in the Security Industry'.

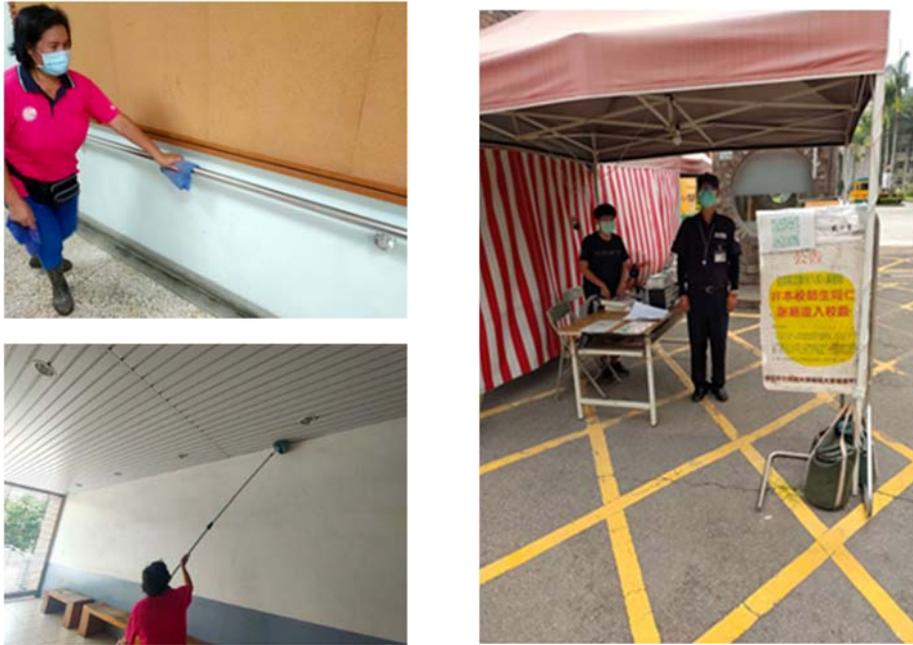


Figure 1. Outsourced Work Situations

Links to the relevant laws and regulations:

Website for the *Labor Standards Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>.

Website for the *Private Security Service Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0080081>.

Website for the *Employment Service Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0090001>.

Website for ‘Reference Guidelines for Auditing the Working Hours of Security Guards in the Security Industry’: <https://laws.mol.gov.tw/FLAW/FLAWDAT0202.aspx?id=FL077272>.

SDG 8.2.6 Employment policy pay scale equity

Fair policies and norms for the salary standard of the faculty and staff in NCUE are clearly stipulated according to conditions such as personal academic degree, work experience, and professional ability, and there is no difference in treatment based on gender or sexual orientation. The relevant salary regulations are shown in Table 1.

Table 1. Relevant Salary Regulations

Name of regulations	Highlights of articles
Teacher Remuneration Act	<p><u>Paragraph 1, Article 7</u></p> <p>The salary level of teachers in junior colleges and above (hereinafter referred to as teachers of higher education institutions) shall be determined based on professional rank, academic degree, work experience, and seniority. (Please refer to Annex 8.2.6A, Salary Scale for Teachers.)</p>
Measures for Allowances of Public Servants	<p><u>Article 4</u></p> <p>Various allowances for public servants shall be determined by the following factors:</p> <ol style="list-style-type: none"> 1. Duty allowance: supervisor duties, heavy duties, or degree of work hazard. 2. Technical or professional allowance: the technical or professional level of the duty, the degree of difficulty, the required qualifications, and the supply and demand on the labour market. 3. Geographical allowance: geographical environment, traffic conditions, hardship and economic conditions of the service places. <p>(Please refer to Annex 8.2.6B, Concise Table for the Current Allowances of Civil Servants.)</p>
Working Rules for Contracted Personnel in National Changhua University of Education	<p><u>Paragraph 2, Article 3</u></p> <p>When hiring or dismissing contracted personnel, the university shall not discriminate on the grounds of race, class, language, ideology, religion, political affiliation/party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, or previous membership in labour unions. Where there are explicit provisions in other laws, such provisions shall prevail.</p>

	<p><u>Paragraph 2, Article 13</u></p> <p>The salary of contracted personnel shall not be lower than the basic salary approved by the competent central authority at that time.</p>
<p>Key Points on Contracted Personnel Management in National Changhua University of Education</p>	<p>6. Contracted personnel should have a senior or vocational high school degree or above. The monthly remuneration of the contracted personnel shall be handled in accordance with the ‘Standard Table for Remuneration of Contracted Personnel in National Changhua University of Education’.</p> <p>(Please refer to Annex 8.2.6C, Standard Table for Remuneration of Contracted Personnel in National Changhua University of Education).</p>

Links to related regulations:

Link to the ‘Teacher Remuneration Act’:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0150046>

Link to the ‘Measures for Allowances of Public Servants’:

<https://law.moj.gov.tw/LawClass/LawAll.aspx?pcode=S0030007>

Link to the ‘Working Rules for Contracted Personnel in National Changhua University of Education’: <https://personnel.ncue.edu.tw/ezfiles/6/1006/img/139/501403957.pdf>

Link to the ‘Key Points on Contracted Personnel Management in National Changhua University of Education’: <http://personnel.ncue.edu.tw/files/11-1006-2504.php?Lang=zh-tw>

SDG 8.2.7 Tracking pay scale for gender equity

National Changhua University of Education (NCUE) has enacted explicitly fair and transparent policies and regulations for the promotion of faculty members and staff. Wage levels are determined based on the education level, work experience, and professional ability. There is no differential treatment based on gender or sexual orientation.

Employees' salaries and remuneration belonging to different groups, namely faculty members, civil servants of NCUE, and personnel employed by the university endowment fund, are combined, and the average male and female wages for each group are calculated. The results show that there is little difference in the average wages of males and females in each group; in fact, the average wages of female employees are NT\$1,993 higher than that of male employees. The average salaries for NCUE faculty members and staff are shown in Table 1.

Table 1. Average Salaries for NCUE Faculty Members and Staff

Teachers of NCUE		Civil servants of NCUE		Personnel employed by the university endowment fund	
Average salary per person		Average salary per person		Average salary per person	
Male	Female	Male	Female	Male	Female
NT\$113,679	NT\$110,300	NT\$65,144	NT\$67,137	NT\$36,067	NT\$38,241

SDG 8.2.8 Employment practice appeal process

In order to protect the rights and interests of the faculty and staff, NCUE provides relevant complaint channels. The following explains the relevant complaint channels for teachers, staff, and contracted personnel of NCUE and their provisions according to different identities and protection contents, as shown in Table 1.

Table 1. Complaint Related Regulations

Identity category	Complaint channels and requirements
Teachers	<ol style="list-style-type: none"> 1. Article 42 of the ‘Teachers’ Act’ stipulates that ‘A teacher who considers that some measure taken by an educational institution or by the competent authority that the teacher has personally been subject to is illegal or inappropriate, and that it constitutes a violation of their rights and interests, may lodge an appeal, and a further appeal, with a teacher grievance review committee at each level.’ 2. NCUE has formulated the ‘Key Points on the Organisation and Evaluation of the Teachers' Appeal Review Committee of National Changhua University of Education’, and the Teachers' Appeal Review Committee was set up to protect teachers' rights to appeal.
Civil servants	<p>According to the ‘Civil Service Protection Act’ and the ‘Rules for the Review of Security Events by the Public Servants’ Protection and Training Committee’, NCUE provides the right to appeal about the protection of public servants' rights and interests, such as their identity, official rank, salary, working conditions, and management measures.</p>
Personnel employed by the university endowment fund	<ol style="list-style-type: none"> 1. In accordance with the rules for the procedures of the labour-management meetings described in Article 13 of the ‘Regulations for Implementing Labour-Management Meetings’ promulgated by the Ministry of Labour, NCUE guarantees the rights and interests of personnel employed by the university endowment fund as follows: <ol style="list-style-type: none"> (1)Matters concerning the coordination of labour-management relations and the promotion of labour-management cooperation. (2)Matters concerning working conditions. (3)Matters concerning the planning of labour welfare. (4)Matters concerning improving work efficiency. (5)Selection and dismissal of representatives of labour-management meetings and other related matters. (6)Operation of labour-management meetings. (7)Other matters for discussion. 2. In addition to filing a complaint or applying for mediation with the local labour bureau in accordance with the ‘Act for Settlement of

	<p>Labour-Management Disputes’, personnel employed by the university endowment fund can also have discussions with the management (the university) and improve matters through a labour-management meeting (held once every three months) to protect their rights and interests.</p> <p>3. In order to protect workers' rights and interests, establish workers' complaint channels, and promote campus harmony, NCUE has formulated the ‘Key Points on the Organisation and Evaluation of the Workers' Appeal Review Committee of National Changhua University of Education’.</p>
All faculty and staff members	<p>NCUE has formulated the ‘Key Points on Handling Complaints of Workplace Bullying by Faculty and Staff in National Changhua University of Education’, hoping to establish a healthy and friendly workplace environment free from bullying.</p>

Links to related regulations:

Link to the ‘Teachers’ Act’: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0020040>

Link to the ‘Key Points on the Organisation and Evaluation of the Teachers' Appeal Review Committee of National Changhua University of Education’:

<https://personnel.ncue.edu.tw/ezfiles/6/1006/img/861/194007954.pdf>

Link to the ‘Civil Service Protection Act’:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=S0120001>

Link to the ‘Rules for the Review of Security Event by the Public Servants’ Protection and Training Committee’: <https://law.moj.gov.tw/LawClass/LawAll.aspx?PCode=S0010013>

Link to the ‘Act for Settlement of Labour-Management Disputes’:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0020007>

Link to the ‘Key Points on the Organisation and Evaluation of the Workers' Appeal Review Committee of National Changhua University of Education’:

<http://personnel.ncue.edu.tw/ezfiles/6/1006/img/881/202354694.pdf>

Link to the ‘Key Points on Handling Complaints of Workplace Bullying by Faculty and Staff in National Changhua University of Education’:

<http://personnel.ncue.edu.tw/ezfiles/6/1006/img/881/353929796.pdf>

SDG 8.3.1 Expenditure per employee

Number of employees

In 2022, NCUE had a total of 827 employees, and the total annual expenditure amounted to NT\$1,925,337,751. The average expenditure per faculty member was NT\$2,328,098. Details are as follows:

1. The total number of active employees is 827 (including project assistants employed by research programmes).
2. The personnel categories and numbers are as follows in Table 1 and Figure 1.

Table 1. Number of personnel by category

Category	Teachers	Civil servants	Technicians and Janitors	Personnel employed by the university endowment fund	Project assistants employed by research programmes	Total
Number of people	368	90	6	212	151	827

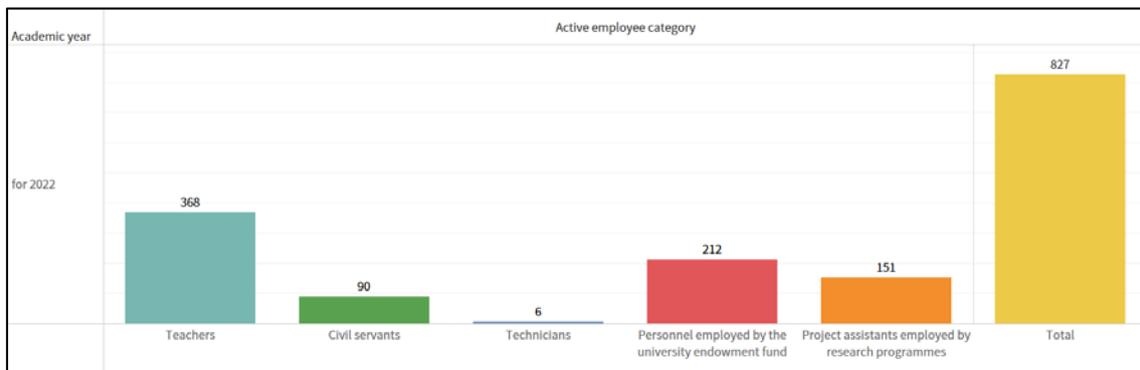


Figure 1. Number of personnel by category

University expenditure

1. Total annual expenditure was NT\$1,925,337,751 (according to the final accounts for 2022).
2. The main expenditure items are as follows in Table 2 and Figure 2.

Table 2. Main Expenditure Items

Item	Employment expenses	Service charges	Materials and supplies	Rental and interest	Depreciation, depletion, and amortisation
Amount (NTD)	867,477,287	585,322,005	87,263,704	11,488,528	225,261,482
Item	Taxes and fees (compulsory fees)	Membership fees, donations, grants, apportionment, and relief and exchange activities	Deficit, compensation, and insurance payment	Other	Total
Amount (NTD)	2,359,574	127,915,047	364,243	17,885,881	1,925,337,751

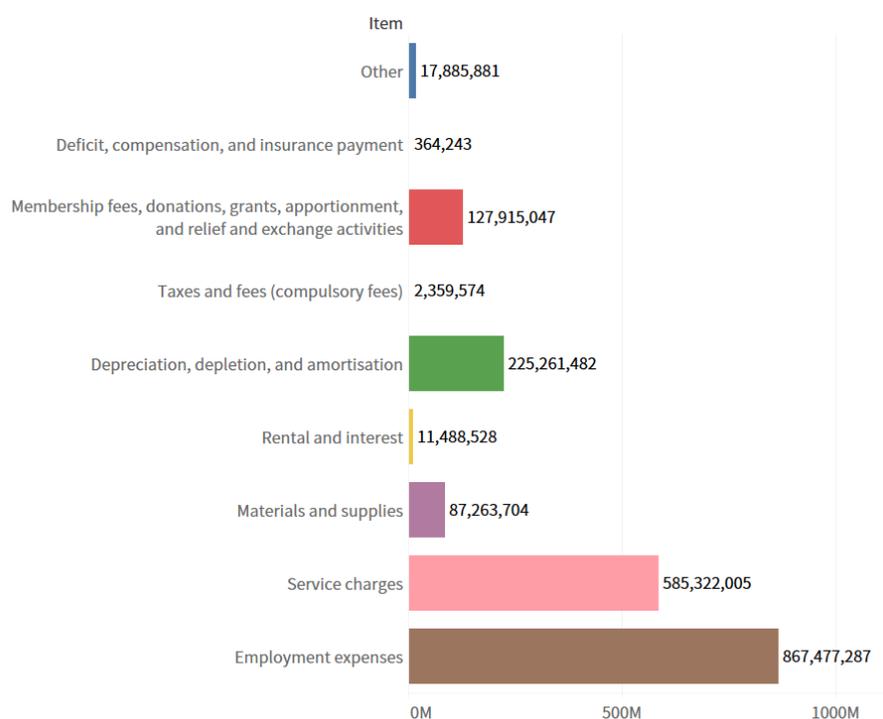


Figure 2. Main Expenditure Items

3. For a detailed breakup of the expenditure, please refer to NCUE's annual accounts available on the website: <https://accounting.ncue.edu.tw/files/13-1007-11518.php?Lang=zh-tw>.

4. Expenditure per employee: Based on the above data, the average expenditure per NCUE faculty member in 2022 was NT\$1,925,337,751 / 827 people = NT\$2,328,098.

SDG 8.4.1 Proportion of students with work placements

Number of students

Student internships were arranged by 23 departments and institutes of NCUE in 2022. A total of 461 students participated in the internship courses, with total internship hours of 465,440 and a full-time equivalent (FTE) value of 223.8, an increase of 17 compared with the FTE value of 206.7 in 2021. Details are as follows:

Total number of students at NCUE in 2022 is shown as follows in Table 1 and Figure 1.

Table 1. Total number of students in 2022

Program	Number of students
Bachelor's program	4,988
Master's program	1,686
Doctoral program	488
Total	7,162

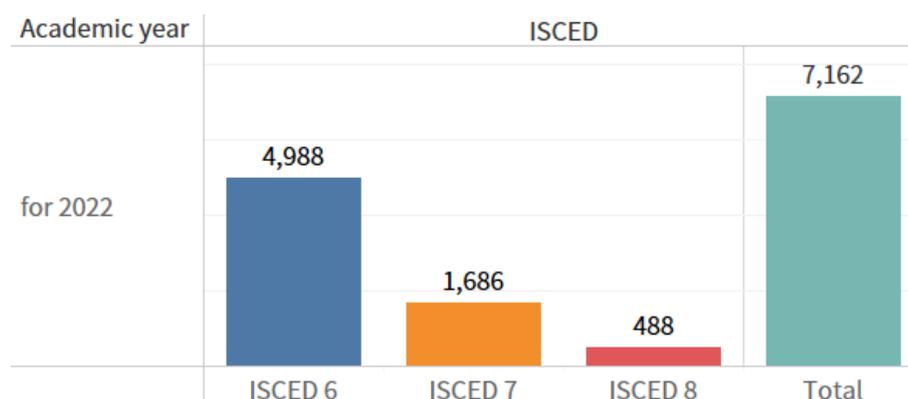


Figure 1. Total number of students at NCUE in 2022

Number of students with work placements for more than a month

1. The total number of students who completed internships lasting for a month or more came to 461, accounting for 6.44% of the total student population at NCUE. The student internship figures for 2022 are shown in Table 2.

Table 2. Student Internship Figures for 2022

Total number of intern students	Total student population at NCUE	Ratio of intern students
461	7,162	6.44%

2. Student internships were arranged by 23 departments and institutes of NCUE (including student-teacher and thematic study internships) that last for more than one month for each student,

including the Department of Chemistry, Department of Biology, Department of Physics, Department of Mathematics, Department of Computer Science and Information Engineering, Department of Geography, Department of Fine Arts, Department of English, Department of Chinese, Graduate Institute of History, Department of Special Education, Department of Guidance and Counseling, Graduate Institute of Guidance and Counseling, Graduate Institute of Marriage and Family, Graduate Institute of Rehabilitation Counseling, Department of Business Administration, Department of Finance, Graduate Institute of Vehicle Engineering, Department of Industrial Education and Technology, Department of Public Affairs and Civic Education, and Department of Sports, Graduate Institute of Science Education, and Graduate Institute of Education. A total of 461 people participated in the internship courses, and the total number of internship hours was 465,440. Faculties Offering Internships, Number of Intern Students and Hours are shown in Table 3.

Table 3. Faculties Offering Internships, Number of Intern Students and Hours

NO	Departments and institutes	Total number of interns	Total internship hours
1	Department of Chemistry	5	4,800
2	Department of Biology	16	15,360
3	Department of Physics	9	8,640
4	Department of Mathematics	17	16,320
5	Department of Computer Science and Information Engineering	2	1,920
6	Department of Geography	18	17,280
7	Department of Fine Arts	18	17,280
8	Department of English	36	34,560
9	Department of Chinese	43	41,280
10	Graduate Institute of History	1	960
11	Department of Special Education	51	48,960
12	Department of Guidance and Counseling	69	55,680
13	Graduate Institute of Guidance and Counseling	59	83,040
14	Graduate Institute of Marriage and Family	10	17,920
15	Graduate Institute of Rehabilitation Counseling	21	14,080
16	Department of Business Administration	5	9,600
17	Department of Finance	8	7,680

18	Graduate Institute of Vehicle Engineering	2	1,920
19	Department of Industrial Education and Technology	27	25,920
20	Department of Public Affairs and Civic Education	22	21,120
21	Department of Sports	15	14,400
22	Graduate Institute of Science Education	1	960
23	Graduate Institute of Education	6	5,760
	Total	461	465,440

3. FTE is calculated as follows: $465,440(\text{hours}) / 52(\text{weeks}) \times 40(\text{hours}) = 223.8$.

SDG 8.5.1 Proportion of employees on secure contracts

Number of employees

In 2022, NCUE had a total of 827 employees. Among them, 661 were faculty members and staff on contracts of over 24 months. About 79.93% of employees had signed a secure contract, which is 0.4% more in comparison to 79.53% in 2021.

Number of FTE employees in the previous year:

1. Total number of employees was 827 (including project assistants employed under research programs).
2. Employee categories and numbers are as follows in Table 1 and Figure 1.

Table 1. Number of personnel by category

Category	Teachers	Civil servants	Technicians and Janitors	Personnel employed by the university endowment fund	Project assistants employed by research programs	Total
Number of people	368	90	6	212	151	827

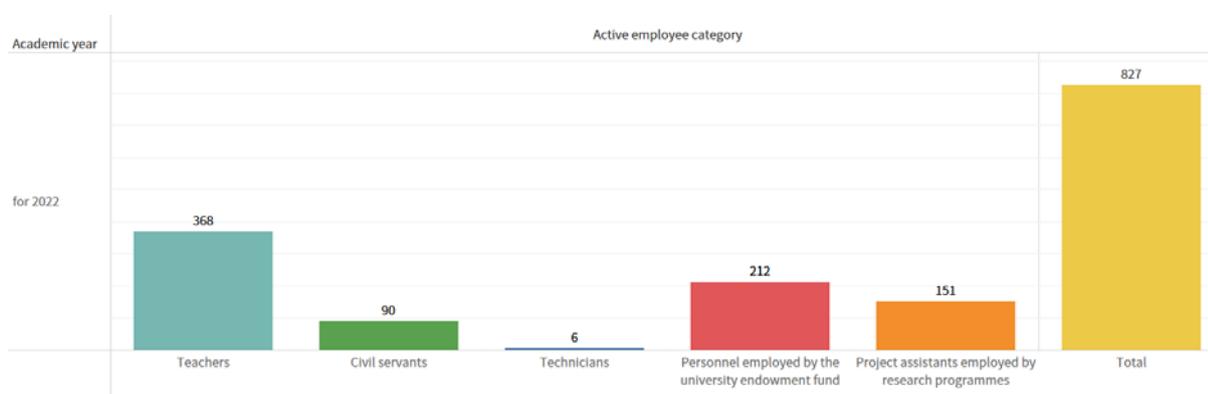


Figure 1. Number of personnel by category

Number of employees on contracts of over 24 months

1. Number of employees on contracts of over 24 months

(1) In 2022, number of NCUE employees (including civil servants, technicians and janitors, and personnel employed by the university endowment fund) on contracts of over 24 months was 308.

(2) The number of NCUE faculty members on contracts of over 24 months was 353 during 2022.

(3) There were 15 newly employed faculty members, or faculty members who had renewed their contracts for the first time, and whose employment period was less than 24 months.

(4) To sum up, a total of 661 faculty members were on contracts of over 24 months, as shown in Table 2.

Table 2. Total Number of Faculty Members on Contracts for over 24 Months

Category	Teachers	Civil servants	Technicians and Janitors	Personnel employed by the university endowment fund	Project assistants employed by research programs	Total
Number of employees on contracts of over 24 months	353	90	6	212	0	661

2. Proportion of employees on secure contracts

(1) According to the Times Higher Education World University Impact Rankings User Guide, the “secure contract” mentioned in this indicator refers to a contract that lasts more than 24 months.

(2) Percentage of NCUE employees on a secure contract: $(661 / 827) \times 100\% = 79.93\%$.