



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 programmes in 2023: 567 Master's program: 317 students; Doctoral program: 31 students; a total of 915 students. This number accounts for 47.36% of the number of those enrolled in bachelor's classes in 2023, Increased by 1.77% compared to 45.59% in 2022. As shown in Figure 1.

Academic year	ISCED	SEX		
		Female	Male	Total
for 2023	ISCED 6	567 (48.54%)	601 (51.46%)	1,168 (100.00%)
	ISCED 7	317 (46.35%)	367 (53.65%)	684 (100.00%)
	ISCED 8	31 (38.75%)	49 (61.25%)	80 (100.00%)
Total		915 (47.36%)	1,017 (52.64%)	1,932 (100.00%)

Figure 1: The number of female students enrolled at our school in 2023

The number of female students enrolled in 2023 was 915 (47.36%), an increase of 20 students compared to the 895 female students (45.59%) enrolled in 2022, reflecting a 1.77% rise, As shown in Figure 2.

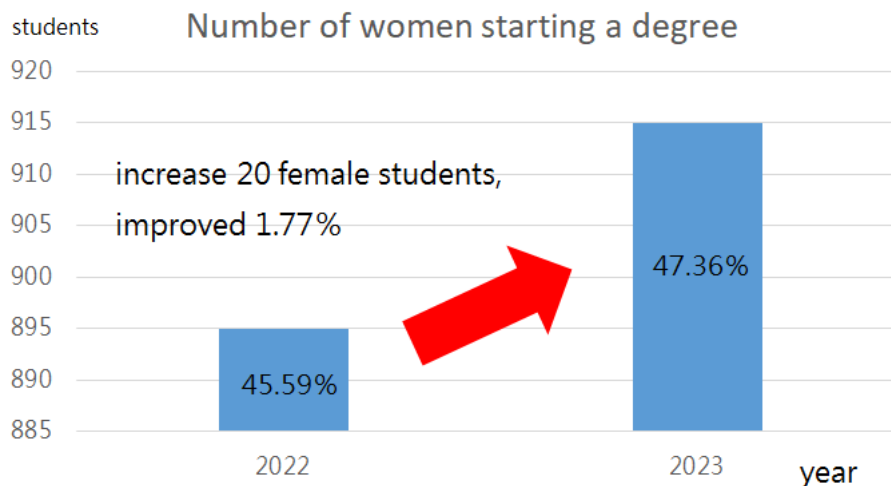


Figure 2: The number of female students enrolled at our school in 2023 increased by 20 (1.77%) compared to 2022

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

Among the bachelor students enrolled in 2023, 109 are first-generation female students. Female students accounted for 47.39% of the number of first-generation students (230 people) who are receiving a degree in NCUE. Increased by 4.22% compared to 43.17% in 2022, As shown in Figure 3 and Table 1.

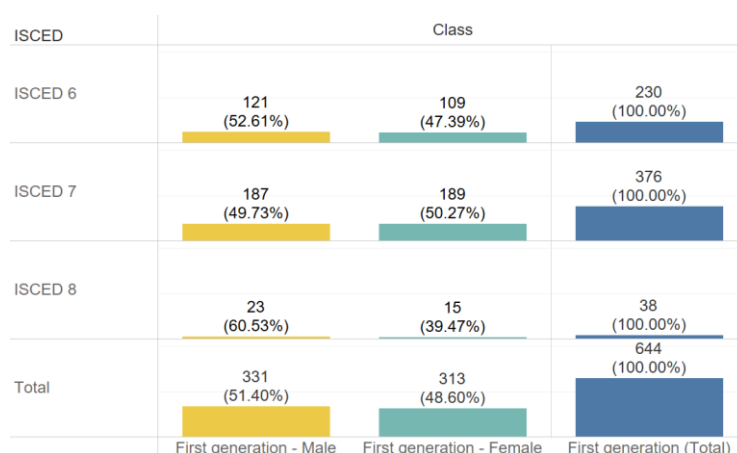


Figure 3: The number of first-generation female students pursuing a degree at our school in 2023

Table 1: The number of first-generation female students pursuing a degree at our school in 2023

School system	Number of first-generation students	Number of first-generation students (female)	Number of first-year students
Bachelor’s programs	230	109	1,168
Master’s programs	376	189	684
Doctoral programs	38	15	80
Total	644	313	1,932

The proportion of female first-generation students enrolled in degree programs at our school in 2023 was 47.39%, an increase of 4.22% compared to 43.17% in 2022, As shown in Figure 4.

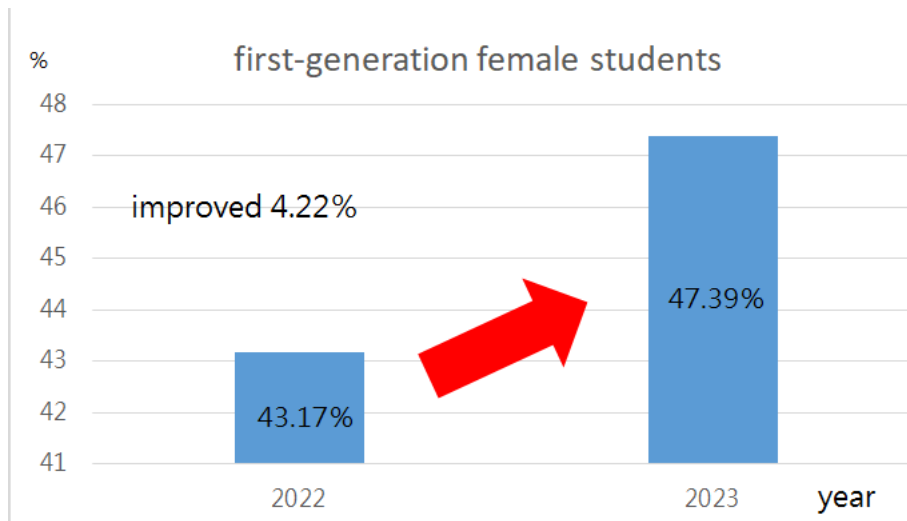


Figure 4: The proportion of female students enrolled at our school in 2023 increased by 4.22% compared to 2022

※Note: According to the 18th-week statistical report of 2024 released by the Ministry of the Interior of Taiwan, as of the end of 2023, the population aged 15 and above registered in the household registry was 20.627 million, of which 10.257 million had attained higher education (college level or above), accounting for 49.7%. Additionally, OECD statistics show that the average higher education attainment rate among the population aged 25 to 64 across various countries in 2022 was 42%, while Taiwan's rate reached 57%, significantly higher than the average. Among major countries, Taiwan ranks second only to Canada (63%), demonstrating that higher education in Taiwan is quite widespread, which also explains that proportion of first-generation students pursuing degrees is relatively lower.

Please refer to the relevant website(s):

[https://www.moi.gov.tw/News\\_Content.aspx?n=2905&s=315404](https://www.moi.gov.tw/News_Content.aspx?n=2905&s=315404)

### 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 2023, 29 female day-time school students took a leave owing to their pregnancy or children (parenting), accounting for 0.85% of the total female students (3,387) as follows, As shown in Table 1.

Table 1: The number of female students who took a leave of absence or withdrew from school due to pregnancy in 2023

School system category	No. of students
Bachelor's	0
Master's	21
Doctoral	8
Total	29

NCUE provides active assistance measures 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 use 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 bachelor's programs in the first year programme in 2022 is 556 (A), and that in the second-year bachelor's programme in 2023 is 563 (B). Compare to the retention rate of female student at 98.1 in 2022, the rate had an increase of 3.2% to 101.3% in 2023. Moreover, the retention rate of female student of the university is 0.8% higher than the overall retention rate (100.5%). (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://acadaff.ncue.edu.tw/p/412-1002-2142.php?Lang=zh-tw>

### **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:

<https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/648552977.pdf>

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: 2023

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 2023 master's program application guide.

### SDG 5.3.3 Women's access schemes

1. NCUE has established the National Changhua University of Education 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 TWD 30,000. In addition, scholarships are set up for students with minority genders to apply, and scholarships for gender equality credits are provided. The first place is awarded TWD 10,000; the second place, TWD 8,000; and the third place, TWD 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 2023 was 643, of which 450 (69.98%) were women, an increase of 0.13% from 69.85% in 2022. As shown in Figure 1.

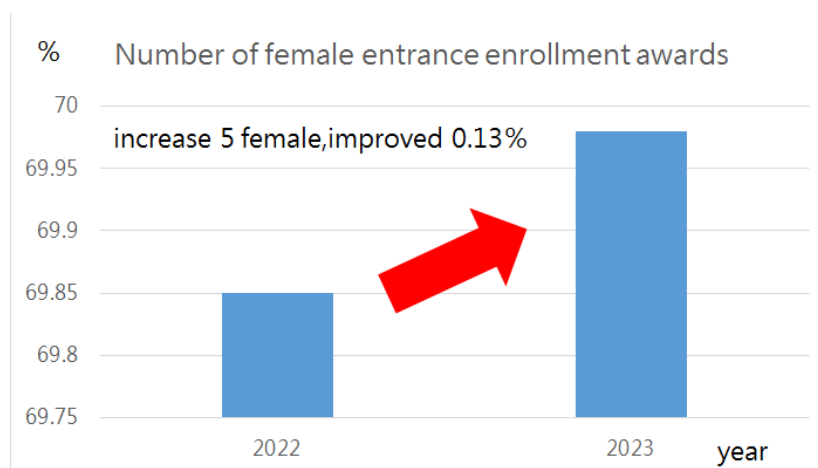


Figure 1: In 2023, the number of female students at our school receiving admission incentives and scholarships increased by 0.13%

3. In 2023, the number of mandatory and optional gender studies-related courses offered by each department (including physical education), teacher training centre, and general education centre was 143, a total of 293 credits. The number of students taking the course is 3,966 (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” on 2023. 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. A total of 37 participants gained completion certificates of this course, and 27 participants obtained a 3-credit certificate for the executive program “Corporate Sustainability Management.” 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.



Figure 2: NCUE College of Extension Education has launched the "Women's Academy - Elite Training Program for Female Leaders" course, offering an admission program specifically for women

5. The Department of Mechanical Engineering at our College of Engineering held the 2023 Annual Meeting of the Chinese Society of Mechanical Engineers (CSME) and the 40th National Academic Conference (CSME2023) in December 2023. As part of the agenda, a "Women in Mechanical Engineering Development Forum" would be held, where senior female scholars and experts in the field of mechanical engineering would share their experiences on the topic of "Entering the Workforce." They would discuss how they navigated various challenges during different stages of their education, coursework, research, and employment, passing on valuable insights to the next generation of female professionals. This initiative aimed to enhance the visibility and performance of women in underrepresented disciplines, such as mechanical engineering. See Figure 3 and 4 for reference.





Figure 3: The Department of Mechanical Engineering at our College of Engineering will host the 2023 Annual Meeting of the Chinese Society of Mechanical Engineers (CSME) and the 40th National Academic Conference (CSME2023) in December 2023. As part of the agenda, a "Women in Mechanical Engineering Development Forum" would be held



Figure 4: The "Women in Mechanical Engineering Development Forum" featured senior female scholars and experts in the field of mechanical engineering who would share their insights on "Early Career Experiences." They will discuss how they navigated challenges at various stages, including admission, coursework, research, and employment, passing on their experiences and guidance to emerging female professionals in the field

6. To enhance female students' understanding of the various academic disciplines at our university, we collaborated with the top local girls' high school in Changhua, National Changhua Girls' Senior High School, to organize an educational visit. On March 27, 2023, Principal Chen Xiangyun led approximately 420 first-year students to visit six of our university's colleges: Education, Humanities, Science, Engineering, Management, and Social Sciences and Physical Education. Faculty members from each college introduced the unique features of their respective departments and further arranged hands-on experiences, practical workshops, or lectures to provide guidance. The goal was to support female students in their future academic pursuits or career exploration, contributing to relevant admission initiatives. See Figure 5 and 6 for reference.



Figure 5: Changhua Girls' Senior High School is the top-choice girls' high school in the Changhua region and has long maintained in-depth local collaboration with our university. As part of this partnership, we jointly arranged for first-year students from Changhua Girls' Senior High School to visit our university in groups, based on their selected interests, and participate in hands-on activities at various colleges



Figure 6: NCUE has further arranged hands-on experiences, practical workshops, or lectures for female students, helping them with future academic advancement or career exploration as part of relevant admission initiatives

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 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 TWD 30,000. In addition, scholarships are set up for students with minority genders to apply, and scholarships for gender equality credits are provided. The first place is awarded TWD 10,000, the second place TWD 8,000, and the third place TWD 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 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: (I) Projects—those who have received subsidies from the National Science Council or the Ministry of Education. (II) Research—Achievements published in TSSCI or SSCI or journals reviewed by peers and recognized by professional departments. (III) Teaching—Teaching appraisal has an average score of 4.25 or better. (IV) Research and development of teaching materials—officially published. Please refer to the school's incentives for promoting gender equality education:

<https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/314513585.pdf>

The winner of the 2023 Gender Equality Education Award, Office of Student Affairs, Campus Safety Officer Chen Ying-Wen (Female). The awards and trophies were presented by our university's President, Chen Ming-Fei, on behalf of the school during the University Affairs Meeting for the first semester of the 2023 academic year on December 13, 2023, as a form of recognition (Figure 1).



Figure 1: The winner of the 2023 Gender Equality Education Award, Office of Student Affairs, Campus Safety Officer Chen Ying-Wen

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 junior high school to promote gender equality. The 9 people in NCUE are included in the Changhua County Government's Gender Talent Pool, An increase of 1 person (14.28%) compared to 2022. In 2023, 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 junior high school to promote gender equality for a total of 65 sessions, an increase of 8 sessions (16.32%) from 57 in 2022. The total number of attendees was 3,952, indicating an increase of 171 (4.52%) from 3,781 in 2022 , See Figure 2 and 3 for reference.



Figure 2: CUE has long collaborated with schools or local institutions to support the Changhua County Government or schools at the secondary level and below in promoting gender equality education initiatives

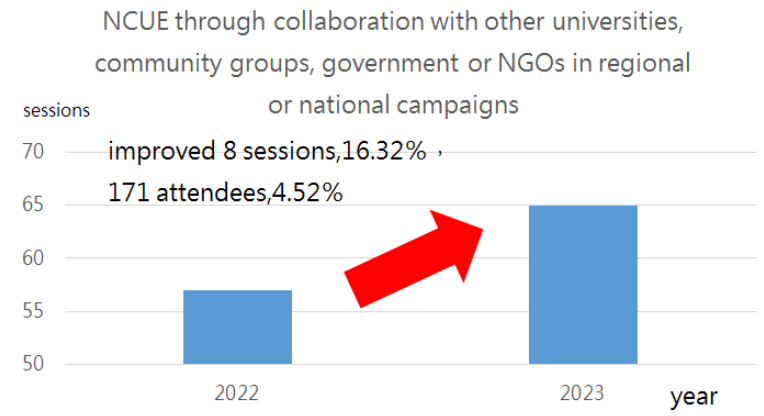


Figure 3: In 2023, the number of participants from NCUE assisting local governments or secondary and lower-level schools in promoting gender equality education initiatives, as well as the number of related events, increased by 16.32%

4. In 2022, NCUE continued to join the Ministry of Education's project, entrusted to National Taiwan University, to establish a "Gender Mainstreaming Resource Center" at colleges and universities. As a partner institution, we collaborated with 12 other colleges and universities, including National Taiwan University, Chung Shan Medical University, Kaohsiung Medical University, and Hsing Wu University of Science and Technology, to pilot the promotion of gender mainstreaming on our respective campuses. 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).

Additionally, three female faculty members from our university were recommended and specially trained to represent the school in the "Gender Mainstreaming Seed Teacher Training Workshop": Professor Lin Mei-Chun from the Department of Public Affairs and Civic Education, Professor Chen Mei-Hua from the Graduate Institute of Sports and Health, and Professor Chen Shu-Jung from the Department of Electromechanical Engineering. The aim is to integrate gender mainstreaming into the curriculum and encourage women to apply for underrepresented fields such as politics, sports, and electromechanical engineering. See Figure 4 and 5 for reference.



Figure 4: NCUE has partnered with 12 other colleges and universities, including National Taiwan University, Chung Shan Medical University, Kaohsiung Medical University, and Hsing Wu University of Science and Technology, to jointly promote and pilot gender mainstreaming initiatives on campus



Figure 5: NCUE recommended and provided specialized training for three female faculty members—Professor Lin Mei-Chun from the Department of Public Affairs and Civic Education, Professor Chen Mei-Hua from the Graduate Institute of Sports and Health, and Professor Chen Shu-Jung from the Department of Electromechanical Engineering—to represent the university in the "Gender Mainstreaming Seed Teacher Training Workshop." The goal is to integrate gender mainstreaming into the courses they teach and to encourage women to apply to underrepresented disciplines such as politics, sports, and electromechanical engineering

5. In 2022, NCUE's faculty members were involved in eight 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 cases (33.33%) compared to 2021. These projects included Professor Lin Chih-Hui from the Department of Special Education: *"2023 Empowerment Program on Emotional Education and Self-Protection Issues for Young Women with Mild Intellectual Disabilities — Development of a Digital Autonomous Learning Course."* Professor Chao Shu-Chu from the Department of Guidance and Counseling: *"2023 Research Project on Gender Equality Education Curriculum Development and Promotion Strategies — Visibility, Learning, and Action on Diverse Gender Issues in University Campuses"*.

Professor Chao Shu-Chu from the Department of Guidance and Counseling and Professor Chi Heng-Chang from the Department of Geography: *"Commissioned Project on Consensus Workshops for Integrating Gender Equality Education into University Teacher Training Programs"*.

Professor Chen Chin-Yen and Assistant Professor Lin Shu-Hua from the Department of Guidance and Counseling: *"2023 Curriculum Revision for the Prevention of Sexual Assault, Harassment, or Bullying on Campus, and the Training Program for Prevention Education Professionals in Higher Education Institutions"*.

These projects represent comprehensive and interdisciplinary academic collaborations with other universities, government agencies, or academic institutions.

6. In 2023, NCUE collaborated with the Changhua County Government and Changhua DreamWorks to organize a series of activities on "Gender and Climate Change." Through theatrical performances, markets, and booths, the event promoted concepts such as "Tech Development: Women Together," "Women in Action: Fighting Climate Change," and "Sustainable SHE Development: Women are Essential." These initiatives aimed to increase the visibility of women in underrepresented fields (such as technology, climate, and disaster management) and to inspire female students from related disciplines at our university, including the College of Science, Department of Biology, Graduate Institute of Science Education, and Department of Geography, to get involved. See Figure 6 and 7 for reference.



Figure 6: In 2023, NCUE collaborated with the Changhua County Government and Changhua DreamWorks to organize a series of activities on "Gender and Climate Change." These events aimed to increase the visibility of women in underrepresented fields (such as technology, climate, and disaster management) and to inspire female students from related departments at our university, including the College of Science, Department of Biology, Graduate Institute of Science Education, and Department of Geography, to participate



Figure 7: NCUE collaborated with the Changhua County Government to organize the 2023 Women's Day series of activities titled "Changhua Women's Power, Exciting Energy: Sustainable SHE Development—Women's and Technological Actions Against Climate Change." The event aimed to increase the visibility of women in underrepresented fields such as technology, climate, and disaster management

7. From March 6 to 10, 2023, NCUE collaborated with Soka Gakkai Taiwan to host the "SDGs × Seeds of Hope and Action Exhibition" series of events. Through the introduction of various SDG goals, the aim was to enhance the understanding and awareness of SDGs among faculty, staff, and students. Specifically, regarding SDG 5 on gender equality, the exhibition highlighted the situations faced by women around the world, aiming to increase the visibility of women in underrepresented fields such as technology, climate, and disaster management. See Figure 8 and 9 for reference.



Figure 8: NCUE's President, Chen Ming-Fei, serves as the Chairperson of the Gender Equality Education Committee, representing the university's commitment to advancing gender equality, the fifth goal for SDG, "Achieving gender equality and empowering all women and girls."





Figure 9: NCUE's Chief Secretary, Wen Wei-Chun, serves as the Executive Secretary of the Gender Equality Education Committee, representing the university's dedication to advancing gender equality as the fifth goal of SDG, "Achieving gender equality and empowering all women and girls."

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

The total number of senior academic staff at NCUE in 2023, as shown in Table 1.

Table 1: The total number of senior academic staff at our university (2023)

Number of senior academic staff members (2023)	Full-time teachers	Part-time teachers
Associate professor	99	23
Assistant professor	56	85
Lecturer	4	75
Total number	344	208
Total	552	

### Number of female senior academic staff

A total of 199 people, 36.05% of the total number of female senior academic staff members. An increase of 2.05% compared to 34% in 2022, as shown in Table 2, and Figure 1.

Table 2: The total number of female senior academic staff at our university(2023)

Number of female senior academic staff members (2023)	Full-time teachers (gender proportion)	Part-time teachers (gender proportion)
Professor	55 (29.7%)	4 (16%)
Associate professor	36 (36.4%)	5 (21.7%)
Assistant professor	23 (41.1%)	33 (38.8%)
Lecturer	2 (50%)	41 (54.7%)
Total number	116 (33.7%)	83 (39.9%)
Total	199 人 (36.05%)	

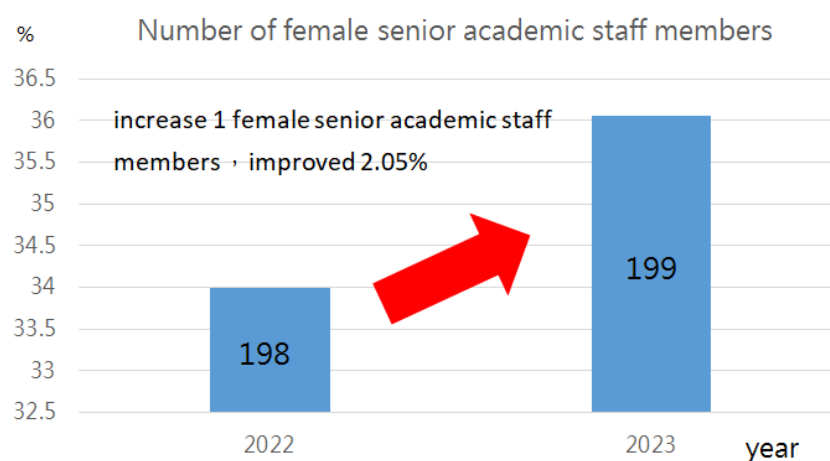


Figure 1: The number of female senior academic staff at our university grew by 2.05% in 2023

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 36.05% of the university relative to the total. The external gender expert also recommended that the university conduct an analysis of gender statistics 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. In 2023, the total number of female senior academic staff at NCUE increased by one compared to 198 in 2022. The proportion of female senior academic staff rose from 34% in 2022 to 36.05%, representing an overall increase of 2.05%.

## SDG 5.5.1 Proportion of female degrees awarded

### Number of graduates: Total

The number of students graduating from NCUE in 2022-2023: 1,145 in the bachelor's degree, 823 in the master's degree, 63 in the doctoral degree, and a total of 2,031. Please refer to Figure 1.

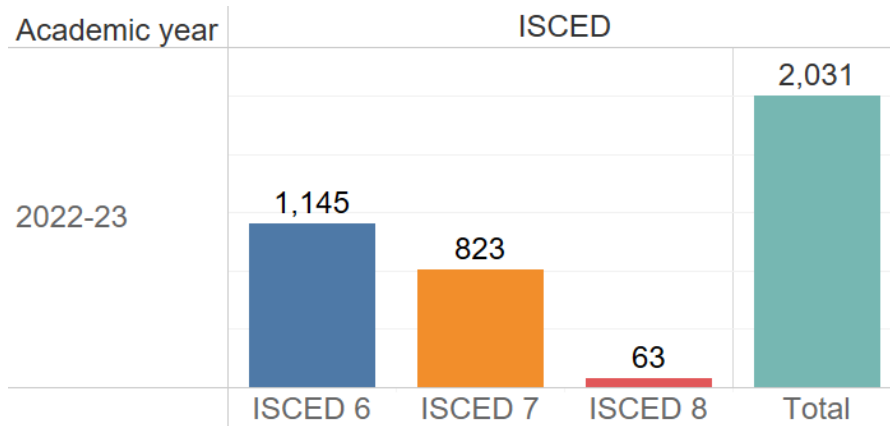


Figure 1: Numbers of students who graduated

### Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total

Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total 2,031 graduates in 2023 , as shown in Figure 2.

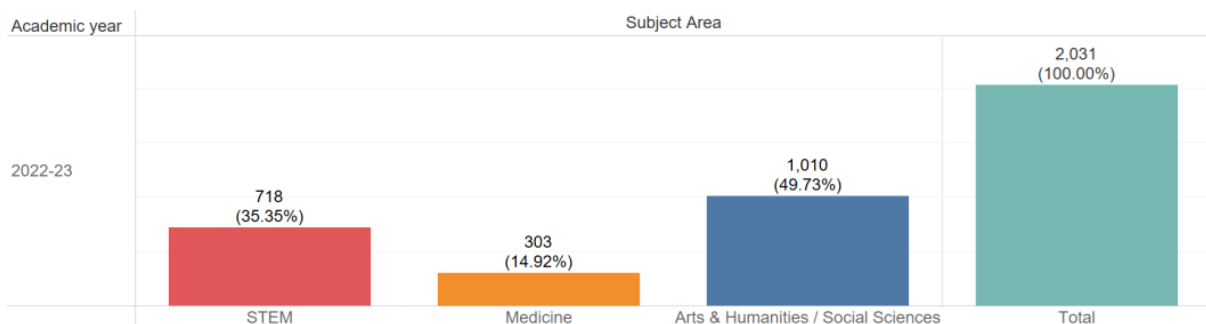


Figure 2: The number of graduates by academic field (STEM, Medicine, Arts and Humanities/Social Sciences) in 2023

The total number of graduates by subject area (STEM, Medicine, Arts and Humanities/Social Sciences) is 2,031. Each subject area is defined as follows:

Medical: 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 graduates: STEM**

STEM: 718 graduates in 2023 , as shown in Figure 3.

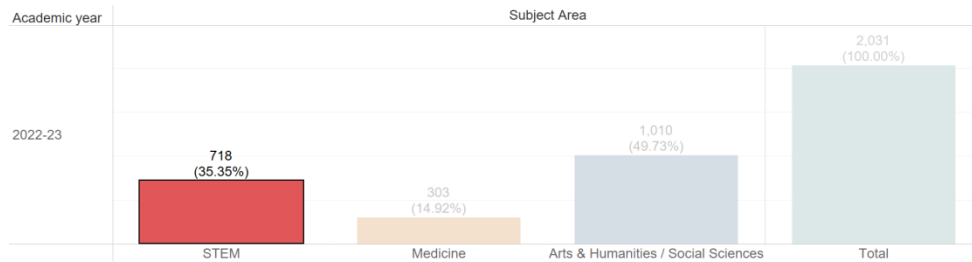


Figure 3: The number of graduates by academic field (STEM)

**Number of graduates: Medicine**

Medicine: 303 graduates in 2023 , as shown in Figure 4.

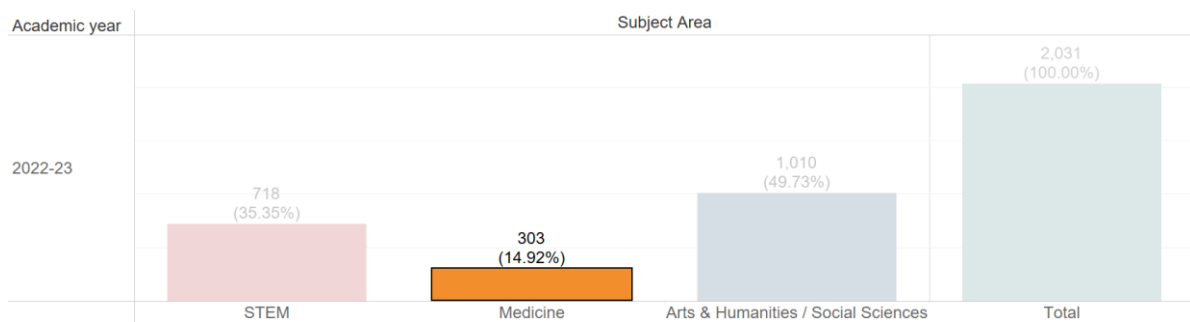


Figure 4: The number of graduates by academic field (Medicine)

**Number of graduates: Arts & Humanities / Social Sciences**

Arts & Humanities / Social Sciences: 1,010 graduates in 2023, as shown in Figure 5.

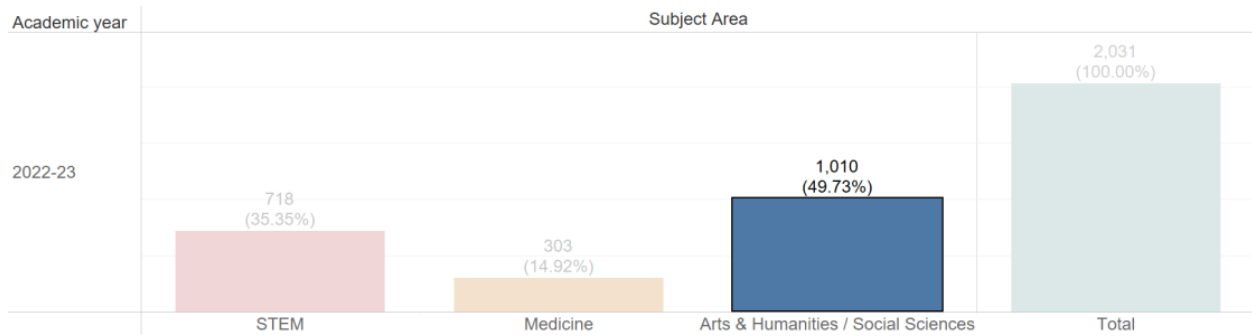


Figure 5: The number of graduates by academic field (Arts and Humanities/Social Sciences)

**Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total**

Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): 973(47.91%) graduates in 2023, as shown in Figure 6.

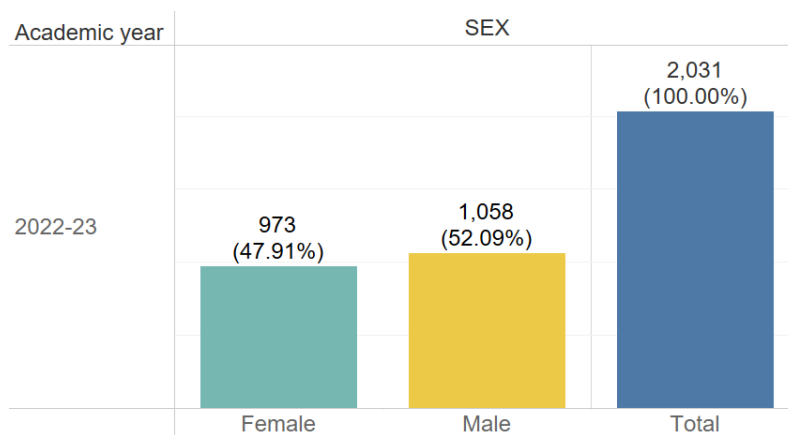


Figure 6: The number of female graduates by academic field (STEM, Medicine, Arts and Humanities/Social Sciences)

**Number of female graduates: STEM**

STEM: 172(23.96%) graduates in 2023, as shown in Figure 7.

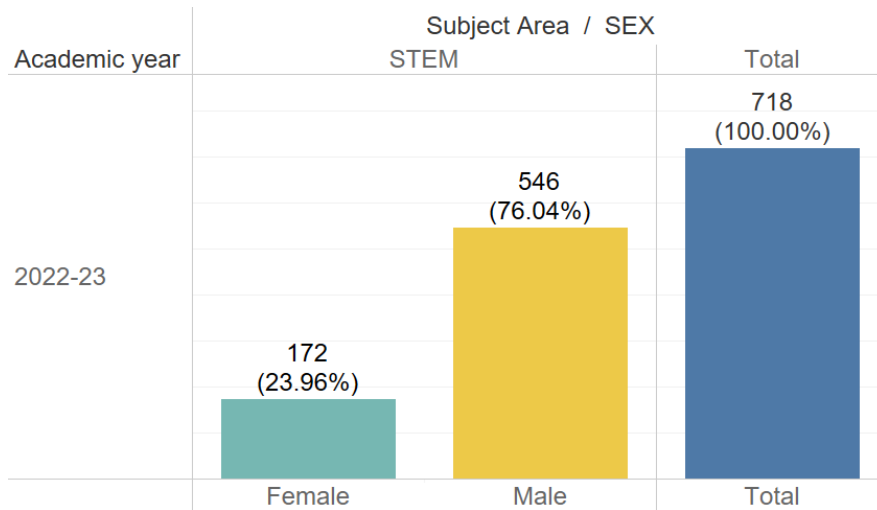


Figure 7: The total number of female graduates in the STEM field is 172

**Number of female graduates: Medicine**

Medicine: 201(66.34%) graduates in 2023, as shown in Figure 8.

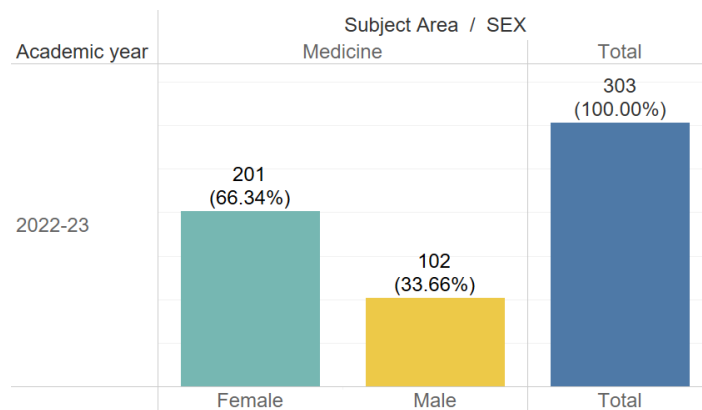


Figure 8: The number of female graduates by academic field (Medicine)

**Number of female graduates: Arts & Humanities / Social Sciences**

Arts & Humanities / Social Sciences: 600(59.41%) graduates in 2023, as shown in Figure 9.

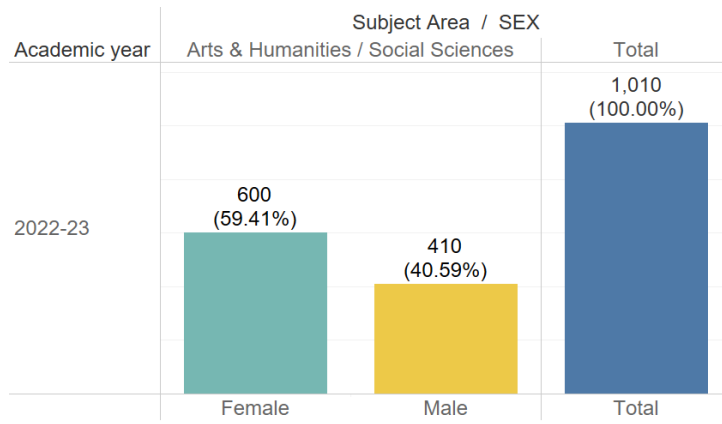


Figure 9: The number of female graduates by academic field (Arts and Humanities/Social Sciences)



## SDG 5.6.1 Policy of non-discrimination against women

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

<https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/648552977.pdf>

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: 2023

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). In 2023, the faculty, staff, and students of our university attended a total of 85 training sessions, either online or in person, related to the "Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)." This represents an increase of 2 sessions (2.4%) compared to 83 sessions in 2022. The total number of participants was 1,278, an increase of 144 people (12.69%) compared to 1,134 participants in 2022, as shown in Figure 1-4.

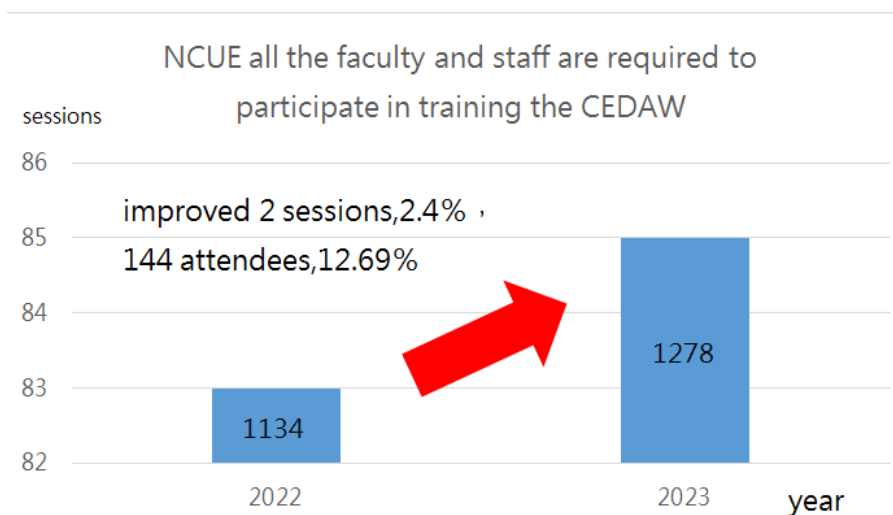


Figure 1: The number of faculty, staff, and students at our university attended CEDAW-related workshops and seminars in 2023 increased by 12.69%



Figure 2: In response to the Ministry of Education's Gender Equality Education Day, NCUE designated March 28, 2023, as the day to promote gender equality education, focusing on Article 10 of CEDAW, which addresses "Education." University President Chen Ming-Fei, Vice President Lin Chih-Hui, and Chief Secretary Wen Wei-Chun, along with first- and second-level administrators, participated in this initiative. The university promoted gender mainstreaming on campus, using it as a basis to assess legislation, policies, and programs, ensuring planned actions consider the impacts on both men and women across all areas and levels. This effort aligns with the principles of the United Nations' "Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)." The event saw enthusiastic participation from faculty, staff, and students, with a total of 543 participants



Figure 3: On November 22-23, 2023, in response to the United Nations International Day for the Elimination of Violence Against Women and the White Ribbon Campaign, our university collaborated with the Taiwan International Women's Film Festival to present the theme "From MeToo to StandbyYou." Films such as Force of Habit and Happening were screened, followed by a post-screening discussion led by Chiang Wan-Szu, Vice Chairperson of the Kaohsiung Women's Rights Promotion Association



Figure 4: NCUE has a policy of non-discrimination against women. Through introducing and showcasing outstanding works by female directors from both domestic and international sources, we aim to encourage audiences to reflect on the situation of women around the world and explore ways to eliminate discrimination against women. The goal is to create a gender-inclusive and respectful environment. There was enthusiastic participation from faculty, staff, and students, with a total of 149 participants

Please refer to attachment Annex 5.6.1A for the teaching faculty and the working staff of the university attended 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 the following:

<https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/648552977.pdf>

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 the following:

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

Establishment of policy: 2004

Policy review: 2023

2. NCUE's Gender Equality Education Committee, in collaboration with the on-campus gender club, GenderQueer, organized workshops and lectures related to non-discrimination against transgender individuals. In 2023, a total of 20 sessions were held, an increase of 2 sessions (11.1%) compared to 18 in 2022. The total number of participants was 312, an increase of 28 people (9.85%) compared to 284 participants in 2022, as shown in Figure 1-4.

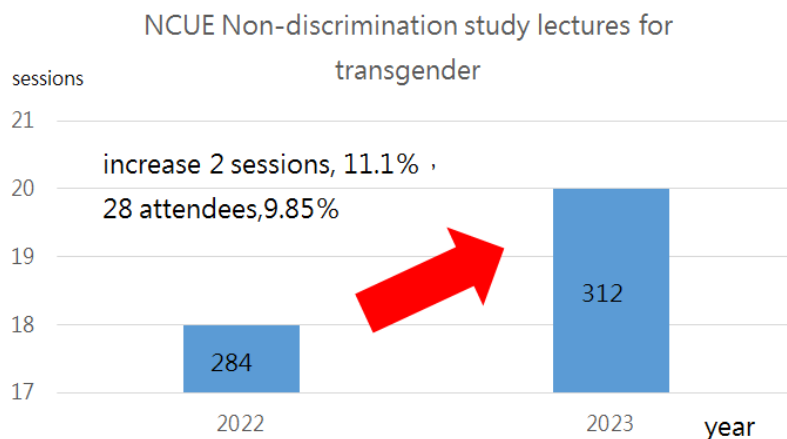


Figure 1: In 2023, our university held workshops and lectures related to non-discrimination against transgender individuals, showing a growth of 11.1%



Figure 2: Vice President Tseng Yu-Min and Chief Secretary Wen Wei-Chun led first- and second-level administrators to participate in our university's Gender Equality Education Day exhibition titled "Gender Without Boundaries, Sustainable Living." Students from the on-campus gender club, GenderQueer, served as guides for the exhibition. The exhibition focused on disadvantaged gender groups who face challenges due to gender-based discrimination. The purpose of the exhibition was to break free from traditional gender stereotypes and escape gender confines through the daily practice of respecting gender diversity



Figure 3: The teaching faculty and students of NCUE took a group photo in front of the gender-friendly rainbow staircase located on the 1st and 2nd floors of the Teaching Complex Building, calling on all faculty, staff, and students to open their "gender radar/antenna" to send and receive messages of goodwill and care regarding gender issues

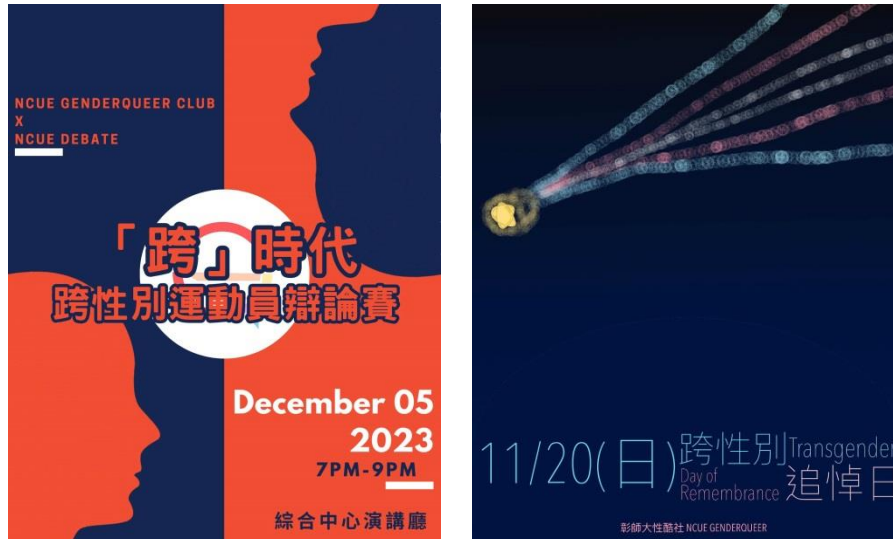


Figure 4: NCUE's Gender Equality Education Committee, in collaboration with the on-campus gender club, *GenderQueer*, organized club activities and a diverse gender support group in response to Transgender Day of Remembrance on November 20. The aim was to ensure students feel warm-hearted, supported, recognized, and accompanied on campus when facing unfair treatment due to their gender, gender expression, gender identity, or sexual orientation

3. In 2023, in accordance with directives from the Executive Yuan's Gender Equality Department and the Ministry of Education, our university conducted a comprehensive review of all forms, information systems, and web pages that reference "spouse," "parent," "relationship," or "titles," based on the "Act for Implementation of J.Y. Interpretation No. 748" (also known as the Same-Sex Marriage Act). For fields that originally had closed options such as "father" and "mother" or "husband" and "wife" listed separately, they were revised to open fields such as "legal guardian," "emergency contact," and "spouse" for self-selection. A total of 7 forms, information systems, and web pages were modified within the university to protect the rights of same-sex spouses and 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 policy**

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 the regulations:

<https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/683030982.pdf>

The parent law of this law is the Gender Equity Education Act of the Ministry of Education.

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

Establishment of policy: 2004

Policy review: 2023

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 the following:

<https://personnelweb.ncue.edu.tw/var/file/1/1001/img/139/501403957.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 the following

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

Establishment of policy: 2010

Policy review: 2023

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://saftyweb.ncue.edu.tw/var/file/10/1010/img/1029/445943886.pdf>

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: 2020



Figure 1: 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 school teaching faculty, working staff, students, and even school guests can apply for the “Caring Parking Card” as long as they need it



Figure 2: 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). A total of 9 applications were received in 2023 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://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/683030982.pdf>

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: 2023

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. 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://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/166393770.pdf>

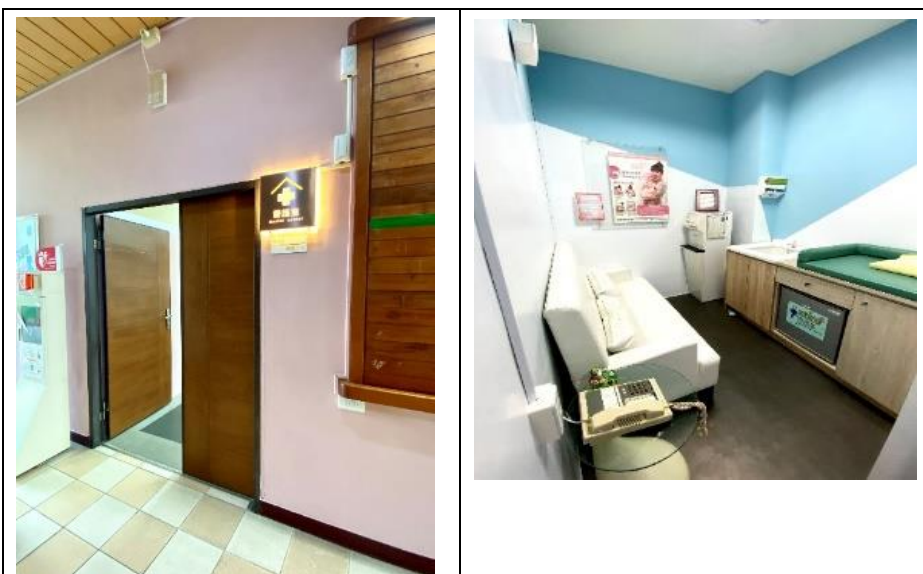


Figure 1: NCUE has two breastfeeding rooms located in the medical clinic on the first floor of the Student Activity Center at the Jinde

Campus, providing convenient access for students who are pregnant or have breastfeeding needs due to childcare

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. Per the ‘Limited Liability National Changhua University of Education Member - Student Consumer Cooperative Attached Changhua County Private National Changhua University of Education Kindergarten’, 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 Table of Student Enrollment at NCUE’s Kindergarten

Year	Student
2022	106
2023	112
2024	115

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://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/166393770.pdf>



Figure 1: NCUE’s staff and student consumer cooperative operates the "Changhua County Private NCUE Kindergarten," providing childcare services for preschool children aged 2 and above to help faculty, staff, and students share the responsibility of childcare

3. Employees at our university who have completed six months of service may apply for unpaid parental leave before their child turns 3 years old. The leave can be extended until the child reaches 3 years of age, with a maximum duration of two years. This policy aims to help our employees balance work and childcare, fostering a family-friendly work environment. The number of

employees who applied for unpaid parental leave in the 2022-2023 academic year is shown in Table 2.

Table 2: The number of employees at our university who applied for unpaid parental leave during the 2022-2023 academic year

Year	Civil servant	Contract employee	Project assistant	Sex		total
				male	female	
2022	1	7	2	2	8	10
2023	2	4	2	2	6	8

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 ample and abundant counseling resources for professional psychology and counseling programs for females annually. The number of female students participating in 2023 was 475, an increase of 19 (4.17%) from 456 in 2022. The total number of female students who applied for psychological counseling in 2023 was about 14.02%, an increase of 0.32% compared to 2022, of the 3,387 female students registered in NCUE in 2023., shown in Figure 1 and 2.

The services we provide include individual counselling, psychological tests, physical and mental health counselling, special case notification, class counselling, group counselling workshops, and multi-factored mental health promotion activities. The website of the Student Psychological Counseling and Counseling Center is can be found in the following website:

<https://ncuecounseling.ncue.edu.tw/bin/home.php>

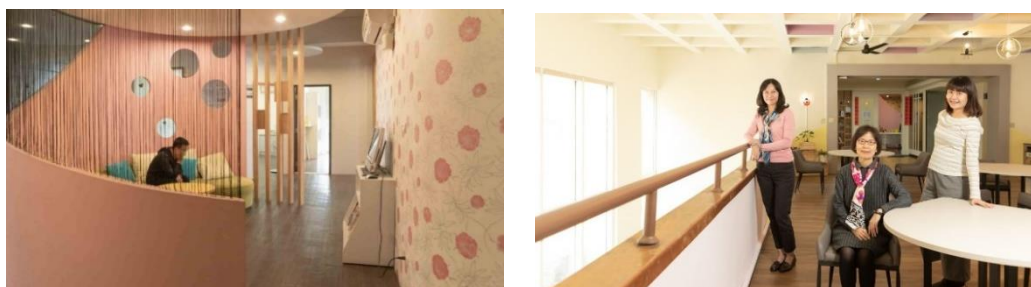


Figure 1: NCUE's Student Psychological Counseling and Guidance Center provides a wide range of professional counseling services and female support programs annually

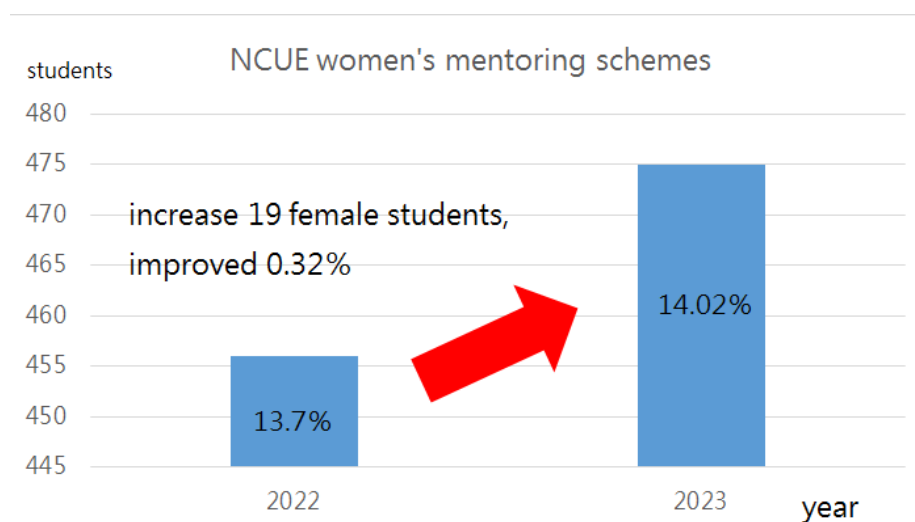


Figure 2: In 2023, 14.02% of female students at NCUE participated in the women's support program, an increase of 0.32% compared to the number of 2022

Please refer to Annex 5.6.6A. The Student Psychological Counseling and Counseling Center provides professional psychological counselling services and women's counselling 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 (2017-2032 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 programme, 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 2022–2023, the graduation rate of women in the bachelor's programme and Doctoral program. was higher than that of men. After the master's programme, the graduation rate of women began to be lower than that of men, as shown in Table 1.

Table 1: Tracking of the graduation rate of female students at our university for the 2022-2023 academic year

Educational system	Number of enrolled students (2022-2023)			Number of graduates (2022-2023)			Graduation rate		
	Projected number of graduates	male	female	Total number of individuals	male	female	total	male	female
Bachelor's program	1,378	769	609	1,145	609	536	83.09 %	79.19 %	88.01%
Master's program	1,045	497	548	478	241	237	45.74 %	48.49 %	43.25%
Executive master's program	900	343	557	345	165	180	38.33 %	48.10 %	32.32%
Doctoral program	264	153	111	63	43	20	23.86 %	28.10 %	18.02%
Total number	3,587	1762	1,825	2,031	1,058	973	56.62 %	60.05 %	53.32%

Many women in the master's class, master's in-service special class, and doctoral class 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 studies to Considering the impact of the COVID-19 pandemic, accommodate their pregnancy, childbirth, or

childrearing. 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/848318346.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: 2023

### **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.

Establishment of policy: 2004

Policy review: 2023

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 counselor from the Student Psychological Counseling and Counseling Center who provides counseling services on gender and emotional issues. Among students who used psychological counseling in 2023, 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.



## **SDG 5.6.9 Paternity policy**

1. 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://personnelweb.ncue.edu.tw/var/file/1/1001/img/139/501403957.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: 2010

Policy review: 2023

2. The employees at our university who have completed six months of service may apply for unpaid parental leave before their child turns 3 years old. The leave can be extended until the child reaches 3 years of age, with a maximum duration of two years. This policy aims to help our employees balance work and childcare, fostering a family-friendly work environment. The number of employees who applied for unpaid parental leave in the 2022-2023 academic year is shown in Table 2.

Table 2: The number of employees at our university who applied for unpaid parental leave during the 2022-2023 academic year

Year	Civil servant	Contract employee	Project Assistant	Sex		total
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2022	1	7	2	2	8	10
2023	2	4	2	2	6	8