



Times Higher Education
**Sustainability
Impact Ratings**

SDG

5

Gender Equality



SDG 5.2.1 Proportion of women first-generation

Number of women starting a degree

The number of women enrolled in 2024 541 in Bachelor's Program; 325 in Master's program; 32 in Doctoral program; a total of 898 students, which accounts for 46.94% of the total enrollment in 2024. As shown in Figure 1.

Academic year	ISCED	SEX		
for 2024	ISCED 6	541 (46.88%)	613 (53.12%)	1,154 (100.00%)
	ISCED 7	325 (47.79%)	355 (52.21%)	680 (100.00%)
	ISCED 8	32 (40.51%)	47 (59.49%)	79 (100.00%)
Total		898 (46.94%)	1,015 (53.06%)	1,913 (100.00%)
		Female	Male	Total

Figure 1: The number of female students enrolled at our school in 2024.

Number of first-generation women starting a degree

Among the bachelor students enrolled in 2024, 92 are first-generation female students to acquire the degree. These students accounted for 46.23% of the number of first-generation students (199 people) who are receiving a degree in NCUE. As shown in Figure 2 and Table 1.

ISCED	Class		
ISCED 6	107 (53.77%)	92 (46.23%)	199 (100.00%)
ISCED 7	208 (49.41%)	213 (50.59%)	421 (100.00%)
ISCED 8	28 (56.00%)	22 (44.00%)	50 (100.00%)
Total	343 (51.19%)	327 (48.81%)	670 (100.00%)
	First generation - Male	First generation - Female	First generation (Total)

Figure 2: The number of first-generation female students pursuing a degree at NCUE in 2024.

Table 1: The number of first-generation female students pursuing a degree at NCUE in 2024

School system	Number of first-generation students	Number of first-generation students (female)	Number of first-year students
Bachelor's programs	199	92	1,154
Master's programs	421	213	680
Doctoral programs	50	22	79
Total	670	327	1,913

Note:

According to the 14th-week 2025 Statistical Bulletin released by the Ministry of the Interior of Taiwan, as of the end of 2024, the population aged 15 and above registered in the household registry was 20.658 million, of which 10.449 million had attained higher education (college level or above), accounting for 50.6%. Additionally, OECD statistics show that the average higher education attainment rate among the population aged 25 to 64 across various countries in 2023 was 41%, while Taiwan's rate reached 58%, 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 website(s): https://www.moi.gov.tw/News_Content.aspx?n=2905&s=315404

SDG 5.3.1 Tracking access measures

NCUE regularly counts the number of female students who take maternity leave. In 2024, 29 female day-time school students applied for suspension of schooling due to maternity leave or parental leave, accounting for 0.85% of the total female students (3,394), as shown in Table 1.

Table 1: The number of female students applying for suspension or withdrawal from schooling due to maternity leave or parental leave in 2024

Education system category	Number 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 program in 2023 is 606 (A), and that in the second-year bachelor's program in 2024 is 590 (B). The retention rate of female students from the previous year (C) is 97.3%. NCUE's female student retention rate is 3.35% higher than the overall retention rate (93.95%). (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 Office of Academic Affairs: <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>

Policy established: 2004

Policy reviewed: 2024

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: Admissions Brochure for 2024 NCUE Master Students Application.

SDG 5.3.3 Women's access schemes

1. NCUE has established the Regulations for the Gender Studies Awards and Scholarships of the Department of Guidance and Counseling, National Changhua University of Education. This award is given to those who engage in research on related topics such as gender, LGBTQ+ 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 credits are provided. The first place is awarded NT\$10,000; NT\$8,000 for the second place; and NT\$5,000 for the third place. Please refer to the website: http://gc.ncue.edu.tw/redirect_news.php?file_no=14&new_no=1615966579&file_num=1&action=view_file
2. NCUE offers enrollment awards. The total number of awardees in 2024 was 683, of which 480 (70.28%) were women, increasing by 0.3% from 69.98% in 2023, as shown in Figure 1.

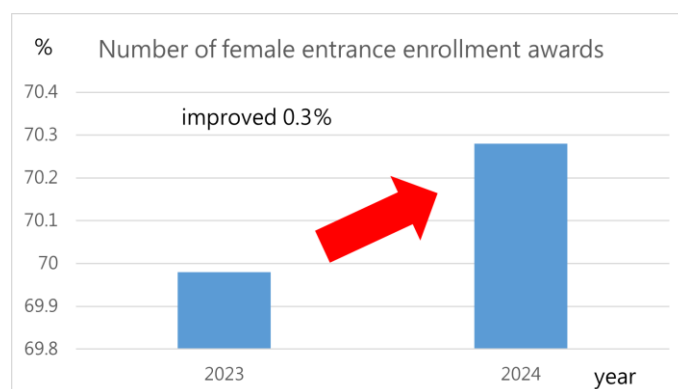


Figure 1: In 2024, the number of female students at our school receiving admission incentives and scholarships increased by 0.3%

3. In 2024, a total of 143 gender studies-related courses were offered by all departments including the Physical Education Office), the Teacher Education Center, and the General Education Center, amounting to 293 credits and enrolling 3,699 students. The identification of these courses was based on instructors' self-selection of "Gender Education" or "Integrated Issue: Gender Equality" 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 2024. 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 received certificates of completion, and 27 participants earned a 3-credit certificate under NCUE's "Corporate Sustainability Management" in-service master's program. 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. 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 campus visit. On March 26, 2024, Principal Xiang-Yun Chen led approximately 420 first-year students to visit six of our university's colleges: Education, Liberal Arts, 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 3 and 4 for reference.



Figure 3: 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



Figure 4: NCUE has further arranged hands-on experiences, workshops, or lectures for female students, helping them with future academic advancement and career exploration

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 Regulations for the Gender Studies Awards and Scholarships of the Department of Guidance and Counseling, National Changhua University of Education. 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 credits are provided. The first place is awarded NT\$10,000, NT\$8,000 for the second place, and NT\$5,000 for the third place. Please refer to the website: http://gc.ncue.edu.tw/redirect_news.php?file_no=14&new_no=1615966579&file_num=1&action=view_file
2. NCUE encourages the establishment of gender equality education courses by expressly stipulating Article 3 of the Guidelines for Promoting Gender Equality Education Awards. 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>
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 neighboring 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 (11.1%) compared to 2023. In 2024, the school's Talent Pool personnel, National Changhua University of Education Community Counseling & Human Development Service Center, and the service clubs of the Rural Service Team and the Mountain Service Team, all assisted neighboring local governments or schools up to junior high school to promote gender equality for holding 73 sessions, an increase of 8 sessions (12.3%) from 65 in 2023. The total number of attendees was 4,123, indicating an increase of 171 (4.3%) from 3,952 in 2023, See Figure 1 and 2 for reference.



Figure 1: NCUE 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

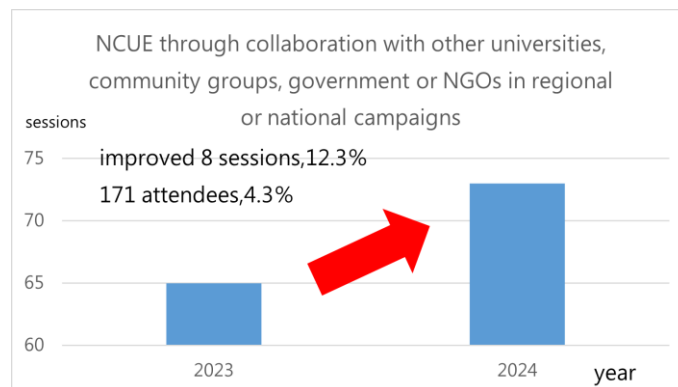


Figure 2: In 2024, the number of participants from NCUE assisting local governments or secondary and lower-level schools in promoting gender equality education initiatives, as well as the number of related events, increased by 12.3%

4. In 2024, NCUE participate in the Ministry of Education's project for the fourth consecutive year, 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, 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 and 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 Mei-Chun Lin from the Department of Public Affairs and Civic Education, Professor Mei-Hua Chen from the Graduate Institute of Sports and Health, and Professor Shu-Jung Chen 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 3 and 4 for reference.



Figure 3: NCUE has partnered with 12 other colleges and universities, including National Taiwan University and Chung Shan Medical University, to jointly promote gender mainstreaming initiatives on campus



Figure 4: NCUE recommended and provided specialized training for three female faculty members - Professor Mei-Chun Lin from the Department of Public Affairs and Civic Education, Professor Mei-Hua Chen from the Graduate Institute of Sports and Health, and Professor Shu-Jung Chen 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 2024, NCUE's faculty members were involved in eight gender equity-related projects of the National Science and Technology Council and entities other than the National Science and Technology Council. An increase of 2 cases (33.33%) compared to 2023. These projects included: Professor Chih-Hui Lin from the Department of Special Education: "Empowerment Program on Emotional Education and Self-Protection Issues for Young Women with Mild Intellectual

Disabilities — Development of a Digital Autonomous Learning Course." Professor Shu-Chu Chao from the Department of Guidance and Counseling: "Research Project on Gender Equality Education Curriculum Development and Promotion Strategies — Visibility, Learning, and Action on Diverse Gender Issues in University Campuses", Professor Shu-Chu Chao from the Department of Guidance and Counseling and Professor Heng-Chang Chi from the Department of Geography: "Commissioned Project on Consensus Workshops for Integrating Gender Equality Education into University Teacher Training Programs", Professor Chin-Yen Chen and Assistant Professor Shu-Hua Lin from the Department of Guidance and Counseling: "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 2024, NCUE collaborated with the Changhua County Government and Changhua Dream House of Changhua 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 5 and 6 for reference.



Figure 5: In 2024, NCUE collaborated with the Changhua County Government and Changhua Dream House of Changhua 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 6: NCUE collaborated with the Changhua County Government to organize the 2024 Women's Day series of activities "Changhua Women's Power, Exciting Energy: Sustainable SHE Development—Women's and Technological Actions Against Climate Change." The events aimed to increase the visibility of women in fields such as technology, climate, and disaster management

7. Due to the NCUE's outstanding achievements in promoting gender equality, the Ministry of Education entrusted NCUE on May 15, 2024, to establish the Central Taiwan Regional Center for the Promotion of Gender Equity Education in Higher Education Institutions, in order to draw on our experience and resources. The center assists universities and colleges in central Taiwan in advancing gender equity education, with the aim of strengthening the operation of gender equity education committees, raising awareness among related personnel, and enhancing cross-institutional resource integration through an effective regional organization, as shown in Figures 7 and 8.



Figure 7: NCUE's President, Ming-Fei Chen (third from the left), serves as the Chairperson of the Gender Equity Education Committee, representing the university's commitment to advancing gender equality, the fifth goal for SDGs, "Achieving gender equality and empowering all women and girls."



Figure 8: NCUE's Chief Secretary, Wei-Chun Wen (right), serves as the Executive Secretary of the Gender Equality Education Committee, representing the university's dedication to advancing gender equity as the fifth goal of SDGs, "Achieving gender equity 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 2024 is shown in Table 1.

Table 1: The total number of senior academic staff at our university (2024)

Number of senior academic staff members (2024)	Full-time teachers (All)	Full-time teachers (female)
Professor	182	55(30.3%)
Associate professor	103	36(35%)
Assistant professor	72	24(33.3%)
Lecturer	4	2(50%)
Total number	361	117(32.41%)

Number of female senior academic staff

There were 117 female senior academic staff members, accounting for 32.41% of the total number of senior academic staff members.

SDG 5.5.1 Proportion of female degrees awarded

Number of graduates: Total

The number of students graduating from NCUE in 2023-2024: 1,156 in the bachelor's degree, 902 in the master's degree, 81 in the doctoral degree, and a total of 2,139. Please refer to Figure 1.

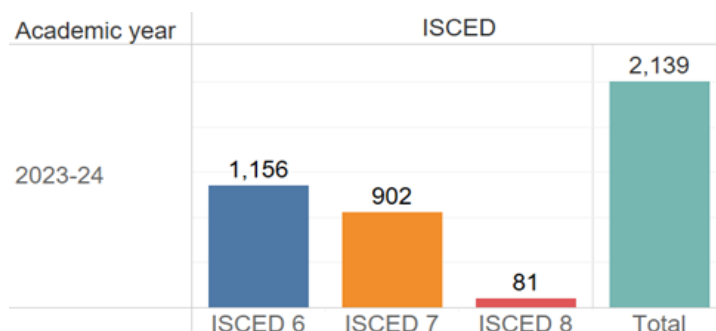


Figure 1: Numbers of students who graduated

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

In 2024, the total number of graduates by academic field—STEM, Medicine, and Arts/Humanities & Social Sciences—was 2,139 (see Figure 2).

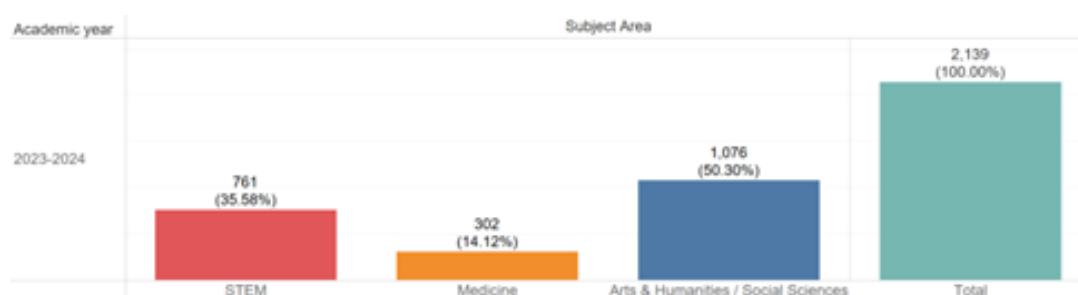


Figure 2: The number of graduates by academic field (STEM, Medicine, Arts and Humanities/Social Sciences) in 2024

Each academic field is defined as follows:

Medicine: 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: 761 graduates in 2024, as shown in Figure 3.

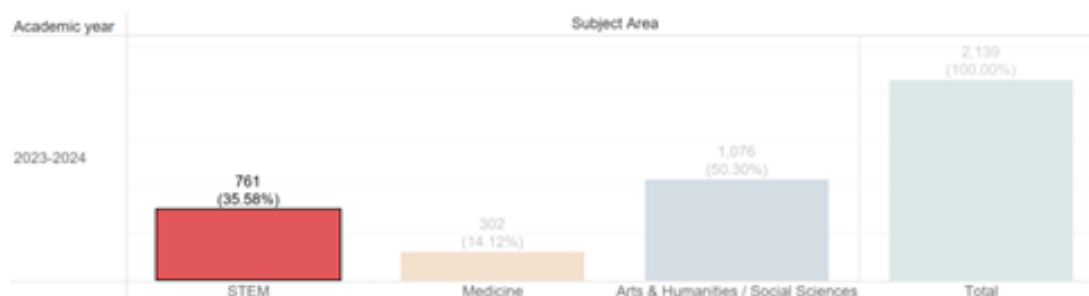


Figure 3: The number of graduates by academic field (STEM)

Number of graduates: Medicine

Medicine: 302 graduates in 2024, as shown in Figure 4.

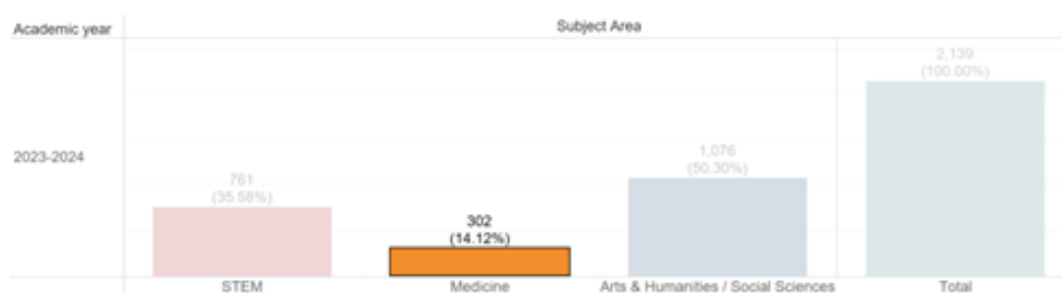


Figure 4: The number of graduates in Medicine field

Number of graduates: Arts & Humanities / Social Sciences

Arts & Humanities / Social Sciences: 1,076 graduates in 2024, as shown in Figure 5.

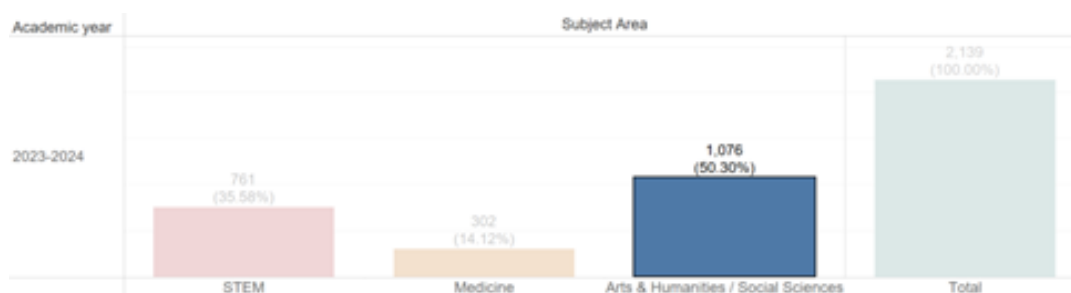


Figure 5: The number of graduates in Arts and Humanities/Social Sciences field

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): 1,045 (48.85%) graduates in 2024, an increase of 72 people (0.94%) compared to 973 people in 2023 (47.91% of the total), as shown in Figure 6.

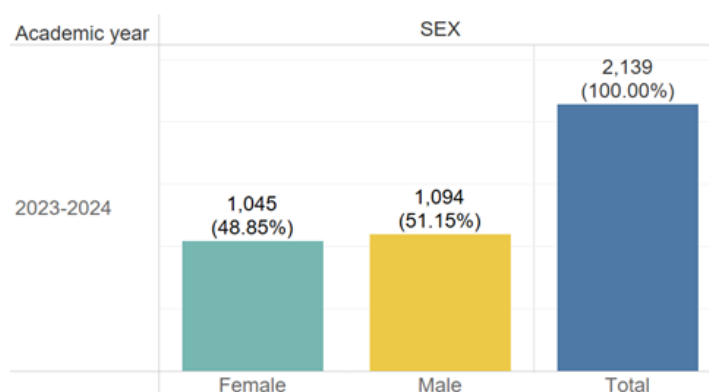


Figure 6: The number of female graduates by academic field (STEM, Medicine, Arts and Humanities/Social Sciences)

Number of female graduates: STEM

STEM: 200 (26.28%) female graduates in 2024, an increase of 28 people (2.32%) compared to 172 people in 2023 (23.96% of the total), as shown in Figure 7.

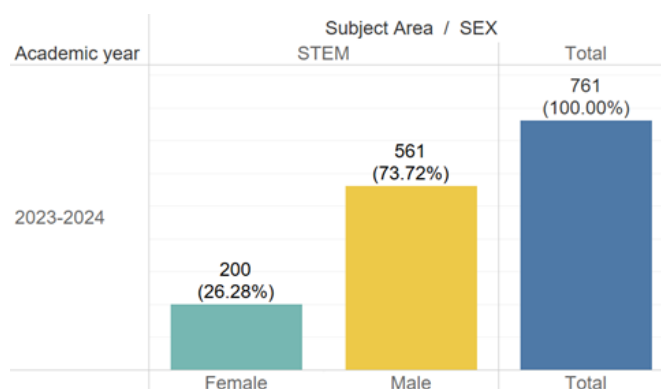


Figure 7: The total number of female graduates in the STEM field is 200

Number of female graduates: Medicine

Medicine: 202(66.89%) female graduates in 2024, an increase of 1 people (0.55%) compared to 201 people in 2023 (66.34% of the total), as shown in Figure 8.

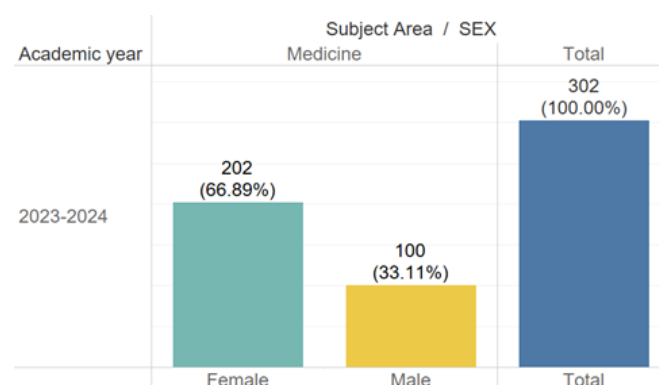


Figure 8: The number of female graduates in Medicine field

Number of female graduates: Arts & Humanities / Social Sciences

Arts & Humanities / Social Sciences: 643 (59.76%) graduates in 2024, An increase of 43 people (0.35%) compared to 600 people in 2023 (59.41% of the total), as shown in Figure 9.

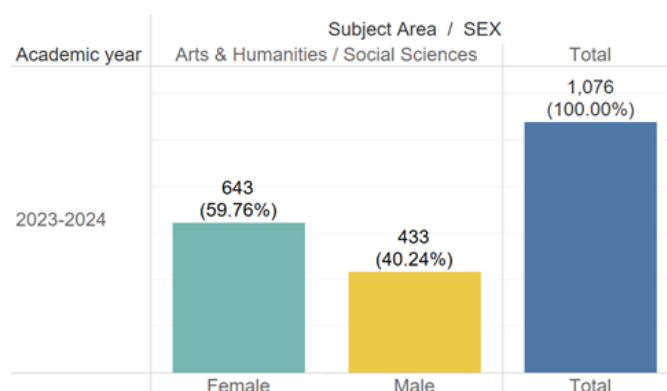


Figure 9: The number of female graduates by academic field (Arts and Humanities/Social Sciences)

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, please refer to:

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

Policy established: 2004

Policy reviewed: 2023

2. In accordance with the provisions of Article 6 of NCUE's Regulations on the Implementation of Gender Equity Education, the Personnel Office holds new personnel training and on-the-job training courses for faculty and staff, in which content on gender equity 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 2024, the faculty, staff, and students of NCUE attended a total of 87 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 85 sessions in 2023. The total number of participants was 1,422, an increase of 144 people (11.27%) compared to 1,278 participants in 2023, as shown in Figure 1-4.

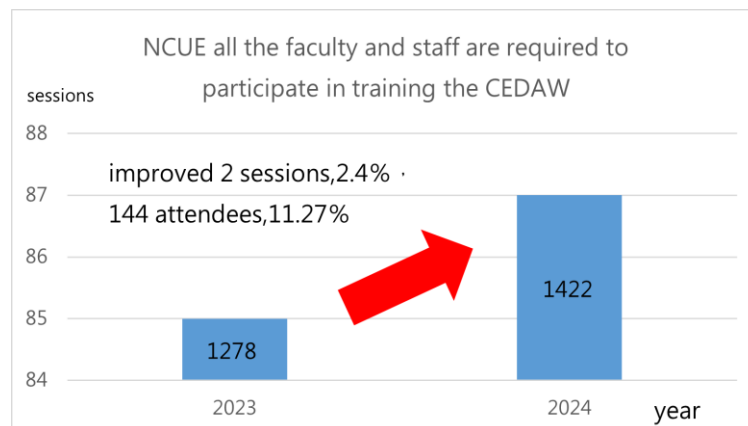


Figure 1: The number of faculty, staff, and students at our university attended CEDAW-related workshops and seminars in 2024 increased by 11.27%



Figure 2: In response to the Ministry of Education's Gender Equity Education Day, NCUE organized its Gender Equity Education Day on April 30, 2024, focusing on Article 10 "Education" of CEDAW as the main theme. Members of the Gender Equity Education Committee at our school: Dean of Academic Affairs Dr. Yang-Wei Lin, Dean of Student Affairs Dr. Chuan-Fu Geng, and Professor Shu-Chu Chao jointly participate in this event. Through promoting gender mainstreaming within the campus, the university aimed to evaluate legislation, policies, and programs through planned actions. These actions were designed to assess the impact on both men and women across all areas and levels, echoing the principles of CEDAW. The event saw enthusiastic participation from faculty, staff, and students, with a total of 642 participants



Figure 3: On November 22-23, 2024, 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 Women Make Waves International 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 Association for the Promotions of Women's Rights



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: The teaching faculty and staff of the university attending the 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, please refer to the following:

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

Policy established: 2004

Policy reviewed: 2023

2. NCUE's Gender Equity Education Committee, in collaboration with the on-campus club, Gender Queer, organized workshops and lectures related to non-discrimination against transgender individuals. In 2024, a total of 22 sessions were held, an increase of 2 sessions (11.1%) compared to 20 in 2023. The total number of participants was 340, an increase of 28 people (8.97%) compared to 312 participants in 2023, as shown in Figure 1-4.

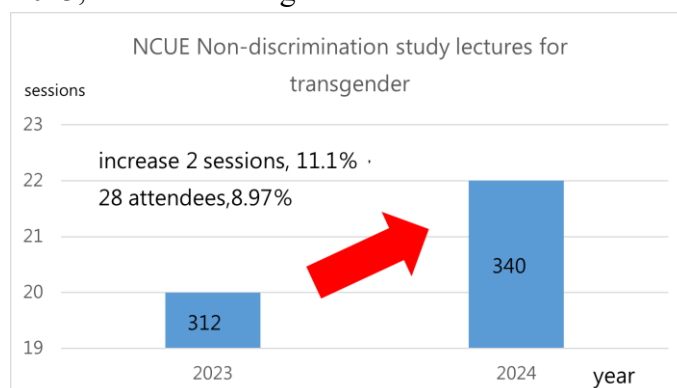


Figure 1: In 2024, NCUE held workshops and lectures related to non-discrimination against transgender individuals, showing a growth of 11.1%



Figure 2: On November 18 and 21, 2024, 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 2024 Taiwan International Queer Film Festival to host the “Baisha Queer Film Festival” under the theme “Cultivating Love, Rooting the Rainbow.” The event featured five films centered on anti-harassment and anti-discrimination themes - *Swingin'*, *A Beautiful Bird Day*, *This is My Rifle*, *Hidden*, and *Honeymoon*. Each screening was followed by a post-film discussion led by invited speakers



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 Building, calling on all faculty, staff, and students to open their "gender antenna" to send and receive messages of goodwill and care regarding gender issues



Figure 4: NCUE's Gender Equity Education Committee, in collaboration with the on-campus club, Gender Queer, 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, supported and recognized 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 Equity 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 ‘Directives for Protecting the Educational Rights and Providing Counseling Support for Pregnant Students at National Changhua University of Education’ to safeguard 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>

Policy established: 2004

Policy review: 2023

2. NCUE has also formulated the Work Rules for Contract Employees, which clearly stipulates related rights, such as pregnancy check-up leave, maternity leave, paternity leave, family care leave, and tocolysis 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 Act of Gender Equality in Employment of the Ministry of Labor.

For the English version, please refer to:

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

Policy established: 2010

Policy reviewed: 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 Labor. For the English version, please refer to:

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

Policy established: 2017

Policy reviewed: 2020



Figure 1: In consideration of the needs of faculty and students who are pregnant, with limited mobility, or with young children, the Gender Equity Education Committee of NCUE has drawn up the first “Caring Parking Permit” 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 Permit’ can park in disabled parking spaces (the permit must be placed visibly on the windshield of the vehicle). A total of 6 applications were received in 2024

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

SDG 5.6.4 Childcare facilities for students

1. NCUE operates the Limited Liability National Changhua University of Education Staff and Student Cooperative with an Affiliated Changhua Private NCUE Kindergarten. This kindergarten enrolls the children of the school's faculty and staff, providing childcare services of preschool education for children over 2 years old with a fee. Please refer to the website of the kindergarten: <http://www.ncuekid.com.tw/>
2. In addition, NCUE has set up the 'Directives for Protecting the Educational Rights and Providing Counseling Support for Pregnant Students at National Changhua University of Education'. NCUE actively safeguards 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>
Policy established: 2004
Policy reviewed: 2023
3. NCUE has a total of three well-equipped breastfeeding rooms, which are located in the health center and Ming-De Hall of Jinde campus, as well as the health center of Baoshan campus. In addition, we have set up 'Regulations for the Establishment and Administration of Breastfeeding (Nursing) Rooms at National Changhua University of Education' Please refer to the regulations: <https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/166393770.pdf>

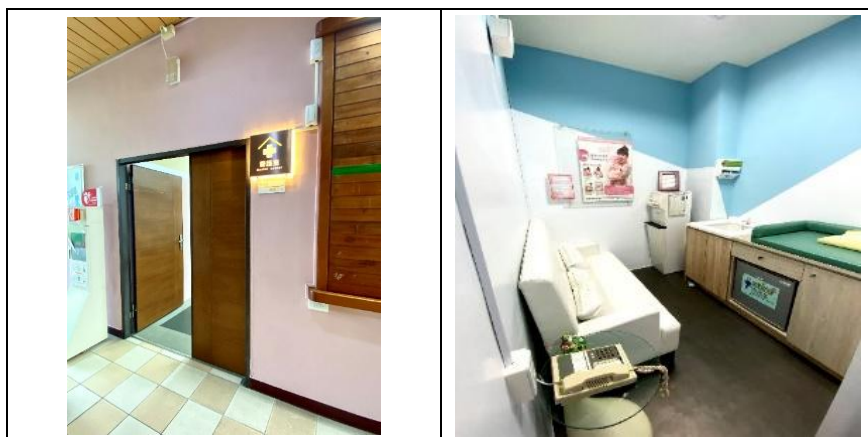


Figure 1: NCUE has two breastfeeding rooms located in the health center on the first floor of the Student Activity Center on Jinde Campus, providing access for students who are pregnant or have breastfeeding needs due to childcare

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. NCUE operates the Limited Liability National Changhua University of Education –Staff and Student Cooperative with an Affiliated Changhua Private NCUE Kindergarten’. It enrolls the children of the school’s faculty and staff, as shown in Table 1, providing childcare services of preschool education for children over 2 years old with a fee. Please refer to the kindergarten website: <http://www.ncuekid.com.tw/>

Table 1: Student Enrollment at NCUE’s Kindergarten

Year	Student
2022	106
2023	112
2024	115

2. NCUE has a total of three well-equipped breastfeeding rooms, which are located in the health center and Ming-De Hall of Jinde campus, as well as the health center of Baoshan campus. In addition, we have set up ‘Regulations for the Establishment and Administration of Breastfeeding (Nursing) Rooms at National Changhua University of Education’. Please refer to the regulations: <https://genderweb.ncue.edu.tw/ezfiles/16/1016/img/1021/166393770.pdf>

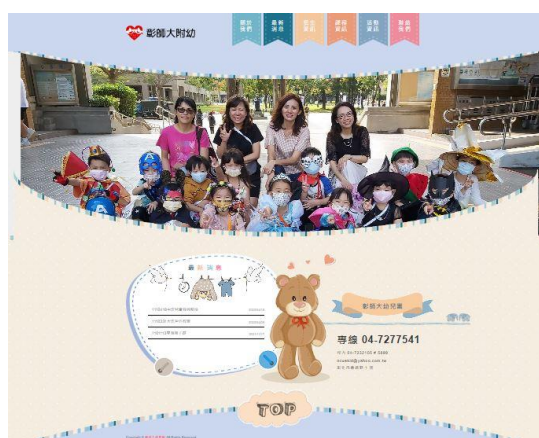


Figure 1: Changhua Private NCUE Kindergarten providing childcare services for preschool children aged 2 and above to help faculty, staff, and students share the responsibility of childcare

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 2023-2024 academic year is shown in Table 2.

Table 2: The number of employees at our university who applied for unpaid parental leave during the 2023-2024 academic year

Year	Civil Servant	Contract Employee	Project Assistant	Sex		Total
				Male	Female	
2023	1	7	2	2	8	10
2024	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 abundant counseling resources for professional psychology and counseling programs for females annually. The number of female students participating in 2024 was 494, an increase of 19 (4%) from 475 in 2023. The total number of female students who applied for psychological counseling in 2024 was about 3,394, accounting for 14.56%, of the total female students registered in NCUE, increased by 0.54% compared to 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. Please refer to the website of the Student Psychological Counseling and Guidance Center: <https://counselingweb.ncue.edu.tw/>

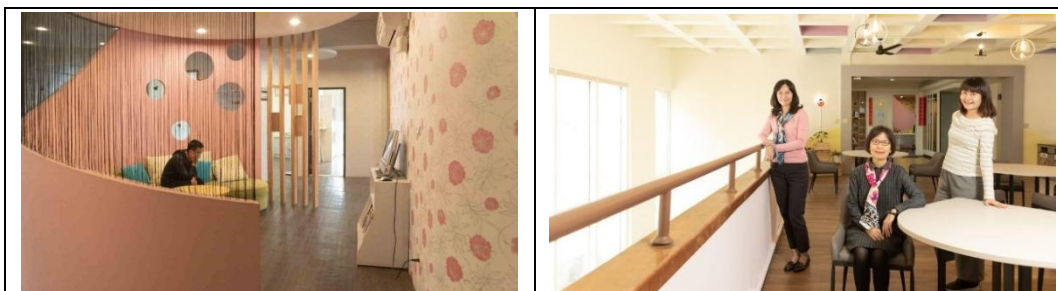


Figure 1: NCUE's Student Psychological Counseling and Guidance Center provides a wide range of professional counseling services and female support programs annually

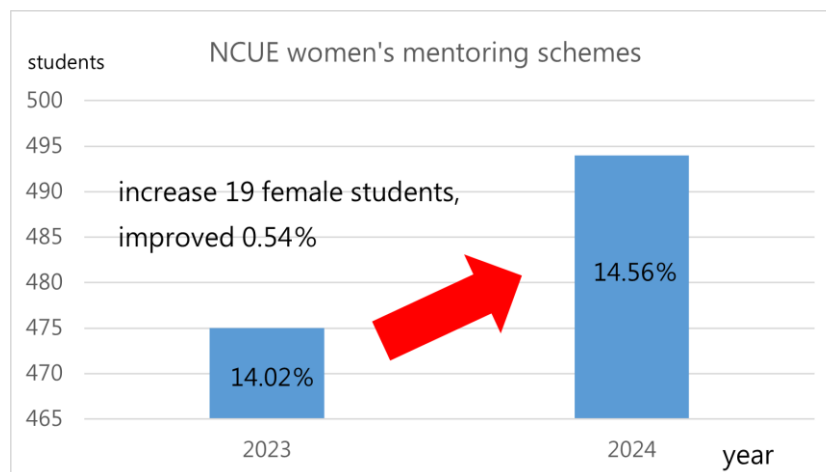


Figure 2: In 2024, 14.56% of female students at NCUE participated in the women's support program, increasing by 0.54% compared to the number of 2022

Please refer to Annex 5.6.6A: The Student Psychological Counseling and Guidance Center provides professional psychological counselling services and counselling facilities for women.

SDG 5.6.7 Track women's graduation rate

The Institutional Research Center of NCUE regularly tracks student graduation rate. To define the number of students who are potential graduates, the Center refers to the Ministry of Education's "Forecast and Analysis Report on the Number of Students and Graduates in Colleges and Universities (Academic Year 2017-2032)." We set the minimum number of years to graduate based on students' normal study duration at each degree level; A small number of early graduations is not included in the calculation. According to different student levels, the total number of students in each level (including extended-study students) above the 'minimum study duration' is summed up and defined as the 'number of students likely to graduate.' In a four-year bachelor's program, for example, since the 'minimum graduation period' is 4 years, the number of students who are potential to graduate is the sum of students in the fourth year and those in extended study. The graduation rate is calculated by dividing the actual number of graduates by the number of potential graduates. In 2023-2024 academic year, the graduation rates of female graduates in the bachelor's program and Doctoral program were higher than those of male students, whereas in master's programs, the graduation rate of female students was lower than that of males, as shown in Table 1.

Table 1: Tracking of the graduation rate of female students at NCUE for the 2023-2024 academic year

Academic Year	ISCED	Number of Students			Number of Graduates			Graduation Rate		
		Projected Number of Graduates	Male	Female	Total	Male	Female	Total	Male	Female
2023-2024	ISCED 6	1,369	768	601	1,057	513	544	77.21%	66.80%	90.52%
	ISCED 7	1,978	865	1,113	902	439	463	45.60%	50.75%	41.60%
	ISCED 8	247	145	102	81	43	38	32.79%	29.66%	37.25%
	Total	3,594	1,778	1,816	2,040	995	1,045	56.76%	55.96%	57.54%

Due to the impact of the COVID-19 pandemic, many female students choose to enroll in the master's class, master's in-service professional class, and doctoral class when they're about 30 years old. This is a critical period of life. Factors such as marriage, pregnancy, childbirth, or raising children under the age of three may affect their education and graduation. Article 17 of the school rules stipulates that students may extend their studies considering their pregnancy, childbirth, or childrearing. After the events, the study duration can be extended for up to two years to reduce the possibility of affecting female students' 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>

Policy established: 2004

Policy reviewed: 2023

SDG 5.6.8 Policies protecting those reporting discrimination.

1. NCUE has established the National Changhua University of Education Gender Equity 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. 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 14 of the Ministry of Education. For the English version, please refer to the following:

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

Policy established: 2004

Policy reviewed: 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 Guidance Center who provides counseling services on gender and emotional issues. Among students who used psychological counseling in 2024, 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 meetings for gender-based violence events 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 Contract Employees, which clearly stipulates related rights, such as pregnancy check-up leave, maternity leave, paternity leave, family care leave, and tocolysis 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 Act of Gender Equality in Employment of the Ministry of Labor.

For the English version, please refer to:

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

Policy established: 2010

Policy reviewed: 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 2023-2024 academic year is shown in Table 1.

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