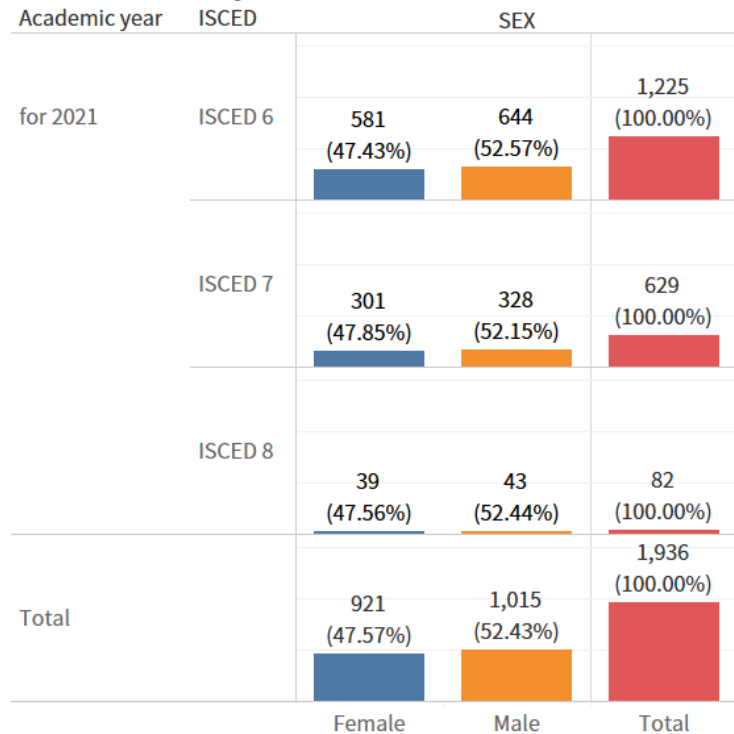


SDGs5 性別平等

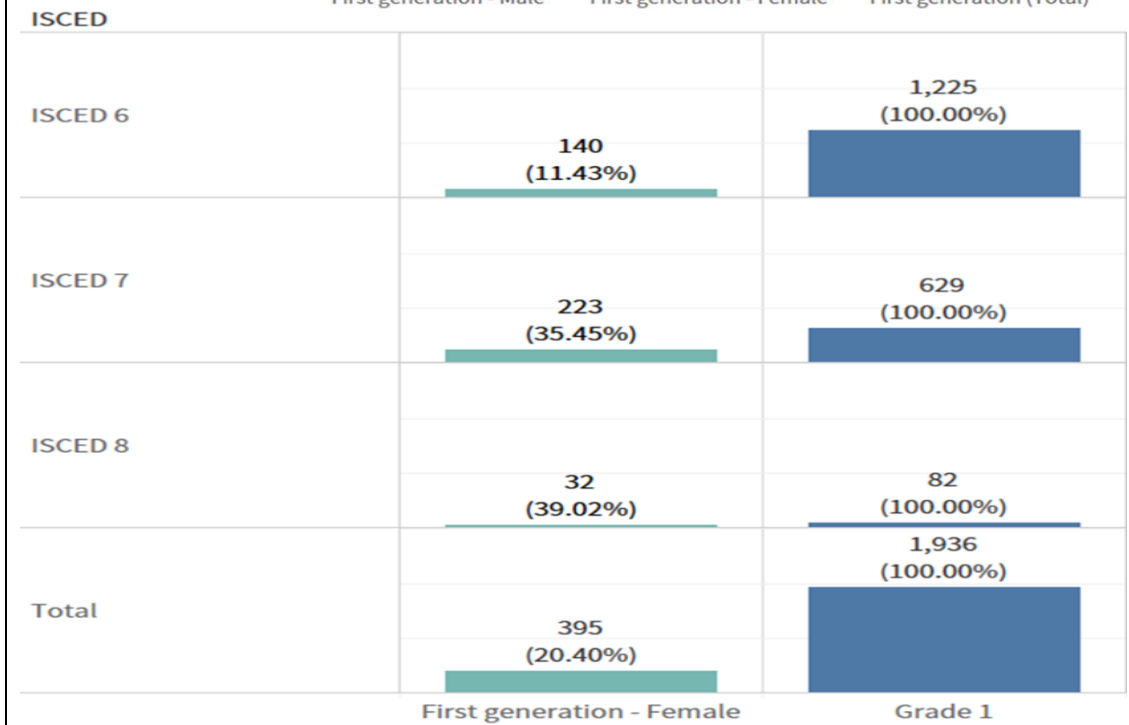
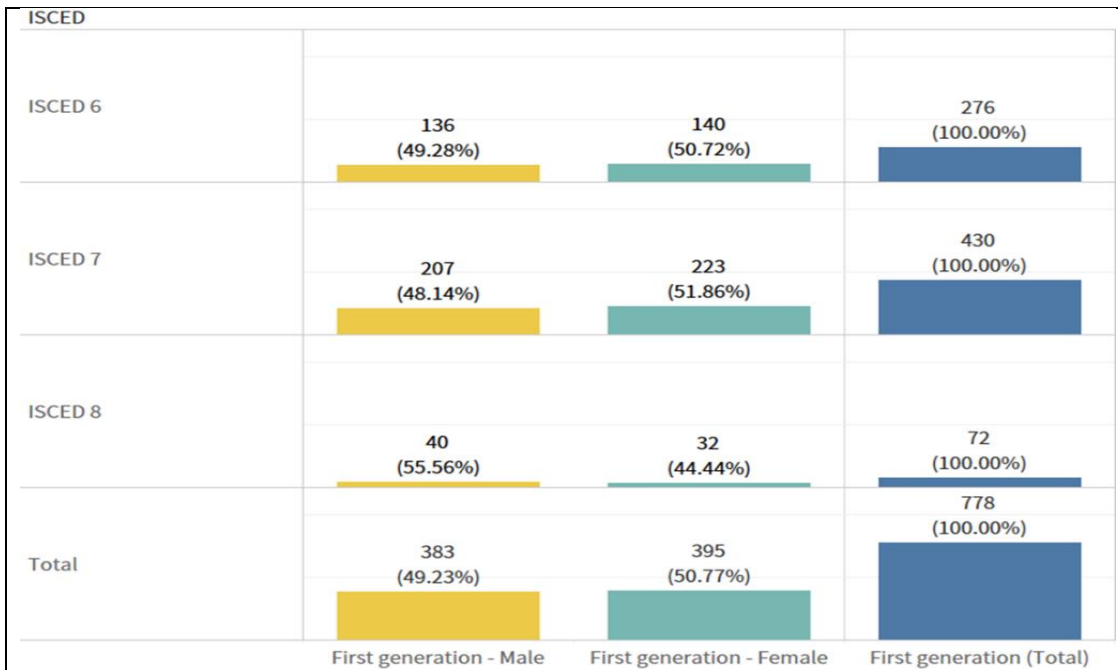
題目編號：5.2.1

題目：**Number of women starting a degree**

Number of women enrolled in bachelor' s programmes in 2021: 581. Master' s program: 301 students; Doctoral program: 39 students; a total of 921 students. This number accounts for 47.57% of the number of those enrolled in bachelor' s classes in 2021, as shown in the figure below:



Among the bachelor students enrolled in 2021, 140 are first-generation female students. Female students accounted for 50.72% of the number of first-generation students (276 people) who are receiving a degree in NCUE, an increase of 9.12% from 41.6% in 2020.



School system	Number of first-generation students	Number of first-generation students (female)	Number of first-year students
Bachelor's programs	276	140	1,225
Master's programs	430	223	629
Doctoral programs	72	32	82
Total	778	395	1,936

5.3.1

題目: **Tracking access measures**

Systematically measure and track women's application rate, acceptance or entry rate, and study completion rate at the university.

The number of female students enrolled in the first-year bachelor's programme in 2020 is 544 (A), and that in the second-year bachelor's programme in 2021 is 538 (B). The school stability rate (%) (C) of female students in the previous year was 98.89%, an increase of 2.09% from female students' stability rate of 96.8% in 2020 (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:

<http://acadaff.ncue.edu.tw/files/11-1021-2142.php?Lang=zh-tw>

In addition, NCUE regularly tracks and counts the number of female students who take leave owing to pregnancy. In 2021, 29 female day-time school students took a leave owing to their pregnancy or children (parenting), accounting for 0.87% of the total female students (3,320), a decrease of 0.75% from 1.62% in 2020. The statistics are as follows :

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.

5.3.2

英文原文: **Policy for women's applications and entry**

Implement a policy (e.g., an Access and Participation plan) addressing women's applications, acceptance, entry, and participation at the university.

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: <http://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%AF%A6%E6%96%BD%E8%A6%8F%E5%AE%9A.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: 2018

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

Please refer to [Annex 5.3.2A](#) NCUE's 2021 master's program application guide.

5.3.3

題目: **Women's access schemes**

Provide women's access schemes, including mentoring, scholarships, or other provisions.

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
2. NCUE has a number of enrollment awards. The total number of awards in 2021 was 598, of which 397 (66.38%) were women, an increase of 4.28% from 62.1% in 2020.
3. In 2021, 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 973, an increase of 0.82% from 965 courses in 2020. The number of students taking the course is 33,197, an increase of 1,109 visits (3.46%) from 32,088 visits in 2020 (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 October 6, 2021. 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. Thirty-five female leaders

were enrolled in the program. Most of them are leaders of social organizations, corporate leaders or their spouses, and second-generation elites. They belong to a variety of industries, including metals, plastics, cosmetics, food, and other manufacturing, wholesale, and retail industries. It is hoped that this program will facilitate female students' learning and training at NCUE.



5. In 2021, Professor Shu-Chu Chao of the Department of Guidance and Counseling at NCUE invited faculty members who offer courses related to gender equality education in the institution and external gender equality education scholars to form a consensus workshop on the integration of gender equality education into the curriculum of the university for teacher training. The participating faculty members included the following: Associate Professor Heng-Chang Chi of Department of Geography, Professor Ya-Hui Hung of Department of Special Education, Assistant Professor Yi-Ping Cheng of Department of Public Affairs and Civic Education, and Professor Chien-Lung Lin of Department of Physics. The aim is to develop and provide more resources related to gender-friendly and women's access programs.



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.

5.3.4

題目: **Women's application in underrepresented subjects**

Encourage women's applications in subjects where they are underrepresented through university outreach or collaboration with other universities, community groups, government, or NGOs in regional or national campaigns.

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

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:

<http://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E7%8D%8E%E5%8B%B5%E8%BE%A6%E6%B3%95.pdf>

The winner of the 2021 Gender Equality Education Award, Yi-Hsuan Cheng of the Department of Guidance and Counseling (president of the Sex Cool Club and a student member of the 9th Gender Equality Education Committee), was presented with the award by President Ming-Fei Chen at the December 2021 University Assembly and was offered an opportunity to give a lecture as a way of praising her.



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. Seven people in NCUE are included in the Changhua County Government' s Gender Talent Pool. In 2021, 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 49 sessions, an increase of 13 sessions (36%) from 36 in 2020. The total number of attendees was 3,524, indicating an increase of 647 (22.5%) from 2,877 in 2020.



4. 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. Partner schools include National Taiwan University, National Taipei University, Chung Shan Medical University, Kaohsiung Medical University, Hsing Wu University, and Kao Yuan University. These institutions have worked together to promote gender mainstreaming in their respective schools. The project conducts gender statistics, gender analysis, gender budgeting, gender training, and gender mainstreaming processes to gather the experiences of partner schools to serve as a reference for the Ministry of Education to set up gender mainstreaming resource centers in universities/colleges in the future. NCUE’s Vice Presidents are also actively involved in the gender training program and are committed to working with authorities and other universities to promote gender mainstreaming and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).



5. In 2021, NCUE’s faculty members were involved in six gender equity-related projects of the Ministry of Science and Technology and entities other than the Ministry of Science and Technology. These projects included “STEM Robotics and Gender Differences: Knowledge Perspectives, Learning Engagement, and Predictions of Computational Thinking” by Professor Wen-Yu Lee of the Institute of Science Education, “Implementation of Age-Appropriate Gender-Appropriate Gender Equity Education Curriculum and Instructional Projects in Elementary and Secondary Schools” by Professor Shu-Chu Chao of the Department of Guidance and Counseling, “Local practices of protective services against violence in intimate relationships in indigenous tribes: Cultural translation and construction of cultural competence” by Professor Yi-Han Wang of the Department of Guidance and Counseling, “Teacher’s manual project to update the curriculum for prevention of sexual assault, harassment, and bullying in elementary and secondary schools” by Professor Li-An Kuo of

Department of Guidance and Counseling, “A comparison of single-leg and double-leg landing actions of adolescent female athletes” by Associate Professor Hsin-Min Wang of Department of Sports, and “Science popularization activity: The power of gentleness—Natural -science inquiry and hands-on workshop for high school girls and meeting female scientists (Theme 2)” project by Assistant Professor Yao-Chung Cheng of the Center for Teacher Education and Assistant Professor Hsing-Kuo Liao of the Department of Industrial Education and Technology. The academic fields include the College of Education, the College of Science, the College of Science and Technology, the College of Social Sciences and Sports, and the Teacher Education Center. As such, our institution establishes academic collaboration with other universities, government entities, and academic institutions in a comprehensive and cross-disciplinary manner.

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.

5.4.1

題目: **Number of senior academic staff members**

Number of senior academic staff

Number of female senior academic staff members (2021)	Full-time teachers	Part-time teachers
Professor	193	30
Associate professor	102	25
Assistant professor	69	68
Lecturer	7	69
Total number	371	192
Total	563	

Number of female senior academic staff

A total of 189 people, 33.57% of the total number of senior academic staff members

Number of female senior academic staff members (2021)	Full-time teachers (gender proportion)	Part-time teachers (gender proportion)
Professor	57 (29.5%)	7 (23.3%)
Associate professor	36 (35.3%)	4 (16%)
Assistant professor	25 (36.2%)	22 (32.4%)
Lecturer	3 (42.8%)	35 (50.7%)
Total number	121 (32.6%)	68 (35.4%)
Total	189 (33.57%)	

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 32.6% of the university relative to the total. The external gender expert also recommended that the university conduct gender statistics analysis of the faculty members in each department and examine the gender trends of faculty retirement through a review of the university’s school reports to study the possibility of affirmative action for future teacher recruitment. The total number of female senior academic staff members (full-time teachers) increased by 9 in 2021 from 112 in 2020, that is, a rise of 8%.

招聘教師 積極差別待遇的可能性 affirmative action



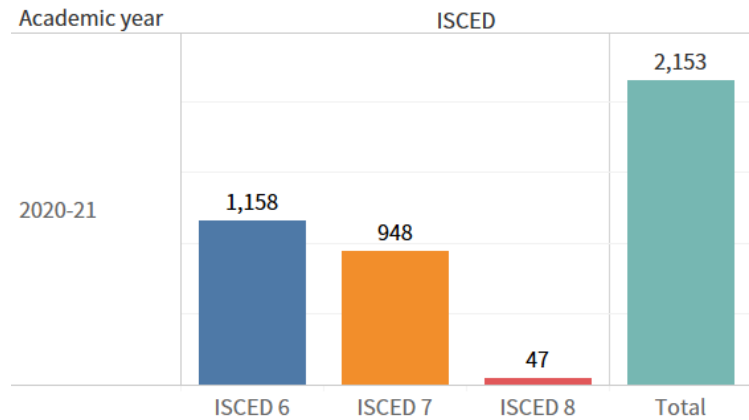
各學院、學系：

1. 教師性別統計
2. 教師退休潮之性別趨勢統計

5.5.1

題目: **Number of graduates: Total**

Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total
2,153 graduates in 2021



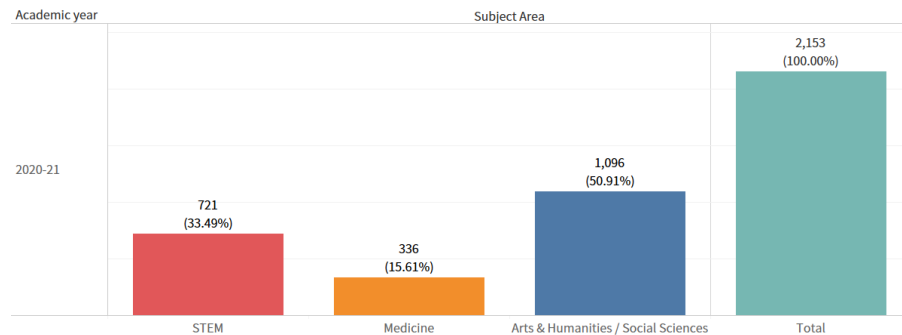
The total number of graduates by subject area (STEM, Medicine, Arts and Humanities/Social Sciences) is 2,153.

Each subject area is defined as follows:

Medical: Guidance counseling, special education, rehabilitation counseling, sports, and sports and fitness

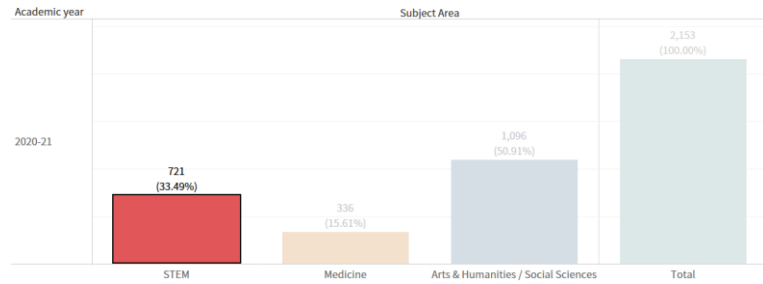
STEM: Graduates of science and technology degrees other than the aforementioned.

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



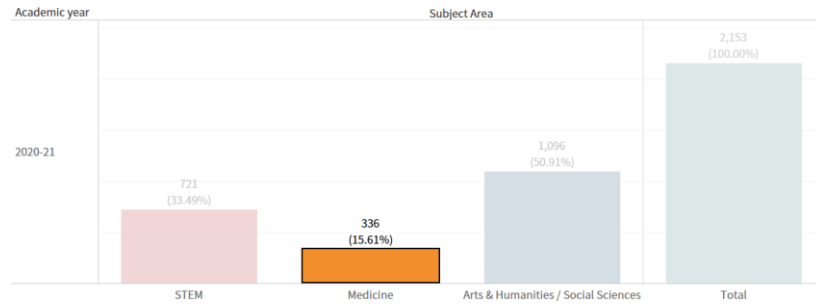
Number of graduates: STEM

721 graduates in 2021



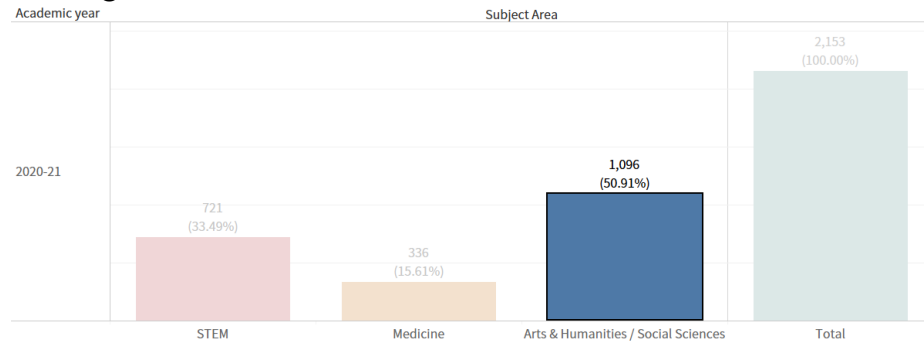
Number of graduates: Medicine

336 graduates in 2021



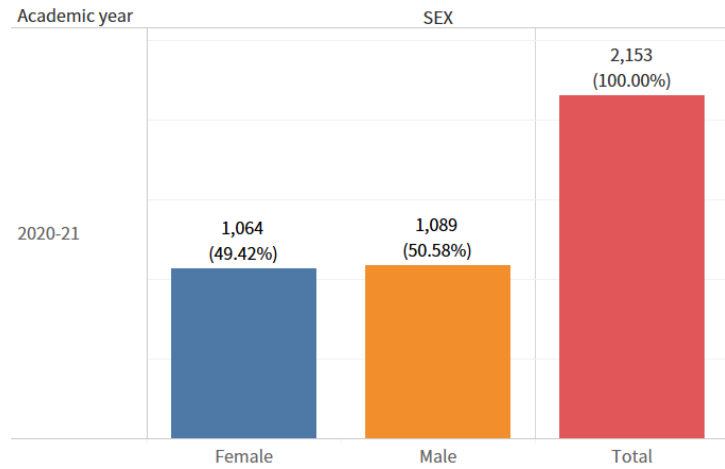
Number of graduates: Arts & Humanities / Social Sciences

1,096 graduates in 2021



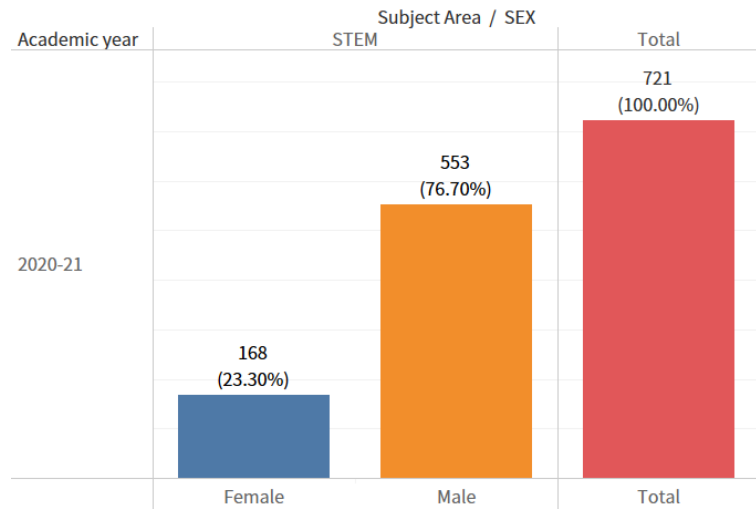
Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences):

1,064 graduates in 2021



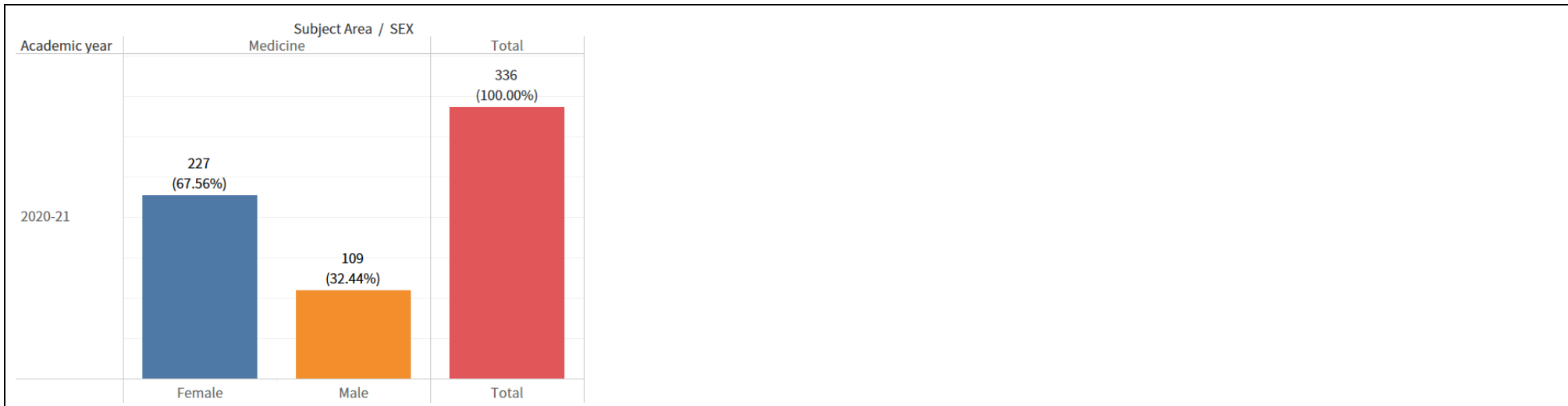
Number of female graduates: STEM

168 graduates in 2021

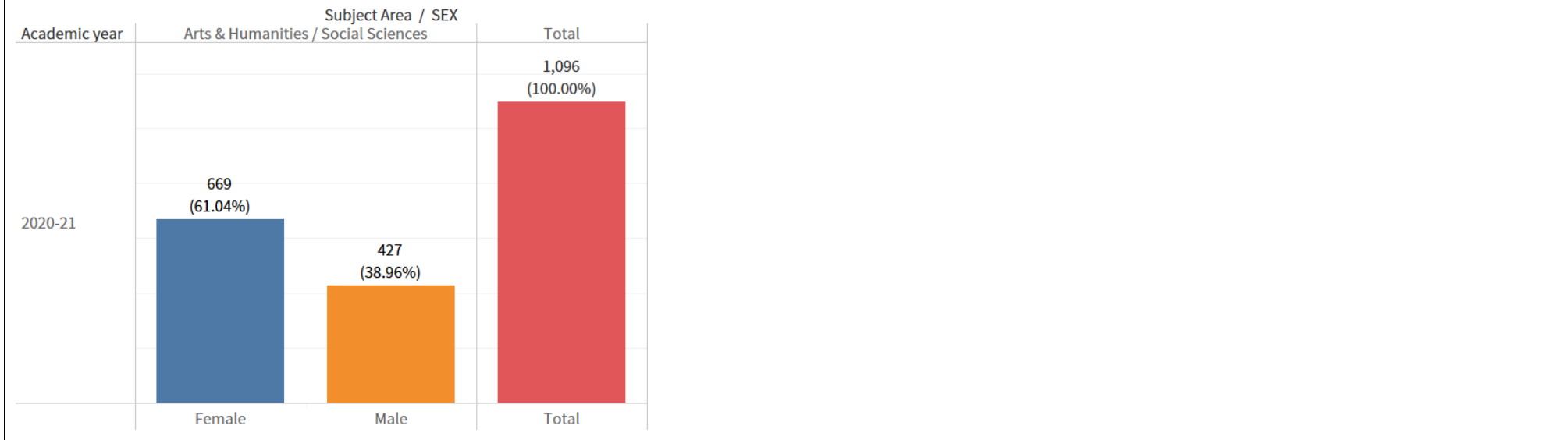


Number of female graduates: Medicine

227 graduates in 2021



Number of female graduates: Arts & Humanities / Social Sciences
 669 graduates in 2020



5.6.1

題目: **Policy of non-discrimination against women**

Implement a 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

<http://webadmin.ncue.edu.tw/er29/ployp/UploadFiles/2098/File/%E5%AF%A6%E6%96%BD%E8%A6%8F%E5%AE%9A.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

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

Establishment of policy: 2004

Policy review: 2018

2. In accordance with the provisions of Article 6 of NCUE' s Regulations on the Implementation of Gender Equality Education, the Personnel Department holds new personnel training and on-the-job training courses for faculty and staff, in which content on gender equality education should be included. Every year, the faculty and staff are required to participate in training on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). In 2021, 224 faculty and staff participated in a total of 53 CEDAW online training. This was an increase of seven sessions (15.21%) and 41 participants (22.4%) from 46 sessions and 183 participants in 2020, respectively.

We also organized ten offline training sessions with a total of 823 participants, an increase of 46 participants (5.9%) from 777 participants in 2020.

On May 6, 2021, we invited Professor Yi-Han Wang from the Department of Guidance and Counseling to lead a post-screening panel discussion on “Kim Ji-Young: Born 1982,” which explored issues related to women’s postpartum situation, parenting rights, sex discrimination, and sexual harassment through the life of a South Korean woman, Kim Ji-Young. The film echoes the content of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). A total of 129 faculty, staff members, and students participated in the activity, which echoed our policy of non-discrimination against women.



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

5.6.2

題目: Policies for non-discrimination against transgender persons

Implement a policy of non-discrimination for transgender people

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
<http://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%AF%A6%E6%96%BD%E8%A6%8F%E5%AE%9A.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
<https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>
Establishment of policy: 2004
Policy review: 2018
2. NCUE' s Gender Equality Education Committee cooperates with the school' s gender club: Sex Cool Club. Through the organization of clubs and LGBTQ+ support groups, installation of gender-friendly landscapes, slogans, and human-shaped signs in the school, we hope that students who are disadvantaged owing to unreasonable discrimination for gender, gender traits, gender identity, or sexual orientation can feel supported on campus. In this way, we hope to give them recognition and allyship. A total of 13 sessions were held in 2021, involving 241 participants as follows:

NCUE Gender Queer 深夜聊天室



性酷社 迎新線上茶會



彰師大性酷社



< 第一次社課 >

男同志&女同志 生命故事分享

時間：10/1 (五)

18:30 開放入場，19:00 準時開始

地點：GATHER 線上會議室

歡迎所有有興趣的同學參加



時間：10/15(五) 19:00-21:00
地點：社辦or線上(待定)

< 跨性別電影欣賞 >

邀請大家一起來藉由經典電影
探討跨性別相關議題

5.6.3

英文原文: **Maternity and paternity policies**

Implement maternity and paternity policies that support women's participation

1. NCUE has set 'Important points for maintaining the education rights of National Changhua University of Education students during pregnancy and guidance-assisting measures' to maintain the education rights of pregnant students and provide the necessary assistance. For the contents of the regulations, please refer to <https://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%AD%B8%E7%94%9F%E6%87%B7%E5%AD%95%E5%8F%97%E6%95%99%E6%AC%8A%E7%B6%AD%E8%AD%B7%E5%8F%8A%E8%BC%94%E5%B0%8E%E5%8D%94%E5%8A%A9%E8%A6%81%E9%BB%9E.pdf>
The parent law of this law is the Gender Equity Education Act of the Ministry of Education.
Establishment of policy: 2004
Policy review: 2018
2. NCUE has also formulated the Work Rules for Appointed Personnel, which clearly stipulates related rights, such as maternity inspection leave, maternity leave, paternity leave, family care leave, and antenatal leave.
For the contents of the regulations, please refer to :
<https://personnel.ncue.edu.tw/ezfiles/6/1006/img/869/190589463.pdf>
The parent law of this law is the Gender Equality in Employment Act of the Ministry of Education. For the English version of the website, please refer to
<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030014>
Establishment of policy: 2010
Policy review: 2016
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



<http://webadmin.ncue.edu.tw/el/ploy/UploadFiles/934/File/110%E5%9C%8B%E7%AB%8B%E5%BD%B0%E5%8C%96%E5%B8%AB%E7%AF%84%E5%A4%A7%E5%AD%B8%E6%AF%8D%E6%80%A7%E5%81%A5%E5%BA%B7%E4%BF%9D%E8%AD%B7%E8%A8%88%E7%95%AB.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

4. In consideration of the needs of faculty and students who are pregnant, with limited mobility, or with young children, the Gender Equality Education Committee of NCUE has drawn up the first 'Caring parking-card' in colleges and universities nationwide. Since 2009, all faculty, staff, and students in need, and even school guests, can apply for the use of the 'Caring parking-card'. A vehicle with a 'Caring parking-card' can park in barrier-free parking spaces (the card must be placed visibly on the windshield of the vehicle). A total of 13 applications were received in 2021, an increase of 3 applications (30%) from 10 in 2020.

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.



5.6.4

英文原文: **Childcare facilities for students**

Provide accessible childcare facilities for students to enable new mothers to attend university courses

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://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%AD%B8%E7%94%9F%E6%87%B7%E5%AD%95%E5%8F%97%E6%95%99%E6%AC%8A%E7%B6%AD%E8%AD%B7%E5%8F%8A%E8%BC%94%E5%B0%8E%E5%8D%94%E5%8A%A9%E8%A6%81%E9%BB%9E.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: 2018
3. NCUE has a total of three well-equipped and comfortable breastfeeding (and breastmilk collection) rooms, which are located in the medical room and Mingde hall of the Jinde campus, as well as the medical room of the Baoshan campus. In addition, we have set up 'National Changhua University of Education Breastfeeding (and collection) Room Setup and Management

Measures' . Please refer to the regulations:

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



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

5.6.5

題目: **Childcare facilities for staff and faculty**

Provide 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 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. 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:

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



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

5.6.6

題目: **Women's mentoring schemes**

Develop women's mentoring schemes in which at least 10% of female students participate

NCUE provides a large number of professional psychological counselling services and women's counselling programmes every year. The number of female students participating in 2021 was 423, an increase of 33 (8.46%) from 390 in 2020; accounting for approximately 12.74% of the 3,320 female students in NCUE, up 0.84 from 11.9% in 2020. 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 <https://ncuecounseling.ncue.edu.tw/bin/home.php>



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

5.6.7

題目: Track women's graduation rate

Enable tracking of women's likelihood of graduating compared to men's and develop schemes to bridge any gaps.

The School Affairs Research Center regularly tracks the graduation rate of students. To determine the number of students who may graduate, the School Affairs Research Center refers to the calculation method of the Ministry of Education, Predictive Analysis Report on the Number of College Students and Graduates (106-121 Academic Year). We set the minimum number of years to graduate based

學制	在學人數(2020-2021)			畢業人數(2020-2021)			畢業率		
	可能畢業人數	男	女	總人數	男	女	整體	男	女
學士班	1,369	738	631	1,158	581	577	84.59%	78.73%	91.44%
碩士班	1,031	519	512	523	285	238	50.73%	54.91%	46.48%
碩士在職專班	956	388	568	425	195	230	44.46%	50.26%	40.49%
博士班	254	150	104	47	28	19	18.50%	18.67%	18.27%
全校	3,610	1,795	1,815	2,153	1,089	1,064	59.64%	60.67%	58.62%

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 2020–2021, the graduation rate of women in the bachelor's programme was much 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 the following table:

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/ezfiles/21/1021/img/805/202931264.pdf>

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

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

Establishment of policy: 2004

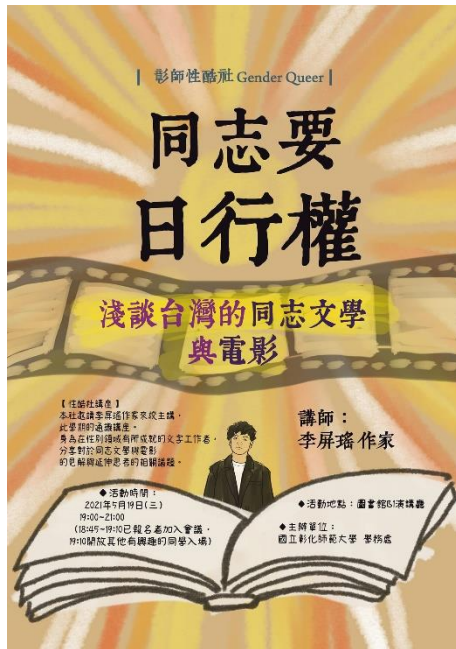
Policy review: 2018

5.6.8

題目: **Policies protecting those reporting discrimination**

Implement a policy that protects those reporting discrimination from educational or employment disadvantage

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:
<http://webadmin.ncue.edu.tw/er29/ploy/UploadFiles/2098/File/%E5%AF%A6%E6%96%BD%E8%A6%8F%E5%AE%9A.pdf>
Establishment of policy: 2004
Policy review: 2018
2. NCUE' s Gender Equality Education Committee cooperates with the school' s gender club: Sex Cool Club. Through the organization of clubs, LGBTQ+ support groups, and related workshops on the campus, we hope that students who are disadvantaged owing to unreasonable discrimination for their gender, gender traits, gender identity, or sexual orientation can feel supported on campus. In this way, we hope to give them recognition and allyship. On May 19, 2021, we invited author Ping-Yao Lee to deliver an online speech on "LGBT Rights: A Brief Discussion of LGBT Literature and Film in Taiwan." From the LGBT literature and films in Taiwan, she analyzed the discrimination and harassment faced by LGBT people in their daily lives and explored the approaches to respond to and improve the situation. A total of 150 faculty members and students participated in this event.



3. To assist students who are disadvantaged owing to unreasonable discrimination for their gender, gender identity, or sexual orientation, NCUE has a full-time psychological counsellor from the Student Psychological Counseling and Counseling Center who provides counselling services on gender and emotional issues. Among students who use psychological counselling in 2021, 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.