

8.2.1 題目：Employment practice living wage

Pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local financial poverty indicator for a family of four (expressed as an hourly wage)

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

1. According to Article 21 of the *Labour Standards Act*, wages shall be negotiated between the employer and the employee, but the amounts shall not be lower than the stipulated basic wage. The intention is to ensure workers' basic livelihoods and maintain their purchasing power. This is especially critical for disadvantaged workers whose wages are at the margin of the basic wage.
2. According to Executive Yuan of the Republic of China, the monthly basic wage was increased to NT\$25,250 from January 1, 2022.
3. The average salary levels of our faculty and staff, as shown below, are all higher than the aforementioned basic wage standard.

Basic wage announced by the Executive Yuan	Average salary per person in NCUE		
	Faculty	Administrative staff	Recruited staff for the endowment fund
NT\$25,250	NT\$115,646	NT\$66,503	NT\$37,446

4. Links to the relevant laws and regulations:

4.1 Website for the announcement of the basic wage system from the Executive Yuan: <https://www.ey.gov.tw/Page/5B2FC62D288F4DB7/d81d3b79-6301-417b-b640-42c2d9596a4e>

4.2 Website for the *Labour Standards Act*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>

8.2.2

題目：Employment practice unions

Recognise unions and labour rights (freedom of association and collective bargaining) for all, including women and international staff

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

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

Functional category	Name of organisation
Promote the development of various university affairs, and administrative matters of the related organisations	<ol style="list-style-type: none">1. Meeting on university affairs2. Meeting on administrative matters3. Meeting on administrative coordination4. Advisory committee on the development of university affairs5. Committee on the development of university affairs6. Meeting on student affairs

		<ol style="list-style-type: none"> 7. Meeting on academic matters 8. Meeting of the various university colleges 9. Meeting on matters related to the department/institution/centre 10. Meeting on matters involving various university offices, halls, and rooms 	
	Rights protection and campus security	<ol style="list-style-type: none"> 1. Appeals and appraisal committee for faculty members 2. Appeals and appraisal committee for employees 3. Appeals and appraisal committee for students 4. Committee on gender equality in education 5. Safety and health committee 	
	Matters relating to faculty appointment and improvement of teaching effectiveness	<ol style="list-style-type: none"> 1. Meeting of the faculty evaluation committee (university level) 2. Meeting of the faculty evaluation committee (college level) 3. Meeting of the faculty evaluation committee (department/institution/centre level) 	

	4. Faculty evaluation committee
Management of NCUE endowment fund	Committee on management of NCUE endowment fund
International academic cooperation and exchange	Committee on international cooperation and exchange

For the composition method and function(s) of the aforementioned organisations, please refer to Annex 8.2.2A-NCUE' s various meetings and committees.

3. Links to the relevant laws and regulations:

- Website for the Labour Union Act: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0020001>
- Website for the Civil Servant Association Act: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=S0010008>

Website for NCUE' s organisational regulations: <http://personnel.ncue.edu.tw/files/11-1006-2472.php?Lang=zh-tw>

8.2.3

題目：Employment policy on discrimination

Have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)

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

1. Legal achievements:

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

1.2 The 'NCUE' s Measures Regarding the Prevention, Complaint, and Handling of Sexual Harassment' was specially formulated in accordance with the provisions under Article 13 Item 1 of the Act of Gender Equality in Employment and Article 7 Item 2 of the Sexual Harassment Prevention Act. These measures safeguard the working rights of faculty and staff, thus providing them with a working environment free from sexual harassment, preventing sexual harassment, and protecting the rights and interests of all parties.

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

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

1.5 Links to the relevant laws and regulations:

1.5.1. Link to the Organization and Fundamentals of Reviews of the Teacher Grievances Committee:

<https://personnel.ncue.edu.tw/ezfiles/6/1006/img/861/959114462.pdf>

1.5.2. Website for the 'NCUE' s Measures Regarding the Prevention, Complaint, and Handling of Sexual Harassment' : <http://personnel.ncue.edu.tw/ezfiles/6/1006/img/873/522163050.pdf>

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

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

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

1.5.6. Website for the Sexual Harassment Prevention Act: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0050074>

2. Implementation results for a friendly working environment:

2.1 Two nursing rooms (one in each campus) for breastfeeding and expressing breast milk have been set up in accordance with the provisions under the Act of Gender Equality in Employment, together with the formulation of the 'Measures for the Use and Management of the Nursing Rooms under the NCUE' s Student Affairs Office' . In addition to the prescribed resting time, faculty and staff who are personally breastfeeding their baby are allocated another 60 minutes a day for them to breastfeed or express breast milk.



進德校區哺(集)乳室



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Please also refer to Annex 8.2.3A-Measures for the use and management of the nursing rooms under the NCUE' s Student Affairs Office

2.2 The two campuses have smoke-free environments and enhanced facilities for barrier-free accessibility

NCUE attaches great importance to the implementation of smoke-free environments and barrier-free facilities on campus. All buildings and facilities on campus have been inspected and improved in accordance with the design specifications for building accessibility. Millions of NT dollars are spent on improvements each year, with a cumulative funding for enhancing barrier-free facilities of NT\$97.9 million. Barrier-free accessibility has been implemented quite thoroughly on both campuses.

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

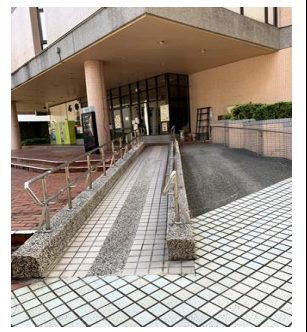
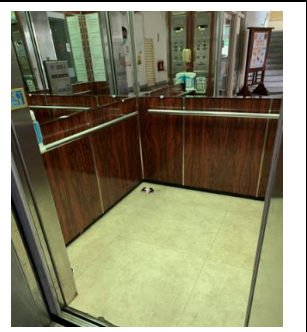
Installation status of barrier-free facilities on our campuses

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

Guidance facilities	26	100%
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Statistics on barrier-free accommodation in student dormitories

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





8.2.4 題目：Employment policy modern slavery

Have a policy commitment against forced labour, modern slavery, human trafficking and child labour

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

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

Regulation	Summary of key articles
NCUE's Working Regulations for Appointed Staff	<u>Article 3 Item 2:</u> When NCUE recruits or dismisses appointed personnel, it must not be based on race, class, language, ideology, religion, political affiliation/party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disabilities, or previous union membership. If express provisions are made under other laws, those provisions shall be complied with.
	<u>Article 16 Item 1:</u>

The normal working hours of appointed personnel shall not exceed eight hours daily and forty hours weekly.

Article 19 Item 1:

When a unit supervisor assigns any appointed personnel in advance to continue working beyond normal working hours due to business needs (hereinafter referred to as 'overtime'), it will be recorded on an hourly basis. For each personnel, the overtime limit is four hours daily, eight hours on a public holiday, and 46 hours monthly.

Article 20 Item 1:

Appointed staff may extend their working hours or work on their rest days. Depending on the choice that they have agreed upon in advance, they may have compensatory days off in-lieu or receive overtime pay according to the standards stated below.

Key points for the protection of labour rights and grants for NCUE students who are part-time assistants

Item 12:

NCUE has clearly stipulated the rights and obligations of both employees and employers to improve the management system for part-time assistants and to promote harmony and consensus on campus. Both parties shall comply with the *Labour Standards Act* and its rules for implementation, the key points stated here, and the related laws and regulations.

Item 17:

The timing for work, number of working hours, and the working location of part-time assistants shall be negotiated and agreed upon by the employer and employee.

... When an application for overtime is submitted, the employer and employee shall negotiate whether the latter shall have compensatory time off in-lieu or receive overtime pay.

Item 18:

Part-time assistants are granted leave in accordance with the *Labour Standards Act, Regulations on Leave-Taking of Workers, Act of Gender Equality in Employment*, and the relevant regulations of NCUE.

4. Links to the relevant laws and regulations:

- Website for the *Human Trafficking Prevention Act*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0080177>
- Website for the *Labour Standards Act*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>
- Website for 'NCUE' s Working Regulations for Appointed Staff' : <http://personnel.ncue.edu.tw/ezfiles/6/1006/img/869/103768814.pdf>
- Website for 'Key points for the protection of labour rights and grants for NCUE students who are part-time assistants' : <http://personnel.ncue.edu.tw/ezfiles/6/1006/img/869/182997349.pdf>

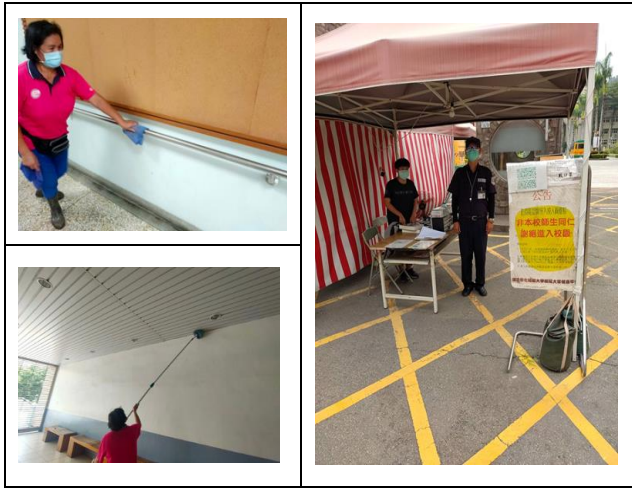
8.2.5 題目：Employment practice equivalent rights outsourcing

Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties

When NCUE outsources work to a third party, staff who participate in the tasks shall be insured in accordance with the provisions under the *Labour Standards Act*. In addition, the outsourcing company shall be urged to ensure that the relevant measures are implemented so that those workers' rights are protected. The details are listed below.

Type of work outsourced	Number of workers outsourced	Safeguards by the outsourcing company
Campus cleaning	46	<ol style="list-style-type: none">1. Each employee is to be provided with 2 to 3 sets of uniform.2. The basic salary of employees according to the <i>Labour Standards Act</i> is NT\$25,250. Overtime pay shall be made in accordance with the law.3. Gifts are to be provided for birthdays, funerals, marriages, and childbirth.4. Opportunities for internal job transfers are to be provided, and workplaces shall comply with occupational safety and health regulations.5. Employees are to be provided with gender-equal working conditions.

Campus security (security services)	14	Protection of the rights and interests of employees is to be ensured in accordance with the relevant regulations, such as the <i>Private Security Service Act</i> , <i>Employment Service Act</i> , <i>Labour Standards Act</i> , and 'Reference Guidelines for Auditing the Working Hours of Security Guards in the Security Industry' .
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Links to the relevant laws and regulations:

- Website for the *Labour Standards Act*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>
- Website for the *Private Security Service Act*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0080081>
- Website for the *Employment Service Act*: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0090001>
- Website for 'Reference Guidelines for Auditing the Working Hours of Security Guards in the Security Industry' : <https://www.mol.gov.tw/media/3809921/%E4%BF%9D%E5%85%A8%E6%A5%AD%E4%B9%8B%E4%BF%9D%E5%85%A8%E4%BA%>

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8.2.6

題目：Employment policy pay scale equity

Have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps

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

Name of regulations	Highlights of articles
Teacher Remuneration Act	<p><u>Paragraph 1, Article 7</u></p> <p>..... The salary level of teachers in junior colleges and above (hereinafter referred to as teachers of higher education institutions) shall be determined based on professional rank, academic degree, work experience, and seniority.</p> <p>Please refer to Annex 8.2.6A, Salary Scale for Teachers.</p>
Measures for Allowances of Public Servants	<p><u>Article 4</u></p> <p>Various allowances for public servants shall be determined by considering the following factors:</p> <ol style="list-style-type: none">1. Duty allowance: supervisor duties, heavy duties, or degree of work hazard.2. Technical or professional allowance: the technical or professional level of the duty, the degree of difficulty, the required qualifications, and the supply and demand on the labour market.3. Geographical allowance: geographical environment, traffic conditions, hardship and economic conditions of the service places.

	Please refer to Annex 8.2.6B , Concise Table for the Current Allowances of Civil Servants.
Working Rules for Contracted Personnel in National Changhua University of Education	<p><u>Paragraph 2, Article 3</u></p> <p>When hiring or dismissing contracted personnel, the university shall not discriminate on the grounds of race, class, language, ideology, religion, party, native place, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disorders, or previous membership in labour unions. Where there are explicit provisions in other laws, such provisions shall prevail.</p> <p><u>Paragraph 2, Article 13</u></p> <p>The salary of contracted personnel shall not be lower than the basic salary approved by the competent central authority at that time.</p>
Key Points on Contracted Personnel Management in National Changhua University of Education	<p>6. Contracted personnel should have a senior or vocational high school degree or above. The monthly remuneration of the contracted personnel shall be handled in accordance with the ‘Standard Table for Remuneration of Contracted Personnel in National Changhua University of Education’ (Appendix).</p> <p>Please refer to Annex 8.2.6C, Standard Table for Remuneration of Contracted Personnel in National Changhua University of Education.</p>

Links to related regulations

- Link to the ‘Teacher Remuneration Act’
- <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0150046>
- Link to the ‘Measures for Allowances of Public Servants’ <https://law.moj.gov.tw/LawClass/LawAll.aspx?pcode=S0030007>
- Link to the ‘Working Rules for Contracted Personnel in National Changhua University of Education’
- <http://personnel.ncue.edu.tw/ezfiles/6/1006/img/869/103768814.pdf>
- Link to the ‘Key Points on Contracted Personnel Management in National Changhua University of Education’
- <http://personnel.ncue.edu.tw/files/11-1006-2504.php?Lang=zh-tw>



8.2.7

題目：Tracking pay scale for gender equity

Measurement or tracking pay scale gender equity

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

Employees' salaries and remuneration belonging to different groups, namely faculty members, civil servants of NCUE, and personnel employed by the university endowment fund, are combined, and the average male and female wages for each group are calculated. The results show that there is little difference in the average wages of males and females in each group; in fact, the average wages of female employees are 5,043 NTD higher than that of male employees. The details are as follows:

Teachers of NCUE Average salary per person (NTD)		Civil servants of NCUE Average salary per person (NTD)		Personnel employed by the university endowment fund Average salary per person (NTD)	
Male	Female	Male	Female	Male	Female
NTD 113,395	NTD 111,291	NTD 63,265	NTD 68,308	NTD 36,076	NTD 37,906

8.2.8

題目：Employment practice appeal process

Have a process for employees to appeal on employee rights and/or pay

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

Identity category	Complaint channels and requirements
Teacher	<ol style="list-style-type: none"><li data-bbox="958 689 1554 1107">1. Article 42 of the 'Teachers' Act' stipulates that 'A teacher who considers that some measure taken by an educational institution or by the competent authority that the teacher has personally been subject to is illegal or inappropriate, and that it constitutes a violation of their rights and interests, may lodge an appeal, and a further appeal, with a teacher grievance review committee at each level.'<li data-bbox="958 1123 1554 1394">2. NCUE has formulated the 'Key Points on the Organisation and Evaluation of the Teachers' Appeal Review Committee of National Changhua University of Education' , and the Teachers' Appeal Review Committee was set up to protect teachers' rights to appeal.

	<p>Civil servant</p>	<p>According to the 'Civil Service Protection Act' , the 'Rules for the Review of Security Events by the Public Servants' Protection and Training Committee' , and other regulations, NCUE provides the right to appeal about the protection of public servants' rights and interests, such as their identity, official rank, salary, working conditions, and management measures.</p>	
	<p>Personnel employed by the university endowment fund</p>	<ol style="list-style-type: none"> 1. In accordance with the rules for the procedures of the labour-management meetings described in Article 13 of the 'Regulations for Implementing Labour-Management Meetings' promulgated by the Ministry of Labour, NCUE guarantees the rights and interests of personnel employed by the university endowment fund as follows: (1) Matters concerning the coordination of labour-management relations and the promotion of labour-management cooperation. (2) Matters concerning working conditions. (3) Matters concerning the planning of labour welfare. (4) Matters concerning improving work efficiency. (5) Selection and dismissal of representatives of labour-management meetings and other related matters. (6) Operation of labour-management meetings. (7) Other matters for discussion. 2. In addition to filing a complaint or applying for mediation with the local labour bureau in 	

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

- Link to the 'Teachers' Act'
<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0020040>
- Link to the 'Key Points on the Organisation and Evaluation of the Teachers' Appeal Review Committee of National Changhua University of Education'
<http://personnel.ncue.edu.tw/ezfiles/6/1006/img/861/959114462.pdf>
- Link to the 'Civil Service Protection Act'
<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=S0120001>
- Link to the 'Rules for the Review of Security Event by the Public Servants' Protection and Training Committee'
<https://law.moj.gov.tw/LawClass/LawAll.aspx?PCode=S0010013>
- Link to the 'Act for Settlement of Labour-Management Disputes'
<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0020007>
- Link to the 'Key Points on the Organisation and Evaluation of the Workers' Appeal Review Committee of National Changhua University of Education'
<http://personnel.ncue.edu.tw/ezfiles/6/1006/img/881/202354694.pdf>
- Link to the 'Key Points on Handling Complaints of Workplace Bullying by Faculty and Staff in National Changhua University of Education'
<http://personnel.ncue.edu.tw/ezfiles/6/1006/img/881/353929796.pdf>

8.3.1 題目：Number of employees This is the FTE (Full Time Equivalent) number of employees, including outsourced core services, referring to year 2022

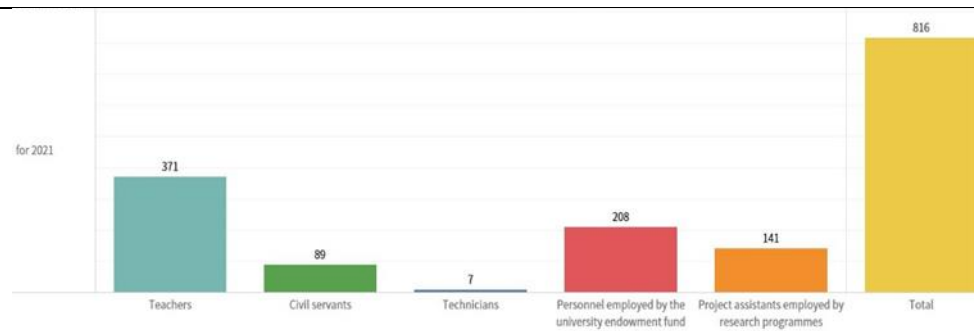
題目：University expenditure Total university expenditure in last financial year.

In 2021, NCUE had a total of 816 employees, and the total annual expenditure amounted to NT\$1,795,193,568. The average expenditure per faculty member was NT\$2,199,992. Details are as follows:

Number of employees

- The total number of active employees is 816 (including project assistants employed by research programmes).
- The personnel categories are as follows:

Category	Teacher	Civil servants	Technician	Personnel employed by the university endowment fund	Project assistants employed by research programmes
Number of people	371	89	7	208	141



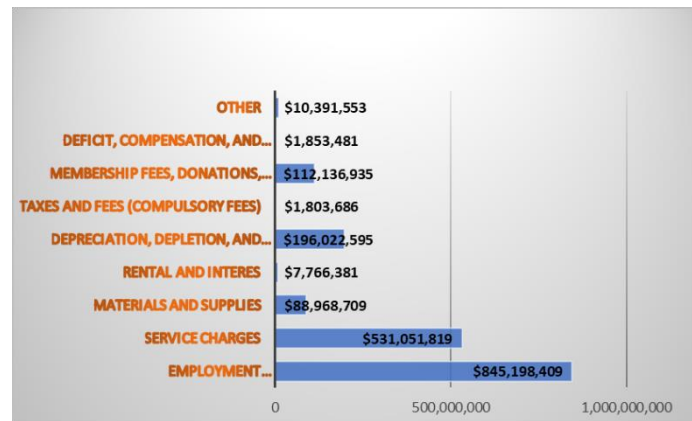
University expenditure

- Total annual expenditure was NT\$1,795,193,568 (according to the final accounts for 2021).
- The main expenditure items are as follows:

Item	Employment expenses	Service charges	Materials and supplies	Rental and interest	Depreciation, depletion, and amortisation
Amount (NTD)	845,198,409	531,051,819	88,968,709	7,766,381	196,022,595

Item	Taxes and fees (compulsory fees)	Membership fees, donations, grants, apportionment,	Deficit, compensation, and insurance payment	Other	Total
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		and relief and exchange activities			
Amount (NTD)	1,803,686	112,136,935	1,853,481	10,391,553	1,795,193,568



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

Expenditure per employee

Based on the above data, the average expenditure per NCUE faculty member during 2021 was
 $\text{NT\$}1,795,193,568 / 816 \text{ people} = \text{NT\$}2,199,992$

8.4.1

題目：**Number of students** This is the FTE (Full Time Equivalent) number of students in all years and of all programmes that lead to a degree, certificate, institutional credit or other qualification, referring to year 2021

題目：**Number of students with work placements for more than a month** This is the FTE (Full Time Equivalent) number of students in all years and of all programmes that lead to a degree, certificate, institutional credit or other qualification, referring to year 2021.

Definition: Work placements

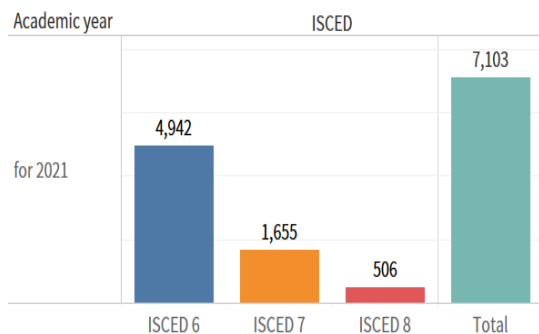
By work placements we mean placements with an organization outside the university where students can gain experience of the world of work. This may be in a domestic or international context. For example, students working abroad for a year as part of a language degree, or students on a work placement. This may include students on work placements who are not paid, although there are ethical and equalities issues associated with this practice.

Student internships were arranged by 21 departments and institutes of NCUE in 2021. A total of 532 students participated in the internship courses, with total internship hours of 429,970 and a full-time equivalent (FTE) value of 206.7, an increase of 182.9 compared with the FTE value of 23.8 in 2020. Details are as follows:

Number of students

Total number of students in 2021:

Program	Number of students
Bachelor's program	4,942
Master's program	1,655
Doctoral program	506
Total	7,103



Number of students with work placements for more than a month

(1) Student internships were arranged by 21 departments and institutes of NCUE (including student-teacher and thematic study internships) that last for more than one month for each student, including the Department and Graduate Institute of Chemistry, Department and Graduate Institute of Biology, Department of Physics, Department and Graduate Institute of Mathematics, Department of Computer Science and Information Engineering, Department of Geography, Department and Graduate Institute of Fine Arts, Department of English, Department of Chinese, Graduate Institute of History, Department of Special Education, Department of Guidance and Counseling, Graduate Institute of Guidance and Counseling, Graduate Institute of Marriage and Family, Graduate Institute of Rehabilitation Counseling, Department of Business Administration, Department of Finance, Graduate Institute of Vehicle Engineering, Department of Industrial Education and Technology, Department of Public Affairs and Civic Education, and Department of Sports. A total of 532 people participated in the internship courses, and the total number of internship hours was 429,970.

Departments and institutes	Total number of interns	Total internship hours
Department and Graduate Institute of Chemistry	8	7,680
Department and Graduate Institute of Biology	15	14,400

Department of Physics	11	10,560
Department and Graduate Institute of Mathematics	23	22,080
Department of Computer Science and Information Engineering	1	960
Department of Geography	20	19,200
Department and Graduate Institute of Fine Arts	43	25,440
Department of English	42	40,320
Department of Chinese	48	46,080
Graduate Institute of History	2	1,920
Department of Special Education	122	74,240
Department of Guidance and Counseling	58	40320
Graduate Institute of Guidance and Counseling	25	20,000

Graduate Institute of Marriage and Family	11	10,560
Graduate Institute of Rehabilitation Counseling	23	20,960
Department of Business Administration	6	4,480
Department of Finance	12	11,250
Graduate Institute of Vehicle Engineering	1	960
Department of Industrial Education and Technology	25	24,000
Department of Public Affairs and Civic Education	22	21,120
Department of Sports	14	13,440
Total	532	429,970

(2) FTE is calculated as follows: $429,970 \text{ (hours)} / (52 \text{ (weeks)} * 40 \text{ (hours)}) = 206.7$

8.5.1

題目：Number of employees This is the FTE (Full Time Equivalent) number of employees, including outsourced core services, referring to year 2021.

題目：Number of employees on contracts of over 24 months This is the FTE (Full Time Equivalent) number of employees on contracts of over 24 months, referring to year 2021.

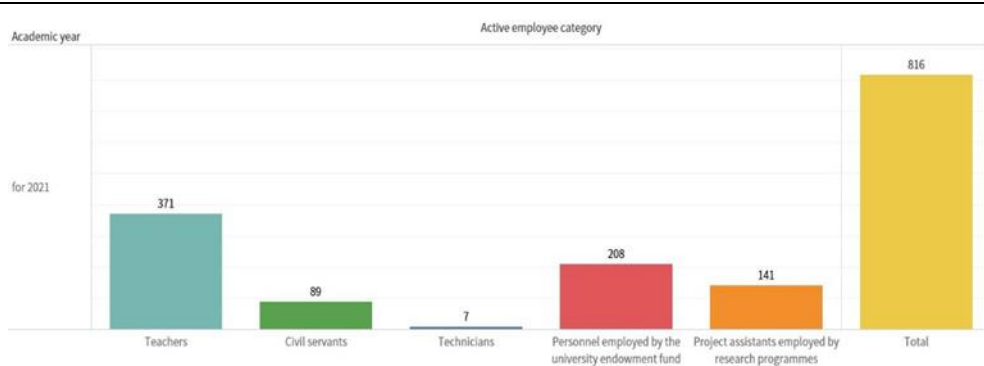
In 2021, NCUE had a total of 816 employees. Among them, 649 were faculty members and staff on contract for over 24 months. About 79.53% employees had signed a secure contract, up 1.11% from 78.42% in 2020.

Number of FTE employees in the previous year

(1) Total number of current employees was 816 (including project assistants employed under research programs)

(2) Employee categories are as follows:

Category	Teacher	Civil servant	Technicians and Janitors	Personnel employed by the university endowment fund	Project assistants employed by research programs	Total
Number of people	371	89	7	208	141	816



Number of employees on contract for over 24 months

Number of employees on contract for over 24 months

- (1) In 2021, number of NCUE employees (including civil servants, technicians and janitors, and personnel employed by the university endowment fund) on contract for over 24 months was 304
- (2) The number of NCUE faculty members on contract for over 24 months was 345 during 2021
- (3) There were 26 newly employed faculty members, or faculty members who had renewed their contracts for the first time, and whose employment period was less than 24 months.
- (4) To sum up, a total of 649 faculty members were on contract for over 24 months.

Category	Teacher	Civil servant	Technicians and Janitors	Personnel employed by the university endowment fund	Project assistants employed by research programmes	Total
Number of employees on	345	89	7	208	0	649

contract for over 24 months							
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Proportion of employees on secure contracts

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

(2) Percentage of NCUE employees on a secure contract: $(649/816) \times 100\% = 79.53\%$