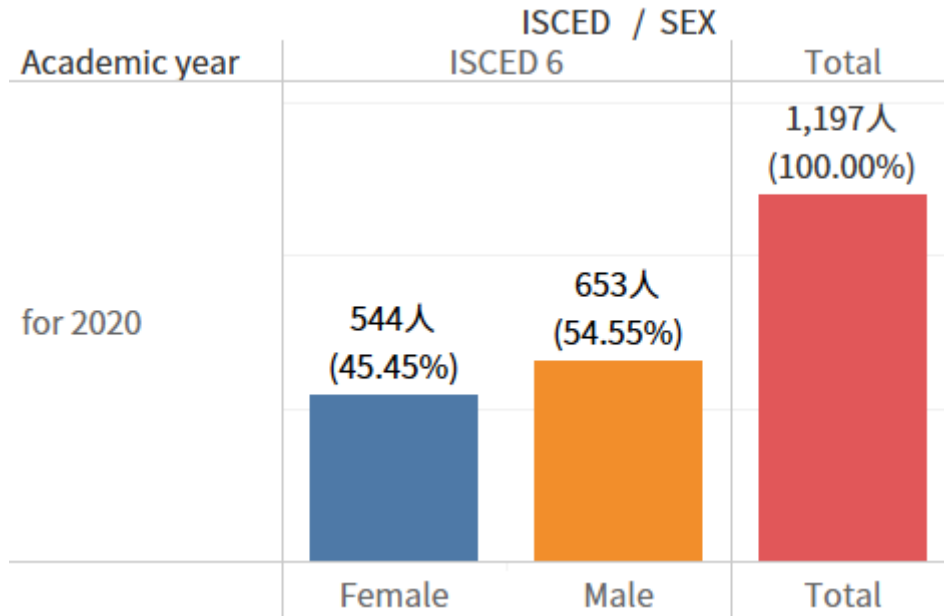


SDG5

題目編號：5.2.1

英文原文：**Number of women starting a degree**

Number of women enrolled in bachelor’s programmes in 2020: 544. This number accounts for 45.45% of the number of those enrolled in bachelor’s classes in 2020, as shown in the figure below:



英文原文：**Number of first-generation women starting a degree**

Among the bachelor students enrolled in 2020, 122 are first-generation female students. Female students accounted for 41.6% of the number of first-generation students (269 people) who are receiving a degree in our school.

題目編號：5.3.1

英文原文：**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 2019 is 563 (A), and that in the second-year bachelor’s programme in 2020 is 545 (B). The school stability rate (%) (C) of female students in the previous year was 96.8% (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, the school regularly tracks and counts the number of female students who take leave owing to pregnancy. In 2020, 53 female day-time school students took a leave owing to their pregnancy or children (parenting), accounting for 1.62% of the total female students (3,277). The statistics are as follows:

School system category	No. of students
Bachelor's	0
Master's	37
Doctoral	16
Total	53

The University 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.

題目編號：5.3.2

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

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

The University 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

The University'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 the university, 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. Our school's 2020 master's program application guide

題目編號：5.3.3

英文原文：Women's access schemes

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

1. The University 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. The University has a number of enrollment awards. The total number of awards in 2020 was 589, of which 366 (62.1%) were women.
 3. In 2020, 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 965. The number of students taking the course is 32,088 (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.
- 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.

題目編號：5.3.4

英文原文：**Women's application in underrepresented subjects**

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

1. The University 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. The University 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>

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 our school are included in the Changhua County Government's Gender Talent Pool. In 2020, 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 36 sessions. The total number of participants was 2,877.

Please refer to Annex 5.3.4A, the cooperation between our school and other universities, community groups, and government or non-governmental organizations in regional or national campaigns.

題目編號：5.4.1

英文原文：**Number of senior academic staff**

368 (4 chair professors, 188 professors, 114 associate professors, 56 assistant professors, 6 lecturers)

中文題目：女性高級學術人員人數

英文原文：**Number of female senior academic staff**

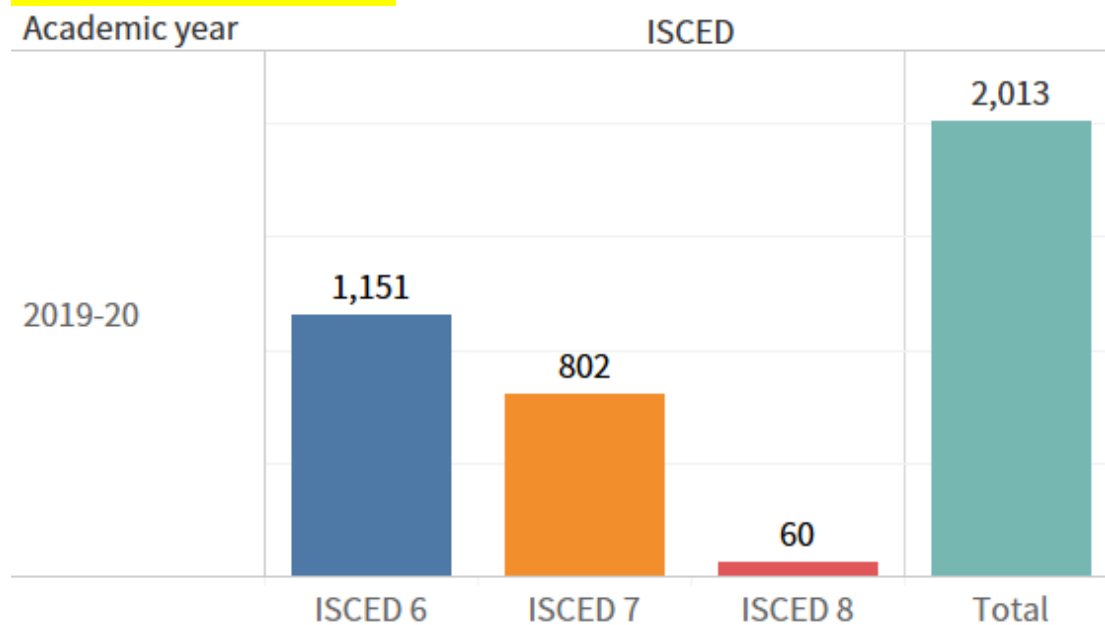
回答：

A total of 112 people (52 professors, 40 associate professors, 17 assistant professors, 3 lecturers)

題目編號：5.5.1

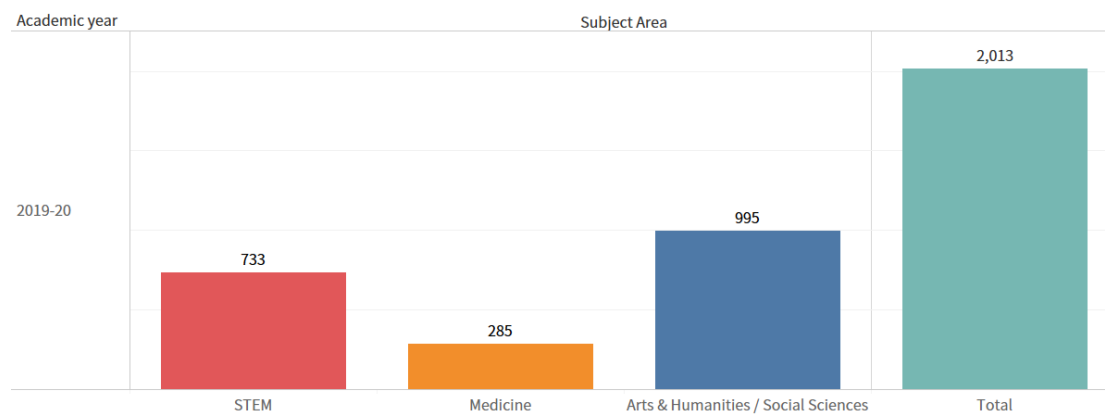
英文原文：Number of graduates: Total

回答：2020 年度為 2,013 人



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

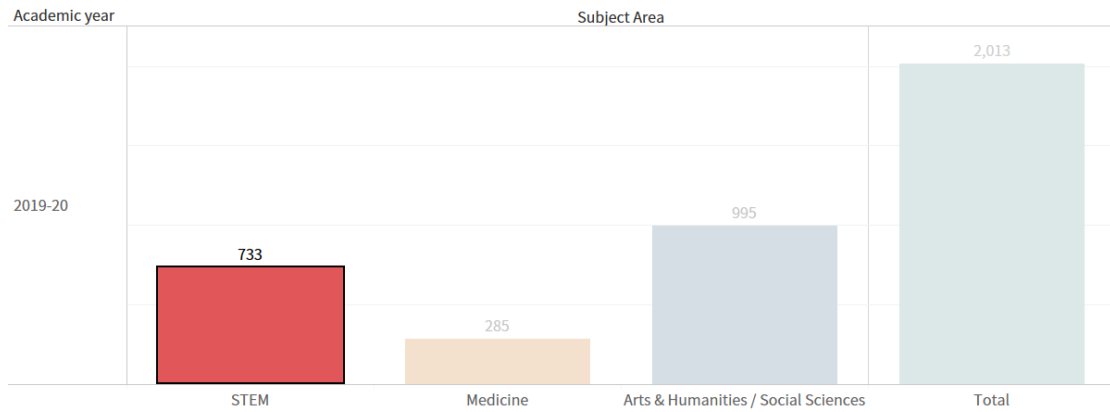
回答：2,013 graduates in 2020



中文題目：畢業生人數：STEM

英文原文：Number of graduates: STEM

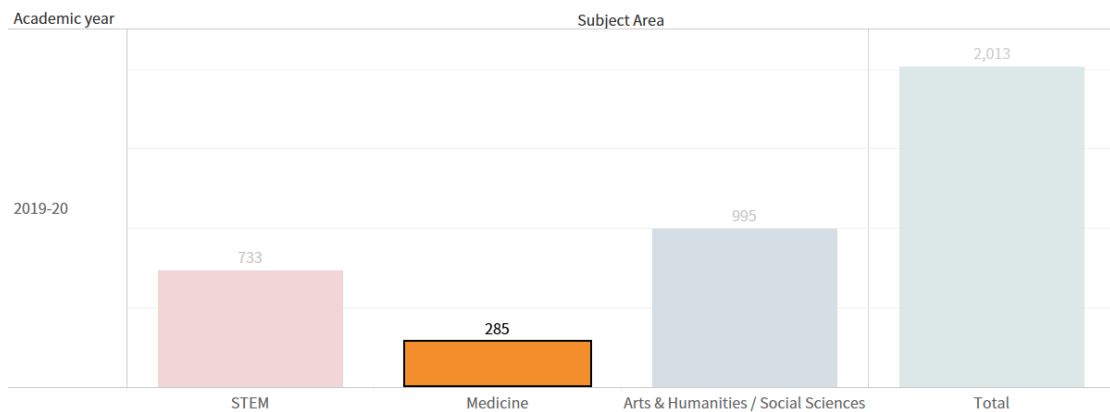
回答：733 graduates in 2020



中文題目：畢業生人數：醫學

英文原文：Number of graduates: Medicine

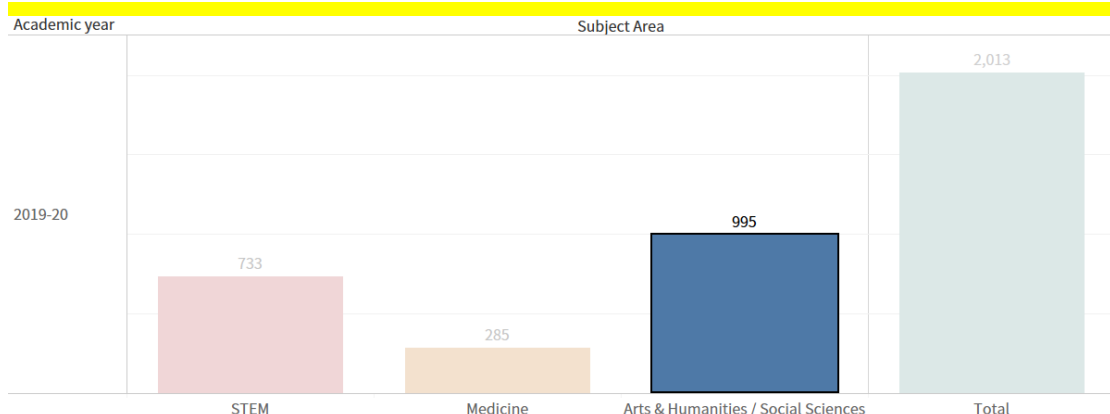
回答：285 graduates in 2020



中文題目：畢業生人數：藝術與人文/社會科學

英文原文：Number of graduates: Arts & Humanities / Social Sciences

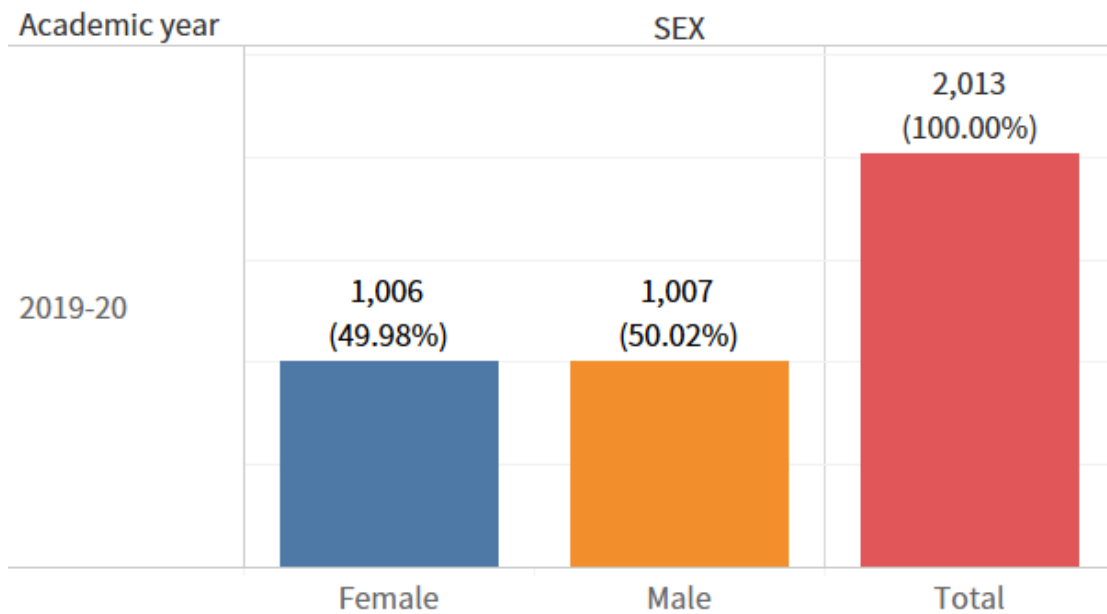
回答：995 graduates in 2020



中文題目：按學科領域（STEM、醫學、藝術與人文/社會科學）劃分的女性畢業生人數：總計

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

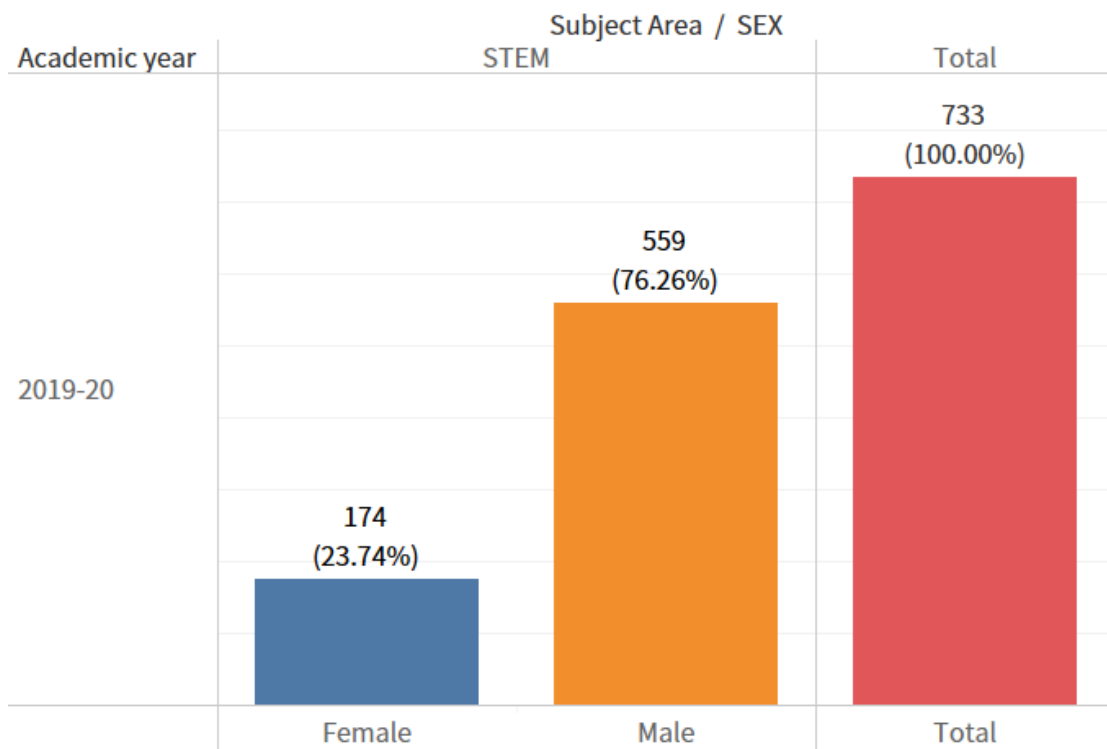
回答：1,006 graduates in 2020



中文題目：女畢業生人數：STEM

英文原文：Number of female graduates: STEM

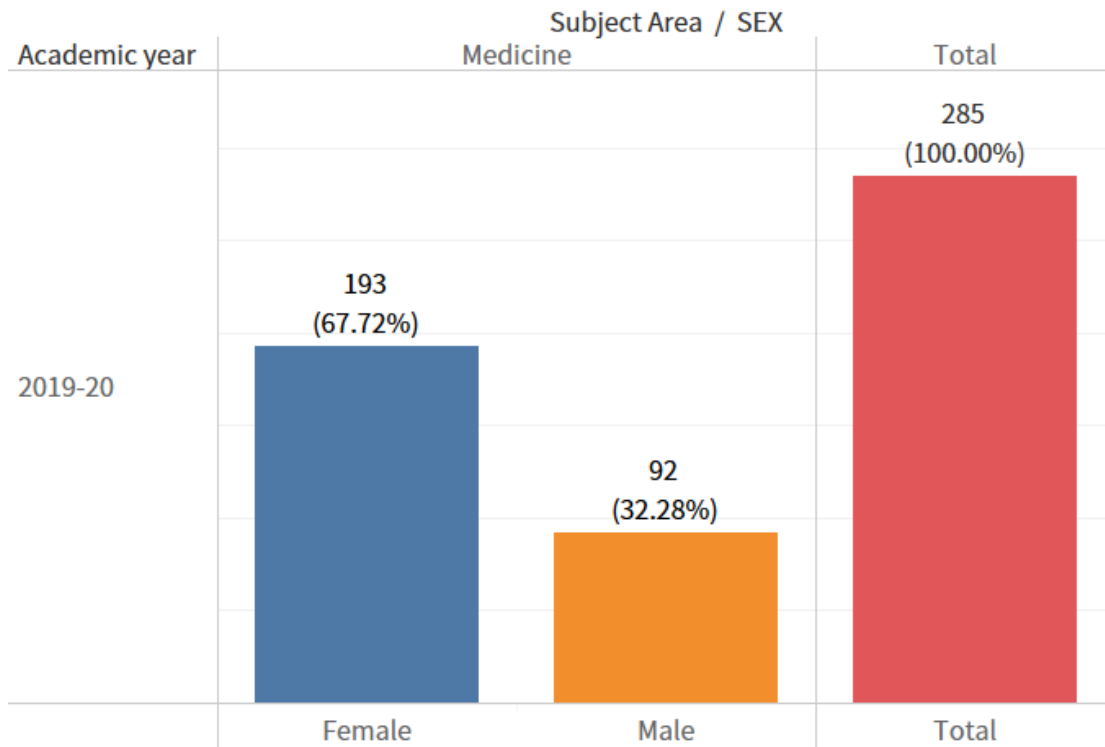
回答：174 graduates in 2020



中文題目：女畢業生人數：醫學

英文原文：Number of female graduates: Medicine

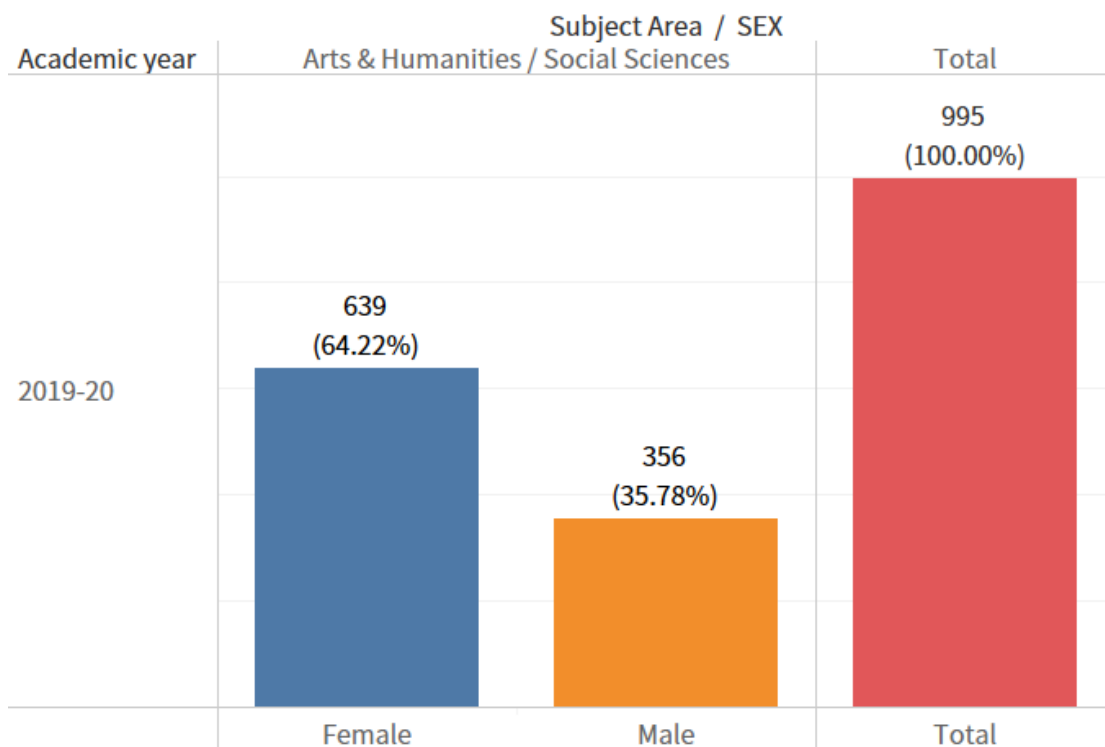
回答：193 graduates in 2020



中文題目：女畢業生人數：藝術與人文/社會科學

英文原文：Number of female graduates: Arts & Humanities / Social Sciences

回答：639 graduates in 2020



題目編號：5.6.1

英文原文：Policy of non-discrimination against women

Have a policy of non-discrimination against women

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

制定政策：2004

政策審查：2018

2. In accordance with the provisions of Article 6 of the University'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 2020, 183 faculty and staff participated in a total of 46 CEDAW online training. We also organized eight offline training sessions, with a total of 777 participants.

Please refer to attachment 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.

題目編號：5.6.2

英文原文：Non-discrimination policies for transgender

Have a policy of non-discrimination for transgender people.

1. The University 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>

制定政策：2004

政策審查：2018

1. The University's Gender Equality Education Committee cooperates with the school's gender club: Sex Cool Club. Through the furnishings, 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.

Please refer to Annex 5.6.2A. The school formulates and responds to policies of not discriminating against transgender people with specific actions.

題目編號：5.6.3

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

Have maternity and paternity policies that support women's participation.

1. The University 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 <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. For the English version of the website, please refer to

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

制定政策：2004

政策審查：2018

2. The University 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

<http://personnel.ncue.edu.tw/ezfiles/6/1006/img/869/103768814.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>

制定政策：2010

政策審查：2016

1. Our school 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>

制定政策：2017 政策審查：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 the University 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 10 applications were received 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.

題目編號：5.6.4

英文原文：Childcare facilities for students

Have accessible childcare facilities for students which allow recent mothers to attend university courses.

1. The University 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, the University 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:

<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. For the English version, please refer to: <https://law.moj.gov.tw/Eng/LawClass/LawAll.aspx?PCode=H0080067>

制定政策：2004

政策審查：2018

2. The University 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/pjoy/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 our school for students.

題目編號：5.6.5

英文原文：Childcare facilities for staff and faculty

Have 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’, the University 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. The University 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/pjoy/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 our school for faculty and staff.

題目編號：5.6.6

英文原文：Women's mentoring schemes

Have women's mentoring schemes, in which at least 10% of female students participate.

The University provides a large number of professional psychological counselling services and women's counselling programmes every year. The number of female students participating in 2020 was 390, accounting for approximately 11.9% of the 3,277 female students in our school. 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.

題目編號：5.6.7

英文原文：Track women's graduation rate

Have measurement or tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap.

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 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 2019–2020, 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:

School system	No. of students in school (2019–2020)			No. of graduations (2019–2020)			Graduation percentage		
	No. of possible graduations	Men	Women	Total no. of students	Men	Women	Total	Men	Women
Bachelor's	1,275	685	590	1,151	573	578	90.27%	83.65%	97.97%
Master's	951	471	480	453	238	215	47.63%	50.53%	44.79%
Master's in-service	850	366	505	349	160	189	41.06%	43.72%	37.43%
Doctoral	230	132	98	60	36	24	26.09%	27.27%	24.49%
Whole school	3,306	1,654	1,673	2,013	1,007	1,006	60.89%	60.88%	60.13%

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 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:

<http://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>

制定政策：2004

政策審查：2018

題目編號：5.6.8

英文原文：**Policies protecting those reporting discrimination**

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

1. The University 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>

本法之母法為教育部「性別平等教育法」第 14 條，英文版網址請參見：

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

制定政策：2004

政策審查：2018

2. The University's Gender Equality Education Committee cooperates with the school's gender club: Sex Cool Club. Through the furnishings, 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 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.
3. To assist students who are disadvantaged owing to unreasonable discrimination for their gender, gender identity, or sexual orientation, the University 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 2020, the number of meetings on sexual issues (including gender, gender traits, gender identity or sexual orientation issues, sexual assault, harassment, or sexual bullying) was 14 times, and the number of gender-based violence meetings was 55 times.

Please refer to Annex 5.6.8A. Our school formulates policies and measures to protect people who have been discriminated by others from adverse effects on their education or employment.