

SDG8

題目編號：8.2.1

英文原文：**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)

The salary levels that the university pays to all our faculty and staff are higher than the standard for basic wages approved and announced by the Executive Yuan of the Republic of China. The payment basis and amounts 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. The Executive Yuan of the Republic of China announced that, beginning January 1, 2021, the monthly and hourly basic wages would be adjusted to NT\$24,000 and NT\$160, respectively. The former applies to those who are paid on a monthly basis. According to the law, the amount is the minimum remuneration for performing labour services within the upper limit of normal working hours (currently 40 hours); the latter is the lowest remuneration per unit time for those who are paid by the hour as agreed.
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\$24,000	NT\$107,560	NT\$63,737	NT\$35,781

4. Links to the relevant laws and regulations:

(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>

(2) Website for the *Labour Standards Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>

題目編號：8.2.2

英文原文：**Employment practice unions**

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

The university 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. We comply with the regulations under the *Labour Union Act* and *Civil Servant Association Act* and provide all our faculty, staff, and students with the right to freedom of association and collective bargaining. In addition, various meetings and committees are stipulated in the university's organisational rules and related laws and regulations, which allow faculty, staff, and students to express their personal opinions on questions regarding the development of university affairs, and their personal rights and interests. They can express these through their participation in related campus organisations, or through representation by members of committees of the relevant organisations, who were elected through democratic procedures.
2. There are 21 different meetings, committees, and other related organisations on campus. The functional categories and names of these organisations are as follows:

<b>Functional category</b>	<b>Name of organisation</b>
Promote the development of various university affairs, and administrative matters of the related organisations	<ol style="list-style-type: none"><li>1. Meeting on university affairs</li><li>2. Meeting on administrative matters</li><li>3. Meeting on administrative coordination</li><li>4. Advisory committee on the development of university affairs</li><li>5. Committee on the development of university affairs</li><li>6. Meeting on student affairs</li><li>7. Meeting on academic matters</li><li>8. Meeting of the various university colleges</li><li>9. Meeting on matters related to the department/institution/centre</li><li>10. Meeting on matters involving various university offices, halls, and rooms</li></ol>

<b>Functional category</b>	<b>Name of organisation</b>
Rights protection and campus security	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	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 the university endowment fund	Committee on management of the university 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 Appendix 8.2.2A-NCUE's various meetings and committees.

3. Links to the relevant laws and regulations:

(1) Website for the Labour Union Act:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0020001>

(2) Website for the Civil Servant Association Act:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=S0010008>

(3) Website for NCUE's organisational regulations: [http://personnel.ncue.edu.tw/files/11-1006-](http://personnel.ncue.edu.tw/files/11-1006-2472.php?Lang=zh-tw)

[2472.php?Lang=zh-tw](http://personnel.ncue.edu.tw/files/11-1006-2472.php?Lang=zh-tw)

題目編號：8.2.3

英文原文：**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 the university in our effort to prevent workplace discrimination and create a friendly working environment. These are elaborated upon below.

**1. Legal achievements:**

- (1) 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.
- (2) The ‘Organisation and Key Evaluation Points for the NCUE’s Staff Appeal and Appraisal Committee’ was formulated to protect the rights and interests of the university’s employees, establish a channel for employee complaints, and enhance harmony on campus.
- (3) 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.
- (4) Links to the relevant laws and regulations:
  - A. 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>
  - B. 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>

C. 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>

D. Website for the *Act of Gender Equality in Employment*:

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

E. 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:

- (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



寶山校區哺(集)乳室

Please also refer to [Appendix 8.2.3A-Measures for the use and management of the nursing rooms under the NCUE’s Student Affairs Office](#)

- (2) The two campuses have smoke-free environments and enhanced facilities for barrier-free accessibility

The university 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\$96.5 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 six student dormitories on campus have 23 barrier-free rooms, which can accommodate 52 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**

<b>Barrier-free facilities</b>	<b>Quantity</b>	<b>Installation rate</b>
Elevators	23	100%
Toilets	61	100%
Ramps for refurbishment works	19	100%
Stair handrails	36	100%
Guidance facilities	26	100%

**Statistics on barrier-free accommodation in student dormitories**

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







題目編號：8.2.4

英文原文：Employment policy modern slavery

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

The university 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 the university, 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 the university recruits or dismisses appointed personnel, <b>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.</b> If express provisions are made under other laws, those provisions shall be complied with.
	<u>Article 16 Item 1:</u> The normal <b>working hours</b> of appointed personnel shall not exceed <b>eight hours daily and forty hours weekly.</b>
	<u>Article 19 Item 1:</u> 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 ' <b>overtime</b> '), it will be recorded on an hourly basis. For each personnel, the <b>overtime</b> limit is <b>four hours daily, eight hours on a public holiday, and 46 hours monthly.</b>

Regulation	Summary of key articles
	<p><u>Article 20 Item 1:</u> Appointed staff may <b>extend their working hours</b> or <b>work on their rest days</b>. Depending on the choice that they have agreed upon in advance, they may have <b>compensatory days off</b> in-lieu or receive <b>overtime pay</b> according to the standards stated below.</p>
Key points for the protection of labour rights and grants for NCUE students who are part-time assistants	<p><u>Item 12:</u> The university has <b>clearly stipulated the rights and obligations of both employees and employers</b> to improve the management system for part-time assistants and to promote harmony and consensus on campus. Both parties shall comply with the <i>Labour Standards Act</i> and its rules for implementation, the key points stated here, and the related laws and regulations.</p>
	<p><u>Item 17:</u> The <b>timing for work, number of working hours, and the working location</b> of part-time assistants shall be <b>negotiated and agreed upon</b> by the <b>employer and employee</b>. ... When an application for <b>overtime</b> is submitted, the employer and employee shall negotiate whether the latter shall have <b>compensatory time off</b> in-lieu or receive <b>overtime pay</b>.</p>
	<p><u>Item 18:</u> Part-time assistants are <b>granted leave</b> in accordance with the <i>Labour Standards Act, Regulations on Leave-Taking of Workers, Act of Gender Equality in Employment</i>, and the relevant regulations of the university.</p>

4. Links to the relevant laws and regulations:

(1) Website for the *Human Trafficking Prevention Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0080177>

(2) Website for the *Labour Standards Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>

(3) Website for 'NCUE's Working Regulations for Appointed Staff':

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

(4) 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>

題目編號：8.2.5

英文原文：Employment practice equivalent rights outsourcing

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

When the university 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"><li>1. Each employee is to be provided with 2 to 3 sets of uniform.</li><li>2. The basic salary of employees according to the <i>Labour Standards Act</i> is NT\$24,000. Overtime pay shall be made in accordance with the law.</li><li>3. Gifts are to be provided for birthdays, funerals, marriages, and childbirth.</li><li>4. Opportunities for internal job transfers are to be provided, and workplaces shall comply with occupational safety and health regulations.</li><li>5. Employees are to be provided with gender-equal working conditions.</li></ol>
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'.



Links to the relevant laws and regulations:

(1) Website for the *Labour Standards Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>

(2) Website for the *Private Security Service Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0080081>

(3) Website for the *Employment Service Act*:

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0090001>

(4) 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%BA%E5%93%A1%E5%B7%A5%E4%BD%9C%E6%99%82%E9%96%93%E5%AF%A9%E6%A0%B8%E5%8F%83%E8%80%83%E6%8C%87%E5%BC%95.pdf>

題目編號：8.2.6

英文原文：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 our university 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 <b>salary level</b> of teachers in junior colleges and above (hereinafter referred to as teachers of higher education institutions) shall be determined based on <b>professional rank, academic degree, work experience, and seniority.</b></p> <p>Please refer to Appendix 8.2.6A, Salary Scale for</p>

	Teachers.
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"> <li>1. Duty allowance: supervisor duties, heavy duties, or degree of work hazard.</li> <li>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.</li> <li>3. Geographical allowance: geographical environment, traffic conditions, hardship and economic conditions of the service places.</li> </ol> <p>Please refer to Appendix 8.2.6B, Concise Table for the Current Allowances of Civil Servants.</p>
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	<ol style="list-style-type: none"> <li>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).</li> </ol> <p>Please refer to Appendix 8.2.6C, Standard Table for Remuneration of Contracted Personnel in National</p>

Links to related regulations

- (1) Link to the 'Teacher Remuneration Act'  
<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0150046>
- (2) Link to the 'Measures for Allowances of Public Servants'  
<https://law.moj.gov.tw/LawClass/LawAll.aspx?pcode=S0030007>
- (3) 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>
- (4) 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>

題目編號：8.2.7

英文原文：Tracking pay scale for gender equity

Measurement or tracking pay scale gender equity

The salary standard of the faculty and staff in our university is regulated by fair policies according to personal academic degree, work experience, and professional ability, and there is no difference in treatment based on gender or sexual orientation. By tracking the statistical results, the average salary of men and women in various categories was found to be as follows:

Teachers of our university Average salary per person (NTD)		Civil servants of our university Average salary per person (NTD)		Personnel employed by the university endowment fund Average salary per person (NTD)	
Male	Female	Male	Female	Male	Female
NTD 109,815	NTD 102,870	NTD 67,018	NTD 66,824	NTD 34,405	NTD 36,190

題目編號：8.2.8

英文原文：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, our university provides relevant complaint channels. The following explains the relevant complaint channels for teachers, staff, and contracted personnel of our university and their provisions according to different identities and protection contents:

Identity category	Complaint channels and requirements
Teacher	<p>(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.’</p> <p>(2) Our university 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>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, our university 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>
Personnel employed by the university endowment	<p>(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, our university guarantees the</p>



fund	<p>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.</p> <p>(2) In addition to filing a complaint or applying for mediation with the local labour bureau in 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, our university has formulated the ‘Key Points on the Organisation and Evaluation of the Workers’ Appeal Review Committee of National Changhua University of Education’ .</p>
All faculty and staff members	<p>Our university 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>

Links to related regulations

(1) Link to the ‘Teachers’ Act’

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0020040>

(2) 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>

(3) Link to the ‘Civil Service Protection Act’

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=S0120001>

(4) 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>

(5) Link to the ‘Act for Settlement of Labour-Management Disputes’

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0020007>

(6) 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>

(7) 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>

題目編號：8.3.1

英文原文：Number of employees

This is the FTE (Full Time Equivalent) number of employees, including outsourced core services, referring to year 2020.

(1) The total number of active employees is 788 (including project assistants employed by research programmes).

(2) The personnel categories are as follows:

Category	Teacher	Civil servant	Technician	Personnel employed by the university endowment fund	Project assistants employed by research programmes
Number of people	368	75	8	203	134

英文原文：University expenditure

Total university expenditure in last financial year.

(1) The total annual expenditure was NTD 1,806,143,610 (according to the total amount of the final accounts in 2020).

(2) The main expenditure items are as follows:

Item	Employment expenses	Service charges	Materials and supplies	Rental and interest	Depreciation, depletion, and amortisation
Amount (NTD)	837,389,748	519,169,713	96,117,427	9,889,644	221,171,956

Item	Taxes and fees (compulsory fees)	Membership fees, donations, grants, apportionment, and relief and exchange activities	Deficit, compensation, and insurance payment	Other	Total
Amount (NTD)	1,834,319	112,006,404	734,272	7,830,127	1,806,143,610

For detailed expenditures, please refer to Appendix 8.3.1A, Summary Table of Various Expenses of the University Endowment Fund of National

英文原文：[Expenditure per employee](#)

- (1) According to the user's guide of the Times Higher Education Impact Rankings, when calculating the average expenditure standard of each employee by this index, the expenses of four categories of items, namely 'rental and interest capital', 'depreciation, depletion, and amortisation', 'taxes and fees', and 'others', should be deducted first, after which the expenditure should amount to NTD 240,726,046.
- (2) Total expenditure cost: NTD 1,806,143,610 - NTD 240,726,046 = NTD 1,565,417,564.
- (3) Average expenditure per employee: NTD 1,565,417,564/788 people = NTD 1,986,571.

題目編號：8.4.1

英文原文：[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 2020.

The total number of students is 7,041.

英文原文：[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 2020.

- (1) There are 14 departments that have planned internship courses for more than one month, namely, the Department of Industrial Education, the Department of Fine Arts, the Department of Special Education, the Graduate Institute of Rehabilitation Counselling, the Department of Counselling and Consulting, the Department of Sports, the Institute of Counselling and Consulting, the Master's Programme in Marriage and Family Therapy of the Department of Counselling and Consulting, the Department of Business Administration, the Master's Programme in Marketing and Circulation Management of the Department of Business Administration, the Department of English Language, the Department of Mathematics, the Department of Geography, and the Department of Biology. A total of 508 students are participating in the internship courses, and the total number of internship hours is 49,568.

Department name	Department of Industrial Education	Department of Fine Arts	Department of Special Education	Graduate Institute of Rehabilitation Counselling	Department of Counselling and Consulting	Department of Sports	Institute of Counselling and Consulting	Master's Programme in Marriage and Family Therapy of the Department of Counselling and Consulting
Number of participants in internship courses	80	34	67	50	156	39	47	22
Total internship hours	744	744	992	13,640	10,912	1,240	6,200	4,960

Department name	Department of Business Administration	Master's Programme in Marketing and Circulation Management of the Department of Business Administration	Department of English Language	Department of Mathematics	Department of Geography	Department of Biology	Total of the 14 departments
Number of participants in internship courses	9	1	1	1	1	5	508
Total internship hours	4,712	3,472	960	496	496	496	49,568

(2) The calculation of FTE is as follows:  $49,568 \text{ (hours)} / (52 \text{ (weeks)} * 40 \text{ (hours)}) = 23.8$

題目編號：8.5.1

英文原文：Number of employees

This is the FTE (Full Time Equivalent) number of employees, including outsourced core services, referring to year 2020.

(1) The total number of active employees is 788 (including project assistants employed by research programmes).

(2) The personnel categories are as follows:

Category	Teacher	Civil servant	Technician	Personnel employed by the university endowment fund	Project assistants employed by research programmes
Number of people	368	75	8	203	134

英文原文：[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 2020.

This is a subset of number of employees.

1. There were 286 employees in 2020 (including public servants, technicians, and employees of the university endowment fund) who signed contracts of more than 24 months.
2. In 2020, 332 teachers signed contracts of more than two years.
3. Another 36 teachers had an employment term lasting than two years for the following reasons:
  - (1) Of these teachers, 25 were newly hired and had an extension of employment for the first time. According to Article 37 of the Act Governing the Appointment of Educators, the employment term is one year.
  - (2) Additionally, 11 teachers retired in 2020 and 2021, and the term of their extended employment was less than two years from the date of employment extension to the effective date of retirement.
4. In summary, 618 faculty and staff members had signed a contract of more than 24 months.

英文原文：[Proportion of employees on secure contracts](#)

1. According to the user's guide of the Times Higher Education Impact Rankings, the 'secure contracts' referred to in this index mean contracts of more than 24 months.
2. Proportion of employees who had signed a secure contract:  $(618 \text{ people} / 788 \text{ people}) * 100 = 78.42\%$ .