



University : National Chin-Yi University of Technology
Country : Taiwan
Web Address : www.ncut.edu.tw

[SDGs 5] Gender Equality

[5.6.3] Does your university as a body have a maternity and paternity policies that support women's participation?

NCUT Maternal and Child Friendly Policy

Maternal Health Protection Plan

In accordance with Articles 30 and 31 of the Occupational Safety and Health Act, NCUT has implemented a comprehensive "Maternal Health Protection Plan" to ensure the health and safety of pregnant faculty and staff. This plan includes risk assessment, interview guidance by occupational doctors, abnormal referrals, hazard control, and hierarchical health management. The aim is to create a safe working environment that supports maternal health and protects the well-being of both mother and fetus.

Key Components of the Maternal Health Protection Plan

1. Risk Assessment:

- **Workplace Environmental Hazard Assessments:** Regular assessments are conducted to identify and mitigate any risks that could harm maternal health. These assessments focus on ensuring that the workplace is free from hazards that could negatively impact pregnant employees.
- **Frequency of Assessments:** From 2022 to July 2024, NCUT has provided risk assessments and related services to a total of 24 employees, ensuring continuous monitoring and protection.

2. Interview Guidance by Occupational Doctors:

- **Occupational Health Consultations:** Pregnant employees receive personalized guidance from occupational doctors. These consultations aim to identify any potential health risks and provide advice on maintaining a safe and healthy working environment.
- **Follow-Up and Support:** Regular follow-up sessions are conducted to monitor the health status of pregnant employees and provide ongoing support.

3. Abnormal Referrals:

- **Referral Process:** If any abnormalities or potential health risks are identified during assessments or consultations, employees are referred to specialized medical professionals for further evaluation and care.
- **Coordination with Healthcare Providers:** NCUT collaborates with healthcare providers to ensure that referred employees receive appropriate and timely medical attention.

4. Hazard Control:

- **Implementation of Safety Measures:** Identified hazards are promptly addressed through the implementation of control measures. This may include modifying



workstations, adjusting work duties, or providing protective equipment to mitigate risks.

- **Continuous Monitoring:** Ongoing monitoring is conducted to ensure that implemented safety measures are effective and that the working environment remains safe for pregnant employees.

5. Hierarchical Health Management:

- **Tiered Health Management Approach:** NCUT adopts a hierarchical approach to health management, providing different levels of support and intervention based on the specific needs and risk levels of pregnant employees.
- **Customized Care Plans:** Each pregnant employee receives a customized health management plan that outlines specific precautions and measures tailored to their individual needs and job responsibilities.

Objectives

- **Ensure Maternal Health:** The primary objective is to safeguard the health of pregnant employees and their unborn children by minimizing workplace hazards and providing comprehensive health support.
- **Promote Safe Working Conditions:** NCUT is committed to maintaining a safe and healthy working environment for all employees, with particular focus on those who are pregnant.
- **Support Work-Life Balance:** By offering specialized health protection measures, NCUT aims to support pregnant employees in balancing their work responsibilities with their health needs.

Implementation Strategy

1. Regular Training and Awareness:

- **Employee Education:** Regular training sessions are conducted to educate all employees about the importance of maternal health protection and the specific measures in place to support pregnant colleagues.
- **Awareness Campaigns:** Ongoing awareness campaigns are run to ensure that employees are informed about the resources and support available to them.

2. Continuous Improvement:

- **Feedback Mechanisms:** NCUT gathers feedback from pregnant employees to continually improve the maternal health protection plan and ensure it meets their needs effectively.
- **Policy Updates:** The policy is regularly reviewed and updated to reflect best practices and any new regulatory requirements.

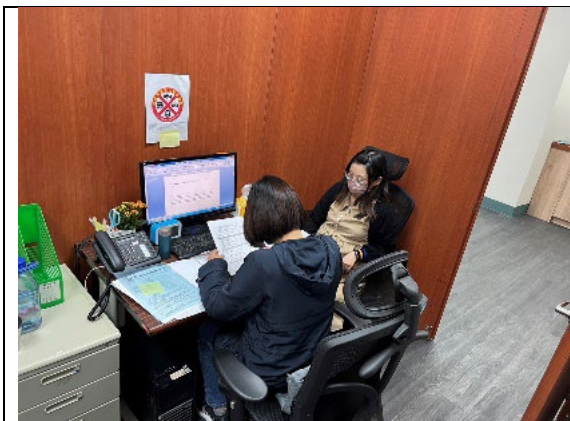
3. Collaboration with Experts:

- **Engagement with Occupational Health Specialists:** NCUT collaborates with occupational health specialists and medical professionals to ensure that the maternal health protection plan is based on the latest medical knowledge and safety standards.

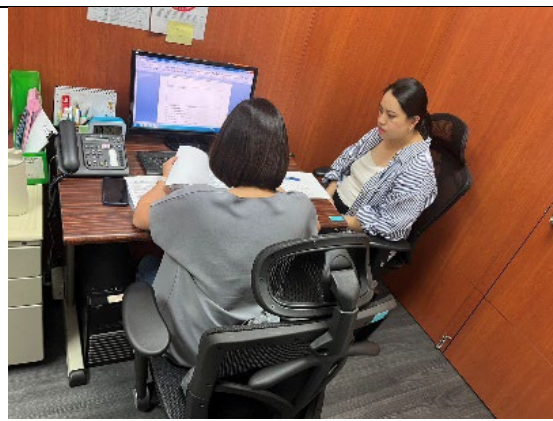
By implementing the Maternal Health Protection Plan, NCUT demonstrates its commitment to creating a supportive and safe working environment for pregnant employees, aligning with

broader efforts to promote gender equality and maternal health within the workplace.

Year	Risk Assessment	Number	Note
2022	—	6	After being assessed by an occupational doctor as not harmful to the health of the mother, fetus or baby, the employee can continue to work in the original job.
2023	—	10	After being assessed by an occupational doctor as not harmful to the health of the mother, fetus or baby, the employee can continue to work in the original job.
2024	—	8	After being assessed by an occupational doctor as not harmful to the health of the mother, fetus or baby, the employee can continue to work in the original job.



Maternal health protection professionals provide occupational health services



Maternal health protection professionals provide occupational health services



Workplace Environmental Hazard Assessment



Workplace Environmental Hazard Assessment-report to the supervisor



NCUT's commitment to implementing Taiwan's gender equality policy and promoting gender equality in decision-making within the public sector is commendable. The establishment of guidelines for complaints and disciplinary measures against sexual harassment in the workplace, in accordance with relevant laws, reflects a proactive approach to creating a safe and inclusive work environment.

Compliance with Gender Equality Laws:

- By adhering to the Gender Equality Education Act, Gender Equality at Work Act, Sexual Harassment Prevention Act, and related measures, NCUT is demonstrating a commitment to legal compliance and the protection of individuals from sexual harassment in the workplace.

Gender-Equal Representation:

- Ensuring that the gender ratio in various committees aligns with statutory requirements is crucial for achieving gender equality in decision-making processes. These include committees such as the Teacher Review Committee, Teacher Appeals Committee, Performance Appraisal and Screening Committee, Sexual Harassment Complaint Review Committee, and the Student Grievance Review Committee. Meeting the legal gender ratio in these committees is a significant step towards equal representation.

Safe and Inclusive Workplace:

- The establishment of guidelines for complaints and disciplinary measures against sexual harassment underscores NCUT's dedication to creating a safe and inclusive workplace where all members can work without fear of harassment or discrimination.

These actions show that NCUT is taking concrete steps to ensure a fair and equal environment for all members of the university community. Continuing to uphold and strengthen these practices will contribute to a more inclusive and gender-equal educational institution.

NCUT has comprehensive plans for the leave policy for faculty, staff and students. There are also detailed leave regulations for maternity leave for female employees and students.

NCUT formulates these leave regulations based on the basic rules of the Ministry of Education and the Ministry of Labor.

Guidelines for student leave, including prenatal and childbirth leave, NCUT

1. Students take leave should in accordance with these rules.
2. The categories of student leave are as follows:
 - 2.1. Official leave:
 - 2.1.1. On behalf of the school or by the teacher assigned to carry out official business.
 - 2.1.2. An actor of obligation as ordered by the Government.
 - 2.2. Personal leave: Marriage, bereavement, joy, celebration and other general accidents.
 - 2.3. Sick leave: Individuals who are unable to attend classes or attend rallies due to illness.
 - 2.4. Registration leave: A person who, for any reason, cannot register with the school on the specified date.
 - 2.5. Exam leave: Those who are unable to take the examination for some reason.
 - 2.6. **Prenatal leave: A person who cannot attend school because of a birth inspection.**
 - 2.7. **Maternity leave: Individuals who are unable to attend classes or participate in various assembly events because of childbirth.**

國立勤益科技大學學生請假規則

88年10月26日(88)勤技學字第4416號函訂頒
89年3月15日(89)勤技學字第1166號函修訂
91年5月3日(91)勤技學字第912281號函修頒通過
96年3月19日勤益科大學字第0961100139號函修頒
96年7月11日勤益科大學字第0961100362號函修頒
97年7月4日勤益科大學字第0971100471號函修頒
100年10月25日勤益科大學字第1001100855號函修頒
105年1月25日勤益科大學字第1051100046號函修頒
107年7月17日勤益科大學字第1071100613號函修頒

第一條 總則 一、學生請假，悉依本規則
辦理。 二、學生請假分類如下：

(一) 公假：

(1) 代表學校或經師長指派辦理公務者。

(2) 經政府明令之義務行為者。

(二) 事假：婚、喪、喜、慶等一般事故者。

(三) 病假：個人因疾病不能上課或不能參加各項集會活動者。

(四) 註冊假：因故不能於規定日期到校註冊者。

(五) 考試假：因故不能參加考試者。

(六) 產前假：因產檢不能到校上課者。

(七) 分娩假：個人因分娩不能上課或不能參加各項集會活動者。

第二條 准假權責 一、
一般請假：

(一) 請假二日，由導師核准。

(二) 超過三日以上，六日以內者，由系主任核准。

(三) 超過六日，由學務長核准。

二、註冊、考試請假：呈請教務處核准。

第三條 請假手續 學生於線上請假系統登錄請假資料，並上傳相關證明文件後，循 權責區分辦理。

第四條 一般規定 一、
請假證件：

(一) 申請事假，須有家長或監護人之證明。

(二) 因病請假，檢附相關證明。

(三) 申請公假，須有與公假有關之師長證明；指派辦理公務，應由組長以上負責人證明，其屬於政府明令之義務行為者，應檢附機關之證明。

(四) 申請產前假及分娩假，檢附醫院證明。

二、扣(加)分規定：

(一) 曠(缺)課扣操行成績之規定：

(1) 每曠課一節扣學期操行總分○·五分、各項集會、班會一節扣一分。

(2) 凡經核准之公假、事假、病假、喪假等，均不予扣分。

(二) 全學期末請假、遲到、早退、缺席、曠課者，謂之全勤，加學期操行總成績四分。

三、請公假、事假，應於事先檢具證明提出申請，如有不可歸責於本人之事由，應於事後三日內申請補假。

四、如因突發病症或重病住院，可由家人或同學代為請假，但須於病癒後到校三日內，檢具證明，正式補辦請假手續，逾時不予核准。

五、直系親屬之喪亡，得檢具證明視同公假辦理，但以六天為限。必須續假時，以事假論。

六、**學生因產檢或分娩致不能上課，須請產前假或分娩假時，應檢具醫院證明書，學生無法親自辦理請假時，可由家人或同學代為請假，於分娩前給產前假六日，得分次申請，不得保留至分娩後，於分娩後得申請分娩假四週。**

七、銷假及續假：

(一) 凡請假期間未滿而提前返校者，可持准假證明向生活輔導組申請銷假，依其實際假期計算。

(二) 不能如期銷假者，應取具證明文件申請續假，得以書面行之，如係郵寄(限用掛號)，其日期以郵戳為憑，惟返校後須補填假單，以備查考。

八、請假時所繳證明文件，如有虛構或偽造情事，除缺課、缺席之時日以曠課論外，並按情節輕重予以議處。

九、凡各種因素之缺席扣分，致操行成績不及格者，退學。

第五條

本規則經學生事務會議通過，並陳請校長核定後實施，修訂時亦同。