



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

[SDGs 5] Gender Equality

[5.6.4] Does your university as a body have accessible childcare facilities for students which allow recent mothers to attend university courses?

NCUT's Family and Gender-Friendly Workplace Policies

National Chin-Yi University of Technology (NCUT) promotes gender equality and supports work-life balance by implementing inclusive workplace policies. These initiatives foster a family-friendly environment, ensuring that all employees feel respected, empowered, and supported.

Policies and Support Measures

1. Parental Leave for Both Genders

- **Equal Access to Parental Leave:** NCUT allows male and female employees to take parental leave in accordance with legal requirements, ensuring all parents can take time off to care for their children without compromising their job security.
- **Work-Life Balance:** This policy reflects NCUT's commitment to gender equality and promotes a healthier work-life integration for parents.

2. Menstrual Leave

- **Support for Female Employees:** NCUT offers female employees one day of menstrual leave each month.
- **Flexibility in Usage:** If the total menstrual leave does not exceed three days per year, the days are not deducted from sick leave. Additional leave beyond this limit is treated as sick leave, with half pay.
- **Promoting Gender Equality:** This thoughtful policy supports women's health needs while fostering equality and inclusion.

3. Flexible Working System for Parents of Young Children

- **Reduced or Adjusted Working Hours:** Employees raising children under three years of age can request a reduction of one working hour per day or adjust their work schedule to accommodate childcare responsibilities.
- **No Additional Compensation:** While reduced working hours are unpaid, this policy helps parents balance their family and professional roles, promoting a family-friendly work culture.

Gender-Friendly Facilities and Workplace Initiatives

1. Nursing Rooms and Support for New Mothers

- **Breastfeeding Rooms:** NCUT provides breastfeeding (milk collection) rooms in accordance with the **Act of Gender Equality in Employment**.
- **Dedicated Sessions:** Mothers can take two breastfeeding breaks during their workday to support nursing needs.
- **Locations:** A breastfeeding room is available in the Library and Information Building, reflecting the university's commitment to creating a family-friendly work environment.

2. Gender Equality Training and Awareness Campaigns

- **Gender Mainstreaming Education:** NCUT integrates gender equality into its institutional culture by offering **gender mainstreaming courses** during annual staff training programs.
- **Sexual Harassment Prevention:** A dedicated section on the personnel department's website provides guidance on preventing and addressing sexual harassment, ensuring a safe and inclusive workplace for all.

3. Childcare Leave and Job Security

- **Childcare Leave Without Job Risk:** Faculty and staff can take childcare leave without endangering their job security, supporting employees in balancing parenting and work responsibilities.

Implementation and Continuous Improvement

- **Monitoring and Compliance:** The Ministry of Education and relevant departments oversee policy implementation to ensure compliance.
- **Feedback Mechanism:** NCUT gathers feedback from employees and adjusts policies and facilities as needed to continuously improve inclusivity and support.

Impact and Institutional Commitment

NCUT's family and gender-friendly policies create a supportive work environment, contributing to employee well-being and job satisfaction. By offering parental and menstrual leave, breastfeeding facilities, flexible work schedules, and gender mainstreaming education, NCUT sets a positive example for other institutions.

These actions demonstrate NCUT's dedication to gender equality, diversity, and work-life balance, strengthening its reputation as a forward-thinking and inclusive employer.



NCUT has breastfeeding rooms in each building for students, faculty and staff who need breastfeeding.

