



University : National Chin-Yi University of Technology  
Country : Taiwan  
Web Address : [www.ncut.edu.tw](http://www.ncut.edu.tw)

## [SDGs 5] Gender Equality

### [5.6.9] Does your university as a body have a paternity policy that support women's participation by ensuring that non-gestational parents can participate in childcare duties?

National Chin-Yi University of Technology (NCUT) is committed to promoting gender equality and supporting family responsibilities for all employees, recognizing the vital role of both parents in childcare. NCUT has established a **paternity leave policy** that ensures **non-gestational parents** can actively participate in childcare duties. This policy is designed to support women's participation in the workforce by fostering a balanced family dynamic and encouraging equal parental responsibilities.

## NCUT's Paternity Policy

### 1. Inclusive Parental Leave Options

- **Paternity Leave Entitlement:** Non-gestational parents are eligible for paid paternity leave, allowing them to take time off to bond with and care for their newborns. This entitlement supports fathers, partners, and other non-gestational parents in fulfilling their caregiving roles from the start.
- **Flexible Leave Timing:** Paternity leave can be taken continuously or in segments, depending on family needs, providing flexibility for parents to coordinate their leave schedules in a way that best supports their family responsibilities.

### 2. Extended Family Leave for Childcare

- **Parental Leave Beyond Paternity:** NCUT offers additional parental leave that can be used beyond the initial paternity leave period, allowing non-gestational parents to continue contributing to childcare as their children grow. This policy helps ensure both parents can actively share responsibilities, promoting gender equality.
- **Flexible Return-to-Work Arrangements:** For parents who need further flexibility after the formal leave period, NCUT supports part-time and flexible work options, allowing staff to transition smoothly back to work without compromising childcare responsibilities.

### 3. Encouraging Gender Equality in Family Responsibilities

- **Awareness and Training Programs:** NCUT holds workshops and training sessions to promote family-friendly policies, underscoring the importance of shared childcare

duties for gender equality. These programs aim to foster a supportive culture where all employees feel empowered to balance work and family life.

- **Support for Women's Career Advancement:** By enabling non-gestational parents to take on a significant role in childcare, NCUT supports women in pursuing career growth opportunities, knowing that family responsibilities are equally shared.

#### 4. Family-Friendly Work Culture

- **On-Campus Childcare Services:** NCUT offers access to childcare facilities, providing parents with convenient options for on-site childcare and helping them better manage work and family obligations.
- **Health and Wellness Support:** Recognizing the challenges of balancing work and family, NCUT offers health and wellness resources to support parents' overall well-being, including counseling and stress management programs.

NCUT's paternity policy demonstrates its commitment to fostering an inclusive, gender-equal workplace. By enabling non-gestational parents to participate in childcare and supporting women's career engagement, NCUT promotes an environment where family responsibilities are shared, and all parents can thrive both personally and professionally.

National Chin-Yi University of Technology (NCUT) is taking several commendable measures to promote gender equality and create a friendly workplace environment. These initiatives reflect a commitment to supporting employees and ensuring gender equality in various aspects of university life:

##### **Nursing Room:**

- Providing breastfeeding (breast milk collection) rooms in compliance with the Act of Gender Equality in Employment demonstrates NCUT's dedication to creating a supportive environment for mothers in the workplace. Allowing two breastfeeding sessions a day, with time included in the working day, is a practical step to accommodate new mothers' needs.

##### **Gender Equality Promotions:**

- Inclusion of gender mainstreaming courses in the annual administrative staff education and training program reflects the university's commitment to integrating gender equality principles into its operations and culture.
- The presence of a dedicated section for sexual harassment prevention on the personnel department's website indicates a proactive approach to addressing and preventing sexual harassment in the workplace.

##### **Friendly Work Environment for Gender Equality:**

- The establishment of a breastfeeding room in the Library and Information Building provides practical support to teachers and staff who need breastfeeding, fostering a more inclusive and family-friendly workplace.
- Offering the option for faculty and staff to apply for childcare leave without losing their positions demonstrates NCUT's understanding of the work-life balance challenges many employees face. This ensures job security for those who need to take time off for childcare responsibilities.

By implementing these measures, NCUT is actively promoting gender equality and creating a workplace environment that values and supports the well-being of all its employees. These actions contribute to a more inclusive and diverse educational institution where gender equality is upheld.



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

## 「公部門職場托嬰設施-托嬰中心」設置參考指引

112.5.10

- 一、目的：為配合落實「我國少子女化對策計畫(107年至113年)」政策目標，精進推動公部門設置職場托育設施，經參酌教保業務相關主管機關就設置相關類型托育設施之相關資料，研具本指引，以提供各機關參考運用。

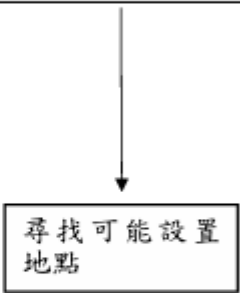

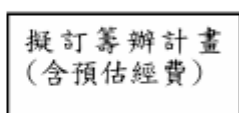
### 二、簡介

項目	類型 托嬰中心
收托年齡	未滿 2 歲
收托人數	超過 12 名(按，自 112 年起調整為超過 5 名) ※建議最適規模：30~40 人
收托時段	半日托育、日間托育及臨時托育服務
收托對象	以設置機關(構)員工子女及孫子女為主，有餘額得經直轄市、縣(市)政府社會局(處)核准後收托社區兒童。

※相關設置法規名稱一覽表詳如附件 1。

### 三、參考作業流程及注意事項

程序	作業細項	說明及注意事項
準備作業	<div style="border: 1px solid black; padding: 5px; text-align: center;">依員工托育需求調查，擇定設置托嬰中心</div> <p style="text-align: center;">↓</p>	◎調查員工子女托育需求人數、年齡、目前托育方式等資料，並得視需要併同調查附近機關托育需求及會同他機關規劃設置。 ◎瞭解相關設置規定(同附件 1)。
	<div style="border: 1px solid black; padding: 5px; text-align: center;">組成籌備小組或工作圈</div> <p style="text-align: center;">↓</p>	◎盤點籌設托育設施所需工作項目，並確立業務分工及預估所需作業時程，以控管各階段工作事項之執行進度。

程序	作業細項	說明及注意事項
		<p>◎配合相關法令規定(如設置托育設施所需空間、面積、樓層條件、土地建物是否符合設置要件等), 尋找可能設置地點, 並以運用機關現有空間為優先, 必要時得協洽距離 1,000 公尺範圍內之周邊機關提供合適場地, 且將可能整修費用納入考量。</p> <p>◎又機關如無法判定所欲使用之建築物土地使用分區或建築物用途別是否符合規定, 可洽所在地之各地方政府都市發展局、建築工程管理處或負責建築管理之機關協助。</p> <p>※空間需求如附件 2。</p>
		<p>◎向衛生福利部社會及家庭署(以下簡稱社家署)或可逕向所在地社政主管機關申請, 由各該機關組成之諮詢團隊就空間規劃、設施設備、動線設計、場地是否符合設置規定等提供建議。</p> <p>◎為妥適規劃相關空間配置, 亦得邀請具托嬰中心設計實務經驗者、熟悉地方政府都市發展、建管工務作業者、建築師等相關專業人員協助規劃指導。</p>
		<p>◎籌辦計畫內容包含設立目的、收托對象及人數、預定工作期程、開辦成本及托育設施規劃情形(如預定班級規劃情形、預定開學年度、使用總面積等)。</p>