



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

[SDGs 17] Partnership for the Goals 全球夥伴

[17.3.16] Please indicate if your university publishes progress against SDG16?

NCUT integrates transparency, justice, and inclusiveness into its governance framework and campus culture. As a public university in Taiwan, NCUT actively aligns with SDG 16 by:

- Ensuring participatory governance and open decision-making,
- Strengthening grievance redressal systems for students and staff,
- Promoting gender equality and representation in institutional bodies,
- Providing legal, health, and welfare support to staff and students, and
- Engaging in community outreach and cultural promotion.

Through these actions, NCUT builds a peaceful, just, and accountable academic environment.

1. Transparent Governance and Accountability

Governance Structures

NCUT conducts regular institutional meetings across multiple committees, including:

- School Affairs Committee,
- Administrative Meetings,
- Teaching and Curriculum Committees,
- Student Grievance and Evaluation Committees,
- Teacher Evaluation Committees.

Governance Participation (2022–2024)

Year	Number of Meetings	Number of Participants	Public Meeting Minutes
2022	18	812	Yes
2023	19	840	Yes
2024	21	865	Yes
Total	58	2517	All available



國立勤益科技大學
NCUT
NATIONAL CHIAI UNIVERSITY OF TECHNOLOGY



Highlights:

- Over 2,500 participants engaged in governance from 2022–2024.
- Meeting minutes and Standard Operating Procedures (SOPs) are published online, ensuring transparency.
- Clear hierarchical accountability systems ensure proper verification of all institutional documents.

2. Justice and Grievance Mechanisms

NCUT provides formal channels for both students and faculty to submit grievances.

Grievance Handling (2022–2024)

Category	Consultations	Formal Appeals	Committee Hearings	Outcome
Student	91	4	7	Fair resolutions provided
Teacher	-	1	1	Case resolved by committee

Achievements:

- Student consultation services provide preventive support before formal appeals.
- Teacher grievances are handled under fair and impartial review processes.
- Decisions are documented, with transparent communication to the parties involved.

3. Gender Equality and Inclusive Participation

NCUT has established a Gender Equality Education Committee and complies fully with the Gender Equality in Employment Act, the Gender Equity Education Act, and related laws.

Female Representation in Key Committees

Committee	Female Ratio	Notes
Teacher Evaluation	34.8%	Ensures female voices in faculty performance review
Teacher Grievances	35.3%	Balanced participation in appeal cases
Performance Appraisal	38.4%	Participation in promotions and awards
Student Grievance	43%	Gender-inclusive representation in student appeals
Sexual Harassment Committee	61.5%	Majority female representation in sensitive cases



Infrastructure & Policy Measures:

- 38 gender-neutral toilets established.
- 2 breastfeeding rooms available per law (Act of Gender Equality in Employment).
- Annual gender equality awareness campaigns, training, and outreach.

4. Campus Legal, Health, and Welfare Systems

Legal Support

- Student Legal Consulting Office staffed by two professional legal advisors since 2020.
- Free consultations for students on personal and academic issues.

Staff and Faculty Welfare

- **Education subsidies:** NT\$ 9.93M provided in 3 years (675 beneficiaries).
- **Leisure subsidies:** NT\$ 470K allocated for cultural and recreational activities.
- **Health services:** Full occupational health checks, plus specialist consultations every 2 months.

Faculty and Staff Welfare (2022–2024)

Year	Education Subsidies (NT\$)	Beneficiaries	Leisure Subsidies (NT\$)	Health Services
2022	3,350,000	230	155,000	100% covered
2023	3,330,000	235	155,000	100% covered
2024	3,630,000	242	155,000	100% covered
Total	10,310,000	707	465,000	Annual checks + specialists

5. Cultural and Educational Engagement

The Chang Ming Wang Guoxiu Cultural and Educational Foundation collaborates with NCUT to fund cultural events and scholarships.

Foundation Contributions

Year	Cultural Activities (NT\$)	Scholarships (NT\$)
2022	395,000	660,000
2023	427,000	650,000
2024 (Jan–Jul)	205,000	310,000

Activities include:

- Academic lectures, cultural festivals, and heritage activities.
- Scholarships for economically disadvantaged students.
- Relief funds for urgent student needs.

6. Key Achievements

- Transparent governance with published minutes and SOPs.
- Effective grievance mechanisms for both students and faculty.
- High female participation in committees, especially in sensitive areas.
- Strong welfare and legal support systems for faculty, staff, and students.
- Significant scholarships and cultural activities, reinforcing justice and equal opportunity.

NCUT embodies the principles of peace, justice, and strong institutions by embedding inclusiveness, accountability, and transparency into governance. With robust grievance redressal systems, gender-inclusive policies, welfare programs, and cultural investments, NCUT provides a just and equitable academic environment, advancing SDG 16 in higher education.

School-level Decision-making Meetings:



I. Campus Legal Consulting

A student legal consulting room has been set up in NCUT's Liberal Education Center since August 2020. Also, two professional legal consultants have been hired by the Office of Personnel to provide legal consulting services for faculty and students in their personal lives in the hope that they will actively learn about the legal operations of the school, jointly participate in the meetings that involve formulation of regulations, and jointly abide by the regulations through common sense and trust.

II. Student Appeal Channel

NCUT has established the "Student Appeal Procedures of NCUT" to provide students, student unions, and other relevant autonomous student organizations with a fair, open, and legitimate channel for filing appeal cases. From 2022 to 2024, NCUT has accepted and handled a total of 4 student appeal cases. Additionally, 7 meetings related to students' appeals were convened during this period. Furthermore, NCUT has provided appeal consulting to students on 91 occasions, demonstrating its commitment to addressing student concerns and ensuring a transparent and responsive appeal process.

III. Teacher Appeal Committee

NCUT has established the "Teacher Appeal Deliberation Committee" in accordance with the Teachers Act, organization and deliberation criteria outlined by the Ministry of Education, and NCUT's organizational procedures. This committee is responsible for hearing appeals from teachers regarding their rights and interests. From 2022 to 2024, one teacher appeal case was heard by the committee. This demonstrates NCUT's commitment to providing a fair and transparent process for addressing teacher concerns and safeguarding their rights within the university community.

Complete Welfare System for Faculty and Staff Members

In order to optimize the benefits granted to faculty and staff members, improve their physical and mental health, better their work life, and stabilize their lives, NCUT has established an employee assistance scheme and welfare system. These are explained as follows:

Category	Welfare and measures
Benefits	<ul style="list-style-type: none"> • Education subsidy for employees and their children at NCUT ranges from NT\$ 500 to NT\$ 35,800. Over the past three years, NCUT has provided subsidies to 675 individuals, totaling over NT\$ 9.93 million. • Cultural and recreational activities at NCUT include various events such as Spring Festival worship activities, celebrations for Teachers' Day, and monthly birthday celebrations. These activities aim to foster a sense of community, celebrate cultural traditions, and recognize the contributions of faculty and staff members. • Subsidies for employees' leisure activities at NCUT amount to NT\$ 500 per person at most. Over the past three years, NCUT has allocated more than NT\$ 470,000 towards these subsidies. • Subsidies for the establishment of faculty and staff associations at NCUT are available for associations with more than ten members. The basic activity fund subsidized every month is NT\$500. Over the past three years, NCUT has subsidized eight associations, with the total subsidy amount exceeding NT\$600,000. • Use of public facilities including the library, Computer Center, and sports venues.
Health services	<ul style="list-style-type: none"> • Analysis and evaluation of labor physical examination and health examination results, as well as health management and data storage. • Follow-up management and health guidance for individuals with abnormal health examination results. • Assisting NCUT in selecting workers for appropriate jobs. • Providing assistance at NCUT in preventing occupational injuries, offering health consultations, first aid notifications, and emergency treatments. • Handling the assessment and case management of workers at risk of maternal health hazards, occupational injuries, and high-risk occupational health issues. • Assisting NCUT in identifying and assessing workplace environment, operational

	<p>hazards, and emergency response related tasks.</p> <ul style="list-style-type: none"> Planning and implementing labor health education, hygiene guidance, and health promotion measures at NCUT. 												
<p>Health Checkup</p>	<p>NCUT ensures compliance with the provisions outlined in the Occupational Safety and Health Act regarding the handling of periodic health checkups, as well as health checkups for workers engaged in particularly hazardous work. Additionally, NCUT provides health services through visiting physicians specializing in occupational medicine. All expenses associated with these health services, including periodic health checkups and specialized services, are fully covered by NCUT. This commitment reflects our dedication to maintaining the health and safety of our workforce in accordance with legal requirements and industry standards.</p> <table border="1" data-bbox="306 922 1426 1330"> <thead> <tr> <th>Year</th> <th>General worker</th> <th>Worker engaged in especially hazardous work</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>NT\$ 900/person and 99 persons in total</td> <td>7</td> </tr> <tr> <td>2023</td> <td>NT\$ 900/person and 99 persons in total</td> <td>7</td> </tr> <tr> <td>2024</td> <td>NT\$ 1,200/person and 70 persons in total</td> <td>6</td> </tr> </tbody> </table> <p>Health services provided by visiting physicians from occupational medicine specialty:</p> <ul style="list-style-type: none"> 2022: Once every two months, and eight people in total (due to the influence of the epidemic) 2023: Once every two months, and 21 people in total 2024: Once every 2 months, serving a total of 153 people as of August (including health lectures) 	Year	General worker	Worker engaged in especially hazardous work	2022	NT\$ 900/person and 99 persons in total	7	2023	NT\$ 900/person and 99 persons in total	7	2024	NT\$ 1,200/person and 70 persons in total	6
Year	General worker	Worker engaged in especially hazardous work											
2022	NT\$ 900/person and 99 persons in total	7											
2023	NT\$ 900/person and 99 persons in total	7											
2024	NT\$ 1,200/person and 70 persons in total	6											

Category	Welfare and measures
Gender friendly	<ul style="list-style-type: none"> Establishing a breastfeeding (breast milk collecting) room Gender friendly toilets Full pay for maternity leave Paternity leave Parental leave without pay Agent and short-term manpower for teachers on parental leave without pay. Formulation of measures to prevent and handle sexual harassment as well as regulations for appeals and disciplinary actions (including appeals of faculty and staff members regarding sexual harassment). No appeals in the past three years.
Leave	<ul style="list-style-type: none"> Statutory leave: Public holiday leave, special leave, casual leave, sick leave, marriage leave, funeral leave, maternity leave, antenatal care leave, paternity leave, etc. Human-oriented leave: Leave without pay for three years (not including parental leave), parental leave without pay (two years at most), menstrual leave (stipulated in the Act of Gender Equality in Employment), and sacrificial leave of indigenous peoples, etc.
Staff reward and punishment	<ul style="list-style-type: none"> Highlights for reward and punishment have been stipulated. Reward, recording of a merit, admonition, recording of a demerit, etc. would be given based on the performance of faculty and staff members.

IV.Chang Ming Wang Guoxiu Cultural and Educational Foundation:

Certainly, the National Chin-Yi University of Technology (NCUT) offers a range of awards and rewards to recognize the achievements and contributions of teachers, students, staff, and alumni across its affiliated institutions, including the junior college, continuing education college, and junior college training school. These awards are granted for various accomplishments such as further study, outstanding teaching service performance, and notable research outcomes. Additionally, NCUT is responsible for managing scholarships, organizing cultural and educational academic activities, and overseeing talent cultivation initiatives.

The below Table would likely outline the details of these awards, scholarships, and activities, including eligibility criteria, application procedures, and the selection process. It may also include

information on the frequency of awards, the amount of scholarship funds available, and the types of cultural and educational events organized by NCUT.

Table: Results of the foundation's execution of activities and awards

Activities held by the foundation	2022	2023	Jan-Jul, 2024
Sponsor Chin-Yi cultural and educational activities	395,000	427,000	205,000
Chang Ming Guoxiu Lecture	40,000	50,000	50,000
CHingyong Chinxue Love School Scholarship	660,000	650,000	310,000
Scholarships for outstanding low-income students in Kaohsiung area	100,000	100,000	50,000
National Chinyi University of Science and Technology's Outstanding Student Association Development Subsidy	150,000	150,000	125,000
Emergency Relief Scholarship	230,000	270,000	160,000