



University : National Chin-Yi University of Technology  
 Country : Taiwan  
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**[SDGs 17] Partnership for the Goals 全球夥伴**

**[17.3.5] Please indicate if your university publishes progress against SDG5?**

NCUT actively advances gender equality in alignment with UN Sustainable Development Goal 5 (SDG 5). The university integrates gender perspectives into governance, curriculum design, workplace policies, and community engagement. Key measures include balanced gender representation in decision-making bodies, gender-friendly academic and workplace programs, targeted STEM talent development for women, and outreach to promote gender awareness in society.

**1. Institutional Framework**

- **Gender Equality Education Committee** established to implement the *Gender Equality Education Act* and related laws.
- Full compliance with the *Act for Gender Equality in Employment, Sexual Harassment Prevention Act*, and workplace harassment prevention regulations.
- Transparent reporting and complaint-handling channels to ensure safety and equity on campus.
- Annual publication of gender equality initiatives and progress in NCUT’s sustainability and SDG reports.

**2. Key Programs and Activities**

Category	Activities / Initiatives	Beneficiaries	Evidence / Outputs
Gender Equality Training	Annual lectures, workshops, and online courses on gender equity, diversity, and sexual harassment prevention	Faculty, staff, and students	Attendance records, course materials, evaluation surveys
Policy Implementation	Adoption of national “Gender Equality Education Act” and local campus regulations	Whole university	Official policy documents, meeting minutes
Support Services	Counseling, gender-friendly facilities, maternity/paternity leave, childcare assistance, flexible working hours	Staff, faculty, and students	Service usage statistics, satisfaction surveys
Community Outreach	Public seminars and NGO collaboration to promote gender equality awareness in the community	Local residents, schools, NGOs	Event reports, participant numbers



### 3. Gender Equality Awareness Education & Community Outreach

- **Educational Priority Area Service:**
  - Annual gender equality education-themed summer camps for schools in remote areas.
  - Long-term partnership with Changhua County Xianxi Junior High School.
  - Activities in 2020 and 2023 included “Now with NCUT ~ Make-Believe Game,” “Emotional Family Game,” and other gender growth groups.
- **Teaching Approach:**
  - Use of interactive board games (*Make-Believe Game, Comprehensive Taste of Love, Save Your Wisdom*) to explore emotional changes, relationships, and social prejudice.
  - Students learn conflict resolution, emotional awareness, and positive communication in family and societal contexts.

### 4. Measurable Outcomes

Year	Training Sessions Held	Participants (Faculty/Staff)	Participants (Students)	Reported Cases Handled
2022	12	145	1,280	5
2023	15	172	1,350	4
2024	14	165	1,420	3

- **Governance:** All committees meet national gender representation standards.
- **Academic Opportunities:** Increased female enrollment in STEM and male participation in traditionally female-dominated fields.
- **Workplace Equality:** Comprehensive parental leave, menstrual leave, and flexible work systems support both men and women.
- **Community Engagement:** Gender equality education extended beyond campus to rural schools.
- **Student Support:** Financial and academic assistance for pregnant students and student parents.

### 5. Equal Female Representation in Committees

To integrate gender perspectives into governance, NCUT ensures equitable female representation in all key committees.

**Table – Female Representation in NCUT Committees (2024)**

Committee	Male (No./%)	Female (No./%)
Faculty Review Committee	15 (65.2%)	8 (34.8%)
Faculty Grievance Committee	11 (64.7%)	6 (35.3%)
Performance Appraisal and Screening Committee	8 (61.5%)	5 (38.4%)
Student Grievance Review Committee	13 (57%)	10 (43%)
Sexual Harassment Grievance and Appraisal Committee	<i>Data in compliance with &gt;50% female representation</i>	61.5% female

## 6. Gender-Friendly Academic and Talent Development Programs

### A. Cross-Gender and Interdisciplinary Programs

- Provides NT\$1,000 subsidy per program to encourage enrollment in cross-disciplinary courses.
- Supports women entering male-dominated fields and men entering female-dominated fields.
- Aligns with Ministry of Education’s gender-friendly learning environment initiative.

### B. STEM Fields and Female R&D Talent Development

- Focus on precision machinery, Industry 4.0, AI, IoT, and smart manufacturing.
- Direct collaboration with local manufacturers to solve real-world industry challenges.
- Uses problem-based learning (PBL) in research projects to enhance female participation in high-value industrial sectors.

## 7. Women and Children Friendly Policy

### A. Support for Pregnant Students and Students with Children Under Three

- Since 2021, eligible students can access financially disadvantaged assistance projects to balance study and childcare.

### B. Parental Leave (Employees)

Year	Entitled to Leave (M/F)	Applied (M/F)	Reinstated (M/F)	Remained Employed 12 Months Later (M/F)	Reinstatement Rate	Retention Rate
2022	0/8	0/6	0/1	0/1	0.167	1
2023	2/9	0/8	0/1	0/0	0.14	0
2024	0/8	0/8	0/1	0/1	0.17	0

### C. Menstrual Leave and Flexible Work

- **Menstrual Leave:** Up to three days per year without affecting sick leave allocation.
- **Flexible Hours:** Employees with children under three may reduce working hours by one hour/day or adjust schedules without pay deduction for the reduced time.

### 8. The 10th Gender, Arts, and Cultural Academy Seminar (July 12, 2023)

The 10th seminar featured a special Retrospective Exhibition of Professor Chang Shu-mei, a senior and highly influential female Taiwanese artist. The seminar focused on the interplay between gender, craftsmanship, folk beliefs, literature, folk arts, religious traditions, and the aesthetics of Taiwanese architecture.

- **Participation:** 65 scholars from within and outside NCUT
- **Highlighted Gender-related Paper:**
  - *The Structure of Society After the Death of a Female Writer* — A case study focusing on the works and social contexts of Chiu Miao-chin and Lin Yi-han.
- **Exhibition:** In honor of Women’s Day, the exhibition showcased 72 artworks portraying women, celebrating female creativity and contributions to Taiwanese art. Professor Chang’s work stands as a landmark in Taiwan’s art history, bridging traditional craftsmanship with gender-conscious artistry.

### 9. Gender Equal Employment at NCUT

NCUT is committed to upholding gender equality principles in all aspects of employment. Recruitment, promotion, and assessment processes are strictly based on merit and performance, without discrimination on the basis of gender, race, age, or marital status. The university adheres to national labor laws and the Act of Gender Equality in Employment, ensuring fair and transparent practices. Over the past three years, there have been no violations of labor-related laws or regulations.

### 10. Statistics of Full-time Faculty by Gender

Year	Professor (M/F)	Associate Professor (M/F)	Assistant Professor (M/F)	Lecturer (M/F)	Total Faculty
2022	93 / 22 (115)	68 / 27 (95)	52 / 25 (77)	8 / 5 (13)	300
2022	98 / 21 (119)	77 / 29 (106)	70 / 30 (100)	6 / 3 (9)	334
2024* (Jan–Jul)	102 / 21 (123)	79 / 29 (108)	70 / 30 (100)	6 / 3 (9)	342
*Figures for 2024 are up to July.					



These figures reflect NCUT's commitment to maintaining balanced gender representation in its teaching workforce and ensuring equitable career development opportunities.

## 11. Gender-Friendly Campus Facilities

- **Gender-Friendly Toilets**

NCUT has established 38 gender-neutral toilets across campus to enhance accessibility for all members of the university community and visitors. These facilities serve not only as a step toward dismantling binary gender norms but also as a practical measure benefiting parents with young children, individuals with disabilities, and underrepresented groups. The design emphasizes both inclusivity and safety, providing companion-user-friendly spaces.

- **Nursing Rooms**

In compliance with Article 23 of the *Act of Gender Equality in Employment*, NCUT has set up two breastfeeding (milk collection) rooms on campus. These facilities support working mothers and students by providing a safe, private, and hygienic space for breastfeeding or expressing milk. Mothers are entitled to two breastfeeding breaks per day (30 minutes each), which are counted as part of paid working hours.

## 12. Evidence of Publication

- Annual university sustainability and SDG reports published on NCUT's official website.
- Public access to gender equality policy documents and training materials.
- Event announcements and summaries disseminated via NCUT news channels and press releases.

NCUT demonstrates a consistent, measurable, and transparent commitment to SDG 5. Through education, institutional support, and public engagement, the university advances gender equality on campus and in the broader community, setting a standard for inclusive and equitable higher education in Taiwan.

## A. Gender Equality Education

### (A) Gender Equality Education Website

We have dedicated a website to gender equality, featuring updates and news on relevant topics, through which we ensure and enhance awareness of gender equality. The website also facilitates gender assistance, case reports, and follow-up actions.

Gender equality education website:

<https://osca.ncut.edu.tw/p/403-1010-842.php?Lang=zh-tw>



### (B) Gender Equity Education Day

In 2000, Yeh Yung-chih, a student from Gao-Shu Junior High School in Pingtung, suffered gender-based bullying from his peers. On April 20, he was found lying in a pool of blood in the school restroom and was later pronounced dead after being rushed to the hospital. This incident sparked public awareness of the importance of gender education and led to the establishment of the Gender Equity Education Act.

"Let the Rose Never Wither" – starting in August 2022, the Ministry of Education designated April 20 each year as Gender Equity Education Day. Together, we work to ensure that no individual is subjected to gender-based bullying and that gender equity is realized in every corner of our society.



▲ Gender Equity Education Day

## B. Gender-Friendly Programs

### (A) Promoting Cross-Gender and Interdisciplinary Programs

To encourage students at NCUT to enroll in interdisciplinary credit programs offered by various departments, fostering students' expertise in cross-disciplinary fields to enhance their competitiveness in the job market, NCUT has established the Incentive Measures for Enrolling in Interdisciplinary Programs. In response to the Ministry of Education's initiative to create a gender-friendly interdisciplinary learning environment, this program aims to address gender segregation in traditional academic disciplines, providing women with more opportunities to enroll in courses in fields traditionally dominated by men, and vice versa. A subsidy of NT\$1,000 per program is also offered to each student as an incentive to promote a more inclusive, cross-disciplinary, and gender-friendly campus.

### (B) STEM Fields and Female R&D Talent Development Program

This program leverages the industrial advantages of the central region, engaging precision machinery and machine tool equipment manufacturers directly in discussions to address corporate challenges. In collaboration with STEM-related disciplines and sustainable development issues, the program integrates industry 4.0, AI, IoT, and other relevant research and courses from various departments within the College of Management. Emphasizing applications such as smart manufacturing and information application, the program's development direction is structured around these fields to address industrial needs and challenges faced by participating in precision machinery and machine tool equipment manufacturers. Action plans are formulated to tackle these challenges. Through industry-university projects, master's theses, and special university department topics, students are guided to utilize problem-based learning (PBL) to explore and solve corporate issues. The program also aims to develop talent proficient in smart manufacturing and information application management, contributing to increased industrial value. It also encourages females to invest in the precision machinery industry, thereby enhancing international competitiveness.



▲ Interaction in class

## C. Gender Equality Education Courses

### (A) Gender Equality Education-Themed Camps

NCUT's Counseling and Guidance Section recruits volunteer members for gender equality education summer camps held annually in remote schools. These camps encourage students to transform their knowledge and passion into community involvement, while also integrating gender equality knowledge and concepts learned through club activities.

NCUT has a long-standing partnership with Hsienhsi Junior High School in Changhua County and organizes three gender equality education growth groups: "Online Dating: Stop, Look, Listen," "Emotions in the Family," and "Life Play Café." These activities target individuals, families, and society, using an accessible approach to guide students in recognizing emotional changes, the dynamics of emotional relationships, and the biases and discrimination against gender differences in society. The goal is to help all participating middle school students understand emotions, raise awareness of emotional changes, actively explore gender equality issues, and use diverse thinking to analyze potential family conflicts. Students also learn how to establish effective communication through positive interaction.



▲ Strategies for Dealing with Excessive Online Pursuits



▲ Games to Help Participants Guess Each Other's Emotion



▲ Exploring Communication and Gender Differences Through the Board Game "Dixit"



▲ Playing the Board Game "Home Play"

### (D) Gender Equality Lectures (Faculty and Staff)

NCUT offers gender equality lectures, inviting faculty and staff to explore topics such as "Gender Mainstreaming," "Prevention of Sexual Harassment," "Balancing Family, Marriage, and Work," and "Boundaries to Consider in Interpersonal Interactions." These lectures provide practical insights from instructors who share their experiences on gender awareness and understanding sexual harassment.



▲ Gender Equality Lectures

## E. Friendly Campus

### (A) Gender-Friendly Toilets

Under the Ministry of Education's Guidelines for the Establishment of Gender-Friendly Restrooms and Dormitories on Campus and the Reference Manual for the Establishment of Gender-Friendly Restrooms in Higher Education Institutions, NCUT aims to move away from the traditional binary classification of male and female restrooms. To provide a more inclusive restroom space for faculty, students, and the general public, we plan to set up at least one gender-friendly restroom in each building. These restrooms will be open to all, regardless of gender, offering greater freedom and promoting gender diversity, equality, and respect, while also meeting safety requirements.



▲ Gender-Friendly Toilets

