



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's Maternity and Paternity Policies Supporting Women's Participation

NCUT has developed a comprehensive framework to ensure gender equality and protect maternal and paternal rights in the workplace and among students. NCUT's Maternal and Child Friendly Policy aligns with Taiwan's *Occupational Safety and Health Act*, the *Gender Equality in Employment Act*, and the *Gender Equality Education Act*. These measures ensure that female faculty, staff, and students can pursue education and professional advancement in a safe, supportive, and equitable environment.

1. Maternal Health Protection Plan

(A) Purpose

The Maternal Health Protection Plan safeguards the health of pregnant employees and their unborn children by minimizing workplace risks, promoting a healthy work environment, and providing flexible working conditions.

(B) Key Components

- **Workplace Risk Assessment**
 - Regular environmental hazard assessments identify and mitigate risks harmful to pregnant employees.
 - From 2022 to July 2024, NCUT conducted 24 assessments to ensure continuous safety monitoring.
- **Occupational Doctor Consultations**
 - Pregnant employees receive one-on-one consultations with occupational doctors.
 - Continuous follow-ups ensure sustained health management and workplace safety.
- **Abnormal Health Referrals**
 - When health risks are detected, immediate referrals are made to specialized healthcare providers for further evaluation.
 - NCUT coordinates with medical institutions to ensure comprehensive care.



- **Hazard Control Measures**
 - Identified risks are addressed by modifying work environments, reassigning duties, or providing protective gear.
 - Ongoing inspections confirm that safety improvements remain effective.
- **Hierarchical Health Management**
 - A tiered system offers customized care plans according to each employee’s risk level and job type.
- **Annual Data Summary**

Year	Risk Assessments Conducted	Outcome
2022	6	Employees assessed as non-harmful to maternal/fetal health; continued work permitted.
2023	10	Same as above.
2024	8	Same as above.

2. Implementation and Continuous Improvement

(A) Employee Education & Awareness

- Regular training informs all staff about maternal protection rights and available support systems.
- Awareness campaigns promote understanding of workplace inclusivity and reproductive health.

(B) Feedback and Review Mechanisms

- Pregnant employees are encouraged to provide feedback for ongoing policy refinement.
- Policy updates are conducted annually to reflect new legal and health standards.

(C) Collaboration with Specialists

- NCUT works closely with occupational health experts to apply evidence-based safety and maternity practices.

3. Leave Regulations for Students and Employees



NCUT ensures that maternity and paternity leave provisions are fair and inclusive for both faculty/staff and students.

(A) For Employees

- Maternity leave, paternity leave, parental leave without pay, and family care leave are all provided in accordance with Taiwan’s *Gender Equality in Employment Act*.
- Pregnant employees can apply for prenatal health inspection leave and modified work arrangements.
- Nursing rooms are available across campus for breastfeeding mothers.

(B) For Students

The Student Leave Regulations (originally issued in 1999 and revised multiple times through 2018) specify that:

- **Prenatal Leave:** Up to 6 days, may be taken separately for medical checkups.
- **Maternity Leave:** 4 weeks after childbirth.
- **Procedure:** Students may apply online, upload medical proof, and obtain approval from their advisor, department chair, or the Dean of Student Affairs depending on duration.
- **Family Leave:** Students may request personal or official leave for marriage, bereavement, or caregiving.
- **Academic Flexibility:** Make-up exams and extended study periods are permitted for pregnant students.

4. Gender Equality and Anti-Harassment Framework

NCUT integrates its maternal policies within a broader gender equality strategy that includes:

- Equal gender representation on university committees.
- A Sexual Harassment Prevention and Disciplinary Guideline, ensuring that all staff and students work in a safe and respectful environment.
- Compliance with the Gender Equality Education Act and Gender Equality at Work Act.
- Ongoing gender equality training for administrators and educators.

5. Impact and Alignment with the Sustainable Development Goals (SDGs)

Goal	Target	NCUT Contribution
SDG 3: Good Health and Well-being	3.1 & 3.8	Ensures healthy pregnancy, workplace safety, and access to healthcare for employees and students.

SDG 5: Gender Equality	5.1, 5.2, 5.5	Promotes equal participation of women, prevents discrimination, and supports work-life balance.
SDG 8: Decent Work and Economic Growth	8.5	Provides safe, inclusive working conditions and equal career opportunities for women.

NCUT’s maternity and paternity policies exemplify a holistic, gender-sensitive approach to higher education and employment. By implementing the Maternal Health Protection Plan, providing parental leave for both men and women, and maintaining strict anti-harassment and equality standards, NCUT has created a supportive environment that enables women to thrive academically and professionally.

These initiatives firmly align with Taiwan’s national goals for gender equality and the United Nations’ Sustainable Development Goals (SDGs 3, 5, and 8), reinforcing NCUT’s role as a model of inclusive higher education and workplace well-being.

	
<p>Maternal health protection professionals provide occupational health services</p>	<p>Maternal health protection professionals provide occupational health services</p>
	
<p>Workplace Environmental Hazard Assessment</p>	<p>Workplace Environmental Hazard Assessment-report to the supervisor</p>



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。