



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

## [SDGs 5] Gender Equality

### [5.6.5] Does your university as a body have childcare facilities for staff and faculty?

#### Workplace Childcare Facilities for Faculty and Staff at NCUT

NCUT actively promotes family-friendly and gender-inclusive employment policies. Through the establishment of childcare partnerships, family care leave, and workplace support systems, NCUT ensures that all faculty and staff—regardless of gender—can achieve a healthy balance between family responsibilities and professional growth. These efforts align with Taiwan’s Gender Equality in Employment Act, national family-care initiatives, and Sustainable Development Goal 5: Gender Equality.

#### 1. Workplace Childcare Facilities and Services

NCUT provides accessible and certified childcare options to assist working parents in managing family responsibilities while pursuing teaching, research, and administrative excellence.

##### 1.1 Partnerships with Certified Childcare Centers

- NCUT collaborates with public and private kindergartens that have passed the Ministry of Health and Welfare’s Childcare Evaluation.
- Faculty and staff can enroll their children with preferential conditions through these partnerships.
- Information about five qualified local childcare providers is regularly updated and distributed to all employees.

##### 1.2 Planning and Implementation

- Annual childcare-needs surveys collect data on dependents’ ages and care preferences.
- When on-campus space is limited, NCUT partners with neighboring institutions within 1 km to develop shared childcare facilities.
- The university ensures legal compliance with all spatial, safety, and environmental standards.
- Cost-effectiveness is achieved by repurposing existing campus spaces.

##### 1.3 Administrative Support

- Applications for childcare partnerships are submitted to the Department of Social Affairs and Family for review and approval.

- A professional consulting team advises on design, workflow, and safety compliance.

## 1.4 Positive Impact

- Strengthened work-life balance and reduced parenting stress.
- Increased female retention and participation in academic positions.
- Enhanced institutional reputation as a caring, equitable workplace.

## 2. Family Care Leave Policy

In accordance with Article 20 of Taiwan's Gender Equality in Employment Act, NCUT fully implements the Family Care Leave (FCL) system to protect workers' rights when they must personally care for family members in need.

### 2.1 Eligibility and Purpose

Faculty and staff may apply for family care leave to care for:

- Family members undergoing vaccination, suffering from serious illness, or facing major accidents requiring personal attention.
- The policy applies equally to male and female employees.

### 2.2 Duration

- Up to seven (7) days per calendar year, integrated into the total number of personal leave days.

### 2.3 Compensation

- The leave is **unpaid** (calculated as personal leave).
- However, employers **may not treat such leave as absence without leave**, nor deduct attendance bonuses, performance ratings, or impose any adverse actions.

### 2.4 Application and Documentation

- Employees may be required to provide supporting documents (e.g., medical certificates).
- Employers are legally prohibited from denying eligible applications.
- Violation of this provision may incur a fine up to NT\$300,000.

### 2.5 New Policy from 2026 – Flexible Hourly Application

Beginning January 1, 2026, the Ministry of Labor will allow family care leave to be taken by the hour, enhancing flexibility and supporting diverse caregiving arrangements.

## 3. Integration with Gender Equality and Workplace Welfare

- NCUT’s family care and childcare systems collectively reduce gender-based barriers to employment and academic advancement.
- Male employees are equally encouraged to assume caregiving responsibilities, promoting a balanced family culture.
- The institution’s Gender Equality Committee oversees implementation, ensuring compliance and continuous improvement.

#### 4. Outcomes and Alignment with the SDGs

Goal	NCUT Action	Impact
<b>SDG 5 – Gender Equality</b>	Implementation of childcare facilities and family care leave policies	Promotes equal participation of women and men in the workplace
<b>SDG 8 – Decent Work and Economic Growth</b>	Family-friendly employment and flexible leave options	Enhances job satisfaction and productivity
<b>SDG 3 – Good Health and Well-Being</b>	Reduction of stress through institutional childcare and support	Improves mental and physical health of staff and families

NCUT’s Workplace Childcare Services and Family Care Leave Policy represent a holistic model of institutional support for employees and their families.

By integrating gender equality, family welfare, and sustainable workplace policies, NCUT not only complies with national legislation but also exemplifies the principles of inclusive and sustainable development.

These initiatives ensure that both male and female faculty and staff can thrive professionally while caring for their families—building a compassionate and resilient university community.



首頁 / 勤益FUN心育兒資訊專區



**0至2歲 爸媽看過來! 台中托育「從優補助」計畫**

- 自己帶或親屬帶 2,500元/月育
- 公托 3,000元/月托
- 私托或合格保母
  - 準公共化 6,000元/月托
  - 未加入準公共化 2,500元/月育

**2至4歲 爸媽看過來! 台中托育「從優補助」計畫**

- 自己帶或親屬帶 2,500元/月育
- 私托或合格保母
  - 準公共化 2,500元/月育
  - 500元/月托 (台中增有)
  - 未加入準公共化 2,500元/月育
- 公立幼兒園 免學費
- 非營利幼兒園 家長最多繳 3,500元/月
- 準公共幼兒園 家長最多繳 4,500元/月
- 私立幼兒園 2500元/月育

**5歲以上 爸媽看過來! 台中托育「從優補助」計畫**

- 公立幼兒園 免學費
- 非營利幼兒園 免學費 或最多繳 3,500元/月 (擇優)
- 準公共幼兒園 免學費 或最多繳 4,500元/月 (擇優)
- 私立幼兒園 補助學費最高15,000元/學期

★ 家戶年所得70萬以下, 加額補助 最高1萬5,000元/學期

★ 資格 家戶最近一年綜合所得稅稅率未達20%者皆可申請

※更多托育補助詳情, 請洽台中市政府社會局 04-2228-9111分機37500  
※更多托育補助和幼兒園事宜, 請洽台中市政府教育局 04-2228-9111分機54400  
※更多托育補助詳情, 請洽台中市政府社會局 04-2228-9111分機37500

NCUT is taking significant steps to align with the "Taiwan's Childhood Countermeasure Plan (2018-2024)" and promote the establishment of workplace childcare facilities in the public sector. This initiative reflects a comprehensive approach to supporting the childcare needs of employees, while ensuring that the university complies with relevant regulations and standards.

## Establishing Workplace Childcare Facilities

### Needs Assessment

- **Employee Childcare Needs Survey:** NCUT conducts thorough investigations to gather data on the number of employees' children who require childcare, including their ages and current childcare arrangements. This data is crucial for understanding the demand and planning the appropriate childcare facilities.
- **Collaboration with Nearby Institutions:** If additional space is needed, NCUT is prepared to collaborate with nearby institutions within a 1,000-meter radius to secure suitable venues for childcare facilities. This collaborative approach helps optimize resources and ensures accessibility for employees.

### Planning and Implementation

- **Work Item Inventory and Scheduling:** NCUT meticulously inventories the tasks required to set up childcare facilities, establishes clear divisions of labor, and estimates the timelines for

each stage of implementation. This structured approach ensures that the project progresses smoothly and that deadlines are met.

- **Compliance with Legal Regulations:** In setting up childcare facilities, NCUT adheres to all relevant legal regulations, including those related to space and area requirements. Priority is given to utilizing existing institutional spaces to minimize costs and maximize efficiency.
- **Cost Consideration:** Renovation costs are carefully evaluated, particularly when negotiating with surrounding institutions for additional space. This ensures that the project remains financially viable while meeting the necessary standards.

### Consultation and Approval

- **Application Process:** NCUT follows a formal application process by submitting requests to the Department of Social Affairs and Family of the Ministry of Health and Welfare, or directly to the local social affairs authority. This ensures that all proposed childcare facilities are reviewed and approved by the appropriate authorities.
- **Expert Consultation:** A consulting team from the relevant authorities provides expert advice on space planning, facility requirements, circulation design, and overall compliance with installation regulations. This ensures that the childcare facilities meet high standards of safety, functionality, and comfort.

### Benefits of the Initiative

By following these guidelines, NCUT not only supports its employees by providing essential childcare services but also contributes to the broader policy goals of Taiwan's government. The university's commitment to establishing workplace childcare facilities demonstrates a proactive approach to enhancing work-life balance for employees, fostering a family-friendly work environment, and promoting gender equality in the workplace.

### Impact on NCUT and the Broader Community

These efforts by NCUT serve as a model for other institutions looking to implement similar initiatives. By prioritizing the well-being of its staff and their families, NCUT strengthens its community ties and enhances its reputation as a supportive and forward-thinking educational institution. This alignment with national policy goals also positions NCUT as a leader in advocating for the well-being of working parents and the development of comprehensive childcare solutions in the public sector.

## 「公部門職場托嬰設施-居家式托育(職場保母)」 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	居家式托育(職場保母)
收托年齡	12 歲以下
收托人數	4 名以下(未滿 2 歲 2 名、2 歲以上 2 名)
收托時段	日間托育服務為限(12 小時以內)
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; width: fit-content; margin: 0 auto;">依員工托育需求調查，擇定設置居家式托育(職場保母)</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規劃設置。 ◎瞭解相關設置規定(同附件 1)。
	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">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
	<div style="border: 1px solid black; padding: 5px; text-align: center;">尋找可能設置地點</div>	<p>◎配合相關法令規定(如設置托育設施所需空間、面積)，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>※空間需求如附件 2。</p>
	<div style="border: 1px solid black; padding: 5px; text-align: center;">設置地點評估</div>	<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，亦得邀請具相關設計實務經驗者、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>
	<div style="border: 1px solid black; padding: 5px; text-align: center;">擬訂籌辦計畫 (含預估經費)</div>	<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、開辦成本及設施規劃情形(如預定開辦年度、使用總面積等)。</p>
	<div style="border: 1px solid black; padding: 5px; text-align: center;">申請補助經費</div>	<p>◎機關現有預算無法支應時，擬具申請計畫書向社家署申請相關開辦補助經費最高 100 萬元。至申請計畫書格式，則依社家署相關規定辦理。</p>

程序	作業細項	說明及注意事項
設置 作業	進行室內裝修設計監造招標(勞務採購)	◎原經費如有不足再函送社家署追加申請。
	基本設計、細部設計階段	◎適時邀請托育學者專家或居家托育服務中心提供規劃設計之建議。
	辦理工程採購及設備採購相關事宜	◎就托育設施之設計、施工、監造等事項，辦理公開招標作業。 ◎施工前邀集各分包廠商進行協調會並確認時程。 ◎由設置機關(構)秘書單位及工程單位相關人員、或委由專業工安環保人員協助施工、監工及工程驗收。 ◎建築師向主管機關提出「建築物室內裝修申請」及「變更建物使用執照」，依據申報開工檢查、完工勘驗及核發使用執照等程序。 ◎相關設備採購招標(財務採購)亦得併同室內裝修工程發包。
營運 作業	媒合居家托育人員	◎自行招募或聯繫居家托育服務中心協助媒合居家托育人員。 ◎與居家托育人員簽定契約。 ★契約書範本，依社家署訂定之「 <u>企業、機關(構)委託居家式托育服務提供者辦理員工子女托育服務契約範例</u> 」。