[SDGs 5] Gender Equality

[5.6.7] Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?

NCUT's Commitment to Bridging Gender Graduation Disparities

NCUT is committed to achieving gender equality in higher education through systematic monitoring, transparent reporting, and actionable support measures. The university recognizes that promoting women's participation and ensuring equal graduation outcomes are fundamental to social progress and the realization of UN Sustainable Development Goal 5: Gender Equality.

1. Gender Data Collection and Tracking Framework

NCUT has established an Institutional Research System that continuously tracks:

- The ratio of male and female applicants, enrollees, and graduates.
- Graduation and employment rates by gender and academic department.
- Trends in female representation in STEM and managerial disciplines.

This data informs NCUT's annual gender equity audit, conducted by the Office of Academic Affairs in cooperation with the Gender Equality Education Committee. The results guide strategic interventions to close observed gaps.

2. Gender Distribution by Department (Academic Year 2024)

College / Department	Total Students	Female	Male	Female %
Mechanical Engineering	1 817	166	1 651	9.1 %
Electrical Engineering	1 375	83	1 292	6.0 %
Electronic Engineering	1 041	73	968	7.0 %
Computer Science & Information Engineering	928	119	809	12.8 %
Refrigeration & Energy Engineering	1 105	64	1 041	5.8 %
Industrial Engineering & Management	1 557	402	1 155	25.8 %
Chemical & Materials Engineering	975	307	668	31.5 %

Information Management	790	240	550	30.4 %
Business Administration	778	494	284	63.5 %
Health Technology Management	406	246	160	60.6 %
Applied English	372	232	140	62.4 %
Cultural & Creative Industries	226	182	44	80.5 %
University Total	**11 370**	**2 658**	**8 712**	**23.4 % female**

Observation: Female enrollment remains under 25 % overall, but representation has grown in science-based and cross-disciplinary programmes by 3 percentage points since 2023.

3. Graduation and Employment Data (2024 Graduates)

Department	Male %	Female %	Employment Rate %	Further Study %
Refrigeration & Air Conditioning	96.3	3.7	74.7	18.0
Electrical Engineering	96.2	3.8	62.9	24.1
Information Engineering	91.4	8.7	68.6	18.4
Industrial Engineering & Management	73.5	26.5	73.5	12.0
Business Administration	36.3	63.7	80.8	8.9
Information Management	69.9	30.1	74.4	8.5
Logistics Management	33.6	66.4	84.6	5.6
Health Management	29.3	70.7	82.7	2.7
Applied English	21.2	78.8	74.2	4.6
Cultural & Creative Design	26.1	73.9	80.4	10.9

NCUT 2022 Academic Year – Graduate Employment & Gender Analysis

Department	Male (%)	Female (%)	Employment (%)	Further Study (%)	Waiting (%)	Exam Prep (%)	Military (%)	Others (%)
Chemical & Materials Eng.	67.30	32.70	63.52	22.64	5.66	3.77	3.14	1.26
Refrigeration & Air Conditioning	96.31	3.69	74.65	17.97	2.76	1.38	2.76	0.46
Electrical Eng.	96.15	3.85	62.94	24.13	6.64	1.75	4.55	—
Electronic Eng.	94.42	5.58	60.56	21.91	7.97	3.98	5.18	0.40
Information Eng.	91.35	8.65	68.65	18.38	7.57	2.16	3.24	—
Industrial Eng. & Management	73.46	26.54	73.46	12.04	8.33	1.23	4.94	—
Business Administration	36.30	63.70	80.82	8.90	4.11	4.79	—	1.37
Information Management	69.89	30.11	74.43	8.52	8.52	2.84	3.98	1.70
Logistics Management	33.57	66.43	84.62	5.59	7.69	0.70	1.40	—
Health Management	29.33	70.67	82.67	2.67	9.33	1.33	—	4.00
Landscape Architecture	50.00	50.00	64.58	20.83	10.42	2.08	2.08	—
Applied English	21.21	78.79	74.24	4.55	10.61	6.06	3.03	1.52
Cultural & Creative Design	26.09	73.91	80.43	10.87	4.35	4.35	—	—

Key Findings

- Female-majority disciplines (Health Management, Creative Design) show higher employment outcomes > 80 %.

- STEM programmes remain male-dominated but show year-on-year female graduation growth (+1.6 %).

- No statistically significant gender gap exists in degree completion rates when controlled for field of study.

4. Institutional Measures to Reduce Gender Gaps

A. Mentoring and Support Schemes

- The Women in STEM Mentorship Program connects senior female researchers and alumni with current students.

- Cross-college mentoring pairs first-year female engineering students with upper-year peers and faculty advisors.

B. Scholarships and Incentives

- Women in Engineering Scholarship and Female STEM Leadership Grant support underrepresented groups.

- Over NT$ 3 million in gender-targeted aid awarded in 2024.

C. Family-Friendly Policies

- Flexible study schedules, remote coursework, and parental leave align with Taiwan's Gender Equality in Employment Act.

- Campus childcare services and family-care leave (up to 7 days per year) reduce attrition among student-parents.

D. Inclusive Learning Environment

- The Gender Equality Education Committee integrates non-discrimination training across all faculties.

- Annual campus surveys monitor satisfaction and barriers to persistence for female students.

E. Continuous Monitoring

- The Institutional Research Office issues an Annual Gender Parity Report summarizing trends in admission, progression, and graduation.

- Indicators feed into the university's ESG Sustainability Dashboard, allowing longitudinal tracking.

5. Collaboration and Benchmarking

NCUT collaborates with the Taiwan Association for Institutional Research (TAIR) and peer universities to benchmark female graduation and employment metrics. This partnership strengthens evidence-based policymaking and facilitates national reporting on gender equity in higher education.

6. Outcomes and Impacts

- Female graduation rate reached 95 % of male rate in 2024 (versus 89 % in 2019).

- The share of female researchers rose from 23 % (2020) to 29 % (2024).

- NCUT recognized by Taiwan's Ministry of Education as a Model University for Gender Equity.

7. Future Targets (2025 – 2030)

- Achieve gender-balanced graduation parity (100 %) across all disciplines.

- Increase female enrollment in STEM to 20 % by 2030.

- Expand mentorship coverage to > 10 % of all female students.

- Integrate gender analysis into annual performance evaluations and accreditation reviews.

8. Alignment with the Sustainable Development Goals

SDG Target	Alignment at NCUT
SDG 4.5 — **Eliminate gender disparities in education**	Continuous tracking of women's participation and graduation outcomes.
SDG 5.1 — **End all forms of discrimination against women**	Non-discrimination and equal-opportunity hiring policies.
SDG 5.5 — **Ensure women's full and effective participation**	Mentoring, scholarships, and leadership initiatives.
SDG 10.2 — **Promote social and economic inclusion**	Scholarships and family-care leave enhancing educational equity.

Through robust data analytics, mentoring networks, equitable funding, and policy innovation, NCUT ensures that women have equal access to, and success within, higher education. The university's transparent monitoring and proactive gender strategies demonstrate leadership in fostering an inclusive academic environment where all students—regardless of gender—can thrive and contribute to sustainable development.