

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

[SDGs 5] Gender Equality

[5.6.9] Does your university as a body have a paternity policy that support women's participation by ensuring that non-gestational parents can participate in childcare duties?

Paternity Policy Supporting Women's Participation

1. Institutional Commitment to Gender Equality

NCUT upholds the principle of gender equality and work–family balance for all staff and faculty members. In alignment with Taiwan's Act of Gender Equality in Employment, NCUT has implemented a comprehensive paternity leave and family support system that ensures both gestational and non-gestational parents can actively participate in childcare duties.

This framework supports women's sustained participation in the workforce and fosters an equitable culture of shared parenting.

2. Paternity Leave and Parental Support Policies

Inclusive Paternity Leave

- **Eligibility:** All non-gestational parents (including fathers or partners) are entitled to paid paternity leave upon childbirth of their spouse or partner.
- **Duration:** In accordance with national regulations, NCUT grants **five days of paid paternity leave**, which can be taken consecutively or flexibly within the child's birth period.
- **Purpose:** This enables non-gestational parents to care for newborns and provide emotional and logistical support to mothers immediately after childbirth.

Extended Parental Leave

- **Beyond Paternity Leave:** NCUT offers extended parental leave options allowing parents to share caregiving duties during early child development stages.
- **Job Security:** Faculty and staff who take parental leave retain their employment status and are eligible to return to their original or equivalent positions.
- **Flexible Work Options:** After returning, parents can apply for part-time or flexible working schedules to better balance childcare and work obligations.

3. Family-Friendly Environment

Childcare and Breastfeeding Support

- **On-Campus Childcare:** NCUT provides childcare facilities and nursing rooms in multiple campus buildings for both students and staff.
- **Nursing Rooms:** These rooms comply with the Act of Gender Equality in Employment, providing at least two daily breastfeeding sessions counted within paid working hours.

Health and Wellness Resources

NCUT offers mental health counseling, stress management programs, and wellness activities to support employees balancing work and family life.

4. Awareness and Gender Equality Promotion

- NCUT integrates gender mainstreaming into its annual administrative staff training.
- The Personnel Department's website features a Sexual Harassment Prevention Section, reinforcing a safe and inclusive workplace.
- Workshops and campaigns promote shared parenting responsibility, ensuring that male and non-gestational parents are encouraged to participate in childcare equally.

5. Complementary Family Care Leave

In addition to paternity leave, NCUT provides Family Care Leave, in accordance with Article 20 of Taiwan's Gender Equality in Employment Act:

- **Eligibility:** For care of family members due to vaccination, illness, or emergencies.
- **Duration:** Up to 7 days per year, integrated into personal leave.
- **Pay and Protections:** Employers may not penalize employees for taking such leave.
- **2026 Amendment:** From 2026, Family Care Leave can be taken by the hour, providing greater flexibility.

6. Impact and Outcomes

Through these comprehensive policies, NCUT:

- Encourages equal participation of both parents in childcare.
- Supports women's career continuity after childbirth by normalizing shared family duties.
- Promotes gender equality in academic and administrative sectors.
- Enhances workplace satisfaction and retention for staff with caregiving responsibilities.

NCUT's paternity and family-support policies exemplify its dedication to gender equality and inclusive work practices. By enabling non-gestational parents to share childcare responsibilities and

by safeguarding women's participation in academia and employment, NCUT builds a more equitable, healthy, and supportive educational community.



NCUT has breastfeeding rooms in each building for students, faculty and staff who need breastfeeding.

「公部門職場托嬰設施-托嬰中心」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 托嬰中心
收托年齡	未滿2歲
收托人數	超過12名(按，自112年起調整為超過5名) ※建議最適規模：30~40人
收托時段	半日托育、日間托育及臨時托育服務
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。

※相關設置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; text-align: center;">依員工托育需求調查，擇定設置托嬰中心</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及會同他機關規劃設置。 ◎瞭解相關設置規定(同附件1)。
	<div style="border: 1px solid black; padding: 5px; text-align: center;">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
	<p style="text-align: center;">↓</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">尋找可能設置地點</div> <p style="text-align: center;">↓</p>	<p>◎配合相關法令規定(如設置托育設施所需空間、面積、樓層條件、土地建物是否符合設置要件等)，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>◎又機關如無法判定所欲使用之建築物土地使用分區或建築物用途別是否符合規定，可洽所在地之各地方政府都市發展局、建築工程管理處或負責建築管理之機關協助。</p> <p>※空間需求如附件 2。</p>
	<p style="text-align: center;">↓</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">設置地點評估</div> <p style="text-align: center;">↓</p>	<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，亦得邀請具托嬰中心設計實務經驗者、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>
	<p style="text-align: center;">↓</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">擬訂籌辦計畫 (含預估經費)</div> <p style="text-align: center;">↓</p>	<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、開辦成本及托育設施規劃情形(如預定班級規劃情形、預定開學年度、使用總面積等)。</p>

公務人員請假規則

- 四、因懷孕者，於分娩前，給產前假八日，得分次申請，不得保留至分娩後；於分娩後，給娩假四十二日；懷孕滿二十週以上流產者，給流產假四十二日；懷孕十二週以上未滿二十週流產者，給流產假二十一日；懷孕未滿十二週流產者，給流產假十四日。娩假及流產假應一次請畢。分娩前已請畢產前假者，必要時得於分娩前先申請部分娩假，並以十二日為限，不限一次請畢；流產者，其流產假應扣除先請之娩假日數。
- 五、因陪伴配偶懷孕產檢，或因配偶分娩或懷孕滿二十週以上流產者，給陪產檢及陪產假七日，除陪產檢於配偶懷孕期間請假外，陪產之請假應於配偶分娩或流產之當日及其前後合計十五日（含例假日）期間內為之，並得分次申請。