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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 is actively committed to achieving gender equality and empowering all women and girls. As part of this commitment, the university has established a Gender Equality Education Committee. The primary objective of this committee is to promote gender equality, put an end to sex discrimination, uphold the dignity of all individuals, and provide the necessary resources and an enabling environment to create the foundation for gender-equal education.

The Gender Equality Education Committee adheres to specific guidelines that encompass the composition of the committee, ensuring that it includes at least 50% female members. This inclusive approach reflects the university's dedication to promoting gender equality and ensuring that diverse perspectives and experiences are represented.

The committee's missions and scope of work are designed to address various aspects of gender equality, emphasizing the importance of creating an environment where women and girls have equal opportunities, support, and resources to thrive. NCUT is actively working to advance gender equality, recognizing that this is not only a matter of social justice but also crucial for the overall development and success of the university community.

## Gender Equality Awareness Education at NCUT

### A. Gender equality education to raise awareness

#### 1. Establishment of a Gender Equality Education Committee:

To promote gender equality, end sex discrimination, protect people's dignity, and provide resources and an environment to establish the foundation of a gender-equal education, we have adopted the Guidelines of the NCUT Gender Equality Education Committee. The composition of the committee (at least 50% female members), missions and scopes address topic of gender.

#### 2. Equal female members in each committee:

To ensure the implementation of national gender equality and inclusion of gender perspectives in public decision-making, we adhere to the Gender Equality Education Act, the Act for Gender

Equality in Employment, the Sexual Harassment Prevention Act, and the Regulations for Establishing Measures of Prevention, Correction, Complaint, and Punishment of Sexual Harassment in the Workplace. In accordance with the legal requirements for gender representation outlined in the regulations, we have ensured balanced gender representation in all committees and commissions of the school. This includes the Teacher Evaluation Committee (34.8% female), the Committee for Teacher Grievances (35.3% female), the Performance and Selection Committee (38.4% female), the Sexual Harassment Grievance and Appraisal Committee (61.5% female), and the Student Grievances and Appraisal Committee (43% female), as shown in below Table.

#### Equality ratio of Female in various committees

Committees	Number of male (ratio)	Number of female (ratio)
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%)

### 3. Gender equality courses:

The Fundamental Education Center arranged gender equality courses to encourage awareness of the importance of gender equality through substantial content. The relevant courses of the past three years are listed in below Table.

#### Gender equality-related courses

School Year	Course	Speaker	No. of students
2020	2020-1 Gender topics and films	You Hui-yuan	40
	2020-1 Gender equality and intimate relationships	Chen Ru-yin	48
	2020-1 Folks, culture and gender	Chen Ru-yin	47
	2020-2 Gender topics and films	You Hui-yuan	40
	2020-2 Relationships, family and gender equality	Chen Ru-yin	41
	2020-2 Gender equality and intimate relationships	Chen Ru-yin	46

2021	2021-1 Gender topics and films	You Hui-yuan	40
	2021-1 Folks, culture and gender equality	Chen Ru-yin	51
	2021-1 Gender equality and intimate relationships	Chen Ru-yin	56
	2021-2 Gender topics and films	You Hui-yuan	48
	2021-2 Relationships, family and gender equality	Chen Ru-yin	43
	2021-2 Gender equality and intimate relationships	Chen Ru-yin	31
2022	2022-1 Gender topics and films	You Hui-yuan	38
	Gender equality and intimate relationships	Chen Ru-yin	34
	Folks, culture and gender equality	Chen Ru-yin	35
	Gender topics and films	You Hui-yuan	49
	Relationships, family and gender equality	Chen Ru-yin	41
	Gender equality and intimate relationships	Chen Ru-yin	41

**(1.) Gender equality education website:** We have dedicated a website to gender equality with updates and news of relevant topics, through which we ensure and enhance the awareness of gender equality. The website also facilitates gender assistance, case reports and follow-up action.

#### Gender equality education website

website : <https://osca.ncut.edu.tw/p/404-1010-20825.php?Lang=zh-tw>

#### **(2.) Gender equality – Speeches on gender topics**

To deepen students' understanding of gender equality, NCUT regularly organizes a series of emotion-related lectures each academic year. Last semester, we conducted the 'Women's Film Festival,' aiming to help students establish diverse gender concepts, enhance communication skills, and broaden their horizons in intimate relationships through film screenings and post-screening discussions. In the upcoming semester, an 'Emotional Lecture' will be held to discuss current affairs topics and related cases, assisting students in better understanding gender equality laws, workplace equality knowledge, and emerging digital gender issues. This initiative aims to foster diverse gender equality concepts among students.

In the 2020-2022 school years, the consultation and guidance group conducted a total of 5 sessions (60 classes), with 517 participants. Other administrative units also organized activities, and the handling situation is illustrated in below Figure.



Discussing the Psychology of Adult Love and Relationship Cultivation Through Korean Dramas



Discussing the Psychology of Adult Love and Relationship Cultivation Through Korean Dramas



Bringing Us Closer to Love ~ Unlocking Gender Violence



Unlocking Gender Awareness ~ Opening New Horizons About Gender



Special Speech on Gender Mainstreaming



Second Shift: Balancing Family, Marriage, and Work Division of Labor

## Women and children friendly policy at NCUT

### A. Women and children friendly policy

Students who are pregnant or have a child(ren) under three years of age have access to the care project for financially disadvantaged students

To support and assist students who are pregnant, going through childbirth, and/or have a child(ren) under three years of age, as of 2021, eligible students can benefit from financially disadvantaged assistance projects, thereby elevating gender equality on campus to the next level.

#### 1. Parental leave, menstrual leave, and alternative flexible work arrangements

Both mothers and fathers are entitled to parental leave, as stipulated by law. Over the past three years, we have received 15 applications for unpaid parental leave. Among them, four applicants have returned to work, while the rest have remained on leave (details are shown in Table [insert table reference]). The procedure for unpaid parental leave is established to safeguard employment rights, allowing employees to dedicate time to their newborns while ensuring job security.

Table Employee parental leave analysis

Year	No. of employees entitled to unpaid parental leave			No. of employees who applied for unpaid parental leave			No. of employees reinstated after parental leave			No. of employees who remained employed after 12 months following reinstatement			Reinstatement rate	Retention rate
	Male	Female	Subtotal	Male	Female	Subtotal	Male	Female	Subtotal	Male	Female	Subtotal		
2021	1	4	5	0	4	4	0	5	5	0	5	5	1.25	1
2022	0	8	8	0	6	6	0	1	1	0	1	1	0.167	1
2023 Jan-Jul	2	9	11	0	8	8	0	1	1	0	0	0	0.14	0

## 2. Equal employment right and gender equality based menstrual leave:

To secure equal employment rights between genders and ensure the substantial equality of genders, female employees experiencing difficulties in performing her work during menstruation may request one day of menstrual leave each month. If the cumulative menstrual leave does not exceed three days per year, the leave shall not be counted toward days off for sick leave. All additional menstrual leave shall be counted as days off under sick leave.

## 3. Implementing a flexible working system for those raising children under three years old:

Employees who are raising children under three years old may apply to reduce their working hours by one hour per day or to adjust their working hours. Remuneration may not be requested for reduced working hours.

## Gender Equality Awareness Education at NCUT

### Service in educational priority area:

During every summer vacation, NCUT's consultation and guidance team organizes gender equality education-themed camp activities for schools in remote areas. We encourage college students to channel their knowledge and enthusiasm into community participation, aiming to apply the gender equality-related knowledge gained from club activities. With a focus on integration, NCUT maintains a long-term collaboration with Changhua County Xianxi Junior High School, organizing events such as the 'Now with NCUT~ Make-Believe Game' on July 16 to 17, 2020, and July 6 to 7, 2023, alongside the 'Emotional Family Game' and two other gender equality education and growth groups.

The course utilizes three board games, namely 'Make-Believe Game,' 'Comprehensive Taste of Love,' and 'Save Your Wisdom,' as media materials. Starting from individual, family, and societal perspectives, students are guided to understand changes in emotions, navigate the dynamics of emotional relationships, and grasp social prejudices and discrimination related to gender differences. In a simple and accessible manner, middle school students participating in the activity

are guided to understand and be aware of emotions actively. They learn to explore issues related to gender equality, analyze potential conflicts within families using diversified thinking, and cultivate positive interactive attitudes to establish effective communication. This is illustrated in the following Figure.



Now with NCUT~ Make-Believe Game and Emotional Family Game

## Gender, arts and cultural academy seminars

### 1. The 6th Gender, Arts, and Cultural Academy Seminar:

On March 6, 2022, the Cultural and Creative Industries hosted the 6th Gender, Arts, and Cultural Academy Seminar. The topics covered various fields such as history, literature, aesthetics, arts, and social science. The event was divided into three sessions held at different venues, each addressing themed topics in response to the pandemic. A total of 70 scholars attended from both within and outside the school.

During the Sex Topics session, four articles were presented:

### 2. 'Genders. Choice—Probing the Subject Projection, Communication, and Generation of 'Under the Same Roof: A Poetry Anthology for LGBT.'

1. 'Daily Display and Performance of Gay Students in a Campus of Gender Equality.'
2. 'The Study of the Discussion and Production of Genders in News Reports: A Case Study of Transgender Tseng Chiu-huang and Transgender News.'
3. 'Genders, Certificates, and Professionalism: The Challenge and Reflection of Female OSH Officers Under the Gender System in the Taiwanese Petrochemical Industry.'

### 3. The 7th Gender, Arts, and Cultural Academy Seminar:

The 7th event took place on March 12, 2023, featuring the Retrospective Exhibition of Professor Chang Shu-mei, a Senior Taiwanese Artist. The Seminar focused on craftsmanship and folk beliefs, delving into topics such as literature, folk arts, religions and beliefs, the aesthetics of Taiwanese architecture, and gender discussions. A total of 53 participants attended from both within and outside the school.

Gender-related articles presented at the seminar included 'The Structure of Society After the Death of a Female Writer,' with Chiu Miao-chin and Lin Yi-han as subjects of observation. The well-received exhibition, held in honor of Women's Day, showcased 72 art creations that portrayed women. Professor Chang is an iconic female artist in Taiwan's art history. This is illustrated in the following Figure.



Photos of the 7th Gender Art and Culture Academic Symposium

### Gender equal employment

In adherence to gender equality principles, NCUT ensures non-discrimination in salary based on gender, race, age, or marital status as the evaluation criteria for recruitment, promotion, and assessment. There have been no violations of labor-related laws and regulations in the past three years, as indicated in following Table

Table Statistics of full-time teachers and gender

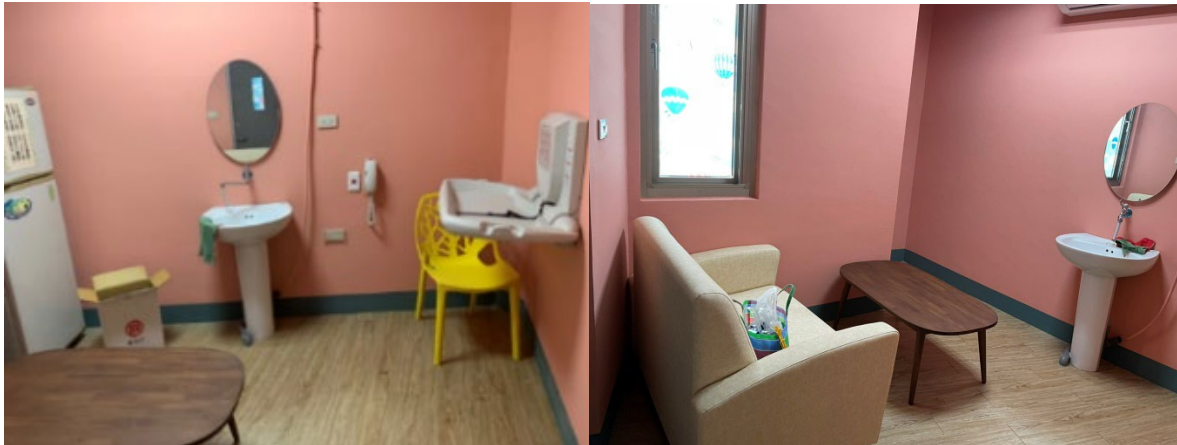
Year	Professor			Associate Professor			Assistant Professor			Lecturer			Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
2021	93	22	115	76	25	101	56	23	79	10	5	15	310
2022	93	22	115	68	27	95	52	25	77	8	5	13	300
2023 January - July	98	21	119	77	29	106	70	30	100	6	3	9	334

### Achieve gender equality and empower all women and girls

#### A. Gender friendly campus

- Gender friendly toilets:** To expand toilet availability for school members and the public, we unlocked the binary symbols and established 38 gender neutral toilets for all people. Parents with young children and underrepresented communities also had extra spaces designed for companion users. The design not only promotes gender equality and respect, it benefits people in many ways and caters to more safety needs.

2. **Nursing room:** To fully facilitate a friendly workplace, we followed Article 23 of the Act of Gender Equality in Employment: “Employers having one hundred employees or more shall provide breastfeeding (breast milk collection) rooms and childcare facilities or suitable childcare measures”, and provide two breastfeeding (breast milk collection) rooms. For breastfeeding purposes, the mother is entitled to two breastfeeding sessions a day, 30 minutes for each feed. This time is to be included in the working day.



## B. Encourage both genders to study cross-departmental programs

1. **Promote cross-study of programs by both genders:** We encourage cross-domain learning in Fundamental Education courses and professional courses. Credit courses that are cross-domain and/or cross-gender are organized by colleges to facilitate engineering male learners to study humanities and cultural techniques at the College of Management or Cultural and Creative Industries, and female students of the liberal arts to study at the College of Electrical Engineering & Computer Science for a more balanced learning approach across genders.
2. **Reward for cross-study of credit programs:** The Reward for Cross-Study of Credit Programs was adopted in 2021 and supports each student with NT\$1,000. The MOE encourages cross-learning that promotes a gender-friendly campus, where female students have the choice to take courses mostly studied by male students, and vice versa. The project improves the gender isolation phenomena that are found in specific fields of study. Liberal arts (Management, Cultural and Creative Industries) female students who complete engineering programs (Electrical Engineering & Computer Science) will be rewarded with NT\$1,000 per program per person. This, too, applies to male engineering students who complete liberal arts programs.
3. **Number of students taking cross-gender, cross-domain programs:** In 2021, three male engineering students (College of Electrical Engineering & Computer Science) took cross-gender, cross-domain programs, while one female liberal arts student (Management, Cultural and Creative Industries) participated in the project. The results of the past three years are listed in the below table.



Table. Number of NCUT students in the cross-gender, cross-domain program

College	2020	2021	2022	Remark
Male engineering students in the project	3	3	4	ERP Program: 1 International Marketing Program: 1 Cultural and Creative Industries Program: 5
Female liberal arts students in the project	1	1	6	Industry 4.0 program: 7