

台灣 (Taiwan, ROC)

勞動部

107年僱用管理就業平等概況調查

Study Documentation

November 22, 2019

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107年僱用管理就業平等概況調查

Survey on Equality in Employment and Management, 2018

Overview

Type	僱用管理就業平等概況調查
Identification	AH020014
Version	Production Date: 2019-11-30 1
Abstract 「僱用管理就業平等概況調查」乃為了解事業單位對勞工之僱用管理實況及性別工作平等法實施狀況,提供政府推動勞動政策之參考。此次調查區域範圍為臺灣地區,對象為參加勞工保險之事業單位(不含投保人數3人以下之事業單位),母體為勞工保險事業檔,而抽樣方法則是按19個行業別、員工規模別(4~29人、30~99人、100~249人、250人以上)及地區別(北部地區、中部地區、南部地區、東部地區),採分層比例隨機抽樣法抽出樣本。最後,以郵寄問卷調查方式辦理,輔以電話訪問催收,有效回收樣本3,159份。	
Kind of Data	抽查
Unit of Analysis	企業場所單位

Scope & Coverage

Time Period(s)	2018
Countries	台灣 (Taiwan, ROC)
Geographic Coverage 台灣地區	
Universe 參加勞工保險之事業單位(不含投保人數3人以下之事業單位)	

Producers & Sponsors

Primary Investigator(s)	勞動部
Other Producer(s)	勞動部

Sampling

Sampling Procedure 以勞工保險事業檔為抽樣母體,採「分層比例隨機抽樣」,按19個行業別、員工規模別(4~29人、30~99人、100~249人、250人以上)及地區別(北部地區、中部地區、南部地區、東部地區)分層抽出調查樣本,預計回收有效樣本3,000份以上	
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Data Collection

Data Collection Dates	start 2018-09-01 end 2018-09-30
Data Collection Mode	郵寄自填問卷

Data Processing & Appraisal

Data Editing

中央研究院人文社會科學研究中心調查研究專題中心所進行的資料整理方式, 為不合理值檢核。

Accessibility

Contact(s)	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心), https://srda.sinica.edu.tw , srda@gate.sinica.edu.tw
Distributor(s)	學術調查研究資料庫(Survey Research Data Archive)
Depositor(s)	勞動部

Access Conditions

標準版(一般會員、院內會員申請下載)

Files Description

Dataset contains 1 file(s)

data107	
# Cases	3159
# Variable(s)	191

Variables Group(s)

Dataset contains 6 group(s)

Group 壹、一般概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	va1	壹.一.組織型態	discrete	numeric-1.0	3159	0	-
2	va2	壹.二.雇主(負責人) 性別	discrete	numeric-1.0	3159	0	-
3	va3	壹.三.成立年數__年	discrete	numeric-5.1	3159	0	-
4	va4_1	壹.四.目前員工人數(含外勞):全體__人	continuous	numeric-5.0	3159	0	-
5	va4_2	壹.四.目前員工人數(含外勞):女性__人	continuous	numeric-4.0	3159	0	-

Group 貳、性騷擾防治概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vb1	貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?	discrete	numeric-1.0	3159	0	-
2	vb1_1	貳.一.有訂定「性騷擾防治措施、申訴及懲戒辦法」, 請問有沒有在公開場所公開揭示(公告)	discrete	numeric-1.0	2009	1150	-
3	vb1_2_1	貳.一.沒有訂定「性騷擾防治措施、申訴及懲戒辦法」, 沒有訂定的原因:選擇1	discrete	numeric-1.0	1150	2009	-
4	vb1_2_2	貳.一.沒有訂定「性騷擾防治措施、申訴及懲戒辦法」, 沒有訂定的原因:選擇2	discrete	numeric-1.0	233	2926	-
5	vb2	貳.二.請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?	discrete	numeric-1.0	3159	0	-
6	vb2_1	貳.二.請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?1.有,A.申訴__件	discrete	numeric-1.0	47	3112	-
7	vb2_2	貳.二.請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?1.有,B.請問提出申訴者之性別?	discrete	numeric-1.0	47	3112	-
8	vb3_1	貳.三.有沒有下列性騷擾申訴處理機制或管道?(1)設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱	discrete	numeric-1.0	3159	0	-
9	vb3_2	貳.三.有沒有下列性騷擾申訴處理機制或管道?(2)組成申訴處理委員會	discrete	numeric-1.0	3159	0	-
10	vb3_3	貳.三.有沒有下列性騷擾申訴處理機制或管道?(3)直接向雇主或主管申訴	discrete	numeric-1.0	3159	0	-

Group 參、各項假別及照顧措施							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vc1	參.一.在女性員工因生理日致工作有困難時,會不會同意員工申請「生理假」?	discrete	numeric-1.0	3159	0	-
2	vc1_1	參.一.同意員工申請「生理假」,最近一年(106年10月至107年9月)內有沒有員工申請?	discrete	numeric-1.0	2936	223	-
3	vc1_1_1	參.一.同意員工申請「生理假」,最近一年(106年10月至107年9月)內申請人數—人	continuous	numeric-3.0	1455	1704	-
4	vc1_1_2	參.一.同意員工申請「生理假」平均每人一年內約申請—日	discrete	numeric-4.1	1455	1704	-
5	vc1_2	參.一.同意員工申請「生理假」,生理假工資怎麼計算?	discrete	numeric-1.0	2936	223	-
6	vc1_3_1	參.一.不同意員工申請「生理假」,原因為(最多複選2項)選擇1	discrete	numeric-1.0	223	2936	-
7	vc1_3_2	參.一.不同意員工申請「生理假」,原因為(最多複選2項)選擇2	discrete	numeric-1.0	26	3133	-
8	vc1_3_1_1	參.一.不同意員工申請「生理假」,原因為(1)員工可用其他假別替代,是哪些假別?選擇1	discrete	numeric-1.0	147	3012	-
9	vc1_3_1_2	參.一.不同意員工申請「生理假」,原因為(1)員工可用其他假別替代,是哪些假別?選擇2	discrete	numeric-1.0	37	3122	-
10	vc2	參.二.對懷孕員工有沒有提供友善措施?	discrete	numeric-1.0	3159	0	-
11	vc2_1_1	參.二.對懷孕員工有提供友善措施?其方式選擇1	discrete	numeric-1.0	3159	0	-
12	vc2_1_2	參.二.對懷孕員工有提供友善措施?其方式選擇2	discrete	numeric-1.0	1257	1902	-
13	vc2_1_3	參.二.對懷孕員工有提供友善措施?其方式選擇3	discrete	numeric-1.0	492	2667	-
14	vc3	參.三.若有員工經醫師診斷需安胎休養,會不會同意員工申請「安胎休養」?	discrete	numeric-1.0	3159	0	-
15	vc3_1	參.三.同意員工申請「安胎休養」,最近一年(106年10月至107年9月)內有沒有員工申請?	discrete	numeric-1.0	3027	132	-
16	vc3_2_1	參.三.不同意員工申請「安胎休養」,原因為選擇1	discrete	numeric-1.0	132	3027	-
17	vc3_2_2	參.三.不同意員工申請「安胎休養」,原因為選擇2	discrete	numeric-1.0	9	3150	-
18	vc3_2_1_1	參.三.不同意員工申請「安胎休養」,員工可用其	discrete	numeric-1.0	58	3101	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		他假別替代,是哪些假別? 選擇1					
19	vc3_2_1_2	參.三.不同意員工申請 「安胎休養」,員工可用其 他假別替代,是哪些假別? 選擇2	discrete	numeric-1.0	35	3124	-
20	vc4	參.四.在員工懷孕時,會 不會同意員工申請「產檢 假」?	discrete	numeric-1.0	3159	0	-
21	vc4_1	參.四.同意員工申請「產 檢假」, 可申請—日	discrete	numeric-2.0	2894	265	-
22	vc4_2	參.四.同意員工申請「產 檢假」, 最近一年(106年10 月至107年9月)內有沒有員 工申請?	discrete	numeric-1.0	2894	265	-
23	vc4_2_1	參.四.同意員工申請「產 檢假」, 最近一年(106年10 月至107年9月)內有—人申 請	continuous	numeric-3.0	1059	2100	-
24	vc4_3	參.四.同意員工申請「產 檢假」, 產檢假期間工資 怎麼計算?	discrete	numeric-1.0	2894	265	-
25	vc4_4_1	參.四.不同意員工申請 「產檢假」原因為:選擇1	discrete	numeric-1.0	265	2894	-
26	vc4_4_2	參.四.不同意員工申請 「產檢假」原因為:選擇2	discrete	numeric-1.0	29	3130	-
27	vc4_4_1_1	參.四.不同意員工申請 「產檢假」, 員工可用其 他假別替代,是哪些假別? 選擇1	discrete	numeric-1.0	184	2975	-
28	vc4_4_1_2	參.四.不同意員工申請 「產檢假」, 員工可用其 他假別替代,是哪些假別? 選擇2	discrete	numeric-1.0	74	3085	-
29	vc4_4_1_3	參.四.不同意員工申請 「產檢假」, 員工可用其 他假別替代,是哪些假別? 選擇3	discrete	numeric-1.0	31	3128	-
30	vc4_4_1_4	參.四.不同意員工申請 「產檢假」, 員工可用其 他假別替代,是哪些假別? 選擇4	discrete	numeric-1.0	0	3159	-
31	vc5	參.五.在員工流產時,會 不會同意員工申請「流產 假」?	discrete	numeric-1.0	3159	0	-
32	vc5_1	參.五.同意員工申請「流 產假」, 最近一年(106年10 月至107年9月)內有沒有員 工申請?	discrete	numeric-1.0	3036	123	-
33	vc5_2_1	參.五.不同意員工申請 「流產假」, 原因為:選擇 1	discrete	numeric-1.0	123	3036	-
34	vc5_2_2	參.五.不同意員工申請 「流產假」, 原因為:選擇 2	discrete	numeric-1.0	34	3125	-
35	vc5_2_1_1	參.五.會不會同意員工申 請「流產假」?2.不會,原因	discrete	numeric-1.0	50	3109	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		為:(1)員工可用其他假別替代,是哪些假別?選擇1					
36	vc5_2_1_2	參.五.會不會同意員工申請「流產假»?2.不會,因為:(1)員工可用其他假別替代,是哪些假別?選擇2	discrete	numeric-1.0	22	3137	-
37	vc6	參.六.在女性員工生產時,會不會同意員工申請「產假」(停止工作)?	discrete	numeric-1.0	3159	0	-
38	vc6_1	參.六.同意員工申請「產假」, 產假有二週(含例假日)	discrete	numeric-2.0	3075	84	-
39	vc6_2	參.六.同意員工申請「產假」, 最近一年(106年10月至107年9月)內有沒有員工申請?	discrete	numeric-1.0	3075	84	-
40	vc6_2_1	參.六.同意員工申請「產假」, 最近一年(106年10月至107年9月)內有—人申請	continuous	numeric-3.0	1129	2030	-
41	vc6_3	參.六.同意員工申請「產假」, 產假期間工資怎麼計算?	discrete	numeric-1.0	3075	84	-
42	vc6_3_1_1	參.六.同意員工申請「產假」, 產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇1	discrete	numeric-1.0	301	2858	-
43	vc6_3_1_2	參.六.同意員工申請「產假」, 產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇2	discrete	numeric-1.0	192	2967	-
44	vc6_3_1_3	參.六.同意員工申請「產假」, 產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇3	discrete	numeric-1.0	110	3049	-
45	vc6_3_1_4	參.六.同意員工申請「產假」, 產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇4	discrete	numeric-1.0	56	3103	-
46	vc6_4_1	參.六.同意員工申請「產假」, 產假期間人力如何因應?選擇1	discrete	numeric-1.0	3075	84	-
47	vc6_4_2	參.六.同意員工申請「產假」, 產假期間人力如何因應?選擇2	discrete	numeric-1.0	1269	1890	-
48	vc6_4_3	參.六.同意員工申請「產假」, 產假期間人力如何因應?選擇3	discrete	numeric-1.0	339	2820	-
49	vc6_5	參.六.同意員工申請「產假」對於產假後銷假上班員工,怎麼安排?	discrete	numeric-1.0	3075	84	-
50	vc6_6_1	參.六.不同意員工申請「產假」, 原因為(最多複選2項)選擇1	discrete	numeric-1.0	84	3075	-
51	vc6_6_2	參.六.不同意員工申請「產假」, 原因為(最多複選2項)選擇2	discrete	numeric-1.0	13	3146	-

#	Name	Label	Type	Format	Valid	Invalid	Question
52	vc7	參.七.在員工配偶生產時, 會不會同意員工申請「陪產假」?	discrete	numeric-1.0	3159	0	-
53	vc7_1	參.七.同意員工申請「陪產假」, 陪產假可申請—日	discrete	numeric-2.0	2950	209	-
54	vc7_2	參.七.同意員工申請「陪產假」, 請問最近一年(106年10月至107年9月)內有沒有員工申請「陪產假」?	discrete	numeric-1.0	2950	209	-
55	vc7_2_1	參.七.同意員工申請「陪產假」, 請問最近一年(106年10月至107年9月)內有沒有—人申請	continuous	numeric-3.0	978	2181	-
56	vc7_3	參.七.同意員工申請「陪產假」, 陪產假期間工資怎麼計算?	discrete	numeric-1.0	2950	209	-
57	vc7_4_1	參.七.不同意員工申請「陪產假」, 原因為:選擇1	discrete	numeric-1.0	209	2950	-
58	vc7_4_2	參.七.不同意員工申請「陪產假」, 原因為:選擇2	discrete	numeric-1.0	31	3128	-
59	vc7_4_1_1	參.七.不同意員工申請「陪產假」, 員工可用其他假別替代,是哪些假別?選擇1	discrete	numeric-1.0	122	3037	-
60	vc7_4_1_2	參.七.不同意員工申請「陪產假」, 員工可用其他假別替代,是哪些假別?選擇2	discrete	numeric-1.0	58	3101	-
61	vc7_4_1_3	參.七.不同意員工申請「陪產假」, 員工可用其他假別替代,是哪些假別?選擇3	discrete	numeric-1.0	32	3127	-
62	vc8	參.八.若有員工子女未滿2歲須親自哺(集)乳者申請「哺(集)乳時間」,會不會同意員工申請或使用?	discrete	numeric-1.0	3159	0	-
63	vc8_1	參.八.同意員工申請或使用「哺(集)乳時間」, 會不會規定「哺(集)乳時間」?	discrete	numeric-1.0	2858	301	-
64	vc8_1_1	參.八.同意員工申請或使用「哺(集)乳時間」, 每日提供「哺(集)乳時間」—次	discrete	numeric-1.0	562	2597	-
65	vc8_1_2	參.八.同意員工申請或使用「哺(集)乳時間」, 會規定哺(集)乳時間,每次—分鐘	continuous	numeric-2.0	562	2597	-
66	vc8_2	參.八.同意員工申請或使用「哺(集)乳時間」, 最近一年(106年10月至107年9月)內有沒有員工申請或使用?	discrete	numeric-1.0	2858	301	-
67	vc8_2_1	參.八.同意員工申請或使用「哺(集)乳時間」, 最	continuous	numeric-4.0	562	2597	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		近一年(106年10月至107年9月)內有__人申請或使用					
68	vc8_3_1	參.八.不同意員工申請或使用「哺(集)乳時間」原因為:選擇1	discrete	numeric-1.0	301	2858	-
69	vc8_3_2	參.八.不同意員工申請或使用「哺(集)乳時間」原因為:選擇2	discrete	numeric-1.0	15	3144	-
70	vc9	參.九.有設置「哺集乳室」(哺乳室或集乳室),屬於專供員工使用或與民眾共用?	discrete	numeric-1.0	3159	0	-
71	vc9_1	參.九.沒有設置「哺集乳室」(哺乳室或集乳室),主要原因為:	discrete	numeric-1.0	1327	1832	-
72	vc9_2	參.十.若有員工為撫育未滿3歲子女,提出減少或調整工作時間,會不會同意員工申請減少或調整工作時間?	discrete	numeric-1.0	1832	1327	-
73	vc10_1	參.十.10-1.會不會同意員工申請減少工作時間?	discrete	numeric-1.0	3159	0	-
74	vc10_1a	參.十.10-1.同意員工申請減少工作時間,請問每日可允許減少__小時	discrete	numeric-1.0	2471	688	-
75	vc10_1b	參.十.10-1.同意員工申請減少工作時間,請問最近一年(106年10月至107年9月)內有沒有員工申請「減少工作時間」?	discrete	numeric-1.0	2471	688	-
76	vc10_1b1	參.十.10-1.同意員工申請減少工作時間,有__人申請	discrete	numeric-2.0	85	3074	-
77	vc10_1b2	參.十.10-1.同意員工申請減少工作時間,有人申請,請問提出申請者之性別?	discrete	numeric-1.0	85	3074	-
78	vc10_1c	參.十.10-1.同意員工申請減少工作時間,減少工時之工資怎麼計算?	discrete	numeric-1.0	2471	688	-
79	vc10_1d_1	參.十.10-1.不同意員工申請減少工作時間,原因為(可複選)選擇1	discrete	numeric-1.0	689	2470	-
80	vc10_1d_2	參.十.10-1.不同意員工申請減少工作時間,原因為(可複選)選擇2	discrete	numeric-1.0	169	2990	-
81	vc10_1d1_1	參.十.10-1.不同意員工申請減少工作時間,員工可用其他假別替代,是哪些假別?選擇1	discrete	numeric-1.0	280	2879	-
82	vc10_1d1_2	參.十.10-1.不同意員工申請減少工作時間,員工可用其他假別替代,是哪些假別?選擇2	discrete	numeric-1.0	161	2998	-
83	vc10_1d1_3	參.十.10-1.不同意員工申請減少工作時間,員工可用其他假別替代,是哪些假別?選擇3	discrete	numeric-1.0	60	3099	-

#	Name	Label	Type	Format	Valid	Invalid	Question
84	vc10_1d1_4	參.十.10-1.不同意員工申請減少工作時間,員工可用其他假別替代,是哪些假別?選擇4	discrete	numeric-1.0	2	3157	-
85	vc10_2	參.十.10-2.會不會同意員工申請「調整工作時間」?	discrete	numeric-1.0	3159	0	-
86	vc10_2a	參.十.10-2.會同意員工申請「調整工作時間」,請問最近一年(106年10月至107年9月)內有沒有員工申請?	discrete	numeric-1.0	2346	813	-
87	vc10_2a1	參.十.10-2.會同意員工申請「調整工作時間」,請問最近一年(106年10月至107年9月)內有—人申請	discrete	numeric-2.0	199	2960	-
88	vc10_2a2	參.十.10-2.會同意員工申請「調整工作時間」,最近一年(106年10月至107年9月)內申請者性別?	discrete	numeric-1.0	199	2960	-
89	vc10_2d_1	參.十.10-2.會同意員工申請「調整工作時間」,原因為:選擇1	discrete	numeric-1.0	472	2687	-
90	vc10_2d_2	參.十.10-2.會同意員工申請「調整工作時間」,原因為:選擇2	discrete	numeric-1.0	45	3114	-
91	vc10_3	參.十.10-3.依目前法規員工可申請每天減少1小時無薪資之工作時間,是否曾有員工提出希望減少1小時以上之工作時間?	discrete	numeric-1.0	3159	0	-
92	vc10_4	參.十.10-4.貴單位認為是否可以再提高法令規定的每日減少無薪資工作時數,以利落實執行?	discrete	numeric-1.0	3159	0	-
93	vc10_4a	參.十.10-4.貴單位認為可以再提高法令規定的每日減少無薪資工作時數,以利落實執行,可以放寬給予每天最多減少小時?	discrete	numeric-1.0	578	2581	-
94	vc10_5	參.十.10-5.性別工作平等法第19條規定「撫育未滿3歲子女受僱者得請求減少或調整工作時間」是否需要放寬?	discrete	numeric-1.0	3159	0	-
95	vc10_5a	參.十.10-5.性別工作平等法第19條規定「撫育未滿3歲子女受僱者得請求減少或調整工作時間」放寬至幾歲	discrete	numeric-1.0	542	2617	-
96	vc10_6	參.十.10-6.員工為撫育未滿3歲子女,若依法提出減少或調整工作時間,認為實務執行上落實之難易度如何?	discrete	numeric-1.0	3159	0	-
97	vc11	參.十一.若有員工申請「家庭照顧假」,會不會同意員工申請?	discrete	numeric-1.0	3159	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
98	vc11_1	參.十一.同意員工申請「家庭照顧假」,一年可申請—日	discrete	numeric-2.0	2777	382	-
99	vc11_2	參.十一.同意員工申請「家庭照顧假」,請問最近一年(106年10月至107年9月)內有沒有員工申請?	discrete	numeric-1.0	2777	382	-
100	vc11_2_1	參.十一.同意員工申請「家庭照顧假」,最近一年(106年10月至107年9月)內有—人申請	continuous	numeric-3.0	746	2413	-
101	vc11_2_2	參.十一.同意員工申請「家庭照顧假」,最近一年(106年10月至107年9月)內申請者性別	discrete	numeric-1.0	746	2413	-
102	vc11_3	參.十一.同意員工申請「家庭照顧假」,家庭照顧假工資怎麼計算?	discrete	numeric-1.0	2777	382	-
103	vc11_4_1	參.十一.不同意員工申請「家庭照顧假」,原因為(最多複選2項)選擇1	discrete	numeric-1.0	382	2777	-
104	vc11_4_2	參.十一.不同意員工申請「家庭照顧假」,原因為(最多複選2項)選擇2	discrete	numeric-1.0	58	3101	-
105	vc11_4_1_1	參.十一.不同意員工申請「家庭照顧假」,員工可用其他假別替代,是哪些假別?選擇1	discrete	numeric-1.0	225	2934	-
106	vc11_4_1_2	參.十一.不同意員工申請「家庭照顧假」,員工可用其他假別替代,是哪些假別?選擇2	discrete	numeric-1.0	0	3159	-
107	vc13	參.十二.有沒有為員工子女設立托兒服務機構(如幼兒園、托嬰中心、兒童課後照顧服務中心)?	discrete	numeric-1.0	3159	0	-
108	vc13_1	參.十二.有為員工子女設立托兒服務機構,收托費用方式為	discrete	numeric-1.0	37	3122	-
109	vc13_2	參.十二.沒有為員工子女設立托兒服務機構,主要原因為	discrete	numeric-1.0	3122	37	-
110	vc14	參.十三.有沒有提供員工托兒措施?	discrete	numeric-1.0	3159	0	-
111	vc14_1_1	參.十三.有提供員工托兒措施,其方式為:選擇1	discrete	numeric-1.0	857	2302	-
112	vc14_1_2	參.十三.有提供員工托兒措施,其方式為:選擇2	discrete	numeric-1.0	46	3113	-
113	vc14_1_3	參.十三.有提供員工托兒措施,其方式為:選擇3	discrete	numeric-1.0	0	3159	-
114	vc14_2	參.十三.沒有提供員工托兒措施,主要原因為:	discrete	numeric-1.0	2265	894	-
115	vc14_3	參.十三.沒有提供員工托兒措施,請問近5年是否曾與托兒服務機構簽約?	discrete	numeric-1.0	2265	894	-

Group 肆、育嬰留職停薪概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vd1_1	肆.一.有沒有符合申請育嬰留職停薪資格的員工?	discrete	numeric-1.0	2845	314	-
2	vd1_2	肆.一.同意員工申請育嬰留職停薪,員工每次申請「育嬰留職停薪」的連續期間最長多久?	discrete	numeric-1.0	2853	306	-
3	vd1_3_1	肆.一.不同意員工申請育嬰留職停薪,原因為:選擇1	discrete	numeric-1.0	306	2853	-
4	vd1_3_2	肆.一.不同意員工申請育嬰留職停薪,原因為:選擇2	discrete	numeric-1.0	60	3099	-
5	vd1_3_1_1	肆.一.不同意員工申請育嬰留職停薪,員工可用其他假別替代,是哪些假別?選擇1	discrete	numeric-1.0	87	3072	-
6	vd1_3_1_2	肆.一.不同意員工申請育嬰留職停薪,員工可用其他假別替代,是哪些假別?選擇2	discrete	numeric-1.0	30	3129	-
7	vd1_3_1_3	肆.一.不同意員工申請育嬰留職停薪,員工可用其他假別替代,是哪些假別?選擇3	discrete	numeric-1.0	0	3159	-
8	vd1	肆.若有員工要申請育嬰留職停薪,會不會同意員工申請?	discrete	numeric-1.0	3159	0	-
9	vd2	肆.二.申請育嬰留職停薪後之復職員工,如何安排復職之職位?	discrete	numeric-1.0	2853	306	-
10	vd3_1	肆.三.員工申請「育嬰留職停薪」期間,人力如何因應?選擇1	discrete	numeric-1.0	2853	306	-
11	vd3_2	肆.三.員工申請「育嬰留職停薪」期間,人力如何因應?選擇2	discrete	numeric-1.0	1464	1695	-
12	vd3_3	肆.三.員工申請「育嬰留職停薪」期間,人力如何因應?選擇3	discrete	numeric-1.0	554	2605	-

Group 伍、僱用管理概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	ve1_1	伍.一.僱用管理概況對以下各職類之錄用情形:1.管理職	discrete	numeric-1.0	3159	0	-
2	ve1_2	伍.一.僱用管理概況對以下各職類之錄用情形:2.事務職	discrete	numeric-1.0	3159	0	-
3	ve1_3	伍.一.僱用管理概況對以下各職類之錄用情形:3.銷售職	discrete	numeric-1.0	3159	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
4	ve1_4	伍.一.僱用管理概況對以下各職類之錄用情形:4.專業技術職	discrete	numeric-1.0	3159	0	-
5	ve1_5	伍.一.僱用管理概況對以下各職類之錄用情形:5.危險及耗體力工作	discrete	numeric-1.0	3159	0	-
6	ve2	伍.二.對上列各職類僅錄用男性的主要原因?	discrete	numeric-1.0	737	2422	-
7	ke2_0	伍.二.對上列各職類僅錄用男性的主要原因?(7)其他(請說明)	discrete	character-100	0	0	-
8	ve3	伍.三.對上列各職類僅錄用女性的主要原因?	discrete	numeric-1.0	168	2991	-
9	ve4_1	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?1.工作分配	discrete	numeric-1.0	3159	0	-
10	ve4_2	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?2.薪資給付標準	discrete	numeric-1.0	3159	0	-
11	ve4_3	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?3.調薪幅度	discrete	numeric-1.0	3159	0	-
12	ve4_4	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?4.考核(考績或獎金)	discrete	numeric-1.0	3159	0	-
13	ve4_5	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?5.陞遷	discrete	numeric-1.0	3159	0	-
14	ve4_6	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?6.訓練、進修	discrete	numeric-1.0	3159	0	-
15	ve4_7	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?7.資遣、離職或解僱	discrete	numeric-1.0	3159	0	-
16	ve4_8	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?8.員工福利措施之提供	discrete	numeric-1.0	3159	0	-
17	ve4_9	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?9.育嬰留職停薪	discrete	numeric-1.0	3159	0	-
18	ve4_10	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?10.退休權利	discrete	numeric-1.0	3159	0	-
19	ve4_11	伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?11.僱用招募、甄試、進用	discrete	numeric-1.0	3159	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
20	ve5_1	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?1.工作分配	discrete	numeric-1.0	3159	0	-
21	ve5_2	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?2.薪資給付標準	discrete	numeric-1.0	3159	0	-
22	ve5_3	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?3.調薪幅度	discrete	numeric-1.0	3159	0	-
23	ve5_4	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?4.考核(考績或獎金)	discrete	numeric-1.0	3159	0	-
24	ve5_5	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?5.陞遷	discrete	numeric-1.0	3159	0	-
25	ve5_6	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?6.訓練、進修	discrete	numeric-1.0	3159	0	-
26	ve5_7	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?7.資遣、離職或解僱	discrete	numeric-1.0	3159	0	-
27	ve5_8	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?8.員工福利措施之提供	discrete	numeric-1.0	3159	0	-
28	ve5_9	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?9.育嬰留職停薪	discrete	numeric-1.0	3159	0	-
29	ve5_10	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?10.退休權利	discrete	numeric-1.0	3159	0	-
30	ve5_11	伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?11.僱用招募、甄試、進用	discrete	numeric-1.0	3159	0	-
31	ve6_1	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?1.種族	discrete	numeric-1.0	3159	0	-
32	ve6_2	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?2.階級	discrete	numeric-1.0	3159	0	-
33	ve6_3	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?3.語言	discrete	numeric-1.0	3159	0	-
34	ve6_4	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?4.思想	discrete	numeric-1.0	3159	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
35	ve6_5	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?5.宗教	discrete	numeric-1.0	3159	0	-
36	ve6_6	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?6.黨派	discrete	numeric-1.0	3159	0	-
37	ve6_7	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?7.籍貫	discrete	numeric-1.0	3159	0	-
38	ve6_8	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?8.出生地	discrete	numeric-1.0	3159	0	-
39	ve6_9	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?9.年齡	discrete	numeric-1.0	3159	0	-
40	ve6_10	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?10.婚姻	discrete	numeric-1.0	3159	0	-
41	ve6_11	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?11.容貌(含五官、身高及體重)	discrete	numeric-1.0	3159	0	-
42	ve6_12	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?12.身心障礙	discrete	numeric-1.0	3159	0	-
43	ve6_13	伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?13.曾為工會會員身分	discrete	numeric-1.0	3159	0	-

Group 其他外加變項

#	Name	Label	Type	Format	Valid	Invalid	Question
1	industry_code	行業代碼	discrete	numeric-2.0	3159	0	-
2	scale_code	規模代碼	discrete	numeric-1.0	3159	0	-
3	area	表側地區	discrete	numeric-1.0	3159	0	-
4	no	流水號	continuous	numeric-4.0	1850	1309	-
5	w	權數	continuous	numeric-6.2	3159	0	-
6	rval	表側組織型態	discrete	numeric-1.0	3159	0	-

Variables Description

Dataset contains 191 variable(s)

File : data107

industry_code: 行業代碼

Information [Type= discrete] [Format=numeric] [Range= 1-19] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	農、林、漁、牧業	71	<div></div> 2.2%
2	礦業及土石採取業	33	<div></div> 1.0%
3	製造業	436	<div></div> 13.8%
4	電力及燃氣供應業	118	<div></div> 3.7%
5	用水供應及污染整治業	79	<div></div> 2.5%
6	營建工程業	188	<div></div> 6.0%
7	批發及零售業	536	<div></div> 17.0%
8	運輸及倉儲業	153	<div></div> 4.8%
9	住宿及餐飲業	179	<div></div> 5.7%
10	出版、影音製作、傳播及資訊服務業	119	<div></div> 3.8%
11	金融及保險業	114	<div></div> 3.6%
12	不動產業	116	<div></div> 3.7%
13	專業、科學及技術服務業	139	<div></div> 4.4%
14	支援服務業	137	<div></div> 4.3%
15	公共行政及國防強制性社會安全	174	<div></div> 5.5%
16	教育服務業	164	<div></div> 5.2%
17	醫療保健及社會工作服務業	171	<div></div> 5.4%
18	藝術、娛樂及休閒服務業	92	<div></div> 2.9%
19	其他服務業	140	<div></div> 4.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

scale_code: 規模代碼

Information [Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	29人及以下	1433	<div></div> 45.4%
2	30~99人	670	<div></div> 21.2%
3	100~249人	567	<div></div> 17.9%
4	250人及以上	489	<div></div> 15.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

area: 表側地區

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	台北市	534	<div></div> 16.9%
2	高雄市	466	<div></div> 14.8%
3	北部地區	793	<div></div> 25.1%
4	中部地區	676	<div></div> 21.4%
5	南部地區	472	<div></div> 14.9%
6	東部地區	218	<div></div> 6.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data107

no: 流水號

Information [Type= continuous] [Format=numeric] [Range= 1-1859] [Missing=*]

Statistics [NW/ W] [Valid=1850 /-] [Invalid=1309 /-] [Mean=928.885 /-] [StdDev=536.216 /-]

va1: 壹.一.組織型態

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	民營	2701	85.5%
2	公營	149	4.7%
3	公務行政機關(含公立學校)	309	9.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

va2: 壹.二.雇主(負責人) 性別

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男性	2461	77.9%
2	女性	698	22.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

va3: 壹.三.成立年數—年

Information [Type= discrete] [Format=numeric] [Range= 0.5-123] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0.5		1	0.0%
0.67		1	0.0%
0.75		1	0.0%
1		74	2.3%
1.5		4	0.1%
2		85	2.7%
2.5		3	0.1%
2.8		1	0.0%
3		93	2.9%
3.5		1	0.0%
4		76	2.4%
5		103	3.3%
6		59	1.9%
7		101	3.2%
8		92	2.9%
9		63	2.0%
10		128	4.1%
11		57	1.8%
12		66	2.1%
13		78	2.5%
14		66	2.1%

File : data107

va3: 壹.三.成立年數—年

Value	Label	Cases	Percentage
15		94	3.0%
16		59	1.9%
17		69	2.2%
18		77	2.4%
19		69	2.2%
20		108	3.4%
21		60	1.9%
22		64	2.0%
23		57	1.8%
24		53	1.7%
25		70	2.2%
26		55	1.7%
27		33	1.0%
28		47	1.5%
29		48	1.5%
30		112	3.5%
31		44	1.4%
32		30	0.9%
33		32	1.0%
34		21	0.7%
35		35	1.1%
36		18	0.6%
37		22	0.7%
38		24	0.8%
39		29	0.9%
40		36	1.1%
41		18	0.6%
42		18	0.6%
43		23	0.7%
44		24	0.8%
45		27	0.9%
46		10	0.3%
47		14	0.4%
48		9	0.3%
49		14	0.4%
50		27	0.9%
51		17	0.5%
52		16	0.5%
53		9	0.3%
54		11	0.3%
55		15	0.5%
56		3	0.1%
57		8	0.3%

File : data107

va3: 壹.三.成立年數—年

Value	Label	Cases	Percentage
58		5	0.2%
59		4	0.1%
60		20	0.6%
61		9	0.3%
62		7	0.2%
63		8	0.3%
64		3	0.1%
65		5	0.2%
66		5	0.2%
67		12	0.4%
68		30	0.9%
69		18	0.6%
70		25	0.8%
71		8	0.3%
72		32	1.0%
73		21	0.7%
75		2	0.1%
76		5	0.2%
77		1	0.0%
78		2	0.1%
79		4	0.1%
80		9	0.3%
81		8	0.3%
82		7	0.2%
83		3	0.1%
84		5	0.2%
85		3	0.1%
86		2	0.1%
87		7	0.2%
88		4	0.1%
89		9	0.3%
90		7	0.2%
91		4	0.1%
92		4	0.1%
93		2	0.1%
94		6	0.2%
95		2	0.1%
96		6	0.2%
97		6	0.2%
98		8	0.3%
99		4	0.1%
100		11	0.3%
102		2	0.1%

File : data107

va3: 壹.三.成立年數—年

Value	Label	Cases	Percentage
105		2	0.1%
106		2	0.1%
107		2	0.1%
108		2	0.1%
110		2	0.1%
111		1	0.0%
113		2	0.1%
114		1	0.0%
115		1	0.0%
116		2	0.1%
117		2	0.1%
118		1	0.0%
119		2	0.1%
120		4	0.1%
121		3	0.1%
122		2	0.1%
123		1	0.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

va4_1: 壹.四.目前員工人數(含外勞):全體—人

Information	[Type= continuous] [Format=numeric] [Range= 4-17707] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-] [Mean=168.765 /-] [StdDev=589.377 /-]

va4_2: 壹.四.目前員工人數(含外勞):女性—人

Information	[Type= continuous] [Format=numeric] [Range= 0-7300] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-] [Mean=79.972 /-] [StdDev=305.926 /-]

vb1: 貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有訂定	2009	63.6%
2	沒有訂定	1150	36.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb1_1: 貳.一.有訂定「性騷擾防治措施、申訴及懲戒辦法」, 請問有沒有在公開場所公開揭示(公告)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2009 /-] [Invalid=1150 /-]

Value	Label	Cases	Percentage
1	有	1900	94.6%
2	沒有	109	5.4%
Sysmiss		1150	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb1_2_1: 貳.一.沒有訂定「性騷擾防治措施、申訴及懲戒辦法」, 沒有訂定的原因:選擇1

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
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File : data107

vb1_2_1: 貳. 一. 沒有訂定「性騷擾防治措施、申訴及懲戒辦法」，沒有訂定的原因: 選擇1

Statistics [NW/ W] [Valid=1150 /-] [Invalid=2009 /-]

Value	Label	Cases	Percentage
1	單位(公司)自行訂定管理辦法	256	<div><div></div></div> 22.3%
2	單位(公司)員工都是同性別(全部女性或男性)	80	<div><div></div></div> 7.0%
3	法律無強制設立(僱用員工未滿30人)	712	<div><div></div></div> 61.9%
4	不知道有此規定	85	<div><div></div></div> 7.4%
5	其他,請說明	17	<div><div></div></div> 1.5%
Sysmiss		2009	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb1_2_2: 貳. 一. 沒有訂定「性騷擾防治措施、申訴及懲戒辦法」，沒有訂定的原因: 選擇2

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=233 /-] [Invalid=2926 /-]

Value	Label	Cases	Percentage
1	單位(公司)自行訂定管理辦法	0	
2	單位(公司)員工都是同性別(全部女性或男性)	3	<div><div></div></div> 1.3%
3	法律無強制設立(僱用員工未滿30人)	132	<div><div></div></div> 56.7%
4	不知道有此規定	97	<div><div></div></div> 41.6%
5	其他,請說明	1	<div><div></div></div> 0.4%
Sysmiss		2926	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb2: 貳. 二. 請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	47	<div><div></div></div> 1.5%
2	沒有	3112	<div><div></div></div> 98.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb2_1: 貳. 二. 請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?1.有,A. 申訴__件

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=47 /-] [Invalid=3112 /-]

Value	Label	Cases	Percentage
1		33	<div><div></div></div> 70.2%
2		8	<div><div></div></div> 17.0%
3		1	<div><div></div></div> 2.1%
4		2	<div><div></div></div> 4.3%
5		2	<div><div></div></div> 4.3%
6		1	<div><div></div></div> 2.1%
Sysmiss		3112	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb2_2: 貳. 二. 請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?1.有,B. 請問提出申訴者之性別?

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]

Statistics [NW/ W] [Valid=47 /-] [Invalid=3112 /-]

File : data107

vb2_2: 貳. 二. 請問最近一年(106年10月至107年9月)內有沒有員工申訴性騷擾事件?**1.**有, B. 請問提出申訴者之性別?

Value	Label	Cases	Percentage
1	僅有男性員工提出	3	6.4%
2	僅有女性員工提出	43	91.5%
3	男女性員工都有提出	1	2.1%
Sysmiss		3112	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb3_1: 貳. 三. 有沒有下列性騷擾申訴處理機制或管道?(1)設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1658	52.5%
2	沒有	1501	47.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb3_2: 貳. 三. 有沒有下列性騷擾申訴處理機制或管道?(2)組成申訴處理委員會

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1398	44.3%
2	沒有	1761	55.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vb3_3: 貳. 三. 有沒有下列性騷擾申訴處理機制或管道?(3)直接向雇主或主管申訴

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2733	86.5%
2	沒有	426	13.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1: 參. 一. 在女性員工因生理日致工作有困難時, 會不會同意員工申請「生理假」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	2936	92.9%
2	不會, 原因為:	223	7.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_1: 參. 一. 同意員工申請「生理假」, 最近一年(106年10月至107年9月)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2936 /-] [Invalid=223 /-]

Value	Label	Cases	Percentage
1	有	1455	49.6%
2	沒有	1481	50.4%
Sysmiss		223	

File : data107

vc1_1: 參. 一. 同意員工申請「生理假」, 最近一年(106年10月至107年9月)內有沒有員工申請?

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_1_1: 參. 一. 同意員工申請「生理假」, 最近一年(106年10月至107年9月)內申請人數—人

Information [Type= continuous] [Format=numeric] [Range= 1-826] [Missing=*]

Statistics [NW/ W] [Valid=1455 /-] [Invalid=1704 /-] [Mean=17.471 /-] [StdDev=51.512 /-]

vc1_1_2: 參. 一. 同意員工申請「生理假」平均每人一年內約申請—日

Information [Type= discrete] [Format=numeric] [Range= 0.5-16] [Missing=*]

Statistics [NW/ W] [Valid=1455 /-] [Invalid=1704 /-]

Value	Label	Cases	Percentage
0.5		44	3.0%
0.6		5	0.3%
0.7		8	0.5%
0.8		4	0.3%
0.9		1	0.1%
1		353	24.3%
1.3		1	0.1%
1.5		1	0.1%
2		382	26.3%
2.4		2	0.1%
2.8		1	0.1%
2.9		1	0.1%
3		294	20.2%
4		65	4.5%
4.1		1	0.1%
4.7		1	0.1%
5		81	5.6%
5.8		1	0.1%
6		63	4.3%
7		20	1.4%
8		27	1.9%
9		7	0.5%
10		31	2.1%
11		1	0.1%
12		59	4.1%
16		1	0.1%
Sysmiss		1704	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_2: 參. 一. 同意員工申請「生理假」, 生理假工資怎麼計算?

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=2936 /-] [Invalid=223 /-]

Value	Label	Cases	Percentage
1	工資給全薪	997	34.0%
2	工資給半薪	1466	49.9%

File : data107

vc1_2: 參. 一. 同意員工申請「生理假」, 生理假工資怎麼計算?

Value	Label	Cases	Percentage
3	3日給全薪, 逾3日給半薪	380	<div><div></div></div> 12.9%
4	不發工資	93	<div><div></div></div> 3.2%
5	其他, 請說明	0	
Sysmiss		223	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_3_1: 參. 一. 不同意員工申請「生理假」, 原因為(最多複選**2**項)選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=223 /-] [Invalid=2936 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	148	<div><div></div></div> 66.4%
2	業務繁忙, 無法提供	17	<div><div></div></div> 7.6%
3	公司為家族企業可自行放假休息	24	<div><div></div></div> 10.8%
4	按日或按時計薪員工可調整工作時間休息	25	<div><div></div></div> 11.2%
5	不知道有此規定	9	<div><div></div></div> 4.0%
6	其他, 請說明	0	
Sysmiss		2936	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_3_2: 參. 一. 不同意員工申請「生理假」, 原因為(最多複選**2**項)選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=26 /-] [Invalid=3133 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	3	<div><div></div></div> 11.5%
3	公司為家族企業可自行放假休息	7	<div><div></div></div> 26.9%
4	按日或按時計薪員工可調整工作時間休息	12	<div><div></div></div> 46.2%
5	不知道有此規定	4	<div><div></div></div> 15.4%
6	其他, 請說明	0	
Sysmiss		3133	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_3_1_1: 參. 一. 不同意員工申請「生理假」, 原因為(**1**)員工可用其他假別替代, 是哪些假別?選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=147 /-] [Invalid=3012 /-]

Value	Label	Cases	Percentage
1	事假	43	<div><div></div></div> 29.3%
2	特休	104	<div><div></div></div> 70.7%
3	其他, 請說明	0	
Sysmiss		3012	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc1_3_1_2: 參. 一. 不同意員工申請「生理假」, 原因為(**1**)員工可用其他假別替代, 是哪些假別?選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=37 /-] [Invalid=3122 /-]

File : data107

vc1_3_1_2: 參. 一. 不同意員工申請「生理假」, 原因為**(1)**員工可用其他假別替代, 是哪些假別? 選擇**2**

Value	Label	Cases	Percentage
1	事假	0	
2	特休	37	100.0%
3	其他, 請說明	0	
Sysmiss		3122	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc2: 參. 二. 對懷孕員工有沒有提供友善措施?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有, 其方式:	2369	75.0%
2	沒有	790	25.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc2_1_1: 參. 二. 對懷孕員工有提供友善措施? 其方式選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 0-4] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		790	25.0%
1	調整至較輕鬆工作	1720	54.4%
2	調整工作時間	266	8.4%
3	調整至無危險性之工作	373	11.8%
4	其他, 請說明	10	0.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc2_1_2: 參. 二. 對懷孕員工有提供友善措施? 其方式選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=1257 /-] [Invalid=1902 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	638	50.8%
3	調整至無危險性之工作	613	48.8%
4	其他, 請說明	6	0.5%
Sysmiss		1902	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc2_1_3: 參. 二. 對懷孕員工有提供友善措施? 其方式選擇**3**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=492 /-] [Invalid=2667 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	調整至無危險性之工作	491	99.8%
4	其他, 請說明	1	0.2%

File : data107

vc2_1_3: 參. 二. 對懷孕員工有提供友善措施?其方式選擇**3**

Value	Label	Cases	Percentage
Sysmiss		2667	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc3: 參. 三. 若有員工經醫師診斷需安胎休養, 會不會同意員工申請「安胎休養」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	3027	95.8%
2	不會, 原因為:	132	4.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc3_1: 參. 三. 同意員工申請「安胎休養」, 最近一年(**106年10月至107年9月**)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3027 /-] [Invalid=132 /-]

Value	Label	Cases	Percentage
1	有	595	19.7%
2	沒有	2432	80.3%
Sysmiss		132	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc3_2_1: 參. 三. 不同意員工申請「安胎休養」, 原因為選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=132 /-] [Invalid=3027 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	58	43.9%
2	業務繁忙, 無法提供	8	6.1%
3	公司為家族企業可自行放假休息	35	26.5%
4	按日或按時計薪員工可調整工作時間休息	18	13.6%
5	不知道有此規定	13	9.8%
6	其他, 請說明	0	
Sysmiss		3027	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc3_2_2: 參. 三. 不同意員工申請「安胎休養」, 原因為選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=3150 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	2	22.2%
3	公司為家族企業可自行放假休息	1	11.1%
4	按日或按時計薪員工可調整工作時間休息	4	44.4%
5	不知道有此規定	2	22.2%
6	其他, 請說明	0	
Sysmiss		3150	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data107

vc3_2_1_1: 參. 三. 不同意員工申請「安胎休養」, 員工可用其他假別替代, 是哪些假別? 選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=58 /-] [Invalid=3101 /-]

Value	Label	Cases	Percentage
1	事假	37	<div><div></div></div> 63.8%
2	特休	21	<div><div></div></div> 36.2%
3	其他, 請說明	0	
Sysmiss		3101	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc3_2_1_2: 參. 三. 不同意員工申請「安胎休養」, 員工可用其他假別替代, 是哪些假別? 選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=35 /-] [Invalid=3124 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	35	<div><div></div></div> 100.0%
3	其他, 請說明	0	
Sysmiss		3124	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4: 參. 四. 在員工懷孕時, 會不會同意員工申請「產檢假」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	2894	<div><div></div></div> 91.6%
2	不會, 原因為:	265	<div><div></div></div> 8.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_1: 參. 四. 同意員工申請「產檢假」, 可申請—日

Information	[Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]
Statistics [NW/ W]	[Valid=2894 /-] [Invalid=265 /-]

Value	Label	Cases	Percentage
1		38	<div><div></div></div> 1.3%
2		14	<div><div></div></div> 0.5%
3		35	<div><div></div></div> 1.2%
4		1	<div><div></div></div> 0.0%
5		2596	<div><div></div></div> 89.7%
6		22	<div><div></div></div> 0.8%
7		30	<div><div></div></div> 1.0%
8		132	<div><div></div></div> 4.6%
10		20	<div><div></div></div> 0.7%
12		6	<div><div></div></div> 0.2%
Sysmiss		265	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_2: 參. 四. 同意員工申請「產檢假」, 最近一年(**106**年**10**月至**107**年**9**月)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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File : data107

vc4_2: 參.四.同意員工申請「產檢假」，最近一年(106年10月至107年9月)內有沒有員工申請？

Statistics [NW/ W] [Valid=2894 /-] [Invalid=265 /-]

Value	Label	Cases	Percentage
1	有	1059	36.6%
2	沒有	1835	63.4%
Sysmiss		265	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_2_1: 參.四.同意員工申請「產檢假」，最近一年(106年10月至107年9月)內有——人申請

Information [Type= continuous] [Format=numeric] [Range= 1-439] [Missing=*]

Statistics [NW/ W] [Valid=1059 /-] [Invalid=2100 /-] [Mean=6.898 /-] [StdDev=25.209 /-]

vc4_3: 參.四.同意員工申請「產檢假」，產檢假期間工資怎麼計算？

Information [Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]

Statistics [NW/ W] [Valid=2894 /-] [Invalid=265 /-]

Value	Label	Cases	Percentage
1	工資給全薪	2757	95.3%
2	不發工資	55	1.9%
3	工資給半薪	81	2.8%
4	其他,請說明	1	0.0%
Sysmiss		265	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_4_1: 參.四.不同意員工申請「產檢假」原因為:選擇1

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=265 /-] [Invalid=2894 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代,是哪些假別?	184	69.4%
2	業務繁忙,無法提供	17	6.4%
3	公司為家族企業可自行放假產檢	29	10.9%
4	按日或按時計薪員工可調整工作時間產檢	25	9.4%
5	不知道有此規定	9	3.4%
6	其他,請說明	1	0.4%
Sysmiss		2894	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_4_2: 參.四.不同意員工申請「產檢假」原因為:選擇2

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=29 /-] [Invalid=3130 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代,是哪些假別?	0	
2	業務繁忙,無法提供	3	10.3%
3	公司為家族企業可自行放假產檢	5	17.2%
4	按日或按時計薪員工可調整工作時間產檢	13	44.8%
5	不知道有此規定	8	27.6%
6	其他,請說明	0	

File : data107

vc4_4_2: 參.四.不同意員工申請「產檢假」原因為:選擇**2**

Value	Label	Cases	Percentage
Sysmiss		3130	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_4_1_1: 參.四.不同意員工申請「產檢假」, 員工可用其他假別替代,是哪些假別?選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=184 /-] [Invalid=2975 /-]

Value	Label	Cases	Percentage
1	病假	58	31.5%
2	事假	24	13.0%
3	特休	102	55.4%
4	其他,請說明	0	
Sysmiss		2975	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_4_1_2: 參.四.不同意員工申請「產檢假」, 員工可用其他假別替代,是哪些假別?選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=74 /-] [Invalid=3085 /-]

Value	Label	Cases	Percentage
1	病假	0	
2	事假	38	51.4%
3	特休	36	48.6%
4	其他,請說明	0	
Sysmiss		3085	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_4_1_3: 參.四.不同意員工申請「產檢假」, 員工可用其他假別替代,是哪些假別?選擇**3**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=31 /-] [Invalid=3128 /-]

Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	31	100.0%
4	其他,請說明	0	
Sysmiss		3128	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc4_4_1_4: 參.四.不同意員工申請「產檢假」, 員工可用其他假別替代,是哪些假別?選擇**4**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3159 /-]

Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	0	
4	其他,請說明	0	
Sysmiss		3159	

File : data107

vc4_4_1_4: 參. 四. 不同意員工申請「產檢假」, 員工可用其他假別替代, 是哪些假別? 選擇**4**

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc5: 參. 五. 在員工流產時, 會不會同意員工申請「流產假」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	會	3036	<div></div> 96.1%
2	不會, 因為:	123	<div></div> 3.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

# vc5_1: 參. 五. 同意員工申請「流產假」, 最近一年(106年10月至107年9月)內有沒有員工申請?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3036 /-] [Invalid=123 /-]		
Value	Label	Cases	Percentage
1	有	370	12.2%
2	沒有	2666	87.8%
Sysmiss		123	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc5_2_1: 參. 五. 不同意員工申請「流產假」, 原因為: 選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=123 /-] [Invalid=3036 /-]		
Value	Label	Cases	Percentage
1	員工可用病假替代	46	37.4%
2	員工可用其他假別替代, 是哪些假別?	24	19.5%
3	業務繁忙, 無法提供	8	6.5%
4	公司為家族企業可自行放假休息	23	18.7%
5	按日或按時計薪員工可調整工作時間休息	16	13.0%
6	不知道有此規定	6	4.9%
7	其他, 請說明	0	
Sysmiss		3036	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc5_2_2: 參. 五. 不同意員工申請「流產假」, 原因為: 選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=34 /-] [Invalid=3125 /-]		
Value	Label	Cases	Percentage
1	員工可用病假替代	0	
2	員工可用其他假別替代, 是哪些假別?	26	76.5%
3	業務繁忙, 無法提供	0	
4	公司為家族企業可自行放假休息	2	5.9%
5	按日或按時計薪員工可調整工作時間休息	2	5.9%
6	不知道有此規定	4	11.8%
7	其他, 請說明	0	
Sysmiss		3125	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc5_2_1_1: 參. 五. 會不會同意員工申請「流產假」? 2. 不會 , 原因為: (1)員工可用其他假別替代, 是哪些假別? 選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=50 /-] [Invalid=3109 /-]		
Value	Label	Cases	Percentage
1	事假	24	48.0%
2	特休	26	52.0%
3	其他, 請說明	0	
Sysmiss		3109	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# vc5_2_1_2: 參. 五. 會不會同意員工申請「流產假」? 2. 不會, 因為為: (1) 員工可用其他假別替代, 是哪些假別? 選擇 2			
Information		[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]	
Statistics [NW/ W]		[Valid=22 /-] [Invalid=3137 /-]	
Value	Label	Cases	Percentage
1	事假	0	
2	特休	22	<div><div></div></div> 100.0%
3	其他, 請說明	0	
Sysmiss		3137	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6: 參. 六. 在女性員工生產時, 會不會同意員工申請「產假」(停止工作)?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	3075	<div><div></div></div> 97.3%
2	不會, 因為為:	84	<div><div></div></div> 2.7%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_1: 參. 六. 同意員工申請「產假」, 產假有一週(含例假日)			
Information		[Type= discrete] [Format=numeric] [Range= 6-12] [Missing=*]	
Statistics [NW/ W]		[Valid=3075 /-] [Invalid=84 /-]	
Value	Label	Cases	Percentage
6		128	<div><div></div></div> 4.2%
7		27	<div><div></div></div> 0.9%
8		2876	<div><div></div></div> 93.5%
8.4		32	<div><div></div></div> 1.0%
10		1	<div><div></div></div> 0.0%
11		1	<div><div></div></div> 0.0%
12		10	<div><div></div></div> 0.3%
Sysmiss		84	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_2: 參. 六. 同意員工申請「產假」, 最近一年(106 年 10 月至 107 年 9 月)內有沒有員工申請?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3075 /-] [Invalid=84 /-]	
Value	Label	Cases	Percentage
1	有	1129	<div><div></div></div> 36.7%
2	沒有	1946	<div><div></div></div> 63.3%
Sysmiss		84	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_2_1: 參. 六. 同意員工申請「產假」, 最近一年(106 年 10 月至 107 年 9 月)內有一人申請			
Information		[Type= continuous] [Format=numeric] [Range= 1-320] [Missing=*]	
Statistics [NW/ W]		[Valid=1129 /-] [Invalid=2030 /-] [Mean=6.113 /-] [StdDev=21.495 /-]	
# vc6_3: 參. 六. 同意員工申請「產假」, 產假期間工資怎麼計算?			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=3075 /-] [Invalid=84 /-]	

# vc6_3: 參.六.同意員工申請「產假」，產假期間工資怎麼計算？			
Value	Label	Cases	Percentage
1	工資給全薪(和生產前薪資相同)	2670	<div><div></div></div> 86.8%
2	工資給底薪,與生產前薪資項目比較,未支付哪些項目?	301	<div><div></div></div> 9.8%
3	工資給半薪	54	<div><div></div></div> 1.8%
4	不發工資	50	<div><div></div></div> 1.6%
5	其他,請說明	0	
Sysmiss		84	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_3_1_1: 參.六.同意員工申請「產假」，產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=301 -] [Invalid=2858 -]		
Value	Label	Cases	Percentage
1	全勤獎金	162	<div><div></div></div> 53.8%
2	專業或職務津貼(加給)	41	<div><div></div></div> 13.6%
3	伙食、交通津貼	40	<div><div></div></div> 13.3%
4	績效、業績、生產或工作獎金	58	<div><div></div></div> 19.3%
5	其他,請說明	0	
Sysmiss		2858	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_3_1_2: 參.六.同意員工申請「產假」，產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=192 -] [Invalid=2967 -]		
Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	78	<div><div></div></div> 40.6%
3	伙食、交通津貼	73	<div><div></div></div> 38.0%
4	績效、業績、生產或工作獎金	41	<div><div></div></div> 21.4%
5	其他,請說明	0	
Sysmiss		2967	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_3_1_3: 參.六.同意員工申請「產假」，產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇 3			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=110 -] [Invalid=3049 -]		
Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	0	
3	伙食、交通津貼	62	<div><div></div></div> 56.4%
4	績效、業績、生產或工作獎金	48	<div><div></div></div> 43.6%
5	其他,請說明	0	
Sysmiss		3049	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_3_1_4: 參.六.同意員工申請「產假」，產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇 4			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		

# vc6_3_1_4: 參.六.同意員工申請「產假」，產假期間工資底薪與產前薪資項目比較,未支付哪些?選擇 4			
Statistics [NW/ W]		[Valid=56 /-] [Invalid=3103 /-]	
Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	0	
3	伙食、交通津貼	0	
4	績效、業績、生產或工作獎金	56	<div><div></div></div> 100.0%
5	其他,請說明	0	
Sysmiss		3103	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_4_1: 參.六.同意員工申請「產假」，產假期間人力如何因應?選擇 1			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=3075 /-] [Invalid=84 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	2477	<div><div></div></div> 80.6%
2	調用其他部門人員	299	<div><div></div></div> 9.7%
3	使用派遣人員	37	<div><div></div></div> 1.2%
4	僱用約僱或臨時人員	205	<div><div></div></div> 6.7%
5	進用正職之新進人員	57	<div><div></div></div> 1.9%
6	其他,請說明	0	
Sysmiss		84	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_4_2: 參.六.同意員工申請「產假」，產假期間人力如何因應?選擇 2			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=1269 /-] [Invalid=1890 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	769	<div><div></div></div> 60.6%
3	使用派遣人員	52	<div><div></div></div> 4.1%
4	僱用約僱或臨時人員	327	<div><div></div></div> 25.8%
5	進用正職之新進人員	121	<div><div></div></div> 9.5%
6	其他,請說明	0	
Sysmiss		1890	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_4_3: 參.六.同意員工申請「產假」，產假期間人力如何因應?選擇 3			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=339 /-] [Invalid=2820 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	0	
3	使用派遣人員	18	<div><div></div></div> 5.3%
4	僱用約僱或臨時人員	204	<div><div></div></div> 60.2%
5	進用正職之新進人員	117	<div><div></div></div> 34.5%
6	其他,請說明	0	
Sysmiss		2820	

# vc6_4_3: 參.六.同意員工申請「產假」，產假期間人力如何因應?選擇 3			
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_5: 參.六.同意員工申請「產假」對於產假後銷假上班員工,怎麼安排?			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=3075 /-] [Invalid=84 /-]		
Value	Label	Cases	Percentage
1	恢復原來的職位	2699	87.8%
2	由單位(公司)考量員工意願後作調整	270	8.8%
3	由單位(公司)人事管理部門決定	35	1.1%
4	由部門主管決定	71	2.3%
5	其他,請說明	0	
Sysmiss		84	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_6_1: 參.六.不同意員工申請「產假」，原因為(最多複選 2 項)選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=84 /-] [Invalid=3075 /-]		
Value	Label	Cases	Percentage
1	工作性質不適合孕婦,員工懷孕會自動離職	20	23.8%
2	不僱用孕婦,孕婦生產完,再來上班	11	13.1%
3	業務繁忙,無法提供	9	10.7%
4	單位(公司)無法負擔此項假別	4	4.8%
5	公司為家族企業可自行放假休息	26	31.0%
6	按日或按時計薪員工可調整工作時間休息	13	15.5%
7	不知道有此規定	1	1.2%
8	其他,請說明	0	
Sysmiss		3075	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc6_6_2: 參.六.不同意員工申請「產假」，原因為(最多複選 2 項)選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=13 /-] [Invalid=3146 /-]		
Value	Label	Cases	Percentage
1	工作性質不適合孕婦,員工懷孕會自動離職	0	
2	不僱用孕婦,孕婦生產完,再來上班	3	23.1%
3	業務繁忙,無法提供	6	46.2%
4	單位(公司)無法負擔此項假別	1	7.7%
5	公司為家族企業可自行放假休息	0	
6	按日或按時計薪員工可調整工作時間休息	2	15.4%
7	不知道有此規定	1	7.7%
8	其他,請說明	0	
Sysmiss		3146	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7: 參.七.在員工配偶生產時,會不會同意員工申請「陪產假」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		

# vc7 : 參. 七. 在員工配偶生產時, 會不會同意員工申請「陪產假」?			
Value	Label	Cases	Percentage
1	會	2950	<div><div></div></div> 93.4%
2	不會, 原因為:	209	<div><div></div></div> 6.6%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_1 : 參. 七. 同意員工申請「陪產假」, 陪產假可申請__日			
Information	[Type= discrete] [Format=numeric] [Range= 1-21] [Missing=*]		
Statistics [NW/ W]	[Valid=2950 /-] [Invalid=209 /-]		
Value	Label	Cases	Percentage
1		13	<div><div></div></div> 0.4%
2		13	<div><div></div></div> 0.4%
3		109	<div><div></div></div> 3.7%
4		1	<div><div></div></div> 0.0%
5		2773	<div><div></div></div> 94.0%
7		27	<div><div></div></div> 0.9%
8		3	<div><div></div></div> 0.1%
10		10	<div><div></div></div> 0.3%
21		1	<div><div></div></div> 0.0%
Sysmiss		209	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_2 : 參. 七. 同意員工申請「陪產假」, 請問最近一年(106年10月至107年9月)內有沒有員工申請「陪產假」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2950 /-] [Invalid=209 /-]		
Value	Label	Cases	Percentage
1	有	978	<div><div></div></div> 33.2%
2	沒有	1972	<div><div></div></div> 66.8%
Sysmiss		209	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_2_1 : 參. 七. 同意員工申請「陪產假」, 請問最近一年(106年10月至107年9月)內有沒有__人申請			
Information	[Type= continuous] [Format=numeric] [Range= 1-375] [Missing=*]		
Statistics [NW/ W]	[Valid=978 /-] [Invalid=2181 /-] [Mean=5.615 /-] [StdDev=18.237 /-]		
# vc7_3 : 參. 七. 同意員工申請「陪產假」, 陪產假期間工資怎麼計算?			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2950 /-] [Invalid=209 /-]		
Value	Label	Cases	Percentage
1	工資給全薪	2825	<div><div></div></div> 95.8%
2	不發工資	56	<div><div></div></div> 1.9%
3	工資給半薪	69	<div><div></div></div> 2.3%
4	其他, 請說明	0	
Sysmiss		209	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_4_1 : 參. 七. 不同意員工申請「陪產假」, 原因為: 選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=209 /-] [Invalid=2950 /-]		

# vc7_4_1: 參. 七. 不同意員工申請「陪產假」， 原因為: 選擇 1			
Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	122	<div><div></div></div> 58.4%
2	業務繁忙, 無法提供	23	<div><div></div></div> 11.0%
3	公司為家族企業可自行放假調整	30	<div><div></div></div> 14.4%
4	按日或按時計薪員工可調整工作時間	22	<div><div></div></div> 10.5%
5	不知道有此規定	12	<div><div></div></div> 5.7%
6	其他, 請說明	0	
Sysmiss		2950	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_4_2: 參. 七. 不同意員工申請「陪產假」， 原因為: 選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=31 /-] [Invalid=3128 /-]		
Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	11	<div><div></div></div> 35.5%
3	公司為家族企業可自行放假調整	4	<div><div></div></div> 12.9%
4	按日或按時計薪員工可調整工作時間	10	<div><div></div></div> 32.3%
5	不知道有此規定	6	<div><div></div></div> 19.4%
6	其他, 請說明	0	
Sysmiss		3128	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_4_1_1: 參. 七. 不同意員工申請「陪產假」， 員工可用其他假別替代, 是哪些假別? 選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=122 /-] [Invalid=3037 /-]		
Value	Label	Cases	Percentage
1	病假	40	<div><div></div></div> 32.8%
2	事假	29	<div><div></div></div> 23.8%
3	特休	53	<div><div></div></div> 43.4%
4	其他, 請說明	0	
Sysmiss		3037	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_4_1_2: 參. 七. 不同意員工申請「陪產假」， 員工可用其他假別替代, 是哪些假別? 選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=58 /-] [Invalid=3101 /-]		
Value	Label	Cases	Percentage
1	病假	0	
2	事假	36	<div><div></div></div> 62.1%
3	特休	22	<div><div></div></div> 37.9%
4	其他, 請說明	0	
Sysmiss		3101	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc7_4_1_3: 參. 七. 不同意員工申請「陪產假」， 員工可用其他假別替代, 是哪些假別? 選擇 3			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		

# vc7_4_1_3: 參. 七. 不同意員工申請「陪產假」, 員工可用其他假別替代, 是哪些假別?選擇 3			
Statistics [NW/ W]		[Valid=32 /-] [Invalid=3127 /-]	
Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	32	<div><div></div></div> 100.0%
4	其他, 請說明	0	
Sysmiss		3127	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8: 參. 八. 若有員工子女未滿 2 歲須親自哺(集)乳者申請「哺(集)乳時間」, 會不會同意員工申請或使用?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	2858	<div><div></div></div> 90.5%
2	不會, 原因為:	301	<div><div></div></div> 9.5%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8_1: 參. 八. 同意員工申請或使用「哺(集)乳時間」, 會不會規定「哺(集)乳時間」?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2858 /-] [Invalid=301 /-]	
Value	Label	Cases	Percentage
1	會規定哺(集)乳時間	562	<div><div></div></div> 19.7%
2	不會規定哺(集)乳時間	2296	<div><div></div></div> 80.3%
Sysmiss		301	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8_1_1: 參. 八. 同意員工申請或使用「哺(集)乳時間」, 每日提供「哺(集)乳時間」__次			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=562 /-] [Invalid=2597 /-]	
Value	Label	Cases	Percentage
1		105	<div><div></div></div> 18.7%
2		438	<div><div></div></div> 77.9%
3		16	<div><div></div></div> 2.8%
4		3	<div><div></div></div> 0.5%
Sysmiss		2597	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8_1_2: 參. 八. 同意員工申請或使用「哺(集)乳時間」, 會規定哺(集)乳時間, 每次__分鐘			
Information		[Type= continuous] [Format=numeric] [Range= 15-60] [Missing=*]	
Statistics [NW/ W]		[Valid=562 /-] [Invalid=2597 /-] [Mean=35.133 /-] [StdDev=11.954 /-]	
# vc8_2: 參. 八. 同意員工申請或使用「哺(集)乳時間」, 最近一年(106 年 10 月至 107 年 9 月)內有沒有員工申請或使用?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2858 /-] [Invalid=301 /-]	
Value	Label	Cases	Percentage
1	有	562	<div><div></div></div> 19.7%
2	沒有	2296	<div><div></div></div> 80.3%

# vc8_2: 參. 八. 同意員工申請或使用「哺(集)乳時間」, 最近一年(106年10月至107年9月)內有沒有員工申請或使用?			
Value	Label	Cases	Percentage
Sysmiss		301	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8_2_1: 參. 八. 同意員工申請或使用「哺(集)乳時間」, 最近一年(106年10月至107年9月)內有——人申請或使用			
Information	[Type= continuous] [Format=numeric] [Range= 1-1113] [Missing=*]		
Statistics [NW/ W]	[Valid=562 /-] [Invalid=2597 /-] [Mean=9.31 /-] [StdDev=59.164 /-]		
# vc8_3_1: 參. 八. 不同意員工申請或使用「哺(集)乳時間」原因為:選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=301 /-] [Invalid=2858 /-]		
Value	Label	Cases	Percentage
1	員工可用休息時間替代	196	<div><div></div></div> 65.1%
2	業務繁忙,無法提供	30	<div><div></div></div> 10.0%
3	公司為家族企業可自行調整工作時間哺乳	46	<div><div></div></div> 15.3%
4	不知道有此規定	28	<div><div></div></div> 9.3%
5	其他,請說明	1	<div><div></div></div> 0.3%
Sysmiss		2858	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8_3_2: 參. 八. 不同意員工申請或使用「哺(集)乳時間」原因為:選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=15 /-] [Invalid=3144 /-]		
Value	Label	Cases	Percentage
1	員工可用休息時間替代	0	
2	業務繁忙,無法提供	4	<div><div></div></div> 26.7%
3	公司為家族企業可自行調整工作時間哺乳	2	<div><div></div></div> 13.3%
4	不知道有此規定	9	<div><div></div></div> 60.0%
5	其他,請說明	0	
Sysmiss		3144	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9: 參. 九. 有設置「哺集乳室」(哺乳室或集乳室), 屬於專供員工使用或與民眾共用?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1327	<div><div></div></div> 42.0%
2	沒有	1832	<div><div></div></div> 58.0%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9_1: 參. 九. 沒有設置「哺集乳室」(哺乳室或集乳室), 主要原因為:			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1327 /-] [Invalid=1832 /-]		
Value	Label	Cases	Percentage
1	專供員工使用	726	<div><div></div></div> 54.7%
2	與民眾共用	601	<div><div></div></div> 45.3%
Sysmiss		1832	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# vc9_2: 參. 十. 若有員工為撫育未滿3歲子女, 提出減少或調整工作時間, 會不會同意員工申請減少或調整工作時間?			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=1832 /-] [Invalid=1327 /-]		
Value	Label	Cases	Percentage
1	工作場所無法設置	320	<div><div></div></div> 17.5%
2	員工沒有此項需求	925	<div><div></div></div> 50.5%
3	經費不足	22	<div><div></div></div> 1.2%
4	法律無強制設立(僱用員工未滿100人)	523	<div><div></div></div> 28.5%
5	其他, 請說明	42	<div><div></div></div> 2.3%
Sysmiss		1327	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1: 參. 十. 10-1. 會不會同意員工申請減少工作時間?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	2471	<div><div></div></div> 78.2%
2	不會, 原因為:	688	<div><div></div></div> 21.8%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1a: 參. 十. 10-1. 同意員工申請減少工作時間, 請問每日可允許減少—小時			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2471 /-] [Invalid=688 /-]		
Value	Label	Cases	Percentage
1		2213	<div><div></div></div> 89.6%
2		224	<div><div></div></div> 9.1%
3		17	<div><div></div></div> 0.7%
4		17	<div><div></div></div> 0.7%
Sysmiss		688	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1b: 參. 十. 10-1. 同意員工申請減少工作時間, 請問最近一年(106年10月至107年9月)內有沒有員工申請「減少工作時間」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2471 /-] [Invalid=688 /-]		
Value	Label	Cases	Percentage
1	有	85	<div><div></div></div> 3.4%
2	沒有	2386	<div><div></div></div> 96.6%
Sysmiss		688	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1b1: 參. 十. 10-1. 同意員工申請減少工作時間, 有—人申請			
Information	[Type= discrete] [Format=numeric] [Range= 1-63] [Missing=*]		
Statistics [NW/ W]	[Valid=85 /-] [Invalid=3074 /-]		
Value	Label	Cases	Percentage
1		70	<div><div></div></div> 82.4%
2		6	<div><div></div></div> 7.1%
3		4	<div><div></div></div> 4.7%

# vc10_1b1: 參.十.10-1.同意員工申請減少工作時間，有二人申請			
Value	Label	Cases	Percentage
4		1	<div><div></div></div> 1.2%
5		1	<div><div></div></div> 1.2%
6		1	<div><div></div></div> 1.2%
10		1	<div><div></div></div> 1.2%
63		1	<div><div></div></div> 1.2%
Sysmiss		3074	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1b2: 參.十.10-1.同意員工申請減少工作時間，有人申請,請問提出申請者之性別?			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=85 /-] [Invalid=3074 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	7	<div><div></div></div> 8.2%
2	僅有女性員工提出	72	<div><div></div></div> 84.7%
3	男女性員工都有提出	6	<div><div></div></div> 7.1%
Sysmiss		3074	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1c: 參.十.10-1.同意員工申請減少工作時間，減少工時之工資怎麼計算?			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2471 /-] [Invalid=688 /-]		
Value	Label	Cases	Percentage
1	工資給全薪	486	<div><div></div></div> 19.7%
2	工資給半薪	53	<div><div></div></div> 2.1%
3	不發工資	1923	<div><div></div></div> 77.8%
4	其他,請說明	9	<div><div></div></div> 0.4%
Sysmiss		688	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1d_1: 參.十.10-1.不同意員工申請減少工作時間，原因為(可複選)選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=689 /-] [Invalid=2470 /-]		
Value	Label	Cases	Percentage
1	員工可用其他假別替代,是哪些假別?	280	<div><div></div></div> 40.6%
2	業務繁忙,無法提供	106	<div><div></div></div> 15.4%
3	法律無強制設立(僱用員工未滿30人)	223	<div><div></div></div> 32.4%
4	公司為家族企業可自行放假調整	31	<div><div></div></div> 4.5%
5	按日或按時計薪員工可調整工作時間	29	<div><div></div></div> 4.2%
6	不知道有此規定	15	<div><div></div></div> 2.2%
7	其他,請說明	5	<div><div></div></div> 0.7%
Sysmiss		2470	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1d_2: 參.十.10-1.不同意員工申請減少工作時間，原因為(可複選)選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=169 /-] [Invalid=2990 /-]		

vc10_1d_2: 參.十.10-1.不同意員工申請減少工作時間, 原因為(可複選)選擇**2**

Value	Label	Cases	Percentage
1	員工可用其他假別替代,是哪些假別?	0	
2	業務繁忙,無法提供	25	<div><div></div></div> 14.8%
3	法律無強制設立(僱用員工未滿30人)	59	<div><div></div></div> 34.9%
4	公司為家族企業可自行放假調整	15	<div><div></div></div> 8.9%
5	按日或按時計薪員工可調整工作時間	41	<div><div></div></div> 24.3%
6	不知道有此規定	27	<div><div></div></div> 16.0%
7	其他,請說明	2	<div><div></div></div> 1.2%
Sysmiss		2990	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_1d1_1: 參.十.10-1.不同意員工申請減少工作時間, 員工可用其他假別替代,是哪些假別?選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=280 /-] [Invalid=2879 /-]

Value	Label	Cases	Percentage
1	事假	144	<div><div></div></div> 51.4%
2	特休	126	<div><div></div></div> 45.0%
3	家庭照顧假	10	<div><div></div></div> 3.6%
4	其他,請說明	0	
Sysmiss		2879	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

# vc10_1d1_2: 參.十.10-1.不同意員工申請減少工作時間, 員工可用其他假別替代,是哪些假別?選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=161 /-] [Invalid=2998 /-]		
Value	Label	Cases	Percentage
1	事假	0	
2	特休	132	<div><div></div></div> 82.0%
3	家庭照顧假	28	<div><div></div></div> 17.4%
4	其他,請說明	1	<div><div></div></div> 0.6%
Sysmiss		2998	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1d1_3: 參.十.10-1.不同意員工申請減少工作時間, 員工可用其他假別替代,是哪些假別?選擇 3			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=60 /-] [Invalid=3099 /-]		
Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	家庭照顧假	60	<div><div></div></div> 100.0%
4	其他,請說明	0	
Sysmiss		3099	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_1d1_4: 參.十.10-1.不同意員工申請減少工作時間, 員工可用其他假別替代,是哪些假別?選擇 4			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2 /-] [Invalid=3157 /-]		
Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	家庭照顧假	0	
4	其他,請說明	2	<div><div></div></div> 100.0%
Sysmiss		3157	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_2: 參.十.10-2.會不會同意員工申請「調整工作時間」?			
Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	公司原本就有彈性上、下班措施	341	<div><div></div></div> 10.8%
1	會	2346	<div><div></div></div> 74.3%
2	不會,因為:	472	<div><div></div></div> 14.9%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_2a: 參.十.10-2.會同意員工申請「調整工作時間」, 請問最近一年(106 年 10 月至 107 年 9 月)內有沒有員工申請?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2346 /-] [Invalid=813 /-]		
Value	Label	Cases	Percentage
1	有	199	<div><div></div></div> 8.5%

vc10_2a: 參.十.10-2.會同意員工申請「調整工作時間」，請問最近一年(106年10月至107年9月)內有沒有員工申請？

Value	Label	Cases	Percentage
2	沒有	2147	<div><div></div></div> 91.5%
Sysmiss		813	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_2a1: 參.十.10-2.會同意員工申請「調整工作時間」，請問最近一年(106年10月至107年9月)內有__人申請

Information	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=199 /-] [Invalid=2960 /-]

Value	Label	Cases	Percentage
1		121	<div><div></div></div> 60.8%
2		37	<div><div></div></div> 18.6%
3		9	<div><div></div></div> 4.5%
4		5	<div><div></div></div> 2.5%
5		5	<div><div></div></div> 2.5%
6		1	<div><div></div></div> 0.5%
7		2	<div><div></div></div> 1.0%
8		3	<div><div></div></div> 1.5%
10		5	<div><div></div></div> 2.5%
12		1	<div><div></div></div> 0.5%
19		1	<div><div></div></div> 0.5%
20		1	<div><div></div></div> 0.5%
25		1	<div><div></div></div> 0.5%
28		1	<div><div></div></div> 0.5%
35		1	<div><div></div></div> 0.5%
46		1	<div><div></div></div> 0.5%
50		1	<div><div></div></div> 0.5%
54		1	<div><div></div></div> 0.5%
83		1	<div><div></div></div> 0.5%
99		1	<div><div></div></div> 0.5%
Sysmiss		2960	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_2a2: 參.十.10-2.會同意員工申請「調整工作時間」，最近一年(106年10月至107年9月)內申請者性別？

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=199 /-] [Invalid=2960 /-]

Value	Label	Cases	Percentage
1	僅有男性員工提出	27	<div><div></div></div> 13.6%
2	僅有女性員工提出	112	<div><div></div></div> 56.3%
3	男女性員工都有提出	60	<div><div></div></div> 30.2%
Sysmiss		2960	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_2d_1: 參.十.10-2.會同意員工申請「調整工作時間」，原因為:選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=472 /-] [Invalid=2687 /-]

vc10_2d_1: 參.十.10-2.會同意員工申請「調整工作時間」，原因為:選擇**1**

Value	Label	Cases	Percentage
1	公司原本就有彈性上、下班措施	0	
2	業務屬性,無法提供	179	<div><div></div></div> 37.9%
3	法律無強制設立(僱用員工未滿30人)	217	<div><div></div></div> 46.0%
4	公司為家族企業可自行調整工作時間	25	<div><div></div></div> 5.3%
5	按日或按時計薪員工可調整工作時間	30	<div><div></div></div> 6.4%
6	不知道有此規定	11	<div><div></div></div> 2.3%
7	其他,請說明	10	<div><div></div></div> 2.1%
Sysmiss		2687	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_2d_2: 參.十.10-2.會同意員工申請「調整工作時間」，原因為:選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=45 /-] [Invalid=3114 /-]

Value	Label	Cases	Percentage
1	公司原本就有彈性上、下班措施	0	
2	業務屬性,無法提供	0	
3	法律無強制設立(僱用員工未滿30人)	15	<div><div></div></div> 33.3%
4	公司為家族企業可自行調整工作時間	5	<div><div></div></div> 11.1%
5	按日或按時計薪員工可調整工作時間	14	<div><div></div></div> 31.1%
6	不知道有此規定	11	<div><div></div></div> 24.4%
7	其他,請說明	0	
Sysmiss		3114	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_3: 參.十.10-3.依目前法規員工可申請每天減少**1**小時無薪資之工作時間,是否曾有員工提出希望減少**1**小時以上之工作時間?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	121	<div><div></div></div> 3.8%
2	否	3038	<div><div></div></div> 96.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_4: 參.十.10-4.貴單位認為是否可以再提高法令規定的每日減少無薪資工作時數,以利落實執行?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

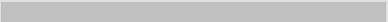

Value	Label	Cases	Percentage
1	是,可以放寬給予每天最多減少時數?	578	<div><div></div></div> 18.3%
2	否	2581	<div><div></div></div> 81.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_4a: 參.十.10-4.貴單位認為可以再提高法令規定的每日減少無薪資工作時數,以利落實執行,可以放寬給予每天最多減少小時?

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=578 /-] [Invalid=2581 /-]


vc10_4a: 參. 十. 10-4. 貴單位認為可以再提高法令規定的每日減少無薪資工作時數, 以利落實執行, 可以放寬給予每天最多減少小時?

Value	Label	Cases	Percentage
1	2小時	484	 83.7%
2	3小時	37	 6.4%
3	4小時	57	 9.9%
Sysmiss		2581	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_5: 參. 十. 10-5. 性別工作平等法第19條規定「撫育未滿3歲子女受僱者得請求減少或調整工作時間」是否需要放寬?

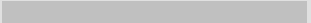





Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	需要, 認為可放寬至幾歲?	542	 17.2%
2	不需要	2617	 82.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_5a: 參. 十. 10-5. 性別工作平等法第19條規定「撫育未滿3歲子女受僱者得請求減少或調整工作時間」放寬至幾歲






Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=542 /-] [Invalid=2617 /-]

Value	Label	Cases	Percentage
1	未滿4歲	154	 28.4%
2	未滿5歲	145	 26.8%
3	未滿6歲	194	 35.8%
4	未滿9歲	19	 3.5%
5	未滿12歲	28	 5.2%
6	其他, 請說明	2	 0.4%
Sysmiss		2617	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc10_6: 參. 十. 10-6. 員工為撫育未滿3歲子女, 若依法提出減少或調整工作時間, 認為實務執行上落實之難易度如何?

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常容易	103	 3.3%
2	容易	405	 12.8%
3	普通	1785	 56.5%
4	困難	705	 22.3%
5	非常困難	161	 5.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc11: 參. 十一. 若有員工申請「家庭照顧假」, 會不會同意員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	2777	 87.9%

# vc11: 參. 十一. 若有員工申請「家庭照顧假」, 會不會同意員工申請?			
Value	Label	Cases	Percentage
2	不會, 因為:	382	<div><div></div></div> 12.1%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_1: 參. 十一. 同意員工申請「家庭照顧假」, 一年可申請—日			
Information	[Type= discrete] [Format=numeric] [Range= 1-30] [Missing=*]		
Statistics [NW/ W]	[Valid=2777 /-] [Invalid=382 /-]		
Value	Label	Cases	Percentage
1		5	0.2%
2		6	0.2%
3		18	0.6%
4		1	0.0%
5		31	1.1%
6		5	0.2%
7		2700	<div><div></div></div> 97.2%
10		1	0.0%
12		2	0.1%
14		6	0.2%
30		2	0.1%
Sysmiss		382	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_2: 參. 十一. 同意員工申請「家庭照顧假」, 請問最近一年(106年10月至107年9月)內有沒有員工申請?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2777 /-] [Invalid=382 /-]		
Value	Label	Cases	Percentage
1	有	746	<div><div></div></div> 26.9%
2	沒有	2031	<div><div></div></div> 73.1%
Sysmiss		382	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_2_1: 參. 十一. 同意員工申請「家庭照顧假」, 最近一年(106年10月至107年9月)內有—人申請			
Information	[Type= continuous] [Format=numeric] [Range= 1-414] [Missing=*]		
Statistics [NW/ W]	[Valid=746 /-] [Invalid=2413 /-] [Mean=11.454 /-] [StdDev=34.935 /-]		
# vc11_2_2: 參. 十一. 同意員工申請「家庭照顧假」, 最近一年(106年10月至107年9月)內申請者性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=746 /-] [Invalid=2413 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	101	<div><div></div></div> 13.5%
2	僅有女性員工提出	219	<div><div></div></div> 29.4%
3	男女性員工都有提出	426	<div><div></div></div> 57.1%
Sysmiss		2413	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_3: 參. 十一. 同意員工申請「家庭照顧假」, 家庭照顧假工資怎麼計算?			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2777 /-] [Invalid=382 /-]		

vc11_3: 參. 十一. 同意員工申請「家庭照顧假」， 家庭照顧假工資怎麼計算？

Value	Label	Cases	Percentage
1	工資給全薪	597	<div><div></div></div> 21.5%
2	依勞工請假規則, 不發工資	2115	<div><div></div></div> 76.2%
3	工資給半薪	63	<div><div></div></div> 2.3%
4	其他, 請說明	2	<div><div></div></div> 0.1%
Sysmiss		382	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc11_4_1: 參. 十一. 不同意員工申請「家庭照顧假」， 原因為(最多複選2項)選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=382 /-] [Invalid=2777 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	225	<div><div></div></div> 58.9%
2	業務繁忙, 無法提供	54	<div><div></div></div> 14.1%
3	公司為家族企業可自行放假	36	<div><div></div></div> 9.4%
4	按日或按時計薪員工可調整工作時間	44	<div><div></div></div> 11.5%
5	不知道有此規定	23	<div><div></div></div> 6.0%
6	其他, 請說明	0	
Sysmiss		2777	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc11_4_2: 參. 十一. 不同意員工申請「家庭照顧假」， 原因為(最多複選2項)選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=58 /-] [Invalid=3101 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	16	<div><div></div></div> 27.6%
3	公司為家族企業可自行放假	4	<div><div></div></div> 6.9%
4	按日或按時計薪員工可調整工作時間	28	<div><div></div></div> 48.3%
5	不知道有此規定	10	<div><div></div></div> 17.2%
6	其他, 請說明	0	
Sysmiss		3101	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc11_4_1_1: 參. 十一. 不同意員工申請「家庭照顧假」， 員工可用其他假別替代, 是哪些假別?選擇**1**

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=225 /-] [Invalid=2934 /-]

Value	Label	Cases	Percentage
1	特休	225	<div><div></div></div> 100.0%
2	其他, 請說明	0	
Sysmiss		2934	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc11_4_1_2: 參. 十一. 不同意員工申請「家庭照顧假」， 員工可用其他假別替代, 是哪些假別?選擇**2**

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3159 /-]

vc11_4_1_2: 參. 十一. 不同意員工申請「家庭照顧假」, 員工可用其他假別替代, 是哪些假別? 選擇2

Value	Label	Cases	Percentage
1	特休	0	
2	其他, 請說明	0	
Sysmiss		3159	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc13: 參. 十二. 有沒有為員工子女設立托兒服務機構(如幼兒園、托嬰中心、兒童課後照顧服務中心)?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有, 收托費用方式為:	37	1.2%
2	沒有, 主要原因為:	3122	98.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc13_1: 參. 十二. 有為員工子女設立托兒服務機構, 收托費用方式為

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=37 /-] [Invalid=3122 /-]

Value	Label	Cases	Percentage
1	由單位(公司)全額補助收托費用	0	
2	單位(公司)補助部分收托費用, 其他由員工負擔	11	29.7%
3	由員工自行負擔收托費用	26	70.3%
4	其他, 請說明	0	
Sysmiss		3122	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc13_2: 參. 十二. 沒有為員工子女設立托兒服務機構, 主要原因為

Information	[Type= discrete] [Format=numeric] [Range= 1-9] [Missing=*]
Statistics [NW/ W]	[Valid=3122 /-] [Invalid=37 /-]

Value	Label	Cases	Percentage
1	沒有空間設立	571	18.3%
2	沒有經費預算	194	6.2%
3	員工無幼小子女	289	9.3%
4	員工送托住家附近托兒服務機構或保母	628	20.1%
5	員工將子女交給家人照顧	219	7.0%
6	員工分散各地	255	8.2%
7	法律無強制設立(僱用員工未滿100人)	915	29.3%
9	其他, 請說明	51	1.6%
Sysmiss		37	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

vc14: 參. 十三. 有沒有提供員工托兒措施?

Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	有設立托兒服務機構	37	1.2%
1	有, 其方式為:	857	27.1%
2	沒有, 主要原因為:	2265	71.7%

# vc14: 參. 十三. 有沒有提供員工托兒措施?			
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc14_1_1: 參. 十三. 有提供員工托兒措施, 其方式為: 選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=857 /-] [Invalid=2302 /-]		
Value	Label	Cases	Percentage
1	與托兒服務機構簽約	793	 92.5%
2	單位(公司)提供托兒津貼	64	 7.5%
3	其他, 請說明	0	
Sysmiss		2302	
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc14_1_2: 參. 十三. 有提供員工托兒措施, 其方式為: 選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=46 /-] [Invalid=3113 /-]		
Value	Label	Cases	Percentage
1	與托兒服務機構簽約	0	
2	單位(公司)提供托兒津貼	46	 100.0%
3	其他, 請說明	0	
Sysmiss		3113	
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc14_1_3: 參. 十三. 有提供員工托兒措施, 其方式為: 選擇 3			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3159 /-]		
Value	Label	Cases	Percentage
1	與托兒服務機構簽約	0	
2	單位(公司)提供托兒津貼	0	
3	其他, 請說明	0	
Sysmiss		3159	
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc14_2: 參. 十三. 沒有提供員工托兒措施, 主要原因為:			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=2265 /-] [Invalid=894 /-]		
Value	Label	Cases	Percentage
1	沒有經費預算	305	 13.5%
2	員工無幼小子女	356	 15.7%
3	員工送托住家附近托兒服務機構或保母	391	 17.3%
4	員工將子女交給家人照顧	232	 10.2%
5	法律無強制設立(僱用員工未滿100人)	948	 41.9%
6	員工分散各地	26	 1.1%
7	其他, 請說明	7	 0.3%
Sysmiss		894	
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc14_3: 參. 十三. 沒有提供員工托兒措施, 請問近 5 年是否曾與托兒服務機構簽約?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		

# vc14_3: 參.十三.沒有提供員工托兒措施，請問近 5 年是否曾與托兒服務機構簽約？			
Statistics [NW/ W]		[Valid=2265 /-] [Invalid=894 /-]	
Value	Label	Cases	Percentage
1	有	38	1.7%
2	沒有	2227	98.3%
Sysmiss		894	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_1: 肆.一.有沒有符合申請育嬰留職停薪資格的員工？			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2845 /-] [Invalid=314 /-]	
Value	Label	Cases	Percentage
1	有	1539	54.1%
2	沒有	1306	45.9%
Sysmiss		314	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_2: 肆.一.同意員工申請育嬰留職停薪，員工每次申請「育嬰留職停薪」的連續期間最長多久？			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=2853 /-] [Invalid=306 /-]	
Value	Label	Cases	Percentage
1	未滿3個月	189	6.6%
2	3個月以上~未滿6個月	517	18.1%
3	6個月以上~未滿1年	597	20.9%
4	1年以上~2年	1550	54.3%
Sysmiss		306	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_3_1: 肆.一.不同意員工申請育嬰留職停薪，原因為:選擇 1			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=306 /-] [Invalid=2853 /-]	
Value	Label	Cases	Percentage
1	員工可用其他假別替代,是哪些假別？	86	28.1%
2	懷孕婦女自行離職	14	4.6%
3	員工人數少,無法提供	151	49.3%
4	業務繁忙,無法提供	22	7.2%
5	公司為家族企業可自行放假休息	29	9.5%
6	不知道有此規定	4	1.3%
7	其他,請說明	0	
Sysmiss		2853	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_3_2: 肆.一.不同意員工申請育嬰留職停薪，原因為:選擇 2			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=60 /-] [Invalid=3099 /-]	
Value	Label	Cases	Percentage
1	員工可用其他假別替代,是哪些假別？	0	
2	懷孕婦女自行離職	2	3.3%

# vd1_3_2: 肆. 一. 不同意員工申請育嬰留職停薪, 原因為: 選擇 2			
Value	Label	Cases	Percentage
3	員工人數少, 無法提供	21	<div><div></div></div> 35.0%
4	業務繁忙, 無法提供	27	<div><div></div></div> 45.0%
5	公司為家族企業可自行放假休息	7	<div><div></div></div> 11.7%
6	不知道有此規定	3	<div><div></div></div> 5.0%
7	其他, 請說明	0	
Sysmiss		3099	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_3_1_1: 肆. 一. 不同意員工申請育嬰留職停薪, 員工可用其他假別替代, 是哪些假別? 選擇 1			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=87 /-] [Invalid=3072 /-]		
Value	Label	Cases	Percentage
1	事假	30	<div><div></div></div> 34.5%
2	特休	57	<div><div></div></div> 65.5%
3	其他, 請說明	0	
Sysmiss		3072	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_3_1_2: 肆. 一. 不同意員工申請育嬰留職停薪, 員工可用其他假別替代, 是哪些假別? 選擇 2			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=30 /-] [Invalid=3129 /-]		
Value	Label	Cases	Percentage
1	事假	0	
2	特休	30	<div><div></div></div> 100.0%
3	其他, 請說明	0	
Sysmiss		3129	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_3_1_3: 肆. 一. 不同意員工申請育嬰留職停薪, 員工可用其他假別替代, 是哪些假別? 選擇 3			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3159 /-]		
Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	其他, 請說明	0	
Sysmiss		3159	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1: 肆. 若有員工要申請育嬰留職停薪, 會不會同意員工申請?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	2853	<div><div></div></div> 90.3%
2	不會, 原因為:	306	<div><div></div></div> 9.7%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# vd2: 肆.二.申請育嬰留職停薪後之復職員工,如何安排復職之職位?			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=2853 /-] [Invalid=306 /-]	
Value	Label	Cases	Percentage
1	恢復原來的職位	2153	<div></div> 75.5%
2	由單位(公司)詢問員工意願後作調整	458	<div></div> 16.1%
3	由單位(公司)人事管理部門決定	99	<div></div> 3.5%
4	由部門主管決定	143	<div></div> 5.0%
5	其他,請說明	0	
Sysmiss		306	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd3_1: 肆.三.員工申請「育嬰留職停薪」期間,人力如何因應?選擇 1			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=2853 /-] [Invalid=306 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	2130	<div></div> 74.7%
2	調用其他部門人員	265	<div></div> 9.3%
3	使用派遣人員	51	<div></div> 1.8%
4	僱用約僱或臨時人員	295	<div></div> 10.3%
5	進用正職之新進人員	112	<div></div> 3.9%
6	其他,請說明	0	
Sysmiss		306	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd3_2: 肆.三.員工申請「育嬰留職停薪」期間,人力如何因應?選擇 2			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=1464 /-] [Invalid=1695 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	818	<div></div> 55.9%
3	使用派遣人員	73	<div></div> 5.0%
4	僱用約僱或臨時人員	407	<div></div> 27.8%
5	進用正職之新進人員	166	<div></div> 11.3%
6	其他,請說明	0	
Sysmiss		1695	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd3_3: 肆.三.員工申請「育嬰留職停薪」期間,人力如何因應?選擇 3			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=554 /-] [Invalid=2605 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	0	
3	使用派遣人員	20	<div></div> 3.6%
4	僱用約僱或臨時人員	252	<div></div> 45.5%
5	進用正職之新進人員	282	<div></div> 50.9%

# vd3_3: 肆. 三. 員工申請「育嬰留職停薪」期間, 人力如何因應? 選擇 3			
Value	Label	Cases	Percentage
6	其他, 請說明	0	
Sysmiss		2605	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve1_1: 伍. 一. 僱用管理概況對以下各職類之錄用情形: 1. 管理職			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僱用女性	43	<div><div></div></div> 1.4%
2	僱用男性	50	<div><div></div></div> 1.6%
3	男女都會錄用	2863	<div><div></div></div> 90.6%
4	沒有此職務	203	<div><div></div></div> 6.4%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve1_2: 伍. 一. 僱用管理概況對以下各職類之錄用情形: 2. 事務職			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僱用女性	153	<div><div></div></div> 4.8%
2	僱用男性	10	<div><div></div></div> 0.3%
3	男女都會錄用	2881	<div><div></div></div> 91.2%
4	沒有此職務	115	<div><div></div></div> 3.6%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve1_3: 伍. 一. 僱用管理概況對以下各職類之錄用情形: 3. 銷售職			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僱用女性	25	<div><div></div></div> 0.8%
2	僱用男性	44	<div><div></div></div> 1.4%
3	男女都會錄用	2091	<div><div></div></div> 66.2%
4	沒有此職務	999	<div><div></div></div> 31.6%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve1_4: 伍. 一. 僱用管理概況對以下各職類之錄用情形: 4. 專業技術職			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僱用女性	13	<div><div></div></div> 0.4%
2	僱用男性	251	<div><div></div></div> 7.9%
3	男女都會錄用	2588	<div><div></div></div> 81.9%
4	沒有此職務	307	<div><div></div></div> 9.7%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# ve1_5: 伍. 一. 僱用管理概況對以下各職類之錄用情形:5. 危險及耗體力工作			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	僅用女性	4	0.1%
2	僅用男性	679	21.5%
3	男女都會錄用	1183	37.4%
4	沒有此職務	1293	40.9%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve2: 伍. 二. 對上列各職類僅錄用男性的主要原因?			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=737 /-] [Invalid=2422 /-]	
Value	Label	Cases	Percentage
1	無女性應徵	155	21.0%
2	雖有女性應徵, 惟考試成績未達任用標準	6	0.8%
3	雖有女性應徵, 單位(公司)內部未做成決定前中途退出	5	0.7%
4	雖有女性錄取, 但由於事後離退只剩男性	16	2.2%
5	在錄取後, 於職務分配時, 未獲部門主管同意, 結果只錄取男性	3	0.4%
6	部分職務必須處理重物或具有危險性, 女性員工不適合擔任	552	74.9%
7	其他, 請說明	0	
Sysmiss		2422	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ke2_0: 伍. 二. 對上列各職類僅錄用男性的主要原因?(7)其他(請說明)			
Information		[Type= discrete] [Format=character] [Missing=*]	
Statistics [NW/ W]		[Valid=0 /-] [Invalid=0 /-]	
# ve3: 伍. 三. 對上列各職類僅錄用女性的主要原因?			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=168 /-] [Invalid=2991 /-]	
Value	Label	Cases	Percentage
1	無男性應徵	64	38.1%
2	雖有男性應徵, 惟考試成績未達任用標準	4	2.4%
3	雖有男性應徵, 單位(公司)內部未做成決定前中途退出	1	0.6%
4	雖有男性錄取, 但由於事後離退只剩女性	13	7.7%
5	在錄取後, 於職務分配時, 未獲部門主管同意, 結果只錄取女性	1	0.6%
6	部分職務男性員工不適合擔任	83	49.4%
7	其他, 請說明	2	1.2%
Sysmiss		2991	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_1: 伍. 四. 辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?1. 工作分配			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	416	13.2%
2	不會	2743	86.8%

# ve4_1: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?1.工作分配			
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_2: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?2.薪資給付標準			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	115	3.6%
2	不會	3044	96.4%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_3: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?3.調薪幅度			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	55	1.7%
2	不會	3104	98.3%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_4: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?4.考核(考績或獎金)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	41	1.3%
2	不會	3118	98.7%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_5: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?5.陞遷			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	36	1.1%
2	不會	3123	98.9%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_6: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?6.訓練、進修			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	30	0.9%
2	不會	3129	99.1%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_7: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?7.資遣、離職或解僱			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	18	0.6%
2	不會	3141	99.4%

# ve4_7: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?7.資遣、離職或解僱			
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_8: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?8.員工福利措施之提供			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	26	0.8%
2	不會	3133	99.2%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_9: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?9.育嬰留職停薪			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	98	3.1%
2	不會	3061	96.9%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_10: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?10.退休權利			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	19	0.6%
2	不會	3140	99.4%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_11: 伍.四.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?11.僱用招募、甄試、進用			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	79	2.5%
2	不會	3080	97.5%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve5_1: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?1.工作分配			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	183	5.8%
2	不會	2976	94.2%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve5_2: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?2.薪資給付標準			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	62	2.0%
2	不會	3097	98.0%

ve5_2: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**2.薪資給付標準**

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ve5_3: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**3.調薪幅度**

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	45	1.4%
2	不會	3114	98.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ve5_4: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**4.考核(考績或獎金)**

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	40	1.3%
2	不會	3119	98.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ve5_5: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**5.陞遷**

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	33	1.0%
2	不會	3126	99.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ve5_6: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**6.訓練、進修**

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	35	1.1%
2	不會	3124	98.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ve5_7: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**7.資遣、離職或解僱**

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	28	0.9%
2	不會	3131	99.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ve5_8: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?**8.員工福利措施之提供**

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=3159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	32	1.0%
2	不會	3127	99.0%

# ve5_8: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?8.員工福利措施之提供			
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve5_9: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?9.育嬰留職停薪			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	66	2.1%
2	不會	3093	97.9%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve5_10: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?10.退休權利			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	31	1.0%
2	不會	3128	99.0%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve5_11: 伍.五.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?11.僱用招募、甄試、進用			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	63	2.0%
2	不會	3096	98.0%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_1: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?1.種族			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	19	0.6%
2	不會	3140	99.4%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_2: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?2.階級			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	21	0.7%
2	不會	3138	99.3%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_3: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?3.語言			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	126	4.0%
2	不會	3033	96.0%

# ve6_3: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 3.語言			
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve6_4: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 4.思想			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	83	2.6%
2	不會	3076	97.4%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve6_5: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 5.宗教			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	26	0.8%
2	不會	3133	99.2%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve6_6: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 6.黨派			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	9	0.3%
2	不會	3150	99.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve6_7: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 7.籍貫			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	7	0.2%
2	不會	3152	99.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve6_8: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 8.出生地			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	9	0.3%
2	不會	3150	99.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve6_9: 伍.六.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量? 9.年齡			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	146	4.6%
2	不會	3013	95.4%

# ve6_9: 伍. 六. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量? 9. 年齡			
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_10: 伍. 六. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量? 10. 婚姻			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	32	1.0%
2	不會	3127	99.0%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_11: 伍. 六. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量? 11. 容貌(含五官、身高及體重)			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	38	1.2%
2	不會	3121	98.8%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_12: 伍. 六. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量? 12. 身心障礙			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	234	7.4%
2	不會	2925	92.6%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve6_13: 伍. 六. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量? 13. 曾為工會會員身分			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	15	0.5%
2	不會	3144	99.5%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# w: 權數			
Information		[Type= continuous] [Format=numeric] [Range= 1-993] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-] [Mean=85.386 /-] [StdDev=91.947 /-]	
# rva1: 表側組織型態			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	民營	2701	85.5%
2	公營	458	14.5%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			