

台灣 (Taiwan, ROC)

勞動部

## **108年工作場所就業平等概況調查**

### **Study Documentation**

December 15, 2020

# Metadata Production

Metadata Producer(s)	學術調查研究資料庫(Survey Research Data Archive) (SRDA) , 中央研究院人社中心調查研究 專題中心 , DDI文件製作
Production Date	December 15, 2020
Identification	AH030012

# Table of Contents

<a href="#">Overview.....</a>	<a href="#">4</a>
<a href="#">Scope &amp; Coverage.....</a>	<a href="#">4</a>
<a href="#">Producers &amp; Sponsors.....</a>	<a href="#">4</a>
<a href="#">Sampling.....</a>	<a href="#">4</a>
<a href="#">Data Collection.....</a>	<a href="#">5</a>
<a href="#">Data Processing &amp; Appraisal.....</a>	<a href="#">5</a>
<a href="#">Accessibility.....</a>	<a href="#">5</a>
<a href="#">Files Description.....</a>	<a href="#">6</a>
<a href="#">data108.....</a>	<a href="#">6</a>
<a href="#">Variables Group(s).....</a>	<a href="#">7</a>
<a href="#">Variables Description.....</a>	<a href="#">8</a>
<a href="#">data108.....</a>	<a href="#">9</a>

## 108年工作場所就業平等概況調查

### *Survey on Employment Equality at the Workplace, 2019*

#### Overview

Type	工作場所平等概況調查
Identification	AH030012
Version	Production Date: 2020-12-15 1
<b>Abstract</b> 勞動部為了解勞工在工作職場上就業平等實況、是否因照顧家人而在工作中遭到不平等待遇，以及對性別工作平等法各項措施申請情形，特辦理「工作場所就業平等概況調查」，調查結果將作為提供政府推動勞動政策之參考。調查範圍為臺灣地區(不含金門縣及連江縣)15~64歲受僱者。調查項目包括基本資料、職場性別平等概況、在工作場所遭受性騷擾及服務單位設置申訴性騷擾處理機制或管道、對於因性別或性傾向而致工作不平等時之申訴單位的認知及參與職場性別工作平等宣傳或教育訓練，以及各項假別申請概況。調查期間自108年9月1日至9月15日止。調查方法採電話訪問調查方式辦理，有效回收樣本4,502份。	
Kind of Data	抽查
Unit of Analysis	個人

#### Scope & Coverage

Time Period(s)	2019
Countries	台灣 (Taiwan, ROC)
<b>Geographic Coverage</b> 臺灣地區(不含金門縣及連江縣)	
<b>Universe</b> 臺灣地區(不含金門縣及連江縣)15~64歲受僱者	

#### Producers & Sponsors

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

#### Sampling

##### **Sampling Procedure**

以臺灣地區電話住宅用戶為抽樣母體，按性別分為二個副母體，各副母體分別採「分層比例隨機抽樣法」，依臺灣省14縣市及6個直轄市共20層分層，各層依15~64歲受僱者比例配置樣本數。以隨機抽樣法抽出樣本「戶」，樣本戶內若符合調查對象者有2人以上，則以戶內隨機抽樣法抽選1人作為訪問對象，戶中訪問對象經確定後不替換，以持續追蹤方式直至完成訪問。預計回收有效樣本3,300份(其中男性1,200份，女性2,100份)。

另以107年1月至108年6月曾領取生育給付且目前在職之受僱勞工為抽樣母體，採分層比例隨機抽樣，按19個行業、員工規模(4~29人、30~99人、100~249人、250人以上)及事業單位地區別(臺北市、高雄市、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1,200份。

上述2種抽樣方式合計回收樣本4,500份(男性1,200份、女性3,300份)，資料經審查和複查後，分別就母體性別及有無領取生育給付、年齡、教育程度、行業、職業、居住地區別進行樣本適合度檢定，若有效樣本與母體結構不一致，以「多變數反覆加權(raking)」方式進行加權，使樣本結構在上述變數分布均與母體無顯著差異。

Data Collection	
<b>Data Collection Dates</b>	start 2019-09-01 end 2019-09-15
<b>Data Collection Mode</b>	電話訪問

Data Processing & Appraisal	
<b>Data Editing</b> 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	
<b>Contact(s)</b>	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), <a href="https://srda.sinica.edu.tw">https://srda.sinica.edu.tw</a> , <a href="mailto:srda@gate.sinica.edu.tw">srda@gate.sinica.edu.tw</a>
<b>Distributor(s)</b>	學術調查研究資料庫(Survey Research Data Archive)
<b>Depositor(s)</b>	勞動部
<b>Access Conditions</b> 標準版(一般會員、院內會員申請下載)	

# Files Description

Dataset contains 1 file(s)

data108	
# Cases	4502
# Variable(s)	171

## Variables Group(s)

Dataset contains 6 group(s)

# Variables Description

Dataset contains 171 variable(s)



# File : data108

# rec\_no: 樣本編號

**Information** [Type= continuous] [Format=numeric] [Range= 1-25216] [Missing=\*]

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-] [Mean=6491.242 /-] [StdDev=5858.351 /-]

# **vqq1:** 您是不是受僱於公司行號的受僱者或是在公營單位、公務行政機關、學校具有勞保身分的受僱者(不含無酬家屬工作者、自營作業者、散工、僱主、公保、教保)

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	4502	100.0%
2	不是(非訪查對象, 中止訪問)	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.*

# **vqy1: Y1.**您現在有沒有工作(有薪資收入的)?

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	4502	100.0%
2	沒有(非訪查對象, 中止訪問)	0	

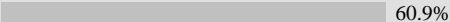

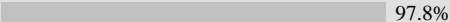
*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.*

# **vqy2: Y2.**您現在居住的縣市是?

**Information** [Type= discrete] [Format=numeric] [Range= 1-99] [Missing=\*]

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	新北市	765	17.0%
2	宜蘭縣	75	1.7%
3	桃園市	402	8.9%
4	新竹縣	124	2.8%
5	苗栗縣	96	2.1%
6	彰化縣	215	4.8%
7	南投縣	67	1.5%
8	雲林縣	103	2.3%
9	嘉義縣	83	1.8%
10	屏東縣	123	2.7%
11	臺東縣	38	0.8%
12	花蓮縣	61	1.4%
13	澎湖縣	15	0.3%
14	基隆市	62	1.4%
15	新竹市	121	2.7%
16	臺中市	536	11.9%
17	嘉義市	41	0.9%
18	臺南市	345	7.7%
19	台北市	714	15.9%
20	高雄市	516	11.5%
99	拒答	0	


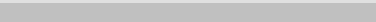
<b>File : data108</b>			
# <b>vyq2: Y2.</b> 您現在居住的縣市是？			
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# <b>vyq3: Y3.</b> 受訪者性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	男性	1201	 26.7%
2	女性	3301	 73.3%
<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>			
# <b>vyq4: Y4.</b> 您最近一年(107年7月至108年6月)有沒有領取過生育給付?(限女性受僱者填)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3301 /-] [Invalid=1201 /-]		
Value	Label	Cases	Percentage
1	有	1292	 39.1%
2	沒有	2009	 60.9%
Sysmiss		1201	
<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>			
# <b>vaq1_1:</b> 壹一.1.最近一年(107/10~108/09)在工作職場的「求職」上，您認為有沒有因「性別」而遭受不平等的待遇？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4408	 97.9%
2	有遭受不平等待遇	94	 2.1%
<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>			
# <b>vaq1_1a:</b> 壹一.1.求職上有因「性別」遭受不平等待遇，有沒有曾經提出申訴？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=94 /-] [Invalid=4408 /-]		
Value	Label	Cases	Percentage
1	有	7	 7.4%
2	沒有	87	 92.6%
Sysmiss		4408	
<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>			
# <b>vaq1_2:</b> 壹一.2.最近一年(107/10~108/09)在工作職場的「工作分配」上，您認為有沒有因「性別」而遭受不平等的待遇？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4404	 97.8%
2	有遭受不平等待遇	98	 2.2%
<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>			

## File : data108

# **vaq1\_2a:** 壹一.2.工作分配上有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

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

**Statistics [NW/ W]** [Valid=98 /-] [Invalid=4404 /-]

Value	Label	Cases	Percentage
1	有	12	 12.2%
2	沒有	86	 87.8%
Sysmiss		4404	

*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.*

# **vaq1\_3:** 壹一.3.最近一年(107/10~108/09)在工作職場的「調薪幅度」上，您認為有沒有因「性別」而遭受不平等的待遇？

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]


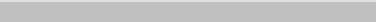
Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4372	 97.1%
2	有遭受不平等待遇	130	 2.9%

*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.*

# **vaq1\_3a:** 壹一.3.調薪幅度上有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

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

**Statistics [NW/ W]** [Valid=130 /-] [Invalid=4372 /-]

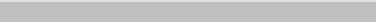

Value	Label	Cases	Percentage
1	有	10	 7.7%
2	沒有	120	 92.3%
Sysmiss		4372	

*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.*

# **vaq1\_4:** 壹一.4.最近一年(107/10~108/09)在工作職場的「考核(考績或獎金)」，您認為有沒有因「性別」而遭受不平等的待遇？

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]


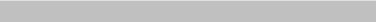
Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4396	 97.6%
2	有遭受不平等待遇	106	 2.4%

*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.*

# **vaq1\_4a:** 壹一.4.考核有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

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

**Statistics [NW/ W]** [Valid=106 /-] [Invalid=4396 /-]

Value	Label	Cases	Percentage
1	有	10	 9.4%
2	沒有	96	 90.6%
Sysmiss		4396	

*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.*

# **vaq1\_5:** 壹一.5.最近一年(107/10~108/09)在工作職場的「陞遷」，您認為有沒有因「性別」而遭受不平等的待遇？

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

## File : data108

# **vaq1\_5:** 壹一.5.最近一年(107/10~108/09)在工作職場的「陞遷」，您認為有沒有因「性別」而遭受不平等的待遇？

Statistics [NW/ W] [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4371	97.1%
2	有遭受不平等待遇	131	2.9%

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.

# **vaq1\_5a:** 壹一.5.陞遷有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

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

Statistics [NW/ W] [Valid=131 /-] [Invalid=4371 /-]

Value	Label	Cases	Percentage
1	有	5	3.8%
2	沒有	126	96.2%
Sysmiss		4371	

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.

# **vaq1\_6:** 壹一.6.最近一年(107/10~108/09)在工作職場的「訓練、進修」，您認為有沒有因「性別」而遭受不平等的待遇？

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

Statistics [NW/ W] [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4447	98.8%
2	有遭受不平等待遇	55	1.2%

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.

# **vaq1\_6a:** 壹一.6.訓練、進修有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

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

Statistics [NW/ W] [Valid=55 /-] [Invalid=4447 /-]

Value	Label	Cases	Percentage
1	有	8	14.5%
2	沒有	47	85.5%
Sysmiss		4447	

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.

# **vaq1\_7:** 壹一.7.最近一年(107/10~108/09)在工作職場的「資遣、離職或解僱」，您認為有沒有因「性別」而遭受不平等的待遇？

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

Statistics [NW/ W] [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4472	99.3%
2	有遭受不平等待遇	30	0.7%

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.


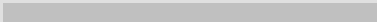
# **vaq1\_7a:** 壹一.7.資遣、離職或解僱有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

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

Statistics [NW/ W] [Valid=30 /-] [Invalid=4472 /-]

## File : data108

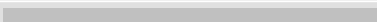
# **vaq1\_7a:** 壹一.7.資遣、離職或解僱有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

Value	Label	Cases	Percentage
1	有	2	 6.7%
2	沒有	28	 93.3%
Sysmiss		4472	

*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.*

# **vaq1\_8:** 壹一.8.最近一年(107/10~108/09)在工作職場的「員工福利措施之提供」，您認為有沒有因「性別」而遭受不平等的待遇？



<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4461	 99.1%
2	有遭受不平等待遇	41	 0.9%

*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.*

# **vaq1\_8a:** 壹一.8.員工福利措施之提供有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

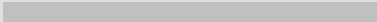

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=41 /-] [Invalid=4461 /-]

Value	Label	Cases	Percentage
1	有	5	 12.2%
2	沒有	36	 87.8%
Sysmiss		4461	

*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.*

# **vaq1\_9:** 壹一.9.最近一年(107/10~108/09)在工作職場的「育嬰留職停薪」，您認為有沒有因「性別」而遭受不平等的待遇？


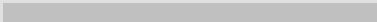
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4470	 99.3%
2	有遭受不平等待遇	32	 0.7%

*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.*

# **vaq1\_9a:** 壹一.9.育嬰留職停薪有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=32 /-] [Invalid=4470 /-]

Value	Label	Cases	Percentage
1	有	2	 6.2%
2	沒有	30	 93.8%
Sysmiss		4470	

*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.*

# **vaq1\_10:** 壹一.10.最近一年(107/10~108/09)在工作職場的「退休權利」，您認為有沒有因「性別」而遭受不平等的待遇？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

## File : data108

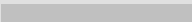
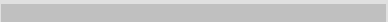
# **vaq1\_10:** 壹一.10.最近一年(107/10~108/09)在工作職場的「退休權利」，您認為有沒有因「性別」而遭受不平等的待遇？

Value	Label	Cases	Percentage
1	沒有遭受不平等待遇	4499	 99.9%
2	有遭受不平等待遇	3	 0.1%

*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.*

# **vaq1\_10a:** 壹一.10.退休權利有因「性別」遭受不平等待遇，有沒有曾經提出申訴？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3 /-] [Invalid=4499 /-]

Value	Label	Cases	Percentage
1	有	1	 33.3%
2	沒有	2	 66.7%
Sysmiss		4499	

*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.*

# **vaq2\_1:** 壹二.1.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「種族因素」而遭受就業歧視？


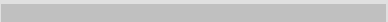
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4464	 99.2%
2	有遭受就業歧視	38	 0.8%

*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.*

# **vaq2\_1a:** 壹二.1.有沒有因「種族因素」而遭受就業歧視曾經提出申訴？

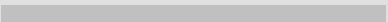

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=38 /-] [Invalid=4464 /-]

Value	Label	Cases	Percentage
1	有	6	 15.8%
2	沒有	32	 84.2%
Sysmiss		4464	

*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.*

# **vaq2\_2:** 壹二.2.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「階級因素」而遭受就業歧視？


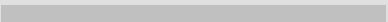
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4379	 97.3%
2	有遭受就業歧視	123	 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.*

# **vaq2\_2a:** 壹二.2.有沒有因「階級因素」而遭受就業歧視曾經提出申訴？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=123 /-] [Invalid=4379 /-]

Value	Label	Cases	Percentage
1	有	10	 8.1%
2	沒有	113	 91.9%

## File : data108

# **vaq2\_2a:** 壹二.2.有沒有因「階級因素」而遭受就業歧視曾經提出申訴？

Value	Label	Cases	Percentage
Sysmiss		4379	

*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.*

# **vaq2\_3:** 壹二.3.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「語言因素」而遭受就業歧視？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4398	97.7%
2	有遭受就業歧視	104	2.3%

*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.*

# **vaq2\_3a:** 壹二.3.有沒有因「語言因素」而遭受就業歧視曾經提出申訴？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=104 /-] [Invalid=4398 /-]

Value	Label	Cases	Percentage
1	有	7	6.7%
2	沒有	97	93.3%
Sysmiss		4398	

*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.*

# **vaq2\_4:** 壹二.4.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「思想因素」而遭受就業歧視？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4426	98.3%
2	有遭受就業歧視	76	1.7%

*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.*

# **vaq2\_4a:** 壹二.4.有沒有因「思想因素」而遭受就業歧視曾經提出申訴？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=76 /-] [Invalid=4426 /-]

Value	Label	Cases	Percentage
1	有	10	13.2%
2	沒有	66	86.8%
Sysmiss		4426	

*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.*

# **vaq2\_5:** 壹二.5.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「宗教因素」而遭受就業歧視？



<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4486	99.6%
2	有遭受就業歧視	16	0.4%

*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.*

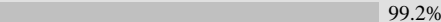

## File : data108

# **vaq2\_5a:** 壹二.5.有沒有因「宗教因素」而遭受就業歧視曾經提出申訴?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=16 /-] [Invalid=4486 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	有	2	 12.5%
2	沒有	14	 87.5%
Sysmiss		4486	



*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.*

# **vaq2\_6:** 壹二.6.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「黨派因素」而遭受就業歧視?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	沒有遭受就業歧視	4464	 99.2%
2	有遭受就業歧視	38	 0.8%

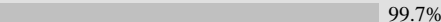

*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.*

# **vaq2\_6a:** 壹二.6.有沒有因「黨派因素」而遭受就業歧視曾經提出申訴?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=38 /-] [Invalid=4464 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	有	2	 5.3%
2	沒有	36	 94.7%
Sysmiss		4464	



*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.*

# **vaq2\_7:** 壹二.7.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「籍貫因素」而遭受就業歧視?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	沒有遭受就業歧視	4487	 99.7%
2	有遭受就業歧視	15	 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.*

# **vaq2\_7a:** 壹二.7.有沒有因「籍貫因素」而遭受就業歧視曾經提出申訴?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=15 /-] [Invalid=4487 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	有	1	 6.7%
2	沒有	14	 93.3%
Sysmiss		4487	

*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.*

# **vaq2\_8:** 壹二.8.您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「出生地因素」而遭受就業歧視?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]		



# File : data108

# **vaq2\_8:** 壹二.8. 您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「出生地因素」而遭受就業歧視？

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4483	 99.6%
2	有遭受就業歧視	19	 0.4%

*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.*

# **vaq2\_8a:** 壹二.8. 有沒有因「出生地因素」而遭受就業歧視曾經提出申訴？


<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=19 /-] [Invalid=4483 /-]

Value	Label	Cases	Percentage
1	有	1	 5.3%
2	沒有	18	 94.7%
Sysmiss		4483	

*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.*

# **vaq2\_9:** 壹二.9. 您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「年齡因素」而遭受就業歧視？


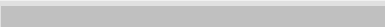
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4240	 94.2%
2	有遭受就業歧視	262	 5.8%

*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.*

# **vaq2\_9a:** 壹二.9. 有沒有因「年齡因素」而遭受就業歧視曾經提出申訴？

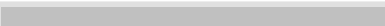

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=262 /-] [Invalid=4240 /-]

Value	Label	Cases	Percentage
1	有	8	 3.1%
2	沒有	254	 96.9%
Sysmiss		4240	

*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.*

# **vaq2\_10:** 壹二.10. 您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「婚姻因素」而遭受就業歧視？



<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4453	 98.9%
2	有遭受就業歧視	49	 1.1%

*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.*

# **vaq2\_10a:** 壹二.10. 有沒有因「婚姻因素」而遭受就業歧視曾經提出申訴？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=49 /-] [Invalid=4453 /-]

Value	Label	Cases	Percentage
1	有	2	 4.1%
2	沒有	47	 95.9%
Sysmiss		4453	

## File : data108

# **vaq2\_10a:** 壹二.10. 有沒有因「婚姻因素」而遭受就業歧視曾經提出申訴？

*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.*

# **vaq2\_11:** 壹二.11. 您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「容貌(含五官、身高及體重)因素」而遭受就業歧視？

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4435	98.5%
2	有遭受就業歧視	67	1.5%

*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.*

# **vaq2\_11a:** 壹二.11. 有沒有因「容貌(含五官、身高及體重)因素」而遭受就業歧視曾經提出申訴？

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

**Statistics [NW/ W]** [Valid=67 /-] [Invalid=4435 /-]

Value	Label	Cases	Percentage
1	有	3	4.5%
2	沒有	64	95.5%
Sysmiss		4435	

*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.*

# **vaq2\_12:** 壹二.12. 您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「身心障礙因素」而遭受就業歧視？

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4482	99.6%
2	有遭受就業歧視	20	0.4%

*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.*

# **vaq2\_12a:** 壹二.12. 有沒有因「身心障礙因素」而遭受就業歧視曾經提出申訴？

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

**Statistics [NW/ W]** [Valid=20 /-] [Invalid=4482 /-]

Value	Label	Cases	Percentage
1	有	1	5.0%
2	沒有	19	95.0%
Sysmiss		4482	

*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.*

# **vaq2\_13:** 壹二.13. 您最近一年(107/10~108/09)求職或在工作職場上您認為有沒有因「曾為工會會員身分因素」而遭受就業歧視？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]
---------------------------	--------------------------------

Value	Label	Cases	Percentage
1	沒有遭受就業歧視	4488	99.7%
2	有遭受就業歧視	14	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.*

# **vaq2\_13a:** 壹二.13. 有沒有因「曾為工會會員身分因素」而遭受就業歧視曾經提出申訴？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=14 /-] [Invalid=4488 /-]
---------------------------	---------------------------------

Value	Label	Cases	Percentage
1	有	1	7.1%
2	沒有	13	92.9%
Sysmiss		4488	

*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. 您認為最近一年(107/10~108/09)內有沒有照顧家人(如要照顧小孩或家中高齡、身障者等)的需求？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]
---------------------------	--------------------------------

Value	Label	Cases	Percentage
1	有需求	1659	36.9%
2	沒有需求	2843	63.1%

*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\_1a\_1:** 壹三.1A. 最近一年(107/10~108/09)內有照顧家人的需求，照顧對象為：選擇1(可複選)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=1659 /-] [Invalid=2843 /-]
---------------------------	-----------------------------------

Value	Label	Cases	Percentage
1	未滿3歲子女(無3歲以下子女不能選此選項)	936	56.4%
2	子女因傷病需照顧	109	6.6%
3	父母、祖父母	550	33.2%
4	配偶	21	1.3%
5	兄弟姊妹	14	0.8%
6	其他家人	29	1.7%
Sysmiss		2843	

*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\_1a\_2:** 壹三.1A. 最近一年(107/10~108/09)內有照顧家人的需求，照顧對象為：選擇2(可複選)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=258 /-] [Invalid=4244 /-]
---------------------------	----------------------------------

Value	Label	Cases	Percentage
1	未滿3歲子女(無3歲以下子女不能選此選項)	0	
2	子女因傷病需照顧	94	36.4%
3	父母、祖父母	117	45.3%
4	配偶	14	5.4%
5	兄弟姊妹	13	5.0%

# <b>va3_1a_2:</b> 壹三.1A. 最近一年(107/10~108/09)內有照顧家人的需求，照顧對象為：選擇2(可複選)			
Value	Label	Cases	Percentage
6	其他家人	20	<div><div></div></div> 7.8%
Sysmiss		4244	
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.			
# <b>va3_1a_3:</b> 壹三.1A. 最近一年(107/10~108/09)內有照顧家人的需求，照顧對象為：選擇3(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=26 /-] [Invalid=4476 /-]		
Value	Label	Cases	Percentage
1	未滿3歲子女(無3歲以下子女不能選此選項)	0	
2	子女因傷病需照顧	0	
3	父母、祖父母	15	<div><div></div></div> 57.7%
4	配偶	9	<div><div></div></div> 34.6%
5	兄弟姊妹	1	<div><div></div></div> 3.8%
6	其他家人	1	<div><div></div></div> 3.8%
Sysmiss		4476	
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.			
# <b>va3_1a_4:</b> 壹三.1A. 最近一年(107/10~108/09)內有照顧家人的需求，照顧對象為：選擇4(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=3 /-] [Invalid=4499 /-]		
Value	Label	Cases	Percentage
1	未滿3歲子女(無3歲以下子女不能選此選項)	0	
2	子女因傷病需照顧	0	
3	父母、祖父母	0	
4	配偶	1	<div><div></div></div> 33.3%
5	兄弟姊妹	2	<div><div></div></div> 66.7%
6	其他家人	0	
Sysmiss		4499	
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.			
# <b>va3_1a_5:</b> 壹三.1A. 最近一年(107/10~108/09)內有照顧家人的需求，照顧對象為：選擇5(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4502 /-]		
Value	Label	Cases	Percentage
1	未滿3歲子女(無3歲以下子女不能選此選項)	0	
2	子女因傷病需照顧	0	
3	父母、祖父母	0	
4	配偶	0	
5	兄弟姊妹	0	
6	其他家人	0	
Sysmiss		4502	
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.			
# <b>va3_1b:</b> 壹三.1B. 有沒有曾經因照顧家人而遭受歧視或不平等待遇？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1659 /-] [Invalid=2843 /-]		

# <b>va3_1b:</b> 壹三.1B. 有沒有曾經因照顧家人而遭受歧視或不平等待遇?			
Value	Label	Cases	Percentage
1	有	164	<div><div></div></div> 9.9%
2	沒有	1495	<div><div></div></div> 90.1%
Sysmiss		2843	
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.			
# <b>va3_1b1_1:</b> 壹三.1B. (1)曾經因照顧家人而遭受歧視或不平等待遇為何?選擇1(可複選, 最多複選3項)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=164 -] [Invalid=4338 -]		
Value	Label	Cases	Percentage
1	要求自行離職	8	<div><div></div></div> 4.9%
2	要求留職停薪	4	<div><div></div></div> 2.4%
3	遭解僱	1	<div><div></div></div> 0.6%
4	遭減薪	14	<div><div></div></div> 8.5%
5	強迫調離原來工作部門(非自願性調至低薪工作)	6	<div><div></div></div> 3.7%
6	陞遷、考績受影響	29	<div><div></div></div> 17.7%
7	訓練、進修受影響	0	
8	員工福利措施受影響	3	<div><div></div></div> 1.8%
9	退休權利受影響	0	
10	請假刁難	49	<div><div></div></div> 29.9%
11	要求加班	3	<div><div></div></div> 1.8%
12	應徵工作困難	1	<div><div></div></div> 0.6%
13	言語歧視	33	<div><div></div></div> 20.1%
14	工作分配不公平	13	<div><div></div></div> 7.9%
65	其他(請說明)	0	
Sysmiss		4338	
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.			
# <b>va3_1b1_2:</b> 壹三.1B. (1)曾經因照顧家人而遭受歧視或不平等待遇為何?選擇2(可複選, 最多複選3項)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=40 -] [Invalid=4462 -]		
Value	Label	Cases	Percentage
1	要求自行離職	0	
2	要求留職停薪	0	
3	遭解僱	2	<div><div></div></div> 5.0%
4	遭減薪	1	<div><div></div></div> 2.5%
5	強迫調離原來工作部門(非自願性調至低薪工作)	2	<div><div></div></div> 5.0%
6	陞遷、考績受影響	4	<div><div></div></div> 10.0%
7	訓練、進修受影響	0	
8	員工福利措施受影響	2	<div><div></div></div> 5.0%
9	退休權利受影響	0	
10	請假刁難	12	<div><div></div></div> 30.0%
11	要求加班	6	<div><div></div></div> 15.0%
12	應徵工作困難	1	<div><div></div></div> 2.5%
13	言語歧視	6	<div><div></div></div> 15.0%
14	工作分配不公平	4	<div><div></div></div> 10.0%

# <b>va3_1b1_2:</b> 壹三.1B.(1)曾經因照顧家人而遭受歧視或不平等待遇為何?選擇2(可複選, 最多複選3項)			
Value	Label	Cases	Percentage
65	其他(請說明)	0	
Sysmiss		4462	
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.			
# <b>va3_1b1_3:</b> 壹三.1B.(1)曾經因照顧家人而遭受歧視或不平等待遇為何?選擇3(可複選, 最多複選3項)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=19 /-] [Invalid=4483 /-]		
Value	Label	Cases	Percentage
1	要求自行離職	0	
2	要求留職停薪	0	
3	遭解僱	0	
4	遭減薪	0	
5	強迫調離原來工作部門(非自願性調至低薪工作)	0	
6	陞遷、考績受影響	0	
7	訓練、進修受影響	1	5.3%
8	員工福利措施受影響	0	
9	退休權利受影響	0	
10	請假刁難	3	15.8%
11	要求加班	1	5.3%
12	應徵工作困難	3	15.8%
13	言語歧視	5	26.3%
14	工作分配不公平	6	31.6%
65	其他(請說明)	0	
Sysmiss		4483	
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.			
# <b>vaq4_1:</b> 壹四.您服務的單位(公司)有沒有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= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	2093	46.5%
2	沒有	1837	40.8%
3	不知道	572	12.7%
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.			
# <b>vaq4_2:</b> 壹四.您服務的單位(公司)有沒有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= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1867	41.5%
2	沒有	1933	42.9%
3	不知道	702	15.6%
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.			
# <b>vaq4_3:</b> 壹四.您服務的單位(公司)有沒有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= 1-3] [Missing=*]		

# vaq4_3: 壹四. 您服務的單位(公司)有沒有性騷擾申訴處理機制或管道?3.直接向雇主或主管申訴			
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	3653	<div><div></div></div> 81.1%
2	沒有	666	<div><div></div></div> 14.8%
3	不知道	183	<div><div></div></div> 4.1%
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.			
# vaq5: 壹五. 最近一年(107/10~108/09)內在工作場所中，您認為有沒有遭受性騷擾(包含言語騷擾)?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	109	<div><div></div></div> 2.4%
2	沒有	4393	<div><div></div></div> 97.6%
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.			
# vaq5_1_1: 壹五. 1A. 最近一年(107/10~108/09)內在工作場所中，是誰對您性騷擾?選擇1(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=109 /-] [Invalid=4393 /-]		
Value	Label	Cases	Percentage
1	上司	36	<div><div></div></div> 33.0%
2	下屬	0	
3	同事	49	<div><div></div></div> 45.0%
4	客戶	23	<div><div></div></div> 21.1%
65	其他(請說明)	1	<div><div></div></div> 0.9%
Sysmiss		4393	
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.			
# vaq5_1_2: 壹五. 1A. 最近一年(107/10~108/09)內在工作場所中，是誰對您性騷擾?選擇2(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=16 /-] [Invalid=4486 /-]		
Value	Label	Cases	Percentage
1	上司	0	
2	下屬	1	<div><div></div></div> 6.2%
3	同事	11	<div><div></div></div> 68.8%
4	客戶	4	<div><div></div></div> 25.0%
65	其他(請說明)	0	
Sysmiss		4486	
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.			
# vaq5_1_3: 壹五. 1A. 最近一年(107/10~108/09)內在工作場所中，是誰對您性騷擾?選擇3(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=2 /-] [Invalid=4500 /-]		
Value	Label	Cases	Percentage
1	上司	0	
2	下屬	0	
3	同事	1	<div><div></div></div> 50.0%
4	客戶	1	<div><div></div></div> 50.0%

# vaq5_1_3: 壹五.1A.最近一年(107/10~108/09)內在工作場所中，是誰對您性騷擾?選擇3(可複選)			
Value	Label	Cases	Percentage
65	其他(請說明)	0	
Sysmiss		4500	
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.			
# vaq5_1_4: 壹五.1A.最近一年(107/10~108/09)內在工作場所中，是誰對您性騷擾?選擇4(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=1 -/] [Invalid=4501 -/]		
Value	Label	Cases	Percentage
1	上司	0	
2	下屬	0	
3	同事	0	
4	客戶	1	100.0%
65	其他(請說明)	0	
Sysmiss		4501	
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.			
# vaq5_2: 壹五.1B.最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您有沒有提出申訴?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=109 -/] [Invalid=4393 -/]		
Value	Label	Cases	Percentage
1	有(續答C)	29	26.6%
2	沒有(跳答E)	80	73.4%
Sysmiss		4393	
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.			
# vaq5_3_1: 壹五.1C.最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您向誰提出申訴?選擇1(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=29 -/] [Invalid=4473 -/]		
Value	Label	Cases	Percentage
1	部門主管	16	55.2%
2	負責人	7	24.1%
3	人事部門人員	1	3.4%
4	性騷擾諮詢人員	0	
5	工會或員工代表	0	
6	縣市政府勞工行政單位	0	
7	同事	0	
8	律師	0	
9	性騷擾加害者(包含當場斥責或言語反擊)	5	17.2%
65	其他(請說明)	0	
Sysmiss		4473	
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.			
# vaq5_3_2: 壹五.1C.最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您向誰提出申訴?選擇2(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=5 -/] [Invalid=4497 -/]		



# **vaq5\_3\_2:** 壹五.1C. 最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您向誰提出申訴?選擇2(可複選)

Value	Label	Cases	Percentage
1	部門主管	0	
2	負責人	1	20.0%
3	人事部門人員	2	40.0%
4	性騷擾諮詢人員	0	
5	工會或員工代表	0	
6	縣市政府勞工行政單位	0	
7	同事	1	20.0%
8	律師	0	
9	性騷擾加害者(包含當場斥責或言語反擊)	1	20.0%
65	其他(請說明)	0	
Sysmiss		4497	

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.

# **vaq5\_3\_3:** 壹五.1C. 最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您向誰提出申訴?選擇3(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4502 /-]

Value	Label	Cases	Percentage
1	部門主管	0	
2	負責人	0	
3	人事部門人員	0	
4	性騷擾諮詢人員	0	
5	工會或員工代表	0	
6	縣市政府勞工行政單位	0	
7	同事	0	
8	律師	0	
9	性騷擾加害者(包含當場斥責或言語反擊)	0	
65	其他(請說明)	0	
Sysmiss		4502	

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.

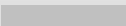
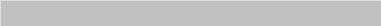

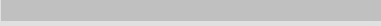
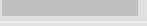


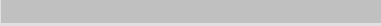

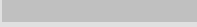
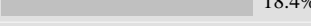
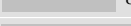
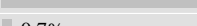





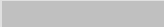
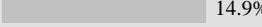

# **vaq5\_3\_4:** 壹五.1C. 最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您向誰提出申訴?選擇4(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4502 /-]

Value	Label	Cases	Percentage
1	部門主管	0	
2	負責人	0	
3	人事部門人員	0	
4	性騷擾諮詢人員	0	
5	工會或員工代表	0	
6	縣市政府勞工行政單位	0	
7	同事	0	
8	律師	0	
9	性騷擾加害者(包含當場斥責或言語反擊)	0	
65	其他(請說明)	0	
Sysmiss		4502	

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.

# vaq5_3_5: 壹五.1C.最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您向誰提出申訴?選擇5(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4502 /-]		
Value	Label	Cases	Percentage
1	部門主管	0	
2	負責人	0	
3	人事部門人員	0	
4	性騷擾諮詢人員	0	
5	工會或員工代表	0	
6	縣市政府勞工行政單位	0	
7	同事	0	
8	律師	0	
9	性騷擾加害者(包含當場斥責或言語反擊)	0	
65	其他(請說明)	0	
Sysmiss		4502	
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.			
# vaq5_4: 壹五.1D.最近一年(107/10~108/09)內在工作場所中遭受性騷擾，您申訴後的成效?(答完此題後跳答問項貳)			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=29 /-] [Invalid=4473 /-]		
Value	Label	Cases	Percentage
1	申訴管道非常有效，性騷擾情形已消弭	9	<div></div> 31.0%
2	申訴管道有效，性騷擾情形漸漸改善	12	<div></div> 41.4%
3	申訴管道無效，性騷擾情形沒有改善	8	<div></div> 27.6%
Sysmiss		4473	
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.			
# vaq5_5: 壹五.1E.最近一年(107/10~108/09)內在工作場所中您遭受性騷擾，不提出申訴的主要原因?			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=80 /-] [Invalid=4422 /-]		
Value	Label	Cases	Percentage
1	擔心遭受二度傷害	6	<div></div> 7.5%
2	不知申訴管道	3	<div></div> 3.8%
3	擔心遭強迫調離原來工作部門或職位	1	<div></div> 1.2%
4	擔心失去工作	17	<div></div> 21.2%
5	擔心別人知道會閒言閒語	10	<div></div> 12.5%
6	只能當開玩笑，不予理會	36	<div></div> 45.0%
7	很難蒐證來提出申訴	3	<div></div> 3.8%
8	申訴也沒有用	3	<div></div> 3.8%
65	其他(請說明)	1	<div></div> 1.2%
Sysmiss		4422	
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.			
# vbq1: 貳一.最近一年(107/10~108/09)內，有沒有參加職場性別工作平等的宣導或教育訓練?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		

# vbq1: 貳一. 最近一年(107/10~108/09)內, 有沒有參加職場性別工作平等的宣導或教育訓練?			
Value	Label	Cases	Percentage
1	有	1114	 24.7%
2	沒有	3388	 75.3%
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.			
# vbq2: 貳二. 您認為「性別工作平等法」的實施, 對您在職場上的工作平等有沒有改善?			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常明顯的改善	339	 7.5%
2	明顯的改善	2388	 53.0%
3	沒有改善	843	 18.7%
4	無意見/不知道	932	 20.7%
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.			
# vcq1: 參一. 1-1. 您於最近一年(107/10~108/09)內是否曾申請「家庭照顧假」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	是	288	 6.4%
2	否	4214	 93.6%
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.			
# vcq1_1a: 參一. 1-1. 1. 您最近一年(107/10~108/09)申請幾日「家庭照顧假」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]		
Statistics [NW/ W]	[Valid=288 /-] [Invalid=4214 /-]		
Value	Label	Cases	Percentage
1		36	 12.5%
2		41	 14.2%
3		53	 18.4%
4		24	 8.3%
5		42	 14.6%
6		2	 0.7%
7		81	 28.1%
8		3	 1.0%
10		5	 1.7%
15		1	 0.3%
Sysmiss		4214	
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.			
# vcq1_1b: 參一. 1-1. 1. 您最近一年(107/10~108/09)公司核准幾日「家庭照顧假」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]		
Statistics [NW/ W]	[Valid=288 /-] [Invalid=4214 /-]		
Value	Label	Cases	Percentage
1		36	 12.5%
2		43	 14.9%
3		51	 17.7%

# <b>vcq1_1b:</b> 參一.1-1.1. 您最近一年(107/10~108/09)公司核准幾日「家庭照顧假」？			
Value	Label	Cases	Percentage
4		24	<div><div></div></div> 8.3%
5		42	<div><div></div></div> 14.6%
6		2	<div><div></div></div> 0.7%
7		81	<div><div></div></div> 28.1%
8		3	<div><div></div></div> 1.0%
10		5	<div><div></div></div> 1.7%
15		1	<div><div></div></div> 0.3%
Sysmiss		4214	
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.			
# <b>vcq1_2:</b> 參一.1-1.2. 您最近一年(107/10~108/09)沒有申請「家庭照顧假」的主要原因？			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=4214 /-] [Invalid=288 /-]		
Value	Label	Cases	Percentage
1	沒有此項需求	2644	<div><div></div></div> 62.7%
2	不知道有此規定	494	<div><div></div></div> 11.7%
3	用事假替代	145	<div><div></div></div> 3.4%
4	用其他假別替代	814	<div><div></div></div> 19.3%
5	業務繁忙，無法申請	38	<div><div></div></div> 0.9%
6	家族企業可自行放假	18	<div><div></div></div> 0.4%
7	按日或按時計薪，可調整工作時間	41	<div><div></div></div> 1.0%
8	擔心遭受歧視或不平等待遇	15	<div><div></div></div> 0.4%
65	其他(請說明)	5	<div><div></div></div> 0.1%
Sysmiss		288	
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.			
# <b>vcq1f:</b> 參一.1-2. 現行為照顧未滿3歲嬰幼兒，父母可申請「育嬰留職停薪」，未來如法令新增規定受僱者為照顧家庭成員(如父母、配偶、傷病子女等)可申請「長期照顧安排假」(無薪資或津貼補助)，您是否會向雇主提出申請？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會(是)	3363	<div><div></div></div> 74.7%
2	不會(否)	1139	<div><div></div></div> 25.3%
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.			
# <b>vcq1f_1:</b> 參一.1-2.1. 您認為申請「長期照顧安排假」最需要用來做什麼？			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=3363 /-] [Invalid=1139 /-]		
Value	Label	Cases	Percentage
1	陪同家人就醫	950	<div><div></div></div> 28.2%
2	規劃長照資源配置	593	<div><div></div></div> 17.6%
3	處理臨時突發狀況(如：照顧者臨時請假)	1819	<div><div></div></div> 54.1%
65	其他(請說明)	1	<div><div></div></div> 0.0%
Sysmiss		1139	
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.			

# <b>vcq1f_2:</b> 參一.1-2.1. 您不會提出申請「長期照顧安排假」的主要原因？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=1139 /-] [Invalid=3363 /-]	
Value	Label	Cases	Percentage
1	擔心收入減少	410	<div><div></div></div> 36.0%
2	擔心升遷受影響	18	<div><div></div></div> 1.6%
3	擔心考績受影響	24	<div><div></div></div> 2.1%
4	擔心失去工作	314	<div><div></div></div> 27.6%
5	擔心公司拒絕申請	47	<div><div></div></div> 4.1%
6	家族企業可自行放假	8	<div><div></div></div> 0.7%
7	業務繁忙，無法申請	50	<div><div></div></div> 4.4%
8	沒有此項需求	257	<div><div></div></div> 22.6%
65	其他(請說明)	11	<div><div></div></div> 1.0%
Sysmiss		3363	
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.			
# <b>vcq1g:</b> 參一.1-3. 為照顧家庭成員(如父母、配偶、傷病子女等)，您是否會考慮離職照顧家人？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=4502 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會(是)	2890	<div><div></div></div> 64.2%
2	不會(否)	1612	<div><div></div></div> 35.8%
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.			
# <b>vcq1g_1:</b> 參一.1-3.2. 沒有考慮離職照顧家庭成員(如父母、配偶、傷病子女等)的原因是？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=1612 /-] [Invalid=2890 /-]	
Value	Label	Cases	Percentage
1	使用長期照顧服務資源	203	<div><div></div></div> 12.6%
2	可使用其它假別替代(如家庭照顧假或特別休假)	262	<div><div></div></div> 16.3%
3	其他家人會負責照顧	186	<div><div></div></div> 11.5%
4	經濟因素考量	959	<div><div></div></div> 59.5%
65	其他(請說明)	2	<div><div></div></div> 0.1%
Sysmiss		2890	
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.			
# <b>vcq1h:</b> 參一.1-4. 未來法令如增加受僱者為照顧家庭成員可申請「長期照顧安排假」，而無薪資或津貼補助，是否會影響您申請意願？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=4502 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會(是)	2769	<div><div></div></div> 61.5%
2	不會(否)	1733	<div><div></div></div> 38.5%
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.			
# <b>vcq1i:</b> 參一.1-5. 未來法令如新增受僱者為照顧家庭成員可申請「長期照顧安排假」，您認為多長期間才足夠？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=4502 /-] [Invalid=0 /-]	

# **vcq1i:** 參一.1-5. 未來法令如新增受僱者為照顧家庭成員可申請「長期照顧安排假」，您認為多長期間才足夠？

Value	Label	Cases	Percentage
1	30天	1298	<div><div></div></div> 28.8%
2	超過30天~3個月	1729	<div><div></div></div> 38.4%
3	超過3個月~6個月	1430	<div><div></div></div> 31.8%
65	其他(請說明)	45	<div><div></div></div> 1.0%

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.

# **vcq1j:** 參一.1-6. 未來如法令新增「長期照顧安排假」，您認為限制照顧對象合不合理？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	合理	2845	<div><div></div></div> 63.2%
2	不合理	1657	<div><div></div></div> 36.8%

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.

# **vcq1j\_1\_1:** 參一.1-6.1. 未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇1(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2845 /-] [Invalid=1657 /-]

Value	Label	Cases	Percentage
1	因傷病需照顧之子女	2678	<div><div></div></div> 94.1%
2	父母	140	<div><div></div></div> 4.9%
3	祖父母	6	<div><div></div></div> 0.2%
4	配偶	7	<div><div></div></div> 0.2%
5	兄弟姊妹	13	<div><div></div></div> 0.5%
6	其他家人(請說明)	1	<div><div></div></div> 0.0%
Sysmiss		1657	

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.

# **vcq1j\_1\_2:** 參一.1-6.1. 未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2743 /-] [Invalid=1759 /-]

Value	Label	Cases	Percentage
1	因傷病需照顧之子女	0	
2	父母	2612	<div><div></div></div> 95.2%
3	祖父母	31	<div><div></div></div> 1.1%
4	配偶	84	<div><div></div></div> 3.1%
5	兄弟姊妹	16	<div><div></div></div> 0.6%
6	其他家人(請說明)	0	
Sysmiss		1759	

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.

# **vcq1j\_1\_3:** 參一.1-6.1. 未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇3(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2382 /-] [Invalid=2120 /-]

Value	Label	Cases	Percentage
1	因傷病需照顧之子女	0	
2	父母	0	

# **vcq1j\_1\_3:** 參一.1-6.1.未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇3(可複選)

Value	Label	Cases	Percentage
3	祖父母	1478	<div><div></div></div> 62.0%
4	配偶	865	<div><div></div></div> 36.3%
5	兄弟姊妹	38	<div><div></div></div> 1.6%
6	其他家人(請說明)	1	<div><div></div></div> 0.0%
Sysmiss		2120	

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.

# **vcq1j\_1\_4:** 參一.1-6.1.未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇4(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1453 /-] [Invalid=3049 /-]

Value	Label	Cases	Percentage
1	因傷病需照顧之子女	0	
2	父母	0	
3	祖父母	0	
4	配偶	1351	<div><div></div></div> 93.0%
5	兄弟姊妹	99	<div><div></div></div> 6.8%
6	其他家人(請說明)	3	<div><div></div></div> 0.2%
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.

# **vcq1j\_1\_5:** 參一.1-6.1.未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇5(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1026 /-] [Invalid=3476 /-]

Value	Label	Cases	Percentage
1	因傷病需照顧之子女	0	
2	父母	0	
3	祖父母	0	
4	配偶	0	
5	兄弟姊妹	1024	<div><div></div></div> 99.8%
6	其他家人(請說明)	2	<div><div></div></div> 0.2%
Sysmiss		3476	


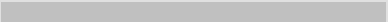
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

# **vcq1j\_1\_6:** 參一.1-6.1.未來如法令新增「長期照顧安排假」，您認為限制照顧對象應為：選擇6(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=14 /-] [Invalid=4488 /-]

Value	Label	Cases	Percentage
1	因傷病需照顧之子女	0	
2	父母	0	
3	祖父母	0	
4	配偶	0	
5	兄弟姊妹	0	
6	其他家人(請說明)	14	<div><div></div></div> 100.0%
Sysmiss		4488	

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.

# <b>vcq2:</b> 參二. 您於最近一年(107/10~108/09)內是否曾經申請「生理假」？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3301 /-] [Invalid=1201 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	是	446	 13.5%
2	否	2855	 86.5%
Sysmiss		1201	
<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>			
# <b>vcq2_1a:</b> 參二.1(A) 您最近一年(107/10~108/09)內合計申請幾日「生理假」？			
<b>Information</b>		[Type= continuous] [Format=numeric] [Range= 1-12] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=446 /-] [Invalid=4056 /-] [Mean=3.581 /-] [StdDev=2.939 /-]	



# vcq2_1b: 參二.1(A)您最近一年(107/10~108/09)內公司核准幾日「生理假」？			
Information	[Type= continuous] [Format=numeric] [Range= 1-12] [Missing=*]		
Statistics [NW/ W]	[Valid=446 /-] [Invalid=4056 /-] [Mean=3.554 /-] [StdDev=2.938 /-]		
# vcq2_1c: 參二.1(B)您是否曾經因為申請「生理假」而遭受歧視或不平等待遇？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=446 /-] [Invalid=4056 /-]		
Value	Label	Cases	Percentage
1	是	27	<div><div></div></div> 6.1%
2	否	419	<div><div></div></div> 93.9%
Sysmiss		4056	
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.			
# vcq2_2: 參二.2.您最近一年(107/10~108/09)沒有申請「生理假」的主要原因？			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=2855 /-] [Invalid=1647 /-]		
Value	Label	Cases	Percentage
1	年齡偏高/身體因素，沒有此項需求	635	<div><div></div></div> 22.2%
2	生理期不會造成困擾	1652	<div><div></div></div> 57.9%
3	不知道有此規定	50	<div><div></div></div> 1.8%
4	自行用病假替代	87	<div><div></div></div> 3.0%
5	用其他假別替代	295	<div><div></div></div> 10.3%
6	業務繁忙，無法申請	95	<div><div></div></div> 3.3%
7	家族企業可自行放假休息	4	<div><div></div></div> 0.1%
8	擔心遭受歧視或不平等待遇	20	<div><div></div></div> 0.7%
9	按日或按時計薪，可調整工作時間	9	<div><div></div></div> 0.3%
65	其他(請說明)	8	<div><div></div></div> 0.3%
Sysmiss		1647	
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.			
# vcq3: 參三.3-1.您於最近一年(107/10~108/09)內是否曾經申請「陪產假」？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1201 /-] [Invalid=3301 /-]		
Value	Label	Cases	Percentage
1	是	38	<div><div></div></div> 3.2%
2	否	1163	<div><div></div></div> 96.8%
Sysmiss		3301	
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.			
# vcq3_1a: 參三.3-1.1(A)您最近一年(107/10~108/09)內申請幾日「陪產假」？			
Information	[Type= continuous] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=38 /-] [Invalid=4464 /-] [Mean=4.632 /-] [StdDev=1.101 /-]		
# vcq3_1b: 參三.3-1.1(A)您最近一年(107/10~108/09)內公司核准幾日「陪產假」？			
Information	[Type= continuous] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=38 /-] [Invalid=4464 /-] [Mean=4.632 /-] [StdDev=1.101 /-]		
# vcq3_1c: 參三.3-1.1(B)您是否曾經因為申請「陪產假」而遭受歧視或不平等待遇？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		

# <b>vcq3_1c:</b> 參三.3-1.1(B)您是否曾經因為申請「陪產假」而遭受歧視或不平等待遇？			
Statistics [NW/ W]		[Valid=38 /-] [Invalid=4464 /-]	
Value	Label	Cases	Percentage
1	是	0	
2	否	38	<div><div></div></div> 100.0%
Sysmiss		4464	
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.			
# <b>vcq3_2:</b> 參三.3-1.2.您最近一年(107/10~108/09)沒有申請「陪產假」的主要原因？			
Information		[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]	
Statistics [NW/ W]		[Valid=1163 /-] [Invalid=3339 /-]	
Value	Label	Cases	Percentage
1	沒有此項需求	1159	<div><div></div></div> 99.7%
2	由其他家人陪產	1	0.1%
3	利用星期假日或下班時間陪產	2	0.2%
4	不知道有此規定	0	
5	用其他假別替代	1	0.1%
6	業務繁忙，無法申請	0	
7	家族企業可自行放假陪產	0	
8	按日或按時計薪，可調整工作時間陪產	0	
9	擔心遭受歧視或不平等待遇	0	
65	其他(請說明)	0	
Sysmiss		3339	
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.			
# <b>vcq3_3_1:</b> 參三.3-2.您的配偶於最近一年(107/10~108/09)內是否曾生產？			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=1201 /-] [Invalid=3301 /-]	
Value	Label	Cases	Percentage
1	是	42	<div><div></div></div> 3.5%
2	否	1159	<div><div></div></div> 96.5%
Sysmiss		3301	
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.			
# <b>vcq4:</b> 參四.您於最近一年(107/10~108/09)內是否曾經申請「產檢假」？			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3301 /-] [Invalid=1201 /-]	
Value	Label	Cases	Percentage
1	是	593	<div><div></div></div> 18.0%
2	否	2708	<div><div></div></div> 82.0%
Sysmiss		1201	
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.			
# <b>vcq4_1a:</b> 參四.4-1.1(A)您最近一年(107/10~108/09)內合計申請幾日「產檢假」？			
Information		[Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]	
Statistics [NW/ W]		[Valid=593 /-] [Invalid=3909 /-]	
Value	Label	Cases	Percentage
1		30	<div><div></div></div> 5.1%

# **vcq4\_1a:** 參四.4-1.1(A)您最近一年(107/10~108/09)內合計申請幾日「產檢假」？

Value	Label	Cases	Percentage
2		46	7.8%
3		66	11.1%
4		36	6.1%
5		350	59.0%
6		20	3.4%
7		26	4.4%
8		17	2.9%
11		1	0.2%
12		1	0.2%
Sysmiss		3909	

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.

# **vcq4\_1b:** 參四.4-1.1(A)您最近一年(107/10~108/09)內公司核准幾日「產檢假」？

Information	[Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]
Statistics [NW/ W]	[Valid=593 /-] [Invalid=3909 /-]

Value	Label	Cases	Percentage
1		31	5.2%
2		46	7.8%
3		66	11.1%
4		36	6.1%
5		349	58.9%
6		20	3.4%
7		26	4.4%
8		17	2.9%
11		1	0.2%
12		1	0.2%
Sysmiss		3909	

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.

# **vcq4\_1c:** 參四.4-1.1(B)您是否曾經因為申請「產檢假」而遭受歧視或不平等待遇？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=593 /-] [Invalid=3909 /-]

Value	Label	Cases	Percentage
1	是	24	4.0%
2	否	569	96.0%
Sysmiss		3909	

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.

# **vcq4\_2:** 參四.4-1.2.您最近一年(107/10~108/09)沒有申請「產檢假」的主要原因？

Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]
Statistics [NW/ W]	[Valid=2708 /-] [Invalid=1794 /-]

Value	Label	Cases	Percentage
1	沒有此項需求	2542	93.9%
2	利用星期假日或下班時間產檢	112	4.1%
3	不知道有此規定	5	0.2%
4	用其他假別替代	36	1.3%

# <b>vcq4_2:</b> 參四.4-1.2. 您最近一年(107/10~108/09)沒有申請「產檢假」的主要原因?			
Value	Label	Cases	Percentage
5	業務繁忙，無法申請	4	0.1%
6	家族企業可自行放假產檢	1	0.0%
7	按日或按時計薪，可調整工作時間產檢	0	
8	擔心遭受歧視或不平等待遇	0	
65	其他(請說明)	8	0.3%
Sysmiss		1794	
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.			
# <b>vcq4_3_1:</b> 參四.4-2. 您於最近一年(107/10~108/09)內是否曾經懷孕?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3301 /-] [Invalid=1201 /-]		
Value	Label	Cases	Percentage
1	是	759	23.0%
2	否	2542	77.0%
Sysmiss		1201	
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.			
# <b>vcq5:</b> 參五.5-1. 您於最近一年(107/10~108/09)內是否曾經申請「產假」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3301 /-] [Invalid=1201 /-]		
Value	Label	Cases	Percentage
1	是	1276	38.7%
2	否	2025	61.3%
Sysmiss		1201	
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.			
# <b>vcq5_1a:</b> 參五.5-1.1A. 產假有幾週(含例假日)			
Information	[Type= discrete] [Format=numeric] [Range= 4-12] [Missing=*]		
Statistics [NW/ W]	[Valid=1276 /-] [Invalid=3226 /-]		
Value	Label	Cases	Percentage
4		6	0.5%
6		7	0.5%
8		1253	98.2%
9		4	0.3%
10		1	0.1%
11		1	0.1%
12		4	0.3%
Sysmiss		3226	
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.			
# <b>vcq5_1b:</b> 參五.5-1.1B. 有沒有提前申請產假?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1276 /-] [Invalid=3226 /-]		
Value	Label	Cases	Percentage
1	有	448	35.1%
2	沒有	828	64.9%

# <b>vcq5_1b:</b> 參五.5-1.1B. 有沒有提前申請產假?			
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
Sysmiss		3226	
<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>			
# <b>vcq5_1ba:</b> 參五.5-1.1B(1)有提前申請產假，產假提前幾週(含例假日)?(女性勞工可於產前 <b>4</b> 週請產假)			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=448 /-] [Invalid=4054 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1		223	49.8%
2		129	28.8%
3		37	8.3%
4		59	13.2%
Sysmiss		4054	
<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>			
# <b>vcq5_1bb:</b> 參五.5-1.1B(1)有提前申請產假，產後幾週(含例假日)?			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 4-11] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=448 /-] [Invalid=4054 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
4		60	13.4%
5		38	8.5%
6		126	28.1%
7		216	48.2%
8		6	1.3%
10		1	0.2%
11		1	0.2%
Sysmiss		4054	
<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>			
# <b>vcq5_2_1:</b> 參五.5-1.2. 您於最近一年(107/10~108/09)沒有申請「產假」的原因為：選擇1(可複選，最多複選 <b>3</b> 項)			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=2025 /-] [Invalid=2477 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	沒有此項需求(有領取過生育給付的不能選此選項)	2002	98.9%
2	家族企業可自行放假	1	0.0%
3	用其他假別替代(事假、休假或病假替代)	2	0.1%
4	直接離職	18	0.9%
5	留職停薪，恢復後再上班	1	0.0%
6	按日或按時計薪，可調整工作時間休息	1	0.0%
65	其他(請說明)	0	
Sysmiss		2477	
<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>			
# <b>vcq5_2_2:</b> 參五.5-1.2. 您於最近一年(107/10~108/09)沒有申請「產假」的原因為：選擇2(可複選，最多複選 <b>3</b> 項)			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=0 /-] [Invalid=4502 /-]		

# **vcq5\_2\_2:** 參五.5-1.2.您於最近一年(107/10~108/09)沒有申請「產假」的原因為：選擇2(可複選，最多複選**3**項)

Value	Label	Cases	Percentage
1	沒有此項需求(有領取過生育給付的不能選此選項)	0	
2	家族企業可自行放假	0	
3	用其他假別替代(事假、休假或病假替代)	0	
4	直接離職	0	
5	留職停薪，恢復後再上班	0	
6	按日或按時計薪，可調整工作時間休息	0	
65	其他(請說明)	0	
Sysmiss		4502	

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.

# **vcq5\_2\_3:** 參五.5-1.2.您於最近一年(107/10~108/09)沒有申請「產假」的原因為：選擇3(可複選，最多複選**3**項)

Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4502 /-]

Value	Label	Cases	Percentage
1	沒有此項需求(有領取過生育給付的不能選此選項)	0	
2	家族企業可自行放假	0	
3	用其他假別替代(事假、休假或病假替代)	0	
4	直接離職	0	
5	留職停薪，恢復後再上班	0	
6	按日或按時計薪，可調整工作時間休息	0	
65	其他(請說明)	0	
Sysmiss		4502	

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.

# **vcq5\_3\_1:** 參五.5-2.您於最近一年(107/10~108/09)內是否曾經生產？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3301 /-] [Invalid=1201 /-]

Value	Label	Cases	Percentage
1	是	1299	39.4%
2	否	2002	60.6%
Sysmiss		1201	

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.

# **vcq6:** 參六.6-1.您於最近一年(107/10~108/09)內是否曾經申請「流產假」？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3301 /-] [Invalid=1201 /-]

Value	Label	Cases	Percentage
1	是	27	0.8%
2	否	3274	99.2%
Sysmiss		1201	

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.

# **vcq6\_1a:** 參六.6-1.1.您懷孕滿幾週以上流產

Information	[Type= discrete] [Format=numeric] [Range= 3-32] [Missing=*]
Statistics [NW/ W]	[Valid=27 /-] [Invalid=4475 /-]

### # vcq6\_1a: 參六.6-1.1.您懷孕滿幾週以上流產

Value	Label	Cases	Percentage
3		1	<div><div></div></div> 3.7%
5		2	<div><div></div></div> 7.4%
6		4	<div><div></div></div> 14.8%
7		2	<div><div></div></div> 7.4%
8		3	<div><div></div></div> 11.1%
9		1	<div><div></div></div> 3.7%
10		1	<div><div></div></div> 3.7%
12		1	<div><div></div></div> 3.7%
13		2	<div><div></div></div> 7.4%
17		1	<div><div></div></div> 3.7%
20		4	<div><div></div></div> 14.8%
22		1	<div><div></div></div> 3.7%
24		1	<div><div></div></div> 3.7%
25		1	<div><div></div></div> 3.7%
30		1	<div><div></div></div> 3.7%
32		1	<div><div></div></div> 3.7%
Sysmiss		4475	

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.

### # vcq6\_1b: 參六.6-1.1.公司核准幾日的流產假

Information	[Type= discrete] [Format=numeric] [Range= 3-56] [Missing=*]
Statistics [NW/ W]	[Valid=27 /-] [Invalid=4475 /-]

Value	Label	Cases	Percentage
3		1	<div><div></div></div> 3.7%
5		6	<div><div></div></div> 22.2%
6		1	<div><div></div></div> 3.7%
7		7	<div><div></div></div> 25.9%
13		1	<div><div></div></div> 3.7%
14		1	<div><div></div></div> 3.7%
28		5	<div><div></div></div> 18.5%
30		1	<div><div></div></div> 3.7%
56		4	<div><div></div></div> 14.8%
Sysmiss		4475	

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.

### # vcq6\_2: 參六.6-1.2.您最近一年(107/10~108/09)沒有申請「流產假」的主要原因？

Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]
Statistics [NW/ W]	[Valid=3274 /-] [Invalid=1228 /-]

Value	Label	Cases	Percentage
1	沒有此項需求	3258	<div><div></div></div> 99.5%
2	不知道有此規定	2	<div><div></div></div> 0.1%
3	用其他假別替代	11	<div><div></div></div> 0.3%
4	業務繁忙，無法申請	0	
5	家族企業可自行放假休息	0	
6	按日或按時計薪，可調整工作時間休息	0	

# <b>vcq6_2:</b> 參六.6-1.2.您最近一年(107/10~108/09)沒有申請「流產假」的主要原因?			
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
7	擔心遭受歧視或不平等待遇	0	
65	其他(請說明)	3	0.1%
Sysmiss		1228	
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.			
# <b>vcq6_3_1:</b> 參六.6-2.您於最近一年(107/10~108/09)內是否曾經流產?(限女性受僱者填)			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=3301 /-] [Invalid=1201 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	是	43	1.3%
2	否	3258	98.7%
Sysmiss		1201	
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.			
# <b>vcq7:</b> 參七.7-1.您於最近一年(107/10~108/09)內是否曾經申請「安胎休養」?			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=3301 /-] [Invalid=1201 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	是	147	4.5%
2	否	3154	95.5%
Sysmiss		1201	
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.			
# <b>vcq7_1:</b> 參七.7-1.1.公司核准幾日的安胎休養			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-120] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=147 /-] [Invalid=4355 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1		2	1.4%
2		4	2.7%
3		9	6.1%
4		5	3.4%
5		8	5.4%
7		27	18.4%
8		1	0.7%
10		7	4.8%
12		1	0.7%
13		1	0.7%
14		10	6.8%
15		4	2.7%
18		1	0.7%
20		6	4.1%
21		6	4.1%
22		1	0.7%
25		1	0.7%
28		3	2.0%
30		35	23.8%



# <b>vcq7_1:</b> 參七.7-1.1.公司核准幾日的安胎休養			
Value	Label	Cases	Percentage
32		1	<div><div></div></div> 0.7%
60		5	<div><div></div></div> 3.4%
90		4	<div><div></div></div> 2.7%
120		5	<div><div></div></div> 3.4%
Sysmiss		4355	
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.			
# <b>vcq7_2:</b> 參七.7-1.2.您最近一年(107/10~108/09)沒有申請「安胎休養」的主要原因？			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=3154 /-] [Invalid=1348 /-]		
Value	Label	Cases	Percentage
1	沒有此項需求	3098	<div><div></div></div> 98.2%
2	不知道有此規定	13	<div><div></div></div> 0.4%
3	用其他假別替代	41	<div><div></div></div> 1.3%
4	業務繁忙，無法申請	1	<div><div></div></div> 0.0%
5	家族企業可自行放假休息	0	
6	按日或按時計薪，可調整工作時間休息	0	
7	擔心遭受歧視或不平等待遇	1	<div><div></div></div> 0.0%
65	其他(請說明)	0	
Sysmiss		1348	
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.			
# <b>vcq7_3_1:</b> 參七.7-2.您於最近一年(107/10~108/09)內是否曾經有安胎休養的需求?(限女性受僱者填)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3301 /-] [Invalid=1201 /-]		
Value	Label	Cases	Percentage
1	是	203	<div><div></div></div> 6.1%
2	否	3098	<div><div></div></div> 93.9%
Sysmiss		1201	
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.			
# <b>vcq8_1:</b> 參八.8-1.您最近一年(107/10~108/09)內是否曾經為撫育未滿3歲子女，申請每天減少工作時間1小時(含以上)？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	是(無3歲以下子女不能選此選項)	38	<div><div></div></div> 0.8%
2	否	4464	<div><div></div></div> 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.			
# <b>vcq8_1a:</b> 參八.8-1.1A.為撫育未滿3歲子女，平均每日減少幾小時工作時間			
Information	[Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=38 /-] [Invalid=4464 /-] [Mean=1.026 /-] [StdDev=0.162 /-]		
# <b>vcq8_1c:</b> 參八.8-1.1B.為撫育未滿3歲子女，提出每日減少工作時間，您是定期申請還是偶爾申請？			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=38 /-] [Invalid=4464 /-]		

# <b>vcq8_1c:</b> 參八.8-1.1B.為撫育未滿3歲子女，提出每日減少工作時間，您是定期申請還是偶爾申請？			
Value	Label	Cases	Percentage
1	定期	17	<div><div></div></div> 44.7%
2	偶爾	21	<div><div></div></div> 55.3%
Sysmiss		4464	
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.			
# <b>vcq8_1b:</b> 參八.8-1.2.為撫育未滿3歲子女，沒有申請每天減少工作時間1小時(含以上)的原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
Statistics [NW/ W]	[Valid=4464 -/] [Invalid=38 -/]		
Value	Label	Cases	Percentage
1	不知道有此規定	445	<div><div></div></div> 10.0%
2	用其他假別替代	176	<div><div></div></div> 3.9%
3	業務繁忙，無法申請	76	<div><div></div></div> 1.7%
4	家族企業可自行減少工作時間	7	<div><div></div></div> 0.2%
5	按日或按時計薪，可調整工作時間	9	<div><div></div></div> 0.2%
6	擔心遭受歧視或不平等待遇(畏於同事眼光不敢申請)	29	<div><div></div></div> 0.6%
7	擔心被解雇	14	<div><div></div></div> 0.3%
8	公司規模未滿30人	46	<div><div></div></div> 1.0%
9	沒有此項需求(沒有0歲~未滿3歲小孩)	3660	<div><div></div></div> 82.0%
65	其他(請說明)	2	<div><div></div></div> 0.0%
Sysmiss		38	
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.			
# <b>vcq8_1ba:</b> 參八.8-1.2.(9)為撫育未滿3歲子女，沒有每天減少工作時間1小時(含以上)需求的原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]		
Statistics [NW/ W]	[Valid=3698 -/] [Invalid=804 -/]		
Value	Label	Cases	Percentage
1	有保母或托嬰中心會負責照顧(0歲~未滿2歲、2歲~未滿3歲)	225	<div><div></div></div> 6.1%
2	家人會負責處理小孩事情(0歲~未滿2歲、2歲~未滿3歲)	558	<div><div></div></div> 15.1%
3	減少之工作時間不給薪會影響收入(0歲~未滿2歲、2歲~未滿3歲)	5	<div><div></div></div> 0.1%
4	減少1小時不足夠(0歲~未滿2歲、2歲~未滿3歲)	2	<div><div></div></div> 0.1%
5	無3歲以下子女(3歲~未滿6歲、6歲未滿12歲)	2868	<div><div></div></div> 77.6%
65	其他(請說明)	2	<div><div></div></div> 0.1%
99	跳答	38	<div><div></div></div> 1.0%
Sysmiss		804	
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.			
# <b>vcq8_2:</b> 參八.8-2.您最近一年(107/10~108/09)內是否曾經為撫育未滿3歲子女，申請調整工作時間」(每日工作時間相同，只調整上下班時間)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 -/] [Invalid=0 -/]		
Value	Label	Cases	Percentage
1	是(無3歲以下子女不能選此選項)	97	<div><div></div></div> 2.2%
2	否	4405	<div><div></div></div> 97.8%
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.			

# <b>vcq8_2a:</b> 參八.8-2.1. 為撫育未滿3歲子女，提出調整工作時間，您是定期申請還是偶爾申請？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=97 /-] [Invalid=4405 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	定期	47	48.5%
2	偶爾	50	51.5%
Sysmiss		4405	
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.			
# <b>vcq8_2b:</b> 參八.8-2.2. 為撫育未滿3歲子女，沒有申請調整工作時間的主要原因？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=4405 /-] [Invalid=97 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	公司原本就有彈性上、下班措施	185	4.2%
2	不知道有此規定	415	9.4%
3	業務屬性，無法申請	75	1.7%
4	家族企業可自行調整工作時間	7	0.2%
5	按日或按時計薪，可調整工作時間	8	0.2%
6	擔心遭受歧視或不平等待遇(畏於同事眼光不敢申請)	31	0.7%
7	沒有此項需求(有未滿3歲小孩者不能選此選項)	2868	65.1%
8	家人會負責處理小孩事情	603	13.7%
9	公司規模未滿30人	26	0.6%
10	有保母或托嬰中心會負責照顧	181	4.1%
65	其他(請說明)	6	0.1%
Sysmiss		97	
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.			
# <b>vcq8_3:</b> 參八.8-3. 依目前性別工作平等法規定「為撫育未滿3歲子女，可申請每天減少1小時無薪資的工作時間」，您認為是否足夠？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=4502 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	足夠	3157	70.1%
2	不足夠	1345	29.9%
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.			
# <b>vcq8_3a:</b> 參八.8-3.2. 為撫育未滿3歲子女，認為每天減少1小時無薪資的工作時間不足夠，您認為每天需減少多少小時才足夠？			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=1345 /-] [Invalid=3157 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	2小時	859	63.9%
2	3小時	295	21.9%
3	4小時	186	13.8%
65	其他(請說明)	5	0.4%
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.			

# **vcq8\_4:** 參八.8-4. 依目前性別工作平等法規定為撫育未滿**3**歲子女，可申請每天減少**1**小時工作時間或調整工作時間，您認為未滿**3**歲子女資格需不需要放寬？

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是(需要)	2709	60.2%
2	否(不需要)	1793	39.8%

*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.*

# **vcq8\_4a:** 參八.8-4.1. 為撫育未滿**3**歲子女，可申請每天減少**1**小時工作時間或調整工作時間，您認為未滿**3**歲子女資格需要放寬至幾歲？

**Information** [Type= discrete] [Format=numeric] [Range= 1-65] [Missing=\*]

**Statistics [NW/ W]** [Valid=2709 /-] [Invalid=1793 /-]

Value	Label	Cases	Percentage
1	未滿4歲	181	6.7%
2	未滿5歲	763	28.2%
3	未滿6歲	900	33.2%
4	未滿7歲	487	18.0%
5	未滿8歲	86	3.2%
6	未滿9歲	41	1.5%
7	未滿12歲	244	9.0%
65	其他(請說明)	7	0.3%
Sysmiss		1793	

*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.*

# **vcq9:** 參九. 您是否曾經申請「育嬰留職停薪」？

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

**Statistics [NW/ W]** [Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是(有申請)	694	15.4%
2	否(沒有申請)	3808	84.6%

*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.*

# **vcq9\_1a:** 參九.1A. 您是否曾經因為申請「育嬰留職停薪」而遭受歧視或不平等待遇或阻擾？

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

**Statistics [NW/ W]** [Valid=694 /-] [Invalid=3808 /-]

Value	Label	Cases	Percentage
1	是	77	11.1%
2	否	617	88.9%
Sysmiss		3808	

*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.*

# **vcq9\_1b:** 參九.1B. 您申請育嬰留停時，是否有遇到雇主刁難而直接離職？

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

**Statistics [NW/ W]** [Valid=694 /-] [Invalid=3808 /-]

Value	Label	Cases	Percentage
1	是	25	3.6%
2	否	669	96.4%

# <b>vcq9_1b:</b> 參九.1B.您申請育嬰留停時，是否有遇到雇主刁難而直接離職？			
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
Sysmiss		3808	
<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>			
# <b>vcq9_2:</b> 參九.2.您沒有申請「育嬰留職停薪」的主要原因？			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-65] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=3808 /-] [Invalid=694 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	沒有此項需求(有未滿3歲子女者不能選此選項)	2184	57.4%
2	不知道有此措施	45	1.2%
3	擔心陸遷受影響	24	0.6%
4	擔心考績受影響	23	0.6%
5	擔心失去工作	151	4.0%
6	公司拒絕申請	23	0.6%
7	擔心收入減少	191	5.0%
8	員工人數少，公司無法提供	5	0.1%
9	家族企業可自行放假	9	0.2%
10	業務繁忙，無法申請	24	0.6%
11	有保母或托嬰中心會負責照顧	211	5.5%
12	家人會負責處理小孩事情	755	19.8%
13	當時沒有育嬰留職停薪制度	142	3.7%
14	直接離職	15	0.4%
65	其他(請說明)	6	0.2%
Sysmiss		694	
<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>			
# <b>vb1:</b> 肆一.您的年齡？			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	15~19歲	27	0.6%
2	20~24歲	155	3.4%
3	25~29歲	456	10.1%
4	30~34歲	903	20.1%
5	35~39歲	907	20.1%
6	40~44歲	635	14.1%
7	45~49歲	393	8.7%
8	50~54歲	470	10.4%
9	55~59歲	357	7.9%
10	60~64歲	199	4.4%
99	拒答	0	
<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>			

# vb2: 肆二. 您的教育程度?			
Information		[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]	
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	國小及以下	29	<div><div></div></div> 0.6%
2	國(初)中	166	<div><div></div></div> 3.7%
3	高中	356	<div><div></div></div> 7.9%
4	高職(含五專前三年)	615	<div><div></div></div> 13.7%
5	專科	704	<div><div></div></div> 15.6%
6	大學	2152	<div><div></div></div> 47.8%
7	研究所及以上	480	<div><div></div></div> 10.7%
99	拒答	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.			
# vb3: 肆三. 您的婚姻狀況?			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	未婚	1029	<div><div></div></div> 22.9%
2	已婚(或同居)	3347	<div><div></div></div> 74.3%
3	分居	10	<div><div></div></div> 0.2%
4	其他(離婚、喪偶)	116	<div><div></div></div> 2.6%
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.			
# vb4: 肆四. 您有沒有12歲以下(未滿12歲)的小孩?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	2134	<div><div></div></div> 47.4%
2	沒有	2368	<div><div></div></div> 52.6%
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.			
# vb4_1: 肆四. 您是否有小孩			
Information		[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]	
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有3歲以下小孩	1634	<div><div></div></div> 36.3%
2	所有小孩均滿3歲	500	<div><div></div></div> 11.1%
3	沒有小孩	2368	<div><div></div></div> 52.6%
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.			
# vb4_1_1: 肆四.1. 小孩的年齡：選擇1(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=2134 /-] [Invalid=2368 /-]	
Value	Label	Cases	Percentage
1	0歲~未滿2歲	1498	<div><div></div></div> 70.2%
2	2歲~未滿3歲	136	<div><div></div></div> 6.4%
3	3歲~未滿6歲	162	<div><div></div></div> 7.6%

# vb4_1_1: 肆四.1.小孩的年齡：選擇1(可複選)			
Value	Label	Cases	Percentage
4	6歲~未滿12歲	338	<div><div></div></div> 15.8%
Sysmiss		2368	
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.			
# vb4_1_2: 肆四.1.小孩的年齡：選擇2(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=792 /-] [Invalid=3710 /-]		
Value	Label	Cases	Percentage
1	0歲~未滿2歲	0	
2	2歲~未滿3歲	137	<div><div></div></div> 17.3%
3	3歲~未滿6歲	426	<div><div></div></div> 53.8%
4	6歲~未滿12歲	229	<div><div></div></div> 28.9%
Sysmiss		3710	
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.			
# vb4_1_3: 肆四.1.小孩的年齡：選擇3(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=52 /-] [Invalid=4450 /-]		
Value	Label	Cases	Percentage
1	0歲~未滿2歲	0	
2	2歲~未滿3歲	0	
3	3歲~未滿6歲	15	<div><div></div></div> 28.8%
4	6歲~未滿12歲	37	<div><div></div></div> 71.2%
Sysmiss		4450	
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.			
# vb4_1_4: 肆四.1.小孩的年齡：選擇4(可複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4501 /-]		
Value	Label	Cases	Percentage
1	0歲~未滿2歲	0	
2	2歲~未滿3歲	0	
3	3歲~未滿6歲	0	
4	6歲~未滿12歲	1	<div><div></div></div> 100.0%
Sysmiss		4501	
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.			
# vb5: 肆五.您目前的工作性質?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	全時工作者	4312	<div><div></div></div> 95.8%
2	部分時間工作者(指較全時勞工正常上班時數有相當程度縮短者)	190	<div><div></div></div> 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.			

# **vb6:** 肆六. 您目前平均每月薪資?(含經常性薪資(本薪與按月給付之固定津貼及獎金)、加班費、非經常性薪資(年終獎金、績效獎金等))

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿23,100元	186	4.1%
2	23,100元~未滿3萬元	1021	22.7%
3	3萬元~未滿4萬元	1465	32.5%
4	4萬元~未滿5萬元	746	16.6%
5	5萬元~未滿6萬元	423	9.4%
6	6萬元~未滿7萬元	229	5.1%
7	7萬元~未滿8萬元	101	2.2%
8	8萬元及以上	309	6.9%
99	拒答	22	0.5%

*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.*

# **vb7:** 肆七. 您服務的公司所屬行業?(公司是做什麼的)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	農、林、漁、牧業	31	0.7%
2	礦業及土石採取業	2	0.0%
3	製造業	1772	39.4%
4	電力及燃氣供應業	38	0.8%
5	用水供應及污染整治業	22	0.5%
6	營建工程業	174	3.9%
7	批發及零售業	480	10.7%
8	運輸、倉儲業	136	3.0%
9	住宿及餐飲業	166	3.7%
10	出版、影音製作、傳播及資訊服務業	165	3.7%
11	金融及保險業	335	7.4%
12	不動產業	14	0.3%
13	專業、科學及技術服務業	179	4.0%
14	支援服務業	143	3.2%
15	公共行政及國防;強制性社會安全	124	2.8%
16	教育業	230	5.1%
17	醫療保健及社會工作服務業	306	6.8%
18	藝術、娛樂及休閒服務業	49	1.1%
19	其他服務業	136	3.0%
99	拒答	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.*

# **vb8:** 肆八. 您目前服務的公司目前員工人數(含外籍勞工)?(指公司所在地點的員工人數)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	4人及以下	278	6.2%



# vb8: 肆八. 您目前服務的公司目前員工人數(含外籍勞工)?(指公司所在地點的員工人數)

Value	Label	Cases	Percentage
2	5~29人	1336	29.7%
3	30~49人	480	10.7%
4	50~99人	551	12.2%
5	100~149人	304	6.8%
6	150~199人	145	3.2%
7	200~249人	157	3.5%
8	250人以上	1192	26.5%
88	不知道	59	1.3%
99	拒答	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.

# vb9: 肆九. 您服務的公司所在縣市?

Information	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	臺北市	814	18.1%
2	新北市	622	13.8%
3	宜蘭縣	66	1.5%
4	桃園市	433	9.6%
5	新竹縣	128	2.8%
6	新竹市	125	2.8%
7	基隆市	22	0.5%
8	苗栗縣	87	1.9%
9	臺中市	558	12.4%
10	彰化縣	223	5.0%
11	南投縣	63	1.4%
12	雲林縣	109	2.4%
13	高雄市	533	11.8%
14	嘉義縣	82	1.8%
15	嘉義市	53	1.2%
16	臺南市	360	8.0%
17	屏東縣	108	2.4%
18	澎湖縣	15	0.3%
19	花蓮縣	64	1.4%
20	臺東縣	37	0.8%
99	拒答	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.

# vb10: 肆十. 您目前工作的性質(指職業別)?

Information	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=4502 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	民意代表、主管及經理人員	252	5.6%
2	專業人員	669	14.9%
3	技術員及助理專業人員	905	20.1%
4	事務支援人員	1527	33.9%

# vb10: 肆十. 您目前工作的性質(指職業別)?

Value	Label	Cases	Percentage	
5	服務及銷售工作人員	431	<div><div></div></div>	9.6%
6	農、林、漁、牧業生產人員	14	<div><div></div></div>	0.3%
7	技藝有關工作人員	144	<div><div></div></div>	3.2%
8	機械設備操作及組裝人員	359	<div><div></div></div>	8.0%
9	基層技術工及勞力工	201	<div><div></div></div>	4.5%
65	其他(請說明)	0		
99	拒答	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.				
# edu: 教育加權分組				
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage	
1	國中及以下	195	<div><div></div></div>	4.3%
2	高中職	971	<div><div></div></div>	21.6%
3	專科	704	<div><div></div></div>	15.6%
4	大學	2152	<div><div></div></div>	47.8%
5	研究所及以上	480	<div><div></div></div>	10.7%
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.				
# rvb3: 婚姻狀況分組				
Information		[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage	
1	未婚	1029	<div><div></div></div>	22.9%
2	已婚(或同居)	3347	<div><div></div></div>	74.3%
3	其他(含分居、離婚、喪偶)	126	<div><div></div></div>	2.8%
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.				
# rvb6: 收入分組				
Information		[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage	
1	未滿23,100元	186	<div><div></div></div>	4.1%
2	23,100元~未滿3萬元	1021	<div><div></div></div>	22.7%
3	3萬元~未滿4萬元	1465	<div><div></div></div>	32.5%
4	4萬元~未滿5萬元	746	<div><div></div></div>	16.6%
5	5萬元~未滿6萬元	423	<div><div></div></div>	9.4%
6	6萬元~未滿8萬元	330	<div><div></div></div>	7.3%
7	8萬元以上	309	<div><div></div></div>	6.9%
99	拒答	22	<div><div></div></div>	0.5%
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: 公司所在地分組				
Information		[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]		

# area: 公司所在地分組				
Value	Label	Cases	Percentage	
1	北部地區	2210	<div></div>	49.1%
2	中部地區	1040	<div></div>	23.1%
3	南部地區	1151	<div></div>	25.6%
4	東部地區	101	<div></div>	2.2%
99	拒答	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.				
# rvb8: 規模分組				
Information		[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage	
1	29人及以下	1614	<div></div>	35.9%
2	30~99人	1031	<div></div>	22.9%
3	100~249人	606	<div></div>	13.5%
4	250人及以上	1192	<div></div>	26.5%
99	拒答	59	<div></div>	1.3%
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.				
# age: 年齡分組				
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage	
1	15~24歲	182	<div></div>	4.0%
2	25~34歲	1359	<div></div>	30.2%
3	35~44歲	1542	<div></div>	34.3%
4	45~54歲	863	<div></div>	19.2%
5	55~64歲	556	<div></div>	12.4%
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.				
# weight: 權數				
Information		[Type= continuous] [Format=numeric] [Range= 0.0100696241973577-14.9240437728684] [Missing=*]		
Statistics [NW/ W]		[Valid=4502 /-] [Invalid=0 /-] [Mean=1 /-] [StdDev=1.224 /-]		