

台灣 (Taiwan, ROC)

行政院勞工委員會

## **102年僱用管理性別平等概況調查**

### **Study Documentation**

November 25, 2015

# Metadata Production

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# 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="#">5</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="#">data102.....</a>	<a href="#">6</a>
<a href="#">Variables Group(s).....</a>	<a href="#">7</a>
<a href="#">基本資料.....</a>	<a href="#">7</a>
<a href="#">壹、一般概況.....</a>	<a href="#">7</a>
<a href="#">貳、性騷擾防治概況.....</a>	<a href="#">7</a>
<a href="#">參、各項假別及照顧措施.....</a>	<a href="#">8</a>
<a href="#">肆、育嬰留職停薪概況.....</a>	<a href="#">11</a>
<a href="#">伍、僱用管理概況.....</a>	<a href="#">12</a>
<a href="#">Variables Description.....</a>	<a href="#">15</a>
<a href="#">data102.....</a>	<a href="#">16</a>

## 102年僱用管理性別平等概況調查

### 2013 Survey on Gender Equality in Employment and Management

Overview	
Type	女性僱用管理調查/性別僱用管理調查/僱用管理性別平等概況調查
Identification	AH020009
Version	Production Date: 2015-11-12
Series	調查目的：掌握事業單位對勞工之僱用管理實況及性別工作平等法實施情形，提供政府推動勞動政策之參考。 地區範圍：台灣地區。 調查對象：參加勞工保險之事業單位(不含投保人數3人以下之事業單位)。 調查項目：性騷擾防治概況、各項假別及照顧措施概況、育嬰留職停薪概況、僱用管理概況。 調查方法：採用郵寄問卷輔以電話催收，以多元管道方式進行回收。
<b>Abstract</b> <p>為蒐集事業單位對性別工作平等法各項規定之執行情形，本會賡續辦理本調查，藉此了解性別工作平等法相關規定之實施現況。此調查以勞工保險事業單位檔為抽樣母體，採「分層隨機抽樣」，按19個行業別、員工規模別(4~29人、30~49人、50~99人、100~199人、200~249人、250人以上)及地區別(北部地區、中部地區、南部地區、東部地區)分層。調查期間自102年11月1日至11月30日止，信賴水準95%下，抽樣誤差在±1.71個百分點內，完成有效樣本3,283份。</p> <p>調查項目包括「一般概況」、「性騷擾防治概況」、「各項假別及照顧措施概況」、「育嬰留職停薪概況」及「僱用管理概況」等。「一般概況」包括組織型態、雇主性別、員工人數；「性騷擾防治概況」包括事業單位訂定「性騷擾防治措施、申訴及懲戒辦法」、設置性騷擾之申訴處理機制及員工申訴性騷擾情形；「各項假別及照顧措施」包括事業單位提供生理假、安胎休養、流產假、產假、陪產假、家庭照顧假情形及提供懷孕者照顧措施、為撫育未滿3歲子女，得減少或調整工作時間等措施實施情形；「育嬰留職停薪概況」包括事業單位提供育嬰留職停薪措施情形，以及員工申請育嬰留職停薪期間人力因應和復職考量等情形；「僱用管理概況」包括事業單位對各職類之招募是否有性別考量情形，及對工作分配、薪資給付標準、調薪幅度、考核(考績或獎金)、升遷、訓練及進修、資遣及離職或解僱、員工福利措施之提供等性別與跨性別的考量情形。</p>	
Kind of Data	抽樣調查資料 (Sample survey data)
Unit of Analysis	事業單位

Scope & Coverage	
Time Period(s)	2013
Countries	台灣 (Taiwan, ROC)
<b>Geographic Coverage</b> 台灣地區	
<b>Universe</b> 臺灣地區參加勞工保險之事業單位(不含投保人數3人以下之事業單位)。	

Producers & Sponsors	
Primary Investigator(s)	行政院勞工委員會
Other Producer(s)	行政院勞工委員會統計處
Funding Agency/ies	行政院勞工委員會

## Sampling

### Sampling Procedure

以勞工保險事業檔為母體，採「分層隨機抽樣」，按19個行業別、員工規模別(4~29人、30~49人、50~99人、100~199人、200~249人、250人以上)及地區別(北部地區、中部地區、南部地區、東部地區)分層抽出調查樣本，預計回收有效樣本3,060份以上。

## Data Collection

<b>Data Collection Dates</b>	start 2013-11-01 end 2013-11-30
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<b>Data Collection Mode</b>	郵寄問卷 (Mail Questionnaire)
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## Data Processing & Appraisal

### Data Editing

本專題中心進行的資料整理方式為不合理值檢核，並未進行邏輯檢核。整理後並未發現問題。

### Other Processing

採郵寄問卷調查，輔以電話訪問催收。

## 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>
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<b>Distributor(s)</b>	學術調查研究資料庫(Survey Research Data Archive)
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<b>Depositor(s)</b>	行政院勞工委員會
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### Access Conditions

會員版(一般會員、院內會員)--申請審核通過後下載

# Files Description

Dataset contains 1 file(s)

data102	
# Cases	3283
# Variable(s)	121

# Variables Group(s)

Dataset contains 6 group(s)

Group 基本資料							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	no	流水號	continuous	numeric-8.0	3282	1	-
2	s1	大行業層別	continuous	numeric-11.0	3283	0	-
3	s2	規模層別	continuous	numeric-11.0	3283	0	-
4	s3	地區層別	continuous	numeric-8.0	3283	0	-
5	w	權數	continuous	numeric-8.2	3283	0	-

Group 壹、一般概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	a1_1	壹、一、貴單位(公司)組織型態	discrete	numeric-1.0	3283	0	-
2	a2	壹、二、貴單位(公司)雇主(負責人)性別	discrete	numeric-1.0	3283	0	-
3	a3	壹、三、貴公司目前員工人數(含外勞)：全體人數	discrete	numeric-5.0	3283	0	-
4	a4	壹、三、貴公司目前員工人數(含外勞)：女性人數	discrete	numeric-5.0	3283	0	-

Group 貳、性騷擾防治概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	b1	貳、一、貴單位(公司)有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」	discrete	numeric-1.0	3283	0	-
2	b1_1	貳、一、1.有沒有在公開場所公開揭示(公告)「性騷擾防治措施、申訴及懲戒辦法」	discrete	numeric-1.0	1545	1738	-
3	b1_2	貳、一、2.沒有訂定「性騷擾防治措施、申訴及懲戒辦法」的主要原因	discrete	numeric-1.0	1738	1545	-
4	b2	貳、二、今(102)年內貴單位(公司)有沒有員工申訴性騷擾事件	discrete	numeric-1.0	3271	12	-
5	b2_1	貳、二、a.今(102)年內申訴(性騷擾)件數	discrete	numeric-1.0	44	3239	-
6	b2_2	貳、二、b.今(102)年內提出(性騷擾)申訴者性別	discrete	numeric-1.0	44	3239	-
7	b3_1	貳、三、貴單位(公司)有沒有設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱機制	discrete	numeric-1.0	3283	0	-
8	b3_2	貳、三、貴單位(公司)有沒有組成申訴處理委員會機制	discrete	numeric-1.0	3283	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
9	b3_3	貳、三、貴單位(公司)有沒有直接向雇主或主管申訴的管道	discrete	numeric-1.0	3283	0	-

**Group 參、各項假別及照顧措施**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	c1	參、一、貴單位(公司)在女性員工因生理日致工作有困難時，有沒有提供「生理假」	discrete	numeric-1.0	3283	0	-
2	c1_1	參、一、1、今(102)年內有沒有員工申請「生理假」	discrete	numeric-1.0	2003	1280	-
3	c1_1a	參、一、1、今(102)年內申請「生理假」人次	discrete	numeric-4.0	1008	2275	-
4	c1_1b	參、一、1、今(102)年內平均每人一年內約申請二日	discrete	numeric-7.4	1008	2275	-
5	c1_2	參、一、2A、沒有提供「生理假」的主要原因	discrete	numeric-1.0	1280	2003	-
6	c1_3	參、一、2B、如果女性員工申請「生理假」，請問貴單位(公司)會不會同意	discrete	numeric-1.0	1280	2003	-
7	c2	參、二、貴單位(公司)對懷孕員工有沒有提供友善措施	discrete	numeric-1.0	3283	0	-
8	c2_1	參、二、1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	2672	611	-
9	c2_2	參、二、1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	1574	1709	-
10	c2_3	參、二、1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	656	2627	-
11	c2_4	參、二、1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	276	3007	-
12	c2_5	參、二、1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	6	3277	-
13	c3	參、三、貴單位(公司)有沒有提供經醫師診斷需安胎休養員工，其治療或休養期間併入住院傷病假	discrete	numeric-1.0	3283	0	-
14	c3_1	參、三、1、今(102)年內有沒有員工申請「安胎休養」	discrete	numeric-1.0	1896	1387	-
15	c3_2	參、三、2A、沒有提供懷孕期間經醫師診斷需安胎休養假的主要原因	discrete	numeric-1.0	1387	1896	-
16	c3_3	參、三、2B、如果員工提出「安胎休養」，請問貴單位(公司)會不會同意	discrete	numeric-1.0	1387	1896	-



#	Name	Label	Type	Format	Valid	Invalid	Question
17	c4	參、四、貴單位(公司)員工流產時有沒有提供「流產假」	discrete	numeric-1.0	3283	0	-
18	c4_1	參、四、1、今(102)年內有沒有員工申請「流產假」	discrete	numeric-1.0	2306	977	-
19	c4_2	參、四、2A、沒有提供「流產假」的主要原因	discrete	numeric-1.0	977	2306	-
20	c4_3	參、四、2B、如果員工提出「流產假」，請問貴單位(公司)會不會同意	discrete	numeric-1.0	977	2306	-
21	c5	參、五、貴單位(公司)女性員工生產時有沒有提供「產假」(停止工作)	discrete	numeric-1.0	3283	0	-
22	c5_1	參、五、1A、「產假」有幾週(含例假日)	discrete	numeric-3.1	2755	528	-
23	c5_2	參、五、1B、「產假」期間工資怎麼計算	discrete	numeric-1.0	2755	528	-
24	c5_3	參、五、1C、對於「產假」後銷假上班員工，請問貴單位(公司)怎麼安排	discrete	numeric-1.0	2755	528	-
25	c5_4	參、五、1D、今(102)年內有沒有員工申請「產假」	discrete	numeric-1.0	2755	528	-
26	c5_5	參、五、2、沒有提供「產假」的主要原因	discrete	numeric-1.0	528	2755	-
27	c6	參、六、貴單位(公司)在員工配偶生產時有沒有提供「陪產假」	discrete	numeric-1.0	3283	0	-
28	c6_1	參、六、1A、「陪產假」有幾日	discrete	numeric-3.0	2331	952	-
29	c6_2	參、六、1B、今(102)年內有沒有員工申請「陪產假」	discrete	numeric-1.0	2331	952	-
30	c6_3	參、六、2A、沒有提供「陪產假」的主要原因	discrete	numeric-1.0	952	2331	-
31	c6_4	參、六、2B、如果員工請「陪產假」，請問貴單位(公司)會不會同意	discrete	numeric-1.0	952	2331	-
32	c6_5	參、六、2B(1)、會同意給予「陪產假」幾日	discrete	numeric-2.0	790	2493	-
33	c7	參、七、貴單位(公司)有沒有提供子女未滿一歲須員工親自哺乳者「哺乳時間」	discrete	numeric-1.0	3283	0	-
34	c7_a	參、七、1A、有無規定每日提供「哺乳時間」	discrete	numeric-1.0	1686	1597	-
35	c7_1	參、七、1A、每日提供「哺乳時間」幾次	discrete	numeric-3.0	821	2462	-
36	c7_2	參、七、1A、每日提供「哺乳時間」每次幾分鐘	discrete	numeric-5.0	821	2462	-
37	c7_3	參、七、1B、今(102)年內有沒有員工申請「哺乳時間」	discrete	numeric-1.0	1686	1597	-

#	Name	Label	Type	Format	Valid	Invalid	Question
38	c7_4	參、七、2A、沒有提供「哺乳時間」的主要原因	discrete	numeric-1.0	1597	1686	-
39	c7_5	參、七、2B、如果員工申請給予「哺乳時間」，請問貴單位(公司)會不會同意	discrete	numeric-1.0	1597	1686	-
40	c7_5a	參、七、2B(1)、會同意，有無規定每日提供「哺乳時間」	discrete	numeric-1.0	1352	1931	-
41	c7_6	參、七、2B(1)、會同意，每日提供「哺乳時間」幾次	discrete	numeric-2.0	267	3016	-
42	c7_7	參、七、2B(1)、會同意，每日提供「哺乳時間」每次幾分鐘	discrete	numeric-2.0	267	3016	-
43	c8	參、八、貴單位(公司)有沒有設置「哺乳室」(哺乳室或集乳室)	discrete	numeric-1.0	3283	0	-
44	c8_1	參、八、1、「哺乳室」是否為獨立空間(為哺乳室專用)	discrete	numeric-1.0	1069	2214	-
45	c8_2	參、八、2、沒有設置「哺乳室」的主要原因	discrete	numeric-1.0	2214	1069	-
46	c9	參、九、貴單位(公司)有沒有提供員工「為撫育未滿3歲子女，得減少或調整工作時間」措施	discrete	numeric-1.0	3283	0	-
47	c9_1	參、九、1、今(102)年內有沒有員工申請「為撫育未滿3歲子女，得減少或調整工作時間」	discrete	numeric-1.0	1207	2076	-
48	c9_2	參、九、1、提出「為撫育未滿3歲子女，得減少或調整工作時間」申請者之性別	discrete	numeric-1.0	177	3106	-
49	c9_3	參、九、2A、沒有提供「為撫育未滿3歲子女，得減少或調整工作時間」的主要原因	discrete	numeric-1.0	2075	1208	-
50	c9_4	參、九、2B、如果員工為撫育未滿3歲子女，提出減少或調整工作時間，請問貴單位(公司)會不會同意	discrete	numeric-1.0	2075	1208	-
51	c10	參、十、貴單位(公司)有沒有提供「家庭照顧假」	discrete	numeric-1.0	3283	0	-
52	c10_1	參、十、1A、「家庭照顧假」一年可申請幾日	discrete	numeric-2.0	1769	1514	-
53	c10_2	參、十、1B、今(102)年內有沒有員工申請「家庭照顧假」	discrete	numeric-1.0	1769	1514	-
54	c10_3	參、十、1B(1)、提出「家庭照顧假」申請者之性別	discrete	numeric-1.0	512	2771	-
55	c10_4	參、十、2A、沒有提供「家庭照顧假」的主要原因	discrete	numeric-1.0	1514	1769	-

#	Name	Label	Type	Format	Valid	Invalid	Question
56	c10_5	參、十、2B、如果員工申請「家庭照顧假」，請問貴單位(公司)會不會同意	discrete	numeric-1.0	1513	1770	-
57	c10_6	參、十、2B(1)、會同意一年給予「家庭照顧假」幾日	discrete	numeric-3.0	1180	2103	-
58	c11	參、十一、貴單位(公司)有沒有為員工子女設立托兒服務機構(如幼兒園、托嬰中心、兒童課後照顧服務中心)	discrete	numeric-1.0	3283	0	-
59	c11_1	參、十一、1、貴單位(公司)為員工子女設立托兒服務機構其方式為	discrete	numeric-1.0	110	3173	-
60	c11_3	參、十一、2、貴單位(公司)沒有為員工子女設立托兒服務機構的主要原因	discrete	numeric-1.0	3174	109	-
61	c12	參、十二、貴單位(公司)有沒有提供員工托兒措施	discrete	numeric-1.0	3173	110	-
62	c12_1	參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	522	2761	-
63	c12_2	參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	41	3242	-
64	c12_3	參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	3	3280	-
65	c12_4	參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)	continuous	numeric-1.0	0	3283	-

### Group 肆、育嬰留職停薪概況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	肆、一、貴單位(公司)有沒有提供「育嬰留職停薪」措施	discrete	numeric-1.0	3283	0	-
2	d1_1	肆、一、1A、貴單位(公司)有沒有符合申請「育嬰留職停薪」資格的員工	discrete	numeric-1.0	2002	1281	-
3	d1_5	肆、一、1B、貴單位(公司)同意員工每次申請「育嬰留職停薪」的連續期間最長多久	discrete	numeric-1.0	2002	1281	-
4	d1_6	肆、一、2A、貴單位(公司)沒有提供「育嬰留職停薪」的主要原因	discrete	numeric-1.0	1281	2002	-
5	d1_7	肆、一、2B、如果員工要申請育嬰留職停薪，請問貴單位(公司)會不會同意	discrete	numeric-1.0	1281	2002	-
6	d2	肆、二、申請「育嬰留職停薪」後之復職員工，請問貴單位(公司)如何安排復職之職位	discrete	numeric-1.0	2002	1281	-

#	Name	Label	Type	Format	Valid	Invalid	Question
7	d3_1	肆、三、員工申請「育嬰留職停薪」期間，請問貴單位(公司)人力如何因應(可複選，最多複選3項)	discrete	numeric-1.0	2001	1282	-
8	d3_2	肆、三、員工申請「育嬰留職停薪」期間，請問貴單位(公司)人力如何因應(可複選，最多複選3項)	discrete	numeric-1.0	957	2326	-
9	d3_3	肆、三、員工申請「育嬰留職停薪」期間，請問貴單位(公司)人力如何因應(可複選，最多複選3項)	discrete	numeric-1.0	372	2911	-

### Group 伍、僱用管理概況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	e1_1	伍、一、1、貴單位(公司)對「管理職」之錄用情形	discrete	numeric-1.0	3283	0	-
2	e1_2	伍、一、2、貴單位(公司)對「事務職」之錄用情形	discrete	numeric-1.0	3283	0	-
3	e1_3	伍、一、3、貴單位(公司)對「銷售職」之錄用情形	discrete	numeric-1.0	3283	0	-
4	e1_4	伍、一、4、貴單位(公司)對「專業技術職」之錄用情形	discrete	numeric-1.0	3283	0	-
5	e1_5	伍、一、5、貴單位(公司)對「危險及耗體力工作」之錄用情形	discrete	numeric-1.0	3283	0	-
6	e2	伍、二、貴單位(公司)對上列各職類僅錄用男性的主要原因為何(於問項伍、一之任何職類勾選「僅用男性」者才需回答本問項)	discrete	numeric-1.0	1108	2175	-
7	e3	伍、三、貴單位(公司)對上列各職類僅錄用女性的主要原因為何(於問項伍、一之任何職類勾選「僅用女性」者才需回答本問項)	discrete	numeric-1.0	357	2926	-
8	e4_1	伍、四、1、貴單位(公司)辦理「工作分配」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
9	e4_2	伍、四、2、貴單位(公司)辦理「薪資給付標準」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
10	e4_3	伍、四、3、貴單位(公司)辦理「調薪幅度」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
11	e4_4	伍、四、4、貴單位(公司)辦理「考核(考績或獎金)」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
12	e4_5	伍、四、5、貴單位(公司)辦理「升遷」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
13	e4_6	伍、四、6、貴單位(公司)辦理「訓練、進修」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
14	e4_7	伍、四、7、貴單位(公司)辦理「資遣、離職或解僱」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
15	e4_8	伍、四、8、貴單位(公司)辦理「員工福利措施之提供」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
16	e4_9	伍、四、9、貴單位(公司)辦理「育嬰留職停薪」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
17	e4_10	伍、四、10、貴單位(公司)辦理「退休權利」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
18	e4_11	伍、四、11、貴單位(公司)辦理「僱用招募、甄試、進用」時，會不會有性別的考量	discrete	numeric-1.0	3283	0	-
19	e5_1	伍、五、1、貴單位(公司)辦理「工作分配」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
20	e5_2	伍、五、2、貴單位(公司)辦理「薪資給付標準」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
21	e5_3	伍、五、3、貴單位(公司)辦理「調薪幅度」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
22	e5_4	伍、五、4、貴單位(公司)辦理「考核(考績或獎金)」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
23	e5_5	伍、五、5、貴單位(公司)辦理「升遷」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
24	e5_6	伍、五、6、貴單位(公司)辦理「訓練、進修」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
25	e5_7	伍、五、7、貴單位(公司)辦理「資遣、離職或解僱」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
26	e5_8	伍、五、8、貴單位(公司)辦理「員工福利措施之提供」時，會不會有「跨性	discrete	numeric-1.0	3283	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		別」的考量(自我性別認同與其生理性別不同)					
27	e5_9	伍、五、9、貴單位(公司)辦理「育嬰留職停薪」時, 會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
28	e5_10	伍、五、10、貴單位(公司)辦理「退休權利」時, 會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-
29	e5_11	伍、五、11、貴單位(公司)辦理「招募、甄試、進用」時, 會不會有「跨性別」的考量(自我性別認同與其生理性別不同)	discrete	numeric-1.0	3283	0	-

# Variables Description

Dataset contains 121 variable(s)

## File : data102

### # no: 流水號

<b>Information</b>	[Type= continuous] [Format=numeric] [Range= 1-9999] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3282 /-] [Invalid=1 /-] [Mean=1673.534 /-] [StdDev=976.379 /-]

### # s1: 大行業層別

<b>Information</b>	[Type= continuous] [Format=numeric] [Range= 1-19] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	農、林、漁、牧業	56	1.7%
2	礦業及土石採取業	47	1.4%
3	製造業	657	20.0%
4	電力及燃氣供應業	112	3.4%
5	用水供應及污染整治業	84	2.6%
6	營造業	207	6.3%
7	批發及零售業	758	23.1%
8	運輸及倉儲業	124	3.8%
9	住宿及餐飲業	140	4.3%
10	資訊及通訊傳播業	122	3.7%
11	金融及保險業	110	3.4%
12	不動產業	96	2.9%
13	專業、科學及技術服務業	116	3.5%
14	支援服務業	97	3.0%
15	公共行政及國防強制性社會安全	123	3.7%
16	教育服務業	133	4.1%
17	醫療保健及社會工作服務業	142	4.3%
18	藝術、娛樂及休閒服務業	78	2.4%
19	其他服務業	81	2.5%

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.

### # s2: 規模層別

<b>Information</b>	[Type= continuous] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	4~29人	1956	59.6%
2	30~249人	819	24.9%
3	250人以上	508	15.5%

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

### # s3: 地區層別

<b>Information</b>	[Type= continuous] [Format=numeric] [Range= 3-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
3	北部	1477	45.0%
4	中部	730	22.2%
5	南部	873	26.6%
6	東部	203	6.2%

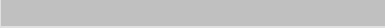



## File : data102

### # s3: 地區層別

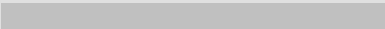
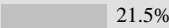
*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.*

### # a1\_1: 壹、一、貴單位(公司)組織型態

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	民營	2911	 88.7%
2	公營	372	 11.3%

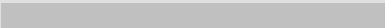
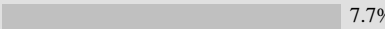
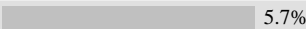
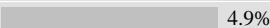
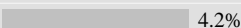
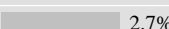
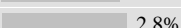
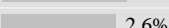
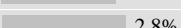
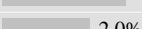













*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.*

### # a2: 壹、二、貴單位(公司)雇主(負責人)性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	男性	2578	 78.5%
2	女性	705	 21.5%












































*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.*

### # a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Information	[Type= discrete] [Format=numeric] [Range= 4-35461] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
4		286	 8.7%
5		252	 7.7%
6		188	 5.7%
7		161	 4.9%
8		139	 4.2%
9		88	 2.7%
10		93	 2.8%
11		85	 2.6%
12		92	 2.8%
13		65	 2.0%
14		39	 1.2%
15		56	 1.7%
16		47	 1.4%
17		32	 1.0%
18		33	 1.0%
19		41	 1.2%
20		46	 1.4%
21		28	 0.9%
22		26	 0.8%
23		24	 0.7%
24		24	 0.7%
25		25	 0.8%
26		23	 0.7%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
27		18	 0.5%
28		27	 0.8%
29		10	 0.3%
30		30	 0.9%
31		18	 0.5%
32		23	 0.7%
33		29	 0.9%
34		14	 0.4%
35		22	 0.7%
36		13	 0.4%
37		22	 0.7%
38		24	 0.7%
39		13	 0.4%
40		24	 0.7%
41		10	 0.3%
42		11	 0.3%
43		11	 0.3%
44		7	 0.2%
45		16	 0.5%
46		10	 0.3%
47		7	 0.2%
48		14	 0.4%
49		14	 0.4%
50		13	 0.4%
51		8	 0.2%
52		10	 0.3%
53		9	 0.3%
54		9	 0.3%
55		11	 0.3%
56		6	 0.2%
57		4	 0.1%
58		10	 0.3%
59		9	 0.3%
60		11	 0.3%
61		6	 0.2%
62		6	 0.2%
63		13	 0.4%
64		10	 0.3%
65		13	 0.4%
66		9	 0.3%
67		6	 0.2%
68		9	 0.3%
69		6	 0.2%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
70		4	0.1%
71		5	0.2%
72		1	0.0%
74		2	0.1%
75		5	0.2%
76		4	0.1%
77		2	0.1%
78		5	0.2%
79		6	0.2%
80		9	0.3%
81		3	0.1%
82		3	0.1%
83		6	0.2%
84		2	0.1%
85		4	0.1%
86		2	0.1%
87		5	0.2%
89		1	0.0%
90		6	0.2%
91		2	0.1%
93		3	0.1%
94		5	0.2%
95		4	0.1%
96		1	0.0%
97		3	0.1%
98		3	0.1%
99		2	0.1%
100		5	0.2%
101		5	0.2%
102		2	0.1%
103		1	0.0%
104		3	0.1%
105		3	0.1%
106		1	0.0%
107		5	0.2%
108		4	0.1%
109		3	0.1%
110		5	0.2%
111		2	0.1%
112		1	0.0%
113		1	0.0%
114		1	0.0%
115		2	0.1%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
116		3	0.1%
117		1	0.0%
119		3	0.1%
120		2	0.1%
121		1	0.0%
122		2	0.1%
123		4	0.1%
124		3	0.1%
125		3	0.1%
126		3	0.1%
127		1	0.0%
128		4	0.1%
129		1	0.0%
130		8	0.2%
132		1	0.0%
133		2	0.1%
135		2	0.1%
136		1	0.0%
139		1	0.0%
140		1	0.0%
141		3	0.1%
142		2	0.1%
143		1	0.0%
145		2	0.1%
146		1	0.0%
147		4	0.1%
148		4	0.1%
149		1	0.0%
150		1	0.0%
151		3	0.1%
153		2	0.1%
154		3	0.1%
155		2	0.1%
156		1	0.0%
157		2	0.1%
158		1	0.0%
160		2	0.1%
161		2	0.1%
162		1	0.0%
164		3	0.1%
166		1	0.0%
167		2	0.1%
168		5	0.2%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
170		1	0.0%
172		1	0.0%
173		1	0.0%
174		1	0.0%
175		3	0.1%
176		2	0.1%
181		5	0.2%
182		2	0.1%
185		3	0.1%
186		1	0.0%
187		1	0.0%
188		1	0.0%
190		1	0.0%
191		1	0.0%
192		1	0.0%
193		1	0.0%
196		1	0.0%
197		1	0.0%
199		1	0.0%
200		1	0.0%
202		1	0.0%
203		1	0.0%
204		2	0.1%
205		1	0.0%
206		1	0.0%
213		1	0.0%
215		4	0.1%
216		1	0.0%
221		4	0.1%
222		3	0.1%
224		3	0.1%
225		1	0.0%
226		1	0.0%
228		1	0.0%
230		1	0.0%
231		1	0.0%
232		4	0.1%
233		2	0.1%
234		2	0.1%
235		4	0.1%
236		1	0.0%
238		1	0.0%
239		1	0.0%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
240		1	0.0%
241		1	0.0%
242		1	0.0%
243		1	0.0%
244		2	0.1%
245		1	0.0%
246		1	0.0%
248		2	0.1%
249		1	0.0%
250		3	0.1%
251		1	0.0%
252		1	0.0%
253		3	0.1%
254		2	0.1%
255		1	0.0%
256		2	0.1%
257		2	0.1%
259		2	0.1%
262		1	0.0%
263		1	0.0%
264		1	0.0%
265		3	0.1%
266		6	0.2%
267		1	0.0%
269		1	0.0%
270		3	0.1%
271		3	0.1%
272		3	0.1%
273		2	0.1%
274		1	0.0%
275		2	0.1%
276		2	0.1%
277		3	0.1%
278		5	0.2%
279		4	0.1%
280		2	0.1%
282		3	0.1%
283		1	0.0%
284		2	0.1%
285		2	0.1%
286		2	0.1%
287		2	0.1%
288		1	0.0%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
289		2	0.1%
290		1	0.0%
291		1	0.0%
292		3	0.1%
293		1	0.0%
294		2	0.1%
296		3	0.1%
297		1	0.0%
298		3	0.1%
299		3	0.1%
301		2	0.1%
304		3	0.1%
305		1	0.0%
306		2	0.1%
308		3	0.1%
309		1	0.0%
311		1	0.0%
313		2	0.1%
315		3	0.1%
316		2	0.1%
317		3	0.1%
318		1	0.0%
319		1	0.0%
320		9	0.3%
322		4	0.1%
323		1	0.0%
324		1	0.0%
325		2	0.1%
326		3	0.1%
328		1	0.0%
329		3	0.1%
330		2	0.1%
331		1	0.0%
332		2	0.1%
333		2	0.1%
334		1	0.0%
336		3	0.1%
338		1	0.0%
340		1	0.0%
341		2	0.1%
342		2	0.1%
344		1	0.0%
345		2	0.1%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
346		1	0.0%
347		1	0.0%
348		1	0.0%
350		2	0.1%
351		2	0.1%
352		2	0.1%
353		1	0.0%
354		1	0.0%
355		1	0.0%
357		2	0.1%
359		1	0.0%
362		1	0.0%
363		1	0.0%
365		1	0.0%
366		1	0.0%
367		1	0.0%
368		1	0.0%
369		1	0.0%
371		1	0.0%
372		1	0.0%
373		1	0.0%
374		1	0.0%
375		1	0.0%
377		2	0.1%
380		1	0.0%
381		2	0.1%
382		3	0.1%
383		2	0.1%
384		1	0.0%
385		1	0.0%
387		1	0.0%
392		1	0.0%
393		2	0.1%
394		1	0.0%
395		1	0.0%
396		1	0.0%
398		3	0.1%
399		3	0.1%
400		2	0.1%
401		2	0.1%
402		1	0.0%
403		1	0.0%
404		1	0.0%



## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
405		1	0.0%
408		1	0.0%
409		2	0.1%
412		1	0.0%
413		2	0.1%
414		1	0.0%
415		2	0.1%
417		1	0.0%
418		2	0.1%
419		1	0.0%
420		1	0.0%
424		1	0.0%
425		1	0.0%
428		1	0.0%
429		1	0.0%
430		1	0.0%
431		2	0.1%
433		1	0.0%
434		1	0.0%
435		2	0.1%
436		1	0.0%
437		1	0.0%
438		1	0.0%
441		2	0.1%
442		1	0.0%
445		1	0.0%
460		1	0.0%
468		1	0.0%
469		2	0.1%
470		1	0.0%
471		1	0.0%
472		1	0.0%
473		1	0.0%
474		1	0.0%
479		1	0.0%
480		1	0.0%
482		2	0.1%
483		1	0.0%
485		1	0.0%
486		1	0.0%
489		1	0.0%
491		1	0.0%
493		3	0.1%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
496		1	0.0%
497		1	0.0%
498		1	0.0%
499		1	0.0%
500		5	0.2%
513		1	0.0%
515		1	0.0%
516		2	0.1%
518		1	0.0%
523		1	0.0%
525		1	0.0%
528		1	0.0%
530		2	0.1%
533		2	0.1%
534		1	0.0%
535		1	0.0%
540		1	0.0%
541		1	0.0%
542		1	0.0%
544		1	0.0%
550		1	0.0%
551		1	0.0%
556		3	0.1%
562		1	0.0%
568		1	0.0%
569		1	0.0%
570		1	0.0%
577		1	0.0%
578		1	0.0%
579		1	0.0%
583		1	0.0%
585		1	0.0%
586		1	0.0%
590		1	0.0%
595		2	0.1%
596		1	0.0%
603		1	0.0%
604		1	0.0%
605		1	0.0%
606		1	0.0%
607		1	0.0%
611		1	0.0%
618		1	0.0%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
627		1	0.0%
629		1	0.0%
633		2	0.1%
634		1	0.0%
635		1	0.0%
636		1	0.0%
640		1	0.0%
642		1	0.0%
648		1	0.0%
655		1	0.0%
659		1	0.0%
669		1	0.0%
672		1	0.0%
674		1	0.0%
688		2	0.1%
693		1	0.0%
701		1	0.0%
709		1	0.0%
711		1	0.0%
721		1	0.0%
722		1	0.0%
723		1	0.0%
725		1	0.0%
727		1	0.0%
729		2	0.1%
730		1	0.0%
731		1	0.0%
743		1	0.0%
744		1	0.0%
745		1	0.0%
752		1	0.0%
754		1	0.0%
755		1	0.0%
756		1	0.0%
757		1	0.0%
759		1	0.0%
760		1	0.0%
761		1	0.0%
764		1	0.0%
771		1	0.0%
778		1	0.0%
793		1	0.0%
802		1	0.0%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
803		1	0.0%
807		1	0.0%
818		1	0.0%
820		2	0.1%
828		1	0.0%
831		1	0.0%
833		1	0.0%
834		1	0.0%
855		1	0.0%
857		2	0.1%
861		1	0.0%
871		1	0.0%
881		1	0.0%
890		1	0.0%
894		1	0.0%
899		1	0.0%
900		1	0.0%
901		1	0.0%
906		1	0.0%
909		2	0.1%
911		2	0.1%
923		1	0.0%
926		1	0.0%
941		1	0.0%
954		1	0.0%
964		2	0.1%
980		1	0.0%
986		1	0.0%
995		2	0.1%
1008		1	0.0%
1009		1	0.0%
1018		1	0.0%
1050		1	0.0%
1080		2	0.1%
1086		1	0.0%
1089		1	0.0%
1096		1	0.0%
1104		1	0.0%
1124		1	0.0%
1128		1	0.0%
1131		1	0.0%
1134		1	0.0%
1136		1	0.0%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
1162		1	0.0%
1173		1	0.0%
1177		1	0.0%
1178		1	0.0%
1188		2	0.1%
1196		1	0.0%
1227		1	0.0%
1234		1	0.0%
1241		1	0.0%
1264		2	0.1%
1269		1	0.0%
1297		1	0.0%
1300		1	0.0%
1329		1	0.0%
1363		1	0.0%
1379		1	0.0%
1390		1	0.0%
1416		1	0.0%
1436		1	0.0%
1442		1	0.0%
1446		1	0.0%
1450		1	0.0%
1469		1	0.0%
1531		1	0.0%
1580		1	0.0%
1609		1	0.0%
1675		1	0.0%
1707		1	0.0%
1744		1	0.0%
1750		1	0.0%
1756		1	0.0%
1769		1	0.0%
1782		1	0.0%
1800		1	0.0%
1802		1	0.0%
1812		1	0.0%
1862		1	0.0%
1956		1	0.0%
1995		1	0.0%
2003		1	0.0%
2014		1	0.0%
2017		1	0.0%
2022		1	0.0%

## File : data102

# a3: 壹、三、貴公司目前員工人數(含外勞)：全體人數

Value	Label	Cases	Percentage
2084		1	0.0%
2178		1	0.0%
2248		1	0.0%
2277		1	0.0%
2303		1	0.0%
2393		1	0.0%
2415		1	0.0%
2431		1	0.0%
2533		1	0.0%
2727		1	0.0%
2756		1	0.0%
3202		1	0.0%
3404		1	0.0%
3758		1	0.0%
3768		1	0.0%
3954		1	0.0%
3980		1	0.0%
4023		1	0.0%
4165		1	0.0%
4508		1	0.0%
4630		1	0.0%
4934		1	0.0%
5016		1	0.0%
5175		1	0.0%
5657		1	0.0%
6008		1	0.0%
6402		1	0.0%
7113		1	0.0%
7800		1	0.0%
10016		1	0.0%
11894		1	0.0%
15752		1	0.0%
21262		1	0.0%
35461		1	0.0%

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

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Information	[Type= discrete] [Format=numeric] [Range= 0-14963] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0		62	<div></div> 1.9%
1		256	<div></div> 7.8%
2		370	<div></div> 11.3%
3		315	<div></div> 9.6%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
4		242	7.4%
5		177	5.4%
6		130	4.0%
7		105	3.2%
8		89	2.7%
9		71	2.2%
10		57	1.7%
11		51	1.6%
12		56	1.7%
13		45	1.4%
14		40	1.2%
15		34	1.0%
16		38	1.2%
17		35	1.1%
18		41	1.2%
19		25	0.8%
20		26	0.8%
21		19	0.6%
22		26	0.8%
23		28	0.9%
24		18	0.5%
25		15	0.5%
26		15	0.5%
27		16	0.5%
28		19	0.6%
29		15	0.5%
30		23	0.7%
31		14	0.4%
32		22	0.7%
33		11	0.3%
34		8	0.2%
35		12	0.4%
36		16	0.5%
37		13	0.4%
38		15	0.5%
39		7	0.2%
40		11	0.3%
41		8	0.2%
42		7	0.2%
43		11	0.3%
44		11	0.3%
45		16	0.5%
46		11	0.3%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
47		4	0.1%
48		7	0.2%
49		8	0.2%
50		7	0.2%
51		7	0.2%
52		4	0.1%
53		3	0.1%
54		6	0.2%
55		3	0.1%
56		6	0.2%
57		6	0.2%
58		2	0.1%
59		1	0.0%
60		11	0.3%
61		3	0.1%
62		2	0.1%
63		2	0.1%
64		5	0.2%
65		3	0.1%
66		4	0.1%
67		5	0.2%
68		3	0.1%
69		3	0.1%
70		2	0.1%
71		3	0.1%
72		1	0.0%
73		1	0.0%
74		2	0.1%
75		6	0.2%
76		4	0.1%
77		1	0.0%
78		3	0.1%
79		2	0.1%
80		2	0.1%
81		2	0.1%
82		3	0.1%
83		3	0.1%
84		3	0.1%
85		3	0.1%
86		1	0.0%
87		4	0.1%
88		4	0.1%
89		5	0.2%



## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
90		2	0.1%
91		4	0.1%
92		5	0.2%
94		2	0.1%
95		3	0.1%
96		7	0.2%
97		3	0.1%
98		2	0.1%
99		2	0.1%
100		5	0.2%
102		3	0.1%
103		2	0.1%
104		1	0.0%
105		3	0.1%
106		1	0.0%
107		1	0.0%
108		3	0.1%
109		2	0.1%
110		5	0.2%
111		4	0.1%
112		2	0.1%
113		4	0.1%
114		1	0.0%
115		4	0.1%
116		1	0.0%
117		2	0.1%
118		2	0.1%
119		1	0.0%
120		2	0.1%
121		1	0.0%
122		3	0.1%
123		2	0.1%
124		6	0.2%
125		1	0.0%
127		3	0.1%
128		2	0.1%
129		2	0.1%
130		1	0.0%
131		3	0.1%
132		2	0.1%
133		1	0.0%
134		3	0.1%
135		2	0.1%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
136		2	0.1%
138		3	0.1%
139		2	0.1%
140		2	0.1%
141		2	0.1%
142		2	0.1%
143		1	0.0%
144		4	0.1%
145		1	0.0%
146		1	0.0%
147		2	0.1%
148		5	0.2%
149		2	0.1%
150		3	0.1%
152		1	0.0%
153		3	0.1%
154		2	0.1%
155		6	0.2%
156		1	0.0%
157		2	0.1%
159		2	0.1%
160		2	0.1%
161		2	0.1%
163		1	0.0%
164		1	0.0%
165		1	0.0%
166		2	0.1%
167		1	0.0%
168		2	0.1%
170		1	0.0%
171		1	0.0%
172		2	0.1%
173		1	0.0%
174		2	0.1%
175		2	0.1%
176		1	0.0%
177		1	0.0%
178		5	0.2%
179		1	0.0%
180		3	0.1%
182		1	0.0%
184		2	0.1%
185		1	0.0%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
186		1	0.0%
187		3	0.1%
188		1	0.0%
189		3	0.1%
191		1	0.0%
192		3	0.1%
193		2	0.1%
194		1	0.0%
195		2	0.1%
197		1	0.0%
200		4	0.1%
201		1	0.0%
202		1	0.0%
203		2	0.1%
204		1	0.0%
205		1	0.0%
206		1	0.0%
207		1	0.0%
208		2	0.1%
209		2	0.1%
210		2	0.1%
211		1	0.0%
212		2	0.1%
213		2	0.1%
215		1	0.0%
217		1	0.0%
219		2	0.1%
220		1	0.0%
221		1	0.0%
223		1	0.0%
224		1	0.0%
225		2	0.1%
226		2	0.1%
230		1	0.0%
231		1	0.0%
232		4	0.1%
234		4	0.1%
237		2	0.1%
238		2	0.1%
239		2	0.1%
242		1	0.0%
243		2	0.1%
248		3	0.1%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
249		1	0.0%
250		3	0.1%
251		2	0.1%
252		1	0.0%
254		1	0.0%
255		2	0.1%
259		1	0.0%
260		2	0.1%
261		3	0.1%
262		1	0.0%
263		1	0.0%
265		1	0.0%
266		1	0.0%
267		2	0.1%
268		2	0.1%
270		2	0.1%
271		1	0.0%
275		1	0.0%
276		3	0.1%
277		1	0.0%
279		1	0.0%
281		1	0.0%
282		2	0.1%
283		1	0.0%
285		1	0.0%
287		1	0.0%
291		1	0.0%
293		1	0.0%
295		2	0.1%
297		1	0.0%
300		1	0.0%
302		2	0.1%
310		2	0.1%
313		1	0.0%
314		1	0.0%
316		1	0.0%
318		1	0.0%
320		2	0.1%
321		1	0.0%
324		1	0.0%
325		1	0.0%
326		1	0.0%
327		1	0.0%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
331		2	0.1%
337		1	0.0%
341		1	0.0%
343		1	0.0%
344		2	0.1%
347		1	0.0%
350		3	0.1%
353		1	0.0%
355		1	0.0%
360		1	0.0%
362		2	0.1%
364		1	0.0%
366		1	0.0%
378		1	0.0%
384		2	0.1%
386		1	0.0%
390		1	0.0%
392		1	0.0%
399		1	0.0%
400		1	0.0%
402		1	0.0%
408		1	0.0%
412		3	0.1%
414		1	0.0%
416		1	0.0%
418		1	0.0%
423		1	0.0%
428		1	0.0%
430		2	0.1%
431		2	0.1%
433		1	0.0%
435		1	0.0%
448		1	0.0%
449		1	0.0%
455		1	0.0%
462		1	0.0%
463		1	0.0%
470		1	0.0%
472		1	0.0%
478		1	0.0%
488		1	0.0%
494		1	0.0%
501		1	0.0%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
507		1	0.0%
515		1	0.0%
528		2	0.1%
532		1	0.0%
535		1	0.0%
537		1	0.0%
562		1	0.0%
575		2	0.1%
582		1	0.0%
594		1	0.0%
600		1	0.0%
608		1	0.0%
615		2	0.1%
620		1	0.0%
640		1	0.0%
641		1	0.0%
670		1	0.0%
675		1	0.0%
684		1	0.0%
689		1	0.0%
690		1	0.0%
694		1	0.0%
696		1	0.0%
705		1	0.0%
706		1	0.0%
737		1	0.0%
758		1	0.0%
763		1	0.0%
780		1	0.0%
830		1	0.0%
846		1	0.0%
862		1	0.0%
872		1	0.0%
886		1	0.0%
892		1	0.0%
900		1	0.0%
906		1	0.0%
914		1	0.0%
921		1	0.0%
936		1	0.0%
943		1	0.0%
948		1	0.0%
956		1	0.0%

## File : data102

# a4: 壹、三、貴公司目前員工人數(含外勞)：女性人數

Value	Label	Cases	Percentage
978		1	0.0%
1056		1	0.0%
1059		1	0.0%
1098		1	0.0%
1172		1	0.0%
1174		1	0.0%
1218		1	0.0%
1225		1	0.0%
1294		1	0.0%
1297		1	0.0%
1300		1	0.0%
1349		1	0.0%
1401		1	0.0%
1433		1	0.0%
1517		1	0.0%
1519		1	0.0%
1540		1	0.0%
1637		1	0.0%
1645		1	0.0%
1814		1	0.0%
1830		1	0.0%
1840		1	0.0%
1993		1	0.0%
2152		1	0.0%
2581		1	0.0%
2593		1	0.0%
2745		1	0.0%
2947		1	0.0%
3135		1	0.0%
3250		1	0.0%
3338		1	0.0%
3734		1	0.0%
3872		1	0.0%
3928		1	0.0%
3969		1	0.0%
4395		1	0.0%
4404		1	0.0%
4600		1	0.0%
8202		1	0.0%
9629		1	0.0%
14963		1	0.0%

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

## File : data102

# b1: 貳、一、貴單位(公司)有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有訂定	1545	<div><div></div></div> 47.1%
2	沒有訂定	1738	<div><div></div></div> 52.9%

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.

# b1\_1: 貳、一、1. 有沒有在公開場所公開揭示(公告)「性騷擾防治措施、申訴及懲戒辦法」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1545 /-] [Invalid=1738 /-]		
Value	Label	Cases	Percentage
1	有	1432	<div><div></div></div> 92.7%
2	沒有	113	<div><div></div></div> 7.3%
Sysmiss		1738	

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

# b1\_2: 貳、一、2. 沒有訂定「性騷擾防治措施、申訴及懲戒辦法」的主要原因

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=1738 /-] [Invalid=1545 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	156	<div><div></div></div> 9.0%
2	單位(公司)自行訂定管理辦法	173	<div><div></div></div> 10.0%
3	單位(公司)員工都是同性別(全都女性或男性)	107	<div><div></div></div> 6.2%
4	受僱員工未滿30人	1297	<div><div></div></div> 74.6%
5	其他	5	<div><div></div></div> 0.3%
Sysmiss		1545	

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

# b2: 貳、二、今(102)年內貴單位(公司)有沒有員工申訴性騷擾事件

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3271 /-] [Invalid=12 /-]		
Value	Label	Cases	Percentage
1	有	42	<div><div></div></div> 1.3%
2	沒有	3229	<div><div></div></div> 98.7%
Sysmiss		12	

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

# b2\_1: 貳、二、a. 今(102)年內申訴(性騷擾)件數

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=44 /-] [Invalid=3239 /-]		
Value	Label	Cases	Percentage
1		37	<div><div></div></div> 84.1%
2		4	<div><div></div></div> 9.1%
3		2	<div><div></div></div> 4.5%
7		1	<div><div></div></div> 2.3%



## File : data102

### # b2\_1: 貳、二、a. 今(102)年內申訴(性騷擾)件數

Value	Label	Cases	Percentage
Sysmiss		3239	

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

### # b2\_2: 貳、二、b. 今(102)年內提出(性騷擾)申訴者性別

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=44 /-] [Invalid=3239 /-]

Value	Label	Cases	Percentage
1	僅有男性員工提出	0	
2	僅有女性員工提出	42	95.5%
3	男女性員工都有提出	2	4.5%
Sysmiss		3239	

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

### # b3\_1: 貳、三、貴單位(公司)有沒有設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱機制

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1276	38.9%
2	沒有	1934	58.9%
3	不知道	73	2.2%

*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.*

### # b3\_2: 貳、三、貴單位(公司)有沒有組成申訴處理委員會機制

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1077	32.8%
2	沒有	2130	64.9%
3	不知道	76	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.*

### # b3\_3: 貳、三、貴單位(公司)有沒有直接向雇主或主管申訴的管道

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2644	80.5%
2	沒有	582	17.7%
3	不知道	57	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.*

### # c1: 參、一、貴單位(公司)在女性員工因生理日致工作有困難時，有沒有提供「生理假」

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2003	61.0%

## File : data102

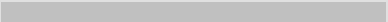
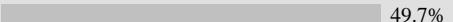
# **c1:** 參、一、貴單位(公司)在女性員工因生理日致工作有困難時，有沒有提供「生理假」

Value	Label	Cases	Percentage
2	沒有	1280	 39.0%

*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.*

# **c1\_1:** 參、一、1、今(102)年內有沒有員工申請「生理假」

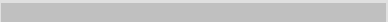
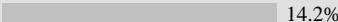

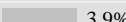
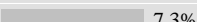


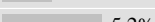

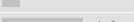




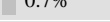













Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2003 /-] [Invalid=1280 /-]

Value	Label	Cases	Percentage
1	有	1008	 50.3%
2	沒有	995	 49.7%
Sysmiss		1280	

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

# **c1\_1a:** 參、一、1、今(102)年內申請「生理假」 人次

Information	[Type= discrete] [Format=numeric] [Range= 1-2848] [Missing=*]
Statistics [NW/ W]	[Valid=1008 /-] [Invalid=2275 /-]

Value	Label	Cases	Percentage
1		200	 19.8%
2		143	 14.2%
3		117	 11.6%
4		39	 3.9%
5		74	 7.3%
6		32	 3.2%
7		26	 2.6%
8		52	 5.2%
9		9	 0.9%
10		42	 4.2%
11		8	 0.8%
12		17	 1.7%
13		6	 0.6%
14		7	 0.7%
15		23	 2.3%
16		5	 0.5%
17		5	 0.5%
18		5	 0.5%
19		6	 0.6%
20		14	 1.4%
21		4	 0.4%
22		5	 0.5%
23		3	 0.3%
24		4	 0.4%
25		6	 0.6%
26		4	 0.4%
27		4	 0.4%
28		7	 0.7%

## File : data102

# c1\_1a: 參、一、1、今(102)年內申請「生理假」人次

Value	Label	Cases	Percentage
30		10	1.0%
32		1	0.1%
33		1	0.1%
34		1	0.1%
35		4	0.4%
36		3	0.3%
37		2	0.2%
38		1	0.1%
39		2	0.2%
40		6	0.6%
42		1	0.1%
43		1	0.1%
44		2	0.2%
45		2	0.2%
46		2	0.2%
47		2	0.2%
48		2	0.2%
50		7	0.7%
51		2	0.2%
54		1	0.1%
55		1	0.1%
56		1	0.1%
58		2	0.2%
60		5	0.5%
61		1	0.1%
64		1	0.1%
66		1	0.1%
67		2	0.2%
68		18	1.8%
70		1	0.1%
72		1	0.1%
79		2	0.2%
80		3	0.3%
81		2	0.2%
84		1	0.1%
90		1	0.1%
91		2	0.2%
92		2	0.2%
96		1	0.1%
98		1	0.1%
100		2	0.2%
101		1	0.1%
105		1	0.1%

## File : data102

# c1\_1a: 参、一、1、今(102)年内申請「生理假」 人次

Value	Label	Cases	Percentage
124		1	0.1%
132		1	0.1%
134		1	0.1%
141		2	0.2%
144		1	0.1%
145		1	0.1%
155		1	0.1%
163		1	0.1%
165		1	0.1%
167		1	0.1%
173		1	0.1%
175		1	0.1%
191		1	0.1%
198		1	0.1%
273		1	0.1%
277		1	0.1%
280		1	0.1%
286		1	0.1%
296		1	0.1%
300		1	0.1%
304		1	0.1%
305		1	0.1%
309		1	0.1%
310		1	0.1%
349		1	0.1%
477		1	0.1%
548		1	0.1%
551		1	0.1%
1295		1	0.1%
1384		1	0.1%
1656		1	0.1%
2336		1	0.1%
2500		1	0.1%
2848		1	0.1%
Sysmiss		2275	

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

# c1\_1b: 参、一、1、今(102)年内平均每人一年内約申請—日

Information		[Type= discrete] [Format=numeric] [Range= 0.014-30] [Missing=*]	
Statistics [NW/ W]		[Valid=1008 /-] [Invalid=2275 /-]	
Value	Label	Cases	Percentage
0.014		1	0.1%
0.02		1	0.1%
0.0303		1	0.1%

## File : data102

# c1\_1b: 参、一、1、今(102)年内平均每人一年内约申请—日

Value	Label	Cases	Percentage
0.04		1	0.1%
0.05		4	0.4%
0.074		1	0.1%
0.08		1	0.1%
0.1		1	0.1%
0.13		2	0.2%
0.16		1	0.1%
0.2243		1	0.1%
0.245		1	0.1%
0.25		1	0.1%
0.26		1	0.1%
0.33		1	0.1%
0.375		2	0.2%
0.4		1	0.1%
0.5		15	1.5%
0.58		1	0.1%
0.6		4	0.4%
0.64		1	0.1%
0.696		1	0.1%
0.7		4	0.4%
0.75		3	0.3%
0.8		4	0.4%
0.82		1	0.1%
0.9		2	0.2%
1		177	17.6%
1.07		1	0.1%
1.1		3	0.3%
1.125		1	0.1%
1.18		2	0.2%
1.2		1	0.1%
1.22		1	0.1%
1.25		2	0.2%
1.3		11	1.1%
1.325		2	0.2%
1.35		1	0.1%
1.378		1	0.1%
1.4		6	0.6%
1.45		2	0.2%
1.47		1	0.1%
1.5		24	2.4%
1.53		1	0.1%
1.62		1	0.1%
1.8		3	0.3%

# File : data102

# c1\_1b: 参、一、1、今(102)年内平均每人一年内约申请—日

Value	Label	Cases	Percentage
1.84		1	0.1%
1.9		1	0.1%
2		118	11.7%
2.2		4	0.4%
2.204		1	0.1%
2.3		1	0.1%
2.35		1	0.1%
2.39		1	0.1%
2.5		20	2.0%
2.6		2	0.2%
2.71		1	0.1%
2.85		1	0.1%
2.97		1	0.1%
3		124	12.3%
3.2		2	0.2%
3.42		1	0.1%
3.5		7	0.7%
3.58		1	0.1%
3.6		3	0.3%
3.7		2	0.2%
3.75		1	0.1%
3.8		1	0.1%
4		66	6.5%
4.5		3	0.3%
4.67		1	0.1%
5		121	12.0%
5.5		4	0.4%
5.7		1	0.1%
6		40	4.0%
6.4		2	0.2%
6.5		2	0.2%
7		18	1.8%
7.5		2	0.2%
7.6		1	0.1%
8		16	1.6%
8.25		1	0.1%
9		3	0.3%
9.5		1	0.1%
10		38	3.8%
10.75		1	0.1%
11		5	0.5%
12		75	7.4%
14		1	0.1%

## File : data102

# c1\_1b: 參、一、1、今(102)年內平均每人一年內約申請—日

Value	Label	Cases	Percentage
15		2	0.2%
16		1	0.1%
18		1	0.1%
20		3	0.3%
24		3	0.3%
29.3		1	0.1%
30		1	0.1%
Sysmiss		2275	

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

# c1\_2: 參、一、2A、沒有提供「生理假」的主要原因

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]
Statistics [NW/ W]	[Valid=1280 /-] [Invalid=2003 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	74	5.8%
2	員工可用病假替代	479	37.4%
3	員工可用其他假別替代	273	21.3%
4	業務繁忙，無法提供	14	1.1%
5	員工沒有此項需求	245	19.1%
6	家族企業可自行放假休息	125	9.8%
7	按日或按時計薪員工可調整工作時間休息	63	4.9%
8	其他	7	0.5%
Sysmiss		2003	

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

# c1\_3: 參、一、2B、如果女性員工申請「生理假」，請問貴單位(公司)會不會同意

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1280 /-] [Invalid=2003 /-]

Value	Label	Cases	Percentage
1	會	1178	92.0%
2	不會	102	8.0%
Sysmiss		2003	

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

# c2: 參、二、貴單位(公司)對懷孕員工有沒有提供友善措施

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2671	81.4%
2	沒有	612	18.6%

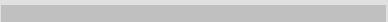
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

# c2\_1: 參、二、1、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2672 /-] [Invalid=611 /-]

## File : data102


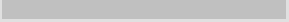
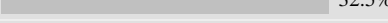

# c2\_1: 參、二、1、提供懷孕婦女員工的友善措施方式(複選)

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	1708	 63.9%
2	調整工作時間	242	 9.1%
3	可請「產前檢查假」	499	 18.7%
4	調整至無危險之工作	202	 7.6%
5	其他	21	 0.8%
Sysmiss		611	

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

# c2\_2: 參、二、1、提供懷孕婦女員工的友善措施方式(複選)


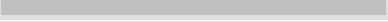
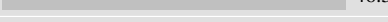

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=1574 /-] [Invalid=1709 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	1	0.1%
2	調整工作時間	601	 38.2%
3	可請「產前檢查假」	444	 28.2%
4	調整至無危險之工作	512	 32.5%
5	其他	16	 1.0%
Sysmiss		1709	

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

# c2\_3: 參、二、1、提供懷孕婦女員工的友善措施方式(複選)

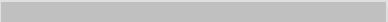

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=656 /-] [Invalid=2627 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	1	 0.2%
3	可請「產前檢查假」	341	 52.0%
4	調整至無危險之工作	305	 46.5%
5	其他	9	 1.4%
Sysmiss		2627	

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

# c2\_4: 參、二、1、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=276 /-] [Invalid=3007 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	可請「產前檢查假」	0	
4	調整至無危險之工作	272	 98.6%
5	其他	4	 1.4%
Sysmiss		3007	

Warning: 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 : data102

# c2\_5: 參、二、1、提供懷孕婦女員工的友善措施方式(複選)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=6 /-] [Invalid=3277 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	可請「產前檢查假」	0	
4	調整至無危險之工作	0	
5	其他	6	100.0%
Sysmiss		3277	

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

# c3: 參、三、貴單位(公司)有沒有提供經醫師診斷需安胎休養員工，其治療或休養期間併入住院傷病假

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1896	57.8%
2	沒有	1387	42.2%

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.

# c3\_1: 參、三、1、今(102)年內有沒有員工申請「安胎休養」

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=1896 /-] [Invalid=1387 /-]

Value	Label	Cases	Percentage
1	有	400	21.1%
2	沒有	1496	78.9%
Sysmiss		1387	

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

# c3\_2: 參、三、2A、沒有提供懷孕期間經醫師診斷需安胎休養假的主要原因

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=1387 /-] [Invalid=1896 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	81	5.8%
2	員工可用病假替代	165	11.9%
3	員工可用其他假別替代	124	8.9%
4	業務繁忙，無法提供	7	0.5%
5	員工沒有此項需求	867	62.5%
6	家族企業可自行放假休息	97	7.0%
7	按日或按時計薪員工可調整工作時間休息	45	3.2%
8	其他	1	0.1%
Sysmiss		1896	

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

# c3\_3: 參、三、2B、如果員工提出「安胎休養」，請問貴單位(公司)會不會同意

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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## File : data102

# c3\_3: 參、三、2B、如果員工提出「安胎休養」，請問貴單位(公司)會不會同意

Statistics [NW/ W] [Valid=1387 /-] [Invalid=1896 /-]

Value	Label	Cases	Percentage
1	會	1306	94.2%
2	不會	81	5.8%
Sysmiss		1896	

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

# c4: 參、四、貴單位(公司)員工流產時有沒有提供「流產假」

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

Statistics [NW/ W] [Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2306	70.2%
2	沒有	977	29.8%

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.

# c4\_1: 參、四、1、今(102)年內有沒有員工申請「流產假」

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

Statistics [NW/ W] [Valid=2306 /-] [Invalid=977 /-]

Value	Label	Cases	Percentage
1	有	351	15.2%
2	沒有	1955	84.8%
Sysmiss		977	

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

# c4\_2: 參、四、2A、沒有提供「流產假」的主要原因

Information [Type= discrete] [Format=numeric] [Range= 1-8] [Missing=\*]

Statistics [NW/ W] [Valid=977 /-] [Invalid=2306 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	63	6.4%
2	員工可用病假替代	79	8.1%
3	員工可用其他假別替代	41	4.2%
4	業務繁忙，無法提供	3	0.3%
5	員工沒有此項需求	676	69.2%
6	家族企業可自行放假休息	82	8.4%
7	按日或按時計薪員工可調整工作時間休息	31	3.2%
8	其他	2	0.2%
Sysmiss		2306	

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

# c4\_3: 參、四、2B、如果員工提出「流產假」，請問貴單位(公司)會不會同意

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

Statistics [NW/ W] [Valid=977 /-] [Invalid=2306 /-]

Value	Label	Cases	Percentage
1	會	918	94.0%
2	不會	59	6.0%

## File : data102

# c4\_3: 參、四、2B、如果員工提出「流產假」，請問貴單位(公司)會不會同意

Value	Label	Cases	Percentage
Sysmiss		2306	

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

# c5: 參、五、貴單位(公司)女性員工生產時有沒有提供「產假」(停止工作)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2755	83.9%
2	沒有	528	16.1%

*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.*

# c5\_1: 參、五、1A、「產假」有幾週(含例假日)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 4-9] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=2755 /-] [Invalid=528 /-]

Value	Label	Cases	Percentage
4		1	0.0%
5.7		4	0.1%
6		97	3.5%
6.4		1	0.0%
6.5		2	0.1%
7		26	0.9%
7.7		1	0.0%
8		2612	94.8%
8.2		1	0.0%
8.4		1	0.0%
8.5		2	0.1%
9		7	0.3%
Sysmiss		528	

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

# c5\_2: 參、五、1B、「產假」期間工資怎麼計算

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=2755 /-] [Invalid=528 /-]

Value	Label	Cases	Percentage
1	工資給全薪	2130	77.3%
2	工資給底薪	445	16.2%
3	發給部分工資	90	3.3%
4	不發工資	52	1.9%
5	其他	38	1.4%
Sysmiss		528	

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

# c5\_3: 參、五、1C、對於「產假」後銷假上班員工，請問貴單位(公司)怎麼安排

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=2755 /-] [Invalid=528 /-]

## File : data102

# c5\_3: 參、五、1C、對於「產假」後銷假上班員工，請問貴單位(公司)怎麼安排

Value	Label	Cases	Percentage
1	恢復其原來的職位	2500	90.7%
2	由單位(公司)考量員工意願後作調整	153	5.6%
3	由單位(公司)人事管理部門決定	36	1.3%
4	由部門主管決定	61	2.2%
5	其他	5	0.2%
Sysmiss		528	

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

# c5\_4: 參、五、1D、今(102)年內有沒有員工申請「產假」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2755 /-] [Invalid=528 /-]

Value	Label	Cases	Percentage
1	有	957	34.7%
2	沒有	1798	65.3%
Sysmiss		528	

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

# c5\_5: 參、五、2、沒有提供「產假」的主要原因

Information	[Type= discrete] [Format=numeric] [Range= 1-9] [Missing=*]
Statistics [NW/ W]	[Valid=528 /-] [Invalid=2755 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	4	0.8%
2	工作性質不適合孕婦，員工懷孕會自動離職	9	1.7%
3	不僱用孕婦，孕婦生產完，再來上班	1	0.2%
4	業務繁忙，無法提供	0	
5	員工沒有此項需求	477	90.3%
6	單位(公司)無法負擔此項假別	0	
7	家族企業可自行假休息	32	6.1%
8	按日或按時計薪員工生產可調整工作時間休息	5	0.9%
9	其他	0	
Sysmiss		2755	

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

# c6: 參、六、貴單位(公司)在員工配偶生產時有沒有提供「陪產假」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2331	71.0%
2	沒有	952	29.0%

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.

# c6\_1: 參、六、1A、「陪產假」有幾日

Information	[Type= discrete] [Format=numeric] [Range= 1-14] [Missing=*]
Statistics [NW/ W]	[Valid=2331 /-] [Invalid=952 /-]

## File : data102

# c6\_1: 參、六、1A、「陪產假」有幾日

Value	Label	Cases	Percentage
1		28	1.2%
2		118	5.1%
3		2106	90.3%
4		7	0.3%
5		22	0.9%
6		2	0.1%
7		39	1.7%
8		2	0.1%
10		1	0.0%
13		3	0.1%
14		3	0.1%
Sysmiss		952	

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

# c6\_2: 參、六、1B、今(102)年內有沒有員工申請「陪產假」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2331 /-] [Invalid=952 /-]

Value	Label	Cases	Percentage
1	有	928	39.8%
2	沒有	1403	60.2%
Sysmiss		952	

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

# c6\_3: 參、六、2A、沒有提供「陪產假」的主要原因

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=952 /-] [Invalid=2331 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	43	4.5%
2	員工可用其他假別替代	126	13.2%
3	業務繁忙，無法提供	15	1.6%
4	員工沒有此項需求	637	66.9%
5	家族企業可自行放假休息	90	9.5%
6	按日或按時計薪員工可調整工作時間休息	40	4.2%
7	其他	1	0.1%
Sysmiss		2331	

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

# c6\_4: 參、六、2B、如果員工請「陪產假」，請問貴單位(公司)會不會同意

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=952 /-] [Invalid=2331 /-]

Value	Label	Cases	Percentage
1	會	790	83.0%
2	不會	162	17.0%
Sysmiss		2331	

**File : data102**# **c6\_4:** 參、六、2B、如果員工請「陪產假」，請問貴單位(公司)會不會同意*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.*# **c6\_5:** 參、六、2B(1)、會同意給予「陪產假」幾日**Information** [Type= discrete] [Format=numeric] [Range= 1-10] [Missing=\*]**Statistics [NW/ W]** [Valid=790 /-] [Invalid=2493 /-]

Value	Label	Cases	Percentage
1		36	4.6%
2		53	6.7%
3		647	81.9%
4		4	0.5%
5		8	1.0%
7		37	4.7%
10		5	0.6%
Sysmiss		2493	

*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.*# **c7:** 參、七、貴單位(公司)有沒有提供子女未滿一歲須員工親自哺乳者「哺乳時間」**Information** [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=\*]**Statistics [NW/ W]** [Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1686	51.4%
2	沒有	1597	48.6%

*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.*

# c7_a: 參、七、1A、有無規定每日提供「哺乳時間」			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1686 /-] [Invalid=1597 /-]		
Value	Label	Cases	Percentage
1	有規定	821	<div><div></div></div> 48.7%
2	未規定	865	<div><div></div></div> 51.3%
Sysmiss		1597	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_1: 參、七、1A、每日提供「哺乳時間」幾次			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=821 /-] [Invalid=2462 /-]		
Value	Label	Cases	Percentage
1		10	<div><div></div></div> 1.2%
2		781	<div><div></div></div> 95.1%
3		18	<div><div></div></div> 2.2%
4		10	<div><div></div></div> 1.2%
5		2	<div><div></div></div> 0.2%
Sysmiss		2462	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_2: 參、七、1A、每日提供「哺乳時間」每次幾分鐘			
Information	[Type= discrete] [Format=numeric] [Range= 15-60] [Missing=*]		
Statistics [NW/ W]	[Valid=821 /-] [Invalid=2462 /-]		
Value	Label	Cases	Percentage
15		6	<div><div></div></div> 0.7%
20		4	<div><div></div></div> 0.5%
30		800	<div><div></div></div> 97.4%
40		5	<div><div></div></div> 0.6%
60		6	<div><div></div></div> 0.7%
Sysmiss		2462	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_3: 參、七、1B、今(102)年內有沒有員工申請「哺乳時間」			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1686 /-] [Invalid=1597 /-]		
Value	Label	Cases	Percentage
1	有	381	<div><div></div></div> 22.6%
2	沒有	1305	<div><div></div></div> 77.4%
Sysmiss		1597	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_4: 參、七、2A、沒有提供「哺乳時間」的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=1597 /-] [Invalid=1686 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	102	<div><div></div></div> 6.4%
2	員工可用休息時間替代	105	<div><div></div></div> 6.6%

# c7_4: 參、七、2A、沒有提供「哺乳時間」的主要原因			
Value	Label	Cases	Percentage
3	業務繁忙，無法提供	8	0.5%
4	員工沒有此項需求	1282	80.3%
5	家族企業可自行調整工作時間哺乳	93	5.8%
6	其他	7	0.4%
Sysmiss		1686	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_5: 參、七、2B、如果員工申請給予「哺乳時間」，請問貴單位(公司)會不會同意			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1597 /-] [Invalid=1686 /-]		
Value	Label	Cases	Percentage
1	會	1352	84.7%
2	不會	245	15.3%
Sysmiss		1686	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_5a: 參、七、2B(1)、會同意，有無規定每日提供「哺乳時間」			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1352 /-] [Invalid=1931 /-]		
Value	Label	Cases	Percentage
1	有規定	267	19.7%
2	未規定	1085	80.3%
Sysmiss		1931	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_6: 參、七、2B(1)、會同意，每日提供「哺乳時間」幾次			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=267 /-] [Invalid=3016 /-]		
Value	Label	Cases	Percentage
1		1	0.4%
2		239	89.5%
3		16	6.0%
4		7	2.6%
5		4	1.5%
Sysmiss		3016	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c7_7: 參、七、2B(1)、會同意，每日提供「哺乳時間」每次幾分鐘			
Information	[Type= discrete] [Format=numeric] [Range= 15-60] [Missing=*]		
Statistics [NW/ W]	[Valid=267 /-] [Invalid=3016 /-]		
Value	Label	Cases	Percentage
15		7	2.6%
20		11	4.1%
30		244	91.4%
40		2	0.7%
60		3	1.1%



# c7_7: 參、七、2B(1)、會同意，每日提供「哺乳時間」每次幾分鐘			
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
Sysmiss		3016	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c8: 參、八、貴單位(公司)有沒有設置「哺集乳室」(哺乳室或集乳室)			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	有	1069	32.6%
2	沒有	2214	67.4%
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.			
# c8_1: 參、八、1、「哺集乳室」是否為獨立空間(為哺集乳專用)			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=1069 /-] [Invalid=2214 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	是	839	78.5%
2	不是	230	21.5%
Sysmiss		2214	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c8_2: 參、八、2、沒有設置「哺集乳室」的主要原因			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=2214 /-] [Invalid=1069 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	工作場所無法設置	490	22.1%
2	業務繁忙，無法提供	7	0.3%
3	員工沒有此項需求	1706	77.1%
4	其他	11	0.5%
Sysmiss		1069	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c9: 參、九、貴單位(公司)有沒有提供員工「為撫育未滿3歲子女，得減少或調整工作時間」措施			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=3283 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	有	1208	36.8%
2	沒有	2075	63.2%
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.			
# c9_1: 參、九、1、今(102)年內有沒有員工申請「為撫育未滿3歲子女，得減少或調整工作時間」			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=1207 /-] [Invalid=2076 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	有	177	14.7%
2	沒有	1030	85.3%
Sysmiss		2076	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# c9_2: 參、九、1、提出「為撫育未滿3歲子女，得減少或調整工作時間」申請者之性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=177 /-] [Invalid=3106 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	9	<div><div></div></div> 5.1%
2	僅有女性員工提出	126	<div><div></div></div> 71.2%
3	男女性員工都有提出	42	<div><div></div></div> 23.7%
Sysmiss		3106	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c9_3: 參、九、2A、沒有提供「為撫育未滿3歲子女，得減少或調整工作時間」的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=2075 /-] [Invalid=1208 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	105	<div><div></div></div> 5.1%
2	員工可用其他假別替代	208	<div><div></div></div> 10.0%
3	業務繁忙，無法提供	30	<div><div></div></div> 1.4%
4	員工沒有此項需求	1145	<div><div></div></div> 55.2%
5	受僱員工未滿30人	442	<div><div></div></div> 21.3%
6	家族企業可自行放假休息	99	<div><div></div></div> 4.8%
7	按日或按時計薪員工可調整工作時間休息	46	<div><div></div></div> 2.2%
8	其他	0	
Sysmiss		1208	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c9_4: 參、九、2B、如果員工為撫育未滿3歲子女，提出減少或調整工作時間，請問貴單位(公司)會不會同意			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2075 /-] [Invalid=1208 /-]		
Value	Label	Cases	Percentage
1	會	1712	<div><div></div></div> 82.5%
2	不會	363	<div><div></div></div> 17.5%
Sysmiss		1208	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c10: 參、十、貴單位(公司)有沒有提供「家庭照顧假」			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1769	<div><div></div></div> 53.9%
2	沒有	1514	<div><div></div></div> 46.1%
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.			
# c10_1: 參、十、1A、「家庭照顧假」一年可申請幾日			
Information	[Type= discrete] [Format=numeric] [Range= 2-14] [Missing=*]		
Statistics [NW/ W]	[Valid=1769 /-] [Invalid=1514 /-]		
Value	Label	Cases	Percentage
2		4	<div><div></div></div> 0.2%
3		10	<div><div></div></div> 0.6%

# c10_1: 參、十、1A、「家庭照顧假」一年可申請幾日			
Value	Label	Cases	Percentage
4		1	0.1%
5		4	0.2%
6		5	0.3%
7		1713	96.8%
10		7	0.4%
12		3	0.2%
14		22	1.2%
Sysmiss		1514	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c10_2: 參、十、1B、今(102)年內有沒有員工申請「家庭照顧假」			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1769 /-] [Invalid=1514 /-]		
Value	Label	Cases	Percentage
1	有	512	28.9%
2	沒有	1257	71.1%
Sysmiss		1514	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c10_3: 參、十、1B(1)、提出「家庭照顧假」申請者之性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=512 /-] [Invalid=2771 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	63	12.3%
2	僅有女性員工提出	142	27.7%
3	男生性員工都有提出	307	60.0%
Sysmiss		2771	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c10_4: 參、十、2A、沒有提供「家庭照顧假」的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=1514 /-] [Invalid=1769 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	142	9.4%
2	員工可用事假替代	250	16.5%
3	員工可用其他假別替代	322	21.3%
4	業務繁忙，無法提供	15	1.0%
5	員工沒有此項需求	619	40.9%
6	家族企業可自行放假休息	107	7.1%
7	按日或按時計薪員工可調整工作時間休息	59	3.9%
8	其他	0	
Sysmiss		1769	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c10_5: 參、十、2B、如果員工申請「家庭照顧假」，請問貴單位(公司)會不會同意			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1513 /-] [Invalid=1770 /-]		

# **c10\_5:** 參、十、2B、如果員工申請「家庭照顧假」，請問貴單位(公司)會不會同意

Value	Label	Cases	Percentage
1	會	1180	78.0%
2	不會	333	22.0%
Sysmiss		1770	

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

# **c10\_6:** 參、十、2B(1)、會同意一年給予「家庭照顧假」幾日

Information	[Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]
Statistics [NW/ W]	[Valid=1180 /-] [Invalid=2103 /-]

Value	Label	Cases	Percentage
1		3	0.3%
2		3	0.3%
3		28	2.4%
4		1	0.1%
5		14	1.2%
6		6	0.5%
7		1085	91.9%
8		1	0.1%
9		3	0.3%
10		12	1.0%
12		4	0.3%
14		5	0.4%
15		15	1.3%
Sysmiss		2103	

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

# **c11:** 參、十一、貴單位(公司)有沒有為員工子女設立托兒服務機構(如幼兒園、托嬰中心、兒童課後照顧服務中心)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	110	3.4%
2	沒有	3173	96.6%

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.

# **c11\_1:** 參、十一、1、貴單位(公司)為員工子女設立托兒服務機構其方式為

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=110 /-] [Invalid=3173 /-]

Value	Label	Cases	Percentage
1	費用由單位(公司)全額補助	4	3.6%
2	單位(公司)提供部分補助	60	54.5%
3	補助金額視職位、年資而定	1	0.9%
4	費用由員工自行負擔	45	40.9%
5	其他	0	
Sysmiss		3173	

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

# c11_3: 參、十一、2、貴單位(公司)沒有為員工子女設立托兒服務機構的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=3174 /-] [Invalid=109 /-]		
Value	Label	Cases	Percentage
1	沒有空間設立	417	<div><div></div></div> 13.1%
2	沒有經費預算	158	<div><div></div></div> 5.0%
3	員工沒有此項需求	920	<div><div></div></div> 29.0%
4	受僱員工未滿250人	1663	<div><div></div></div> 52.4%
5	其他	16	<div><div></div></div> 0.5%
Sysmiss		109	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c12: 參、十二、貴單位(公司)有沒有提供員工托兒措施			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3173 /-] [Invalid=110 /-]		
Value	Label	Cases	Percentage
1	有	522	<div><div></div></div> 16.5%
2	沒有	2651	<div><div></div></div> 83.5%
Sysmiss		110	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c12_1: 參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=522 /-] [Invalid=2761 /-]		
Value	Label	Cases	Percentage
1	與托兒所簽約	406	<div><div></div></div> 77.8%
2	單位(公司)津貼補助	65	<div><div></div></div> 12.5%
3	托兒照顧措施	47	<div><div></div></div> 9.0%
4	其他	4	<div><div></div></div> 0.8%
Sysmiss		2761	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c12_2: 參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=41 /-] [Invalid=3242 /-]		
Value	Label	Cases	Percentage
1	與托兒所簽約	1	<div><div></div></div> 2.4%
2	單位(公司)津貼補助	28	<div><div></div></div> 68.3%
3	托兒照顧措施	11	<div><div></div></div> 26.8%
4	其他	1	<div><div></div></div> 2.4%
Sysmiss		3242	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c12_3: 參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3 /-] [Invalid=3280 /-]		
Value	Label	Cases	Percentage
1	與托兒所簽約	0	

# c12_3: 參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)			
Value	Label	Cases	Percentage
2	單位(公司)津貼補助	0	
3	托兒照顧措施	3	<div><div></div></div> 100.0%
4	其他	0	
Sysmiss		3280	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c12_4: 參、十二、1、貴單位(公司)提供員工托兒措施方式(複選)			
Information	[Type= continuous] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3283 /-]		
Value	Label	Cases	Percentage
1	與托兒所簽約		
2	單位(公司)津貼補助		
3	托兒照顧措施		
4	其他		
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# d1: 肆、一、貴單位(公司)有沒有提供「育嬰留職停薪」措施			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	2002	<div><div></div></div> 61.0%
2	沒有	1281	<div><div></div></div> 39.0%
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.			
# d1_1: 肆、一、1A、貴單位(公司)有沒有符合申請「育嬰留職停薪」資格的員工			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2002 /-] [Invalid=1281 /-]		
Value	Label	Cases	Percentage
1	有	846	<div><div></div></div> 42.3%
2	沒有	1156	<div><div></div></div> 57.7%
Sysmiss		1281	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# d1_5: 肆、一、1B、貴單位(公司)同意員工每次申請「育嬰留職停薪」的連續期間最長多久			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2002 /-] [Invalid=1281 /-]		
Value	Label	Cases	Percentage
1	未滿3個月	111	<div><div></div></div> 5.5%
2	3個月以上未滿6個月	282	<div><div></div></div> 14.1%
3	6個月以上未滿1年	393	<div><div></div></div> 19.6%
4	1年以上~2年	1216	<div><div></div></div> 60.7%
Sysmiss		1281	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# d1_6: 肆、一、2A、貴單位(公司)沒有提供「育嬰留職停薪」的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=1281 /-] [Invalid=2002 /-]		

# d1\_6: 肆、一、2A、貴單位(公司)沒有提供「育嬰留職停薪」的主要原因

Value	Label	Cases	Percentage
1	不知道有此規定	22	1.7%
2	員工可用其他假別替代	62	4.8%
3	懷孕婦女自行離職	18	1.4%
4	員工人數少，無法提供	208	16.2%
5	業務繁忙，無法提供	27	2.1%
6	員工沒有此項需求	861	67.2%
7	家族企業可自行放假休息	83	6.5%
8	其他	0	
Sysmiss		2002	

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

# d1\_7: 肆、一、2B、如果員工要申請育嬰留職停薪，請問貴單位(公司)會不會同意

<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=1281 /-] [Invalid=2002 /-]	
Value	Label	Cases	Percentage
1	會	944	73.7%
2	不會	337	26.3%
Sysmiss		2002	

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

# d2: 肆、二、申請「育嬰留職停薪」後之復職員工，請問貴單位(公司)如何安排復職之職位

<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=2002 /-] [Invalid=1281 /-]	
Value	Label	Cases	Percentage
1	恢復其原來的職位	1516	75.7%
2	由單位(公司)詢問員工意願後作調整	283	14.1%
3	由單位(公司)人事管理部門決定	79	3.9%
4	由部門主管決定	117	5.8%
5	其他	7	0.3%
Sysmiss		1281	

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

# d3\_1: 肆、三、員工申請「育嬰留職停薪」期間，請問貴單位(公司)人力如何因應(可複選，最多複選3項)

<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=2001 /-] [Invalid=1282 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	1425	71.2%
2	調用其他部門人員	190	9.5%
3	使用派遣人員	28	1.4%
4	僱用約僱或臨時人員	258	12.9%
5	進用正職之新進人員	96	4.8%
6	其他	4	0.2%
Sysmiss		1282	

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

# d3_2: 肆、三、員工申請「育嬰留職停薪」期間，請問貴單位(公司)人力如何因應(可複選，最多複選3項)			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=957 /-] [Invalid=2326 /-]		
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	563	<div><div></div></div> 58.8%
3	使用派遣人員	34	<div><div></div></div> 3.6%
4	僱用約僱或臨時人員	223	<div><div></div></div> 23.3%
5	進用正職之新進人員	137	<div><div></div></div> 14.3%
6	其他	0	
Sysmiss		2326	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# d3_3: 肆、三、員工申請「育嬰留職停薪」期間，請問貴單位(公司)人力如何因應(可複選，最多複選3項)			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=372 /-] [Invalid=2911 /-]		
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	0	
3	使用派遣人員	17	<div><div></div></div> 4.6%
4	僱用約僱或臨時人員	143	<div><div></div></div> 38.4%
5	進用正職之新進人員	212	<div><div></div></div> 57.0%
6	其他	0	
Sysmiss		2911	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# e1_1: 伍、一、1、貴單位(公司)對「管理職」之錄用情形			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僅用女性	80	<div><div></div></div> 2.4%
2	僅用男性	74	<div><div></div></div> 2.3%
3	男女都會錄用	2860	<div><div></div></div> 87.1%
4	沒有此職務	269	<div><div></div></div> 8.2%
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.			
# e1_2: 伍、一、2、貴單位(公司)對「事務職」之錄用情形			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僅用女性	309	<div><div></div></div> 9.4%
2	僅用男性	15	<div><div></div></div> 0.5%
3	男女都會錄用	2798	<div><div></div></div> 85.2%
4	沒有此職務	161	<div><div></div></div> 4.9%
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.			
# e1_3: 伍、一、3、貴單位(公司)對「銷售職」之錄用情形			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		



# e1_3: 伍、一、3、貴單位(公司)對「銷售職」之錄用情形			
Statistics [NW/ W]		[Valid=3283 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	僅用女性	44	1.3%
2	僅用男性	96	2.9%
3	男女都會錄用	2183	66.5%
4	沒有此職務	960	29.2%
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.			
# e1_4: 伍、一、4、貴單位(公司)對「專業技術職」之錄用情形			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=3283 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	僅用女性	33	1.0%
2	僅用男性	466	14.2%
3	男女都會錄用	2410	73.4%
4	沒有此職務	374	11.4%
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.			
# e1_5: 伍、一、5、貴單位(公司)對「危險及耗體力工作」之錄用情形			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=3283 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	僅用女性	4	0.1%
2	僅用男性	1019	31.0%
3	男女都會錄用	984	30.0%
4	沒有此職務	1276	38.9%
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.			
# e2: 伍、二、貴單位(公司)對上列各職類僅錄用男性的主要因為何(於問項伍、一之任何職類勾選「僅用男性」者才需回答本問項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=1108 /-] [Invalid=2175 /-]	
Value	Label	Cases	Percentage
1	無女性應徵	179	16.2%
2	雖有女性應徵，惟考試成績未達任用標準	4	0.4%
3	雖有女性應徵，單位(公司)內部未做成決定前中途退出	6	0.5%
4	雖有女性錄取，但由於事後辭退只剩男性	14	1.3%
5	在錄取後，於職務分配時，未獲部門主管同意，結果只錄取男性	6	0.5%
6	部分職務必須處理重物或具有危險性，女性員工不適合擔任	896	80.9%
7	其他	3	0.3%
Sysmiss		2175	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# e3: 伍、三、貴單位(公司)對上列各職類僅錄用女性的主要因為何(於問項伍、一之任何職類勾選「僅用女性」者才需回答本問項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=357 /-] [Invalid=2926 /-]	

# e3: 伍、三、貴單位(公司)對上列各職類僅錄用女性的主要原因為何(於問項伍、一之任何職類勾選「僅用女性」者才需回答本問項)

Value	Label	Cases	Percentage
1	無男性應徵	107	30.0%
2	雖有男性應徵，惟考試成績未達任用標準	2	0.6%
3	雖有男性應徵，單位(公司)內部未做成決定前中途退出	4	1.1%
4	雖有男性錄取，但由於事後辭退只剩女性	12	3.4%
5	在錄取後，於職務分配時，未獲部門主管同意，結果只錄取女性	5	1.4%
6	部分職務男性員工不適合擔任	225	63.0%
7	其他	2	0.6%
Sysmiss		2926	

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

# e4\_1: 伍、四、1、貴單位(公司)辦理「工作分配」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	765	23.3%
2	不會	2518	76.7%

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.

# e4\_2: 伍、四、2、貴單位(公司)辦理「薪資給付標準」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	222	6.8%
2	不會	3061	93.2%

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.

# e4_3: 伍、四、3、貴單位(公司)辦理「調薪幅度」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	86	2.6%
2	不會	3197	97.4%
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.			
# e4_4: 伍、四、4、貴單位(公司)辦理「考核(考績或獎金)」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	63	1.9%
2	不會	3220	98.1%
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.			
# e4_5: 伍、四、5、貴單位(公司)辦理「升遷」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	62	1.9%
2	不會	3221	98.1%
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.			
# e4_6: 伍、四、6、貴單位(公司)辦理「訓練、進修」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	56	1.7%
2	不會	3227	98.3%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# e4_7: 伍、四、7、貴單位(公司)辦理「資遣、離職或解僱」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	24	0.7%
2	不會	3259	99.3%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# e4_8: 伍、四、8、貴單位(公司)辦理「員工福利措施之提供」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	42	1.3%
2	不會	3241	98.7%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# e4_9: 伍、四、9、貴單位(公司)辦理「育嬰留職停薪」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	159	4.8%
2	不會	3124	95.2%
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.			
# e4_10: 伍、四、10、貴單位(公司)辦理「退休權利」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	31	0.9%
2	不會	3252	99.1%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# e4_11: 伍、四、11、貴單位(公司)辦理「僱用召募、甄試、進用」時，會不會有性別的考量			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	150	4.6%
2	不會	3133	95.4%
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.			
# e5_1: 伍、五、1、貴單位(公司)辦理「工作分配」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	467	14.2%
2	不會	2816	85.8%
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.			
# e5_2: 伍、五、2、貴單位(公司)辦理「薪資給付標準」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	185	5.6%
2	不會	3098	94.4%
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.			
# e5_3: 伍、五、3、貴單位(公司)辦理「調薪幅度」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)			
<b>Information</b>		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
<b>Statistics [NW/ W]</b>		[Valid=3283 /-] [Invalid=0 /-]	
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	會	114	3.5%

# e5\_3: 伍、五、3、貴單位(公司)辦理「調薪幅度」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)

Value	Label	Cases	Percentage
2	不會	3169	96.5%

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.

# e5\_4: 伍、五、4、貴單位(公司)辦理「考核(考績或獎金)」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	103	3.1%
2	不會	3180	96.9%

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

# e5\_5: 伍、五、5、貴單位(公司)辦理「升遷」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	111	3.4%
2	不會	3172	96.6%

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.

# e5\_6: 伍、五、6、貴單位(公司)辦理「訓練、進修」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	107	3.3%
2	不會	3176	96.7%

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.

# e5\_7: 伍、五、7、貴單位(公司)辦理「資遣、離職或解僱」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	84	2.6%
2	不會	3199	97.4%

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.

# e5\_8: 伍、五、8、貴單位(公司)辦理「員工福利措施之提供」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	94	2.9%
2	不會	3189	97.1%

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.

# e5_9: 伍、五、9、貴單位(公司)辦理「育嬰留職停薪」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	166	5.1%
2	不會	3117	94.9%
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.			
# e5_10: 伍、五、10、貴單位(公司)辦理「退休權利」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	85	2.6%
2	不會	3198	97.4%
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.			
# e5_11: 伍、五、11、貴單位(公司)辦理「招募、甄試、進用」時，會不會有「跨性別」的考量(自我性別認同與其生理性別不同)			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	166	5.1%
2	不會	3117	94.9%
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.			
# w: 權數			
Information	[Type= continuous] [Format=numeric] [Range= 1-279.75] [Missing=*]		
Statistics [NW/ W]	[Valid=3283 /-] [Invalid=0 /-] [Mean=75.177 /-] [StdDev=57.587 /-]		