

台灣 (Taiwan, ROC)

勞動部統計處

**103年育嬰留職停薪調查**

**Study Documentation**

August 12, 2016

# Metadata Production

<b>Metadata Producer(s)</b>	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
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## 103年育嬰留職停薪調查

### Survey on Parental Leave for Raising Children

Overview	
Type	育嬰留職停薪期滿復職關懷調查
Identification	AH120001
<b>Abstract</b> 為落實育嬰留職停薪制度及保障勞工期滿復職之權益，本部除推動育嬰留職停薪復職協助措施，並特辦調查了解期滿後重返職場、未能復職原因及相關權益認知等情形，作為未來政策規劃參考。本次調查以臺灣地區已請領就業保險育嬰留職停薪津貼並於102年1月至12月期間留職停薪期滿之勞工為抽樣母體，完成有效樣本5,525份。	
Kind of Data	抽樣調查資料 (Sample survey data)

Scope & Coverage	
Time Period(s)	2014
Countries	台灣 (Taiwan, ROC)
<b>Geographic Coverage</b> 台灣	
<b>Universe</b> 臺灣地區已請領就業保險育嬰留職停薪津貼並於102年1月至12月期間留職停薪期滿之勞工。	

Producers & Sponsors	
Primary Investigator(s)	勞動部統計處
Other Acknowledgment(s)	

Data Collection	
Data Collection Dates	start 2014-07-07 end 2014-08-31
Time Period(s)	start 2014-07-07 end 2014-08-31
Data Collection Mode	郵寄問卷 (Mail Questionnaire)

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	
Contact(s)	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心), <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>	勞動部統計處
<b><u>Access Conditions</u></b> 會員版(一般會員、院內會員)--直接下載	

# Files Description

Dataset contains 1 file(s)

<b>data103</b>	
<b># Cases</b>	5525
<b># Variable(s)</b>	80

# Variables Group(s)

Dataset contains 8 group(s)

Group 流水號							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	series	流水號	discrete	character-5	5525	0	-

Group 壹、申請育嬰留職停薪前的相關評估							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	a1_1	壹、一、請問您當初是從哪些管道得知相關申請育嬰留職停薪的資訊?(可複選,最多複選2項)	discrete	numeric-2.0	5525	0	-
2	a1_2	壹、一、請問您當初是從哪些管道得知相關申請育嬰留職停薪的資訊?(可複選,最多複選2項)	discrete	numeric-2.0	3494	2031	-
3	a2_1	壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)	discrete	numeric-2.0	5525	0	-
4	a2_2	壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)	discrete	numeric-2.0	4351	1174	-
5	a2_3	壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)	discrete	numeric-2.0	2873	2652	-
6	a3	壹、三、請問您當初考慮申請育嬰留職停薪有沒有遭遇公司或上級長官以工作發展為由變相阻擾?	discrete	numeric-1.0	5525	0	-
7	a4	壹、四、請問您在申請育嬰留職停薪時,有無計畫返回原事業單位(公司)任職?	discrete	numeric-1.0	5525	0	-

Group 貳、申請育嬰留職停薪狀況及重返職場情形							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	b1	貳、一、請問您最近一次申請育嬰留職停薪期間?	discrete	numeric-1.0	5525	0	-
2	b2	貳、二、請問您申請育嬰留職停薪期間,事業單位(公司)主要採取人力因應措施?	discrete	numeric-1.0	5525	0	-
3	b3	貳、三、如果政府沒有發放育嬰津貼,請問您會不會申請育嬰留職停薪嗎?	discrete	numeric-1.0	5525	0	-
4	b4	貳、四、如果未來有育嬰需求時,請問您會不會申請育嬰留職停薪?	discrete	numeric-1.0	5525	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
5	b4_1	貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)	discrete	numeric-2.0	5525	0	-
6	b4_2	貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)	discrete	numeric-2.0	595	4930	-
7	b4_3	貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)	discrete	numeric-2.0	363	5162	-
8	b5	貳、五、請問您於申請育嬰留職停薪期間中,有無與雇主協商提前或延後復職?	discrete	numeric-1.0	5525	0	-
9	b6	貳、六、請問您申請期滿後是否返回職場工作?	discrete	numeric-1.0	5525	0	-
10	b6_1a_1	貳、六、1-1-(1)返回職場後和申請育嬰留職停薪前比較:(1)職等	discrete	numeric-3.0	3355	2170	-
11	b6_1a_2	貳、六、1-1-(2)返回職場後和申請育嬰留職停薪前比較:(2)薪資	discrete	numeric-3.0	3355	2170	-
12	b6_1a_3	貳、六、1-1-(3)返回職場後和申請育嬰留職停薪前比較:(3)工作量	discrete	numeric-3.0	3355	2170	-
13	b6_1a_4	貳、六、1-1-(4)返回職場後和申請育嬰留職停薪前比較:(4)工作時間	discrete	numeric-3.0	3355	2170	-
14	b6_1a_5	貳、六、1-1-(5)請問您的考績是否受到影響?	discrete	numeric-1.0	3355	2170	-
15	b6_1b	貳、六、1-2有沒有回到留職停薪前原來的工作職位?	discrete	numeric-1.0	3355	2170	-
16	b6_1b_1	貳、六、1-2-(2)-1沒有回到原來工作職位的主要原因?	discrete	numeric-1.0	318	5207	-
17	b6_1b_2	貳、六、1-2-(2)-2請問您沒有回到原來職位是雇主(事業單位)單方決定或是雙方有事先協調?	discrete	numeric-1.0	318	5207	-
18	b6_1b_3	貳、六、1-2-(2)-3請問您的新職位工作地點有無跨縣市改變?	discrete	numeric-1.0	318	5207	-
19	b6_1b_4	貳、六、1-2-(2)-4請問您對新職位整體滿意度	discrete	numeric-1.0	318	5207	-
20	b6_2_1	貳、六、2-1請問您返回原事業單位(公司),不到3個月後轉職的主要原因?	discrete	numeric-2.0	179	5346	-
21	b6_3_1	貳、六、3-1請問您另謀他職的主要原因?	discrete	numeric-1.0	601	4924	-
22	b6_4_1	貳、六、4-1尚未返回職場的主要原因為?	discrete	numeric-2.0	1390	4135	-
23	b6_4_y	貳、六、4-1-(1)育嬰留職停薪截止日(年)	discrete	numeric-9.0	407	5118	-



#	Name	Label	Type	Format	Valid	Invalid	Question
24	b6_4_m	貳、六、4-1-(1)育嬰留職停薪截止日(月)	discrete	numeric-2.0	407	5118	-
25	b6_4_2	貳、六、4-2請問您預計多久再回到職場工作(本題填答後直接跳答參、申請育嬰留職停薪前之就業狀況)?	discrete	numeric-1.0	1390	4135	-
26	b7	貳、七、請問您育嬰留職停薪結束重回職場時間和原本申請比較?	discrete	numeric-1.0	4135	1390	-
27	b8	貳、八、請問您重回到職場是否有工作適應困難?	discrete	numeric-1.0	4135	1390	-

**Group 參、申請育嬰留職停薪前之就業狀況**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	c1	參、一、請問您申請育嬰留職停薪前的這個工作,已經做了多久?	discrete	numeric-1.0	5525	0	-
2	c2	參、二、請問您的事業單位(公司)同意員工每次申請育嬰留職停薪的連續期間,最長可達多久?	discrete	numeric-1.0	5525	0	-
3	c3	參、三、請問您申請育嬰留職停薪前的工作時間型態?	discrete	numeric-1.0	5525	0	-
4	c4	參、四、請問您申請育嬰留職停薪前的平均每月薪資?	discrete	numeric-1.0	5525	0	-
5	c5	參、五、請問您申請育嬰留職停薪前的工作場所員工人數(含外勞)?	discrete	numeric-3.0	5525	0	-
6	c6	參、六、請問您申請育嬰留職停薪前職業類別?	discrete	numeric-2.0	5525	0	-
7	c7	參、七、請問您申請育嬰留職停薪前服務之事業單位所在縣市?	discrete	numeric-2.0	5525	0	-

**Group 肆、育嬰留職停薪相關權益之認知**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	肆、一、請問您是否知道性別工作平等法第17條,受僱者於育嬰留職停薪期滿後,申請復職時,除有歇業、虧損或業務緊縮,並經主管機關同意者外,雇主不得拒絕?	discrete	numeric-1.0	5525	0	-
2	d2	肆、二、請問您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時,應於30日前通知之?	discrete	numeric-1.0	5525	0	-
3	d3	肆、三、請問您是否知道雇主因第一題所述所列各款原因未能使申請育嬰留職	discrete	numeric-1.0	5525	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		停薪者復職時,應依法定標準發給資遣費或退休金?					
4	d4	肆、四、請問您是否知道您在育嬰留職停薪期間,得繼續參加原有之社會保險,原由雇主負擔之保險費,免予繳納;原由受僱者負擔之保險費,得遞延三年繳納?	discrete	numeric-1.0	5525	0	-
5	d5	肆、五、請問您認為申請育嬰留職停薪津貼的程序方不方便?	discrete	numeric-1.0	5525	0	-
6	d6_1a	肆、六、1-A政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道「職業訓練資源」?	discrete	numeric-1.0	5525	0	-
7	d6_1b	肆、六、1-B政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要「職業訓練資源」?	discrete	numeric-1.0	5525	0	-
8	d6_2a	肆、六、2-A政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道「就業服務資源」?	discrete	numeric-1.0	5525	0	-
9	d6_2b	肆、六、2-B政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要「就業服務資源」?	discrete	numeric-1.0	5525	0	-
10	d6_3a	肆、六、3-A政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道「提供法律諮詢及訴訟扶助」?	discrete	numeric-1.0	5525	0	-
11	d6_3b	肆、六、3-B政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要「提供法律諮詢及訴訟扶助」?	discrete	numeric-1.0	5525	0	-
12	d6_4	肆、六、4除上列項目外,還有沒有需要其他的協助?	discrete	numeric-1.0	5525	0	-
13	d7	肆、七、請問您對於育嬰留職停薪政策滿不滿意?	discrete	numeric-1.0	5525	0	-

**Group 伍、受訪者基本資料**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	e1	伍、一、請問您的年齡?	discrete	numeric-2.0	5525	0	-
2	e2	伍、二、請問您的婚姻狀況?	discrete	numeric-1.0	5525	0	-
3	e3	伍、三、請問您家中(同住)的成員有哪些?	discrete	numeric-1.0	5525	0	-
4	e4_1	伍、四、1請問您有幾歲的子女?	discrete	numeric-1.0	5525	0	-
5	e4_1_o	伍、四、1子女人數	discrete	numeric-9.0	5525	0	-
6	e4_2	伍、四、2請問您有幾歲的子女?	discrete	numeric-1.0	2953	2572	-
7	e4_2_o	伍、四、2子女人數	discrete	numeric-1.0	2953	2572	-

#	Name	Label	Type	Format	Valid	Invalid	Question
8	e4_3	伍、四、3請問您有幾歲的子女?	discrete	numeric-1.0	244	5281	-
9	e4_3_o	伍、四、3子女人數	discrete	numeric-1.0	244	5281	-
10	e4_4	伍、四、4請問您有幾歲的子女?	discrete	numeric-1.0	8	5517	-
11	e4_4_o	伍、四、4子女人數	discrete	numeric-1.0	8	5517	-
12	e4_5	伍、四、5請問您有幾歲的子女?	discrete	numeric-12.0	0	5525	-
13	e4_5_o	伍、四、5子女人數	discrete	numeric-12.0	0	5525	-
14	e4_6	伍、四、6請問您有幾歲的子女?	discrete	numeric-12.0	0	5525	-
15	e4_6_o	伍、四、6子女人數	discrete	numeric-12.0	0	5525	-
16	e5	伍、五、請問與您同住的家庭成員合計,每月的總收入大約是多少?	discrete	numeric-2.0	5525	0	-
17	e6	伍、六、請問您的教育程度?	discrete	numeric-1.0	5525	0	-
18	e7	伍、七、請問您是否為主要家計負責人?	discrete	numeric-1.0	5525	0	-
19	e8	伍、八、請問您的性別?	discrete	numeric-1.0	5525	0	-

**Group 基本資料**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	sex_o	性別	discrete	numeric-11.0	5525	0	-
2	age_o	年齡	discrete	numeric-11.0	5525	0	-
3	work	工作	discrete	numeric-11.0	5525	0	-
4	area	地區	discrete	numeric-11.0	5525	0	-
5	scale	規模	discrete	numeric-11.0	5525	0	-

**Group 權數**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	weight	權數	continuous	numeric-8.2	5525	0	-

# Variables Description

Dataset contains 80 variable(s)

## File : data103

# series: 流水號

**Information** [Type= discrete] [Format=character] [Missing=\*]

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

# a1\_1: 壹、一、請問您當初是從哪些管道得知相關申請育嬰留職停薪的資訊?(可複選,最多複選2項)

**Information** [Type= discrete] [Format=numeric] [Range= 1-10] [Missing=\*]

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	政府相關單位的官方網站	1931	35.0%
2	廣播電臺	98	1.8%
3	報章雜誌	264	4.8%
4	電視	799	14.5%
5	宣傳單、海報、看板	79	1.4%
6	親朋好友	1239	22.4%
7	同事	805	14.6%
8	事業單位人事規章	208	3.8%
9	非政府單位網站	90	1.6%
10	其他	12	0.2%

*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.*

# a1\_2: 壹、一、請問您當初是從哪些管道得知相關申請育嬰留職停薪的資訊?(可複選,最多複選2項)

**Information** [Type= discrete] [Format=numeric] [Range= 1-10] [Missing=\*]

**Statistics [NW/ W]** [Valid=3494 /-] [Invalid=2031 /-]

Value	Label	Cases	Percentage
1	政府相關單位的官方網站	0	
2	廣播電臺	44	1.3%
3	報章雜誌	92	2.6%
4	電視	405	11.6%
5	宣傳單、海報、看板	98	2.8%
6	親朋好友	815	23.3%
7	同事	1105	31.6%
8	事業單位人事規章	732	21.0%
9	非政府單位網站	189	5.4%
10	其他	14	0.4%
Sysmiss		2031	

*Warning: 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\_1: 壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)

**Information** [Type= discrete] [Format=numeric] [Range= 1-10] [Missing=\*]

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	家中小孩無人照料	4204	76.1%
2	育嬰津貼多寡	539	9.8%
3	對同事造成工作量增加之負擔	178	3.2%
4	由誰申請育嬰留職停薪	27	0.5%
5	工作年資中斷	144	2.6%

## File : data103

# a2\_1: 壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)

Value	Label	Cases	Percentage
6	工作職缺被取代	216	3.9%
7	擔心被解雇	55	1.0%
8	擔心影響升遷	15	0.3%
9	家中經濟壓力	109	2.0%
10	其他	38	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.

# a2\_2: 壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4351 /-] [Invalid=1174 /-]

Value	Label	Cases	Percentage
1	家中小孩無人照料	0	
2	育嬰津貼多寡	1159	26.6%
3	對同事造成工作量增加之負擔	503	11.6%
4	由誰申請育嬰留職停薪	178	4.1%
5	工作年資中斷	485	11.1%
6	工作職缺被取代	782	18.0%
7	擔心被解雇	339	7.8%
8	擔心影響升遷	170	3.9%
9	家中經濟壓力	725	16.7%
10	其他	10	0.2%
System		1174	

Warning: 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\_3: 壹、二、請問您當初考慮申請育嬰留職停薪前,有考量哪些問題?(可複選,最多複選3項)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=2873 /-] [Invalid=2652 /-]

Value	Label	Cases	Percentage
1	家中小孩無人照料	0	
2	育嬰津貼多寡	0	
3	對同事造成工作量增加之負擔	126	4.4%
4	由誰申請育嬰留職停薪	83	2.9%
5	工作年資中斷	192	6.7%
6	工作職缺被取代	364	12.7%
7	擔心被解雇	277	9.6%
8	擔心影響升遷	176	6.1%
9	家中經濟壓力	1631	56.8%
10	其他	24	0.8%
System		2652	

Warning: 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、請問您當初考慮申請育嬰留職停薪有沒有遭遇公司或上級長官以工作發展為由變相阻擾?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

**File : data103**

# a3: 壹、三、請問您當初考慮申請育嬰留職停薪有沒有遭遇公司或上級長官以工作發展為由變相阻擾?

Value	Label	Cases	Percentage
1	有	503	9.1%
2	沒有	5022	90.9%

*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.*

# a4: 壹、四、請問您在申請育嬰留職停薪時,有無計畫返回原事業單位(公司)任職?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	4617	83.6%
2	沒有	908	16.4%

*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.*

# b1: 貳、一、請問您最近一次申請育嬰留職停薪期間?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿3個月	336	6.1%
2	3個月-未滿6個月	452	8.2%
3	6個月	1877	34.0%
4	超過6個月-未滿1年	743	13.4%
5	1年-未滿2年	1562	28.3%
6	2年	343	6.2%
7	超過2年	212	3.8%

*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.*

# b2: 貳、二、請問您申請育嬰留職停薪期間,事業單位(公司)主要採取人力因應措施?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	公司內部自行調整	3873	70.1%
2	使用派遣人員	76	1.4%
3	僱用約僱或臨時人員	288	5.2%
4	進用正職之新進人員	708	12.8%
5	不知道	567	10.3%
6	其他	13	0.2%

*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: 貳、三、如果政府沒有發放育嬰津貼,請問您會不會申請育嬰留職停薪嗎?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	1555	28.1%
2	不會	3970	71.9%

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

## File : data103

# b4: 貳、四、如果未來有育嬰需求時,請問您會不會申請育嬰留職停薪?

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

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	4528	82.0%
2	不會	997	18.0%

*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.*

# b4\_1: 貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)

**Information** [Type= discrete] [Format=numeric] [Range= 0-10] [Missing=\*]

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	不適用	4528	82.0%
1	改由配偶申請	161	2.9%
2	育嬰留職停薪津貼不夠貼補短少的薪水	448	8.1%
3	小孩已有他人照顧	94	1.7%
4	擔心因此失去競爭力	63	1.1%
5	擔心影響升遷	24	0.4%
6	擔心工作年資中斷	22	0.4%
7	擔心被調職	26	0.5%
8	擔心被解雇	24	0.4%
9	其他	34	0.6%
10	沒有再生產的計畫	101	1.8%

*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.*

# b4\_2: 貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)

**Information** [Type= discrete] [Format=numeric] [Range= 0-10] [Missing=\*]

**Statistics [NW/ W]** [Valid=595 /-] [Invalid=4930 /-]

Value	Label	Cases	Percentage
0	不適用	0	
1	改由配偶申請	1	0.2%
2	育嬰留職停薪津貼不夠貼補短少的薪水	77	12.9%
3	小孩已有他人照顧	75	12.6%
4	擔心因此失去競爭力	110	18.5%
5	擔心影響升遷	92	15.5%
6	擔心工作年資中斷	83	13.9%
7	擔心被調職	86	14.5%
8	擔心被解雇	61	10.3%
9	其他	8	1.3%
10	沒有再生產的計畫	2	0.3%
Sysmiss		4930	

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

# b4\_3: 貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)

**Information** [Type= discrete] [Format=numeric] [Range= 0-10] [Missing=\*]

**Statistics [NW/ W]** [Valid=363 /-] [Invalid=5162 /-]



## File : data103

# b4\_3: 貳、四、2未來有育嬰需求時,不會申請育嬰留職停薪之主要原因(可複選,最多複選3項)

Value	Label	Cases	Percentage
0	不適用	0	
1	改由配偶申請	0	
2	育嬰留職停薪津貼不夠貼補短少的薪水	1	0.3%
3	小孩已有他人照顧	8	2.2%
4	擔心因此失去競爭力	23	6.3%
5	擔心影響升遷	28	7.7%
6	擔心工作年資中斷	71	19.6%
7	擔心被調職	71	19.6%
8	擔心被解雇	142	39.1%
9	其他	14	3.9%
10	沒有再生產的計畫	5	1.4%
Sysmiss		5162	

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

# b5: 貳、五、請問您於申請育嬰留職停薪期間中,有無與雇主協商提前或延後復職?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有協商提前復職	766	13.9%
2	有協商延後復職	928	16.8%
3	都沒有	3831	69.3%

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.

# b6: 貳、六、請問您申請期滿後是否返回職場工作?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是, 返回到原事業單位(公司)	3355	60.7%
2	是, 返回原事業單位(公司), 不到3個月後轉職	179	3.2%
3	是, 但另謀他職	601	10.9%
4	否, 尚未返回職場	1390	25.2%

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.

# b6\_1a\_1: 貳、六、1-1-(1)返回職場後和申請育嬰留職停薪前比較:(1)職等

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=3355 /-] [Invalid=2170 /-]

Value	Label	Cases	Percentage
1	較高	42	1.3%
2	不變	3246	96.8%
3	較低	67	2.0%
Sysmiss		2170	

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

# b6\_1a\_2: 貳、六、1-1-(2)返回職場後和申請育嬰留職停薪前比較:(2)薪資

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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**File : data103**

# b6\_1a\_2: 貳、六、1-1-(2)返回職場後和申請育嬰留職停薪前比較:(2)薪資

Statistics [NW/ W] [Valid=3355 /-] [Invalid=2170 /-]

Value	Label	Cases	Percentage
1	較高	86	2.6%
2	不變	3179	94.8%
3	較低	90	2.7%
Sysmiss		2170	

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

# b6\_1a\_3: 貳、六、1-1-(3)返回職場後和申請育嬰留職停薪前比較:(3)工作量

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

Statistics [NW/ W] [Valid=3355 /-] [Invalid=2170 /-]

Value	Label	Cases	Percentage
1	較多	286	8.5%
2	不變	2991	89.2%
3	較少	78	2.3%
Sysmiss		2170	

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

# b6\_1a\_4: 貳、六、1-1-(4)返回職場後和申請育嬰留職停薪前比較:(4)工作時間

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

Statistics [NW/ W] [Valid=3355 /-] [Invalid=2170 /-]

Value	Label	Cases	Percentage
1	較長	174	5.2%
2	不變	3094	92.2%
3	較短	87	2.6%
Sysmiss		2170	

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

# b6\_1a\_5: 貳、六、1-1-(5)請問您的考績是否受到影響?

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

Statistics [NW/ W] [Valid=3355 /-] [Invalid=2170 /-]

Value	Label	Cases	Percentage
1	有	575	17.1%
2	沒有	2096	62.5%
3	不知道	684	20.4%
Sysmiss		2170	

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

# b6\_1b: 貳、六、1-2有沒有回到留職停薪前原來的工作職位?

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

Statistics [NW/ W] [Valid=3355 /-] [Invalid=2170 /-]

Value	Label	Cases	Percentage
1	有	3037	90.5%
2	沒有	318	9.5%
Sysmiss		2170	

## File : data103

# b6\_1b: 貳、六、1-2有沒有回到留職停薪前原來的工作職位?

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

# b6\_1b\_1: 貳、六、1-2-(2)-1沒有回到原來工作職位的主要原因?

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

**Statistics [NW/ W]** [Valid=318 /-] [Invalid=5207 /-]

Value	Label	Cases	Percentage
1	因公司業務或組織調整, 已無該職位	60	18.9%
2	原工作職位已有人取代	169	53.1%
3	自己主動申請職位調動	55	17.3%
4	其他	34	10.7%
Sysmiss		5207	

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

# b6\_1b\_2: 貳、六、1-2-(2)-2請問您沒有回到原來職位是雇主(事業單位)單方決定或是雙方有事先協調?

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

**Statistics [NW/ W]** [Valid=318 /-] [Invalid=5207 /-]

Value	Label	Cases	Percentage
1	雇主(事業單位)單方決定	132	41.5%
2	雙方有事先協調	186	58.5%
Sysmiss		5207	

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

# b6\_1b\_3: 貳、六、1-2-(2)-3請問您的新職位工作地點有無跨縣市改變?

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

**Statistics [NW/ W]** [Valid=318 /-] [Invalid=5207 /-]

Value	Label	Cases	Percentage
1	有	30	9.4%
2	沒有	288	90.6%
Sysmiss		5207	

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

# b6\_1b\_4: 貳、六、1-2-(2)-4請問您對新職位整體滿意度

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

**Statistics [NW/ W]** [Valid=318 /-] [Invalid=5207 /-]

Value	Label	Cases	Percentage
1	非常滿意	26	8.2%
2	滿意	93	29.2%
3	普通	166	52.2%
4	不滿意	24	7.5%
5	非常不滿意	9	2.8%
Sysmiss		5207	

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

# b6\_2\_1: 貳、六、2-1請問您返回原事業單位(公司),不到3個月後轉職的主要原因?

**Information** [Type= discrete] [Format=numeric] [Range= 1-11] [Missing=\*]

**Statistics [NW/ W]** [Valid=179 /-] [Invalid=5346 /-]

## File : data103

# b6\_2\_1: 貳、六、2-1請問您返回原事業單位(公司),不到3個月後轉職的主要原因?

Value	Label	Cases	Percentage
1	雇主在職務內容多有刁難	24	13.4%
2	對工作環境不適應	14	7.8%
3	同事間出現排擠	5	2.8%
4	想從事工時較短或較彈性的工作	42	23.5%
5	想從事工作責任較輕的工作	7	3.9%
6	找到薪資較高或有升遷機會的工作	24	13.4%
7	想轉換不同的工作內容	18	10.1%
8	想自行創業	9	5.0%
9	想轉換離家近的工作	18	10.1%
10	雇主要求離職(或被原公司解僱)	12	6.7%
11	其他	6	3.4%
Sysmiss		5346	

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

# b6\_3\_1: 貳、六、3-1請問您另謀他職的主要原因?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-9] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=601 /-] [Invalid=4924 /-]

Value	Label	Cases	Percentage
1	雇主無法提供恢復原職,無法接受職務調整而轉職	85	14.1%
2	想從事工時較短或較彈性的工作	136	22.6%
3	想從事工作責任較輕的工作	29	4.8%
4	找到薪資較高或有升遷機會的工作	97	16.1%
5	想轉換不同的工作內容	80	13.3%
6	想自行創業	36	6.0%
7	轉換離家近的工作	94	15.6%
8	雇主要求離職(或被原公司解僱)	27	4.5%
9	其他	17	2.8%
Sysmiss		4924	

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

# b6\_4\_1: 貳、六、4-1尚未返回職場的主要原因為?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=1390 /-] [Invalid=4135 /-]

Value	Label	Cases	Percentage
1	還在育嬰留職停薪期間	407	29.3%
2	因個人因素不願回職場(如:生涯規劃等非家庭因素)	59	4.2%
3	因家庭因素自願離開職場(如:照顧小孩)	770	55.4%
4	雇主要求離職(或被原公司解僱)	41	2.9%
5	無法接受職務調整而離職	33	2.4%
6	因事業單位遷廠而離職	2	0.1%
7	事業單位依法歇業、虧損或業務緊縮	40	2.9%
8	雇主依法變更組織、解散或轉讓	11	0.8%
9	事業單位業務性質變更,有減少受僱者之必要,又無適當工作供安置	8	0.6%

## File : data103

# b6\_4\_1: 貳、六、4-1尚未返回職場的主要原因為?

Value	Label	Cases	Percentage
10	其他	19	1.4%
Sysmiss		4135	

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

# b6\_4\_y: 貳、六、4-1-(1)育嬰留職停薪截止日(年)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 103-104] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=407 /-] [Invalid=5118 /-] [Mean=103.442 /-] [StdDev=0.497 /-]

Value	Label	Cases	Percentage
103		227	55.8%
104		180	44.2%
Sysmiss		5118	

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

# b6\_4\_m: 貳、六、4-1-(1)育嬰留職停薪截止日(月)

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=407 /-] [Invalid=5118 /-] [Mean=7.545 /-] [StdDev=3.544 /-]

Value	Label	Cases	Percentage
1		23	5.7%
2		25	6.1%
3		37	9.1%
4		21	5.2%
5		22	5.4%
6		21	5.2%
7		16	3.9%
8		37	9.1%
9		56	13.8%
10		44	10.8%
11		45	11.1%
12		60	14.7%
Sysmiss		5118	

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

# b6\_4\_2: 貳、六、4-2請問您預計多久再回到職場工作(本題填答後直接跳答參、申請育嬰留職停薪前之就業狀況)?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=1390 /-] [Invalid=4135 /-]

Value	Label	Cases	Percentage
1	未滿6個月	235	16.9%
2	6個月-未滿1年	173	12.4%
3	1年-未滿2年	197	14.2%
4	2年-未滿3年	129	9.3%
5	3年以上	131	9.4%
6	不再回到職場工作	30	2.2%
7	目前尚未規劃	495	35.6%

**File : data103**

# b6\_4\_2: 貳、六、4-2請問您預計多久再回到職場工作(本題填答後直接跳答參、申請 育嬰留職停薪前之就業狀況)?

Value	Label	Cases	Percentage
Sysmiss		4135	

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

# b7: 貳、七、請問您育嬰留職停薪結束重回職場時間和原本申請比較?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4135 /-] [Invalid=1390 /-]

Value	Label	Cases	Percentage
1	提前	574	13.9%
2	一樣	3105	75.1%
3	延後	456	11.0%
Sysmiss		1390	

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

# b8: 貳、八、請問您重回到職場是否有工作適應困難?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=4135 /-] [Invalid=1390 /-]

Value	Label	Cases	Percentage
1	沒有困難	3206	77.5%
2	有一點困難	892	21.6%
3	非常困難	37	0.9%
Sysmiss		1390	

*Warning: 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、請問您申請育嬰留職停薪前的這個工作,已經做了多久?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿1年	165	3.0%
2	1年-未滿3年	1736	31.4%
3	3年-未滿6年	1547	28.0%
4	6年-未滿9年	1152	20.9%
5	9年以上	925	16.7%

*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.*

# c2: 參、二、請問您的事業單位(公司)同意員工每次申請育嬰留職停薪的連續期間,最長可達多久?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿3個月	22	0.4%
2	3個月-未滿6個月	78	1.4%
3	6個月-未滿12個月	498	9.0%
4	1年-未滿2年	240	4.3%
5	2年	2048	37.1%
6	超過2年	262	4.7%

## File : data103

# c2: 參、二、請問您的事業單位(公司)同意員工每次申請育嬰留職停薪的連續期間,最長可達多久?

Value	Label	Cases	Percentage
7	不知道	2377	43.0%

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.

# c3: 參、三、請問您申請育嬰留職停薪前的工作時間型態?

Value	Label	Cases	Percentage
1	全時工作者	5286	95.7%
2	部分時間工作者	239	4.3%

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.

# c4: 參、四、請問您申請育嬰留職停薪前的平均每月薪資?

Value	Label	Cases	Percentage
1	未滿19,047元	247	4.5%
2	19,047元~未滿2萬元	593	10.7%
3	2萬元~未滿3萬元	1961	35.5%
4	3萬元~未滿4萬元	1441	26.1%
5	4萬元~未滿5萬元	798	14.4%
6	5萬元~未滿6萬元	261	4.7%
7	6萬元~未滿7萬元	107	1.9%
8	7萬元~未滿8萬元	48	0.9%
9	8萬元以上	69	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.

# c5: 參、五、請問您申請育嬰留職停薪前的工作場所員工人數(含外勞)?

Value	Label	Cases	Percentage
1	4人以下	556	10.1%
2	5-29人	2144	38.8%
3	30-49人	511	9.2%
4	50-99人	468	8.5%
5	100-199人	429	7.8%
6	200-249人	156	2.8%
7	250人以上	1261	22.8%

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.

# c6: 參、六、請問您申請育嬰留職停薪前職業類別?

Value	Label	Cases	Percentage
1	民意代表、主管及經理人員	167	3.0%
2	專業人員	1163	21.0%

## File : data103

# c6: 參、六、請問您申請育嬰留職停薪前職業類別?

Value	Label	Cases	Percentage
3	技術員及助理專業人員	1080	19.5%
4	事務支援人員	1642	29.7%
5	服務及銷售工作人員	785	14.2%
6	農、林、漁、牧業生產人員	22	0.4%
7	技藝有關工作人員	163	3.0%
8	機械設備操作及組裝人員	284	5.1%
9	基層技術工及勞力工	219	4.0%
10	其他	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.

# c7: 參、七、請問您申請育嬰留職停薪前服務之事業單位所在縣市?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-20] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	臺北市	1084	19.6%
2	新北市	842	15.2%
3	宜蘭縣	44	0.8%
4	桃園縣	617	11.2%
5	新竹縣	171	3.1%
6	新竹市	230	4.2%
7	基隆市	22	0.4%
8	苗栗縣	95	1.7%
9	臺中市	791	14.3%
10	彰化縣	324	5.9%
11	南投縣	47	0.9%
12	雲林縣	70	1.3%
13	高雄市	471	8.5%
14	嘉義縣	47	0.9%
15	嘉義市	57	1.0%
16	臺南市	459	8.3%
17	屏東縣	96	1.7%
18	澎湖縣	5	0.1%
19	花蓮縣	38	0.7%
20	臺東縣	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.

# d1: 肆、一、請問您是否知道性別工作平等法第17條,受僱者於育嬰留職停薪期滿後,申請復職時,除有歇業、虧損或業務緊縮,並經主管機關同意者外,雇主不得拒絕?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	3401	61.6%
2	不知道	2124	38.4%

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 : data103

# d2: 肆、二、請問您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時,應於**30**日前通知之?

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

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	2099	38.0%
2	不知道	3426	62.0%

*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.*

# d3: 肆、三、請問您是否知道雇主因第一題述所列各款原因未能使申請育嬰留職停薪者復職時,應依法定標準發給資遣費或退休金?

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

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	2602	47.1%
2	不知道	2923	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.*

# d4: 肆、四、請問您是否知道您在育嬰留職停薪期間,得繼續參加原有之社會保險,原由雇主負擔之保險費,免予繳納;原由受僱者負擔之保險費,得遞延三年繳納?

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

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	3652	66.1%
2	不知道	1873	33.9%

*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.*

# d5: 肆、五、請問您認為申請育嬰留職停薪津貼的程序方不方便?

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

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常方便	946	17.1%
2	方便	2727	49.4%
3	普通	1500	27.1%
4	不方便	277	5.0%
5	非常不方便	75	1.4%

*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.*

# d6\_1a: 肆、六、1-A政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道「職業訓練資源」?

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

**Statistics [NW/ W]** [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	1624	29.4%
2	不知道	3901	70.6%

*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.*

# d6\_1b: 肆、六、1-B政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要「職業訓練資源」?

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

**File : data103**

# d6\_1b: 肆、六、1-B政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要「職業訓練資源」?

Statistics [NW/ W] [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1579	28.6%
2	沒有	3946	71.4%

*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.*

# d6\_2a: 肆、六、2-A政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道「就業服務資源」?

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

Statistics [NW/ W] [Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	1861	33.7%
2	不知道	3664	66.3%

*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.*

# d6_2b: 肆、六、2-B政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有需要「就業服務資源」?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5525 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	1663	30.1%
2	沒有	3862	69.9%
<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>			
# d6_3a: 肆、六、3-A政府提供育嬰留職停薪期滿復職協助措施, 請問您知不知道「提供法律諮詢及訴訟扶助」?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5525 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	知道	1782	32.3%
2	不知道	3743	67.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# d6_3b: 肆、六、3-B政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有需要「提供法律諮詢及訴訟扶助」?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5525 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	1378	24.9%
2	沒有	4147	75.1%
<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>			
# d6_4: 肆、六、4除上列項目外, 還有沒有需要其他的協助?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5525 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	126	2.3%
2	沒有	5399	97.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# d7: 肆、七、請問您對於育嬰留職停薪政策滿不滿意?			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=5525 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常滿意	954	17.3%
2	滿意	2875	52.0%
3	普通	1501	27.2%
4	不滿意	165	3.0%
5	非常不滿意	30	0.5%
<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>			
# e1: 伍、一、請問您的年齡?			
Information		[Type= discrete] [Format=numeric] [Range= 1-11] [Missing=*]	
Statistics [NW/ W]		[Valid=5525 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	15-19歲	1	0.0%

# e1: 伍、一、請問您的年齡?

Value	Label	Cases	Percentage
2	20-24歲	93	1.7%
3	25-29歲	725	13.1%
4	30-34歲	2259	40.9%
5	35-39歲	1946	35.2%
6	40-44歲	343	6.2%
7	45-49歲	143	2.6%
8	50-54歲	8	0.1%
9	55-59歲	5	0.1%
10	60-64歲	2	0.0%
11	65歲及以上	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.

# e2: 伍、二、請問您的婚姻狀況?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未婚	29	0.5%
2	有配偶(含與人同居)	5424	98.2%
3	離婚、分居	67	1.2%
4	配偶死亡	5	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.

# e3: 伍、三、請問您家中(同住)的成員有哪些?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	三代同堂	2384	43.1%
2	雙親家庭(父母、小孩)	3055	55.3%
3	單親家庭	43	0.8%
4	其他	43	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.

# e4\_1: 伍、四、1請問您有幾歲的子女?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	766	13.9%
2	1歲以上-未滿2歲之子女	2424	43.9%
3	2歲以上-未滿3歲之子女	1582	28.6%
4	3歲以上-未滿6歲之子女	753	13.6%
5	6歲以上-未滿12歲之子女	0	
6	12歲以上之子女	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.

# e4\_1\_o: 伍、四、1子女人數

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

# e4\_1\_o: 伍、四、1子女人數

Value	Label	Cases	Percentage
1		5092	92.2%
2		422	7.6%
3		11	0.2%

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\_2: 伍、四、2請問您有幾歲的子女?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=2953 /-] [Invalid=2572 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲以上-未滿2歲之子女	223	7.6%
3	2歲以上-未滿3歲之子女	524	17.7%
4	3歲以上-未滿6歲之子女	1389	47.0%
5	6歲以上-未滿12歲之子女	695	23.5%
6	12歲以上之子女	122	4.1%
Sysmiss		2572	

Warning: 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\_o: 伍、四、2子女人數

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=2953 /-] [Invalid=2572 /-]

Value	Label	Cases	Percentage
1		2732	92.5%
2		207	7.0%
3		12	0.4%
4		1	0.0%
5		1	0.0%
Sysmiss		2572	

Warning: 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請問您有幾歲的子女?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=244 /-] [Invalid=5281 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲以上-未滿2歲之子女	0	
3	2歲以上-未滿3歲之子女	8	3.3%
4	3歲以上-未滿6歲之子女	74	30.3%
5	6歲以上-未滿12歲之子女	107	43.9%
6	12歲以上之子女	55	22.5%
Sysmiss		5281	

Warning: 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\_o: 伍、四、3子女人數

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=244 /-] [Invalid=5281 /-] [Mean=1.09 /-] [StdDev=0.287 /-]

**# e4\_3\_o: 伍、四、3子女人數**

Value	Label	Cases	Percentage
1		222	91.0%
2		22	9.0%
Sysmiss		5281	

Warning: 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請問您有幾歲的子女?**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=8 /-] [Invalid=5517 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲以上-未滿2歲之子女	0	
3	2歲以上-未滿3歲之子女	0	
4	3歲以上-未滿6歲之子女	1	12.5%
5	6歲以上-未滿12歲之子女	2	25.0%
6	12歲以上之子女	5	62.5%
Sysmiss		5517	

Warning: 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\_o: 伍、四、4子女人數**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=8 /-] [Invalid=5517 /-] [Mean=1 /-] [StdDev=0 /-]

Value	Label	Cases	Percentage
1		8	100.0%
Sysmiss		5517	

Warning: 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請問您有幾歲的子女?**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=0 /-] [Invalid=5525 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲以上-未滿2歲之子女	0	
3	2歲以上-未滿3歲之子女	0	
4	3歲以上-未滿6歲之子女	0	
5	6歲以上-未滿12歲之子女	0	
6	12歲以上之子女	0	
Sysmiss		5525	

Warning: 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\_o: 伍、四、5子女人數**

<b>Information</b>	[Type= discrete] [Format=numeric] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=0 /-] [Invalid=5525 /-]

Value	Label	Cases	Percentage
Sysmiss		5525	

Warning: 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請問您有幾歲的子女?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=0 /-] [Invalid=5525 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲以上-未滿2歲之子女	0	
3	2歲以上-未滿3歲之子女	0	
4	3歲以上-未滿6歲之子女	0	
5	6歲以上-未滿12歲之子女	0	
6	12歲以上之子女	0	
System		5525	

Warning: 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\_o: 伍、四、6子女人數

<b>Information</b>	[Type= discrete] [Format=numeric] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=0 /-] [Invalid=5525 /-]

Value	Label	Cases	Percentage
System		5525	

Warning: 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: 伍、五、請問與您同住的家庭成員合計,每月的總收入大約是多少?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-16] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿19,047元	5	0.1%
2	19,047元~未滿2萬元	40	0.7%
3	2萬元~未滿3萬元	216	3.9%
4	3萬元~未滿4萬元	479	8.7%
5	4萬元~未滿5萬元	622	11.3%
6	5萬元~未滿6萬元	670	12.1%
7	6萬元~未滿7萬元	641	11.6%
8	7萬元~未滿8萬元	608	11.0%
9	8萬元~未滿9萬元	456	8.3%
10	9萬元~未滿10萬元	354	6.4%
11	10萬元~未滿11萬元	260	4.7%
12	11萬元~未滿12萬元	92	1.7%
13	12萬元~未滿13萬元	63	1.1%
14	13萬元~未滿14萬元	36	0.7%
15	14萬元及以上	197	3.6%
16	不知道	786	14.2%

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.

# e6: 伍、六、請問您的教育程度?

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	國小及以下	16	0.3%

**# e6: 伍、六、請問您的教育程度?**

Value	Label	Cases	Percentage
2	國(初)中	85	1.5%
3	高中	315	5.7%
4	高職(含五專前三年)	821	14.9%
5	專科	1278	23.1%
6	大學	2518	45.6%
7	碩士及以上	492	8.9%

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.

**# e7: 伍、七、請問您是否為主要家計負責人?**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	1914	34.6%
2	不是	3611	65.4%

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.

**# e8: 伍、八、請問您的性別?**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男性	1164	21.1%
2	女性	4361	78.9%

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.

**# sex\_o: 性別**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男性	1164	21.1%
2	女性	4361	78.9%

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.

**# age\_o: 年齡**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	15-24歲	94	1.7%
2	25-34歲	2984	54.0%
3	35-44歲	2289	41.4%
4	45-54歲	151	2.7%
5	55歲以上	7	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.

**# work: 工作**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-19] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]



**# work: 工作**

Value	Label	Cases	Percentage
1	農、林、漁、牧業	28	0.5%
2	礦業及土石採取業	6	0.1%
3	製造業	1748	31.6%
4	電力及燃氣供應業	23	0.4%
5	用水供應及污染整治業	47	0.9%
6	營造業	186	3.4%
7	批發及零售業	1326	24.0%
8	運輸及倉儲業	137	2.5%
9	住宿及餐飲業	149	2.7%
10	資訊及通訊傳播業	183	3.3%
11	金融及保險業	286	5.2%
12	不動產業	91	1.6%
13	專業、科學及技術服務業	273	4.9%
14	支援服務業	159	2.9%
15	公共行政及國防強制性社會安全	84	1.5%
16	教育服務業	136	2.5%
17	醫療保健及社會工作服務業	526	9.5%
18	藝術、娛樂及休閒服務業	58	1.0%
19	其他服務業	79	1.4%

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.

**# area: 地區**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	北部地區	1817	32.9%
2	中部地區	1229	22.2%
3	南部地區	564	10.2%
4	東部地區	52	0.9%
5	台北市	1440	26.1%
6	高雄市	423	7.7%

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.

**# scale: 規模**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=5525 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	29人及以下	2301	41.6%
2	30-49人	393	7.1%
3	50-199人	790	14.3%
4	200-499人	549	9.9%
5	500人及以上	1492	27.0%

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.

**# weight: 權數**

<b>Information</b>	[Type= continuous] [Format=numeric] [Range= 0.0972739566085406-1.30326492160111] [Missing=*]
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# <b>weight</b> : 權數	
Statistics [NW/ W]	[Valid=5525 /-] [Invalid=0 /-] [Mean=1 /-] [StdDev=0.236 /-]