

台灣 (Taiwan, ROC)

行政院勞工委員會

100年僱用管理性別平等概況調查

Study Documentation

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100年僱用管理性別平等概況調查

2011 Survey on Employment and Management of Female Labor

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	AH020007
Version	Production Date: 2014-10-14
Series	<p>調查目的：瞭解事業單位對勞工之僱用管理性別平等實況及性別工作平等法實施狀況，提供政府推動婦女勞動政策參考。</p> <p>地區範圍：台灣地區。</p> <p>調查對象：參加勞工保險之事業單位(不含僱用三人以下之事業單位)。</p> <p>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。</p> <p>調查方法：採郵寄問卷調查，輔以電話訪問催收。</p>
<p>Abstract</p> <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100年11月1日至11月30日止，信賴水準95%下，抽樣誤差在±1.77個百分點內，完成有效樣本3,078份。</p> <p>調查項目包括「一般概況」、「性騷擾概況」、「各項假別及照顧措施」、「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、員工人數、雇主性別；「性騷擾概況」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、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及復職考量等情形；「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、薪資之給付、調薪幅度、考核（考績、陞遷、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)	2011
Countries	台灣 (Taiwan, ROC)
<p>Geographic Coverage</p> <p>台灣地區</p>	
<p>Universe</p> <p>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)。</p>	

Producers & Sponsors	
Primary Investigator(s)	行政院勞工委員會
Other Producer(s)	行政院勞動部統計處 (MOL)
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「分層比例隨機抽樣」，按十六個行業別、員工規模別(4~29人、30~249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)按分層比例隨機抽樣，抽出約6,000份，預計回收有效樣本3,000份以上。

Data Collection

Data Collection Dates	start 2011-11-01 end 2011-11-30
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Data Collection Mode	郵寄問卷 (Mail Questionnaire)
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Data Processing & Appraisal

Data Editing

本專題中心以不合理值方式進行資料的整理，並未進行邏輯檢核。整理後並發現問題

Other Processing

採郵寄問卷調查，輔以電話訪問催收

Accessibility

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

data100	
# Cases	3078
# Variable(s)	98

Variables Group(s)

Dataset contains 6 group(s)

Group 基本資料							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	number	流水號	discrete	numeric-4.0	3078	0	-
2	id	母體編號	continuous	numeric-6.0	3078	0	-
3	s1	大行業層別	continuous	numeric-2.0	3078	0	-
4	s2	規模層別	continuous	numeric-1.0	3078	0	-
5	s3	地區層別(4層)	continuous	numeric-1.0	3078	0	-
6	w_cell	權數	continuous	numeric-6.2	3078	0	-

Group 壹、一般概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	va1	壹、一、貴單位(公司)組織型態	discrete	numeric-1.0	3078	0	-
2	va2	壹、二、貴單位(公司)雇主(負責人)性別	discrete	numeric-1.0	3078	0	-
3	va3	壹、三、貴單位(公司)目前員工人數-全體	discrete	numeric-5.0	3078	0	-
4	va4	壹、三、貴單位(公司)目前員工人數-女性人數	discrete	numeric-4.0	3078	0	-

Group 貳、性騷擾防治概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vb1	貳、一、請問貴單位(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	3078	0	-
2	vb1_1	貳、一、1.有訂定,請問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	1339	1739	-
3	vb1_2	貳、一、2.沒有訂定,請問沒有訂定「性騷擾防治措施、申訴及懲戒辦法」的主要原因	discrete	numeric-1.0	1739	1339	-
4	vb2	貳、二、請問今(100)年內貴單位(公司)有沒有員工申訴性騷擾事件?	discrete	numeric-1.0	3078	0	-
5	vb2_1_1	貳、二、1A.有,申訴——件性騷擾事件	discrete	numeric-1.0	34	3044	-
6	vb2_1_2	貳、二、1B.請問提出「性騷擾事件」申訴者之性別	discrete	numeric-1.0	34	3044	-
7	vb3_1	貳、三、1.請問貴單位(公司)有沒有下列性騷擾申訴處理機制或管道?設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱	discrete	numeric-1.0	3078	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
8	vb3_2	貳、三、2.請問貴單位(公司)有沒有下列性騷擾申訴處理機制或管道?組成申訴處理委員會	discrete	numeric-1.0	3078	0	-
9	vb3_3	貳、三、3.請問貴單位(公司)有沒有下列性騷擾申訴處理機制或管道?直接向雇主或主管申訴	discrete	numeric-1.0	3078	0	-

Group 參、各項假別及照顧措施

#	Name	Label	Type	Format	Valid	Invalid	Question
1	vc1	參、一、請問貴單位(公司)有沒有提供「生理假」?	discrete	numeric-1.0	3078	0	-
2	vc1_1	參、一、1.有,請問今(100)年內有沒有員工申請「生理假」?	discrete	numeric-1.0	1804	1274	-
3	vc1_1_1	參、一、1.有,「生理假」申請_____人次	discrete	numeric-3.0	775	2303	-
4	vc1_2	參、一、2.沒有,沒有提供「生理假」的主要原因	discrete	numeric-1.0	1274	1804	-
5	vc2	參、二、請問貴單位(公司)對懷孕員工有沒有提供友善措施?	discrete	numeric-1.0	3078	0	-
6	vc2_1_1	參、二、1.有對懷孕員工提供友善措施,其方式1(可複選)	discrete	numeric-1.0	2244	834	-
7	vc2_1_2	參、二、1.有對懷孕員工提供友善措施,其方式2(可複選)	discrete	numeric-1.0	1177	1901	-
8	vc2_1_3	參、二、1.有對懷孕員工提供友善措施,其方式3(可複選)	discrete	numeric-1.0	504	2574	-
9	vc2_1_4	參、二、1.有對懷孕員工提供友善措施,其方式4(可複選)	discrete	numeric-1.0	182	2896	-
10	vc2_1_5	參、二、1.有對懷孕員工提供友善措施,其方式5(可複選)	discrete	numeric-1.0	2	3076	-
11	vc3	參、三、請問貴單位(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	3078	0	-
12	vc3_1	參、三、1.有,請問今(100)年內有沒有員工申請?	discrete	numeric-1.0	3078	0	-
13	vc3_2	參、三、2.沒有,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	3078	0	-
14	vc4	參、四、請問貴單位(公司)女性員工生產時有沒有提供「產假」(停止工作)?	discrete	numeric-1.0	3078	0	-
15	vc4_1_1	參、四、1A.產假有_____週(含例假日)	discrete	numeric-2.0	2707	371	-

#	Name	Label	Type	Format	Valid	Invalid	Question
16	vc4_1_2	參、四、1B.產假期間工資怎麼計算?	discrete	numeric-1.0	2707	371	-
17	vc4_1_3	參、四、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	2707	371	-
18	vc4_1_4	參、四、1D.請問今(100)年內有沒有員工申請「產假」?	discrete	numeric-1.0	2707	371	-
19	vc4_2	參、四、2.沒有提供「產假」的主要原因	discrete	numeric-1.0	371	2707	-
20	vc5	參、五、請問貴單位(公司)有沒有提供「流產假」?	discrete	numeric-1.0	3078	0	-
21	vc5_1_1	參、五、1A.「流產假」是否符合性別工作平等法之規定?	discrete	numeric-1.0	2095	983	-
22	vc5_1_2	參、五、1B.請問今(100)年內有沒有員工申請「流產假」?	discrete	numeric-1.0	2095	983	-
23	vc5_2	參、五、2.沒有提供「流產假」的主要原因	discrete	numeric-1.0	983	2095	-
24	vc6	參、六、請問貴單位(公司)有沒有提供「陪產假」?	discrete	numeric-1.0	3078	0	-
25	vc6_1_1	參、六、1A.「陪產假」有——日	discrete	numeric-2.0	2142	936	-
26	vc6_1_2	參、六、1B.請問今(100)年內有沒有員工申請「陪產假」?	discrete	numeric-1.0	2142	936	-
27	vc6_2	參、六、2.沒有提供「陪產假」的主要原因	discrete	numeric-1.0	936	2142	-
28	vc7	參、七、請問貴單位(公司)有沒有設置「哺乳室」(哺乳室或集乳室)?	discrete	numeric-1.0	3078	0	-
29	vc7_1	參、七、1.「哺乳室」是否為獨立空間(為哺乳專用)?	discrete	numeric-1.0	888	2190	-
30	vc7_2	參、七、2.沒有設置「哺乳室」的主要原因	discrete	numeric-1.0	2190	888	-
31	vc8	參、八、請問貴單位(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	3078	0	-
32	vc8_1	參、八、1.請問今(100)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	1171	1907	-
33	vc8_1_1	參、八、1.(1)請問提出「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	116	2962	-
34	vc8_2	參、八、2.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	1907	1171	-

#	Name	Label	Type	Format	Valid	Invalid	Question
35	vc9	參、九、請問貴單位(公司)有沒有提供「家庭照顧假」?	discrete	numeric-1.0	3078	0	-
36	vc9_1_1	參、九、1A.「家庭照顧假」一年可申請_____日	discrete	numeric-2.0	1550	1528	-
37	vc9_1_2	參、九、1B.請問今(100)年內有沒有員工申請「家庭照顧假」?	discrete	numeric-1.0	1550	1528	-
38	vc9_1_2_1	參、九、1B.(1)請問提出「家庭照顧假」申請者之性別	discrete	numeric-1.0	435	2643	-
39	vc9_2	參、九、2.沒有提供「家庭照顧假」的主要原因	discrete	numeric-1.0	1528	1550	-
40	vc10	參、十、請問貴單位(公司)有無考績制度?	continuous	numeric-1.0	3078	0	-
41	vc10_1	參、十、1.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?生理假	discrete	numeric-1.0	2064	1014	-
42	vc10_2	參、十、2.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?流產假	discrete	numeric-1.0	2064	1014	-
43	vc10_3	參、十、3.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?安胎休養	discrete	numeric-1.0	2064	1014	-
44	vc10_4	參、十、4.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?產假	discrete	numeric-1.0	2064	1014	-
45	vc10_5	參、十、5.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?陪產假	discrete	numeric-1.0	2064	1014	-
46	vc10_6	參、十、6.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?家庭照顧假	discrete	numeric-1.0	2064	1014	-
47	vc10_7	參、十、7.請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?育嬰留職停薪	discrete	numeric-1.0	2064	1014	-
48	vc11	參、十一、請問貴單位(公司)有沒有為員工子女設立托兒所?	discrete	numeric-1.0	3078	0	-
49	vc11_1	參、十一、1.有為員工子女設立托兒所,其方式為(填完跳填第肆大題)	discrete	numeric-1.0	78	3000	-
50	vc11_2	參、十一、2.沒有為員工子女設立托兒所的主要原因	discrete	numeric-1.0	3000	78	-
51	vc12	參、十二、請問貴單位(公司)有沒有提供員工托兒措施?	discrete	numeric-1.0	3000	78	-

#	Name	Label	Type	Format	Valid	Invalid	Question
52	vc12_1_1	參、十二、1.有提供員工托兒措施,其方式1(可複選)	discrete	numeric-1.0	409	2669	-
53	vc12_1_2	參、十二、1.有提供員工托兒措施,其方式2(可複選)	discrete	numeric-1.0	15	3063	-
54	vc12_1_3	參、十二、1.有提供員工托兒措施,其方式3(可複選)	discrete	numeric-1.0	0	3078	-
55	vc12_1_4	參、十二、1.有提供員工托兒措施,其方式4(可複選)	discrete	numeric-1.0	0	3078	-

Group 肆、育嬰留職停薪概況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	vd1	肆、一、請問貴單位(公司)有沒有提供「育嬰留職停薪」措施?	discrete	numeric-1.0	3078	0	-
2	vd1_1_1	肆、一、1A.貴單位(公司)有沒有符合「育嬰留職停薪」申請資格的員工?	discrete	numeric-1.0	1731	1347	-
3	vd1_1_2	肆、一、1B.請問貴單位(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	1731	1347	-
4	vd1_2_1	肆、一、2A.沒有提供「育嬰留職停薪」的主要原因	discrete	numeric-1.0	1347	1731	-
5	vd1_2_2	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	1347	1731	-
6	vd2	肆、二、申請育嬰留職停薪後之復職員工,請問貴單位(公司)怎麼考量復職之職位?	discrete	numeric-1.0	2555	523	-
7	vd3_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	2555	523	-
8	vd3_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	1040	2038	-
9	vd3_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	349	2729	-

Group 伍、僱用管理概況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ve1_1	伍、一、1.請問貴單位(公司)對以下各職類之招募情形:管理職	discrete	numeric-1.0	3078	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
2	ve1_2	伍、一、2.請問貴單位(公司)對以下各職類之招募情形:事務職	discrete	numeric-1.0	3078	0	-
3	ve1_3	伍、一、3.請問貴單位(公司)對以下各職類之招募情形:銷售職	discrete	numeric-1.0	3078	0	-
4	ve1_4	伍、一、4.請問貴單位(公司)對以下各職類之招募情形:專業技術職	discrete	numeric-1.0	3078	0	-
5	ve1_5	伍、一、5.請問貴單位(公司)對以下各職類之招募情形:危險及耗體力工作	discrete	numeric-1.0	3078	0	-
6	ve2	伍、二、請問貴單位(公司)對上列各職類僅招募男性的主要原因為何?(於問項伍、一之任何職類勾選「僅適用男性」才需回答本題)	discrete	numeric-1.0	1081	1997	-
7	ve3	伍、三、請問貴單位(公司)對上列各職類僅招募女性的主要原因為何?(於問項伍、一之任何職類勾選「僅適用女性」才需回答本題)	discrete	numeric-1.0	377	2701	-
8	ve4_1	伍、四、1.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?工作分配	discrete	numeric-1.0	3078	0	-
9	ve4_2	伍、四、2.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?薪資給付標準	discrete	numeric-1.0	3078	0	-
10	ve4_3	伍、四、3.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?調薪幅度	discrete	numeric-1.0	3078	0	-
11	ve4_4	伍、四、4.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?考核(考績)	discrete	numeric-1.0	3078	0	-
12	ve4_5	伍、四、5.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?陞遷	discrete	numeric-1.0	3078	0	-
13	ve4_6	伍、四、6.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?訓練、進修	discrete	numeric-1.0	3078	0	-
14	ve4_7	伍、四、7.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?資遣、離職或解僱	discrete	numeric-1.0	3078	0	-
15	ve4_8	伍、四、8.請問貴單位(公司)辦理下列各項業務時,會不會有性別的考量?員工福利措施之提供	discrete	numeric-1.0	3078	0	-

Variables Description

Dataset contains 98 variable(s)

File : data100			
# number: 流水號			
Information		[Type= discrete] [Format=numeric] [Range= 1-4003] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 -/] [Invalid=0 -/]	
# id: 母體編號			
Information		[Type= continuous] [Format=numeric] [Range= 1-242144] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 -/] [Invalid=0 -/] [Mean=134401.568 -/] [StdDev=79829.139 -/]	
# s1: 大行業層別			
Information		[Type= continuous] [Format=numeric] [Range= 1-19] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 -/] [Invalid=0 -/]	
Value	Label	Cases	Percentage
1	農、林、漁、牧業	64	<div><div></div></div> 2.1%
2	礦業及土石採取業	56	<div><div></div></div> 1.8%
3	製造業	648	<div><div></div></div> 21.1%
4	電力及燃氣供應業	106	<div><div></div></div> 3.4%
5	用水供應及污染整治業	83	<div><div></div></div> 2.7%
6	營造業	195	<div><div></div></div> 6.3%
7	批發及零售業	690	<div><div></div></div> 22.4%
8	運輸及倉儲業	122	<div><div></div></div> 4.0%
9	住宿及餐飲業	100	<div><div></div></div> 3.2%
10	資訊及通訊業	94	<div><div></div></div> 3.1%
11	金融及保險業	99	<div><div></div></div> 3.2%
12	不動產業	89	<div><div></div></div> 2.9%
13	專業、科學及技術服務業	116	<div><div></div></div> 3.8%
14	支援服務業	90	<div><div></div></div> 2.9%
15	公共行政及國防強制性社會安全業	86	<div><div></div></div> 2.8%
16	教育服務業	126	<div><div></div></div> 4.1%
17	醫療保健及社會工作服務業	134	<div><div></div></div> 4.4%
18	藝術、娛樂及休閒服務業	83	<div><div></div></div> 2.7%
19	其他服務業	97	<div><div></div></div> 3.2%
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.			
# s2: 規模層別			
Information		[Type= continuous] [Format=numeric] [Range= 1-3] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 -/] [Invalid=0 -/]	
Value	Label	Cases	Percentage
1	4-29人	1867	<div><div></div></div> 60.7%
2	30-249人	765	<div><div></div></div> 24.9%
3	250人以上	446	<div><div></div></div> 14.5%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# s3: 地區層別(4層)			
Information		[Type= continuous] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 -/] [Invalid=0 -/]	

File : data100

s3: 地區層別(4層)

Value	Label	Cases	Percentage
1	北部	1422	<div><div></div></div> 46.2%
2	中部	663	<div><div></div></div> 21.5%
3	南部	792	<div><div></div></div> 25.7%
4	東部	201	<div><div></div></div> 6.5%

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.

va1: 壹、一、貴單位(公司) 組織型態

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	民營	2820	<div><div></div></div> 91.6%
2	公營	45	<div><div></div></div> 1.5%
3	公務行政機關(含公立學校)	213	<div><div></div></div> 6.9%

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

va2: 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=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男	2407	<div><div></div></div> 78.2%
2	女	671	<div><div></div></div> 21.8%

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

va3: 壹、三、貴單位(公司)目前員工人數-全體

Information	[Type= discrete] [Format=numeric] [Range= 4-18893] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
4		288	<div><div></div></div> 9.4%
5		234	<div><div></div></div> 7.6%
6		173	<div><div></div></div> 5.6%
7		158	<div><div></div></div> 5.1%
8		138	<div><div></div></div> 4.5%
9		92	<div><div></div></div> 3.0%
10		99	<div><div></div></div> 3.2%
11		71	<div><div></div></div> 2.3%
12		77	<div><div></div></div> 2.5%
13		54	<div><div></div></div> 1.8%
14		51	<div><div></div></div> 1.7%
15		51	<div><div></div></div> 1.7%
16		41	<div><div></div></div> 1.3%
17		43	<div><div></div></div> 1.4%
18		29	<div><div></div></div> 0.9%
19		15	<div><div></div></div> 0.5%
20		50	<div><div></div></div> 1.6%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
21		20	0.6%
22		31	1.0%
23		21	0.7%
24		23	0.7%
25		26	0.8%
26		20	0.6%
27		18	0.6%
28		31	1.0%
29		16	0.5%
30		25	0.8%
31		17	0.6%
32		13	0.4%
33		22	0.7%
34		15	0.5%
35		18	0.6%
36		14	0.5%
37		12	0.4%
38		20	0.6%
39		14	0.5%
40		17	0.6%
41		9	0.3%
42		13	0.4%
43		12	0.4%
44		9	0.3%
45		14	0.5%
46		13	0.4%
47		7	0.2%
48		12	0.4%
49		7	0.2%
50		22	0.7%
51		7	0.2%
52		7	0.2%
53		12	0.4%
54		5	0.2%
55		11	0.4%
56		11	0.4%
57		9	0.3%
58		5	0.2%
59		5	0.2%
60		8	0.3%
61		5	0.2%
62		11	0.4%
63		4	0.1%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
64		6	0.2%
65		11	0.4%
66		4	0.1%
67		3	0.1%
68		4	0.1%
69		4	0.1%
70		4	0.1%
71		3	0.1%
72		4	0.1%
73		5	0.2%
75		7	0.2%
76		6	0.2%
77		2	0.1%
78		4	0.1%
79		4	0.1%
80		6	0.2%
81		3	0.1%
82		4	0.1%
83		5	0.2%
84		3	0.1%
85		4	0.1%
86		2	0.1%
88		2	0.1%
89		4	0.1%
90		6	0.2%
91		1	0.0%
92		6	0.2%
93		2	0.1%
94		1	0.0%
95		2	0.1%
96		6	0.2%
97		3	0.1%
98		6	0.2%
99		4	0.1%
100		5	0.2%
101		5	0.2%
102		1	0.0%
103		3	0.1%
104		2	0.1%
105		1	0.0%
106		1	0.0%
108		7	0.2%
109		3	0.1%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
110		5	0.2%
111		1	0.0%
112		2	0.1%
114		2	0.1%
115		4	0.1%
116		1	0.0%
117		4	0.1%
118		1	0.0%
119		2	0.1%
120		4	0.1%
121		3	0.1%
122		3	0.1%
124		2	0.1%
125		2	0.1%
126		2	0.1%
128		1	0.0%
130		4	0.1%
131		1	0.0%
132		1	0.0%
133		2	0.1%
134		1	0.0%
137		1	0.0%
138		1	0.0%
140		2	0.1%
141		3	0.1%
143		4	0.1%
145		1	0.0%
146		3	0.1%
147		2	0.1%
149		1	0.0%
150		1	0.0%
151		2	0.1%
152		3	0.1%
153		2	0.1%
154		2	0.1%
156		1	0.0%
157		2	0.1%
159		2	0.1%
160		4	0.1%
161		1	0.0%
162		3	0.1%
164		2	0.1%
165		3	0.1%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
167		2	0.1%
170		4	0.1%
171		1	0.0%
172		1	0.0%
174		1	0.0%
175		1	0.0%
177		1	0.0%
178		1	0.0%
179		1	0.0%
183		1	0.0%
184		1	0.0%
186		2	0.1%
187		1	0.0%
188		1	0.0%
189		1	0.0%
190		3	0.1%
191		1	0.0%
192		1	0.0%
193		3	0.1%
196		2	0.1%
198		2	0.1%
199		1	0.0%
200		1	0.0%
204		1	0.0%
207		1	0.0%
208		1	0.0%
209		2	0.1%
213		1	0.0%
215		3	0.1%
216		1	0.0%
217		3	0.1%
218		1	0.0%
220		1	0.0%
221		1	0.0%
223		1	0.0%
225		2	0.1%
228		2	0.1%
229		3	0.1%
230		3	0.1%
232		1	0.0%
233		1	0.0%
234		1	0.0%
235		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
236		2	0.1%
237		3	0.1%
238		1	0.0%
239		2	0.1%
240		1	0.0%
242		1	0.0%
243		1	0.0%
244		1	0.0%
245		1	0.0%
246		3	0.1%
247		2	0.1%
248		2	0.1%
249		1	0.0%
250		4	0.1%
251		2	0.1%
252		2	0.1%
254		2	0.1%
255		3	0.1%
257		3	0.1%
258		1	0.0%
259		1	0.0%
260		2	0.1%
265		1	0.0%
266		2	0.1%
267		3	0.1%
268		2	0.1%
269		1	0.0%
270		1	0.0%
272		3	0.1%
273		2	0.1%
275		1	0.0%
276		3	0.1%
279		1	0.0%
280		2	0.1%
281		2	0.1%
282		2	0.1%
283		1	0.0%
284		1	0.0%
285		2	0.1%
286		1	0.0%
287		2	0.1%
288		1	0.0%
290		4	0.1%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
291		3	0.1%
292		1	0.0%
293		3	0.1%
294		1	0.0%
295		2	0.1%
296		2	0.1%
297		2	0.1%
298		2	0.1%
299		1	0.0%
300		6	0.2%
301		3	0.1%
302		5	0.2%
303		1	0.0%
304		2	0.1%
305		1	0.0%
306		3	0.1%
307		2	0.1%
308		3	0.1%
310		2	0.1%
311		1	0.0%
313		1	0.0%
314		1	0.0%
315		2	0.1%
316		2	0.1%
317		1	0.0%
318		4	0.1%
319		1	0.0%
321		1	0.0%
324		3	0.1%
327		1	0.0%
328		3	0.1%
329		1	0.0%
330		3	0.1%
331		2	0.1%
332		2	0.1%
333		3	0.1%
334		1	0.0%
335		2	0.1%
336		1	0.0%
337		2	0.1%
338		2	0.1%
340		1	0.0%
343		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
344		2	0.1%
345		1	0.0%
347		1	0.0%
349		1	0.0%
350		2	0.1%
352		1	0.0%
354		1	0.0%
355		1	0.0%
357		1	0.0%
358		2	0.1%
359		1	0.0%
360		3	0.1%
361		3	0.1%
362		2	0.1%
363		2	0.1%
365		1	0.0%
366		1	0.0%
368		1	0.0%
369		1	0.0%
371		2	0.1%
373		2	0.1%
374		1	0.0%
376		2	0.1%
377		2	0.1%
378		1	0.0%
380		1	0.0%
385		2	0.1%
389		2	0.1%
390		1	0.0%
394		1	0.0%
395		2	0.1%
397		3	0.1%
398		1	0.0%
399		1	0.0%
400		3	0.1%
402		1	0.0%
405		2	0.1%
407		1	0.0%
412		2	0.1%
413		2	0.1%
416		1	0.0%
418		1	0.0%
419		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
420		1	0.0%
423		1	0.0%
425		2	0.1%
427		1	0.0%
429		1	0.0%
430		1	0.0%
433		1	0.0%
438		3	0.1%
440		2	0.1%
441		1	0.0%
445		1	0.0%
447		1	0.0%
449		1	0.0%
450		1	0.0%
455		1	0.0%
456		1	0.0%
457		1	0.0%
459		1	0.0%
461		2	0.1%
463		1	0.0%
464		1	0.0%
469		1	0.0%
472		1	0.0%
474		1	0.0%
476		1	0.0%
477		1	0.0%
478		2	0.1%
480		2	0.1%
482		3	0.1%
486		1	0.0%
489		1	0.0%
490		1	0.0%
492		1	0.0%
494		1	0.0%
498		1	0.0%
499		1	0.0%
500		1	0.0%
506		1	0.0%
507		1	0.0%
509		1	0.0%
517		2	0.1%
520		1	0.0%
526		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
529		1	0.0%
533		1	0.0%
535		1	0.0%
537		1	0.0%
540		2	0.1%
541		1	0.0%
558		1	0.0%
561		2	0.1%
564		1	0.0%
568		1	0.0%
569		2	0.1%
570		1	0.0%
573		1	0.0%
576		1	0.0%
578		1	0.0%
580		3	0.1%
583		1	0.0%
585		1	0.0%
586		2	0.1%
589		1	0.0%
598		1	0.0%
599		1	0.0%
600		3	0.1%
610		1	0.0%
624		1	0.0%
626		1	0.0%
633		1	0.0%
634		1	0.0%
641		2	0.1%
648		1	0.0%
651		1	0.0%
654		1	0.0%
655		1	0.0%
656		1	0.0%
670		1	0.0%
675		1	0.0%
680		1	0.0%
684		1	0.0%
688		1	0.0%
690		1	0.0%
695		1	0.0%
697		1	0.0%
705		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
706		1	0.0%
707		2	0.1%
708		1	0.0%
714		2	0.1%
715		1	0.0%
718		1	0.0%
720		1	0.0%
727		2	0.1%
731		1	0.0%
734		1	0.0%
737		1	0.0%
749		2	0.1%
753		1	0.0%
759		2	0.1%
760		1	0.0%
788		1	0.0%
790		1	0.0%
797		1	0.0%
802		1	0.0%
805		1	0.0%
808		1	0.0%
810		1	0.0%
817		2	0.1%
820		1	0.0%
822		1	0.0%
824		1	0.0%
841		2	0.1%
855		1	0.0%
870		1	0.0%
874		1	0.0%
881		1	0.0%
895		1	0.0%
904		1	0.0%
908		1	0.0%
909		1	0.0%
911		1	0.0%
916		1	0.0%
922		1	0.0%
928		1	0.0%
940		1	0.0%
947		1	0.0%
948		1	0.0%
964		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
966		1	0.0%
978		2	0.1%
980		1	0.0%
985		1	0.0%
995		1	0.0%
997		1	0.0%
1003		1	0.0%
1022		1	0.0%
1053		1	0.0%
1054		1	0.0%
1057		1	0.0%
1076		1	0.0%
1080		1	0.0%
1087		1	0.0%
1090		1	0.0%
1112		1	0.0%
1116		1	0.0%
1118		2	0.1%
1125		1	0.0%
1132		1	0.0%
1142		1	0.0%
1166		1	0.0%
1167		1	0.0%
1220		1	0.0%
1224		1	0.0%
1238		1	0.0%
1249		1	0.0%
1254		1	0.0%
1282		1	0.0%
1293		1	0.0%
1296		1	0.0%
1300		1	0.0%
1310		1	0.0%
1312		1	0.0%
1313		1	0.0%
1410		1	0.0%
1424		1	0.0%
1475		1	0.0%
1503		1	0.0%
1510		1	0.0%
1532		1	0.0%
1536		1	0.0%
1571		1	0.0%

File : data100

va3: 壹、三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
1641		1	0.0%
1740		1	0.0%
1751		1	0.0%
1889		1	0.0%
1915		1	0.0%
1936		1	0.0%
1951		1	0.0%
1960		1	0.0%
2022		1	0.0%
2040		1	0.0%
2082		1	0.0%
2230		1	0.0%
2306		1	0.0%
2361		1	0.0%
2379		1	0.0%
2488		1	0.0%
2500		1	0.0%
2662		1	0.0%
2784		1	0.0%
2793		1	0.0%
2798		1	0.0%
2858		1	0.0%
2986		1	0.0%
3015		1	0.0%
3080		1	0.0%
3589		1	0.0%
3612		1	0.0%
3840		1	0.0%
4016		1	0.0%
4184		1	0.0%
4477		1	0.0%
4524		1	0.0%
4804		1	0.0%
4959		1	0.0%
5208		1	0.0%
6357		1	0.0%
6439		1	0.0%
7127		1	0.0%
8650		1	0.0%
8867		1	0.0%
9409		1	0.0%
18261		1	0.0%
18893		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 : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Information [Type= discrete] [Format=numeric] [Range= 0-9676] [Missing=*]

Statistics [NW/ W] [Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		63	2.0%
1		278	9.0%
2		362	11.8%
3		276	9.0%
4		243	7.9%
5		171	5.6%
6		132	4.3%
7		91	3.0%
8		77	2.5%
9		56	1.8%
10		53	1.7%
11		47	1.5%
12		47	1.5%
13		38	1.2%
14		30	1.0%
15		43	1.4%
16		29	0.9%
17		31	1.0%
18		33	1.1%
19		23	0.7%
20		37	1.2%
21		17	0.6%
22		15	0.5%
23		17	0.6%
24		22	0.7%
25		24	0.8%
26		21	0.7%
27		14	0.5%
28		24	0.8%
29		14	0.5%
30		20	0.6%
31		18	0.6%
32		10	0.3%
33		10	0.3%
34		10	0.3%
35		13	0.4%
36		12	0.4%
37		10	0.3%
38		10	0.3%
39		8	0.3%
40		13	0.4%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
41		10	0.3%
42		5	0.2%
43		9	0.3%
44		8	0.3%
45		8	0.3%
46		8	0.3%
47		4	0.1%
48		9	0.3%
49		8	0.3%
50		10	0.3%
51		4	0.1%
52		3	0.1%
53		6	0.2%
54		4	0.1%
55		2	0.1%
56		7	0.2%
57		4	0.1%
58		2	0.1%
59		2	0.1%
60		5	0.2%
61		4	0.1%
62		2	0.1%
63		6	0.2%
64		7	0.2%
65		4	0.1%
66		5	0.2%
67		6	0.2%
68		8	0.3%
69		3	0.1%
70		3	0.1%
71		2	0.1%
73		4	0.1%
75		5	0.2%
76		2	0.1%
79		2	0.1%
80		1	0.0%
81		1	0.0%
82		1	0.0%
83		6	0.2%
84		4	0.1%
85		2	0.1%
86		3	0.1%
87		5	0.2%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
88		1	0.0%
89		4	0.1%
90		4	0.1%
91		1	0.0%
92		2	0.1%
93		1	0.0%
94		4	0.1%
96		2	0.1%
97		1	0.0%
98		3	0.1%
99		2	0.1%
100		4	0.1%
101		3	0.1%
102		2	0.1%
103		1	0.0%
105		2	0.1%
107		2	0.1%
108		3	0.1%
109		2	0.1%
110		2	0.1%
111		1	0.0%
112		2	0.1%
113		3	0.1%
114		4	0.1%
115		5	0.2%
116		2	0.1%
119		1	0.0%
120		2	0.1%
121		2	0.1%
122		1	0.0%
123		1	0.0%
125		3	0.1%
128		2	0.1%
129		4	0.1%
130		5	0.2%
131		1	0.0%
132		3	0.1%
134		1	0.0%
136		1	0.0%
137		3	0.1%
138		4	0.1%
139		3	0.1%
140		1	0.0%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
141		2	0.1%
143		2	0.1%
144		3	0.1%
145		1	0.0%
146		2	0.1%
148		1	0.0%
149		1	0.0%
150		5	0.2%
151		2	0.1%
153		4	0.1%
154		1	0.0%
157		3	0.1%
159		1	0.0%
160		5	0.2%
161		1	0.0%
162		2	0.1%
164		2	0.1%
165		3	0.1%
166		1	0.0%
168		1	0.0%
169		1	0.0%
170		2	0.1%
171		1	0.0%
172		2	0.1%
173		5	0.2%
174		3	0.1%
175		2	0.1%
176		1	0.0%
177		3	0.1%
178		1	0.0%
179		2	0.1%
180		3	0.1%
181		1	0.0%
182		1	0.0%
183		1	0.0%
184		2	0.1%
185		2	0.1%
186		2	0.1%
187		1	0.0%
188		1	0.0%
189		1	0.0%
190		1	0.0%
191		1	0.0%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
193		3	0.1%
195		2	0.1%
196		2	0.1%
197		1	0.0%
198		1	0.0%
199		1	0.0%
200		6	0.2%
201		4	0.1%
202		2	0.1%
203		1	0.0%
204		3	0.1%
205		2	0.1%
206		5	0.2%
208		1	0.0%
209		5	0.2%
210		1	0.0%
211		1	0.0%
212		1	0.0%
216		1	0.0%
217		2	0.1%
220		1	0.0%
221		2	0.1%
223		2	0.1%
227		2	0.1%
228		2	0.1%
230		3	0.1%
233		2	0.1%
235		1	0.0%
236		1	0.0%
239		1	0.0%
240		2	0.1%
241		1	0.0%
244		1	0.0%
245		1	0.0%
247		1	0.0%
249		1	0.0%
250		3	0.1%
254		1	0.0%
256		1	0.0%
259		1	0.0%
260		1	0.0%
261		1	0.0%
262		1	0.0%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
265		2	0.1%
266		1	0.0%
267		2	0.1%
268		1	0.0%
271		3	0.1%
272		1	0.0%
273		1	0.0%
274		1	0.0%
282		2	0.1%
286		1	0.0%
291		1	0.0%
293		2	0.1%
295		1	0.0%
296		2	0.1%
298		2	0.1%
300		1	0.0%
304		1	0.0%
305		1	0.0%
307		1	0.0%
311		1	0.0%
315		1	0.0%
318		1	0.0%
320		1	0.0%
325		1	0.0%
326		1	0.0%
328		1	0.0%
330		1	0.0%
337		1	0.0%
338		1	0.0%
339		1	0.0%
341		1	0.0%
343		1	0.0%
352		1	0.0%
355		1	0.0%
357		1	0.0%
359		1	0.0%
363		1	0.0%
365		1	0.0%
367		1	0.0%
373		1	0.0%
379		1	0.0%
380		1	0.0%
385		1	0.0%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
386		1	0.0%
389		1	0.0%
392		1	0.0%
397		1	0.0%
400		2	0.1%
402		2	0.1%
405		1	0.0%
425		1	0.0%
436		1	0.0%
438		1	0.0%
444		1	0.0%
447		1	0.0%
450		1	0.0%
451		2	0.1%
454		1	0.0%
465		1	0.0%
467		1	0.0%
468		1	0.0%
494		1	0.0%
498		1	0.0%
500		1	0.0%
508		1	0.0%
518		1	0.0%
523		1	0.0%
528		1	0.0%
541		1	0.0%
564		1	0.0%
568		1	0.0%
572		1	0.0%
573		1	0.0%
582		1	0.0%
599		1	0.0%
600		1	0.0%
607		1	0.0%
610		1	0.0%
622		2	0.1%
632		1	0.0%
638		1	0.0%
691		1	0.0%
694		1	0.0%
702		1	0.0%
703		2	0.1%
722		1	0.0%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
732		2	0.1%
752		1	0.0%
755		1	0.0%
756		1	0.0%
781		1	0.0%
782		1	0.0%
852		1	0.0%
854		1	0.0%
880		1	0.0%
900		1	0.0%
910		1	0.0%
911		1	0.0%
936		1	0.0%
1004		1	0.0%
1007		1	0.0%
1008		1	0.0%
1055		1	0.0%
1073		1	0.0%
1125		1	0.0%
1146		1	0.0%
1157		1	0.0%
1169		1	0.0%
1178		1	0.0%
1220		1	0.0%
1282		1	0.0%
1318		1	0.0%
1327		1	0.0%
1335		1	0.0%
1426		1	0.0%
1493		1	0.0%
1503		1	0.0%
1600		1	0.0%
1768		1	0.0%
1885		1	0.0%
1976		1	0.0%
1977		1	0.0%
2050		1	0.0%
2375		1	0.0%
2425		1	0.0%
2455		1	0.0%
2514		1	0.0%
2820		1	0.0%
2847		1	0.0%

File : data100

va4: 壹、三、貴單位(公司)目前員工人數-女性人數

Value	Label	Cases	Percentage
3258		1	0.0%
3460		1	0.0%
3620		1	0.0%
3842		1	0.0%
3932		1	0.0%
4898		1	0.0%
9676		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.

vb1: 貳、一、請問貴單位(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=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有訂定	1339	<div></div> 43.5%
2	沒有訂定	1739	<div></div> 56.5%

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.

vb1_1: 貳、一、1. 有訂定,請問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=1339 /-] [Invalid=1739 /-]	
Value	Label	Cases	Percentage
1	有	1239	<div></div> 92.5%
2	沒有	100	<div></div> 7.5%
Sysmiss		1739	

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

vb1_2: 貳、一、2. 沒有訂定,請問沒有訂定「性騷擾防治措施、申訴及懲戒辦法」的主要原因

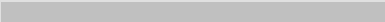




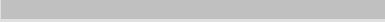

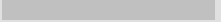
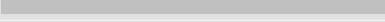

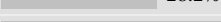
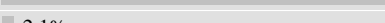

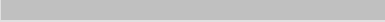

Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=1739 /-] [Invalid=1339 /-]		
Value	Label	Cases	Percentage	
1	不知道有此規定	133	<div></div>	7.6%
2	單位(公司)自行訂定管理辦法	202	<div></div>	11.6%
3	單位(公司)員工都是同性別(全都女性或男性)	44	<div></div>	2.5%
4	受僱員工未滿30人	1358	<div></div>	78.1%
5	其他	2	<div></div>	0.1%
Sysmiss		1339		

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

vb2: 貳、二、請問今(100)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=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	34	1.1%
2	沒有	3044	98.9%

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

File : data100			
# vb2_1_1: 貳、二、1A. 有, 申訴_____件性騷擾事件			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=34 /-] [Invalid=3044 /-]		
Value	Label	Cases	Percentage
1		27	 79.4%
2		4	 11.8%
3		2	 5.9%
5		1	 2.9%
Sysmiss		3044	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vb2_1_2: 貳、二、1B. 請問提出「性騷擾事件」申訴者之性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=34 /-] [Invalid=3044 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	1	 2.9%
2	僅有女性員工提出	32	 94.1%
3	男女性員工都有提出	1	 2.9%
Sysmiss		3044	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vb3_1: 貳、三、1. 請問貴單位(公司)有沒有下列性騷擾申訴處理機制或管道?設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1077	 35.0%
2	沒有	1943	 63.1%
3	不知道	58	 1.9%
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.			
# vb3_2: 貳、三、2. 請問貴單位(公司)有沒有下列性騷擾申訴處理機制或管道?組成申訴處理委員會			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	867	 28.2%
2	沒有	2147	 69.8%
3	不知道	64	 2.1%
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.			
# vb3_3: 貳、三、3. 請問貴單位(公司)有沒有下列性騷擾申訴處理機制或管道?直接向雇主或主管申訴			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	2406	 78.2%
2	沒有	618	 20.1%

File : data100

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

Value	Label	Cases	Percentage
3	不知道	54	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.

vc1: 參、一、請問貴單位(公司)有沒有提供「生理假」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1804	58.6%
2	沒有	1274	41.4%

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.

vc1_1: 參、一、1.有,請問今(100)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=1804 /-] [Invalid=1274 /-]

Value	Label	Cases	Percentage
1	有	775	43.0%
2	沒有	1029	57.0%
Sysmiss		1274	

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

vc1_1_1: 參、一、1.有,「生理假」申請_____人次

Information	[Type= discrete] [Format=numeric] [Range= 1-825] [Missing=*]
Statistics [NW/ W]	[Valid=775 /-] [Invalid=2303 /-]

Value	Label	Cases	Percentage
1		92	11.9%
2		84	10.8%
3		79	10.2%
4		25	3.2%
5		37	4.8%
6		28	3.6%
7		52	6.7%
8		24	3.1%
9		13	1.7%
10		23	3.0%
11		8	1.0%
12		16	2.1%
13		12	1.5%
14		8	1.0%
15		16	2.1%
16		5	0.6%
17		6	0.8%
18		5	0.6%
19		3	0.4%
20		25	3.2%

File : data100

#vc1_1_1: 參、一、1.有,「生理假」申請_____人次

Value	Label	Cases	Percentage
21		2	0.3%
22		2	0.3%
23		2	0.3%
24		6	0.8%
25		5	0.6%
26		19	2.5%
27		1	0.1%
28		1	0.1%
29		2	0.3%
30		8	1.0%
31		3	0.4%
32		2	0.3%
33		3	0.4%
34		3	0.4%
35		2	0.3%
36		1	0.1%
37		2	0.3%
38		4	0.5%
39		2	0.3%
40		6	0.8%
44		2	0.3%
45		3	0.4%
46		2	0.3%
48		3	0.4%
49		1	0.1%
50		4	0.5%
51		1	0.1%
52		4	0.5%
53		1	0.1%
55		2	0.3%
56		1	0.1%
58		1	0.1%
59		1	0.1%
60		4	0.5%
61		2	0.3%
62		1	0.1%
63		1	0.1%
64		3	0.4%
65		1	0.1%
66		1	0.1%
68		3	0.4%
69		1	0.1%
71		2	0.3%

File : data100

#vc1_1_1: 參、一、1.有,「生理假」申請_____人次

Value	Label	Cases	Percentage
73		2	0.3%
75		1	0.1%
79		1	0.1%
80		2	0.3%
81		1	0.1%
82		2	0.3%
84		2	0.3%
85		1	0.1%
86		1	0.1%
87		1	0.1%
88		2	0.3%
89		1	0.1%
94		1	0.1%
100		1	0.1%
102		3	0.4%
103		3	0.4%
105		1	0.1%
106		2	0.3%
108		3	0.4%
109		1	0.1%
116		1	0.1%
118		1	0.1%
121		1	0.1%
132		1	0.1%
138		1	0.1%
144		1	0.1%
145		1	0.1%
150		2	0.3%
155		2	0.3%
158		2	0.3%
161		1	0.1%
176		1	0.1%
180		1	0.1%
181		1	0.1%
196		1	0.1%
198		1	0.1%
200		2	0.3%
201		1	0.1%
202		1	0.1%
205		1	0.1%
206		1	0.1%
209		1	0.1%
218		1	0.1%

File : data100

vc1_1_1: 參、一、1.有,「生理假」申請_____人次

Value	Label	Cases	Percentage
219		1	0.1%
221		1	0.1%
228		1	0.1%
230		1	0.1%
235		1	0.1%
240		1	0.1%
250		1	0.1%
260		1	0.1%
262		2	0.3%
265		1	0.1%
267		1	0.1%
281		1	0.1%
300		2	0.3%
319		1	0.1%
334		1	0.1%
352		1	0.1%
359		1	0.1%
370		1	0.1%
400		1	0.1%
430		1	0.1%
439		1	0.1%
447		1	0.1%
458		1	0.1%
487		1	0.1%
517		1	0.1%
591		1	0.1%
604		1	0.1%
641		1	0.1%
650		1	0.1%
738		1	0.1%
800		1	0.1%
825		1	0.1%
Sysmiss		2303	

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

vc1_2: 參、一、2.沒有,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=1274 /-] [Invalid=1804 /-]	
Value	Label	Cases	Percentage
1	不知道有此規定	52	<div></div> 4.1%
2	員工可用病假替代	497	<div></div> 39.0%
3	員工可用其他假別替代	336	<div></div> 26.4%
4	業務繁忙，無法提供	16	<div></div> 1.3%
5	員工沒有此項需求	183	<div></div> 14.4%

File : data100

vc1_2: 參、一、2.沒有,沒有提供「生理假」的主要原因

Value	Label	Cases	Percentage
6	家族企業可自行放假休息	115	<div><div></div></div> 9.0%
7	按日或按時計薪員工可調整工作時間休息	75	<div><div></div></div> 5.9%
8	其他	0	
Sysmiss		1804	

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

vc2: 參、二、請問貴單位(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=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2244	<div><div></div></div> 72.9%
2	沒有	834	<div><div></div></div> 27.1%

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.

vc2_1_1: 參、二、1.有對懷孕員工提供友善措施,其方式1(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2244 /-] [Invalid=834 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	1303	<div><div></div></div> 58.1%
2	調整工作時間	258	<div><div></div></div> 11.5%
3	可請「產前檢查假」	497	<div><div></div></div> 22.1%
4	調整至無危險性之工作	149	<div><div></div></div> 6.6%
5	其他	37	<div><div></div></div> 1.6%
Sysmiss		834	

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

vc2_1_2: 參、二、1.有對懷孕員工提供友善措施,其方式2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=1177 /-] [Invalid=1901 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	2	<div><div></div></div> 0.2%
2	調整工作時間	471	<div><div></div></div> 40.0%
3	可請「產前檢查假」	335	<div><div></div></div> 28.5%
4	調整至無危險性之工作	356	<div><div></div></div> 30.2%
5	其他	13	<div><div></div></div> 1.1%
Sysmiss		1901	

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

vc2_1_3: 參、二、1.有對懷孕員工提供友善措施,其方式3(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=504 /-] [Invalid=2574 /-]

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」	255	<div><div></div></div> 50.6%

File : data100

vc2_1_3: 參、二、1.有對懷孕員工提供友善措施,其方式3(可複選)

Value	Label	Cases	Percentage
4	調整至無危險性之工作	244	48.4%
5	其他	5	1.0%
Sysmiss		2574	

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

vc2_1_4: 參、二、1.有對懷孕員工提供友善措施,其方式4(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=182 /-] [Invalid=2896 /-]

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	調整至無危險性之工作	180	98.9%
5	其他	2	1.1%
Sysmiss		2896	

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

vc2_1_5: 參、二、1.有對懷孕員工提供友善措施,其方式5(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2 /-] [Invalid=3076 /-]

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	調整至無危險性之工作	0	
5	其他	2	100.0%
Sysmiss		3076	

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

vc3: 參、三、請問貴單位(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?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1606	52.2%
2	沒有	1472	47.8%

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.

vc3_1: 參、三、1.有,請問今(100)年內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	跳答	1472	47.8%
1	有	351	11.4%
2	沒有	1255	40.8%

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.

File : data100

vc3_2: 參、三、2. 沒有, 沒有提供「懷孕期間經醫師診斷需安胎休養假」的主要原因?

Information	[Type= discrete] [Format=numeric] [Range= 0-8] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	跳答	1605	52.1%
1	不知道有此規定	74	2.4%
2	員工可用病假替代	206	6.7%
3	員工可用其他假別替代	130	4.2%
4	業務繁忙, 無法提供	5	0.2%
5	員工沒有此項需求	903	29.3%
6	家族企業可自行放假休息	96	3.1%
7	按日或按時計薪員工可調整工作時間休息	53	1.7%
8	其他	6	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.

vc4: 參、四、請問貴單位(公司)女性員工生產時有沒有提供「產假」(停止工作)?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2707	87.9%
2	沒有	371	12.1%

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

vc4_1_1: 參、四、1A. 產假有_____週(含例假日)

Information	[Type= discrete] [Format=numeric] [Range= 3-15] [Missing=*]
Statistics [NW/ W]	[Valid=2707 /-] [Invalid=371 /-]

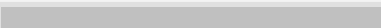
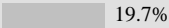



Value	Label	Cases	Percentage
3		2	0.1%
4		134	5.0%
4.5		1	0.0%
5		49	1.8%
5.7		1	0.0%
6		156	5.8%
6.5		2	0.1%
7		69	2.5%
7.5		1	0.0%
8		2267	83.7%
8.4		2	0.1%
8.5		1	0.0%
9		6	0.2%
10		6	0.2%
12		5	0.2%
14		3	0.1%
15		2	0.1%
Sysmiss		371	

Warning: 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 : data100

vc4_1_2: 參、四、1B. 產假期間工資怎麼計算？

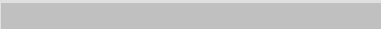




Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2707 /-] [Invalid=371 /-]

Value	Label	Cases	Percentage
1	工資給全薪	1991	 73.6%
2	工資給底薪	534	 19.7%
3	發給部分工資	97	 3.6%
4	不發工資	42	 1.6%
5	其他	43	 1.6%
Sysmiss		371	

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

vc4_1_3: 參、四、1C. 對於產假後銷假上班員工,請問貴單位(公司)怎麼安排？

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2707 /-] [Invalid=371 /-]

Value	Label	Cases	Percentage
1	恢復其原來的職位	2526	 93.3%
2	由單位(公司)考量員工意願後作調整	118	 4.4%
3	由單位(公司)人事管理部門決定	16	 0.6%
4	由部門主管決定	43	 1.6%
5	其他	4	 0.1%
Sysmiss		371	

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

vc4_1_4: 參、四、1D. 請問今(100)年內有沒有員工申請「產假」？


Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2707 /-] [Invalid=371 /-]

Value	Label	Cases	Percentage
1	有	901	 33.3%
2	沒有	1806	 66.7%
Sysmiss		371	

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

vc4_2: 參、四、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=371 /-] [Invalid=2707 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	2	 0.5%
2	工作性質不適合孕婦, 員工懷孕會自動離職	2	 0.5%
3	不僱用孕婦, 孕婦生產完, 再來上班	7	 1.9%
4	業務繁忙, 無法提供	2	 0.5%
5	員工沒有此項需求	314	 84.6%
6	單位(公司)無法負擔此項假別	2	 0.5%
7	家族企業可自行放假休息	40	 10.8%
8	按日或按時計薪員工生產可調整工作時間休息	1	 0.3%
9	其他	1	 0.3%

File : data100

vc4_2: 參、四、2. 沒有提供「產假」的主要原因

Value	Label	Cases	Percentage
Sysmiss		2707	

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

vc5: 參、五、請問貴單位(公司)有沒有提供「流產假」？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2095	68.1%
2	沒有	983	31.9%

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

vc5_1_1: 參、五、1A. 「流產假」是否符合性別工作平等法之規定？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2095 /-] [Invalid=983 /-]

Value	Label	Cases	Percentage
1	符合	2063	98.5%
2	不符合	32	1.5%
Sysmiss		983	

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

vc5_1_2: 參、五、1B. 請問今(100)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=2095 /-] [Invalid=983 /-]

Value	Label	Cases	Percentage
1	有	295	14.1%
2	沒有	1800	85.9%
Sysmiss		983	

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

vc5_2: 參、五、2. 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=983 /-] [Invalid=2095 /-]

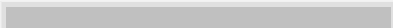
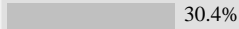
Value	Label	Cases	Percentage
1	不知道有此規定	58	5.9%
2	員工可用病假替代	115	11.7%
3	員工可用其他假別替代	125	12.7%
4	業務繁忙，無法提供	15	1.5%
5	員工沒有此項需求	537	54.6%
6	家族企業可自行放假休息	94	9.6%
7	按日或按時計薪員工可調整工作時間休息	35	3.6%
8	其他	4	0.4%
Sysmiss		2095	

Warning: 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 : data100

vc6: 參、六、請問貴單位(公司)有沒有提供「陪產假」？



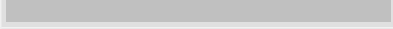







Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2142	 69.6%
2	沒有	936	 30.4%

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.

vc6_1_1: 參、六、1A. 「陪產假」有——日


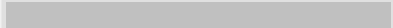
Information	[Type= discrete] [Format=numeric] [Range= 1-21] [Missing=*]
Statistics [NW/ W]	[Valid=2142 /-] [Invalid=936 /-]

Value	Label	Cases	Percentage
1		30	 1.4%
2		154	 7.2%
3		1911	 89.2%
4		4	 0.2%
5		15	 0.7%
6		1	 0.0%
7		23	 1.1%
10		1	 0.0%
14		2	 0.1%
21		1	 0.0%
Sysmiss		936	

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

vc6_1_2: 參、六、1B. 請問今(100)年內有沒有員工申請「陪產假」？


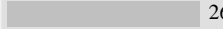

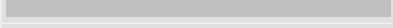



Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2142 /-] [Invalid=936 /-]

Value	Label	Cases	Percentage
1	有	750	 35.0%
2	沒有	1392	 65.0%
Sysmiss		936	

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

vc6_2: 參、六、2. 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=936 /-] [Invalid=2142 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	37	 4.0%
2	員工可用其他假期替代	246	 26.3%
3	業務繁忙，無法提供	32	 3.4%
4	員工沒有此項需求	491	 52.5%
5	家族企業可自行放假休息	83	 8.9%
6	按日或按時計薪員工可調整工作時間休息	46	 4.9%
7	其他	1	 0.1%
Sysmiss		2142	


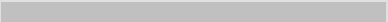
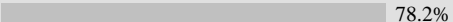




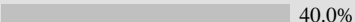
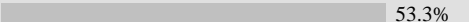
File : data100			
# vc6_2: 參、六、2. 沒有提供「陪產假」的主要原因			
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc7: 參、七、請問貴單位(公司)有沒有設置「哺集乳室」(哺乳室或集乳室)?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	888	28.8%
2	沒有	2190	71.2%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc7_1: 參、七、1. 「哺集乳室」是否為獨立空間(為哺集乳專用)?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=888 /-] [Invalid=2190 /-]		
Value	Label	Cases	Percentage
1	是	673	75.8%
2	不是	215	24.2%
Sysmiss		2190	
<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>			
# vc7_2: 參、七、2. 沒有設置「哺集乳室」的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2190 /-] [Invalid=888 /-]		
Value	Label	Cases	Percentage
1	工作場所無法設置	433	19.8%
2	業務繁忙, 無法提供	19	0.9%
3	員工沒有此項需求	1731	79.0%
4	其他	7	0.3%
Sysmiss		888	
<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>			
# vc8: 參、八、請問貴單位(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?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1171	38.0%
2	沒有	1907	62.0%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# vc8_1: 參、八、1. 請問今(100)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」?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1171 /-] [Invalid=1907 /-]		
Value	Label	Cases	Percentage
1	有	116	9.9%
2	沒有	1055	90.1%
Sysmiss		1907	
<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>			

# vc8_1_1: 參、八、1.(1)請問提出「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=116 /-] [Invalid=2962 /-]	
Value	Label	Cases	Percentage
1	僅有男性員工提出	8	<div><div></div>6.9%</div>
2	僅有女性員工提出	73	<div><div></div>62.9%</div>
3	男女性員工都有提出	35	<div><div></div>30.2%</div>
Sysmiss		2962	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc8_2: 參、八、2. 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=1907 /-] [Invalid=1171 /-]	
Value	Label	Cases	Percentage
1	不知道有此規定	83	<div><div></div>4.4%</div>
2	員工可用其他假別替代	445	<div><div></div>23.3%</div>
3	業務繁忙, 無法提供	12	<div><div></div>0.6%</div>
4	員工沒有此項需求	706	<div><div></div>37.0%</div>
5	受僱員工未滿30人	520	<div><div></div>27.3%</div>
6	家族企業可自行放假休息	79	<div><div></div>4.1%</div>
7	按日或按時計薪員工可調整工作時間休息	62	<div><div></div>3.3%</div>
8	其他	0	
Sysmiss		1171	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9: 參、九、請問貴單位(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=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	1550	<div><div></div>50.4%</div>
2	沒有	1528	<div><div></div>49.6%</div>
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9_1_1: 參、九、1A. 「家庭照顧假」一年可申請_____日			
Information		[Type= discrete] [Format=numeric] [Range= 1-14] [Missing=*]	
Statistics [NW/ W]		[Valid=1550 /-] [Invalid=1528 /-]	
Value	Label	Cases	Percentage
1		3	<div><div></div>0.2%</div>
2		3	<div><div></div>0.2%</div>
3		9	<div><div></div>0.6%</div>
4		1	<div><div></div>0.1%</div>
5		11	<div><div></div>0.7%</div>
6		3	<div><div></div>0.2%</div>
7		1484	<div><div></div>95.7%</div>
8		2	<div><div></div>0.1%</div>
10		3	<div><div></div>0.2%</div>
12		4	<div><div></div>0.3%</div>

# vc9_1_1 : 參、九、1A.「家庭照顧假」一年可申請_____日			
Value	Label	Cases	Percentage
14		27	<div><div></div></div> 1.7%
Sysmiss		1528	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9_1_2 : 參、九、1B.請問今(100)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=1550 /-] [Invalid=1528 /-]		
Value	Label	Cases	Percentage
1	有	435	<div><div></div></div> 28.1%
2	沒有	1115	<div><div></div></div> 71.9%
Sysmiss		1528	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9_1_2_1 : 參、九、1B.(1)請問提出「家庭照顧假」申請者之性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=435 /-] [Invalid=2643 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	51	<div><div></div></div> 11.7%
2	僅有女性員工提出	133	<div><div></div></div> 30.6%
3	男女性員工都有提出	251	<div><div></div></div> 57.7%
Sysmiss		2643	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc9_2 : 參、九、2.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=1528 /-] [Invalid=1550 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	93	<div><div></div></div> 6.1%
2	員工可用事假替代	287	<div><div></div></div> 18.8%
3	員工可用其他假別替代	381	<div><div></div></div> 24.9%
4	業務繁忙，無法提供	17	<div><div></div></div> 1.1%
5	員工沒有此項需求	563	<div><div></div></div> 36.8%
6	家族企業可自行放假休息	99	<div><div></div></div> 6.5%
7	按日或按時計薪員工可調整工作時間休息	86	<div><div></div></div> 5.6%
8	其他	2	<div><div></div></div> 0.1%
Sysmiss		1550	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10 : 參、十、請問貴單位(公司)有無考績制度?			
Information	[Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有(請續答下列問項)	2064	<div><div></div></div> 67.1%
2	沒有(請跳填問項十一)	1014	<div><div></div></div> 32.9%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# vc10_1: 參、十、1. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?生理假			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2064 /-] [Invalid=1014 /-]	
Value	Label	Cases	Percentage
1	會	132	6.4%
2	不會	1932	93.6%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_2: 參、十、2. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?流產假			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2064 /-] [Invalid=1014 /-]	
Value	Label	Cases	Percentage
1	會	74	3.6%
2	不會	1990	96.4%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_3: 參、十、3. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?安胎休養			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2064 /-] [Invalid=1014 /-]	
Value	Label	Cases	Percentage
1	會	94	4.6%
2	不會	1970	95.4%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_4: 參、十、4. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?產假			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2064 /-] [Invalid=1014 /-]	
Value	Label	Cases	Percentage
1	會	80	3.9%
2	不會	1984	96.1%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_5: 參、十、5. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?陪產假			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2064 /-] [Invalid=1014 /-]	
Value	Label	Cases	Percentage
1	會	85	4.1%
2	不會	1979	95.9%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_6: 參、十、6. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?家庭照顧假			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2064 /-] [Invalid=1014 /-]	

# vc10_6: 參、十、6. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?家庭照顧假			
Value	Label	Cases	Percentage
1	會	158	<div><div></div></div> 7.7%
2	不會	1906	<div><div></div></div> 92.3%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc10_7: 參、十、7. 請問貴單位(公司)員工申請下列假別或措施會不會列入考績考核因素?育嬰留職停薪			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2064 /-] [Invalid=1014 /-]		
Value	Label	Cases	Percentage
1	會	216	<div><div></div></div> 10.5%
2	不會	1848	<div><div></div></div> 89.5%
Sysmiss		1014	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11: 參、十一、請問貴單位(公司)有沒有為員工子女設立托兒所?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	78	<div><div></div></div> 2.5%
2	沒有	3000	<div><div></div></div> 97.5%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_1: 參、十一、1. 有為員工子女設立托兒所,其方式為(填完跳填第肆大題)			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=78 /-] [Invalid=3000 /-]		
Value	Label	Cases	Percentage
1	費用由單位(公司)全額補助	5	<div><div></div></div> 6.4%
2	單位(公司)提供部分補助	35	<div><div></div></div> 44.9%
3	補助金額視職位、年資而定	4	<div><div></div></div> 5.1%
4	費用由員工自行負擔	34	<div><div></div></div> 43.6%
5	其他	0	
Sysmiss		3000	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_2: 參、十一、2. 沒有為員工子女設立托兒所的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=3000 /-] [Invalid=78 /-]		
Value	Label	Cases	Percentage
1	沒有空間設立	465	<div><div></div></div> 15.5%
2	沒有經費預算	86	<div><div></div></div> 2.9%
3	員工沒有此項需求	737	<div><div></div></div> 24.6%
4	受僱員工未滿250人	1708	<div><div></div></div> 56.9%
5	其他	4	<div><div></div></div> 0.1%
Sysmiss		78	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# vc12: 參、十二、請問貴單位(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=3000 /-] [Invalid=78 /-]	
Value	Label	Cases	Percentage
1	有	409	 13.6%
2	沒有	2591	 86.4%
Sysmiss		78	
<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>			
# vc12_1_1: 參、十二、1. 有提供員工托兒措施, 其方式1(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=409 /-] [Invalid=2669 /-]	
Value	Label	Cases	Percentage
1	與托兒所簽約	320	 78.2%
2	單位(公司)津貼補助	53	 13.0%
3	托兒照顧措施	31	 7.6%
4	其他	5	 1.2%
Sysmiss		2669	
<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>			
# vc12_1_2: 參、十二、1. 有提供員工托兒措施, 其方式2(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=15 /-] [Invalid=3063 /-]	
Value	Label	Cases	Percentage
1	與托兒所簽約	1	 6.7%
2	單位(公司)津貼補助	6	 40.0%
3	托兒照顧措施	8	 53.3%
4	其他	0	
Sysmiss		3063	
<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>			
# vc12_1_3: 參、十二、1. 有提供員工托兒措施, 其方式3(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=0 /-] [Invalid=3078 /-]	
Value	Label	Cases	Percentage
1	與托兒所簽約	0	
2	單位(公司)津貼補助	0	
3	托兒照顧措施	0	
4	其他	0	
Sysmiss		3078	
<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>			
# vc12_1_4: 參、十二、1. 有提供員工托兒措施, 其方式4(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=0 /-] [Invalid=3078 /-]	
Value	Label	Cases	Percentage
1	與托兒所簽約	0	
2	單位(公司)津貼補助	0	

# vc12_1_4: 參、十二、1. 有提供員工托兒措施,其方式4(可複選)			
Value	Label	Cases	Percentage
3	托兒照顧措施	0	
4	其他	0	
Sysmiss		3078	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1: 肆、一、請問貴單位(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=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1731	<div><div></div></div> 56.2%
2	沒有	1347	<div><div></div></div> 43.8%
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.			
# vd1_1_1: 肆、一、1A. 貴單位(公司)有沒有符合「育嬰留職停薪」申請資格的員工?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1731 /-] [Invalid=1347 /-]		
Value	Label	Cases	Percentage
1	有	947	<div><div></div></div> 54.7%
2	沒有	784	<div><div></div></div> 45.3%
Sysmiss		1347	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_1_2: 肆、一、1B. 請問貴單位(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=1731 /-] [Invalid=1347 /-]		
Value	Label	Cases	Percentage
1	未滿3個月	90	<div><div></div></div> 5.2%
2	3個月以上未滿6個月	271	<div><div></div></div> 15.7%
3	6個月以上未滿1年	373	<div><div></div></div> 21.5%
4	1年以上-2年	997	<div><div></div></div> 57.6%
Sysmiss		1347	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_2_1: 肆、一、2A. 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=1347 /-] [Invalid=1731 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	28	<div><div></div></div> 2.1%
2	員工可用其他假別替代	272	<div><div></div></div> 20.2%
3	懷孕婦女自行離職	6	<div><div></div></div> 0.4%
4	員工人數少, 無法提供	282	<div><div></div></div> 20.9%
5	業務繁忙, 無法提供	27	<div><div></div></div> 2.0%
6	員工沒有此項需求	643	<div><div></div></div> 47.7%
7	家族企業可自行放假休息	87	<div><div></div></div> 6.5%
8	其他	2	<div><div></div></div> 0.1%
Sysmiss		1731	

# vd1_2_1: 肆、一、2A.沒有提供「育嬰留職停薪」的主要原因			
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd1_2_2: 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?			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1347 /-] [Invalid=1731 /-]		
Value	Label	Cases	Percentage
1	會 (請續答肆、二&三題	824	61.2%
2	不會 (請跳填第五大題	523	38.8%
Sysmiss		1731	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd2: 肆、二、申請育嬰留職停薪後之復職員工,請問貴單位(公司)怎麼考量復職之職位?			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=2555 /-] [Invalid=523 /-]		
Value	Label	Cases	Percentage
1	恢復其原來的職位	1802	70.5%
2	由單位(公司)考量員工意願後作調整	417	16.3%
3	由單位(公司)人事管理部門決定	111	4.3%
4	由部門主管決定	212	8.3%
5	其他	13	0.5%
Sysmiss		523	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd3_1: 肆、三、員工申請「育嬰留職停薪」期間,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=2555 /-] [Invalid=523 /-]		
Value	Label	Cases	Percentage
1	直接調整同一部門人員	1691	66.2%
2	調用其他部門人員	289	11.3%
3	僱用派遣或兼職人員	195	7.6%
4	僱用約僱人員	195	7.6%
5	進用正職之新進人員	169	6.6%
6	其他	16	0.6%
Sysmiss		523	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vd3_2: 肆、三、員工申請「育嬰留職停薪」期間,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=1040 /-] [Invalid=2038 /-]		
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	539	51.8%
3	僱用派遣或兼職人員	180	17.3%
4	僱用約僱人員	166	16.0%
5	進用正職之新進人員	141	13.6%
6	其他	14	1.3%
Sysmiss		2038	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

vd3_3: 肆、三、員工申請「育嬰留職停薪」期間,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=349 /-] [Invalid=2729 /-]

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	僱用派遣或兼職人員	73	20.9%
4	僱用約僱人員	111	31.8%
5	進用正職之新進人員	157	45.0%
6	其他	8	2.3%
Sysmiss		2729	

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

ve1_1: 伍、一、1. 請問貴單位(公司)對以下各職類之招募情形:管理職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	88	2.9%
2	僱用男性	109	3.5%
3	男女都會錄用	2608	84.7%
4	沒有此職務	273	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.

ve1_2: 伍、一、2. 請問貴單位(公司)對以下各職類之招募情形:事務職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	338	11.0%
2	僱用男性	28	0.9%
3	男女都會錄用	2558	83.1%
4	沒有此職務	154	5.0%

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.

ve1_3: 伍、一、3. 請問貴單位(公司)對以下各職類之招募情形:銷售職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	61	2.0%
2	僱用男性	140	4.5%
3	男女都會錄用	1976	64.2%
4	沒有此職務	901	29.3%

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.

ve1_4: 伍、一、4. 請問貴單位(公司)對以下各職類之招募情形:專業技術職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	30	1.0%

# ve1_4: 伍、一、4. 請問貴單位(公司)對以下各職類之招募情形: 專業技術職			
Value	Label	Cases	Percentage
2	僅用男性	516	<div><div></div></div> 16.8%
3	男女都會錄用	2090	<div><div></div></div> 67.9%
4	沒有此職務	442	<div><div></div></div> 14.4%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve1_5: 伍、一、5. 請問貴單位(公司)對以下各職類之招募情形: 危險及耗體力工作			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3078 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僅用女性	2	<div><div></div></div> 0.1%
2	僅用男性	933	<div><div></div></div> 30.3%
3	男女都會錄用	749	<div><div></div></div> 24.3%
4	沒有此職務	1394	<div><div></div></div> 45.3%
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.			
# ve2: 伍、二、請問貴單位(公司)對上列各職類僅招募男性的主要原因為何?(於問項伍、一之任何職類勾選「僅適用男性」才需回答本題)			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=1081 /-] [Invalid=1997 /-]		
Value	Label	Cases	Percentage
1	無女性應徵	199	<div><div></div></div> 18.4%
2	雖有女性應徵, 惟考試成績未達任用標準	2	<div><div></div></div> 0.2%
3	雖有女性應徵, 單位(公司)內部未做成決定前中途退出	2	<div><div></div></div> 0.2%
4	雖有女性錄取, 但由於事後辭退只剩男性	16	<div><div></div></div> 1.5%
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	5	<div><div></div></div> 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	849	<div><div></div></div> 78.5%
7	其他	8	<div><div></div></div> 0.7%
Sysmiss		1997	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve3: 伍、三、請問貴單位(公司)對上列各職類僅招募女性的主要原因為何?(於問項伍、一之任何職類勾選「僅適用女性」才需回答本題)			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=377 /-] [Invalid=2701 /-]		
Value	Label	Cases	Percentage
1	無男性應徵	113	<div><div></div></div> 30.0%
2	雖有男性應徵, 惟考試成績未達任用標準	3	<div><div></div></div> 0.8%
3	雖有男性應徵, 單位(公司)內部未做成決定前中途退出	2	<div><div></div></div> 0.5%
4	雖有男性錄取, 但由於事後辭退只剩女性	11	<div><div></div></div> 2.9%
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	10	<div><div></div></div> 2.7%
6	部分職務男性員工不適合擔任	233	<div><div></div></div> 61.8%
7	其他	5	<div><div></div></div> 1.3%
Sysmiss		2701	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			

# ve4_1: 伍、四、1. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 工作分配			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	814	26.4%
2	不會	2264	73.6%
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.			
# ve4_2: 伍、四、2. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 薪資給付標準			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	230	7.5%
2	不會	2848	92.5%
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.			
# ve4_3: 伍、四、3. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 調薪幅度			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	104	3.4%
2	不會	2974	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.			
# ve4_4: 伍、四、4. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 考核(考績)			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	50	1.6%
2	不會	3028	98.4%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve4_5: 伍、四、5. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 陞遷			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	58	1.9%
2	不會	3020	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.			
# ve4_6: 伍、四、6. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 訓練、進修			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	60	1.9%
2	不會	3018	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.			

# ve4_7: 伍、四、7. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 資遣、離職或解僱			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	32	1.0%
2	不會	3046	99.0%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# ve4_8: 伍、四、8. 請問貴單位(公司)辦理下列各項業務時, 會不會有性別的考量? 員工福利措施之提供			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	51	1.7%
2	不會	3027	98.3%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# w_cell: 權數			
Information		[Type= continuous] [Format=numeric] [Range= 1-270.666666666667] [Missing=*]	
Statistics [NW/ W]		[Valid=3078 /-] [Invalid=0 /-] [Mean=78.676 /-] [StdDev=60.693 /-]	