

台灣 (Taiwan, ROC)

行政院勞工委員會

101年僱用管理性別平等概況調查

Study Documentation

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101年僱用管理性別平等概況調查

2012 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	AH020008
Version	Production Date: 2015-05-06
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101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3,082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)	2012
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 2012-11-01 end 2012-11-30
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Data Collection Mode	郵寄問卷 (Mail Questionnaire)
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Data Processing & Appraisal

Data Editing

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

Other Processing

採郵寄問卷調查，輔以電話訪問催收

Accessibility

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)

data101	
# Cases	3082
# Variable(s)	93

Variables Group(s)

Dataset contains 6 group(s)

Group 基本資料							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	caseid	樣本編號	discrete	numeric-8.0	3082	0	-
2	s1	大行業層別	discrete	numeric-2.0	3082	0	-
3	s2	規模層別	discrete	numeric-2.0	3082	0	-
4	s3	地區	continuous	numeric-2.0	3082	0	-
5	w_cell	加權值	continuous	numeric-17.14	3082	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-2.0	3082	0	-
2	rva1	貴單位(公司)組織型態	continuous	numeric-2.0	3082	0	-
3	va2	壹.二、貴單位(公司)雇主(負責人)性別	discrete	numeric-1.0	3082	0	-
4	va3	壹.三、貴單位(公司)目前員工人數-全體	discrete	numeric-5.0	3082	0	-
5	va4	壹.三、貴單位(公司)目前員工人數-女性	discrete	numeric-5.0	3082	0	-

Group 貳、性騷擾防治概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vb1	貳.一.1、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	3082	0	-
2	vb1_1	貳.一.1、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	1409	1673	-
3	vb1_2	貳.一.2、沒有訂定「性騷擾防治措施、申訴及懲戒辦法」的主要原因	discrete	numeric-1.0	1673	1409	-
4	vb2	貳.二、請問今(101)年內貴單位(公司)有沒有員工申訴性騷擾事件	discrete	numeric-1.0	3082	0	-
5	vb2_1_1	貳.二.a、請問今(101)年內申訴(性騷擾)件數	discrete	numeric-1.0	44	3038	-
6	vb2_1_2	貳.二.b、請問今(101)年內提出(性騷擾)申訴者性別	discrete	numeric-1.0	44	3038	-
7	vb3_1	貳.三、請問貴單位(公司)有沒有設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱機制或管道	discrete	numeric-1.0	3082	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
8	vb3_2	貳.三、請問貴單位(公司)有沒有組成申訴處理委員會機制	discrete	numeric-1.0	3082	0	-
9	vb3_3	貳.三、請問貴單位(公司)有沒有直接向雇主或主管申訴的管道	discrete	numeric-1.0	3082	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	3082	0	-
2	vc1_1	參.一.1、請問今(101)年內有沒有員工申請「生理假」	discrete	numeric-1.0	1792	1290	-
3	vc1_1_1	參.一.1、請問今(101)年內申請「生理假」人次	discrete	numeric-6.1	893	2189	-
4	vc1_2	參.一.2、沒有提供「生理假」的主要原因	discrete	numeric-1.0	1290	1792	-
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	3082	0	-
6	vc2_1_1	參.二.1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	2253	829	-
7	vc2_1_2	參.二.1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	1235	1847	-
8	vc2_1_3	參.二.1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	586	2496	-
9	vc2_1_4	參.二.1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	229	2853	-
10	vc2_1_5	參.二.1、提供懷孕婦女員工的友善措施方式(複選)	discrete	numeric-1.0	0	3082	-
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	3082	0	-
12	vc3_1	參.三.1、請問今(101)年內有沒有員工申請「安胎休養或住院傷病假」	discrete	numeric-1.0	1613	1469	-
13	vc3_2	參.三.2、沒有提供「安胎休養或住院傷病假」的主要原因	discrete	numeric-1.0	1469	1613	-
14	vc4	參.四、請問貴單位(公司)有沒有提供「流產假」	discrete	numeric-1.0	3082	0	-
15	vc4_1_1	參.四.1a、「流產假」是否符合性別工作平等法之規定	discrete	numeric-1.0	2111	971	-
16	vc4_1_2	參.四.1b、請問今(101)年內有沒有員工申請「流產假」	discrete	numeric-1.0	2111	971	-
17	vc4_2	參.四.2、沒有提供「流產假」的主要原因	discrete	numeric-1.0	971	2111	-

#	Name	Label	Type	Format	Valid	Invalid	Question
18	vc5	參.五、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	3082	0	-
19	vc5_1_1	參.五.1a、「產假」有幾週(含例假日)	discrete	numeric-4.1	2957	125	-
20	vc5_1_2	參.五.1b、「產假」期間工資怎麼計算	discrete	numeric-1.0	2957	125	-
21	vc5_1_3	參.五.1c、對於「產假」後銷假上班員工,請問貴單位(公司)怎麼安排	discrete	numeric-1.0	2957	125	-
22	vc5_1_4	參.五.1d、請問今(101)年內有沒有員工申請「產假」	discrete	numeric-1.0	2957	125	-
23	vc5_2	參.五.2、沒有提供「產假」的主要原因	discrete	numeric-1.0	125	2957	-
24	vc6	參.六、請問貴單位(公司)有沒有提供「陪產假」	discrete	numeric-1.0	3082	0	-
25	vc6_1_1	參.六.1a、「陪產假」有幾日	discrete	numeric-3.0	2160	922	-
26	vc6_1_2	參.六.1b、請問今(101)年內有沒有員工申請「陪產假」	discrete	numeric-1.0	2160	922	-
27	vc6_2	參.六.2、沒有提供「陪產假」的主要原因	discrete	numeric-1.0	922	2160	-
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	3082	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	920	2162	-
30	vc7_2	參.七.2、沒有設置「哺乳室」的主要原因	discrete	numeric-1.0	2162	920	-
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	3082	0	-
32	vc8_1	參.八.1、請問今(101)年內有沒有員工申請為「為撫育未滿3歲子女,得減少或調整工作時間」	discrete	numeric-1.0	1183	1899	-
33	vc8_1_1	參.八.1.1、提出「為撫育未滿3歲子女,得減少或調整工作時間」申請者之性別	discrete	numeric-1.0	135	2947	-
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	1899	1183	-
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	3082	0	-
36	vc9_1_1	參.九.1a、「家庭照顧假」一年可申請幾日	discrete	numeric-2.0	1627	1455	-

#	Name	Label	Type	Format	Valid	Invalid	Question
37	vc9_1_2	參.九.1b、請問今(101)年內有沒有員工申請「家庭照顧假」	discrete	numeric-1.0	1627	1455	-
38	vc9_1_2_1	參.九.1b.1、提出「家庭照顧假」申請者之性別	discrete	numeric-1.0	452	2630	-
39	vc9_2	參.九.2、沒有提供「家庭照顧假」的主要原因	discrete	numeric-1.0	1455	1627	-
40	vc11	參.十、請問貴單位(公司)有沒有為員工子女設立托兒所	discrete	numeric-1.0	3082	0	-
41	vc11_1	參.十.1、貴單位(公司)為員工子女設立托兒所其方式為	discrete	numeric-1.0	51	3031	-
42	vc11_2	參.十.2、貴單位(公司)沒有為員工子女設立托兒所的主要原因	discrete	numeric-1.0	3031	51	-
43	vc12	參.十一、貴單位(公司)有沒有提供員工托兒措施	discrete	numeric-1.0	3031	51	-
44	vc12_1_1	參.十一.1、請問貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	454	2628	-
45	vc12_1_2	參.十一.1、請問貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	35	3047	-
46	vc12_1_3	參.十一.1、請問貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	1	3081	-
47	vc12_1_4	參.十一.1、請問貴單位(公司)提供員工托兒措施方式(複選)	discrete	numeric-1.0	0	3082	-

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	3082	0	-
2	vd1_1_1	肆.一.1a、貴單位(公司)有沒有符合申請「育嬰留職停薪」資格的員工	discrete	numeric-1.0	1778	1304	-
3	vd1_1_2	肆.一.1b、貴單位(公司)同意員工每次申請「育嬰留職停薪」的連續期間最長多久?	discrete	numeric-1.0	1778	1304	-
4	vd1_2_1	肆.一.2a、貴單位(公司)沒有提供「育嬰留職停薪」的主要原因	discrete	numeric-1.0	1304	1778	-
5	vd1_2_2	肆.一.2b、如果員工申請「育嬰留職停薪」,公司會不會同意	discrete	numeric-1.0	1304	1778	-
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	2650	432	-

#	Name	Label	Type	Format	Valid	Invalid	Question
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	discrete	numeric-1.0	2650	432	-
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	discrete	numeric-1.0	1124	1958	-
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	discrete	numeric-1.0	419	2663	-
10	vd3_4	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	discrete	numeric-1.0	29	3053	-
11	vd3_5	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	discrete	numeric-1.0	16	3066	-
12	vd3_6	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	discrete	numeric-1.0	6	3076	-

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「管理職」之錄用情形	discrete	numeric-1.0	3082	0	-
2	ve1_2	伍.一.2、請問貴單位(公司)對「事務職」之錄用情形	discrete	numeric-1.0	3082	0	-
3	ve1_3	伍.一.3、請問貴單位(公司)對「銷售職」之錄用情形	discrete	numeric-1.0	3082	0	-
4	ve1_4	伍.一.4、請問貴單位(公司)對「專業技術職」之錄用情形	discrete	numeric-1.0	3082	0	-
5	ve1_5	伍.一.5、請問貴單位(公司)對「危險及耗體力工作」之錄用情形	discrete	numeric-1.0	3082	0	-
6	ve2	伍.二、請問貴單位(公司)對上列各職類僅錄用男性的主要原因為何（於問項伍、一之任何職類勾選「僅用男性」者才需回答本問項	discrete	numeric-1.0	955	2127	-
7	ve3	伍.三、請問貴單位(公司)對上列各職類僅錄用女性的主要原因為何（於問項伍、一之任何職類勾選「僅用女性」者才需回答本問項	discrete	numeric-1.0	314	2768	-
8	ve4_1	伍.四.1、請問貴單位(公司)辦理「工作分配」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-
9	ve4_2	伍.四.2、請問貴單位(公司)辦理「薪資給付標準」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
10	ve4_3	伍.四.3、請問貴單位(公司)辦理「調薪幅度」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-
11	ve4_4	伍.四.4、請問貴單位(公司)辦理「考核(考績)」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-
12	ve4_5	伍.四.5、請問貴單位(公司)辦理「陞遷」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-
13	ve4_6	伍.四.6、請問貴單位(公司)辦理「訓練、進修」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-
14	ve4_7	伍.四.7、請問貴單位(公司)辦理「資遣、離職或解僱」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-
15	ve4_8	伍.四.8、請問貴單位(公司)辦理「員工福利措施之提供」時，會不會有性別的考量	discrete	numeric-1.0	3082	0	-

Variables Description

Dataset contains 93 variable(s)

File : data101

caseid: 樣本編號

Information [Type= discrete] [Format=numeric] [Range= 1-6113] [Missing=*]

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

s1: 大行業層別

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

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	農、林、漁、牧業	66	2.1%
2	礦業侑土石採取業	51	1.7%
3	製造業	566	18.4%
4	電力及燃氣供應業	103	3.3%
5	用水供應及污染整治業	77	2.5%
6	營造業	193	6.3%
7	批發及零售業	772	25.0%
8	運輸及倉儲業	119	3.9%
9	住宿及餐飲業	127	4.1%
10	資訊及通訊業	109	3.5%
11	金融及保險業	86	2.8%
12	不動產業	99	3.2%
13	專業、科學及技術服務業	124	4.0%
14	支援服務業	104	3.4%
15	公共行政及國防強制性社會安全業	88	2.9%
16	教育服務業	83	2.7%
17	醫療保健及社會工作服務業	136	4.4%
18	藝術、娛樂及休閒服務業	80	2.6%
19	其他服務業	99	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= discrete] [Format=numeric] [Range= 1-3] [Missing=*]

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	4~29人	1878	60.9%
2	30~249人	758	24.6%
3	250人以上	446	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

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

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	北部	1456	47.2%
2	中部	650	21.1%
3	南部	787	25.5%
4	東部	189	6.1%

File : data101			
# s3: 地區			
<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>			
# 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=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	民營	2873	93.2%
2	公營	24	0.8%
3	公務行政機關(含公立學校)	185	6.0%
<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>			
# rva1: 貴單位(公司)組織型態			
Information	[Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	民營	2874	93.3%
2	公營	208	6.7%
<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>			
# 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=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	男	2393	77.6%
2	女	689	22.4%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# va3: 壹. 三、貴單位(公司)目前員工人數-全體			
Information	[Type= discrete] [Format=numeric] [Range= 4-31171] [Missing=*]		
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
4		281	9.1%
5		259	8.4%
6		198	6.4%
7		142	4.6%
8		129	4.2%
9		84	2.7%
10		128	4.2%
11		70	2.3%
12		67	2.2%
13		51	1.7%
14		52	1.7%
15		46	1.5%
16		39	1.3%
17		42	1.4%
18		33	1.1%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
19		22	<div></div> 0.7%
20		40	<div></div> 1.3%
21		26	<div></div> 0.8%
22		24	<div></div> 0.8%
23		19	<div></div> 0.6%
24		21	<div></div> 0.7%
25		33	<div></div> 1.1%
26		17	<div></div> 0.6%
27		27	<div></div> 0.9%
28		15	<div></div> 0.5%
29		13	<div></div> 0.4%
30		24	<div></div> 0.8%
31		25	<div></div> 0.8%
32		27	<div></div> 0.9%
33		24	<div></div> 0.8%
34		10	<div></div> 0.3%
35		18	<div></div> 0.6%
36		13	<div></div> 0.4%
37		18	<div></div> 0.6%
38		19	<div></div> 0.6%
39		12	<div></div> 0.4%
40		15	<div></div> 0.5%
41		11	<div></div> 0.4%
42		12	<div></div> 0.4%
43		10	<div></div> 0.3%
44		14	<div></div> 0.5%
45		13	<div></div> 0.4%
46		10	<div></div> 0.3%
47		13	<div></div> 0.4%
48		8	<div></div> 0.3%
49		10	<div></div> 0.3%
50		14	<div></div> 0.5%
51		10	<div></div> 0.3%
52		14	<div></div> 0.5%
53		8	<div></div> 0.3%
54		14	<div></div> 0.5%
55		11	<div></div> 0.4%
56		5	<div></div> 0.2%
57		7	<div></div> 0.2%
58		7	<div></div> 0.2%
59		9	<div></div> 0.3%
60		9	<div></div> 0.3%
61		4	<div></div> 0.1%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
62		14	0.5%
63		4	0.1%
64		8	0.3%
65		7	0.2%
66		2	0.1%
67		4	0.1%
68		3	0.1%
69		7	0.2%
70		3	0.1%
71		5	0.2%
72		9	0.3%
73		7	0.2%
74		5	0.2%
75		6	0.2%
76		5	0.2%
77		3	0.1%
78		3	0.1%
79		4	0.1%
80		3	0.1%
81		4	0.1%
82		11	0.4%
83		6	0.2%
84		4	0.1%
85		5	0.2%
86		5	0.2%
87		2	0.1%
88		3	0.1%
89		4	0.1%
90		7	0.2%
91		1	0.0%
93		5	0.2%
95		1	0.0%
96		5	0.2%
97		2	0.1%
98		4	0.1%
99		5	0.2%
100		5	0.2%
101		2	0.1%
102		1	0.0%
103		1	0.0%
104		2	0.1%
105		4	0.1%
106		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
107		1	0.0%
108		1	0.0%
109		1	0.0%
110		1	0.0%
111		3	0.1%
112		3	0.1%
113		1	0.0%
114		2	0.1%
115		2	0.1%
117		1	0.0%
118		2	0.1%
119		2	0.1%
120		7	0.2%
121		2	0.1%
122		2	0.1%
123		4	0.1%
124		3	0.1%
125		2	0.1%
126		3	0.1%
128		1	0.0%
129		1	0.0%
130		3	0.1%
131		1	0.0%
132		2	0.1%
134		4	0.1%
135		1	0.0%
136		1	0.0%
137		2	0.1%
139		2	0.1%
141		4	0.1%
142		1	0.0%
144		1	0.0%
145		3	0.1%
148		2	0.1%
151		1	0.0%
154		1	0.0%
155		1	0.0%
156		1	0.0%
157		1	0.0%
158		3	0.1%
160		4	0.1%
162		2	0.1%
165		2	0.1%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
166		2	0.1%
167		1	0.0%
168		2	0.1%
169		3	0.1%
172		1	0.0%
175		1	0.0%
176		1	0.0%
177		2	0.1%
179		1	0.0%
180		1	0.0%
181		2	0.1%
182		2	0.1%
184		1	0.0%
186		2	0.1%
189		2	0.1%
191		3	0.1%
192		1	0.0%
194		2	0.1%
197		1	0.0%
198		1	0.0%
199		1	0.0%
200		1	0.0%
201		1	0.0%
211		1	0.0%
213		1	0.0%
215		2	0.1%
217		1	0.0%
218		1	0.0%
220		1	0.0%
223		1	0.0%
226		1	0.0%
227		1	0.0%
228		1	0.0%
229		1	0.0%
230		1	0.0%
231		1	0.0%
232		4	0.1%
234		2	0.1%
243		2	0.1%
246		1	0.0%
248		2	0.1%
250		3	0.1%
251		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
252		1	0.0%
253		3	0.1%
255		1	0.0%
256		1	0.0%
257		2	0.1%
258		2	0.1%
260		4	0.1%
261		2	0.1%
262		3	0.1%
264		2	0.1%
265		2	0.1%
266		3	0.1%
267		3	0.1%
268		3	0.1%
269		1	0.0%
270		3	0.1%
271		2	0.1%
272		2	0.1%
273		2	0.1%
274		3	0.1%
275		2	0.1%
276		2	0.1%
277		1	0.0%
280		1	0.0%
281		6	0.2%
282		2	0.1%
284		1	0.0%
285		3	0.1%
286		2	0.1%
287		2	0.1%
289		1	0.0%
290		4	0.1%
291		2	0.1%
294		5	0.2%
295		1	0.0%
296		1	0.0%
297		1	0.0%
298		1	0.0%
299		3	0.1%
300		1	0.0%
302		1	0.0%
304		3	0.1%
305		2	0.1%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
306		2	0.1%
311		1	0.0%
312		2	0.1%
313		1	0.0%
314		3	0.1%
315		1	0.0%
316		1	0.0%
318		3	0.1%
320		4	0.1%
321		1	0.0%
322		1	0.0%
324		2	0.1%
325		2	0.1%
326		1	0.0%
328		2	0.1%
329		1	0.0%
330		1	0.0%
331		1	0.0%
332		3	0.1%
333		5	0.2%
334		2	0.1%
335		4	0.1%
336		1	0.0%
338		1	0.0%
339		1	0.0%
340		2	0.1%
341		5	0.2%
342		1	0.0%
343		1	0.0%
346		1	0.0%
349		1	0.0%
350		1	0.0%
352		1	0.0%
353		1	0.0%
354		2	0.1%
356		1	0.0%
358		3	0.1%
360		4	0.1%
361		1	0.0%
362		3	0.1%
365		2	0.1%
366		2	0.1%
368		2	0.1%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
370		7	0.2%
372		3	0.1%
377		3	0.1%
379		1	0.0%
380		1	0.0%
384		1	0.0%
387		1	0.0%
388		1	0.0%
391		1	0.0%
393		1	0.0%
394		1	0.0%
395		1	0.0%
397		1	0.0%
399		1	0.0%
402		2	0.1%
405		2	0.1%
406		1	0.0%
407		1	0.0%
408		1	0.0%
410		1	0.0%
411		1	0.0%
412		4	0.1%
415		1	0.0%
416		1	0.0%
417		1	0.0%
419		1	0.0%
420		1	0.0%
422		1	0.0%
423		1	0.0%
424		2	0.1%
426		1	0.0%
430		1	0.0%
433		1	0.0%
436		1	0.0%
440		1	0.0%
443		1	0.0%
447		2	0.1%
449		2	0.1%
450		2	0.1%
451		1	0.0%
453		1	0.0%
456		1	0.0%
457		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
458		2	0.1%
459		2	0.1%
460		1	0.0%
462		1	0.0%
463		2	0.1%
466		3	0.1%
470		1	0.0%
471		1	0.0%
473		1	0.0%
475		1	0.0%
477		1	0.0%
478		2	0.1%
479		1	0.0%
485		1	0.0%
488		2	0.1%
490		1	0.0%
493		1	0.0%
496		1	0.0%
499		1	0.0%
500		1	0.0%
501		1	0.0%
502		1	0.0%
507		1	0.0%
510		1	0.0%
526		1	0.0%
528		1	0.0%
530		1	0.0%
531		1	0.0%
534		1	0.0%
540		2	0.1%
543		1	0.0%
544		2	0.1%
545		1	0.0%
546		1	0.0%
548		1	0.0%
549		1	0.0%
550		1	0.0%
553		1	0.0%
554		1	0.0%
556		1	0.0%
557		1	0.0%
558		1	0.0%
559		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
564		1	0.0%
573		1	0.0%
577		1	0.0%
588		1	0.0%
591		1	0.0%
592		1	0.0%
597		1	0.0%
600		2	0.1%
610		1	0.0%
612		1	0.0%
615		1	0.0%
623		1	0.0%
626		1	0.0%
631		1	0.0%
637		1	0.0%
647		1	0.0%
650		2	0.1%
652		1	0.0%
658		1	0.0%
660		1	0.0%
661		1	0.0%
663		1	0.0%
674		1	0.0%
700		1	0.0%
709		1	0.0%
715		1	0.0%
721		1	0.0%
724		1	0.0%
726		1	0.0%
728		1	0.0%
731		1	0.0%
739		1	0.0%
740		1	0.0%
742		1	0.0%
745		1	0.0%
749		2	0.1%
750		1	0.0%
751		2	0.1%
755		1	0.0%
757		1	0.0%
773		1	0.0%
777		1	0.0%
782		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
792		1	0.0%
802		1	0.0%
805		1	0.0%
815		1	0.0%
820		1	0.0%
826		1	0.0%
831		1	0.0%
838		1	0.0%
840		1	0.0%
843		1	0.0%
851		1	0.0%
871		1	0.0%
880		1	0.0%
881		1	0.0%
884		1	0.0%
885		1	0.0%
891		1	0.0%
893		1	0.0%
911		1	0.0%
919		1	0.0%
927		1	0.0%
933		1	0.0%
947		1	0.0%
964		1	0.0%
995		1	0.0%
1000		1	0.0%
1003		1	0.0%
1006		1	0.0%
1016		1	0.0%
1023		1	0.0%
1045		1	0.0%
1046		1	0.0%
1053		1	0.0%
1069		1	0.0%
1071		1	0.0%
1074		1	0.0%
1094		1	0.0%
1100		1	0.0%
1101		1	0.0%
1102		3	0.1%
1112		1	0.0%
1130		1	0.0%
1166		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
1167		1	0.0%
1180		1	0.0%
1200		1	0.0%
1242		1	0.0%
1249		1	0.0%
1276		1	0.0%
1302		1	0.0%
1338		1	0.0%
1346		1	0.0%
1368		1	0.0%
1396		1	0.0%
1403		1	0.0%
1462		1	0.0%
1468		2	0.1%
1482		1	0.0%
1492		1	0.0%
1592		1	0.0%
1604		1	0.0%
1628		1	0.0%
1654		1	0.0%
1662		1	0.0%
1739		1	0.0%
1767		1	0.0%
1771		1	0.0%
1780		1	0.0%
1800		2	0.1%
1809		1	0.0%
1823		1	0.0%
1827		1	0.0%
1839		1	0.0%
1854		1	0.0%
1861		1	0.0%
1959		1	0.0%
1983		1	0.0%
2042		1	0.0%
2082		1	0.0%
2084		1	0.0%
2164		1	0.0%
2176		1	0.0%
2200		1	0.0%
2274		1	0.0%
2300		1	0.0%
2330		1	0.0%

File : data101

va3: 壹.三、貴單位(公司)目前員工人數-全體

Value	Label	Cases	Percentage
2341		1	0.0%
2365		1	0.0%
2512		1	0.0%
2601		1	0.0%
2626		1	0.0%
3403		1	0.0%
3627		1	0.0%
3855		1	0.0%
4005		1	0.0%
4160		1	0.0%
4809		1	0.0%
5262		1	0.0%
5481		1	0.0%
6424		1	0.0%
6564		1	0.0%
6613		1	0.0%
31171		1	0.0%

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












































va4: 壹.三、貴單位(公司)目前員工人數-女性

Information	[Type= discrete] [Format=numeric] [Range= 0-24189] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		64	2.1%
1		259	8.4%
2		366	11.9%
3		323	10.5%
4		211	6.8%
5		181	5.9%
6		122	4.0%
7		74	2.4%
8		78	2.5%
9		54	1.8%
10		71	2.3%
11		40	1.3%
12		48	1.6%
13		40	1.3%
14		27	0.9%
15		48	1.6%
16		36	1.2%
17		29	0.9%
18		28	0.9%
19		22	0.7%
20		31	1.0%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
21		14	 0.5%
22		33	 1.1%
23		13	 0.4%
24		19	 0.6%
25		31	 1.0%
26		21	 0.7%
27		17	 0.6%
28		19	 0.6%
29		9	 0.3%
30		22	 0.7%
31		19	 0.6%
32		17	 0.6%
33		15	 0.5%
34		13	 0.4%
35		13	 0.4%
36		11	 0.4%
37		7	 0.2%
38		10	 0.3%
39		4	 0.1%
40		12	 0.4%
41		7	 0.2%
42		10	 0.3%
43		11	 0.4%
44		10	 0.3%
45		9	 0.3%
46		6	 0.2%
47		5	 0.2%
48		6	 0.2%
49		8	 0.3%
50		13	 0.4%
51		9	 0.3%
52		5	 0.2%
53		3	 0.1%
54		3	 0.1%
55		4	 0.1%
56		3	 0.1%
57		3	 0.1%
58		3	 0.1%
59		5	 0.2%
60		5	 0.2%
61		6	 0.2%
62		5	 0.2%
64		3	 0.1%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
65		7	0.2%
66		2	0.1%
67		2	0.1%
68		1	0.0%
69		4	0.1%
70		6	0.2%
71		6	0.2%
72		5	0.2%
73		3	0.1%
74		4	0.1%
75		1	0.0%
76		2	0.1%
77		4	0.1%
79		5	0.2%
80		4	0.1%
81		3	0.1%
82		3	0.1%
83		5	0.2%
84		2	0.1%
85		5	0.2%
86		2	0.1%
87		2	0.1%
89		1	0.0%
90		4	0.1%
91		4	0.1%
94		1	0.0%
95		4	0.1%
96		1	0.0%
97		3	0.1%
98		3	0.1%
99		3	0.1%
100		8	0.3%
101		3	0.1%
102		2	0.1%
104		1	0.0%
105		2	0.1%
106		1	0.0%
107		1	0.0%
110		3	0.1%
111		2	0.1%
113		2	0.1%
114		3	0.1%
115		3	0.1%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
116		2	0.1%
117		2	0.1%
118		1	0.0%
119		2	0.1%
120		3	0.1%
121		2	0.1%
123		3	0.1%
124		1	0.0%
125		1	0.0%
126		3	0.1%
127		2	0.1%
130		3	0.1%
131		2	0.1%
133		3	0.1%
134		1	0.0%
135		1	0.0%
136		1	0.0%
137		1	0.0%
138		1	0.0%
139		6	0.2%
140		3	0.1%
141		2	0.1%
142		1	0.0%
143		2	0.1%
145		1	0.0%
146		4	0.1%
147		1	0.0%
148		5	0.2%
149		1	0.0%
150		3	0.1%
151		1	0.0%
152		1	0.0%
153		2	0.1%
154		1	0.0%
155		1	0.0%
156		2	0.1%
157		1	0.0%
158		4	0.1%
159		2	0.1%
160		3	0.1%
161		1	0.0%
162		1	0.0%
165		2	0.1%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
166		1	0.0%
167		1	0.0%
168		1	0.0%
169		1	0.0%
171		1	0.0%
172		3	0.1%
173		1	0.0%
174		2	0.1%
175		1	0.0%
176		1	0.0%
180		3	0.1%
181		2	0.1%
182		4	0.1%
183		2	0.1%
184		2	0.1%
185		2	0.1%
186		3	0.1%
188		2	0.1%
189		1	0.0%
190		1	0.0%
191		2	0.1%
192		1	0.0%
193		1	0.0%
194		1	0.0%
195		2	0.1%
196		1	0.0%
197		1	0.0%
198		1	0.0%
200		7	0.2%
203		1	0.0%
204		1	0.0%
207		2	0.1%
208		2	0.1%
209		1	0.0%
210		1	0.0%
211		1	0.0%
213		1	0.0%
214		1	0.0%
215		1	0.0%
216		1	0.0%
220		1	0.0%
221		2	0.1%
222		1	0.0%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
223		3	0.1%
225		1	0.0%
226		1	0.0%
227		1	0.0%
228		2	0.1%
229		1	0.0%
230		5	0.2%
231		1	0.0%
233		1	0.0%
235		1	0.0%
240		5	0.2%
244		2	0.1%
245		1	0.0%
249		1	0.0%
250		3	0.1%
252		1	0.0%
253		2	0.1%
255		1	0.0%
256		1	0.0%
258		1	0.0%
260		3	0.1%
267		1	0.0%
269		2	0.1%
270		1	0.0%
281		1	0.0%
282		3	0.1%
283		2	0.1%
289		1	0.0%
292		2	0.1%
294		1	0.0%
298		1	0.0%
300		1	0.0%
301		1	0.0%
303		1	0.0%
305		1	0.0%
306		1	0.0%
307		1	0.0%
311		1	0.0%
312		1	0.0%
313		1	0.0%
314		2	0.1%
318		1	0.0%
322		3	0.1%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
325		1	0.0%
333		1	0.0%
334		1	0.0%
340		1	0.0%
344		1	0.0%
348		1	0.0%
350		1	0.0%
356		1	0.0%
357		1	0.0%
358		1	0.0%
360		1	0.0%
361		2	0.1%
363		1	0.0%
364		1	0.0%
368		1	0.0%
375		1	0.0%
376		1	0.0%
388		1	0.0%
391		1	0.0%
392		1	0.0%
397		1	0.0%
399		1	0.0%
409		1	0.0%
411		1	0.0%
412		1	0.0%
420		1	0.0%
435		1	0.0%
450		1	0.0%
451		2	0.1%
455		1	0.0%
464		1	0.0%
473		2	0.1%
477		1	0.0%
484		1	0.0%
500		1	0.0%
503		1	0.0%
504		1	0.0%
513		1	0.0%
514		1	0.0%
515		1	0.0%
528		2	0.1%
529		1	0.0%
530		1	0.0%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
532		1	0.0%
540		1	0.0%
544		1	0.0%
550		1	0.0%
559		1	0.0%
560		1	0.0%
568		1	0.0%
578		1	0.0%
593		1	0.0%
594		1	0.0%
620		1	0.0%
630		1	0.0%
632		1	0.0%
639		1	0.0%
650		1	0.0%
655		1	0.0%
675		1	0.0%
691		1	0.0%
702		1	0.0%
708		1	0.0%
710		1	0.0%
724		1	0.0%
747		1	0.0%
750		1	0.0%
790		1	0.0%
798		1	0.0%
806		1	0.0%
837		1	0.0%
847		1	0.0%
848		1	0.0%
876		1	0.0%
879		1	0.0%
881		1	0.0%
900		1	0.0%
948		1	0.0%
1003		1	0.0%
1065		1	0.0%
1066		1	0.0%
1073		1	0.0%
1080		1	0.0%
1099		1	0.0%
1249		1	0.0%
1282		1	0.0%

File : data101

va4: 壹.三、貴單位(公司)目前員工人數-女性

Value	Label	Cases	Percentage
1332		1	0.0%
1417		2	0.1%
1421		1	0.0%
1423		1	0.0%
1430		1	0.0%
1570		1	0.0%
1627		1	0.0%
1655		1	0.0%
1685		1	0.0%
1730		1	0.0%
1773		1	0.0%
1779		1	0.0%
1952		1	0.0%
2695		1	0.0%
2860		1	0.0%
2984		1	0.0%
3075		1	0.0%
3200		1	0.0%
3395		1	0.0%
3953		1	0.0%
4212		1	0.0%
24189		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: 貳.一.1、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=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有訂定	1409	45.7%
2	沒有訂定	1673	54.3%

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.

vb1_1: 貳.一.1、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=1409 /-] [Invalid=1673 /-]		
Value	Label	Cases	Percentage
1	有	1317	93.5%
2	沒有	92	6.5%
Sysmiss		1673	

Warning: 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「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=1673 /-] [Invalid=1409 /-]		

File : data101

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

Value	Label	Cases	Percentage
1	不知道有此規定	148	8.8%
2	單位(公司)自行訂定管理辦法	160	9.6%
3	單位(公司)員工都是同性別(全都女性或男性)	91	5.4%
4	受僱員工未滿30人	1274	76.2%
5	其他	0	
Sysmiss		1409	

Warning: 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(101)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=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	44	1.4%
2	沒有	3038	98.6%

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

vb2_1_1: 貳.二.a、請問今(101)年內申訴(性騷擾)件數

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=44 /-] [Invalid=3038 /-]		
Value	Label	Cases	Percentage
1		40	90.9%
2		4	9.1%
Sysmiss		3038	

Warning: 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.b、請問今(101)年內提出(性騷擾)申訴者性別

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=44 /-] [Invalid=3038 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	1	2.3%
2	僅有女性員工提出	43	97.7%
3	男女性員工都有提出	0	
Sysmiss		3038	

Warning: 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、請問貴單位(公司)有沒有設置處理性騷擾之專線電話、傳真、專用信箱或電子信箱機制或管道

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1117	36.2%
2	沒有	1747	56.7%
3	不知道	218	7.1%

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

File : data101

vb3_2: 貳. 三、請問貴單位(公司)有沒有組成申訴處理委員會機制

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

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	900	<div></div> 29.2%
2	沒有	1943	<div></div> 63.0%
3	不知道	239	<div></div> 7.8%

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.

vb3_3: 貳. 三、請問貴單位(公司)有沒有直接向雇主或主管申訴的管道

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

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2474	<div></div> 80.3%
2	沒有	530	<div></div> 17.2%
3	不知道	78	<div></div> 2.5%

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

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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1792	<div></div> 58.1%
2	沒有	1290	<div></div> 41.9%

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.

vc1_1: 參. 一. 1、請問今(101)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=1792 /-] [Invalid=1290 /-]

Value	Label	Cases	Percentage
1	有	893	<div></div> 49.8%
2	沒有	899	<div></div> 50.2%
Sysmiss		1290	

Warning: 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、請問今(101)年內申請「生理假」人次

Information [Type= discrete] [Format=numeric] [Range= 1-16782] [Missing=*]

Statistics [NW/ W] [Valid=893 /-] [Invalid=2189 /-]

Value	Label	Cases	Percentage
1		155	<div></div> 17.4%
2		111	<div></div> 12.4%
3		70	<div></div> 7.8%
3.4		1	<div></div> 0.1%
4		37	<div></div> 4.1%
5		66	<div></div> 7.4%
6		30	<div></div> 3.4%

File : data101

#vc1_1_1: 參.一.1、請問今(101)年內申請「生理假」人次

Value	Label	Cases	Percentage
7		19	2.1%
8		15	1.7%
9		9	1.0%
10		59	6.6%
11		13	1.5%
12		10	1.1%
13		9	1.0%
14		4	0.4%
15		12	1.3%
16		3	0.3%
17		5	0.6%
18		10	1.1%
19		3	0.3%
20		39	4.4%
21		5	0.6%
22		3	0.3%
23		5	0.6%
24		3	0.3%
25		6	0.7%
26		3	0.3%
27		3	0.3%
28		5	0.6%
29		3	0.3%
30		10	1.1%
31		5	0.6%
32		1	0.1%
33		3	0.3%
34		2	0.2%
35		2	0.2%
36		2	0.2%
37		1	0.1%
38		4	0.4%
39		1	0.1%
40		5	0.6%
41		2	0.2%
42		4	0.4%
43		2	0.2%
44		1	0.1%
45		3	0.3%
46		3	0.3%
47		2	0.2%
49		2	0.2%
50		6	0.7%

File : data101

#vc1_1_1: 參.一.1、請問今(101)年內申請「生理假」人次

Value	Label	Cases	Percentage
51		2	0.2%
52		3	0.3%
53		2	0.2%
54		1	0.1%
56		2	0.2%
59		1	0.1%
60		3	0.3%
61		1	0.1%
63		1	0.1%
66		1	0.1%
67		1	0.1%
76		1	0.1%
78		1	0.1%
79		1	0.1%
80		2	0.2%
81		1	0.1%
82		1	0.1%
84		1	0.1%
87		1	0.1%
90		1	0.1%
91		2	0.2%
92		1	0.1%
93		1	0.1%
94		1	0.1%
96		1	0.1%
97		1	0.1%
100		6	0.7%
101		1	0.1%
102		1	0.1%
110		1	0.1%
111		1	0.1%
112		1	0.1%
113		1	0.1%
116		3	0.3%
120		3	0.3%
121		1	0.1%
123		1	0.1%
125		11	1.2%
126		1	0.1%
130		2	0.2%
135		1	0.1%
138		1	0.1%
140		1	0.1%

File : data101

#vc1_1_1: 參.一.1、請問今(101)年內申請「生理假」人次

Value	Label	Cases	Percentage
142		1	0.1%
144		2	0.2%
150		1	0.1%
151		1	0.1%
154		1	0.1%
158		1	0.1%
162		2	0.2%
163		1	0.1%
180		1	0.1%
181		1	0.1%
186		1	0.1%
193		1	0.1%
200		2	0.2%
201		1	0.1%
211		1	0.1%
215		1	0.1%
220		1	0.1%
223		1	0.1%
230		1	0.1%
245		1	0.1%
250		1	0.1%
252		1	0.1%
266		1	0.1%
267		1	0.1%
280		1	0.1%
298		1	0.1%
366		1	0.1%
415		1	0.1%
458		1	0.1%
523		1	0.1%
543		1	0.1%
720		1	0.1%
784		1	0.1%
800		1	0.1%
840		1	0.1%
847		1	0.1%
870		1	0.1%
1098		1	0.1%
1179		1	0.1%
1422		1	0.1%
16782		1	0.1%
Sysmiss		2189	

Warning: 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 : data101

vc1_2: 參. 一. 2、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=1290 /-] [Invalid=1792 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	59	4.6%
2	員工可用病假替代	509	39.5%
3	員工可用其他假別替代	269	20.9%
4	業務繁忙，無法提供	16	1.2%
5	員工沒有此項需求	214	16.6%
6	家族企業可自行放假休息	139	10.8%
7	按日或按時計薪員工可調整工作時間休息	78	6.0%
8	其他	6	0.5%
Sysmiss		1792	

Warning: 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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2253	73.1%
2	沒有	829	26.9%

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.

vc2_1_1: 參. 二. 1、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2253 /-] [Invalid=829 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	1375	61.0%
2	調整工作時間	303	13.4%
3	可請「產前檢查假」	413	18.3%
4	調整至無危險之工作	154	6.8%
5	其他	8	0.4%
Sysmiss		829	

Warning: 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、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=1235 /-] [Invalid=1847 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	4	0.3%
2	調整工作時間	568	46.0%
3	可請「產前檢查假」	327	26.5%
4	調整至無危險之工作	331	26.8%
5	其他	5	0.4%
Sysmiss		1847	

Warning: 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 : data101

vc2_1_3: 參.二.1、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=586 /-] [Invalid=2496 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	2	0.3%
3	可請「產前檢查假」	300	51.2%
4	調整至無危險之工作	284	48.5%
5	其他	0	
Sysmiss		2496	

Warning: 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、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=229 /-] [Invalid=2853 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	可請「產前檢查假」	0	
4	調整至無危險之工作	229	100.0%
5	其他	0	
Sysmiss		2853	

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

vc2_1_5: 參.二.1、提供懷孕婦女員工的友善措施方式(複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3082 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	可請「產前檢查假」	0	
4	調整至無危險之工作	0	
5	其他	0	
Sysmiss		3082	

Warning: 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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1613	52.3%
2	沒有	1469	47.7%

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.

vc3_1: 參.三.1、請問今(101)年內有沒有員工申請「安胎休養或住院傷病假」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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File : data101

vc3_1: 參.三.1、請問今(101)年內有沒有員工申請「安胎休養或住院傷病假」

Statistics [NW/ W] [Valid=1613 /-] [Invalid=1469 /-]

Value	Label	Cases	Percentage
1	有	377	23.4%
2	沒有	1236	76.6%
Sysmiss		1469	

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

vc3_2: 參.三.2、沒有提供「安胎休養或住院傷病假」的主要原因

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

Statistics [NW/ W] [Valid=1469 /-] [Invalid=1613 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	81	5.5%
2	員工可用病假替代	236	16.1%
3	員工可用其他假別替代	176	12.0%
4	業務繁忙，無法提供	19	1.3%
5	員工沒有此項需求	786	53.5%
6	家族企業可自行放假休息	123	8.4%
7	按日或按時計薪員工可調整工作時間休息	48	3.3%
8	其他	0	
Sysmiss		1613	

Warning: 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)有沒有提供「流產假」

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

Statistics [NW/ W] [Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2111	68.5%
2	沒有	971	31.5%

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.

vc4_1_1: 參.四.1a、「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=2111 /-] [Invalid=971 /-]

Value	Label	Cases	Percentage
1	符合	2098	99.4%
2	不符合	13	0.6%
Sysmiss		971	

Warning: 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_2: 參.四.1b、請問今(101)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=2111 /-] [Invalid=971 /-]

Value	Label	Cases	Percentage
1	有	286	13.5%
2	沒有	1825	86.5%

File : data101

vc4_1_2: 參. 四. 1b、請問今(101)年內有沒有員工申請「流產假」

Value	Label	Cases	Percentage
Sysmiss		971	

Warning: 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「流產假」的主要原因

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]
Statistics [NW/ W]	[Valid=971 /-] [Invalid=2111 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	62	6.4%
2	員工可用病假替代	103	10.6%
3	員工可用其他假別替代	53	5.5%
4	業務繁忙，無法提供	4	0.4%
5	員工沒有此項需求	615	63.3%
6	家族企業可自行放假休息	103	10.6%
7	按日或按時計薪員工可調整工作時間休息	31	3.2%
8	其他	0	
Sysmiss		2111	

Warning: 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)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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2957	95.9%
2	沒有	125	4.1%

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

vc5_1_1: 參. 五. 1a、「產假」有幾週(含例假日)

Information	[Type= discrete] [Format=numeric] [Range= 3-14] [Missing=*]
Statistics [NW/ W]	[Valid=2957 /-] [Invalid=125 /-]

Value	Label	Cases	Percentage
3		2	0.1%
4		131	4.4%
5		44	1.5%
6		143	4.8%
6.3		1	0.0%
7		29	1.0%
8		2581	87.3%
8.2		1	0.0%
9		12	0.4%
10		5	0.2%
11		2	0.1%
12		2	0.1%
13		1	0.0%
14		3	0.1%

File : data101

vc5_1_1: 參.五.1a、「產假」有幾週(含例假日)

Value	Label	Cases	Percentage
Sysmiss		125	

Warning: 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、「產假」期間工資怎麼計算

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2957 /-] [Invalid=125 /-]

Value	Label	Cases	Percentage
1	工資全薪	2188	74.0%
2	工資給底薪	629	21.3%
3	發給部分工資	99	3.3%
4	不發工資	34	1.1%
5	其他	7	0.2%
Sysmiss		125	

Warning: 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_3: 參.五.1c、對於「產假」後銷假上班員工，請問貴單位(公司)怎麼安排

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2957 /-] [Invalid=125 /-]

Value	Label	Cases	Percentage
1	恢復其原來的職位	2758	93.3%
2	由單位(公司)考量員工意願後作調整	112	3.8%
3	由單位(公司)人事管理部門決定	33	1.1%
4	由部門主管決定	52	1.8%
5	其他	2	0.1%
Sysmiss		125	

Warning: 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_4: 參.五.1d、請問今(101)年內有沒有員工申請「產假」

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2957 /-] [Invalid=125 /-]

Value	Label	Cases	Percentage
1	有	907	30.7%
2	沒有	2050	69.3%
Sysmiss		125	

Warning: 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「產假」的主要原因

Information	[Type= discrete] [Format=numeric] [Range= 1-9] [Missing=*]
Statistics [NW/ W]	[Valid=125 /-] [Invalid=2957 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	4	3.2%
2	工作性質不適合孕婦，員工懷孕會自動離職	13	10.4%
3	不僱用孕婦，孕婦生產完，再來上班	4	3.2%
4	業務繁忙，無法提供	3	2.4%
5	員工沒有此項需求	55	44.0%

File : data101

vc5_2: 參.五.2、沒有提供「產假」的主要原因

Value	Label	Cases	Percentage
6	單位(公司)無法負擔此項假別	3	2.4%
7	家族企業可自行假休息	41	32.8%
8	按日或按時計薪員工生產可調整工作時間休息	2	1.6%
9	其他	0	
Sysmiss		2957	

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

vc6: 參.六、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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2160	70.1%
2	沒有	922	29.9%

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

vc6_1_1: 參.六.1a、「陪產假」有幾日

Information	[Type= discrete] [Format=numeric] [Range= 2-20] [Missing=*]
Statistics [NW/ W]	[Valid=2160 /-] [Invalid=922 /-]

Value	Label	Cases	Percentage
2		105	4.9%
3		2030	94.0%
4		1	0.0%
7		20	0.9%
10		1	0.0%
14		2	0.1%
20		1	0.0%
Sysmiss		922	

Warning: 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(101)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=2160 /-] [Invalid=922 /-]

Value	Label	Cases	Percentage
1	有	875	40.5%
2	沒有	1285	59.5%
Sysmiss		922	

Warning: 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=922 /-] [Invalid=2160 /-]

Value	Label	Cases	Percentage
1	不知道有此規定	33	3.6%
2	員工可用其他假別替代	176	19.1%
3	業務繁忙，無法提供	20	2.2%

File : data101

vc6_2: 參.六.2、沒有提供「陪產假」的主要原因

Value	Label	Cases	Percentage
4	員工沒有此項需求	529	57.4%
5	家族企業可自行放假休息	107	11.6%
6	按日或按時計薪員工可調整工作時間休息	56	6.1%
7	其他	1	0.1%
Sysmiss		2160	

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

vc7: 參.七、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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	920	29.9%
2	沒有	2162	70.1%

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.

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=920 /-] [Invalid=2162 /-]

Value	Label	Cases	Percentage
1	是	698	75.9%
2	不是	222	24.1%
Sysmiss		2162	

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

vc7_2: 參.七.2、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=2162 /-] [Invalid=920 /-]

Value	Label	Cases	Percentage
1	工作場所無法設置	543	25.1%
2	業務繁忙, 無法提供	10	0.5%
3	員工沒有此項需求	1597	73.9%
4	其他	12	0.6%
Sysmiss		920	

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

vc8: 參.八、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=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1183	38.4%
2	沒有	1899	61.6%

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.

vc8_1: 參.八.1、請問今(101)年內有沒有員工申請為「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=*]
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File : data101

vc8_1: 參. 八. 1、請問今(101)年內有沒有員工申請為「為撫育未滿3歲子女，得減少或調整工作時間」

Statistics [NW/ W] [Valid=1183 /-] [Invalid=1899 /-]

Value	Label	Cases	Percentage
1	有	137	<div><div></div></div> 11.6%
2	沒有	1046	<div><div></div></div> 88.4%
Sysmiss		1899	

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

# vc8_1_1 : 參.八.1.1、提出「為撫育未滿3歲子女，得減少或調整工作時間」申請者之性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=135 /-] [Invalid=2947 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	12	<div><div></div></div> 8.9%
2	僅有女性員工提出	89	<div><div></div></div> 65.9%
3	男女性員工都有提出	34	<div><div></div></div> 25.2%
Sysmiss		2947	
Warning: 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=1899 /-] [Invalid=1183 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	87	<div><div></div></div> 4.6%
2	員工可用其他假別替代	362	<div><div></div></div> 19.1%
3	業務繁忙，無法提供	28	<div><div></div></div> 1.5%
4	員工沒有此項需求	691	<div><div></div></div> 36.4%
5	受僱員工未滿30人	581	<div><div></div></div> 30.6%
6	家族企業可自行放假休息	97	<div><div></div></div> 5.1%
7	按日或按時計薪員工可調整工作時間休息	53	<div><div></div></div> 2.8%
8	其他	0	
Sysmiss		1183	
Warning: 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=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1627	<div><div></div></div> 52.8%
2	沒有	1455	<div><div></div></div> 47.2%
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.			
# vc9_1_1 : 參.九.1a、「家庭照顧假」一年可申請幾日			
Information	[Type= discrete] [Format=numeric] [Range= 5-10] [Missing=*]		
Statistics [NW/ W]	[Valid=1627 /-] [Invalid=1455 /-]		
Value	Label	Cases	Percentage
5		19	<div><div></div></div> 1.2%
6		2	<div><div></div></div> 0.1%
7		1571	<div><div></div></div> 96.6%
10		35	<div><div></div></div> 2.2%
Sysmiss		1455	
Warning: 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(101)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=1627 /-] [Invalid=1455 /-]		

# vc9_1_2: 參. 九. 1b、請問今(101)年內有沒有員工申請「家庭照顧假」			
Value	Label	Cases	Percentage
1	有	452	<div><div></div></div> 27.8%
2	沒有	1175	<div><div></div></div> 72.2%
Sysmiss		1455	
Warning: 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、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=452 /-] [Invalid=2630 /-]		
Value	Label	Cases	Percentage
1	僅有男性員工提出	63	<div><div></div></div> 13.9%
2	僅有女性員工提出	134	<div><div></div></div> 29.6%
3	男女性員工都有提出	255	<div><div></div></div> 56.4%
Sysmiss		2630	
Warning: 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=1455 /-] [Invalid=1627 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	105	<div><div></div></div> 7.2%
2	員工可用事假別替代	280	<div><div></div></div> 19.2%
3	員工可用其他假別替代	413	<div><div></div></div> 28.4%
4	業務繁忙，無法提供	13	<div><div></div></div> 0.9%
5	員工沒有此項需求	526	<div><div></div></div> 36.2%
6	家族企業可自行放假休息	0	
7	按日或按時計薪員工可調整工作時間休息	78	<div><div></div></div> 5.4%
8	其他	40	<div><div></div></div> 2.7%
Sysmiss		1627	
Warning: 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、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=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	51	<div><div></div></div> 1.7%
2	沒有	3031	<div><div></div></div> 98.3%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# vc11_1: 參. 十. 1、貴單位(公司)為員工子女設立托兒所其方式為			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=51 /-] [Invalid=3031 /-]		
Value	Label	Cases	Percentage
1	費用由單位(公司)全額補助	3	<div><div></div></div> 5.9%
2	單位(公司)提供部分補助	31	<div><div></div></div> 60.8%
3	補助金額視職位、年資而定	1	<div><div></div></div> 2.0%
4	費用由員工自行負擔	16	<div><div></div></div> 31.4%

# vc11_1: 參. 十. 1、貴單位(公司)為員工子女設立托兒所其方式為			
Value	Label	Cases	Percentage
5	其他	0	
Sysmiss		3031	
Warning: 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. 2、貴單位(公司)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=3031 /-] [Invalid=51 /-]		
Value	Label	Cases	Percentage
1	沒有空間設立	548	<div><div></div></div> 18.1%
2	沒有經費預算	93	<div><div></div></div> 3.1%
3	員工沒有此項需求	738	<div><div></div></div> 24.3%
4	受僱員工未滿250人	1649	<div><div></div></div> 54.4%
5	其他	3	<div><div></div></div> 0.1%
Sysmiss		51	
Warning: 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. 十一、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=3031 /-] [Invalid=51 /-]		
Value	Label	Cases	Percentage
1	有	454	<div><div></div></div> 15.0%
2	沒有	2577	<div><div></div></div> 85.0%
Sysmiss		51	
Warning: 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_1_1: 參. 十一. 1、請問貴單位(公司)提供員工托兒措施方式(複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=454 /-] [Invalid=2628 /-]		
Value	Label	Cases	Percentage
1	與托兒所簽約	396	<div><div></div></div> 87.2%
2	單位(公司)津貼補助	43	<div><div></div></div> 9.5%
3	托兒照顧措施	15	<div><div></div></div> 3.3%
4	其他	0	
Sysmiss		2628	
Warning: 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_1_2: 參. 十一. 1、請問貴單位(公司)提供員工托兒措施方式(複選)			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=35 /-] [Invalid=3047 /-]		
Value	Label	Cases	Percentage
1	與托兒所簽約	0	
2	單位(公司)津貼補助	17	<div><div></div></div> 48.6%
3	托兒照顧措施	16	<div><div></div></div> 45.7%
4	其他	2	<div><div></div></div> 5.7%
Sysmiss		3047	
Warning: 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_1_3: 參. 十一. 1、請問貴單位(公司)提供員工托兒措施方式(複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=1 /-] [Invalid=3081 /-]	
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	1	<div><div></div></div> 100.0%
4	其他	0	
Sysmiss		3081	
Warning: 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_1_4: 參. 十一. 1、請問貴單位(公司)提供員工托兒措施方式(複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=0 /-] [Invalid=3082 /-]	
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		3082	
Warning: 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=3082 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有	1778	<div><div></div></div> 57.7%
2	沒有	1304	<div><div></div></div> 42.3%
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.			
# vd1_1_1: 肆. 一. 1a、貴單位(公司)有沒有符合申請「育嬰留職停薪」資格的員工			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=1778 /-] [Invalid=1304 /-]	
Value	Label	Cases	Percentage
1	有	1048	<div><div></div></div> 58.9%
2	沒有	730	<div><div></div></div> 41.1%
Sysmiss		1304	
Warning: 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、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=1778 /-] [Invalid=1304 /-]	
Value	Label	Cases	Percentage
1	未滿3個月	76	<div><div></div></div> 4.3%
2	3個月以上未滿6個月	279	<div><div></div></div> 15.7%
3	6個月以上未滿1年	389	<div><div></div></div> 21.9%
4	1年以上~2年	1034	<div><div></div></div> 58.2%
Sysmiss		1304	

# vd1_1_2: 肆. 一. 1b、貴單位(公司)同意員工每次申請「育嬰留職停薪」的連續期間最長多久?			
Warning: 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、貴單位(公司)沒有提供「育嬰留職停薪」的主要原因			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=1304 /-] [Invalid=1778 /-]		
Value	Label	Cases	Percentage
1	不知道有此規定	24	1.8%
2	員工可用其他假別替代	238	18.3%
3	懷孕婦女自行離職	6	0.5%
4	員工人數少，無法提供	224	17.2%
5	業務繁忙，無法提供	33	2.5%
6	員工沒有此項需求	669	51.3%
7	家族企業可自行放假休息	107	8.2%
8	其他	3	0.2%
Sysmiss		1778	
Warning: 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、如果員工申請「育嬰留職停薪」，公司會不會同意			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1304 /-] [Invalid=1778 /-]		
Value	Label	Cases	Percentage
1	會	872	66.9%
2	不會	432	33.1%
Sysmiss		1778	
Warning: 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=2650 /-] [Invalid=432 /-]		
Value	Label	Cases	Percentage
1	恢復其原來的職位	1943	73.3%
2	由單位(公司)考量員工意願後作調整	410	15.5%
3	由單位(公司)人事管理部門決定	107	4.0%
4	由部門主管決定	182	6.9%
5	其他	8	0.3%
Sysmiss		432	
Warning: 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			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2650 /-] [Invalid=432 /-]		
Value	Label	Cases	Percentage
1	直接調整同一部門人員	1796	67.8%
2	調用其他部門人員	287	10.8%
3	僱用派遣或兼職人員	187	7.1%
4	僱用約僱人員	177	6.7%
5	進用正職之新進人員	157	5.9%

# 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			
Value	Label	Cases	Percentage
6	其他	46	<div><div></div></div> 1.7%
Sysmiss		432	
Warning: 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			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=1124 /-] [Invalid=1958 /-]		
Value	Label	Cases	Percentage
1	直接調整同一部門人員	4	<div><div></div></div> 0.4%
2	調用其他部門人員	579	<div><div></div></div> 51.5%
3	僱用派遣或兼職人員	204	<div><div></div></div> 18.1%
4	僱用約僱人員	172	<div><div></div></div> 15.3%
5	進用正職之新進人員	161	<div><div></div></div> 14.3%
6	其他	4	<div><div></div></div> 0.4%
Sysmiss		1958	
Warning: 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			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=419 /-] [Invalid=2663 /-]		
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	4	<div><div></div></div> 1.0%
3	僱用派遣或兼職人員	90	<div><div></div></div> 21.5%
4	僱用約僱人員	125	<div><div></div></div> 29.8%
5	進用正職之新進人員	194	<div><div></div></div> 46.3%
6	其他	6	<div><div></div></div> 1.4%
Sysmiss		2663	
Warning: 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_4: 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			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=29 /-] [Invalid=3053 /-]		
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	1	<div><div></div></div> 3.4%
3	僱用派遣或兼職人員	5	<div><div></div></div> 17.2%
4	僱用約僱人員	16	<div><div></div></div> 55.2%
5	進用正職之新進人員	6	<div><div></div></div> 20.7%
6	其他	1	<div><div></div></div> 3.4%
Sysmiss		3053	
Warning: 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_5: 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			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=16 /-] [Invalid=3066 /-]		

vd3_5: 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

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	5	<div><div></div></div> 31.2%
4	僱用約僱人員	2	<div><div></div></div> 12.5%
5	進用正職之新進人員	9	<div><div></div></div> 56.2%
6	其他	0	
Sysmiss		3066	

Warning: 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_6: 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

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=6 /-] [Invalid=3076 /-]

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	1	<div><div></div></div> 16.7%
4	僱用約僱人員	5	<div><div></div></div> 83.3%
5	進用正職之新進人員	0	
6	其他	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.

ve1_1: 伍.一.1、請問貴單位(公司)對「管理職」之錄用情形

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僅用女性	76	<div><div></div></div> 2.5%
2	僅用男性	66	<div><div></div></div> 2.1%
3	男女都會錄用	2619	<div><div></div></div> 85.0%
4	沒有此職務	321	<div><div></div></div> 10.4%

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

ve1_2: 伍.一.2、請問貴單位(公司)對「事務職」之錄用情形

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僅用女性	240	<div><div></div></div> 7.8%
2	僅用男性	18	<div><div></div></div> 0.6%
3	男女都會錄用	2642	<div><div></div></div> 85.7%
4	沒有此職務	182	<div><div></div></div> 5.9%

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_3: 伍.一.3、請問貴單位(公司)對「銷售職」之錄用情形

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

# ve1_3: 伍.一.3、請問貴單位(公司)對「銷售職」之錄用情形			
Value	Label	Cases	Percentage
1	僅用女性	42	1.4%
2	僅用男性	90	2.9%
3	男女都會錄用	2170	70.4%
4	沒有此職務	780	25.3%
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# ve1_4: 伍.一.4、請問貴單位(公司)對「專業技術職」之錄用情形			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僅用女性	27	0.9%
2	僅用男性	410	13.3%
3	男女都會錄用	2232	72.4%
4	沒有此職務	413	13.4%
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「危險及耗體力工作」之錄用情形			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	僅用女性	4	0.1%
2	僅用男性	838	27.2%
3	男女都會錄用	844	27.4%
4	沒有此職務	1396	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)對上列各職類僅錄用男性的主要原因為何（於問項伍、一之任何職類勾選「僅用男性」者才需回答本問項			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=955 /-] [Invalid=2127 /-]		
Value	Label	Cases	Percentage
1	無女性應徵	134	14.0%
2	雖有女性應徵，惟考試成績未達任用標準	6	0.6%
3	雖有女性應徵，單位(公司)內部未做成決定前中途退出	2	0.2%
4	雖有女性應徵，但由於事後辭退只剩男性	17	1.8%
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	8	0.8%
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	778	81.5%
7	其他	10	1.0%
Sysmiss		2127	
Warning: 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)對上列各職類僅錄用女性的主要原因為何（於問項伍、一之任何職類勾選「僅用女性」者才需回答本問項			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=314 /-] [Invalid=2768 /-]		

ve3: 伍.三、請問貴單位(公司)對上列各職類僅錄用女性的主要原因為何（於問項伍、一之任何職類勾選「僅用女性」者才需回答本問項

Value	Label	Cases	Percentage
1	無男性應徵	83	26.4%
2	雖有男性應徵，惟考試成績未達任用標準	5	1.6%
3	雖有男性應徵，單位(公司)內部未做成決定前中途退出	4	1.3%
4	雖有男性應徵，但由於事後辭退只剩女性	7	2.2%
5	在錄取後，於職務分配時，未獲部門主管同意，結果只錄取女性	8	2.5%
6	部分職務男性員工不適合擔任	202	64.3%
7	其他	5	1.6%
Sysmiss		2768	

Warning: 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「工作分配」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	710	23.0%
2	不會	2372	77.0%

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.

ve4_2: 伍.四.2、請問貴單位(公司)辦理「薪資給付標準」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	212	6.9%
2	不會	2870	93.1%

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_3: 伍.四.3、請問貴單位(公司)辦理「調薪幅度」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	98	3.2%
2	不會	2984	96.8%

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.

ve4_4: 伍.四.4、請問貴單位(公司)辦理「考核(考績)」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	48	1.6%
2	不會	3034	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「陞遷」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

ve4_5: 伍.四.5、請問貴單位(公司)辦理「陸遷」時，會不會有性別的考量

Value	Label	Cases	Percentage
1	會	53	1.7%
2	不會	3029	98.3%

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

ve4_6: 伍.四.6、請問貴單位(公司)辦理「訓練、進修」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	51	1.7%
2	不會	3031	98.3%

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

ve4_7: 伍.四.7、請問貴單位(公司)辦理「資遣、離職或解僱」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	29	0.9%
2	不會	3053	99.1%

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

ve4_8: 伍.四.8、請問貴單位(公司)辦理「員工福利措施之提供」時，會不會有性別的考量

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	35	1.1%
2	不會	3047	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.

w_cell: 加權值

Information	[Type= continuous] [Format=numeric] [Range= 1-312] [Missing=*]
Statistics [NW/ W]	[Valid=3082 /-] [Invalid=0 /-] [Mean=80.058 /-] [StdDev=58.738 /-]