

- Act of Gender Equality in Employment (Policy created on January 16, 2002; Reviewed on November 28, 2018)

- <https://law.moi.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030014>

## Article 1

The Act is enacted to protect gender equality in right-to-work, implement thoroughly the constitutional mandate of eliminating gender discrimination, and promote the spirit of substantial gender equality.

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## Chapter II Prohibition of Gender Discrimination

Article 7	Employers shall not discriminate against applicants or employees because of their gender or sexual orientation in the course of recruitment, screening test, hiring, placement, assignment, evaluation and promotion. However, if the nature of work only suitable to a specific gender, the above-mentioned restriction shall not apply.
Article 8	Employers shall not discriminate against employees because of their gender or sexual orientation in the case of holding or providing education, training or other related activities.
Article 9	Employers shall not discriminate against employees because of their gender or sexual orientation in the case of holding or providing various welfare measures.
Article 10	Employers shall not discriminate against employees because of their gender or sexual orientation in the case of paying wages. Employees shall receive equal pay for equal work or equal value. However, if such differentials are the result of seniority systems, award and discipline systems, merit systems or other justifiable reasons of non-sexual or non-sexual-orientation factors, the above-mentioned restriction shall not apply. Employers may not adopt methods of reducing the wages of other employees in order to evade the stipulation of the preceding paragraph.
Article 11	Employers shall not discriminate against employees because of their gender or sexual orientation in the case of retirement, discharge, severance and termination. Work rules, labor contracts and collective bargaining agreements shall not stipulate or arrange in advance that when employees marry, become pregnant, engages in childbirth or child care activities, they have to sever or leave of absence without payment. Employers also shall not use the above-mentioned factors as excuses for termination. Any prescription or arrangement that contravenes the stipulations of the two preceding paragraphs shall be deemed as null and void. The termination of the labor contract shall also be deemed as null and void.

Reviewed 2020

YunTech's recruitment of employees adheres to the principle of equal employment opportunities. YunTech safeguards employees' rights for menstrual leave, maternity leave, paternity leave, and breastfeeding (collection) time.

[https://aec.yuntech.edu.rw/index.php?option=com\\_docman&task=doc\\_download&gid=7514](https://aec.yuntech.edu.rw/index.php?option=com_docman&task=doc_download&gid=7514)

國立雲林科技大學工作規則

**Working Rules at National Yunlin University of Science and Technology**

Created 2008/ 097.06.25 府勞動字第 0970070726 號函核備

Reviewed 2009/雲林縣政府 098.07.29 府勞動字第 0981505563 號函核備

Reviewed 2011/雲林縣政府 100.01.04 府勞動字第 0991507255 號函核備

Reviewed 2011/雲林縣政府 100.01.25 府勞動字第 1000009201 號函核備

Reviewed 2013/雲林縣政府 102.05.22 府勞動字第 1020060892 號函核備

Reviewed 2016/雲林縣政府 105.04.18 府勞動字第 1053405904 號函核備

Reviewed 2016/雲林縣政府 105.08.11 府勞動字第 1050538903 號函核備

Reviewed 2019/雲林縣政府 108.12.03 府勞動二字第 1083424959 號函核備

Reviewed 2020/雲林縣政府 109.05.19 府勞動二字第 1090527279 號函核備

Reviewed 2020/雲林縣政府 109.07.10 府勞動二字第 1090539218 號函核備

第三章 僱用、終止契約及資遣

Chapter III Employment, Termination of Contract and Resignation

第一節 僱用

Section 1 Employment

第十條 (僱用原則)

Article 10 (Employment Principles)

員工之進用應秉持就業機會平等原則，依本校相關規定經審核或甄試合格，並依教育部所訂「學校辦理契約進用人員通報查詢作業注意事項」辦理，經簽妥勞動契約後，始得僱用。

**The recruitment of employees shall adhere to the principle of equal employment opportunities, have been reviewed or passed the examination in accordance with the relevant regulations of the school, and be processed in accordance with the "School Contract Management Staff Notification and Inquiry Work Notes" set by the Ministry of Education.**

第五章 工作時間、休息、休假、請假

Chapter 5 Working Hours, Rest, Vacation, and Leave

第二節 休假、請假

Section 2 Vacation and Request for Leave

第四十三條 (請假規定)

Article 43 (Leave Requirements)

員工提出申請生理假、產假、產檢假、陪產假、哺（集）乳時間、撫育未滿三歲子女減少工作時間或調整工作時間、家庭照顧假為請求時，本校不得拒絕，且不得視為缺勤而影響其全勤獎金、考績或為其他不利之處分。

When employees apply for menstrual leave, maternity leave, maternity leave, paternity leave, breastfeeding (collection) time, raising children under three years of age, reducing working hours or adjusting working hours, or family care leave, the school shall not refuse and shall not be deemed absence affects his full attendance bonus, performance appraisal or other disadvantages

- YunTech's recruitment announcement is in accordance with a non-discriminatory policy in the workplace.

(公告徵才內容遵循工作場所無歧視的政策)

國立雲林科技大學 校務基金工作人員徵才公告 (編制外人力)	
徵才單位	員額 _____ 名
職稱	<input type="checkbox"/> 行政助理。 <input type="checkbox"/> 行政助理(職務代理人)。 <input type="checkbox"/> 約用助理。 <input type="checkbox"/> 其他 _____
契約性質	<input type="checkbox"/> 定期契約：期間自 _____ 年 _____ 月 _____ 日至 _____ 年 _____ 月 _____ 日止，並依實際報到日起僱用。職務代理人代理期間至留職停薪人員復職之前一日或考試分發人員到職之前一日止。 <input type="checkbox"/> 不定期契約。
月薪	每月支領新台幣 31,549 (學士) 元 (含勞、健保個人負擔)。
工作項目	一、 二、 三、其他臨時交辦事項。
資格條件	1. 應具有 _____ 以上學位。 2. 具學籍之學生(含休學)不得應徵，惟應屆畢業生得經用人單位同意准予參與甄選，如經錄取應於到職日前完成學業並繳交畢業證書，否則撤銷其錄取資格。 3. 鼓勵身心障礙人士且具相當就業能力者應徵。 <b>Encourage those who are with disabilities to apply.</b> 4. 負責盡職，品性端正，具服務熱誠且配合度高，具學校行政工作經驗者尤佳。 5. .... (視單位需求自行訂定)
遴選程序	一、第一階段：「資格審查」，經審查通過後，擇優通知參加第二階段甄選。 二、第二階段：「公文製作」評定通過者，始安排進行第三階段甄選，項目如下： (一)「公文製作」：公文製作題目(如簽、函等)至少 1 題以上，必要時得輔以「工作模擬測驗」，請應徵者預先準備。 (二)「性格測驗」：進行「性格及就業測評系統」測驗(時間約 30 分鐘)，以瞭解應徵者的性格特質與出缺職務之適配度。 三、第三階段：組成遴選小組進行「公開面試」，並俟查閱應徵者「性侵害犯罪加害人登記資料」完成後，始公告甄選結果於用人單位網頁-最新消息。