

台灣 (Taiwan, ROC)

勞動部

106年僱用管理就業平等概況調查

Study Documentation

March 11, 2019

Metadata Production

Metadata Producer(s)	學術調查研究資料庫(Survey Research Data Archive) (SRDA) , 中央研究院人社中心調查研究專題中心, DDI文件製作
Production Date	March 4, 2019
Version	2.0版, 參考IHSN Nesstar Template修改
Identification	AH020013

Table of Contents

Overview	4
Scope & Coverage	4
Producers & Sponsors	4
Sampling	4
Data Collection	4
Data Processing & Appraisal	5
Accessibility	5
Files Description	6
data106	6
Variables Group(s)	7
樣本編號	7
壹、一般概況	7
貳、性騷擾防治概況	7
參、各項假別及照顧措施	8
肆、育嬰留職停薪概況	15
伍、僱用管理概況	16
規模代碼、行業代碼、母體權數、表側地區、表側組織型態	19
Variables Description	20
data106	21

106年僱用管理就業平等概況調查

Survey on Equality in Employment and Management, 2017

Overview	
Type	僱用管理就業平等概況調查
Identification	AH020013
Version	Production Date: 2019-03-11 1
Abstract	
<p>「僱用管理就業平等概況調查」乃為了解事業單位對勞工之僱用管理實況及性別工作平等法實施狀況，提供政府推動勞動政策之參考。此次調查區域範圍為臺灣地區，對象為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)，母體為勞工保險事業檔，而抽樣方法則是按19個行業別、員工規模別(4~29人、30~99人、100~249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)，採分層比例隨機抽樣法抽出樣本。最後，以郵寄問卷調查方式辦理，輔以電話訪問催收，有效回收樣本3,297份。</p>	
Kind of Data	抽查
Unit of Analysis	企業場所單位

Scope & Coverage	
Time Period(s)	2017
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
台灣地區	
Universe	
參加勞工保險之事業單位(不含投保人數3人以下之事業單位)	

Producers & Sponsors	
Primary Investigator(s)	勞動部
Other Producer(s)	勞動部

Sampling	
Sampling Procedure	
<p>以勞工保險事業檔為抽樣母體，採「分層比例隨機抽樣」，按19個行業別、員工規模別(4~29人、30~99人、100~249人、250人以上)及地區別(北部地區、中部地區、南部地區、東部地區)分層抽出調查樣本，預計回收有效樣本3,000份以上</p>	

Data Collection	
Data Collection Dates	start 2017-09-01 end 2017-09-30
Data Collection Mode	郵寄自填問卷

Data Processing & Appraisal
--

Data Editing

中央研究院人文社會科學研究中心調查研究專題中心所進行的資料整理方式，為不合理值檢核。
--

Accessibility

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

Access Conditions

標準版(一般會員、院內會員申請下載)

Files Description

Dataset contains 1 file(s)

data106	
# Cases	3297
# Variable(s)	176

Variables Group(s)

Dataset contains 7 group(s)

Group 樣本編號							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	no	樣本編號	continuous	numeric-12.0	3297	0	-

Group 壹、一般概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	a1	壹.一.組織型態	discrete	numeric-12.0	3297	0	-
2	a2	壹.二.雇主(負責人)性別	discrete	numeric-12.0	3297	0	-
3	a3_1	壹.三.目前員工人數(含外勞):全體_人	continuous	numeric-12.0	3297	0	-
4	a3_2	壹.三.目前員工人數(含外勞):女性_人	continuous	numeric-12.0	3297	0	-

Group 貳、性騷擾防治概況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	b1	貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?	discrete	numeric-12.0	3297	0	-
2	b1_1	貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?1.有訂定,有沒有在公開場所公開揭示(公告)	discrete	numeric-12.0	2028	1269	-
3	b1_2_1	貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?2.沒有訂定,沒有訂定的原因:選擇1(最多複選2項)	discrete	numeric-12.0	1269	2028	-
4	b1_2_2	貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?2.沒有訂定,沒有訂定的原因:選擇2(最多複選2項)	discrete	numeric-12.0	247	3050	-
5	b2	貳.二.最近一年(105/10至106/9)內有沒有員工申訴性騷擾事件?	discrete	numeric-12.0	3297	0	-
6	b2_1	貳.二.最近一年(105/10至106/9)內有沒有員工申訴性騷擾事件?1.有, A.申訴_件	discrete	numeric-12.0	60	3237	-
7	b2_2	貳.二.最近一年(105/10至106/9)內有沒有員工申訴性騷擾事件?1.有, B.提出申訴者之性別?	discrete	numeric-12.0	60	3237	-
8	b3_1	貳.三.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-12.0	3297	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
9	b3_2	貳.三.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-12.0	3297	0	-
10	b3_3	貳.三.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-12.0	3297	0	-

Group 參、各項假別及照顧措施

#	Name	Label	Type	Format	Valid	Invalid	Question
1	c1	參.一.在女性員工因生理日致工作有困難時,會不會同意員工申請「生理假」?	discrete	numeric-12.1	3297	0	-
2	c1_1	參.一.會不會同意員工申請「生理假」?1.會, A.最近一年(105/10至106/9)內有沒有員工申請?	discrete	numeric-12.0	3057	240	-
3	c1_1_1	參.一.會不會同意員工申請「生理假」?1.會, A.最近一年(105/10至106/9)內有沒有員工申請?有, __人	discrete	numeric-5.0	1507	1790	-
4	c1_1_2	參.一.會不會同意員工申請「生理假」?1.會, A.最近一年(105/10至106/9)內有沒有員工申請?有, 平均每人一年內約申請__日	discrete	numeric-19.2	1507	1790	-
5	c1_2	參.一.會不會同意員工申請「生理假」?1.會, B.生理假工資怎麼計算?	discrete	numeric-12.0	3057	240	-
6	c1_3_1	參.一.會不會同意員工申請「生理假」?2.不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	240	3057	-
7	c1_3_2	參.一.會不會同意員工申請「生理假」?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	17	3280	-
8	c1_3_1_1	參.一.會不會同意員工申請「生理假」?2.不會, 原因為: (1)員工可用其他假別替代, 是那些假別?選擇1(可複選)	discrete	numeric-12.0	139	3158	-
9	c1_3_1_2	參.一.會不會同意員工申請「生理假」?2.不會, 原因為: (1)員工可用其他假別替代, 是那些假別?選擇2(可複選)	discrete	numeric-12.0	31	3266	-
10	c1_3_1_3	參.一.會不會同意員工申請「生理假」?2.不會, 原因為: (1)員工可用其他假別替代, 是那些假別?選擇3(可複選)	discrete	numeric-12.0	0	3297	-
11	c2	參.二.對懷孕員工有沒有提供友善措施?	discrete	numeric-12.0	3297	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
12	c2_1_1	參.二.對懷孕員工有沒有提供友善措施?1.有,其方式:選擇1(可複選)	discrete	numeric-12.0	3297	0	-
13	c2_1_2	參.二.對懷孕員工有沒有提供友善措施?1.有,其方式:選擇2(可複選)	discrete	numeric-12.0	1260	2037	-
14	c2_1_3	參.二.對懷孕員工有沒有提供友善措施?1.有,其方式:選擇3(可複選)	discrete	numeric-12.0	440	2857	-
15	c2_1_4	參.二.對懷孕員工有沒有提供友善措施?1.有,其方式:選擇4(可複選)	discrete	numeric-12.0	3	3294	-
16	c3	參.三.若有員工經醫師診斷需安胎休養,會不會同意員工申請「安胎休養」?	discrete	numeric-12.0	3297	0	-
17	c3_1	參.三.會不會同意員工申請「安胎休養」?1.會,最近一年(104/10至105/9)內有沒有員工申請?	discrete	numeric-12.0	3159	138	-
18	c3_2_1	參.三.會不會同意員工申請「安胎休養」?2.不會,原因為:選擇1(最多複選2項)	discrete	numeric-12.0	138	3159	-
19	c3_2_2	參.三.會不會同意員工申請「安胎休養」?2.不會,原因為:選擇2(最多複選2項)	discrete	numeric-12.0	11	3286	-
20	c3_2_1_1	參.三.會不會同意員工申請「安胎休養」?2.不會,原因為:(1)員工可用其他假別替代,是哪些假別?選擇1(可複選)	discrete	numeric-12.0	54	3243	-
21	c3_2_1_2	參.三.會不會同意員工申請「安胎休養」?2.不會,原因為:(1)員工可用其他假別替代,是哪些假別?選擇2(可複選)	discrete	numeric-12.0	23	3274	-
22	c3_2_1_3	參.三.會不會同意員工申請「安胎休養」?2.不會,原因為:(1)員工可用其他假別替代,是哪些假別?選擇3(可複選)	discrete	numeric-12.0	1	3296	-
23	c4	參.四.在員工懷孕時,會不會同意員工申請「產檢假」?	discrete	numeric-12.0	3297	0	-
24	c4_1	參.四.會不會同意員工申請「產檢假」?1.會, A.「產檢假」可申請__日	discrete	numeric-3.0	2997	300	-
25	c4_2	參.四.會不會同意員工申請「產檢假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?	discrete	numeric-12.0	2997	300	-
26	c4_2_1	參.四.會不會同意員工申請「產檢假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請	discrete	numeric-4.0	1141	2156	-

#	Name	Label	Type	Format	Valid	Invalid	Question
27	c4_3	參.四.會不會同意員工申請「產檢假」?1.會, C.產檢假期間工資怎麼計算?	discrete	numeric-12.0	2997	300	-
28	c4_4_1	參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	300	2997	-
29	c4_4_2	參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	21	3276	-
30	c4_4_1_1	參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)	discrete	numeric-12.0	178	3119	-
31	c4_4_1_2	參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)	discrete	numeric-12.0	74	3223	-
32	c4_4_1_3	參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)	discrete	numeric-12.0	29	3268	-
33	c4_4_1_4	參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇4(可複選)	discrete	numeric-12.0	0	3297	-
34	c5	參.五.在員工流產時, 會不會同意員工申請「流產假」?	discrete	numeric-12.0	3297	0	-
35	c5_1	參.五.會不會同意員工申請「流產假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?	discrete	numeric-12.0	3162	135	-
36	c5_2_1	參.五.會不會同意員工申請「流產假」?2.不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	135	3162	-
37	c5_2_2	參.五.會不會同意員工申請「流產假」?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	28	3269	-
38	c5_2_1_1	參.五.會不會同意員工申請「流產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)	discrete	numeric-12.0	46	3251	-
39	c5_2_1_2	參.五.會不會同意員工申請「流產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)	discrete	numeric-12.0	17	3280	-
40	c5_2_1_3	參.五.會不會同意員工申請「流產假」?2.不會, 原因為: (1)員工可用其他假	discrete	numeric-12.0	0	3297	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		別替代, 是哪些假別?選擇3(可複選)					
41	c6	參.六.在女性員工生產時, 會不會同意員工申請「產假」(停止工作)?	discrete	numeric-12.0	3297	0	-
42	c6_1	參.六.會不會同意員工申請「產假」?1.會, A.產假有一週(含例假日)	discrete	numeric-18.2	3214	83	-
43	c6_2	參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?	discrete	numeric-12.0	3214	83	-
44	c6_2_1_1	參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇1(可複選)	discrete	numeric-12.0	353	2944	-
45	c6_2_1_2	參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇2(可複選)	discrete	numeric-12.0	250	3047	-
46	c6_2_1_3	參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇3(可複選)	discrete	numeric-12.0	147	3150	-
47	c6_2_1_4	參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇4(可複選)	discrete	numeric-12.0	83	3214	-
48	c6_2_1_5	參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇5(可複選)	discrete	numeric-12.0	0	3297	-
49	c6_3_1	參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇1(最多複選3項)	discrete	numeric-12.0	3214	83	-
50	c6_3_2	參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇2(最多複選3項)	discrete	numeric-12.0	1316	1981	-
51	c6_3_3	參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇3(最多複選3項)	discrete	numeric-12.0	247	3050	-
52	c6_4	參.六.會不會同意員工申請「產假」?1.會, D.對於產假後銷假上班員工, 怎麼安排?	discrete	numeric-12.0	3214	83	-

#	Name	Label	Type	Format	Valid	Invalid	Question
53	c6_5_1	參.六.會不會同意員工申請「產假」?2.不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	83	3214	-
54	c6_5_2	參.六.會不會同意員工申請「產假」?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	9	3288	-
55	c7	參.七.在員工配偶生產時, 會不會同意員工申請「陪產假」?	discrete	numeric-12.0	3297	0	-
56	c7_1	參.七.會不會同意員工申請「陪產假」?1.會, A.「陪產假」可申請__日	discrete	numeric-12.0	3061	236	-
57	c7_2	參.七.會不會同意員工申請「陪產假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?	discrete	numeric-12.0	3061	236	-
58	c7_2_1	參.七.會不會同意員工申請「陪產假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請	discrete	numeric-3.0	1049	2248	-
59	c7_3	參.七.會不會同意員工申請「陪產假」?1.會, C.陪產假期間工資怎麼計算?	discrete	numeric-12.0	3061	236	-
60	c7_4_1	參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	236	3061	-
61	c7_4_2	參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	25	3272	-
62	c7_4_1_1	參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)	discrete	numeric-12.0	114	3183	-
63	c7_4_1_2	參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)	discrete	numeric-12.0	28	3269	-
64	c7_4_1_3	參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)	discrete	numeric-12.0	0	3297	-
65	c8	參.八.若有員工子女未滿2歲須親自哺(集)乳者申請「哺(集)乳時間」, 會不會同意員工申請或使用?	discrete	numeric-12.0	3297	0	-
66	c8_1	參.八.會不會同意員工申請或使用「哺(集)乳時間」?1.會, A.會不會規定「哺(集)乳時間」?	discrete	numeric-12.0	2967	330	-
67	c8_1_1	參.八.會不會同意員工申請或使用「哺(集)乳時間」?1.會, A.會規定	discrete	numeric-3.0	586	2711	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		哺(集)乳時間, 每日提供「哺(集)乳時間」__次					
68	c8_1_2	參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, A. 會規定哺(集)乳時間, 每次__分鐘	discrete	numeric-8.0	586	2711	-
69	c8_2	參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請或使用此措施?	discrete	numeric-12.0	2967	330	-
70	c8_2_1	參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請或使用此措施?(1)有, __人申請或使用該措施	discrete	numeric-30.0	612	2685	-
71	c8_3_1	參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 2. 不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	330	2967	-
72	c8_3_2	參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 2. 不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	28	3269	-
73	c9	參. 九. 有沒有設置員工「哺集乳室」(哺乳室或集乳室)?	discrete	numeric-12.0	3297	0	-
74	c9_1	參. 九. 有沒有設置「哺集乳室」(哺乳室或集乳室)? 1. 有, 屬於專供員工使用或與民眾共用?	discrete	numeric-12.0	1385	1912	-
75	c9_2	參. 九. 有沒有設置「哺集乳室」(哺乳室或集乳室)? 2. 沒有, 主要原因為:	discrete	numeric-12.0	1912	1385	-
76	c10	參. 十. 若有員工為撫育未滿3歲子女, 提出減少或調整工作時間, 會不會同意員工申請?	discrete	numeric-12.0	3297	0	-
77	c10_1	參. 十. 會不會同意員工申請提出減少或調整工作時間? 1. 會, 最近一年(105/10至106/9)內有沒有員工申請?	discrete	numeric-12.0	2650	647	-
78	c10_1_1	參. 十. 會不會同意員工申請提出減少或調整工作時間? 1. 會, 最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請	discrete	numeric-12.0	169	3128	-
79	c10_1_2	參. 十. 會不會同意員工申請提出減少或調整工作時間? 1. 會, 最近一年(105/10至106/9)內有沒有員工申請?(1)申請者性別	discrete	numeric-12.0	169	3128	-
80	c10_2_1	參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	647	2650	-

#	Name	Label	Type	Format	Valid	Invalid	Question
81	c10_2_2	參.十.會不會同意員工申請提出減少或調整工作時間?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	173	3124	-
82	c10_2_1_1	參.十.會不會同意員工申請提出減少或調整工作時間?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)	discrete	numeric-12.0	263	3034	-
83	c10_2_1_2	參.十.會不會同意員工申請提出減少或調整工作時間?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)	discrete	numeric-12.0	153	3144	-
84	c10_2_1_3	參.十.會不會同意員工申請提出減少或調整工作時間?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)	discrete	numeric-12.0	72	3225	-
85	c10_2_1_4	參.十.會不會同意員工申請提出減少或調整工作時間?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇4(可複選)	discrete	numeric-12.0	1	3296	-
86	c11	參.十一.若有員工申請「家庭照顧假」, 會不會同意員工申請?	discrete	numeric-12.0	3297	0	-
87	c11_1	參.十一.會不會同意員工申請「家庭照顧假»?1.會, A.一年可申請一日	discrete	numeric-12.0	2891	406	-
88	c11_2	參.十一.會不會同意員工申請「家庭照顧假»?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?	discrete	numeric-12.0	2891	406	-
89	c11_2_1	參.十一.會不會同意員工申請「家庭照顧假»?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請	discrete	numeric-3.0	731	2566	-
90	c11_2_2	參.十一.會不會同意員工申請「家庭照顧假»?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)申請者性別	discrete	numeric-12.0	731	2566	-
91	c11_3	參.十一.會不會同意員工申請「家庭照顧假»?1.會, C.家庭照顧假工資怎麼計算	discrete	numeric-12.0	2891	406	-
92	c11_4_1	參.十一.會不會同意員工申請「家庭照顧假»?2.不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	406	2891	-
93	c11_4_2	參.十一.會不會同意員工申請「家庭照顧假»?2.不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	65	3232	-
94	c11_4_1_1	參.十一.會不會同意員工申請「家庭照顧假»?2.不會, 原因為: (1)員工可用	discrete	numeric-12.0	207	3090	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		其他假別替代, 是哪些假別?選擇1(可複選)					
95	c11_4_1_2	參. 十一. 會不會同意員工申請「家庭照顧假»?2. 不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)	discrete	numeric-12.0	0	3297	-
96	c12	參. 十二. 有沒有為員工子女設立托兒服務機構(如幼兒園、托嬰中心、兒童課後照顧服務中心)?	discrete	numeric-12.0	3297	0	-
97	c12_1	參. 十二. 有沒有為員工子女設立托兒服務機構?1. 有, 收托費用方式為:	discrete	numeric-12.0	47	3250	-
98	c12_2	參. 十二. 有沒有為員工子女設立托兒服務機構?2. 沒有, A. 主要因為	discrete	numeric-12.0	3250	47	-
99	c13	參. 十三. 有沒有提供員工托兒措施?	discrete	numeric-12.0	3250	47	-
100	c13_1_1	參. 十三. 有沒有提供員工托兒措施?1. 有, 其方式為: 選擇1(可複選)	discrete	numeric-12.0	789	2508	-
101	c13_1_2	參. 十三. 有沒有提供員工托兒措施?1. 有, 其方式為: 選擇2(可複選)	discrete	numeric-12.0	36	3261	-
102	c13_2	參. 十三. 有沒有提供員工托兒措施?2. 沒有, A. 主要因為	discrete	numeric-12.0	2461	836	-
103	c13_3	參. 十三. 有沒有提供員工托兒措施?2. 沒有, B. 近5年是否會與托兒服務機構簽約?	discrete	numeric-12.0	2461	836	-

Group 肆、育嬰留職停薪概況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	肆. 一. 若有員工要申請育嬰留職停薪, 會不會同意員工申請?	discrete	numeric-12.0	3297	0	-
2	d1_1	肆. 一. 會不會同意員工申請育嬰留職停薪?1. 會, A. 有沒有符合申請資格的員工?	discrete	numeric-12.0	2986	311	-
3	d1_2	肆. 一. 會不會同意員工申請育嬰留職停薪?1. 會, B. 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-12.0	2986	311	-
4	d1_3_1	肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: 選擇1(最多複選2項)	discrete	numeric-12.0	311	2986	-
5	d1_3_2	肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: 選擇2(最多複選2項)	discrete	numeric-12.0	50	3247	-

#	Name	Label	Type	Format	Valid	Invalid	Question
6	d1_3_1_1	肆.一.會不會同意員工申請育嬰留職停薪?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)	discrete	numeric-12.0	80	3217	-
7	d1_3_1_2	肆.一.會不會同意員工申請育嬰留職停薪?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)	discrete	numeric-12.0	25	3272	-
8	d2	肆.二.申請育嬰留職停薪後之復職員工, 如何安排復職之職位?	discrete	numeric-12.0	2986	311	-
9	d3_1	肆.三.員工申請「育嬰留職停薪」期間, 人力如何因應?選擇1(最多複選3項)	discrete	numeric-12.0	2986	311	-
10	d3_2	肆.三.員工申請「育嬰留職停薪」期間, 人力如何因應?選擇2(最多複選3項)	discrete	numeric-12.0	1515	1782	-
11	d3_3	肆.三.員工申請「育嬰留職停薪」期間, 人力如何因應?選擇3(最多複選3項)	discrete	numeric-12.0	572	2725	-

Group 伍、僱用管理概況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	e1_1	伍.一.對以下各職類之錄用情形: 1.管理職	discrete	numeric-12.0	3297	0	-
2	e1_2	伍.一.對以下各職類之錄用情形: 2.事務職	discrete	numeric-12.0	3297	0	-
3	e1_3	伍.一.對以下各職類之錄用情形: 3.銷售職	discrete	numeric-12.0	3297	0	-
4	e1_4	伍.一.對以下各職類之錄用情形: 4.專業技術職	discrete	numeric-12.0	3297	0	-
5	e1_5	伍.一.對以下各職類之錄用情形: 4.危險及耗體力工作	discrete	numeric-12.0	3297	0	-
6	e2	伍.二.(於問項伍.一之任何職類勾選「僱用男性」者才需回答本問項)對上列各職類僅錄用男性的主要原因為何?	discrete	numeric-12.0	771	2526	-
7	e3	伍.三.(於問項伍.一之任何職類勾選「僱用女性」者才需回答本問項)對上列各職類僅錄用女性的主要原因為何?	discrete	numeric-12.0	195	3102	-
8	e4_1	伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?1.工作分配	discrete	numeric-12.0	3297	0	-
9	e4_2	伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?2.薪資給付標準	discrete	numeric-12.0	3297	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
10	e4_3	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?3.調薪幅度	discrete	numeric-12.0	3297	0	-
11	e4_4	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?4.考核(考績或獎金)	discrete	numeric-12.0	3297	0	-
12	e4_5	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?5.陞遷	discrete	numeric-12.0	3297	0	-
13	e4_6	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?6.訓練.進修	discrete	numeric-12.0	3297	0	-
14	e4_7	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?7.資遣.離職或解僱	discrete	numeric-12.0	3297	0	-
15	e4_8	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?8.員工福利措施之提供	discrete	numeric-12.0	3297	0	-
16	e4_9	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?9.育嬰留職停薪	discrete	numeric-12.0	3297	0	-
17	e4_10	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?10.退休權利	discrete	numeric-12.0	3297	0	-
18	e4_11	伍.4.辦理下列各項業務時,對於同職務者會不會有「性別」的考量?11.僱用招募.甄試.進用	discrete	numeric-12.0	3297	0	-
19	e5_1	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?1.工作分配	discrete	numeric-12.0	3297	0	-
20	e5_2	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?2.薪資給付標準	discrete	numeric-12.0	3297	0	-
21	e5_3	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?3.調薪幅度	discrete	numeric-12.0	3297	0	-
22	e5_4	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?4.考核(考績或獎金)	discrete	numeric-12.0	3297	0	-
23	e5_5	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?5.陞遷	discrete	numeric-12.0	3297	0	-
24	e5_6	伍.5.辦理下列各項業務時,對於同職務者會不會	discrete	numeric-12.0	3297	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		有「跨性別」或性傾向的考量?6.訓練.進修					
25	e5_7	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?7.資遣.離職或解僱	discrete	numeric-12.0	3297	0	-
26	e5_8	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?8.員工福利措施之提供	discrete	numeric-12.0	3297	0	-
27	e5_9	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?9.育嬰留職停薪	discrete	numeric-12.0	3297	0	-
28	e5_10	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?10.退休權利	discrete	numeric-12.0	3297	0	-
29	e5_11	伍.5.辦理下列各項業務時,對於同職務者會不會有「跨性別」或性傾向的考量?11.僱用招募.甄試.進用	discrete	numeric-12.0	3297	0	-
30	e6_1	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?1.種族	discrete	numeric-12.0	3297	0	-
31	e6_2	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?2.階級	discrete	numeric-12.0	3297	0	-
32	e6_3	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?3.語言	discrete	numeric-12.0	3297	0	-
33	e6_4	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?4.思想	discrete	numeric-12.0	3297	0	-
34	e6_5	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?5.宗教	discrete	numeric-12.0	3297	0	-
35	e6_6	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?6.黨派	discrete	numeric-12.0	3297	0	-
36	e6_7	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?7.籍貫	discrete	numeric-12.0	3297	0	-
37	e6_8	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?8.出生地	discrete	numeric-12.0	3297	0	-
38	e6_9	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?9.年齡	discrete	numeric-12.0	3297	0	-
39	e6_10	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時,會不會考量?10.婚姻	discrete	numeric-12.0	3297	0	-
40	e6_11	伍.6.僱用新進人員或對員工辦理考績/陞遷等業務	discrete	numeric-12.0	3297	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		時, 會不會考量?11.容貌 (含五官. 身高及體重)					
41	e6_12	伍.6.僱用新進人員或對 員工辦理考績/陞遷等業務 時, 會不會考量?12.身心障 礙	discrete	numeric-12.0	3297	0	-
42	e6_13	伍.6.僱用新進人員或對 員工辦理考績/陞遷等業務 時, 會不會考量?13.曾為工 會會員身分	discrete	numeric-12.0	3297	0	-

Group 規模代碼、行業代碼、母體權數、表側地區、表側組織型態

#	Name	Label	Type	Format	Valid	Invalid	Question
1	industry_code	行業代碼	discrete	numeric-12.0	3297	0	-
2	scale_code	規模代碼	discrete	numeric-12.0	3297	0	-
3	w	權數	continuous	numeric-8.2	3297	0	-
4	area	表側地區	discrete	numeric-8.0	3297	0	-
5	organization_type	表側組織型態	discrete	numeric-8.0	3297	0	-

Variables Description

Dataset contains 176 variable(s)

File : data106

no: 樣本編號

Information [Type= continuous] [Format=numeric] [Range= 0-11193] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-] [Mean=4429.983 /-] [StdDev=4581.213 /-]

a1: 壹.一.組織型態

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	民營	2802	85.0%
2	公營	171	5.2%
3	公務行政機關(含公立學校)	324	9.8%

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.

a2: 壹.二.僱主(負責人)性別

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男性	2590	78.6%
2	女性	707	21.4%

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.

a3_1: 壹.三.目前員工人數(含外勞): 全體—人

Information [Type= continuous] [Format=numeric] [Range= 4-9861] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-] [Mean=162.293 /-] [StdDev=482.863 /-]

a3_2: 壹.三.目前員工人數(含外勞): 女性—人

Information [Type= continuous] [Format=numeric] [Range= 0-7584] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-] [Mean=80.757 /-] [StdDev=295.52 /-]

b1: 貳.一.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=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有訂定	2028	61.5%
2	沒有訂定	1269	38.5%

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.

b1_1: 貳.一.有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」?1.有訂定, 有沒有在公開場所公開揭示(公告)

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=2028 /-] [Invalid=1269 /-]

Value	Label	Cases	Percentage
1	有	1940	95.7%
2	沒有	88	4.3%
Sysmiss		1269	

Warning: 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 : data106

b1_2_1: 貳. 一. 有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」? 2. 沒有訂定, 沒有訂定的原因: 選擇1(最多複選2項)

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

Statistics [NW/ W] [Valid=1269 /-] [Invalid=2028 /-]

Value	Label	Cases	Percentage
1	單位(公司)自行訂定管理辦法	201	15.8%
2	單位(公司)員工都是同性別(全部女性或男性)	71	5.6%
3	受僱員工未滿30人	932	73.4%
4	不知道有此規定	50	3.9%
5	其他, 請說明	15	1.2%
Sysmiss		2028	

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

b1_2_2: 貳. 一. 有沒有訂定「性騷擾防治措施、申訴及懲戒辦法」? 2. 沒有訂定, 沒有訂定的原因: 選擇2(最多複選2項)

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

Statistics [NW/ W] [Valid=247 /-] [Invalid=3050 /-]

Value	Label	Cases	Percentage
1	單位(公司)自行訂定管理辦法	0	
2	單位(公司)員工都是同性別(全部女性或男性)	1	0.4%
3	受僱員工未滿30人	144	58.3%
4	不知道有此規定	102	41.3%
5	其他, 請說明	0	
Sysmiss		3050	

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

b2: 貳. 二. 最近一年(105/10至106/9)內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=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	60	1.8%
2	沒有	3237	98.2%

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.

b2_1: 貳. 二. 最近一年(105/10至106/9)內有沒有員工申訴性騷擾事件? 1. 有, A. 申訴__件

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=60 /-] [Invalid=3237 /-]

Value	Label	Cases	Percentage
1		48	80.0%
2		8	13.3%
3		1	1.7%
4		2	3.3%
7		1	1.7%
Sysmiss		3237	

Warning: 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 : data106

b2_2: 貳. 二. 最近一年(105/10至106/9)內有沒有員工申訴性騷擾事件? 1. 有, B. 提出申訴者之性別?

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=60 /-] [Invalid=3237 /-]

Value	Label	Cases	Percentage
1	僅有男性員工提出	3	5.0%
2	僅有女性員工提出	55	91.7%
3	男女性員工都有提出	2	3.3%
Systemmiss		3237	

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

b3_1: 貳. 三. 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= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1776	53.9%
2	沒有	1521	46.1%

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

b3_2: 貳. 三. 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= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	1508	45.7%
2	沒有	1789	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.

b3_3: 貳. 三. 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= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	2853	86.5%
2	沒有	444	13.5%

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.

c1: 參. 一. 在女性員工因生理日致工作有困難時, 會不會同意員工申請「生理假」?

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	3057	92.7%
2	不會, 原因為:	240	7.3%

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.

c1_1: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請?

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3057 /-] [Invalid=240 /-]

File : data106

c1_1: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請?

Value	Label	Cases	Percentage
1	有	1507	49.3%
2	沒有	1550	50.7%
Sysmiss		240	

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

c1_1_1: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請? 有, __人

Information [Type= discrete] [Format=numeric] [Range= 1-680] [Missing=*]

Statistics [NW/ W] [Valid=1507 /-] [Invalid=1790 /-]

Value	Label	Cases	Percentage
1		281	18.6%
2		244	16.2%
3		142	9.4%
4		75	5.0%
5		107	7.1%
6		52	3.5%
7		39	2.6%
8		36	2.4%
9		30	2.0%
10		63	4.2%
11		23	1.5%
12		20	1.3%
13		14	0.9%
14		9	0.6%
15		30	2.0%
16		18	1.2%
17		13	0.9%
18		11	0.7%
19		8	0.5%
20		18	1.2%
21		11	0.7%
22		10	0.7%
23		12	0.8%
24		14	0.9%
25		11	0.7%
26		11	0.7%
27		7	0.5%
28		5	0.3%
29		10	0.7%
30		9	0.6%
31		4	0.3%
32		3	0.2%
33		3	0.2%
34		3	0.2%

File : data106

c1_1_1: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請? 有, __人

Value	Label	Cases	Percentage
35		6	0.4%
36		5	0.3%
37		6	0.4%
38		1	0.1%
39		2	0.1%
40		9	0.6%
41		1	0.1%
42		5	0.3%
43		1	0.1%
44		5	0.3%
45		9	0.6%
46		1	0.1%
48		1	0.1%
49		2	0.1%
50		6	0.4%
51		1	0.1%
52		1	0.1%
53		4	0.3%
54		3	0.2%
55		6	0.4%
56		2	0.1%
57		3	0.2%
58		2	0.1%
60		1	0.1%
61		2	0.1%
62		4	0.3%
63		2	0.1%
64		2	0.1%
65		1	0.1%
66		2	0.1%
67		1	0.1%
68		1	0.1%
70		2	0.1%
73		2	0.1%
74		3	0.2%
76		1	0.1%
77		1	0.1%
78		2	0.1%
80		1	0.1%
81		1	0.1%
84		2	0.1%
85		1	0.1%
87		3	0.2%

File : data106

c1_1_1: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請? 有, __人

Value	Label	Cases	Percentage
88		1	0.1%
90		1	0.1%
92		1	0.1%
93		3	0.2%
94		1	0.1%
100		3	0.2%
107		1	0.1%
111		1	0.1%
113		1	0.1%
117		1	0.1%
120		2	0.1%
121		1	0.1%
125		1	0.1%
132		1	0.1%
140		1	0.1%
161		2	0.1%
166		1	0.1%
173		1	0.1%
177		1	0.1%
183		1	0.1%
187		1	0.1%
190		1	0.1%
194		1	0.1%
200		1	0.1%
208		1	0.1%
215		1	0.1%
221		1	0.1%
225		1	0.1%
250		1	0.1%
251		1	0.1%
255		1	0.1%
308		1	0.1%
345		1	0.1%
418		1	0.1%
419		1	0.1%
553		1	0.1%
561		1	0.1%
680		1	0.1%
Sysmiss		1790	

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

c1_1_2: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請? 有, 平均每人一年內約申請__日

Information [Type= discrete] [Format=numeric] [Range= 0.5-16] [Missing=*]

File : data106

c1_1_2: 參.一. 會不會同意員工申請「生理假」?1.會, A. 最近一年(105/10至106/9)內有沒有員工申請?有, 平均每
人一年內約申請—日

Statistics [NW/ W] [Valid=1507 /-] [Invalid=1790 /-]

Value	Label	Cases	Percentage
0.5		24	1.6%
1		367	24.4%
1.2		4	0.3%
1.25		2	0.1%
1.29		1	0.1%
1.3		4	0.3%
1.37		1	0.1%
1.375		1	0.1%
1.4		1	0.1%
1.42		1	0.1%
1.43		1	0.1%
1.47		1	0.1%
1.48		1	0.1%
1.5		15	1.0%
1.56		1	0.1%
1.6		1	0.1%
1.7		1	0.1%
1.74		1	0.1%
1.8		2	0.1%
1.86		1	0.1%
1.9		2	0.1%
1.91		1	0.1%
1.97		1	0.1%
1.98		2	0.1%
2		362	24.0%
2.19		1	0.1%
2.2		1	0.1%
2.3		3	0.2%
2.4		2	0.1%
3		274	18.2%
3.1		1	0.1%
3.125		1	0.1%
3.15		1	0.1%
3.3		2	0.1%
3.4		2	0.1%
3.416		1	0.1%
4		76	5.0%
4.2		1	0.1%
5		97	6.4%
5.2		1	0.1%
5.6		2	0.1%

File : data106

c1_1_2: 參. 一. 會不會同意員工申請「生理假」? 1. 會, A. 最近一年(105/10至106/9)內有沒有員工申請? 有, 平均每
人一年內約申請—日

Value	Label	Cases	Percentage
6		73	4.8%
7		16	1.1%
8		27	1.8%
9		20	1.3%
10		37	2.5%
11		3	0.2%
12		62	4.1%
14		1	0.1%
15		2	0.1%
16		1	0.1%
Sysmiss		1790	

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

c1_2: 參. 一. 會不會同意員工申請「生理假」? 1. 會, B. 生理假工資怎麼計算?

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=3057 /-] [Invalid=240 /-]

Value	Label	Cases	Percentage
1	工資給全薪	1049	34.3%
2	工資給半薪	1420	46.5%
3	3日給全薪, 逾3日給半薪	471	15.4%
4	不發工資	105	3.4%
5	其他, 請說明	12	0.4%
Sysmiss		240	

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

c1_3_1: 參. 一. 會不會同意員工申請「生理假」? 2. 不會, 原因為: 選擇1(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=240 /-] [Invalid=3057 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	139	57.9%
2	業務繁忙, 無法提供	10	4.2%
3	公司為家族企業可自行放假休息	51	21.2%
4	按日或按時計薪員工可調整工作時間休息	32	13.3%
5	不知道有此規定	8	3.3%
6	其他, 請說明	0	
Sysmiss		3057	

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

c1_3_2: 參. 一. 會不會同意員工申請「生理假」? 2. 不會, 原因為: 選擇2(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=17 /-] [Invalid=3280 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	

File : data106

c1_3_2: 參.一.會不會同意員工申請「生理假」?2.不會, 原因為: 選擇2(最多複選2項)

Value	Label	Cases	Percentage
2	業務繁忙, 無法提供	2	11.8%
3	公司為家族企業可自行放假休息	0	
4	按日或按時計薪員工可調整工作時間休息	14	82.4%
5	不知道有此規定	1	5.9%
6	其他, 請說明	0	
Sysmiss		3280	

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

c1_3_1_1: 參.一.會不會同意員工申請「生理假」?2.不會, 原因為: (1)員工可用其他假別替代, 是那些假別?選擇1(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=139 /-] [Invalid=3158 /-]

Value	Label	Cases	Percentage
1	事假	39	28.1%
2	特休	100	71.9%
3	其他, 請說明	0	
Sysmiss		3158	

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

c1_3_1_2: 參.一.會不會同意員工申請「生理假」?2.不會, 原因為: (1)員工可用其他假別替代, 是那些假別?選擇2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=31 /-] [Invalid=3266 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	31	100.0%
3	其他, 請說明	0	
Sysmiss		3266	

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

c1_3_1_3: 參.一.會不會同意員工申請「生理假」?2.不會, 原因為: (1)員工可用其他假別替代, 是那些假別?選擇3(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3297 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	其他, 請說明	0	
Sysmiss		3297	

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

c2: 參.二.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=3297 /-] [Invalid=0 /-]

File : data106

c2: 參.二.對懷孕員工有沒有提供友善措施?

Value	Label	Cases	Percentage
1	有, 其方式 :	2534	76.9%
2	沒有	763	23.1%

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.

c2_1_1: 參.二.對懷孕員工有沒有提供友善措施?1.有, 其方式 : 選擇1(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 0-4] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	跳答	763	23.1%
1	調整至較輕鬆工作	1833	55.6%
2	調整工作時間	299	9.1%
3	調整至無危險性之工作	381	11.6%
4	其他, 請說明	21	0.6%

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

c2_1_2: 參.二.對懷孕員工有沒有提供友善措施?1.有, 其方式 : 選擇2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=1260 /-] [Invalid=2037 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	597	47.4%
3	調整至無危險性之工作	656	52.1%
4	其他, 請說明	7	0.6%
Sysmiss		2037	

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

c2_1_3: 參.二.對懷孕員工有沒有提供友善措施?1.有, 其方式 : 選擇3(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=440 /-] [Invalid=2857 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	調整至無危險性之工作	436	99.1%
4	其他, 請說明	4	0.9%
Sysmiss		2857	

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

c2_1_4: 參.二.對懷孕員工有沒有提供友善措施?1.有, 其方式 : 選擇4(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3 /-] [Invalid=3294 /-]

Value	Label	Cases	Percentage
1	調整至較輕鬆工作	0	
2	調整工作時間	0	
3	調整至無危險性之工作	0	

File : data106

c2_1_4: 參.二.對懷孕員工有沒有提供友善措施?1.有, 其方式: 選擇4(可複選)

Value	Label	Cases	Percentage
4	其他, 請說明	3	100.0%
Sysmiss		3294	

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

c3: 參.三.若有員工經醫師診斷需安胎休養, 會不會同意員工申請「安胎休養」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	3159	95.8%
2	不會, 原因為:	138	4.2%

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

c3_1: 參.三.會不會同意員工申請「安胎休養」?1.會, 最近一年(104/10至105/9)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3159 /-] [Invalid=138 /-]

Value	Label	Cases	Percentage
1	有	652	20.6%
2	沒有	2507	79.4%
Sysmiss		138	

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

c3_2_1: 參.三.會不會同意員工申請「安胎休養」?2.不會, 原因為: 選擇1(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=138 /-] [Invalid=3159 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	54	39.1%
2	業務繁忙, 無法提供	10	7.2%
3	公司為家族企業可自行放假休息	43	31.2%
4	按日或按時計薪員工可調整工作時間休息	24	17.4%
5	不知道有此規定	7	5.1%
6	其他, 請說明	0	
Sysmiss		3159	

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

c3_2_2: 參.三.會不會同意員工申請「安胎休養」?2.不會, 原因為: 選擇2(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=11 /-] [Invalid=3286 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	2	18.2%
3	公司為家族企業可自行放假休息	0	
4	按日或按時計薪員工可調整工作時間休息	6	54.5%
5	不知道有此規定	3	27.3%
6	其他, 請說明	0	
Sysmiss		3286	

File : data106

c3_2_2: 參.三.會不會同意員工申請「安胎休養」?2.不會, 原因為: 選擇2(最多複選2項)

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

c3_2_1_1: 參.三.會不會同意員工申請「安胎休養」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=54 /-] [Invalid=3243 /-]

Value	Label	Cases	Percentage
1	事假	22	40.7%
2	特休	32	59.3%
3	其他, 請說明	0	
Sysmiss		3243	

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

c3_2_1_2: 參.三.會不會同意員工申請「安胎休養」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=23 /-] [Invalid=3274 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	19	82.6%
3	其他, 請說明	4	17.4%
Sysmiss		3274	

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

c3_2_1_3: 參.三.會不會同意員工申請「安胎休養」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)

Information [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=1 /-] [Invalid=3296 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	其他, 請說明	1	100.0%
Sysmiss		3296	

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

c4: 參.四.在員工懷孕時, 會不會同意員工申請「產檢假」?

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	2997	90.9%
2	不會, 原因為:	300	9.1%

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.

c4_1: 參.四.會不會同意員工申請「產檢假」?1.會, A.「產檢假」可申請—日

Information [Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]**Statistics [NW/ W]** [Valid=2997 /-] [Invalid=300 /-]

File : data106

c4_1: 參.四.會不會同意員工申請「產檢假」?1.會, A. 「產檢假」可申請—日

Value	Label	Cases	Percentage
1		38	1.3%
2		20	0.7%
3		28	0.9%
4		3	0.1%
5		2676	89.3%
6		31	1.0%
7		49	1.6%
8		136	4.5%
10		15	0.5%
12		1	0.0%
Sysmiss		300	

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

c4_2: 參.四.會不會同意員工申請「產檢假」?1.會, B. 最近一年(105/10至106/9)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2997 /-] [Invalid=300 /-]

Value	Label	Cases	Percentage
1	有	1141	38.1%
2	沒有	1856	61.9%
Sysmiss		300	

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

c4_2_1: 參.四.會不會同意員工申請「產檢假」?1.會, B. 最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Information	[Type= discrete] [Format=numeric] [Range= 1-402] [Missing=*]
Statistics [NW/ W]	[Valid=1141 /-] [Invalid=2156 /-]

Value	Label	Cases	Percentage
1		440	38.6%
2		199	17.4%
3		112	9.8%
4		71	6.2%
5		73	6.4%
6		40	3.5%
7		23	2.0%
8		19	1.7%
9		16	1.4%
10		23	2.0%
11		7	0.6%
12		13	1.1%
13		13	1.1%
14		4	0.4%
15		7	0.6%
16		3	0.3%
17		2	0.2%

File : data106

c4_2_1: 參.四.會不會同意員工申請「產檢假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Value	Label	Cases	Percentage
18		4	0.4%
19		1	0.1%
20		4	0.4%
21		3	0.3%
22		3	0.3%
23		2	0.2%
24		3	0.3%
25		1	0.1%
26		2	0.2%
28		2	0.2%
29		1	0.1%
30		3	0.3%
31		3	0.3%
32		3	0.3%
34		1	0.1%
35		2	0.2%
37		1	0.1%
38		1	0.1%
39		3	0.3%
41		1	0.1%
42		2	0.2%
43		1	0.1%
45		2	0.2%
47		4	0.4%
54		1	0.1%
55		1	0.1%
61		1	0.1%
64		2	0.2%
65		1	0.1%
72		1	0.1%
73		1	0.1%
81		1	0.1%
87		1	0.1%
91		1	0.1%
99		2	0.2%
102		1	0.1%
112		1	0.1%
137		1	0.1%
146		1	0.1%
155		1	0.1%
160		1	0.1%
177		1	0.1%
203		1	0.1%

File : data106

c4_2_1: 參.四.會不會同意員工申請「產檢假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Value	Label	Cases	Percentage
237		1	0.1%
402		1	0.1%
Sysmiss		2156	

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

c4_3: 參.四.會不會同意員工申請「產檢假」?1.會, C.產檢假期間工資怎麼計算?

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

Statistics [NW/ W]	[Valid=2997 /-] [Invalid=300 /-]
---------------------------	----------------------------------

Value	Label	Cases	Percentage
1	工資給全薪	2850	95.1%
2	不發工資	42	1.4%
3	工資給半薪	102	3.4%
4	其他, 請說明	3	0.1%
Sysmiss		300	

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

c4_4_1: 參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: 選擇1(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
--------------------	--

Statistics [NW/ W]	[Valid=300 /-] [Invalid=2997 /-]
---------------------------	----------------------------------

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	178	59.3%
2	業務繁忙, 無法提供	10	3.3%
3	公司為家族企業可自行放假產檢	57	19.0%
4	按日或按時計薪員工可調整工作時間產檢	38	12.7%
5	不知道有此規定	15	5.0%
6	其他, 請說明	2	0.7%
Sysmiss		2997	

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

c4_4_2: 參.四.會不會同意員工申請「產檢假」?2.不會, 原因為: 選擇2(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
--------------------	--

Statistics [NW/ W]	[Valid=21 /-] [Invalid=3276 /-]
---------------------------	---------------------------------

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	4	19.0%
3	公司為家族企業可自行放假產檢	0	
4	按日或按時計薪員工可調整工作時間產檢	9	42.9%
5	不知道有此規定	8	38.1%
6	其他, 請說明	0	
Sysmiss		3276	

Warning: 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 : data106

c4_4_1_1: 參.四.會不會同意員工申請「產檢假」?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)

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

Statistics [NW/ W] [Valid=178 /-] [Invalid=3119 /-]

Value	Label	Cases	Percentage
1	病假	59	33.1%
2	事假	26	14.6%
3	特休	93	52.2%
4	其他, 請說明	0	
Sysmiss		3119	

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

c4_4_1_2: 參.四.會不會同意員工申請「產檢假」?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)

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

Statistics [NW/ W] [Valid=74 /-] [Invalid=3223 /-]

Value	Label	Cases	Percentage
1	病假	0	
2	事假	34	45.9%
3	特休	40	54.1%
4	其他, 請說明	0	
Sysmiss		3223	

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

c4_4_1_3: 參.四.會不會同意員工申請「產檢假」?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)

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

Statistics [NW/ W] [Valid=29 /-] [Invalid=3268 /-]

Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	29	100.0%
4	其他, 請說明	0	
Sysmiss		3268	

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

c4_4_1_4: 參.四.會不會同意員工申請「產檢假」?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇4(可複選)

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

Statistics [NW/ W] [Valid=0 /-] [Invalid=3297 /-]

Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	0	
4	其他, 請說明	0	
Sysmiss		3297	

Warning: 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 : data106

c5: 參.五.在員工流產時, 會不會同意員工申請「流產假」?

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	3162	95.9%
2	不會, 原因為 :	135	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.

c5_1: 參.五.會不會同意員工申請「流產假」? 1.會, B.最近一年(105/10至106/9)內有沒有員工申請?

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=3162 /-] [Invalid=135 /-]

Value	Label	Cases	Percentage
1	有	397	12.6%
2	沒有	2765	87.4%
Sysmiss		135	

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

# c5_2_1: 參.五.會不會同意員工申請「流產假」?2.不會, 原因為: 選擇1(最多複選2項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=135 /-] [Invalid=3162 /-]	
Value	Label	Cases	Percentage
1	員工可用病假替代	49	36.3%
2	員工可用其他假別替代, 是哪些假別?	27	20.0%
3	業務繁忙, 無法提供	3	2.2%
4	公司為家族企業可自行放假休息	30	22.2%
5	按日或按時計薪員工可調整工作時間休息	20	14.8%
6	不知道有此規定	6	4.4%
7	其他, 請說明	0	
Sysmiss		3162	
<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>			
# c5_2_2: 參.五.會不會同意員工申請「流產假」?2.不會, 原因為: 選擇2(最多複選2項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=28 /-] [Invalid=3269 /-]	
Value	Label	Cases	Percentage
1	員工可用病假替代	0	
2	員工可用其他假別替代, 是哪些假別?	19	67.9%
3	業務繁忙, 無法提供	2	7.1%
4	公司為家族企業可自行放假休息	0	
5	按日或按時計薪員工可調整工作時間休息	5	17.9%
6	不知道有此規定	2	7.1%
7	其他, 請說明	0	
Sysmiss		3269	
<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>			
# c5_2_1_1: 參.五.會不會同意員工申請「流產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]	
Statistics [NW/ W]		[Valid=46 /-] [Invalid=3251 /-]	
Value	Label	Cases	Percentage
1	事假	19	41.3%
2	特休	27	58.7%
3	其他, 請說明	0	
Sysmiss		3251	
<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>			
# c5_2_1_2: 參.五.會不會同意員工申請「流產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]	
Statistics [NW/ W]		[Valid=17 /-] [Invalid=3280 /-]	
Value	Label	Cases	Percentage
1	事假	0	
2	特休	17	100.0%
3	其他, 請說明	0	
Sysmiss		3280	

c5_2_1_2: 參.五.會不會同意員工申請「流產假」?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)

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

c5_2_1_3: 參.五.會不會同意員工申請「流產假」?2.不會, 原因為:(1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)

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

Statistics [NW/ W] [Valid=0 /-] [Invalid=3297 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	其他, 請說明	0	
Sysmiss		3297	

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

c6: 參.六.在女性員工生產時, 會不會同意員工申請「產假」(停止工作)?

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

Statistics [NW/ W] [Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	3214	97.5%
2	不會, 原因為:	83	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.

c6_1: 參.六.會不會同意員工申請「產假」?1.會, A.產假有__週(含例假日)

Information [Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]

Statistics [NW/ W] [Valid=3214 /-] [Invalid=83 /-]

Value	Label	Cases	Percentage
1		1	0.0%
4		19	0.6%
5		2	0.1%
6		48	1.5%
7		33	1.0%
8		3077	95.7%
8.3		1	0.0%
8.4		28	0.9%
10		2	0.1%
10.8		1	0.0%
12		2	0.1%
Sysmiss		83	

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

c6_2: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?

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

Statistics [NW/ W] [Valid=3214 /-] [Invalid=83 /-]

Value	Label	Cases	Percentage
1	工資給全薪(和生產前薪資相同)	2754	85.7%
2	工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?	353	11.0%
3	工資給半薪	56	1.7%
4	不發工資	51	1.6%

c6_2: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?

Value	Label	Cases	Percentage
5	其他, 請說明	0	
System		83	

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

c6_2_1_1: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇1(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=353 /-] [Invalid=2944 /-]

Value	Label	Cases	Percentage
1	全勤獎金	204	57.8%
2	專業或職務津貼(加給)	60	17.0%
3	伙食、交通津貼	45	12.7%
4	績效、業績、生產或工作獎金	44	12.5%
5	其他, 請說明	0	
System		2944	

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

c6_2_1_2: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=250 /-] [Invalid=3047 /-]

Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	110	44.0%
3	伙食、交通津貼	80	32.0%
4	績效、業績、生產或工作獎金	60	24.0%
5	其他, 請說明	0	
System		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.

c6_2_1_3: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇3(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=147 /-] [Invalid=3150 /-]

Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	0	
3	伙食、交通津貼	92	62.6%
4	績效、業績、生產或工作獎金	55	37.4%
5	其他, 請說明	0	
System		3150	

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

c6_2_1_4: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇4(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=83 /-] [Invalid=3214 /-]

c6_2_1_4: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇4(可複選)

Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	0	
3	伙食、交通津貼	0	
4	績效、業績、生產或工作獎金	83	100.0%
5	其他, 請說明	0	
Sysmiss		3214	

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

c6_2_1_5: 參.六.會不會同意員工申請「產假」?1.會, B.產假期間工資怎麼計算?(2)工資給底薪, 與生產前薪資項目比較, 未支付哪些項目?選擇5(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=3297 /-]

Value	Label	Cases	Percentage
1	全勤獎金	0	
2	專業或職務津貼(加給)	0	
3	伙食、交通津貼	0	
4	績效、業績、生產或工作獎金	0	
5	其他, 請說明	0	
Sysmiss		3297	

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

c6_3_1: 參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇1(最多複選3項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=3214 /-] [Invalid=83 /-]

Value	Label	Cases	Percentage
1	直接調整同一部門人員	2581	80.3%
2	調用其他部門人員	302	9.4%
3	使用派遣人員	34	1.1%
4	僱用約僱或臨時人員	232	7.2%
5	進用正職之新進人員	62	1.9%
6	其他, 請說明	3	0.1%
Sysmiss		83	

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

c6_3_2: 參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇2(最多複選3項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1316 /-] [Invalid=1981 /-]

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	809	61.5%
3	使用派遣人員	55	4.2%
4	僱用約僱或臨時人員	339	25.8%
5	進用正職之新進人員	113	8.6%
6	其他, 請說明	0	
Sysmiss		1981	

# c6_3_2: 參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇2(最多複選3項)			
<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>			
# c6_3_3: 參.六.會不會同意員工申請「產假」?1.會, C.產假期間貴單位(公司)人力如何因應?選擇3(最多複選3項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=247 /-] [Invalid=3050 /-]	
Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	0	
3	使用派遣人員	23	9.3%
4	僱用約僱或臨時人員	222	89.9%
5	進用正職之新進人員	1	0.4%
6	其他, 請說明	1	0.4%
Sysmiss		3050	
<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>			
# c6_4: 參.六.會不會同意員工申請「產假」?1.會, D.對於產假後銷假上班員工, 怎麼安排?			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=3214 /-] [Invalid=83 /-]	
Value	Label	Cases	Percentage
1	恢復原來的職位	2822	87.8%
2	由單位(公司)考量員工意願後作調整	273	8.5%
3	由單位(公司)人事管理部門決定	46	1.4%
4	由部門主管決定	73	2.3%
5	其他, 請說明	0	
Sysmiss		83	
<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>			
# c6_5_1: 參.六.會不會同意員工申請「產假」?2.不會, 原因為: 選擇1(最多複選2項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]	
Statistics [NW/ W]		[Valid=83 /-] [Invalid=3214 /-]	
Value	Label	Cases	Percentage
1	工作性質不適合孕婦, 員工懷孕會自動離職	16	19.3%
2	不僱用孕婦, 孕婦生產完, 再來上班	9	10.8%
3	業務繁忙, 無法提供	6	7.2%
4	單位(公司)無法負擔此項假別	1	1.2%
5	公司為家族企業可自行放假休息	30	36.1%
6	按日或按時計薪員工可調整工作時間休息	17	20.5%
7	不知道有此規定	4	4.8%
8	其他, 請說明	0	
Sysmiss		3214	
<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>			
# c6_5_2: 參.六.會不會同意員工申請「產假」?2.不會, 原因為: 選擇2(最多複選2項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]	
Statistics [NW/ W]		[Valid=9 /-] [Invalid=3288 /-]	
Value	Label	Cases	Percentage
1	工作性質不適合孕婦, 員工懷孕會自動離職	0	

c6_5_2: 參.六.會不會同意員工申請「產假」?2.不會, 原因為: 選擇2(最多複選2項)

Value	Label	Cases	Percentage
2	不僱用孕婦, 孕婦生產完, 再來上班	1	11.1%
3	業務繁忙, 無法提供	0	
4	單位(公司)無法負擔此項假別	1	11.1%
5	公司為家族企業可自行放假休息	0	
6	按日或按時計薪員工可調整工作時間休息	7	77.8%
7	不知道有此規定	0	
8	其他, 請說明	0	
Sysmiss		3288	

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

c7: 參.七.在員工配偶生產時, 會不會同意員工申請「陪產假」?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	3061	92.8%
2	不會, 原因為:	236	7.2%

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.

c7_1: 參.七.會不會同意員工申請「陪產假」?1.會, A. 「陪產假」可申請__日

Information	[Type= discrete] [Format=numeric] [Range= 1-14] [Missing=*]
Statistics [NW/ W]	[Valid=3061 /-] [Invalid=236 /-]

Value	Label	Cases	Percentage
1		6	0.2%
2		17	0.6%
3		147	4.8%
4		1	0.0%
5		2864	93.6%
7		18	0.6%
10		7	0.2%
14		1	0.0%
Sysmiss		236	

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

c7_2: 參.七.會不會同意員工申請「陪產假」?1.會, B. 最近一年(105/10至106/9)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3061 /-] [Invalid=236 /-]

Value	Label	Cases	Percentage
1	有	1049	34.3%
2	沒有	2012	65.7%
Sysmiss		236	

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

c7_2_1: 參.七.會不會同意員工申請「陪產假」?1.會, B. 最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Information	[Type= discrete] [Format=numeric] [Range= 1-236] [Missing=*]
Statistics [NW/ W]	[Valid=1049 /-] [Invalid=2248 /-]

c7_2_1: 參.七.會不會同意員工申請「陪產假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Value	Label	Cases	Percentage
1		404	38.5%
2		210	20.0%
3		95	9.1%
4		48	4.6%
5		55	5.2%
6		44	4.2%
7		25	2.4%
8		20	1.9%
9		13	1.2%
10		22	2.1%
11		13	1.2%
12		9	0.9%
13		6	0.6%
14		7	0.7%
15		8	0.8%
16		6	0.6%
17		8	0.8%
18		4	0.4%
19		4	0.4%
20		3	0.3%
21		5	0.5%
22		1	0.1%
23		1	0.1%
24		2	0.2%
25		1	0.1%
26		2	0.2%
27		1	0.1%
28		1	0.1%
31		2	0.2%
32		3	0.3%
33		2	0.2%
38		1	0.1%
39		1	0.1%
41		1	0.1%
42		1	0.1%
44		1	0.1%
46		1	0.1%
48		1	0.1%
51		2	0.2%
55		2	0.2%
57		1	0.1%
59		1	0.1%
60		1	0.1%
62		2	0.2%

c7_2_1: 參.七.會不會同意員工申請「陪產假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Value	Label	Cases	Percentage
64		1	0.1%
71		1	0.1%
98		1	0.1%
100		1	0.1%
119		1	0.1%
136		1	0.1%
170		1	0.1%
236		1	0.1%
Sysmiss		2248	

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

c7_3: 參.七.會不會同意員工申請「陪產假」?1.會, C.陪產假期間工資怎麼計算?

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3061 /-] [Invalid=236 /-]

Value	Label	Cases	Percentage
1	工資給全薪	2919	95.4%
2	不發工資	55	1.8%
3	工資給半薪	78	2.5%
4	其他, 請說明	9	0.3%
Sysmiss		236	

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

c7_4_1: 參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: 選擇1(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=236 /-] [Invalid=3061 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	114	48.3%
2	業務繁忙, 無法提供	17	7.2%
3	公司為家族企業可自行放假調整	45	19.1%
4	按日或按時計薪員工可調整工作時間	45	19.1%
5	不知道有此規定	11	4.7%
6	其他, 請說明	4	1.7%
Sysmiss		3061	

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

c7_4_2: 參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: 選擇2(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=25 /-] [Invalid=3272 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	6	24.0%
3	公司為家族企業可自行放假調整	0	
4	按日或按時計薪員工可調整工作時間	18	72.0%
5	不知道有此規定	0	
6	其他, 請說明	1	4.0%

c7_4_2: 參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: 選擇2(最多複選2項)

Value	Label	Cases	Percentage
Sysmiss		3272	

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

c7_4_1_1: 參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)

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

Statistics [NW/ W]	[Valid=114 /-] [Invalid=3183 /-]
---------------------------	----------------------------------

Value	Label	Cases	Percentage
1	病假	0	
2	事假	43	37.7%
3	特休	71	62.3%
4	其他, 請說明	0	
Sysmiss		3183	

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

c7_4_1_2: 參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇2(可複選)

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

Statistics [NW/ W]	[Valid=28 /-] [Invalid=3269 /-]
---------------------------	---------------------------------

Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	28	100.0%
4	其他, 請說明	0	
Sysmiss		3269	

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

c7_4_1_3: 參.七.會不會同意員工申請「陪產假」?2.不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇3(可複選)

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

Statistics [NW/ W]	[Valid=0 /-] [Invalid=3297 /-]
---------------------------	--------------------------------

Value	Label	Cases	Percentage
1	病假	0	
2	事假	0	
3	特休	0	
4	其他, 請說明	0	
Sysmiss		3297	

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

c8: 參.八.若有員工子女未滿2歲須親自哺(集)乳者申請「哺(集)乳時間」, 會不會同意員工申請或使用?

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

Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]
---------------------------	--------------------------------

Value	Label	Cases	Percentage
1	會	2967	90.0%
2	不會, 原因為:	330	10.0%

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.

# c8_1: 參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, A. 會不會規定「哺(集)乳時間」?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2967 /-] [Invalid=330 /-]	
Value	Label	Cases	Percentage
1	會規定哺(集)乳時間	586	19.8%
2	不會規定哺(集)乳時間	2381	80.2%
Sysmiss		330	
<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>			
# c8_1_1: 參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, A. 會規定哺(集)乳時間, 每日提供「哺(集)乳時間」__次			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=586 /-] [Invalid=2711 /-]	
Value	Label	Cases	Percentage
1		88	15.0%
2		485	82.8%
3		12	2.0%
4		1	0.2%
Sysmiss		2711	
<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>			
# c8_1_2: 參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, A. 會規定哺(集)乳時間, 每次__分鐘			
Information		[Type= discrete] [Format=numeric] [Range= 15-60] [Missing=*]	
Statistics [NW/ W]		[Valid=586 /-] [Invalid=2711 /-]	
Value	Label	Cases	Percentage
15		4	0.7%
20		18	3.1%
30		486	82.9%
60		78	13.3%
Sysmiss		2711	
<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>			
# c8_2: 參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請或使用此措施?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2967 /-] [Invalid=330 /-]	
Value	Label	Cases	Percentage
1	有	612	20.6%
2	沒有	2355	79.4%
Sysmiss		330	
<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>			
# c8_2_1: 參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請或使用此措施?(1)有, __人申請或使用該措施			
Information		[Type= discrete] [Format=numeric] [Range= 1-490] [Missing=*]	
Statistics [NW/ W]		[Valid=612 /-] [Invalid=2685 /-]	
Value	Label	Cases	Percentage
1		243	39.7%

c8_2_1: 參. 八. 會不會同意員工申請或使用「哺(集)乳時間」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請或使用此措施?(1)有, __人申請或使用該措施

Value	Label	Cases	Percentage
2		121	19.8%
3		72	11.8%
4		33	5.4%
5		32	5.2%
6		10	1.6%
7		3	0.5%
8		8	1.3%
9		5	0.8%
10		20	3.3%
11		3	0.5%
12		1	0.2%
13		2	0.3%
14		3	0.5%
15		6	1.0%
18		4	0.7%
20		6	1.0%
21		1	0.2%
22		2	0.3%
23		4	0.7%
25		1	0.2%
26		1	0.2%
27		2	0.3%
29		1	0.2%
30		2	0.3%
32		1	0.2%
38		1	0.2%
40		2	0.3%
42		1	0.2%
50		2	0.3%
52		1	0.2%
60		1	0.2%
70		1	0.2%
80		2	0.3%
90		1	0.2%
100		2	0.3%
103		1	0.2%
138		5	0.8%
158		1	0.2%
177		1	0.2%
220		1	0.2%
482		1	0.2%
490		1	0.2%
Sysmiss		2685	

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

c8_3_1: 參.八.會不會同意員工申請或使用「哺(集)乳時間」?2.不會, 原因為: 選擇2(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=330 /-] [Invalid=2967 /-]		
Value	Label	Cases	Percentage
1	員工可用休息時間替代	177	53.6%
2	業務繁忙, 無法提供	23	7.0%
3	公司為家族企業可自行調整工作時間哺乳	85	25.8%
4	不知道有此規定	29	8.8%
5	其他, 請說明	16	4.8%
Sysmiss		2967	

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

c8_3_2: 參.八.會不會同意員工申請或使用「哺(集)乳時間」?2.不會, 原因為: 選擇1(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=28 /-] [Invalid=3269 /-]		
Value	Label	Cases	Percentage
1	員工可用休息時間替代	0	
2	業務繁忙, 無法提供	12	42.9%
3	公司為家族企業可自行調整工作時間哺乳	6	21.4%
4	不知道有此規定	10	35.7%
5	其他, 請說明	0	
Sysmiss		3269	

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

c9: 參.九.有沒有設置員工「哺集乳室」(哺乳室或集乳室)?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有	1385	42.0%
2	沒有	1912	58.0%

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.

c9_1: 參.九.有沒有設置「哺集乳室」(哺乳室或集乳室)? 1.有, 屬於專供員工使用或與民眾共用)?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1385 /-] [Invalid=1912 /-]		
Value	Label	Cases	Percentage
1	專供員工使用	896	64.7%
2	與民眾共用	489	35.3%
Sysmiss		1912	

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

c9_2: 參.九.有沒有設置「哺集乳室」(哺乳室或集乳室)? 2.沒有, 主要因為:

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=1912 /-] [Invalid=1385 /-]		
Value	Label	Cases	Percentage
1	工作場所無法設置	330	17.3%
2	員工沒有此項需求	965	50.5%
3	經費不足	21	1.1%

c9_2: 參. 九. 有沒有設置「哺集乳室」(哺乳室或集乳室)? 2. 沒有, 主要因為 :

Value	Label	Cases	Percentage
4	法律無強制設立(僱用員工未滿100人)	536	28.0%
5	其他, 請說明	60	3.1%
Sysmiss		1385	

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

c10: 參. 十. 若有員工為撫育未滿3歲子女, 提出減少或調整工作時間, 會不會同意員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	2650	80.4%
2	不會, 原因為 :	647	19.6%

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.

c10_1: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 1. 會, 最近一年(105/10至106/9)內有沒有員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2650 /-] [Invalid=647 /-]

Value	Label	Cases	Percentage
1	有	169	6.4%
2	沒有	2481	93.6%
Sysmiss		647	

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

c10_1_1: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 1. 會, 最近一年(105/10至106/9)內有沒有員工申請? (1)有, __人申請

Information	[Type= discrete] [Format=numeric] [Range= 1-25] [Missing=*]
Statistics [NW/ W]	[Valid=169 /-] [Invalid=3128 /-]

Value	Label	Cases	Percentage
1		103	60.9%
2		32	18.9%
3		7	4.1%
4		4	2.4%
5		7	4.1%
6		4	2.4%
7		1	0.6%
8		1	0.6%
9		1	0.6%
10		2	1.2%
11		1	0.6%
14		1	0.6%
15		1	0.6%
18		1	0.6%
20		1	0.6%
22		1	0.6%
25		1	0.6%
Sysmiss		3128	

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

c10_1_2: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 1. 會, 最近一年(105/10至106/9)內有沒有員工申請?
(1)申請者性別

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

Statistics [NW/ W] [Valid=169 /-] [Invalid=3128 /-]

Value	Label	Cases	Percentage
1	僅有男性員工提出	19	11.2%
2	僅有女性員工提出	126	74.6%
3	男女性員工都有提出	24	14.2%
Sysmiss		3128	

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

c10_2_1: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: 選擇1(最多複選2項)

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=647 /-] [Invalid=2650 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	263	40.6%
2	業務繁忙, 無法提供	56	8.7%
3	受僱員工未滿30人	235	36.3%
4	公司為家族企業可自行放假調整	41	6.3%
5	按日或按時計薪員工可調整工作時間	25	3.9%
6	不知道有此規定	9	1.4%
7	其他, 請說明	18	2.8%
Sysmiss		2650	

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

c10_2_2: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: 選擇2(最多複選2項)

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=173 /-] [Invalid=3124 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	15	8.7%
3	受僱員工未滿30人	76	43.9%
4	公司為家族企業可自行放假調整	35	20.2%
5	按日或按時計薪員工可調整工作時間	29	16.8%
6	不知道有此規定	17	9.8%
7	其他, 請說明	1	0.6%
Sysmiss		3124	

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

c10_2_1_1: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: (1)員工可用其他假別替代, 是哪些假別? 選擇1(可複選)

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

Statistics [NW/ W] [Valid=263 /-] [Invalid=3034 /-]

Value	Label	Cases	Percentage
1	事假	140	53.2%
2	特休	103	39.2%
3	家庭照顧假	17	6.5%
4	其他, 請說明	3	1.1%

c10_2_1_1: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: (1) 員工可用其他假別替代, 是哪些假別? 選擇1 (可複選)

Value	Label	Cases	Percentage
Sysmiss		3034	

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

c10_2_1_2: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: (1) 員工可用其他假別替代, 是哪些假別? 選擇2 (可複選)

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

Statistics [NW/ W]	[Valid=153 /-] [Invalid=3144 /-]
---------------------------	----------------------------------

Value	Label	Cases	Percentage
1	事假	0	
2	特休	121	79.1%
3	家庭照顧假	31	20.3%
4	其他, 請說明	1	0.7%
Sysmiss		3144	

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

c10_2_1_3: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: (1) 員工可用其他假別替代, 是哪些假別? 選擇3 (可複選)

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

Statistics [NW/ W]	[Valid=72 /-] [Invalid=3225 /-]
---------------------------	---------------------------------

Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	家庭照顧假	72	100.0%
4	其他, 請說明	0	
Sysmiss		3225	

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

c10_2_1_4: 參. 十. 會不會同意員工申請提出減少或調整工作時間? 2. 不會, 原因為: (1) 員工可用其他假別替代, 是哪些假別? 選擇4 (可複選)

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

Statistics [NW/ W]	[Valid=1 /-] [Invalid=3296 /-]
---------------------------	--------------------------------

Value	Label	Cases	Percentage
1	事假	0	
2	特休	0	
3	家庭照顧假	0	
4	其他, 請說明	1	100.0%
Sysmiss		3296	

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

# c11: 參.十一.若有員工申請「家庭照顧假」, 會不會同意員工申請?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	2891	87.7%
2	不會, 原因為:	406	12.3%
<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>			
# c11_1: 參.十一.會不會同意員工申請「家庭照顧假」?1.會, A.一年可申請__日			
Information		[Type= discrete] [Format=numeric] [Range= 1-20] [Missing=*]	
Statistics [NW/ W]		[Valid=2891 /-] [Invalid=406 /-]	
Value	Label	Cases	Percentage
1		6	0.2%
2		1	0.0%
3		17	0.6%
4		2	0.1%
5		45	1.6%
6		4	0.1%
7		2811	97.2%
10		2	0.1%
15		2	0.1%
20		1	0.0%
Sysmiss		406	
<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>			
# c11_2: 參.十一.會不會同意員工申請「家庭照顧假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=2891 /-] [Invalid=406 /-]	
Value	Label	Cases	Percentage
1	有	731	25.3%
2	沒有	2160	74.7%
Sysmiss		406	
<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>			
# c11_2_1: 參.十一.會不會同意員工申請「家庭照顧假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請			
Information		[Type= discrete] [Format=numeric] [Range= 1-672] [Missing=*]	
Statistics [NW/ W]		[Valid=731 /-] [Invalid=2566 /-]	
Value	Label	Cases	Percentage
1		222	30.4%
2		127	17.4%
3		72	9.8%
4		28	3.8%
5		38	5.2%
6		26	3.6%
7		27	3.7%
8		16	2.2%
9		19	2.6%

c11_2_1: 參.十一.會不會同意員工申請「家庭照顧假」?1.會, B.最近一年(105/10至106/9)內有沒有員工申請?(1)有, __人申請

Value	Label	Cases	Percentage
10		15	2.1%
11		11	1.5%
12		10	1.4%
13		9	1.2%
14		6	0.8%
15		7	1.0%
16		3	0.4%
17		3	0.4%
18		7	1.0%
19		4	0.5%
20		6	0.8%
21		3	0.4%
22		3	0.4%
23		4	0.5%
24		2	0.3%
25		1	0.1%
26		4	0.5%
27		2	0.3%
28		1	0.1%
29		2	0.3%
30		1	0.1%
31		4	0.5%
32		1	0.1%
33		2	0.3%
34		1	0.1%
35		3	0.4%
36		1	0.1%
38		5	0.7%
39		3	0.4%
41		1	0.1%
43		2	0.3%
44		1	0.1%
45		2	0.3%
46		2	0.3%
49		1	0.1%
50		2	0.3%
51		2	0.3%
52		1	0.1%
54		1	0.1%
56		1	0.1%
60		1	0.1%
61		1	0.1%
76		1	0.1%
77		1	0.1%

c11_2_1: 參. 十一. 會不會同意員工申請「家庭照顧假」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請?(1) 有, __人申請

Value	Label	Cases	Percentage
80		1	0.1%
100		1	0.1%
102		1	0.1%
103		1	0.1%
122		1	0.1%
170		1	0.1%
214		1	0.1%
275		1	0.1%
336		1	0.1%
385		1	0.1%
642		1	0.1%
672		1	0.1%
Sysmiss		2566	

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

c11_2_2: 參. 十一. 會不會同意員工申請「家庭照顧假」? 1. 會, B. 最近一年(105/10至106/9)內有沒有員工申請?(1) 申請者性別

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=731 /-] [Invalid=2566 /-]

Value	Label	Cases	Percentage
1	僅有男性員工提出	98	13.4%
2	僅有女性員工提出	238	32.6%
3	男女性員工都有提出	395	54.0%
Sysmiss		2566	

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

c11_3: 參. 十一. 會不會同意員工申請「家庭照顧假」? 1. 會, C. 家庭照顧假工資怎麼計算

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=2891 /-] [Invalid=406 /-]

Value	Label	Cases	Percentage
1	工資給全薪	702	24.3%
2	依勞工請假規則, 不發工資	2108	72.9%
3	工資給半薪	78	2.7%
4	其他, 請說明	3	0.1%
Sysmiss		406	

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

c11_4_1: 參. 十一. 會不會同意員工申請「家庭照顧假」? 2. 不會, 原因為: 選擇1(最多複選2項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=406 /-] [Invalid=2891 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	207	51.0%
2	業務繁忙, 無法提供	49	12.1%
3	公司為家族企業可自行放假	58	14.3%
4	按日或按時計薪員工可調整工作時間	64	15.8%

# c11_4_1: 參. 十一. 會不會同意員工申請「家庭照顧假」? 2. 不會, 原因為: 選擇1(最多複選2項)			
Value	Label	Cases	Percentage
5	不知道有此規定	28	6.9%
6	其他, 請說明	0	
Sysmiss		2891	
<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>			
# c11_4_2: 參. 十一. 會不會同意員工申請「家庭照顧假」? 2. 不會, 原因為: 選擇2(最多複選2項)			
Information		[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]	
Statistics [NW/ W]		[Valid=65 /-] [Invalid=3232 /-]	
Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	業務繁忙, 無法提供	20	30.8%
3	公司為家族企業可自行放假	0	
4	按日或按時計薪員工可調整工作時間	29	44.6%
5	不知道有此規定	16	24.6%
6	其他, 請說明	0	
Sysmiss		3232	
<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>			
# c11_4_1_1: 參. 十一. 會不會同意員工申請「家庭照顧假」? 2. 不會, 原因為: (1)員工可用其他假別替代, 是哪些假別? 選擇1(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=207 /-] [Invalid=3090 /-]	
Value	Label	Cases	Percentage
1	特休	207	100.0%
2	其他, 請說明	0	
Sysmiss		3090	
<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>			
# c11_4_1_2: 參. 十一. 會不會同意員工申請「家庭照顧假」? 2. 不會, 原因為: (1)員工可用其他假別替代, 是哪些假別? 選擇2(可複選)			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=0 /-] [Invalid=3297 /-]	
Value	Label	Cases	Percentage
1	特休	0	
2	其他, 請說明	0	
Sysmiss		3297	
<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>			
# c12: 參. 十二. 有沒有為員工子女設立托兒服務機構(如幼兒園、托嬰中心、兒童課後照顧服務中心)?			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	有, 收托費用方式為:	47	1.4%
2	沒有, 主要因為:	3250	98.6%
<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>			

c12_1: 參. 十二. 有沒有為員工子女設立托兒服務機構?1.有, 收托費用方式為 :

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=47 /-] [Invalid=3250 /-]

Value	Label	Cases	Percentage
1	由單位(公司)全額補助收托費用	0	
2	單位(公司)補助部分收托費用	19	40.4%
3	由員工自行負擔收托費用	28	59.6%
4	其他, 請說明	0	
Sysmiss		3250	

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

c12_2: 參. 十二. 有沒有為員工子女設立托兒服務機構?2.沒有, A. 主要原因為

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]
Statistics [NW/ W]	[Valid=3250 /-] [Invalid=47 /-]

Value	Label	Cases	Percentage
1	沒有空間設立	576	17.7%
2	沒有經費預算	240	7.4%
3	員工無幼小子女	339	10.4%
4	員工送托住家附近托兒服務機構或保母	511	15.7%
5	員工將子女交給家人照顧	276	8.5%
6	員工分散各地	262	8.1%
7	法律無強制設立(僱用員工未滿100人)	1029	31.7%
8	其他, 請說明	17	0.5%
Sysmiss		47	

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

c13: 參. 十三. 有沒有提供員工托兒措施?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3250 /-] [Invalid=47 /-]

Value	Label	Cases	Percentage
1	有, 其方式為 :	789	24.3%
2	沒有, 主要原因為 :	2461	75.7%
Sysmiss		47	

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

c13_1_1: 參. 十三. 有沒有提供員工托兒措施?1.有, 其方式為 : 選擇1(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=789 /-] [Invalid=2508 /-]

Value	Label	Cases	Percentage
1	與托兒服務機構簽約	729	92.4%
2	單位(公司)提供托兒津貼	60	7.6%
3	其他, 請說明	0	
Sysmiss		2508	

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

c13_1_2: 參. 十三. 有沒有提供員工托兒措施?1.有, 其方式為 : 選擇2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=36 /-] [Invalid=3261 /-]

c13_1_2: 參. 十三. 有沒有提供員工托兒措施?1.有, 其方式為: 選擇2(可複選)

Value	Label	Cases	Percentage
1	與托兒服務機構簽約	0	
2	單位(公司)提供托兒津貼	36	100.0%
3	其他, 請說明	0	
Sysmiss		3261	

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

c13_2: 參. 十三. 有沒有提供員工托兒措施?2.沒有, A. 主要原因為

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2461 /-] [Invalid=836 /-]

Value	Label	Cases	Percentage
1	沒有經費預算	296	12.0%
2	員工無幼小子女	370	15.0%
3	員工送托住家附近托兒服務機構或保母	464	18.9%
4	員工將子女交給家人照顧	342	13.9%
5	法律無強制設立(僱用員工未滿100人)	943	38.3%
6	其他, 請說明	46	1.9%
Sysmiss		836	

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

c13_3: 參. 十三. 有沒有提供員工托兒措施?2.沒有, B. 近5年是否曾與托兒服務機構簽約?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2461 /-] [Invalid=836 /-]

Value	Label	Cases	Percentage
1	有	55	2.2%
2	沒有	2406	97.8%
Sysmiss		836	

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

d1: 肆. 一. 若有員工要申請育嬰留職停薪, 會不會同意員工申請?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	2986	90.6%
2	不會, 原因為:	311	9.4%

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.

d1_1: 肆. 一. 會不會同意員工申請育嬰留職停薪?1.會, A. 有沒有符合申請資格的員工?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=2986 /-] [Invalid=311 /-]

Value	Label	Cases	Percentage
1	有	1643	55.0%
2	沒有	1343	45.0%
Sysmiss		311	

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

d1_2: 肆. 一. 會不會同意員工申請育嬰留職停薪?1.會, B. 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=2986 /-] [Invalid=311 /-]

Value	Label	Cases	Percentage
1	未滿3個月	132	4.4%
2	3個月以上~未滿6個月	350	11.7%
3	6個月以上~未滿1年	606	20.3%
4	1年以上~2年	1898	63.6%
Sysmiss		311	

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

d1_3_1: 肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: 選擇1(最多複選2項)

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=311 /-] [Invalid=2986 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	80	25.7%
2	懷孕婦女自行離職	15	4.8%
3	員工人數少, 無法提供	142	45.7%
4	業務繁忙, 無法提供	22	7.1%
5	公司為家族企業可自行放假休息	43	13.8%
6	不知道有此規定	8	2.6%
7	其他, 請說明	1	0.3%
Sysmiss		2986	

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

d1_3_2: 肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: 選擇2(最多複選2項)

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=50 /-] [Invalid=3247 /-]

Value	Label	Cases	Percentage
1	員工可用其他假別替代, 是哪些假別?	0	
2	懷孕婦女自行離職	0	
3	員工人數少, 無法提供	21	42.0%
4	業務繁忙, 無法提供	25	50.0%
5	公司為家族企業可自行放假休息	0	
6	不知道有此規定	4	8.0%
7	其他, 請說明	0	
Sysmiss		3247	

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

d1_3_1_1: 肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: (1)員工可用其他假別替代, 是哪些假別?選擇1(可複選)

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

Statistics [NW/ W] [Valid=80 /-] [Invalid=3217 /-]

Value	Label	Cases	Percentage
1	事假	32	40.0%
2	特休	48	60.0%
3	其他, 請說明	0	

d1_3_1_1: 肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: (1) 員工可用其他假別替代, 是哪些假別? 選擇1(可複選)

Value	Label	Cases	Percentage
Systemmiss		3217	

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

d1_3_1_2: 肆. 一. 會不會同意員工申請育嬰留職停薪?2. 不會, 原因為: (1) 員工可用其他假別替代, 是哪些假別? 選擇2(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=25 /-] [Invalid=3272 /-]

Value	Label	Cases	Percentage
1	事假	0	
2	特休	25	100.0%
3	其他, 請說明	0	
Systemmiss		3272	

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

d2: 肆. 二. 申請育嬰留職停薪後之復職員工, 如何安排復職之職位?

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=2986 /-] [Invalid=311 /-]

Value	Label	Cases	Percentage
1	恢復原來的職位	2244	75.2%
2	由單位(公司)詢問員工意願後作調整	476	15.9%
3	由單位(公司)人事管理部門決定	92	3.1%
4	由部門主管決定	172	5.8%
5	其他, 請說明	2	0.1%
Systemmiss		311	

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

d3_1: 肆. 三. 員工申請「育嬰留職停薪」期間, 人力如何因應? 選擇1(最多複選3項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2986 /-] [Invalid=311 /-]

Value	Label	Cases	Percentage
1	直接調整同一部門人員	2182	73.1%
2	調用其他部門人員	292	9.8%
3	使用派遣人員	57	1.9%
4	僱用約僱或臨時人員	339	11.4%
5	進用正職之新進人員	111	3.7%
6	其他, 請說明	5	0.2%
Systemmiss		311	

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

d3_2: 肆. 三. 員工申請「育嬰留職停薪」期間, 人力如何因應? 選擇2(最多複選3項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1515 /-] [Invalid=1782 /-]

Value	Label	Cases	Percentage
1	直接調整同一部門人員	1	0.1%
2	調用其他部門人員	817	53.9%

d3_2: 肆.三.員工申請「育嬰留職停薪」期間，人力如何因應?選擇2(最多複選3項)

Value	Label	Cases	Percentage
3	使用派遣人員	82	5.4%
4	僱用約僱或臨時人員	418	27.6%
5	進用正職之新進人員	197	13.0%
6	其他，請說明	0	
Sysmiss		1782	

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

d3_3: 肆.三.員工申請「育嬰留職停薪」期間，人力如何因應?選擇3(最多複選3項)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=572 /-] [Invalid=2725 /-]

Value	Label	Cases	Percentage
1	直接調整同一部門人員	0	
2	調用其他部門人員	0	
3	使用派遣人員	33	5.8%
4	僱用約僱或臨時人員	232	40.6%
5	進用正職之新進人員	307	53.7%
6	其他，請說明	0	
Sysmiss		2725	

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

e1_1: 伍.一.對以下各職類之錄用情形：1.管理職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	43	1.3%
2	僱用男性	39	1.2%
3	男女都會錄用	2949	89.4%
4	沒有此職務	266	8.1%

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.

e1_2: 伍.一.對以下各職類之錄用情形：2.事務職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	164	5.0%
2	僱用男性	8	0.2%
3	男女都會錄用	2988	90.6%
4	沒有此職務	137	4.2%

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

e1_3: 伍.一.對以下各職類之錄用情形：3.銷售職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僱用女性	41	1.2%
2	僱用男性	42	1.3%

e1_3: 伍.一.對以下各職類之錄用情形：3.銷售職

Value	Label	Cases	Percentage
3	男女都會錄用	2197	66.6%
4	沒有此職務	1017	30.8%

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.

e1_4: 伍.一.對以下各職類之錄用情形：4.專業技術職

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僅用女性	16	0.5%
2	僅用男性	272	8.2%
3	男女都會錄用	2654	80.5%
4	沒有此職務	355	10.8%

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.

e1_5: 伍.一.對以下各職類之錄用情形：4.危險及耗體力工作

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	僅用女性	1	0.0%
2	僅用男性	720	21.8%
3	男女都會錄用	1198	36.3%
4	沒有此職務	1378	41.8%

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.

e2: 伍.二.(於問項伍.一之任何職類勾選「僅用男性」者才需回答本問項)對上列各職類僅錄用男性的主要原因為何?

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=771 /-] [Invalid=2526 /-]

Value	Label	Cases	Percentage
1	無女性應徵	184	23.9%
2	雖有女性應徵，惟考試成績未達任用標準	8	1.0%
3	雖有女性應徵，單位(公司)內部未做成決定前中途退出	3	0.4%
4	雖有女性錄取，但由於事後離退只剩男性	8	1.0%
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	3	0.4%
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	560	72.6%
7	其他，請說明	5	0.6%
Systemmiss		2526	

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

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

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=195 /-] [Invalid=3102 /-]

Value	Label	Cases	Percentage
1	無男性應徵	78	40.0%
2	雖有男性應徵，惟考試成績未達任用標準	7	3.6%

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

Value	Label	Cases	Percentage
3	雖有男性應徵, 單位(公司)內部未做成決定前中途退出	4	2.1%
4	雖有男性錄取, 但由於事後離退只剩女性	4	2.1%
5	在錄取後, 於職務分配時, 未獲部門主管同意, 結果只錄取女性	5	2.6%
6	部分職務男性員工不適合擔任	93	47.7%
7	其他, 請說明	4	2.1%
Sysmiss		3102	

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

e4_1: 伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?1. 工作分配

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	443	13.4%
2	不會	2854	86.6%

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.

e4_2: 伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?2. 薪資給付標準

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	124	3.8%
2	不會	3173	96.2%

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

e4_3: 伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?3. 調薪幅度

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	56	1.7%
2	不會	3241	98.3%

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

e4_4: 伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?4. 考核(考績或獎金)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	40	1.2%
2	不會	3257	98.8%

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

e4_5: 伍.4.辦理下列各項業務時, 對於同職務者會不會有「性別」的考量?5. 陞遷

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	38	1.2%

# e4_5: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?5. 陞遷			
Value	Label	Cases	Percentage
2	不會	3259	98.8%
<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>			
# e4_6: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?6. 訓練.進修			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	42	1.3%
2	不會	3255	98.7%
<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>			
# e4_7: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?7. 資遣.離職或解僱			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	22	0.7%
2	不會	3275	99.3%
<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>			
# e4_8: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?8. 員工福利措施之提供			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	38	1.2%
2	不會	3259	98.8%
<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>			
# e4_9: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?9. 育嬰留職停薪			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	93	2.8%
2	不會	3204	97.2%
<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>			
# e4_10: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?10.退休權利			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	18	0.5%
2	不會	3279	99.5%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e4_11: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?11.僱用招募.甄試.進用			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	

e4_11: 伍.4.辦理下列各項業務時，對於同職務者會不會有「性別」的考量?11.僱用招募.甄試.進用

Value	Label	Cases	Percentage
1	會	84	2.5%
2	不會	3213	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.

e5_1: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?1.工作分配

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	190	5.8%
2	不會	3107	94.2%

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.

e5_2: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?2.薪資給付標準

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	65	2.0%
2	不會	3232	98.0%

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.

e5_3: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?3.調薪幅度

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	會	42	1.3%
2	不會	3255	98.7%

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

# e5_4: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?4.考核(考績或獎金)			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	38	1.2%
2	不會	3259	98.8%
<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>			
# e5_5: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?5.陞遷			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	38	1.2%
2	不會	3259	98.8%
<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>			
# e5_6: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?6.訓練.進修			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	41	1.2%
2	不會	3256	98.8%
<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>			
# e5_7: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?7.資遣.離職或解僱			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	32	1.0%
2	不會	3265	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>			
# e5_8: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?8.員工福利措施之提供			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	33	1.0%
2	不會	3264	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>			
# e5_9: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?9.育嬰留職停薪			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	67	2.0%
2	不會	3230	98.0%
<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>			

# e5_10: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?10.退休權利			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	27	0.8%
2	不會	3270	99.2%
<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>			
# e5_11: 伍.5.辦理下列各項業務時，對於同職務者會不會有「跨性別」或性傾向的考量?11.僱用招募.甄試.進用			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	62	1.9%
2	不會	3235	98.1%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e6_1: 伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?1.種族			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	20	0.6%
2	不會	3277	99.4%
<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>			
# e6_2: 伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?2.階級			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	18	0.5%
2	不會	3279	99.5%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# e6_3: 伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?3.語言			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	141	4.3%
2	不會	3156	95.7%
<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>			
# e6_4: 伍.6.僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?4.思想			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	會	108	3.3%
2	不會	3189	96.7%
<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>			

e6_5: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量?5.宗教

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	20	0.6%
2	不會	3277	99.4%

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.

e6_6: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量?6.黨派

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	7	0.2%
2	不會	3290	99.8%

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.

e6_7: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量?7.籍貫

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	7	0.2%
2	不會	3290	99.8%

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.

e6_8: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量?8.出生地

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	6	0.2%
2	不會	3291	99.8%

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.

e6_9: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量?9.年齡

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	174	5.3%
2	不會	3123	94.7%

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.

e6_10: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時, 會不會考量?10.婚姻

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	31	0.9%
2	不會	3266	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.

e6_11: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?**11.容貌(含五官.身高及體重)**

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	46	1.4%
2	不會	3251	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.

e6_12: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?**12.身心障礙**

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	248	7.5%
2	不會	3049	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.

e6_13: 伍.6. 僱用新進人員或對員工辦理考績/陞遷等業務時，會不會考量?**13.曾為工會會員身分**

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	會	20	0.6%
2	不會	3277	99.4%

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.

industry_code: 行業代碼

Information	[Type= discrete] [Format=numeric] [Range= 1-19] [Missing=*]		
Statistics [NW/ W]	[Valid=3297 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	農、林、漁、牧業	73	2.2%
2	礦業及土石採取業	33	1.0%
3	製造業	434	13.2%
4	電力及燃氣供應業	119	3.6%
5	用水供應及污染整治業	85	2.6%
6	營建工程業	195	5.9%
7	批發及零售業	600	18.2%
8	運輸及倉儲業	159	4.8%
9	住宿及餐飲業	182	5.5%
10	出版、影音製作、傳播及資訊服務業	126	3.8%
11	金融及保險業	135	4.1%
12	不動產業	110	3.3%
13	專業、科學及技術服務業	138	4.2%
14	支援服務業	143	4.3%
15	公共行政及國防強制性社會安全	179	5.4%
16	教育服務業	167	5.1%
17	醫療保健及社會工作服務業	183	5.6%
18	藝術、娛樂及休閒服務業	105	3.2%
19	其他服務業	131	4.0%

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.

# scale_code: 規模代碼			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	29人及以下	1518	46.0%
2	30~99人	708	21.5%
3	100~249人	590	17.9%
4	250人及以上	481	14.6%
<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: 權數			
Information		[Type= continuous] [Format=numeric] [Range= 1-987] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-] [Mean=80.23 /-] [StdDev=85.575 /-]	
# area: 表側地區			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	北部地區	1423	43.2%
2	中部地區	697	21.1%
3	南部地區	947	28.7%
4	東部地區	230	7.0%
<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>			
# organization_type: 表側組織型態			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=3297 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	民營	2802	85.0%
2	公營	495	15.0%
<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>			