

台灣 (Taiwan, ROC)

勞動部, **Ministry of Labor**

108年育嬰留職停薪期滿復職關懷調查

Study Documentation

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108年育嬰留職停薪期滿復職關懷調查

Survey on Parental Leave for Raising Children, 2019

Overview

Type	育嬰留職停薪期滿復職關懷調查
Identification	AH120004
Version	Production Date: 2021-04-26 1
Abstract	
<p>勞動部為了解申請育嬰留職停薪者期滿後回復原職及對復職協助措施之需求，據以研擬促進性別工作平等相關政策之參考，以臺灣地區已請領育嬰留職停薪津貼並於107年1月至12月間期滿之受僱者為抽樣母體辦理本調查，共完成有效樣本5,551份。調查項目包括：</p> <p>壹、受訪者基本資料 貳、申請育嬰留職停薪前的相關評估 參、申請育嬰留職停薪狀況及重返職場情形 肆、申請育嬰留職停薪前之就業狀況 伍、育嬰留職停薪相關權益之認知情形</p>	
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage

Time Period(s)	2019
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
臺灣地區	
Universe	
已請領育嬰留職停薪津貼並於107年1月至12月間期滿之受僱者。	

Producers & Sponsors

Primary Investigator(s)	勞動部, Ministry of Labor
Other Producer(s)	勞動部 (Ministry of Labor)
Funding Agency/ies	勞動部

Data Collection

Data Collection Dates	start 2019-05-01 end 2019-06-30
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。

Other Processing

輔以電話訪問、網路填答、傳真及電子信箱等方式。

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)

data108	
# Cases	5551
# Variable(s)	112

Variables Group(s)

Dataset contains 7 group(s)

Group 樣本資訊							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	no	樣本編號	continuous	numeric-5.0	5551	0	-
2	vyesno	您目前還在育嬰留職停薪期間嗎?	discrete	numeric-1.0	5551	0	-

Group 壹、申請育嬰留職停薪前的相關評估							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	va1_1	壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇1)(可複選3項以內)	discrete	numeric-2.0	5551	0	-
2	va1_2	壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇2)(可複選3項以內)	discrete	numeric-2.0	3985	1566	-
3	va1_3	壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇3)(可複選3項以內)	discrete	numeric-2.0	2220	3331	-
4	va2	壹. 二. 您在申請育嬰留職停薪過程中, 有沒有遭遇事業單位(公司)或上級長官(主管)的阻撓或刁難?	discrete	numeric-1.0	5551	0	-
5	va2_1_1	壹. 二. 1. 有, 阻撓或刁難方式(選擇1)(可複選3項以內)	discrete	numeric-1.0	454	5097	-
6	va2_1_2	壹. 二. 1. 有, 阻撓或刁難方式(選擇2)(可複選3項以內)	discrete	numeric-1.0	171	5380	-
7	va2_1_3	壹. 二. 1. 有, 阻撓或刁難方式(選擇3)(可複選3項以內)	discrete	numeric-1.0	79	5472	-
8	va3	壹. 三. 您在申請育嬰留職停薪時, 有沒有計畫返回原事業單位(公司)任職?	discrete	numeric-1.0	5551	0	-
9	va3_1	壹. 三. 2. 沒有計畫返回原事業單位(公司)任職原因?	discrete	numeric-1.0	1160	4391	-

Group 貳、申請育嬰留職停薪狀況及重返職場情形							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vb1	貳. 一. 您共為幾名子女申請育嬰留職停薪?(非僅限於申請育嬰留職停薪津貼期間)	discrete	numeric-1.0	5551	0	-
2	vb1_1	貳. 一. 第1位子女共申請_月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)	discrete	numeric-2.0	5551	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
3	vb1_2	貳.一.第2位子女共申請___月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)	discrete	numeric-2.0	5551	0	-
4	vb1_3	貳.一.第3位子女共申請___月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)	discrete	numeric-2.0	5551	0	-
5	vb1_4	貳.一.第4位子女共申請___月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)	discrete	numeric-1.0	5551	0	-
6	vb1a	貳.一.每一子女平均申請期間	continuous	numeric-4.2	5551	0	-
7	vb2	貳.二.您申請育嬰留職停薪期間,事業單位(公司)主要採取人力因應措施?	discrete	numeric-1.0	5551	0	-
8	vb3	貳.三.您未來會不會再申請育嬰留職停薪?	discrete	numeric-1.0	5551	0	-
9	vb3_1_1	貳.三.2.不會再申請育嬰留職停薪主要原因(選擇1)(可複選3項以內)	discrete	numeric-2.0	2766	2785	-
10	vb3_1_2	貳.三.2.不會再申請育嬰留職停薪主要原因(選擇2)(可複選3項以內)	discrete	numeric-2.0	1213	4338	-
11	vb3_1_3	貳.三.2.不會再申請育嬰留職停薪主要原因(選擇3)(可複選3項以內)	discrete	numeric-2.0	698	4853	-
12	vb4	貳.四.您於申請育嬰留職停薪期間,有無與雇主協商提前或延後復職?	discrete	numeric-1.0	5551	0	-
13	vb5	貳.五.申請育嬰留職停薪會不會影響您的職涯規劃?	discrete	numeric-1.0	5551	0	-
14	vb6	貳.六.申請育嬰留職停薪會不會造成您本身的技能衰退?	discrete	numeric-1.0	5551	0	-
15	vb7	貳.七.您申請期滿後是否返回職場工作?	discrete	numeric-1.0	5551	0	-
16	vb7_1_1	貳.七.1-1.(1)返回原事業單位(公司)後和申請育嬰留職停薪前比較:職等	discrete	numeric-1.0	3942	1609	-
17	vb7_1_2	貳.七.1-1.(2)返回原事業單位(公司)後和申請育嬰留職停薪前比較:薪資	discrete	numeric-1.0	3942	1609	-
18	vb7_1_3	貳.七.1-1.(3)返回原事業單位(公司)後和申請育嬰留職停薪前比較:工作量	discrete	numeric-1.0	3942	1609	-
19	vb7_1_4	貳.七.1-1.(4)返回原事業單位(公司)後和申請育嬰留職停薪前比較:工作時間	discrete	numeric-1.0	3942	1609	-
20	vb7_1a	貳.七.1-1.(5)返回原事業單位(公司)後和申請育嬰留職停薪前比較:考績是否受到影響	discrete	numeric-1.0	3942	1609	-

#	Name	Label	Type	Format	Valid	Invalid	Question
21	vb7_1b	貳.七.1-2.有沒有回到留職停薪前原來的工作職位?	discrete	numeric-1.0	3942	1609	-
22	vb7_1b1	貳.七.1-2.(2)-1.沒有回到原來工作職位的主要原因?	discrete	numeric-1.0	335	5216	-
23	vb7_1b2	貳.七.1-2.(2)-2.您沒有回到原來職位是雇主(事業單位)單方決定或是雙方有事先協調?	discrete	numeric-1.0	335	5216	-
24	vb7_1b3	貳.七.1-2.(2)-3.您的新職位工作地點有無跨縣市改變?	discrete	numeric-1.0	335	5216	-
25	vb7_1b4	貳.七.1-2.(2)-4.您對新職位整體滿意度	discrete	numeric-1.0	335	5216	-
26	rvb7	貳.七.有沒有返回原事業單位(公司)	discrete	numeric-1.0	5551	0	-
27	rvb7_23	貳.七.沒有回到原事業單位(公司)的原因(包含另謀他職+離開職場)	discrete	numeric-2.0	1609	3942	-
28	vb7_2	貳.七.2-1.您轉換工作的主要原因?	discrete	numeric-2.0	932	4619	-
29	vb7_3	貳.七.3-1.未返回職場主要原因為?	discrete	numeric-1.0	677	4874	-
30	vb8	貳.八.您育嬰留職停薪結束重回職場時間和原本申請比較?	discrete	numeric-1.0	4874	677	-
31	vb9	貳.九.您重回職場工作有沒有適應困難?	discrete	numeric-1.0	4874	677	-
32	vb10	貳.十.育嬰留職停薪政策對您的家庭和工作平衡有沒有幫助?	discrete	numeric-1.0	5551	0	-
33	vb11	貳.十一.育嬰留職停薪政策對您育嬰期間可保有工作,穩定就業有沒有幫助?	discrete	numeric-1.0	5551	0	-
34	vb12	貳.十二.育嬰留職停薪政策對提升職場夫妻生育意願有沒有幫助?	discrete	numeric-1.0	5551	0	-

Group 參、申請育嬰留職停薪前之就業狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	vc1	參.一.您申請育嬰留職停薪前的這個工作,已經做了多久?	discrete	numeric-1.0	5551	0	-
2	vc2	參.二.您申請育嬰留職停薪前的工作時間型態?	discrete	numeric-1.0	5551	0	-
3	vc3	參.三.申請育嬰留職停薪前的平均每月薪資?	discrete	numeric-1.0	5551	0	-
4	vc4	參.四.您申請育嬰留職停薪前的工作場所員工人數?(含外勞)	discrete	numeric-1.0	5551	0	-
5	vc5	參.五.您申請育嬰留職停薪前職業類別?	discrete	numeric-1.0	5551	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
6	vc6	參.六.您申請育嬰留職停薪前服務之事業單位所在縣市?(以工作地點填答)	discrete	numeric-2.0	5551	0	-

Group 肆、育嬰留職停薪相關權益之認知

#	Name	Label	Type	Format	Valid	Invalid	Question
1	vd1	肆.一.您是否知道性別工作平等法第17條,受僱者於育嬰留職停薪期滿後,申請復職時,除有下列情形之一,並經主管機關同意者外,雇主不得拒絕?(只要知道其中任何一項,就填選知道)	discrete	numeric-1.0	5551	0	-
2	vd2	肆.二.您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時,應於30日前通知之?	discrete	numeric-1.0	5551	0	-
3	vd3	肆.三.您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時,應依法定標準發給資遣費或退休金?	discrete	numeric-1.0	5551	0	-
4	vd4	肆.四.您是否知道您在育嬰留職停薪期間,得繼續參加原有之社會保險,原由雇主負擔之保險費,免予繳納;原由受僱者負擔之保險費,得遞延三年繳納?	discrete	numeric-1.0	5551	0	-
5	vd5	肆.五.您認為申請育嬰留職停薪津貼的程序方不方便?	discrete	numeric-1.0	5551	0	-
6	vd6_1a	肆.六.1A.政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道?職業訓練資源	discrete	numeric-1.0	5551	0	-
7	vd6_1b	肆.六.1B.政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要?職業訓練資源	discrete	numeric-1.0	5551	0	-
8	vd6_1c	肆.六.1C.政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有使用?職業訓練資源	discrete	numeric-1.0	1675	3876	-
9	vd6_1d	肆.六.1D.政府提供育嬰留職停薪期滿復職協助措施,請問您沒有使用的主要原因?職業訓練資源	discrete	numeric-1.0	1501	4050	-
10	vd6_2a	肆.六.2A.政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道?就業服務資源	discrete	numeric-1.0	5551	0	-
11	vd6_2b	肆.六.2B.政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要?就業服務資源	discrete	numeric-1.0	5551	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
12	vd6_2c	肆.六.2C.政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有使用?就業服務資源	discrete	numeric-1.0	1521	4030	-
13	vd6_2d	肆.六.2D.政府提供育嬰留職停薪期滿復職協助措施,請問您沒有使用的主要原因?就業服務資源	discrete	numeric-1.0	1343	4208	-
14	vd6_3a	肆.六.3A.政府提供育嬰留職停薪期滿復職協助措施,請問您知不知道?提供法律諮詢及訴訟扶助	discrete	numeric-1.0	5551	0	-
15	vd6_3b	肆.六.3B.政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有需要?提供法律諮詢及訴訟扶助	discrete	numeric-1.0	5551	0	-
16	vd6_3c	肆.六.3C.政府提供育嬰留職停薪期滿復職協助措施,請問您有沒有使用?提供法律諮詢及訴訟扶助	discrete	numeric-1.0	1021	4530	-
17	vd6_3d	肆.六.3D.政府提供育嬰留職停薪期滿復職協助措施,請問您沒有使用的主要原因?提供法律諮詢及訴訟扶助	discrete	numeric-1.0	921	4630	-
18	vd6_4	肆.六.4.除上列項目外,還有沒有需要其他的協助?	discrete	numeric-1.0	5551	0	-
19	vd7_1	肆.七.1.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:關懷協助通知訊息	discrete	numeric-1.0	5551	0	-
20	vd7_2	肆.七.2.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:職業訓練資源	discrete	numeric-1.0	5551	0	-
21	vd7_3	肆.七.3.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:就業服務資源	discrete	numeric-1.0	5551	0	-
22	vd7_4	肆.七.4.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:提供法律諮詢及訴訟扶助	discrete	numeric-1.0	5551	0	-

Group 伍、基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ve1	伍.一.年齡	discrete	numeric-1.0	5551	0	-
2	ve2	伍.二.婚姻狀況	discrete	numeric-1.0	5551	0	-
3	ve3	伍.三.家中(同住)的成員有哪些?(家庭型態)	discrete	numeric-1.0	5551	0	-
4	ve4_1	伍.四.請問您的子女有幾人?(選擇1)(可複選)	discrete	numeric-1.0	5551	0	-
5	ve4_2	伍.四.請問您的子女有幾人?(選擇2)(可複選)	discrete	numeric-1.0	2415	3136	-

#	Name	Label	Type	Format	Valid	Invalid	Question
6	ve4_3	伍.四.請問您的子女有幾人?(選擇3)(可複選)	discrete	numeric-1.0	265	5286	-
7	ve4_4	伍.四.請問您的子女有幾人?(選擇4)(可複選)	discrete	numeric-1.0	9	5542	-
8	ve4_5	伍.四.請問您的子女有幾人?(選擇5)(可複選)	discrete	numeric-1.0	1	5550	-
9	ve4_6	伍.四.請問您的子女有幾人?(選擇6)(可複選)	discrete	numeric-1.0	0	5551	-
10	ve4_1a	伍.四.1.未滿1歲之子女人數	discrete	numeric-1.0	5551	0	-
11	ve4_2a	伍.四.2.1歲~未滿2歲之子女人數	discrete	numeric-1.0	5551	0	-
12	ve4_3a	伍.四.3.2歲~未滿3歲之子女人數	discrete	numeric-1.0	5551	0	-
13	ve4_4a	伍.四.4.3歲~未滿6歲之子女人數	discrete	numeric-1.0	5551	0	-
14	ve4_5a	伍.四.5.6歲~未滿12歲之子女人數	discrete	numeric-1.0	5551	0	-
15	ve4_6a	伍.四.6.12歲及以上之子女人數	discrete	numeric-1.0	5551	0	-
16	ve5	伍.五.教育程度	discrete	numeric-1.0	5551	0	-
17	ve6	伍.六.是否為主要家計負責人?(指實際主要負擔家庭生計者)	discrete	numeric-1.0	5551	0	-
18	ve7	伍.七.性別	discrete	numeric-1.0	5551	0	-
19	ve8	伍.八.是否具有身心障礙者身分?	discrete	numeric-1.0	5551	0	-
20	ve9	伍.九.是否具有原住民身分?	discrete	numeric-1.0	5551	0	-

Group 新增變項與權數

#	Name	Label	Type	Format	Valid	Invalid	Question
1	sex	性別	discrete	numeric-1.0	5551	0	-
2	age	年齡	discrete	numeric-1.0	5551	0	-
3	edu	教育程度	discrete	numeric-1.0	5551	0	-
4	marry	婚姻狀況	discrete	numeric-1.0	5551	0	-
5	rve3	家庭型態	discrete	numeric-1.0	5551	0	-
6	rve4	子女數	discrete	numeric-1.0	5551	0	-
7	rve4_a6	有無6歲以上子女	discrete	numeric-1.0	5551	0	-
8	rve6	是否為主要家計負責人	discrete	numeric-1.0	5551	0	-
9	rve8	是否具有身心障礙者身分	discrete	numeric-1.0	5551	0	-
10	rve9	是否具有原住民身分	discrete	numeric-1.0	5551	0	-
11	area	地區別	discrete	numeric-1.0	5551	0	-
12	rvc5	申請前職業別	discrete	numeric-1.0	5551	0	-
13	scale	申請前員工規模別	discrete	numeric-1.0	5551	0	-
14	income	申請前平均每月總薪資	discrete	numeric-1.0	5551	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
15	rvc2	申請前工作型態	discrete	numeric-1.0	5551	0	-
16	rvc1	申請前工作年資	discrete	numeric-1.0	5551	0	-
17	rvb1a	平均育嬰期間	discrete	numeric-1.0	5551	0	-
18	work	行業別	discrete	numeric-2.0	5551	0	-
19	weight	權數	continuous	numeric-18.16	5551	0	-

Variables Description

Dataset contains 112 variable(s)

File : data108

no: 樣本編號

Information [Type= continuous] [Format=numeric] [Range= 10001-35498] [Missing=*]

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

vyesno: 您目前還在育嬰留職停薪期間嗎?

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是(停止訪問)	0	
2	否(請繼續填答問卷)	5551	100.0%

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.

val_1: 壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇1)(可複選3項以內)

Information [Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	擔心陞遷問題	579	10.4%
2	兼顧家庭收入	3768	67.9%
3	擔任主管職務	96	1.7%
4	退休年資無法採計	51	0.9%
5	工作較能獲得成就感	108	1.9%
6	子女年齡將滿三足歲	306	5.5%
7	子女已有專人妥善照護	454	8.2%
8	考量任職單位人力問題	116	2.1%
9	擔心回職復薪後適應問題	29	0.5%
10	原負責專案業務尚未完竣	6	0.1%
12	補助期間長短	9	0.2%
13	配合事業單位要求	6	0.1%
14	無考量因素	17	0.3%
15	其他	6	0.1%

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

val_2: 壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇2)(可複選3項以內)

Information [Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]

Statistics [NW/ W] [Valid=3985 /-] [Invalid=1566 /-]

Value	Label	Cases	Percentage
1	擔心陞遷問題	0	
2	兼顧家庭收入	455	11.4%
3	擔任主管職務	183	4.6%
4	退休年資無法採計	271	6.8%
5	工作較能獲得成就感	427	10.7%
6	子女年齡將滿三足歲	479	12.0%
7	子女已有專人妥善照護	1177	29.5%
8	考量任職單位人力問題	672	16.9%
9	擔心回職復薪後適應問題	301	7.6%
10	原負責專案業務尚未完竣	20	0.5%

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va1_2: 壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇2)(可複選3項以內)

Value	Label	Cases	Percentage
12	補助期間長短	0	
13	配合事業單位要求	0	
14	無考量因素	0	
15	其他	0	
Sysmiss		1566	

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

va1_3: 壹. 一. 您當初申請育嬰留職停薪期間長短之考量因素為何?(選擇3)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]
Statistics [NW/ W]	[Valid=2220 /-] [Invalid=3331 /-]

Value	Label	Cases	Percentage
1	擔心陞遷問題	0	
2	兼顧家庭收入	0	
3	擔任主管職務	27	1.2%
4	退休年資無法採計	54	2.4%
5	工作較能獲得成就感	54	2.4%
6	子女年齡將滿三足歲	98	4.4%
7	子女已有專人妥善照護	469	21.1%
8	考量任職單位人力問題	601	27.1%
9	擔心回職復薪後適應問題	814	36.7%
10	原負責專案業務尚未完竣	102	4.6%
12	補助期間長短	0	
13	配合事業單位要求	0	
14	無考量因素	0	
15	其他	1	0.0%
Sysmiss		3331	

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

va2: 壹. 二. 您在申請育嬰留職停薪過程中, 有沒有遭遇事業單位(公司)或上級長官(主管)的阻撓或刁難?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	454	8.2%
2	沒有	5097	91.8%

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.

va2_1_1: 壹. 二. 1. 有, 阻撓或刁難方式(選擇1)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=454 /-] [Invalid=5097 /-]

Value	Label	Cases	Percentage
1	須自行找職代	51	11.2%
2	脅迫離職	89	19.6%
3	減薪或扣獎金	83	18.3%
4	降職或無法恢復原職	182	40.1%

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va2_1_1: 壹.二.1.有, 阻撓或刁難方式(選擇1)(可複選3項以內)

Value	Label	Cases	Percentage
5	不加薪	19	4.2%
6	無法升遷	15	3.3%
7	其他	15	3.3%
Sysmiss		5097	

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

va2_1_2: 壹.二.1.有, 阻撓或刁難方式(選擇2)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=171 /-] [Invalid=5380 /-]

Value	Label	Cases	Percentage
1	須自行找職代	0	
2	脅迫離職	12	7.0%
3	減薪或扣獎金	20	11.7%
4	降職或無法恢復原職	73	42.7%
5	不加薪	40	23.4%
6	無法升遷	24	14.0%
7	其他	2	1.2%
Sysmiss		5380	

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

va2_1_3: 壹.二.1.有, 阻撓或刁難方式(選擇3)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=5472 /-]

Value	Label	Cases	Percentage
1	須自行找職代	0	
2	脅迫離職	1	1.3%
3	減薪或扣獎金	2	2.5%
4	降職或無法恢復原職	19	24.1%
5	不加薪	19	24.1%
6	無法升遷	36	45.6%
7	其他	2	2.5%
Sysmiss		5472	

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

va3: 壹.三.您在申請育嬰留職停薪時, 有沒有計畫返回原事業單位(公司)任職?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	4391	79.1%
2	沒有	1160	20.9%

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

va3_1: 壹.三.2.沒有計畫返回原事業單位(公司)任職原因?

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1160 /-] [Invalid=4391 /-]

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va3_1: 壹. 三. 2. 沒有計畫返回原事業單位(公司)任職原因?

Value	Label	Cases	Percentage
1	計畫離開職場	282	24.3%
2	計畫轉換工作	878	75.7%
3	其他	0	
Sysmiss		4391	

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

vb1: 貳. 一. 您共為幾名子女申請育嬰留職停薪?(非僅限於申請育嬰留職停薪津貼期間)

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		3946	71.1%
2		1441	26.0%
3		150	2.7%
4		14	0.3%

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

vb1_1: 貳. 一. 第1位子女共申請—月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)

Information	[Type= discrete] [Format=numeric] [Range= 1-24] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		138	2.5%
2		205	3.7%
3		254	4.6%
4		191	3.4%
5		150	2.7%
6		3375	60.8%
7		71	1.3%
8		109	2.0%
9		52	0.9%
10		58	1.0%
11		33	0.6%
12		387	7.0%
13		16	0.3%
14		23	0.4%
15		16	0.3%
16		14	0.3%
17		8	0.1%
18		71	1.3%
19		9	0.2%
20		14	0.3%
21		9	0.2%
22		15	0.3%
23		7	0.1%
24		326	5.9%

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vb1_1: 貳. 一. 第1位子女共申請—月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)

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

vb1_2: 貳. 一. 第2位子女共申請—月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)

Information [Type= discrete] [Format=numeric] [Range= 0-36] [Missing=*]

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		3946	71.1%
1		40	0.7%
2		46	0.8%
3		39	0.7%
4		30	0.5%
5		31	0.6%
6		968	17.4%
7		19	0.3%
8		27	0.5%
9		14	0.3%
10		11	0.2%
11		10	0.2%
12		126	2.3%
13		5	0.1%
14		7	0.1%
15		10	0.2%
16		7	0.1%
17		3	0.1%
18		30	0.5%
19		4	0.1%
20		6	0.1%
21		5	0.1%
22		6	0.1%
23		4	0.1%
24		155	2.8%
36		2	0.0%

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

vb1_3: 貳. 一. 第3位子女共申請—月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)

Information [Type= discrete] [Format=numeric] [Range= 0-24] [Missing=*]

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		5387	97.0%
1		6	0.1%
2		3	0.1%
3		3	0.1%
4		5	0.1%
5		2	0.0%
6		108	1.9%

File : data108

vb1_3: 貳. 一. 第3位子女共申請—月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)

Value	Label	Cases	Percentage
7		5	0.1%
8		3	0.1%
10		2	0.0%
11		1	0.0%
12		8	0.1%
15		1	0.0%
16		1	0.0%
17		1	0.0%
18		1	0.0%
19		1	0.0%
24		13	0.2%

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

vb1_4: 貳. 一. 第4位子女共申請—月的育嬰留職停薪?(將年換算為月)(非僅限於申請育嬰留職停薪津貼期間)

Value	Label	Cases	Percentage
0		5537	99.7%
1		1	0.0%
2		1	0.0%
6		11	0.2%
7		1	0.0%

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

vb1a: 貳. 一. 每一子女平均申請期間

Value	Label	Cases	Percentage
0		5537	99.7%
1		1	0.0%
2		1	0.0%
6		11	0.2%
7		1	0.0%

vb2: 貳. 二. 您申請育嬰留職停薪期間, 事業單位(公司)主要採取人力因應措施?

Value	Label	Cases	Percentage
1	事業單位(公司)內部自行調整	3728	67.2%
2	使用派遣人員	58	1.0%
3	僱用約僱或臨時人員	377	6.8%
4	進用正職之新進人員	678	12.2%
5	不知道	707	12.7%
6	其他	3	0.1%

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

vb3: 貳. 三. 您未來會不會再申請育嬰留職停薪?

Value	Label	Cases	Percentage
1	會	2785	50.2%

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vb3: 貳.三.您未來會不會再申請育嬰留職停薪?

Value	Label	Cases	Percentage
2	不會	2766	49.8%

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

vb3_1_1: 貳.三.2.不會再申請育嬰留職停薪主要原因(選擇1)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-11] [Missing=*]
Statistics [NW/ W]	[Valid=2766 /-] [Invalid=2785 /-]

Value	Label	Cases	Percentage
1	改由配偶申請	142	5.1%
2	育嬰留職停薪津貼不夠貼補短少的薪水	823	29.8%
3	小孩已有他人照顧	377	13.6%
4	擔心失去競爭力	75	2.7%
5	擔心影響升遷	47	1.7%
6	擔心工作年資中斷	24	0.9%
7	擔心被調職	22	0.8%
8	擔心被解僱	30	1.1%
9	不再生育	1207	43.6%
10	已離開職場	14	0.5%
11	其他	5	0.2%
Sysmiss		2785	

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

vb3_1_2: 貳.三.2.不會再申請育嬰留職停薪主要原因(選擇2)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-11] [Missing=*]
Statistics [NW/ W]	[Valid=1213 /-] [Invalid=4338 /-]

Value	Label	Cases	Percentage
1	改由配偶申請	0	
2	育嬰留職停薪津貼不夠貼補短少的薪水	60	4.9%
3	小孩已有他人照顧	209	17.2%
4	擔心失去競爭力	165	13.6%
5	擔心影響升遷	120	9.9%
6	擔心工作年資中斷	153	12.6%
7	擔心被調職	107	8.8%
8	擔心被解僱	70	5.8%
9	不再生育	326	26.9%
10	已離開職場	0	
11	其他	3	0.2%
Sysmiss		4338	

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

vb3_1_3: 貳.三.2.不會再申請育嬰留職停薪主要原因(選擇3)(可複選3項以內)

Information	[Type= discrete] [Format=numeric] [Range= 1-11] [Missing=*]
Statistics [NW/ W]	[Valid=698 /-] [Invalid=4853 /-]

Value	Label	Cases	Percentage
1	改由配偶申請	0	

File : data108

vb3_1_3: 貳. 三. 2. 不會再申請育嬰留職停薪主要原因(選擇3)(可複選3項以內)

Value	Label	Cases	Percentage
2	育嬰留職停薪津貼不夠貼補短少的薪水	1	0.1%
3	小孩已有他人照顧	10	1.4%
4	擔心失去競爭力	25	3.6%
5	擔心影響升遷	52	7.4%
6	擔心工作年資中斷	83	11.9%
7	擔心被調職	55	7.9%
8	擔心被解僱	141	20.2%
9	不再生育	328	47.0%
10	已離開職場	0	
11	其他	3	0.4%
Sysmiss		4853	

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

vb4: 貳. 四. 您於申請育嬰留職停薪期間, 有無與雇主協商提前或延後復職?

Value	Label	Cases	Percentage
1	有協商提前復職	982	17.7%
2	有協商延後復職	675	12.2%
3	都沒有	3894	70.1%

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

vb5: 貳. 五. 申請育嬰留職停薪會不會影響您的職涯規劃?

Value	Label	Cases	Percentage
1	會	1373	24.7%
2	不會	3436	61.9%
3	不知道	742	13.4%

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

vb6: 貳. 六. 申請育嬰留職停薪會不會造成您本身的技能衰退?

Value	Label	Cases	Percentage
1	會	1022	18.4%
2	不會	4161	75.0%
3	不知道	368	6.6%

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.

vb7: 貳. 七. 您申請期滿後是否返回職場工作?

Value	Label	Cases	Percentage
1	是, 返回到原事業單位(公司)	3942	71.0%

File : data108

vb7: 貳.七.您申請期滿後是否返回職場工作?

Value	Label	Cases	Percentage
2	是, 但另謀他職(他職雇主不是申請育嬰留職停薪前的雇主)	932	16.8%
3	否, 未返回職場	677	12.2%

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.

vb7_1_1: 貳.七.1-1.(1)返回原事業單位(公司)後和申請育嬰留職停薪前比較:職等

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3942 /-] [Invalid=1609 /-]

Value	Label	Cases	Percentage
1	較高	88	2.2%
2	不變	3772	95.7%
3	較低	82	2.1%
Sysmiss		1609	

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

vb7_1_2: 貳.七.1-1.(2)返回原事業單位(公司)後和申請育嬰留職停薪前比較:薪資

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3942 /-] [Invalid=1609 /-]

Value	Label	Cases	Percentage
1	較高	219	5.6%
2	不變	3548	90.0%
3	較低	175	4.4%
Sysmiss		1609	

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

vb7_1_3: 貳.七.1-1.(3)返回原事業單位(公司)後和申請育嬰留職停薪前比較:工作量

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3942 /-] [Invalid=1609 /-]

Value	Label	Cases	Percentage
1	較多	512	13.0%
2	不變	3300	83.7%
3	較少	130	3.3%
Sysmiss		1609	

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

vb7_1_4: 貳.七.1-1.(4)返回原事業單位(公司)後和申請育嬰留職停薪前比較:工作時間

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3942 /-] [Invalid=1609 /-]

Value	Label	Cases	Percentage
1	較長	262	6.6%
2	不變	3501	88.8%
3	較短	179	4.5%
Sysmiss		1609	

Warning: 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 : data108

vb7_1a: 貳.七.1-1.(5)返回原事業單位(公司)後和申請育嬰留職停薪前比較:考績是否受到影響

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

Statistics [NW/ W] [Valid=3942 /-] [Invalid=1609 /-]

Value	Label	Cases	Percentage
1	有	760	19.3%
2	沒有	2370	60.1%
3	不知道	812	20.6%
Sysmiss		1609	

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

vb7_1b: 貳.七.1-2.有沒有回到留職停薪前原來的工作職位?

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

Statistics [NW/ W] [Valid=3942 /-] [Invalid=1609 /-]

Value	Label	Cases	Percentage
1	有	3607	91.5%
2	沒有	335	8.5%
Sysmiss		1609	

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

vb7_1b1: 貳.七.1-2.(2)-1.沒有回到原來工作職位的主要原因?

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

Statistics [NW/ W] [Valid=335 /-] [Invalid=5216 /-]

Value	Label	Cases	Percentage
1	事業單位(公司)業務或組織調整,已無該職位	76	22.7%
2	原工作職位已有人取代	197	58.8%
3	自己主動申請職位調動	62	18.5%
4	其他	0	
Sysmiss		5216	

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

vb7_1b2: 貳.七.1-2.(2)-2.您沒有回到原來職位是雇主(事業單位)單方決定或是雙方有事先協調?

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

Statistics [NW/ W] [Valid=335 /-] [Invalid=5216 /-]

Value	Label	Cases	Percentage
1	雇主(事業單位)單方決定	160	47.8%
2	雙方有事先協調	175	52.2%
Sysmiss		5216	

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

vb7_1b3: 貳.七.1-2.(2)-3.您的新職位工作地點有無跨縣市改變?

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

Statistics [NW/ W] [Valid=335 /-] [Invalid=5216 /-]

Value	Label	Cases	Percentage
1	有	28	8.4%
2	沒有	307	91.6%
Sysmiss		5216	

File : data108

vb7_1b3: 貳.七.1-2.(2)-3.您的新職位工作地點有無跨縣市改變?

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

vb7_1b4: 貳.七.1-2.(2)-4.您對新職位整體滿意度

Information [Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]**Statistics [NW/ W]** [Valid=335 /-] [Invalid=5216 /-]

Value	Label	Cases	Percentage
1	非常滿意	19	5.7%
2	滿意	209	62.4%
3	不滿意	91	27.2%
4	非常不滿意	16	4.8%
Sysmiss		5216	

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

rvb7: 貳.七.有沒有返回原事業單位(公司)

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有返回原事業單位(公司)	3942	71.0%
2	沒有返回原事業單位(公司)	1609	29.0%

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.

rvb7_23: 貳.七.沒有回到原事業單位(公司)的原因(包含另謀他職+離開職場)

Information [Type= discrete] [Format=numeric] [Range= 1-15] [Missing=*]**Statistics [NW/ W]** [Valid=1609 /-] [Invalid=3942 /-]

Value	Label	Cases	Percentage
1	家庭因素自願離開(如:照顧小孩)	542	33.7%
2	想從事工時較短或較彈性的工作	206	12.8%
3	找到薪資較高或有升遷機會的工作	159	9.9%
4	雇主無法提供恢復原職, 無法接受職務調整而離開	143	8.9%
5	想轉換不同的工作內容	156	9.7%
6	轉換離家近的工作	151	9.4%
7	雇主要求離職或被解僱	61	3.8%
8	個人因素不願返回(如:生涯規劃等非家庭因素)	41	2.5%
9	想自行創業	54	3.4%
10	事業單位歇業、虧損或業務緊縮	29	1.8%
11	想從事工作責任較輕的工作	37	2.3%
12	事業單位業務性質變更, 有減少受僱者之必要, 又無適當工作供安置	11	0.7%
13	雇主變更組織、解散或轉讓	14	0.9%
14	因事業單位遷廠而離職	1	0.1%
15	其他	4	0.2%
Sysmiss		3942	

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

vb7_2: 貳.七.2-1.您轉換工作的主要原因?

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

File : data108

vb7_2: 貳.七.2-1. 您轉換工作的主要原因?

Statistics [NW/ W] [Valid=932 /-] [Invalid=4619 /-]

Value	Label	Cases	Percentage
1	雇主無法提供恢復原職，無法接受職務調整而轉職	116	12.4%
2	想從事工時較短或較彈性的工作	206	22.1%
3	想從事工作責任較輕的工作	37	4.0%
4	想找薪資較高或有升遷機會的工作	159	17.1%
5	轉換不同的工作內容	156	16.7%
6	想自行創業	54	5.8%
7	想找離家較近的工作	151	16.2%
8	雇主要求離職或被解僱	39	4.2%
10	事業單位歇業、虧損或業務緊縮	6	0.6%
11	雇主變更組織、解散或轉讓	4	0.4%
12	其他	4	0.4%
Sysmiss		4619	

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

vb7_3: 貳.七.3-1. 未返回職場主要原因為?

Information [Type= discrete] [Format=numeric] [Range= 1-9] [Missing=*]

Statistics [NW/ W] [Valid=677 /-] [Invalid=4874 /-]

Value	Label	Cases	Percentage
1	個人因素不願回職場(如:生涯規劃等非家庭因素)	41	6.1%
2	家庭因素自願離開職場(如:照顧小孩)	542	80.1%
3	雇主要求離職或被解僱	22	3.2%
4	雇主無法提供恢復原職，無法接受職務調整而離職	27	4.0%
5	因事業單位遷廠而離職	1	0.1%
6	事業單位歇業、虧損或業務緊縮	23	3.4%
7	雇主變更組織、解散或轉讓	10	1.5%
8	事業單位業務性質變更，有減少受僱者之必要，又無適當工作供安置	11	1.6%
9	其他	0	
Sysmiss		4874	

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

vb8: 貳.八. 您育嬰留職停薪結束重回職場時間和原本申請比較?

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

Statistics [NW/ W] [Valid=4874 /-] [Invalid=677 /-]

Value	Label	Cases	Percentage
1	提前	758	15.6%
2	一樣	3702	76.0%
3	延後	414	8.5%
Sysmiss		677	

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

vb9: 貳.九. 您重回職場工作有沒有適應困難?

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

Statistics [NW/ W] [Valid=4874 /-] [Invalid=677 /-]

File : data108

vb9: 貳.九.您重回職場工作有沒有適應困難?

Value	Label	Cases	Percentage
1	沒有困難	3589	73.6%
2	有一點困難	1203	24.7%
3	非常困難	82	1.7%
Sysmiss		677	

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

vb10: 貳.十.育嬰留職停薪政策對您的家庭和工作平衡有沒有幫助?

Value	Label	Cases	Percentage
1	非常有幫助	1688	30.4%
2	有幫助	3608	65.0%
3	沒有幫助	236	4.3%
4	非常沒有幫助	19	0.3%

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

vb11: 貳.十一.育嬰留職停薪政策對您育嬰期間可保有工作, 穩定就業有沒有幫助?

Value	Label	Cases	Percentage
1	非常有幫助	1609	29.0%
2	有幫助	3406	61.4%
3	沒有幫助	492	8.9%
4	非常沒有幫助	44	0.8%

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

vb12: 貳.十二.育嬰留職停薪政策對提升職場夫妻生育意願有沒有幫助?

Value	Label	Cases	Percentage
1	非常有幫助	847	15.3%
2	有幫助	2667	48.0%
3	沒有幫助	1696	30.6%
4	非常沒有幫助	341	6.1%

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.

vc1: 參.一.您申請育嬰留職停薪前的這個工作, 已經做了多久?

Value	Label	Cases	Percentage
1	未滿1年	284	5.1%
2	1年~未滿3年	1682	30.3%
3	3年~未滿6年	1582	28.5%
4	6年~未滿9年	944	17.0%

File : data108# **vc1:** 參. 一. 您申請育嬰留職停薪前的這個工作, 已經做了多久?

Value	Label	Cases	Percentage
5	9年以上	1059	19.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.# **vc2:** 參. 二. 您申請育嬰留職停薪前的工作時間型態?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	全時工作者	5262	94.8%
2	部分時間工作者	289	5.2%

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.# **vc3:** 參. 三. 申請育嬰留職停薪前的平均每月薪資?

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿2萬元	71	1.3%
2	2萬元~未滿3萬元	1952	35.2%
3	3萬元~未滿4萬元	1697	30.6%
4	4萬元~未滿5萬元	997	18.0%
5	5萬元~未滿6萬元	430	7.7%
6	6萬元~未滿7萬元	203	3.7%
7	7萬元~未滿8萬元	74	1.3%
8	8萬元以上	127	2.3%

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.# **vc4:** 參. 四. 您申請育嬰留職停薪前的工作場所員工人數?(含外勞)

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	4人以下	629	11.3%
2	5~29人	2238	40.3%
3	30~49人	431	7.8%
4	50~99人	473	8.5%
5	100~199人	470	8.5%
6	200~249人	174	3.1%
7	250人以上	1136	20.5%

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.# **vc5:** 參. 五. 您申請育嬰留職停薪前職業類別?

Information	[Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	主管及經理人員	253	4.6%
2	專業人員	1156	20.8%
3	技術員及助理專業人員	1360	24.5%

File : data108

vc5: 參. 五. 您申請育嬰留職停薪前職業類別?

Value	Label	Cases	Percentage
4	事務支援人員	1312	23.6%
5	服務及銷售工作人員	822	14.8%
6	農、林、漁、牧業生產人員	18	0.3%
7	技藝有關工作人員	170	3.1%
8	機械設備操作及組裝人員	291	5.2%
9	基層技術工及勞力工	169	3.0%
10	其他	0	

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

vc6: 參.六.您申請育嬰留職停薪前服務之事業單位所在縣市?(以工作地點填答)

Information		[Type= discrete] [Format=numeric] [Range= 1-20] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	臺北市	1071	19.3%
2	新北市	829	14.9%
3	宜蘭縣	53	1.0%
4	桃園市	638	11.5%
5	新竹縣	153	2.8%
6	新竹市	180	3.2%
7	基隆市	34	0.6%
8	苗栗縣	75	1.4%
9	臺中市	837	15.1%
10	彰化縣	279	5.0%
11	南投縣	57	1.0%
12	雲林縣	89	1.6%
13	高雄市	545	9.8%
14	嘉義縣	49	0.9%
15	嘉義市	57	1.0%
16	臺南市	442	8.0%
17	屏東縣	89	1.6%
18	澎湖縣	4	0.1%
19	花蓮縣	51	0.9%
20	臺東縣	19	0.3%

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

vd1: 肆.一.您是否知道性別工作平等法第17條, 受僱者於育嬰留職停薪期滿後, 申請復職時, 除有下列情形之一, 並經主管機關同意者外, 雇主不得拒絕?(只要知道其中任何一項, 就填選知道)

Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	知道	3744	67.4%
2	不知道	1807	32.6%

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.

vd2: 肆.二.您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時, 應於30日前通知之?

Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	知道	2557	46.1%
2	不知道	2994	53.9%

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

vd3: 肆.三.您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時, 應依法定標準發給資遣費或退休金?

Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	

vd3: 肆.三.您是否知道雇主因第一題所列各款原因未能使申請育嬰留職停薪者復職時，應依法定標準發給資遣費或退休金？

Value	Label	Cases	Percentage
1	知道	2955	53.2%
2	不知道	2596	46.8%

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.

vd4: 肆.四.您是否知道您在育嬰留職停薪期間，得繼續參加原有之社會保險，原由雇主負擔之保險費，免予繳納；原由受僱者負擔之保險費，得遞延三年繳納？

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	4117	74.2%
2	不知道	1434	25.8%

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.

vd5: 肆.五.您認為申請育嬰留職停薪津貼的程序方不方便？

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常方便	991	17.9%
2	方便	3940	71.0%
3	不方便	551	9.9%
4	非常不方便	69	1.2%

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

vd6_1a: 肆.六.1A.政府提供育嬰留職停薪期滿復職協助措施，請問您知不知道？職業訓練資源

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	1941	35.0%
2	不知道	3610	65.0%

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.

vd6_1b: 肆.六.1B.政府提供育嬰留職停薪期滿復職協助措施，請問您有沒有需要？職業訓練資源

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有需要(續填C)	1675	30.2%
2	沒有需要(跳答六.2)	3876	69.8%

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.

vd6_1c: 肆.六.1C.政府提供育嬰留職停薪期滿復職協助措施，請問您有沒有使用？職業訓練資源

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1675 /-] [Invalid=3876 /-]

Value	Label	Cases	Percentage
1	有使用(跳答六.2)	174	10.4%
2	沒有使用(續填D)	1501	89.6%
Sysmiss		3876	

# vd6_1c: 肆.六.1C.政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有使用?職業訓練資源			
<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>			
# vd6_1d: 肆.六.1D.政府提供育嬰留職停薪期滿復職協助措施, 請問您沒有使用的主要原因?職業訓練資源			
Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]		
Statistics [NW/ W]	[Valid=1501 /-] [Invalid=4050 /-]		
Value	Label	Cases	Percentage
1	未來可能有需要, 但復職時及目前沒有需要	553	36.8%
2	不知如何使用	262	17.5%
3	不知哪裡可獲得訊息	547	36.4%
4	訓練項目不符合需求	22	1.5%
5	地點限制	23	1.5%
6	沒有時間使用	94	6.3%
7	其他	0	
Sysmiss		4050	
<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>			
# vd6_2a: 肆.六.2A.政府提供育嬰留職停薪期滿復職協助措施, 請問您知不知道?就業服務資源			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	知道	2298	41.4%
2	不知道	3253	58.6%
<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>			
# vd6_2b: 肆.六.2B.政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有需要?就業服務資源			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	有需要(續填C)	1521	27.4%
2	沒有需要(跳答六.3)	4030	72.6%
<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>			
# vd6_2c: 肆.六.2C.政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有使用?就業服務資源			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1521 /-] [Invalid=4030 /-]		
Value	Label	Cases	Percentage
1	有使用(跳答六.3)	178	11.7%
2	沒有使用(續填D)	1343	88.3%
Sysmiss		4030	
<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>			
# vd6_2d: 肆.六.2D.政府提供育嬰留職停薪期滿復職協助措施, 請問您沒有使用的主要原因?就業服務資源			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=1343 /-] [Invalid=4208 /-]		
Value	Label	Cases	Percentage
1	未來可能有需要, 但復職時及目前沒有需要	657	48.9%
2	不知如何使用	232	17.3%
3	不知哪裡可獲得訊息	403	30.0%

vd6_2d: 肆.六.2D.政府提供育嬰留職停薪期滿復職協助措施, 請問您沒有使用的主要原因?就業服務資源

Value	Label	Cases	Percentage
4	提供職缺及工作條件不符合需求	51	3.8%
5	其他	0	
Sysmiss		4208	

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

vd6_3a: 肆.六.3A.政府提供育嬰留職停薪期滿復職協助措施, 請問您知不知道?提供法律諮詢及訴訟扶助

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	知道	2096	37.8%
2	不知道	3455	62.2%

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.

vd6_3b: 肆.六.3B.政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有需要?提供法律諮詢及訴訟扶助

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有需要(續填C)	1021	18.4%
2	沒有需要(跳答六.4)	4530	81.6%

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.

vd6_3c: 肆.六.3C.政府提供育嬰留職停薪期滿復職協助措施, 請問您有沒有使用?提供法律諮詢及訴訟扶助

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1021 /-] [Invalid=4530 /-]

Value	Label	Cases	Percentage
1	有使用(跳答六.4)	100	9.8%
2	沒有使用(續填D)	921	90.2%
Sysmiss		4530	

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

vd6_3d: 肆.六.3D.政府提供育嬰留職停薪期滿復職協助措施, 請問您沒有使用的主要原因?提供法律諮詢及訴訟扶助

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=921 /-] [Invalid=4630 /-]

Value	Label	Cases	Percentage
1	未來可能有需要, 但復職時及目前沒有需要	555	60.3%
2	不知如何使用	149	16.2%
3	不知哪裡可獲得訊息	217	23.6%
4	其他	0	
Sysmiss		4630	

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

vd6_4: 肆.六.4.除上列項目外, 還有沒有需要其他的協助?

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	140	2.5%

# vd6_4: 肆.六.4.除上列項目外,還有沒有需要其他的協助?			
Value	Label	Cases	Percentage
2	沒有	5411	97.5%
<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>			
# vd7_1: 肆.七.1.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:關懷協助通知訊息			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常滿意	884	15.9%
2	滿意	4136	74.5%
3	不滿意	464	8.4%
4	非常不滿意	67	1.2%
<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>			
# vd7_2: 肆.七.2.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:職業訓練資源			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常滿意	714	12.9%
2	滿意	4140	74.6%
3	不滿意	631	11.4%
4	非常不滿意	66	1.2%
<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>			
# vd7_3: 肆.七.3.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:就業服務資源			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常滿意	723	13.0%
2	滿意	4144	74.7%
3	不滿意	616	11.1%
4	非常不滿意	68	1.2%
<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>			
# vd7_4: 肆.七.4.對政府提供的育嬰留職停薪期滿復職協助措施的滿意情形:提供法律諮詢及訴訟扶助			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常滿意	764	13.8%
2	滿意	4127	74.3%
3	不滿意	590	10.6%
4	非常不滿意	70	1.3%
<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>			
# ve1: 伍.一.年齡			
Information		[Type= discrete] [Format=numeric] [Range= 1-11] [Missing=*]	
Statistics [NW/ W]		[Valid=5551 /-] [Invalid=0 /-]	

ve1: 伍.一.年齡

Value	Label	Cases	Percentage
1	15~19歲	0	
2	20~24歲	114	2.1%
3	25~29歲	706	12.7%
4	30~34歲	1717	30.9%
5	35~39歲	2164	39.0%
6	40~44歲	588	10.6%
7	45~49歲	247	4.4%
8	50~54歲	14	0.3%
9	55~59歲	1	0.0%
10	60~64歲	0	
11	65歲以上	0	

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

ve2: 伍.二.婚姻狀況

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未婚	30	0.5%
2	有配偶(含與人同居)	5435	97.9%
3	離婚、分居	79	1.4%
4	配偶死亡	7	0.1%

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

ve3: 伍.三.家中(同住)的成員有哪些?(家庭型態)

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	三代同堂(含以上)	2552	46.0%
2	雙親家庭(父母、小孩)	2927	52.7%
3	單親家庭	72	1.3%
4	其他	0	

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

ve4_1: 伍.四.請問您的子女有幾人?(選擇1)(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	567	10.2%
2	1歲~未滿2歲之子女	2843	51.2%
3	2歲~未滿3歲之子女	1272	22.9%
4	3歲~未滿6歲之子女	869	15.7%
5	6歲~未滿12歲之子女	0	
6	12歲之子女	0	

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

ve4_2: 伍.四.請問您的子女有幾人?(選擇2)(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2415 /-] [Invalid=3136 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲~未滿2歲之子女	114	4.7%
3	2歲~未滿3歲之子女	311	12.9%
4	3歲~未滿6歲之子女	1267	52.5%
5	6歲~未滿12歲之子女	596	24.7%
6	12歲之子女	127	5.3%
Systemmiss		3136	

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

ve4_3: 伍.四.請問您的子女有幾人?(選擇3)(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=265 /-] [Invalid=5286 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲~未滿2歲之子女	0	
3	2歲~未滿3歲之子女	22	8.3%
4	3歲~未滿6歲之子女	50	18.9%
5	6歲~未滿12歲之子女	136	51.3%
6	12歲之子女	57	21.5%
Systemmiss		5286	

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

ve4_4: 伍.四.請問您的子女有幾人?(選擇4)(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=5542 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲~未滿2歲之子女	0	
3	2歲~未滿3歲之子女	0	
4	3歲~未滿6歲之子女	2	22.2%
5	6歲~未滿12歲之子女	4	44.4%
6	12歲之子女	3	33.3%
Systemmiss		5542	

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

ve4_5: 伍.四.請問您的子女有幾人?(選擇5)(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=5550 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲~未滿2歲之子女	0	
3	2歲~未滿3歲之子女	0	
4	3歲~未滿6歲之子女	0	

ve4_5: 伍.四.請問您的子女有幾人?(選擇5)(可複選)

Value	Label	Cases	Percentage
5	6歲~未滿12歲之子女	0	
6	12歲之子女	1	100.0%
Sysmiss		5550	

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

ve4_6: 伍.四.請問您的子女有幾人?(選擇6)(可複選)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=5551 /-]

Value	Label	Cases	Percentage
1	未滿1歲之子女	0	
2	1歲~未滿2歲之子女	0	
3	2歲~未滿3歲之子女	0	
4	3歲~未滿6歲之子女	0	
5	6歲~未滿12歲之子女	0	
6	12歲之子女	0	
Sysmiss		5551	

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

ve4_1a: 伍.四.1.未滿1歲之子女人數

Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		4984	89.8%
1		561	10.1%
2		6	0.1%

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

ve4_2a: 伍.四.2.1歲~未滿2歲之子女人數

Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		2585	46.6%
1		2884	52.0%
2		82	1.5%

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

ve4_3a: 伍.四.3.2歲~未滿3歲之子女人數

Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		3953	71.2%
1		1508	27.2%
2		90	1.6%

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

ve4_4a: 伍.四.4.3歲~未滿6歲之子女人數

Information	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]
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ve4_4a: 伍.四.4.3歲~未滿6歲之子女人數

Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
0		3289	59.3%
1		1915	34.5%
2		333	6.0%
3		14	0.3%

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

ve4_5a: 伍.四.5.6歲~未滿12歲之子女人數

Information	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
0		4773	86.0%
1		661	11.9%
2		111	2.0%
3		6	0.1%

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

ve4_6a: 伍.四.6.12歲及以上之子女人數

Information	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]
--------------------	--

Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
0		5350	96.4%
1		146	2.6%
2		51	0.9%
3		4	0.1%

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

ve5: 伍.五.教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	國小及以下	23	0.4%
2	國(初)中	97	1.7%
3	高中	293	5.3%
4	高職(含五專前三年)	647	11.7%
5	專科	756	13.6%
6	大學	3129	56.4%
7	研究所(碩士及以上)	606	10.9%

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

ve6: 伍.六.是否為主要家計負責人?(指實際主要負擔家庭生計者)

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	是	2167	39.0%
2	不是	3384	61.0%

ve6: 伍.六. 是否為主要家計負責人?(指實際主要負擔家庭生計者)

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

ve7: 伍.七. 性別

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男性	1073	19.3%
2	女性	4478	80.7%

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.

ve8: 伍.八. 是否具有身心障礙者身分?

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	45	0.8%
2	否	5506	99.2%

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.

ve9: 伍.九. 是否具有原住民身分?

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	109	2.0%
2	否	5442	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.

sex: 性別

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男性	1073	19.3%
2	女性	4478	80.7%

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.

age: 年齡

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	15~24歲	114	2.1%
2	25~34歲	2423	43.6%
3	35~44歲	2752	49.6%
4	45歲以上	262	4.7%

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.

edu: 教育程度

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

Statistics [NW/ W] [Valid=5551 /-] [Invalid=0 /-]

edu: 教育程度

Value	Label	Cases	Percentage
1	國中及以下	120	2.2%
2	高中(職)	940	16.9%
3	專科及大學	3885	70.0%
4	研究所及以上	606	10.9%

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

marry: 婚姻狀況

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	未婚	30	0.5%
2	有配偶	5435	97.9%
3	離婚、分居、喪偶	86	1.5%

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.

rve3: 家庭型態

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	三代同堂(含以上)	2552	46.0%
2	雙親家庭(父母、小孩)	2927	52.7%
3	單親家庭	72	1.3%

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.

rve4: 子女數

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	1人	2623	47.3%
2	2人	2377	42.8%
3	3人	490	8.8%
4	4人及以上	61	1.1%

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.

rve4_a6: 有無6歲以上子女

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	有	870	15.7%
2	沒有	4681	84.3%

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.

rve6: 是否為主要家計負責人**Information** [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	2167	39.0%
2	否	3384	61.0%

*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.***# rve8: 是否具有身心障礙者身分****Information** [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	45	0.8%
2	否	5506	99.2%

*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.***# rve9: 是否具有原住民身分****Information** [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	是	109	2.0%
2	否	5442	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.***# area: 地區別****Information** [Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	北部地區	3247	58.5%
2	中部地區	1252	22.6%
3	南部地區	989	17.8%
4	東部地區	63	1.1%

*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.***# rvc5: 申請前職業別****Information** [Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	主管及經理人員	253	4.6%
2	專業人員	1156	20.8%
3	技術員及助理專業人員	1360	24.5%
4	事務支援人員	1312	23.6%
5	服務及銷售工作人員	822	14.8%
6	農、林、漁、牧業生產人員	18	0.3%
7	技藝有關工作人員	170	3.1%
8	機械設備操作及組裝人員	291	5.2%
9	基層技術工及勞力工	169	3.0%
10	其他	0	

rvc5: 申請前職業別*Warning: 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: 申請前員工規模別****Information** [Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	29人以下	2867	51.6%
2	30~249人	1548	27.9%
3	250人以上	1136	20.5%

*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.***# income: 申請前平均每月總薪資****Information** [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿2萬元	71	1.3%
2	2萬元~未滿3萬元	1952	35.2%
3	3萬元~未滿4萬元	1697	30.6%
4	4萬元~未滿5萬元	997	18.0%
5	5萬元~未滿6萬元	430	7.7%
6	6萬元以上	404	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.***# rvc2: 申請前工作型態****Information** [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	全時工作者	5262	94.8%
2	部分時間工作者	289	5.2%

*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.***# rvc1: 申請前工作年資****Information** [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		284	5.1%
2		1682	30.3%
3		1582	28.5%
4		944	17.0%
5		1059	19.1%

*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.***# rvb1a: 平均育嬰期間****Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]**Statistics [NW/ W]** [Valid=5551 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未滿3個月	307	5.5%
2	3個月~未滿6個月	682	12.3%

rvb1a: 平均育嬰期間

Value	Label	Cases	Percentage
3	6個月	3154	56.8%
4	超過6個月~未滿1年	453	8.2%
5	1年~未滿2年	687	12.4%
6	2年	268	4.8%
7	超過2年	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.

work: 行業別

Information	[Type= discrete] [Format=numeric] [Range= 1-19] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	農、林、漁、牧業	23	0.4%
2	礦業及土石採取業	9	0.2%
3	製造業	1538	27.7%
4	電力及燃氣供應業	25	0.5%
5	用水供應及污染整治業	55	1.0%
6	營造工程業	197	3.5%
7	批發及零售業	1351	24.3%
8	運輸及倉儲業	150	2.7%
9	住宿及餐飲業	194	3.5%
10	出版、影音製作、傳播及資訊服務業	190	3.4%
11	金融及保險業	269	4.8%
12	不動產業	85	1.5%
13	專業、科學及技術服務業	274	4.9%
14	支援服務業	130	2.3%
15	公共行政及國防;強制性社會安全	76	1.4%
16	教育業	180	3.2%
17	醫療保健及社會工作服務業	677	12.2%
18	藝術、娛樂及休閒服務業	31	0.6%
19	其他服務業	97	1.7%

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.

weight: 權數

Information	[Type= continuous] [Format=numeric] [Range= 0.0765580143662342-1.38343571359184] [Missing=*]
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Statistics [NW/ W]	[Valid=5551 /-] [Invalid=0 /-] [Mean=1 /-] [StdDev=0.208 /-]
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