

THE 填報的問題	架構	項目	說明	回覆資料彙整
8.2.1 - Does your university as a body pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)?	SDG8 就業與經濟成長	僱傭實踐之基本生活工資	向所有工作人員和教師至少支付生活工資(即最低薪資標準)或當地一家四口的貧困指標(以小時工資計)	● 量化資料： Yes ● 質化資料 ● Qualitative material 一、本校教師依據教師條例、公務人員依據公務人員俸給法、校務基金工作人員依據本校校務基金工作人員管理要點辦理敘薪，校務基金工作人員並依據本校校務基金工作人員成績考核要點規定，每年年度考核考列優等及甲等人員，於新年度晉升一級薪點，但僅得晉至最高級薪點為止。 The teachers of the school shall be paid in accordance with relevant teachers' regulations, the administration staffs salary law, and the staff of the School Affairs Fund shall be paid according to the key points of the management of the staff of the School Affairs Fund. The staff of the fund shall, according to the key indicators of the performance assessment of the staff, be assessed as excellent and class A personnel every year, and be promoted to higher grade salary point in the new year, but only up to the highest salary point. 二、依據校務基金工作人員管理要點規定，新進人員依其所屬職級之最低薪級支給報酬，且最低薪級皆不低於勞動基準法所規定最低基本工資(2021 年 1 月 1 日起勞工每月基本工資由為 24,000 元)，並依行政院勞動部公告數額調整最低薪級。

				According to the key points for the management of School Affair Fund staff, new employees are paid according to the minimum salary scale of their rank, which is not lower than the minimum basic wage stipulated in the Labor Standards Act (the monthly basic wage of employees will be changed from NT \$ 24,000 from January 1, 2021), and the minimum salary scale will be adjusted according to the amount announced by the Labor Department of the Executive Yuan. ● 相關法規及佐證資料 一、國立聯合大學校務基金工作人員管理要點 https://personnel.nuu.edu.tw/p/405-1014-8247,c1125.php 二、國立聯合大學校務基金工作人員報酬標準表 https://personnel.nuu.edu.tw/p/405-1014-8319,c1130.php 三、國立聯合大學校務基金工作人員成績考核要點 https://personnel.nuu.edu.tw/p/405-1014-8335,c1131.php
8.2.6 - Does your university as a body have a policy on pay scale equity including a commitment to measurement	SDG8 就業與經濟成長	僱傭政策之薪資平等	薪資公平政策，包括承諾衡量和消除性別薪資差距 *薪資公平：指同工同酬。男女做同樣價值的工作的情況。	Yes 本校人員薪資係依各類法規規定辦理敘薪，又依其所具資格、所任職務、職級、年資及年度考核而有所不同，不因性別而有薪資上之差異。 The salary of the staff of the university is classified according to various laws and regulations, and varies according to the qualifications, positions, ranks, seniority and annual assessment of the staff, and there is no difference in salary due to gender.

and elimination of gender pay gaps?				● 相關法規及佐證資料 國立聯合大學校務基金工作人員管理要點 https://personnel.nuu.edu.tw/p/405-1014-8247,c1125.php
8.2.7 - Does your university as a body measure/track pay scale gender equity?	SDG8 就 業與經濟 成長	追蹤男女薪資平 等	衡量或追蹤男女薪資 平等	Yes 本校教職員及校務基金工作人員皆有訂定薪資管理辦法，依 年度考核情形晉級。 The faculty, staff, and school administration fund staff at our university have established salary management methods and are promoted according to the annual assessment. ● 相關法規及佐證資料 https://personnel.nuu.edu.tw/p/412-1014-1125-2.php?Lang=zh-tw
8.2.2 - Does your university as a body recognise unions & labour rights (freedom of association & collective bargaining) for	SDG8 就 業與經濟 成長	僱傭實踐之工會	承認全體人員的工會 和勞動權利(結社自由 和集體談判)，包括女 性和國際工作人員	Yes ● 質化資料 ● Qualitative material 本校依據勞動基準法及勞資會議實施辦法規定，定期召開勞資 會議以協調勞資關係、促進勞資合作、提高工作效率，並防範 各類員工問題於未然。藉由勞資會議作為校內內部溝通之平 台，以減少勞資雙方的對立與衝突。 In accordance with the Labor Standards Act and the measures for the implementation of labor and capital meetings, the University

all, including women & international staff?				regularly holds labor and capital meetings to coordinate labor and capital relations, promote labor and capital cooperation, improve work efficiency, and prevent all kinds of employee problems. The Works Council is used as a platform for internal communication in the university to reduce the opposition and conflict between labor and capital. ● 相關法規及佐證資料 人事室勞資會議專區： https://personnel.nuu.edu.tw/p/412-1014-4692.php
8.2.3 - Does your university as a body have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)?	SDG8 就業與經濟成長	僱傭政策之反歧視	在工作場所反歧視政策(包括基於宗教、性、性別、年齡的歧視) *歧視：大學在任何活動或營運中都不應因種族、膚色、宗教、性別、性別表達、年齡、國籍(血統)、殘疾、婚姻狀況、性取向或軍人身分而遭歧視。	● 量化資料： Yes ● 質化資料 ● Qualitative material In the vacancy announcement, there is no requirement on the candidate's religion, sexual orientation, gender, age, etc. As long as they have the qualifications or relevant certificates required for the position. According to the regulation of the school affairs fund staff, any employee should have a high school degree or above. Therefore, there is no use in child labor. The employee needs to sign a contract of the school affairs fund at the time of employment, stating work items, working hours, and relevant leave provisions. They will also be given overtime payment if work time is extended or compensatory leave in accordance with the provisions of the

				Labor Standards Act. there is no forced labor, slavery, and trafficking at NUU. The university announced the statement of "prohibition of violence in the workplace" on the environmental safety and health center website, to protect all workers from physical or mental violations and mental diseases during the performance of their duties. ● 相關法規及佐證資料 一、國立聯合大學校務基金工作人員管理要點 https://personnel.nuu.edu.tw/p/405-1014-8247,c1125.php 二、國立聯合大學徵人公告 https://personnel.nuu.edu.tw/index.php 三、國立聯合大學校務基金工作人員契約書 https://personnel.nuu.edu.tw/p/405-1014-9927,c1141.php
8.2.4 - Does your university as a body have a policy commitment against forced labour, modern slavery, human trafficking, and child labour?	SDG8 就業與經濟成長	僱傭政策之現代奴隸制	提出不強迫勞動、不進行現代奴役、不販運人口和不使用童工的政策承諾	Yes 一、依本校校務基金工作人員管理要點規定，本校第一職級應具高中(職)以上學歷，因此，本校並不使用童工。 二、在徵人公告中會敘明該職務的主要工作項目，並在聘用時會與校務基金工作人員簽訂契約亦會填列工作項目，並訂定工作時間及相關給假的規定，另外基於需求須請該工作人員延長工作時間，亦會依據勞動基準法規定給予加班費或補休，並不會有強迫勞動及奴役及販運人口之情形。 In accordance with the regulations on the management of school affairs fund staff at our university, the first rank of the school

				should have a high school (vocational) or higher degree. Therefore, the school does not use child labor. In the recruitment announcement, the main work duty of the position will be stated, and when hiring, a contract will be signed with the school fund staff and the work items will be filled out, working hours and related leave regulations will be set and based on demand. The staff must be asked to extend their working hours, and overtime or compensatory time off will be provided in accordance with the provisions of the Labor Standards Law. There will be no forced labor, slavery, and human trafficking. ● 相關法規及佐證資料 一、國立聯合大學校務基金工作人員契約書 https://personnel.nuu.edu.tw/p/405-1014-9927,c1141.php 二、環安衛中心「禁止工作場所職場暴利之書面聲明」： https://epshcenter.nuu.edu.tw/p/412-1011-1226.php?Lang=zh-tw
8.2.8 - Does your university as a body have a process for employees to appeal on employee rights and/or	SDG8 就業與經濟成長	僱傭實踐之申訴程序	為雇員提供申訴程序 表達權利和(或)薪酬要求 *申訴程序：允許雇員對薪酬決定和(或)評估審查提出申訴	● 質化資料 本校依據勞動基準法及勞資會議實施辦法規定，定期召開勞資會議以協調勞資關係，就勞方提出問題進行討論。 In accordance with the Labor Standards Act and the Measures for the Implementation of Works Council, the University regularly holds Works Council meetings to coordinate labor and capital relations and discuss the problems raised by the labor side.

pay?				● 相關法規及佐證資料 人事室勞資會議專區： https://personnel.nuu.edu.tw/p/412-1014-4692.php						
8.5.2 - Number of employees on contracts of over 24 months	SDG8 就業與經濟成長	簽訂 24 個月以上合約的員工數量	108 學年度所有簽訂 24 個月以上合約的僱員數量(包括外包核心服務的員工) *永久合約或無固定期限的合約被視為超過 24 個月的合約	● 量化資料： 單位：人 <table><tr><th>學年度</th><th>108 學年度</th></tr><tr><td>項目</td><td></td></tr><tr><td>簽訂 24 個月以上合約的員工數量</td><td>435</td></tr></table>	學年度	108 學年度	項目		簽訂 24 個月以上合約的員工數量	435
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8.5.1 - Number of employees	SDG8 就業與經濟成長	雇員數量	108 學年度雇員數量 *雇員：包含教職員工、外包工作人員(如清潔員、警衛、餐飲服務員、園丁等)	460						
8.3.3 - University expenditure	SDG8 就業與經濟成長	大學支出	108 學年度總支出 *支出：指員工成本(包括核心外包服務)、基本重組成本(組織重組過程中產生的成本，是非經常性的經營費用)、其他運營費用 *支出不包括：資本、	● 量化資料： 單位：新台幣千元 <table><tr><th>年度</th><th>108 學年度(加總)</th></tr><tr><td>科目</td><td></td></tr><tr><td>總支出</td><td>1,162,947</td></tr></table>	年度	108 學年度(加總)	科目		總支出	1,162,947
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			新建築支出、折舊費、利息和其他財政費用					
8.4.1 - Number of students	SDG8 就業與經濟成長	全校學生數量	108 學年度全校學生數	● 量化資料： 7456 單位：人				
8.4.2 - Number of students with work placements for more than a month	SDG8 就業與經濟成長	實習一個月以上的學生數量	108 學年度實習一個月以上(課程要求)的學生數量 可包括沒有報酬(薪資)的實習學生	● 量化資料： 單位：人 <table><tr><td>項目</td><td>108 學年度</td></tr><tr><td>實習一個月以上的學生數量</td><td>381</td></tr></table>	項目	108 學年度	實習一個月以上的學生數量	381
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實習一個月以上的學生數量	381							
8.2.5 - Does your university as a body have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties?	SDG8 就業與經濟成長	雇傭政策之外包員工的平等權利	將活動外包給第三方時，保證工人享有同等權利(最低薪資標準、工會、反歧視、反現代奴隸制)的政策	● 量化資料： Yes 本校兩校區建築物眾多(47 棟)、土地面積廣闊，動/植物多樣化下，維護校園環境需要以合約方式委外勞務維護校園景觀，包含清潔、除草、保全警衛等等，其中 110 年度合約清潔人員有 26 人、除草 5 人、保全警衛 12 人。(要 108 學年度的) The two campuses of our school have a large number of buildings (47 buildings), a vast land area, and diversified flora and fauna. The maintenance of the campus environment requires contractual outsourcing of labor to maintain the campus landscape, including cleaning, weeding, security guards, and so on. There are 26 contract cleaners, 5 weeders, and 12 security guards at this moment.				

				● 質化資料 未來為提升校園委外人員素質，新年度合約將依政府採購法 22 條 1 項第 9 款或以公開取得書面報價或企畫書方式辦理，徵得更適合優質廠商。 In the future, to improve the quality of campus outsourcing personnel, the new annual contract will be handled in accordance with item 9, paragraph 1, Article 22 of the Government Procurement Law or by publicly obtaining written quotations or enterprise plans, so as to reach to high-quality manufacturers. ● 相關法規及佐證資料 https://drive.google.com/file/d/12q_70NjlGsTmd2kfpwrsz0Mk-3KWUNrT/view?usp=sharing https://drive.google.com/file/d/12q_70NjlGsTmd2kfpwrsz0Mk-3KWUNrT/view?usp=sharinghttps://drive.google.com/file/d/12q_70NjlGsTmd2kfpwrsz0Mk-3KWUNrT/view?usp=sharing
Number of academic staff	SDG8 就業與經濟成長	學術人員數量		275