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The Chinese version rules if any contradiction in meaning exists between the Chinese version and English version.

勞動部辦理失業勞工子女就學補助，減輕非自願離職勞工子女就學經濟負擔

Ministry of Labor Offers Tuition Fee Subsidies for Children of Unemployed Workers to Reduce Their Economic Burden

為協助非自願離職失業勞工子女順利就學，勞動部訂定「失業勞工子女就學補助實施要點」，自92年起配合學校開學時間，於每年2月及9月針對非自願離職失業勞工子女就讀高中職或大專校院者，提供就學補助。

勞動部表示，凡符合非自願離職的失業勞工，失業期間1個月以上並請領失業給付1個月以上，其與配偶綜合所得總額在新臺幣148萬元以下，且未請領勞保老年給付、至申請起始日止未參加多元就業開發方案或其他同性質促進就業措施（方案），其子女就讀於高中職或大專校院具正式學籍者皆可申請，補助金額如表1所示。

表1 失業勞工子女就學補助金額

類別	公立	私立
高中職	4,000元	6,000元
大專校院	10,000元	20,000元

註：以每人每學期計

此外，對於獨力負擔家計或子女有2人以上就讀大專校院的失業勞工，補助金額加給2成。若以同時有2個子女就讀私立大學為例，每名子女可獲得20,000元再加2成的補助，合計48,000元。



In order to ensure that the children of unemployed workers can attend school uninterrupted, the Ministry of Labor has formulated the "Implementation Directions for Subsidizing the Education of Children of Unemployed Workers". Since 2003, in line with the beginning of both semesters throughout the school year, the Ministry has been providing tuition fee subsidies every February and September to children of involuntarily unemployed workers enrolled in senior high schools, vocational schools, colleges, or universities.

The Ministry of Labor stipulates that applications for tuition fee subsidies may be submitted by any involuntarily unemployed worker whose period of unemployment has exceeded one month and who has received more than one month of unemployment benefits; whose joint total income with their spouse is less than NT\$1.48 million; who has not applied for old-age benefits under labor insurance; who has not participated in the Multi-Employment Promotion Program or any other similar employment promotion measure/program as of the date of application; and whose children are currently and officially enrolled in a senior high school, vocational school, college, or university. Subsidy amounts are detailed in Table 1.

Table 1 Tuition fee subsidies for children of unemployed workers

Category	Public	Private
Senior High School/Vocational School	NT\$4,000	NT\$6,000
College/University	NT\$10,000	NT\$20,000

Note: Calculated per student per semester

In addition, those unemployed workers who are sole breadwinners of the family or have two or more children in college or university will receive an additional 20% subsidy. For example, if a worker has two children attending private universities at the same time, each child receives NT\$20,000 plus an additional 20% for a total of NT\$48,000.

關鍵字：失業勞工、非自願性失業、就學補助

Key words: Unemployed Workers, Involuntary Unemployment, Tuition Fee Subsidy

週休二日：改善勞工過勞現象，降低勞工工時

Five-day Work Week Reduces Overwork and Number of Working Hours



勞動部表示，《勞動基準法》修法落實勞工「週休二日」，亦修正降低勞工特休假之取得門檻，對於勞工基本勞動權益之保障更加周全，勞工可以獲得充足之休憩，改善過勞現象，雇主應共同為提升勞工勞動條件而努力。

本次《勞動基準法》修法除了確立週休二日之法制外，並配套採取「提高休息日出勤工資計算標準」以及「休息日出勤時數納入延長工時總數計算」之作法，透過「工時安排，總量管制」、「工資成本，以價制量」方式，可使雇主於指派勞工休息日出勤時，更為審慎嚴謹，避免勞工過度勞動，有效保障勞工週休二日權益。

勞動部進一步表示，本次修法亦增訂勞工繼續工作滿6個月以上未滿1年者，應給予特別休假3天，並提高繼續工作5年以下者之特別休假日數；同時採取「特別休假期日以勞工排定為原則」及「雇主應告知勞工排定特別休假」等規定，可使勞工依其意願決定特別休假期日，並強化勞工休假權益，有效降低勞工工時。

勞動部重申，本次修法之目的係為落實勞工週休二日，長期看來，必有助於改善勞工過度勞動，降低勞工工時。勞工如能維持工作與家庭之平衡，亦得以專心投入工作，提高生產力，帶動企業獲得更高利潤，對企業也有助益。

The Ministry of Labor has stated that the Labor Standards Act has been amended to thoroughly implement the five-day work week and lower the threshold for taking annual paid leave, thereby improving basic labor rights, ensuring that workers are entitled to adequate rest, and reducing the phenomenon of overwork. It is imperative that employers and workers collaborate to improve labor conditions.

In addition to the establishment of the five-day work week, the implementation of the amended Labor Standards Act should take into account the supplementary measures of the “calculation criteria for increased overtime wages on rest days” and “inclusion of rest day working hours to total number of extended working hours.” Use of the “Total Amount Control method for calculating working hours” and the “Control Amount by Price method for calculating cost of wages” will motivate employers to be more prudent when requesting workers to work on rest days. This will reduce the probability of overwork and effectively ensure that workers are entitled to the five-day work week.

The Ministry of Labor further stated that, in the current amendments, workers who have worked for the same employer for six months or more but less than one year are now entitled to three days of annual paid leave; the amount of annual paid leave for those who have worked for the same employer for less than five years has also been increased. Regulations stipulating that “annual paid leave shall in principle be arranged by workers” and “employers should inform workers to arrange annual paid leave” further ensure that workers are free to decide on which days to take their annual paid leave. These measures serve to better protect worker rights to paid leave and effectively decrease the number of working hours.

The Ministry of Labor reiterates that the purpose of this amendment is to implement the five-day work week. In the long run, it is certain to help prevent overwork and lower the number of working hours. Workers who maintain a healthy balance between work and family are better able to focus on their tasks and duties. This improves productivity and enables companies to earn more profit, and is therefore also beneficial to businesses and corporations.

關鍵字：週休二日、工時、工資

Key words: Five-day Work Week, Working Hours, Wages

我國106年同酬日為2月21日，較去年向前推進2天

Equal Pay Day Observed on February 21, 2017, Two Days Earlier Than Last Year

為藉由節日喚起兩性同酬之公共意識，勞動部廣續公布我國同酬日，由於兩性平均薪資不僅因性別影響，也囿於工作性質、年資、學經歷、工作績效等因素致有差異，仍需各界共同為縮小兩性薪資差距而努力。

我國同酬日係依據行政院主計總處「受僱員工薪資調查」，以當年兩性平均時薪差距計算自隔年1月1日起女性需增加之工作日數。105年我國女性平均時薪264.6元，為男性307.7元之86%，兩性薪資差距為14%，換言之，女性較男性需多工作52天，才能達到整年總薪資相同，因此106年同酬日為2月21日，較去年2月23日向前推進2天，兩性薪資差距持續縮小。

近10年我國兩性平均時薪差距由95年18.8%下降至105年14%，亦即女性需增加工作天數由69天減少至52天，兩性平均薪資差距縮小4.8個百分點及減少17個工作天數。

In order to raise public awareness for equal pay for men and women, the Ministry of Labor has once again announced Equal Pay Day for this year. Since average salaries for different genders depend on a number of factors such as nature of the job, seniority, qualification, experience, and job performance, the Ministry is calling on all sectors to work together in narrowing the gender pay gap.

Taiwan's Equal Pay Day is based on the Employee Salary Survey conducted by the Directorate General of Budget, Accounting and Statistics, Executive Yuan and reflects the number of days women must additionally work in the current year to earn the same amount as what men did in the previous year. In 2016, women earned an average hourly salary of NT\$264.6, 86% of men's hourly rate of NT\$307.7. The gender pay gap was 14%. In other words, women need to work 52 days more than men to receive the same total annual salary. Using this formula, it was determined that Equal Pay Day fell on February 21 for 2017, two days earlier than February 23 of the previous year and marking a slight reduction in the gender pay gap.

Over the past decade, the gender pay gap for average hourly salaries has fallen from 18.8% in 2006 to 14% in 2016, and the extra number of days women have to work has reduced from 69 days to 52 days. The average gender pay gap decreased 4.8 percentage points or 17 working days.

關鍵字：同酬日、平均時薪、兩性薪資差距

Key Words: Equal Pay Day, Average Hourly Rate, Gender Pay Gap

為保障駕駛員勞動權益與大眾公共安全， 啟動「旅行社及遊覽車客運業聯合稽查」

Conducting Joint Inspections on Travel Agencies and Tour Bus Companies to Protect the Labor Rights and Interests of Drivers and Ensure Public Safety

為避免再次發生遊覽車翻覆造成重大傷亡事故，並保障駕駛員勞動權益與消費大眾公共安全，勞動部、交通部及行政院消保處於2月16日宣示啟動「旅行社及遊覽車客運業聯合稽查專案計畫」，將會同相關單位就勞動、交通及消費者保護法令實施聯合稽查，以督促業者確實遵守法令。

勞動部政務次長郭國文表示，遊覽車客運駕駛員常因為旅程規劃、排班間隔及路途遙遠等因素導致疲勞駕駛，進而危及乘客生命及公眾安全。為有效督促業者落實法令規定，自即日起將優先選列經常性違規、違規情節重大或評鑑不佳之業者實施聯合稽查，稽查重點包括工時及休假、過勞預防保護措施、派車單、租車契約、行車記錄卡、有無妥適安排旅遊行程等相關規定，經稽查發現違反法令情事者，將依法裁處，並於3個月內實施複查。

勞動部重申，絕不容許事業單位以任何理由或方式侵害勞工權益，事業單位如有常態性犧牲勞工權益或危及大眾安全以獲取利潤情事者，將嚴予追究責任依法裁處，最重將處以停止營業或廢止執照。

In order to prevent future casualties and fatalities caused by tour bus accidents from occurring, protect the labor rights and interests of drivers, and ensure public safety, the Ministry of Labor, Ministry of Transportation and Communications, and the Consumer Protection Committee (Executive Yuan) announced on February 16 the Travel Agency and Tour Bus Industry Joint Inspection Project. The relevant agencies will carry out inspections to ensure, supervise and urge industry comply with laws governing labor, traffic, and consumer protection.

Kuo Kuo-wen, Deputy Minister of the Ministry of Labor, stated that tour bus drivers often drive while fatigue due to travel itineraries, schedules, and long distances. This endangers both passenger and public safety. In order to effectively urge the industry to implement safety regulations, from now on priority will be given to joint inspections on businesses that are frequent offenders, have incurred serious violations or performed poorly in evaluations. Inspections will focus on the number of working hours and leave, overwork prevention measures, vehicle dispatch orders, rental contracts, driving records, and whether or not itineraries and schedules are appropriately arranged. Any violations will be penalized in accordance with the law and reviews are to be scheduled for within the next three months.

The Ministry of Labor reiterates that no business entity has the right to infringe upon any person's labor rights and interests for any reason whatsoever. If an entity regularly infringes upon labor rights and interests or endangers public safety in a bid to earn more profit, they will be punished severely in accordance with the law, the most severe of which would be suspension of business operations or revocation of their licenses.



關鍵字：旅行社、遊覽車客運、聯合稽查

Key Words: Travel Agencies, Tour Buses, Joint Inspection

勞動部與多方代表舉辦「理燙髮美容業社會對話」，齊力推動產學合作、企業穩定僱用及加薪

Ministry of Labor Holds Hair and Beauty Industry Social Dialogue with Representatives to Promote Industrial and Academic Cooperation, Stabilize Employment, and Increase Salaries



勞動部與中華民國理燙髮美容業職業工會全國聯合會於今（106）年2月9日在臺北舉辦「理燙髮美容業社會對話」正式會議，邀集理燙髮美容業相關工會、理燙髮美容事業單位（約40家）、崇右技術學院等學校，以及教育部、衛福部等勞資政學代表進行溝通對話，獲致「產學合作、企業穩定僱用及加薪」之共識。

中華民國理燙髮美容業職業工會全國聯合會代表表示，此次對話從教育著手，讓國內產業人才更具國際專業水準，學生可學以致用，能有效解決當前產業問題。

事業單位代表亦認同產學訓合作的理念，願投入資源，承諾提供學生實務訓練課程，以及通過學程認證者之薪資提升約7至11%。學校代表表示透過推動產業學院，讓結業學生立即有專業能力資格與就業能力。

勞動部透過社會對話建立溝通平台，經過社會夥伴充分對話，產業與學界自發性提升產業人才之專業技能及薪資，支持更多青年投入該產業，提升產業服務品質及青年實質競爭力，共創勞資雙贏。

關鍵字：工會、社會對話、產學合作

Key words: Labor Unions, Social Dialogue, Industry-Education Cooperation

The Ministry of Labor and the Taiwan Union of Hair and Beauty Professionals Association held the Hair and Beauty Industry Social Dialogue meeting on February 9, 2017. Representatives from hair and beauty industry unions, hair and beauty business entities (approximately 40 entities), the Chungyu Institute of Technology and other educational institutions, the Ministry of Education, and the Ministry of Health and Welfare were all in attendance. A consensus was reached to focus on industrial and educational cooperation, stabilize employment, and increase salaries.

The representative from the Taiwan Confederation of Hair and Beauty Professional Unions stated that the dialogue was initiated due to the need to enhance education so industry professionals are better equipped with skills and knowledge of international standards, and students are better able to apply their knowledge in a professional capacity. Efforts in this direction will effectively resolve issues currently faced by the industry.

Representatives from business entities concurred with the idea of industrial and educational cooperation and are willing to invest resources, provide students with practical training courses and increase the salaries of those who are accredited by 7% to 11%. School delegates also expressed the opinion that industry-education cooperation will enable graduates to be professionally competent and fully employable.

The Ministry of Labor has created a communication platform through social dialogue. Comprehensive communication with and between social partners ensures that both industry and education voluntarily engage in the improvement of both the professional skills and salaries of industry personnel. These efforts will inspire the younger generations to pursue careers within the industry, increase the quality of their services, enhance their competitiveness and create mutually beneficial outcomes for both labor and management.

人才培育小幫手 認明 iCAP 標章訓練品質一把罩

iCAP Logo--A Talent Cultivation Tool that Stands for Quality Training



因應組織人才發展需求，勞動部勞動力發展署近年推動職能導向課程品質認證，並授予iCAP標章給通過品質認證的課程，民衆只要認明有iCAP標章的課程參訓，就能學到業界最新、最需要的能力，提高個人職場競爭力。

職能導向課程與一般訓練課程之間最大不同之處在於，訓練單位須先分析產業人才能力的需求與定位，再依據政府公告的職能基準，或透過職能分析方法，經過A（分析）、D（設計）、D（發展）、I（實施）、E（評量）等五大階段發展課程辦理訓練，並針對學員的學習成果進行評量，方能提出認證申請。為確保課程品質及內容符合產業需求，勞動力發展署會邀請產業及職能專家進行審核，確保課程能有效提升學員能力，培養產業所需人才。

另外，為了讓訓練機構在發展職能導向課程時有所依循，勞動力發展署編撰有課程發展指引與品質認證作業規範，並培育職能專業人員，協助各界發展職能導向課程。以上資訊可於「職能發展應用平台」進一步查詢 (<http://icap.wda.gov.tw>)。

In response to the demand for organizational and employee talent development, in recent years the Ministry of Labor's Workforce Development Agency has been promoting quality accreditation for competency-based training programs and awarding the iCAP logo to programs that pass quality accreditation. By attending iCAP accredited training programs, participants will receive trainings on the newest skills currently on demand within their industries, thereby improving their personal career competency.

The biggest difference between competency-based programs and regular training courses is that institutes at which training are offered need to first analyze industry demand and positioning strategies, then assess a student's learning outcomes based on occupational competency standards established by government agencies or develop and provide training programs through the five-stage ADDIE process: Analysis, Design, Development, Implementation, and Evaluation. Institutes may apply for accreditation only upon completion of the aforementioned procedures. To ensure that program quality and contents fulfill industry needs and standards, the Workforce Development Agency will invite industry and competency experts to conduct accreditation reviews. This guarantees that programs on offer effectively enhance student competencies and that talent cultivation is in sync with industry demand.

The Workforce Development Agency has additionally compiled curriculum development guides and quality accreditation operational guidelines as references for training institutions. Professional staff members specializing in career competency have also been trained by the Agency to assist in the development of competency-based programs in various industries. Please visit the Integrated Competency and Application Platform (<http://icap.wda.gov.tw>) for more information.

關鍵字：職能、iCAP、人才培育

Key words: Competency, iCAP, Human Resource Development