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Ministry of Labor, R.O.C.

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## Moment of Truth: 808 Competitors Compete at the National Skills Competition

After intensive and rigorous competition among 808 competitors from all over Taiwan, the 44<sup>th</sup> National Skills Competition and 43<sup>rd</sup> WorldSkills Qualification Competition have generated a total of 253 finalists in 47 skills since their commencement on July 31, 2014. An award ceremony and closing ceremony was held on August 17 at the Regent Taipei Hotel. Finalists in 39 WorldSkills Competition skills will compete in the national team qualification contest on September 12 for an opportunity to represent Taiwan at the 43<sup>rd</sup> WorldSkills Competition held in São Paulo, Brazil next year and obtain an even higher honor.

### The National Skills Competition and WorldSkills Competition

The annual National Skills Competition started in 1968, and has just marked its 44<sup>th</sup> event this July. The number of skills has increased from the original 14 skills to the present 47. Each year, technical schools, vocational training institutions, and businesses across all industries enthusiastically nominate competitors to participate in the competition, making it an annual grand occasion for vocational training and vocational education. The competition is divided into two stages. First, competitors from public and private

institutions, schools, organizations, companies, manufacturers, and training institutions compete in one of the three regional skills competitions in Northern, Central, and Southern Taiwan. Each region will select five outstanding competitors for each skill to enter the second stage of the competition, where they join the top three winners from the National High School Students Skills Competition, and all winners from previous National Skills Competitions for the national titles.

The WorldSkills Competition originated in Spain in 1950. At present, there are 72 member states (or regions) to the WorldSkills organization. The competitions are held every two years, with each member state applying to host the competition. In 1993, Taiwan hosted the 32<sup>nd</sup> WorldSkills Competition. There have been 42 WorldSkills Competitions as of date with 46 skills. The mission of this international organization is, through international skills competition, seminars, and other events, to increase the mutual observation, understanding, and exchanges between young technical personnel from around the world and promote the development of vocational training and education in different countries.

Taiwan joined WorldSkills in 1970, and has sent competitors

each year since the 20<sup>th</sup> WorldSkills Competition to compete in this prestigious contest. Taiwan's participants have earned deep respect internationally with their outstanding performances. At the 42<sup>nd</sup> WorldSkills International held in Leipzig, Germany, in 2013, our 44 competitors competed in 39 skills and obtained six gold medals, four silvers, eight bronzes, and 13 outstanding awards. Taiwan ranked second among 52 competing countries for winning the first three places and ranked third for the total number of winning prizes earned. It was the best performance in the past 15 years and proved that our young technical talents have reached world standards in the skills areas.

### Results from this year shatter stereotypes

The 44<sup>th</sup> National Skills Competition was themed “vocational honor with professional model” in hope of helping young people find enlightenment through the competitive event and convincing them that they will not go unnoticed as long as they have solid skills, and can be successful as long as they have dreams and are willing to work hard.

This year's National Skills Competition regional qualification competitions were held on April 25 and 26, 2014. From among 2,994 young competitors across the three regions, 683 top-five winners in each skill were born. Along with winners from the National High School Students Skills Competitions and winners from previous National Skills Competitions, there were a total of 808 competitors in this year's National Skills Competition from six sectors – social and personal services, construction technology, manufacturing engineering technology, transport and logistics, information technology, and arts and fashion – for a total of 47 skills. After fierce competition, winners of the first three places in each skill were announced and prizes awarded on August 17 at Regent Taipei Hotel. The results of the competitions were surprising in that the gold medal winner in the floral arrangement category was a male contestant while the gold medal winner in the automotive painting category was a female contestant; the silver and bronze medals in the painting and decorating (painting) were won by female competitors also. The results defied the gender stereotypes in workplaces as well as displaying the success of the Ministry of Labor's effort in promoting gender equality in workplaces. Additionally, they also proved that we can all succeed regardless of our background and gender as long as we strive to achieve our dreams.

### Foreign guests invited to share experience with the aim of shining at international competition

To increase publicity and accessibility to the general public, this year's National Skills Competition specially chose to hold competitions for 12 skills, including mechatronics, at Taipei World Trade Center's Nankang Exhibition Center, alongside with the



▲ Group photo of award presenter Mr. Hao Feng-ming, Deputy Minister of Ministry of Labor, and a number of gold medalists

2014 Taiwan Intellectual Automation and Robotics Exhibition. This joint event allowed the competitors to experience the scale of an international venue. The event also invited national team members from previous years to share their insights and demonstrate their skills. There were also promotional activities such as awareness programs, souvenirs giveaway for collected points, the appearance of the “Jobs” family mascots from the national employment website eJob.gov.tw, DIY manufacturing machines and floral arrangement model show to provide visitors with a plentitude of skill experiences. Moreover, for the first time, the event also invited the standing director of WorldSkills, international referees, members of the preparatory organization of the Northeast Asian Skills Competition and other foreign guests to hold an international skills seminar, in addition to evaluating the competitors’ work and observing the competition event. Through sharing of practical experiences with all the foreign guests, it provided the competitors a chance to understand competition practices in different countries and strengthen our exchanges and cooperation with WorldSkills.

In coordination with the biennial WorldSkills Competition, this year's National Skills Competition carried the mission of selecting national team members to compete at the 43<sup>rd</sup> WorldSkills Competition next year. As such, the age of the competitors was limited to those younger than 21 in order to meet the qualification criterion of WorldSkills. To increase the representing competitors’ determination to compete and their actual competition experience, the competitors must, in addition to coming in the top five the National Skills Competition, compete in the national team qualification contest in September for a place in the national team to represent Taiwan at the 43<sup>rd</sup> WorldSkills Competitions next year in São Paulo, Brazil, and a chance to win the highest honor for themselves and for the country.

### Relevant details regarding the National Skills Competition are as follows:

#### 1. Skills: Currently inclusive of 47 skills from six sectors:

- (1) Social and personal services sector: hairdressing (male and female hairdressing), beauty, Western-style dessert, Western-style culinary, food services, bakery, health care, and Chinese culinary for a total of 8 skills.
- (2) Construction technology sector: building paving, piping and heating, electrical assembly (indoor wiring), industrial control (industrial wiring), bricklaying, painting and decorating (painting), gypsum technology and dry wall systems (plastering), furniture carpentry, doors and windows carpentry, garden landscaping, and air conditioning for a total of 11 skills.
- (3) Manufacturing engineering technology sector: integrated machinery, molds, collective creation, mechanical and electrical integration, CAD mechanical drawing, CNC lathes, CNC milling machines, cold working (metal structure production), welding, wood molds, sheet metal, electronics (industrial electronics), machine tool control, robotics, casting and applied electronics (audio-visual electronics) for a total of 16 skills.
- (4) Transport and logistics technology sector: automotive sheet metal (shaping sheet metal), automotive technology, automotive painting, and aircraft repair and maintenance for a total of 4 skills.
- (5) Information technology sector: information technology (software design), webpage design, and information and internet technology for a total of 3 skills.

- (6) Art and fashion sector: fine work on jewelry, gold and silver, flower arrangement, apparel production, graphic design technology, and national costume for a total of 5 skills.

## 2. Incentive measures

- (1) Cash prizes: winner of the first place NT\$80,000, second place NT\$60,000, and third place NT\$40,000.
- (2) Winners may be accredited and recommended for admission to a vocational school, five-year college, two-year college, four-year university of technology or a relevant college at a university for further training in accordance with the Accreditation and Recommendation for Admission Act for Skilled and Talented Students at High Schools or Higher Institutions.
- (3) In compliance to Article 11 of the Technical Personal Skills Assessment and Certification Act, competitors with qualifying performance at the National Skills Competition may apply for a test waiver at the Central Competency Authority when participating in Level B, C, or single-level skill tests relevant to the career category within three years of the date of qualification.



▲ Mr. Hao Feng-ming, Deputy Minister of Ministry of Labor (center), Mr. Liao Wei-ren, Director of Workforce Development Agency (right), and Mr. Lin San-gui, Director of Institute of Labor, Occupational Safety And Health, Ministry of Labor (left) attended the launching ceremony and kicked off the event.



## Promoting a Legal Basis for Labor Education

According to statistical data from this Ministry, approximately 11 million people (half the population) are currently employed in Taiwan. Though not everyone is engaged in actual labor, everyone relies on the contributions and services provided by workers in their everyday lives. Despite this, the public lacks awareness on workers' due rights and obligations. As a result, labor disputes and accidents at work continue. Labor education gets at the root of this problem, enabling workers, employers, and students to internalize and value the concepts of labor rights, decent work, work ethics, and labor regulations. Education can enable the public to amply embody the value of labor and understand the role that each side – worker and manager – ought to play. Then, with mutual respect and cooperation, a balance between the rights and interests of workers and employers can be established. This will reduce the cost bare on employers in abiding by the law and compensating for damages, and in turn, create a situation beneficial to both workers and employers. On this basis, the Ministry of Labor has drafted the Labor Education Promotion Act, which is under review at the Executive Yuan.

### Circumstances and problems with current labor education

At present, implementation of labor education in Taiwan is mainly based on the Implementation Regulations of Labor Education. This is the basis on which public and private institutions provide labor education to improve the competency and life skills of workers. Its major content includes the duties of the Labor Education Committee, the provision of labor education, the minimum hours of labor education required for vocational and industrial workers, and funding methods. These regulations were drawn up in 1958 by the Ministry of the Interior, on the basis of its official powers. Since, at that time, compulsory education was not widespread, the government implemented labor education as a means to further the competency and life skills of workers, and to better prepare them for economic development. In addition, the government formulated the Regulations on the Funding and Subsidization of Labor Union Education to encourage labor unions to provide labor education, promote their members' awareness on how to safeguard labor rights, and improve work efficiency.

However, these regulations are issued by government decrees or administrative orders, without legislative authorization, their binding effects are weak. Furthermore, labor education is provided through subsidies and lacks diversity; courses tend to emphasize government policies or technical skills, while neglecting to cultivate concepts such as labor rights, worker consciousness, and work ethics. Moreover, issues on research and compilation of teaching materials and curricula, integration with the school education system, and sources of funding are not explicitly standardized or comprehensively planned.

### Promoting a legal basis for labor education

A proper work value system should be cultivated at a young age to enable students to develop a sense of good worker. In the long term, this is beneficial to individual autonomy, harmonious relations between worker and employer, and the development of labor market. In addition, the implementation of labor education should not be limited to workers, but should also be expanded to include employers, schools, and government offices. On this basis, in order to implement labor education, this Ministry has taken the initiative to draft the Labor Education Promotion Act. Its main points are as follows:

1. **Expanding the scope of labor education**  
Regulate the subjects for labor education to include workers, employers, staff at government offices, faculty and administrative staff at schools, and students.
2. **Regulate the number of hours of labor education**  
Regulate the number of hours that government offices, schools, and employers must provide each year on labor education for their staff.
3. **Regulate funding sources for labor education**  
Regulate the establishment of a special fund for labor education and other sources of funding in order to benefit the comprehensive promotion of related work.
4. **Incorporate labor education into school curricula**  
Regulate that secondary and elementary schools should incorporate labor education into their curricula, so that a set number of hours of labor education are taught each semester.

Universities should incorporate labor education into their general education courses.

#### 5. Incorporate labor education into teacher education courses and training for faculty and administrative staff at schools

Courses related to labor education should be provided for faculty and administrative staff of all kinds and levels of schools during pre-vocational education, new employee training, and on-job training. University-level teacher training courses should also provide courses related to labor education.

### Legislation of the Labor Education Promotion Act aims to achieve the following:

1. The foundation for labor education should be laid at



## Strengthening the Protection of Equal Rights in the Workplace and Amending Regulations to Expand the Scope of Child Labor Protection

### Strengthening the protection of equal rights in the workplace

The Ministry of Labor spares no efforts to promote gender equality in the workplace. After many years of awareness education and implementation, according to data from the Directorate General of Budget, Accounting and Statistics, Taiwan's average female labor participation rate reached 50.46% in 2013. In addition, Taiwan's gender wage gap is shrinking gradually, and is smaller than that of the United States, Japan, and Korea. This shows that efforts to promote female employment and eliminate obstacles to employment are slowly but surely producing results. On June 18, 2014, the amended articles of the Act of Gender Equality in Employment (henceforth referred to as "this Act") were promulgated for implementation by Presidential decree. Main points to the amendment are as follows:

#### 1. Expanding the applicable subjects:

The Act of Gender Equality in Employment and related regulations shall apply to apprentices and other persons similar to apprentices in nature, who are recruited by employers in accordance with the regulations of the Labor Standards Act.

If interns with student status undertake practical training courses outside the school fall victims to sexual harassment during training at a business entity, this Act also applies.

#### 2. Expanding the definition of employer:

In light of the fact that this Act applies to all industries and professions, and protects all employees, dispatched workers should also be granted protections in accordance with this Act. Hence, it is stipulated that if, at the organization they are dispatched to, dispatched workers fall victims to sexual harassment or discriminatory treatment on account of their gender or sexual orientation, are not granted time to breastfeed, are unable to request a reduction in work hours to look after children under three years of age, or file a complaint or assist another person to file a complaint and, as a result, have unfavorable measures taken against them by the acting commander, supervisor, or manager of the organization they are dispatched to, then the organization they are dispatched to will be considered as an employer. At the same time, the definitions of "organization dispatched to", "dispatched worker", and "dispatching business entity" are specified.

#### 3. Stipulating the definition of "job reinstatement":

schools. School education should provide comprehensive and systematic labor education courses, which should be continued and expanded upon in the workplace.

2. Labor education should be comprehensively promoted and implemented through diverse educational methods in workplaces, schools, and communities, enabling each individual to understand labor rights, and the implications and spirit of decent work. This will help protect the rights and interests of workers, promote harmonious labor-management relations, and cement the values of "autonomy, equality, development" in workplaces.

Explicitly stipulating the reinstatement of a job at the expiration of a term of unpaid parental leave means that the employee returns to the job he or she originally held when he or she applied for unpaid leave.

#### 4. Increasing fines and publishing full names:

In accordance with this Act, employers bear responsibility for implementing measures to promote gender equality. Employers who fail to implement these measures or violate the provisions of Article 36, which prohibits taking unfavorable measures against a worker who files a complaint, shall be fined an increased sum of between NT\$20,000 and NT\$300,000. Furthermore, the full name or title of the violator or responsible person may be published. They will be given a set time to make necessary improvements; if by the appointed time they have failed to do so, they will be punished for each breach.

### Expanding the Subjects of Child Worker Protection

On December 11, 2013, the revised text of Article 45 of the Labor Standards Act was promulgated for implementation by Presidential decree, granting the protection of this Act to workers under the age of fifteen undertaking employment to receive remuneration even without an employment relationship. With regards to workers under the age of fifteen, this Ministry has considered factors such as the worker's age, nature of work, and the length of compulsory education received, and on June 11, 2014, issued the Regulations Governing the Determination Criteria and Inspection of No Harm to Mental and Physical Health in Article 45 of the Labor Standards Act. Main points to the Regulations are as follows:

1. [People under the age of fifteen] may not undertake work that violates public order and good social customs, that which is undertaken in a tunnel or in a confined space, or that which a physician judges to exceed the worker's physiological or psychological ability to sustain.
2. Depending on the worker's age and the length of school semesters and vacations, the maximum number of hours and days that may be worked are stipulated.
3. After two hours of continuous work, workers shall have a break of at least fifteen minutes. It is stipulated that every week, the worker shall choose either Saturday or Sunday as a full regular day off.
4. Between 20 and 90 days before the start of the provision of service, the employer or recipient of service shall, in

accordance with regulations, prepare documents to apply for permission with the local competent authority of labor administration in the place where the service is being provided. Permission shall be granted for up to one year at a time.

5. Those who obtained permission to work before these regulations are implemented shall, within one year from the date on which these regulations are implemented, reapply to the local competent authority of labor administration for permission.



## New Appraisal System for Overseas Chinese and Foreign Students Remaining in Taiwan to Work announced on July 3, 2014; accepting applications for employment permits

The Executive Yuan's Action Plan to Keep Outstanding Foreign and Overseas Chinese Students in Taiwan to Work seeks to enrich the country's workforce in three key ways: "nurture talent, retain talent, and recruit talent." In view of the government's substantial yearly expenditure on educating overseas Chinese and foreign students, it should devise a way to retain and employ the talented students in which it has trained, in order to promote business and national competitiveness. On July 1, 2014, the Ministry of Labor issued an amendment to "The Reviewing Standards and Employment Qualifications for Foreigners Engaging in the Jobs Specified in subparagraphs 1 to 6, Paragraph 1 to Article 46 of the Employment Service Act," inserting new provision that foreign or overseas Chinese students that graduated from a public or privately-registered university-level or above school in Taiwan, in addition to meeting the requirements of the Standards, have scored a total of 70 or more points on their appraisal will be eligible for employment in a specialized or technical field, and will not be subject to the limitations concerning the qualifications of foreigners seeking employment, stated in Article 5 of the aforementioned Standards.

### The simultaneous announcement of measures relating to the new appraisal system for overseas Chinese and foreign students remaining in Taiwan to work

On July 3, 2014, when the aforementioned amendment to the Standards became effective, the Ministry of Labor also announced measures relating to the new appraisal system for overseas Chinese and foreign students remaining in Taiwan to work. These measures include the maximum number of employment permits that shall be issued, application period, categories for appraisal, application documents and the procedure for approving and issuing employment permits. The eight categories for appraisal include academic record, salary, work experience, employment qualifications, Chinese and other foreign language ability, personal background, and compliance with government policies on industrial development. In each category, points will be allocated according to the applicant's level. If the total points allocated add up to 70 or above, the applicant is qualified to apply.

Two thousand employment permits will be issued in the system's first year of implementation. If, during the application period, it is announced that the quota has been filled, thereafter no more employment permits will be approved. However, if the overseas Chinese or foreign student has an offer of

In addition, child workers (workers under the age of fifteen) are reminded that they may not undertake strenuous or dangerous work. They may not work for more than eight hours per day, or forty hours per week. They may not work during their regular time off, and may not work between eight o'clock in the evening and six o'clock the following morning. If the employer or recipient of labor breaches any of the above regulations they can be sentenced to up to six months in prison and fined up to NT\$300,000.

employment that meets the annual salary requirements of NT\$47,971, they may still apply for an employment permit based on their eligibility as a foreign professional worker. The number of employment permits is based on the number of approved applicants. If the employer terminates the employment contract before it expires, the number of permits already approved and issued shall no longer be provided for application. For overseas Chinese or foreign students who have already obtained employment permits, the employment permits applied for by their new employers shall not be included in the permit quota.

In addition, in the event of an incomplete application that requires further documentation, the relevant documents must be provided within a set time period. Those who failed to provide the relevant documents within the set time will be required to file a new application. If the quota is already full when the relevant documents are submitted, an employment permit shall not be approved.

Foreigners who have previously obtained work permits in accordance with the Ministry of Labor of June 14, 2012, may apply through the quota and appraisal system, and they may also apply to extend their employment permit according to the previous standard (with monthly average wages for foreign workers of at least NT\$37,619).

### Related documents required to apply for this kind of employment permit

In addition to the self-assessment and application forms filled out by both the employer and the foreign student, employers applying for this kind of employment permit must also enclose related documents, such as degree diploma, employment contract, proof of work experience, and proof of foreign language ability. Related application documents, appraisal categories, and appraisal procedure are available from the Overseas Chinese and Foreign Graduates in Taiwan Special Zone of the Workforce Development Agency's website (<http://www.wda.gov.tw/home.jsp?pageno=201407010001>) for perusal and download.

At an appropriate time following the implementation of the new quota and appraisal system for overseas Chinese and foreign students, the Ministry of Labor will convene related departments for a meeting to evaluate the system. It will discuss the effectiveness of the new system, including appraisal categories, point allocation, yearly quota, as well as the system's appropriateness for Taiwan's domestic employment market and economic situation.



## Assistive measures to promote employment and vocational training in the aftermath of the Kaohsiung petrochemical gas explosion disaster

On the night of July 31, 2014, Kaohsiung City suffered a fatal disaster brought about by a series of accidental gas explosions. The Workforce Development Agency of the Ministry of Labor swiftly announced assistive measures relating to employment services and vocational training, to help victims of the disaster rebuild their homes and communities with greater confidence and ease.

### Employment services: launching the Special Disaster Assistance Temporary Work Project

Following the aftermath of the gas explosions, and in consideration of the needs for the rapid reconstruction of damaged homes in the disaster area, the Workforce Development Agency has actively launched the Special Disaster Assistance Temporary Work Project, providing 500 three-month long temporary employment opportunities. Employment plans are to be proposed by related organizations and groups, with nature of work being chiefly to help with clearing up the areas affected in the disaster. During the employment period, a temporary job allowance of NT\$115 per hour will be granted to each worker. Workers may apply to work for up to 176 hours each month.

Anyone who was rendered unemployed by the disaster that resides, works, or has household registration in the disaster area, or is in need of work or temporary work in the post-disaster rebuilding period, may, during the handling period, take proof that they were affected by the disaster to the Public Employment Service Institution and register as a job seeker. They may start work immediately following recommendation and introduction. By raising the required manpower to rebuild the disaster area, while simultaneously helping to alleviate the financial pressures on disaster victims who lost their jobs, and accelerating the rebuilding of homes in the disaster area, the Workforce Development Agency hopes to facilitate the return of stable daily life as soon as possible to the affected area.

### Vocational training: the Vocational Training Assistance Plan

In order to help victims of the Kaohsiung gas explosion disaster improve their employment skills and thereby enhance their career and employment stability, the Workforce Development Agency has launched the Vocational Training Assistance Plan in Response to the Kaohsiung Gas Explosion Disaster. According to the Plan, any victims of the disaster that

meet certain criteria may participate free of charge in relevant vocational training to improve their knowledge, technical skills, or competence, or to acquire a new skill, and thereby enhance their competitiveness in the workplace.

If anyone who resides, works, or has household registration in the area damaged by the gas explosions requires vocational training, they can take relevant documentation to the Public Employment Service Institution and register as a job seeker. After vocational training counselling and identity confirmation, they will be given a recommendation slip allowing them to participate in pre-vocational training for the unemployed. They may be exempt from the training examination and enrol immediately, and will also be exempt from training fees. Disaster victims with labor insurance, employment insurance, or farmer insurance, in addition to gaining free access to training courses run by the Workforce Development Agency, may also participate in the Industrial Human Resource Investment Plan with fully subsidized course fees. Those wishing to participate can check the Taiwan Jobs website (<http://www.taiwanjobs.gov.tw>) for available courses.

In consideration of the fact that business entities may have also suffered damage to production or service facilities that resulted in workers being unable to attend their jobs, and in order to help workers maintain their livelihoods, any employee of business entity damaged in the disaster who is unable to attend their jobs for more than 16 hours per fortnight may, during this time, participate free of charge in training courses, following approval. For every hour spent in training, each worker will be provided with a training allowance of NT\$115, for a maximum of 100 hours. The maximum duration of training per month for which an allowance will be provided will equal the number of hours that the worker is unable to attend his or her job. In addition, the aforementioned courses may be provided and managed by the business entity itself. If business entities that suffered damage during the disaster agree during the training period to continue to employ workers participating in training, maintain 90% or more of their workforce, and have notified the Kaohsiung City government, they may apply for full training subsidies by submitting a training plan and relevant documentation. Small and medium-sized business entities will be granted up to NT\$950,000, while large business entities will be granted up to NT\$1.9 million.



## Occupational Safety and Health Act Adds Severe Injury Occupation Accident Reporting, Bringing Severe Injury Cases into the Scope of In-depth Service

Occupational Safety and Health Act Adds Severe Injury Occupation Accident Reporting, Bringing Severe Injury Cases into the Scope of In-depth Service

The amended Occupational Safety and Health Act entered into force on July 3, 2014, stipulating the necessity of immediate rehabilitation for workers suffering from severe

injuries or disabilities. According to the new provision, in the event of occupational accident(s) that involves more than one person at the workplace of business entity and resulting in amputation or serious damage to the organ(s), life threatening or serious loss of bodily function(s), and hospitalization continuously for more than 24 hours, the employer is required

to report such accident(s) to a labor inspection agency. If a report is not filed according to regulations, the employer is subject to a penalty of NT\$30,000 to NT\$300,000 in accordance with Article 43 of the same Act.

### Family Assistance Program (FAP)

The Ministry of Labor (MOL) indicates that when a worker suffers from occupational accident, their personal and family livelihood is also affected. Not only is this detrimental financially to the worker, it also takes a toll on their mental wellbeing. Under such circumstances, they usually feel helpless and are unaware of their rights. The MOL has a Family Assistance Program (FAP) that subsidizes the setting up of occupational accident service windows for workers by local governments. These services include house calls, interviews, consultations on occupational accident rights, referrals to medical care and treatment, psychological consultations, occupational rehabilitations, employment, occupational trainings, and assistance with applying for labor-management negotiation, payment of labor insurance, emergency social aid, and government condolence payment. Over the last three years, these services have assisted 600 cases each year. After the restructuring of the Ministry, the newly established Occupational Safety and Health Agency (OSHA) integrates the services of occupational accident prevention, report, inspection and occupational rehabilitation to better serve injured workers. Amendment of the Occupational Safety and Health Act further incorporates severely injured laborers into the scope of accident reporting, thus increasing the number of laborers and their family eligible for FAP's re-employment assistance to 3,000 people each year.

### First Assistance Case Resolved Satisfactorily

The first injury case that OSHA assisted since its establishment demonstrates the importance of a full-scale service. In March this year, an employee of a hamburger company suffered from severe burns while on duty inside the kitchen. Both the worker and the family were not satisfied by the way the employer settle the accident, and turned to OSHA for help. OSHA initiated FAP service and intervened to help the injured worker to apply for labor insurance payment, government emergency financial aid and funding from charity groups. The worker was also referred to social welfare unit for rehabilitation, psychological consultation and to the Legal Aid Foundation for free legal assistance. The employer and the worker reached a settlement after a few negotiation sessions. The worker felt comforted and regained his confidence in the pursuit of employment and education.

**Hotline for occupational accident consultation:**  
0800-001-850

**Contact information for OSHA's  
Occupational Accident Labor Protection  
Division**

Phone: 02-8995-6666 ext. 810

Address: 11Fl., South Block, 439 Zhongping  
Road, Xinzhuang District, New Taipei City

Website: <http://www.osha.gov.tw>



## Labor Fund Performance Steadily Improves

This year (2014), though global economy maintained steady growth, financial markets continued to face a variety of challenges in the political and economic scenes. From the US Federal Reserve's Quantitative Easing and raising interest rates to the banking crisis in Portugal and Argentina debt default, many issues have affected investors' confidence on the market. The recent Russia-Ukraine crisis and conflict in Gaza drastically increased the level of geopolitical risk, exacerbating the volatility in the global stocks and bonds market.

### Global Diversified Investment Strategy at Work

Since its founding on February 17 this year, the Bureau of Labor Funds has continued to improve all of its investment strategies, carefully responding to the unstable financial situation, and actively obtaining steady profits through global diversified investment strategies. In addition, in order to build core assets in global stocks and bonds, it has also acquired regional satellite asset position. In July, while stock and bond indices plummeted globally, the stock indices of the Asia-Pacific region and emerging markets that labor funds have invested in rose by 3.51% and 1.77% respectively; and investments in global real estate securities also rose by 1.15%. Moreover, the global diversified investment strategy showed its efficacy and brought in NT\$1.5 billion revenue, bucking the trend in a single month, creating a profit for the steady growth of the labor funds.

The overall scale of the labor funds reached NT\$2.5144 trillion by this July and, by the end of this July, a total of

NT\$110.6 billion of profit had been created, a 4.67% in return rate. Profits from both new and old labor pension systems, labor insurance, employment insurance, Occupational Accident Labor Protection Act, and Overdue Wages Compensation Fund were respectively NT\$54.2billion, NT\$30.9 billion, NT\$24.7 billion, NT\$600 million, NT\$60 million, and NT\$10 million, with rates of return being 4.78%, 5.30%, 4.60%, 0.60%, 0.51%, and 1.16%, respectively. Fund earnings continued to grow steadily.

### Taiwan's Economic Growth Rate is Predicted to Reach 3.51% in 2015

Looking forward, the International Monetary Fund (IMF) revised the global economic growth rate downward to 3.4% and expressed that the worsening geopolitical crisis may lead to oil price increases. On August 14, Eurostat announced that in the second quarter, the Eurozone had a growth rate of 0%, wherein both Germany and Italy had a growth rate of -0.2% and France's growth rate remained unchanged. Additionally, the warning issued by the German Ministry of Economic Affairs that geopolitical tensions are threatening the confidence of investors, further affecting industrial orders, production, and sales. Regarding the domestic economy, the Directorate-General of Budget, Accounting and Statistics, in consideration that the economic growth rate in the first half of the year fared better than predicted and believing in a growth expansion in export and private investment during the second half of the year, adjusted the predicted annual economic growth rate of Taiwan upward to 3.41% and predicted economic growth rate for 2015 to reach 3.51%.

## Continuing to Follow Prudent Investment Practices

In summary, global economy is still in the process of recovery. However, despite the recent deepening of economic sanction by the United States and Europe on Russia and

Israeli's attack on Gaza that increased geopolitical risk and gave international financial markets jittery, the labor funds' investment strategy remains prudent to closely follow domestic and international financial trends, and adjust investment strategies in a timely manner to safeguard the security of economic life for workers.



# “Ten Million Insured, Trillion Protected” – Presentation of Performance

To celebrate the 64th anniversary and the number of people insured by Labor Insurance exceeding 10 million for the first time since the launching of Labor Insurance in 1950, the Bureau of Labor Insurance held a celebration themed “Ten million insured, Trillion Protected” at the GIS MOTC International Convention Center on August 19, 2014, and presented the remarkable achievement of Labor Insurance in protecting ten million individuals.

## VIPs Jointly Lit the Labor Insurance Lantern

President Ma Ying-jeou was invited to the event. The Bureau of Labor Insurance, the organizer, also invited the ten-millionth insured individual, the 1.5 millionth insuring unit, and recipients of Labor Insurance payments with special commemorative significance to come and share the peace of mind and protection given them by Labor Insurance. At the ceremony celebrating Labor Insurance breaking ten million people insured, President Ma and Mr. Hao Feng-Ming, Deputy Minister of the Ministry of Labor, jointly lit the Labor Insurance lantern. As the main lantern slowly rose, it symbolized the ever-rising number of insured. Next, the protective umbrella representing various categories of insurance payments was lit up, illustrating the diverse and comprehensive protection offered by Labor Insurance.

## Labor Insurance Pension System and Parental Unpaid Leave Allowance Show Good Results

In his speech, President Ma pointed out that as the country faces the challenge of an aging population and low birth rate, since coming to office, he has implemented the Labor Insurance Pension System and Parental Unpaid Leave Allowance to properly care for workers in their old age and to

encourage fertility. The labor pension system has been in effect for over five years and the number of recipients has exceeded 550,000. The portion of those choosing pension payments has gradually increased from about 60% at the beginning to over 80% this year, indicating the pension system has been successful in achieving its goal to give workers “care in old age” and “peace and dignity.” Moreover, since the implementation of Parental Unpaid Leave Allowance, the Bureau has accumulatively paid over NT\$20 billion, benefitting over 250,000 individuals.

## Maternity Benefits are Most Popular

The Ministry of Labor expressed that Labor Insurance coverage includes birth, sicknesses and injuries, disabilities, old age, and death. Over the past 64 years, requirements to receive payments have been lowered while the amounts have increased. Issued payments reached NT\$3.8 trillion, of which NT\$3.4 trillion was paid in cash. The largest proportion – NT\$2.5 trillion - was paid to the elderly. There are an accumulative 3.7 million workers who have received pensions from Labor Insurance. The most popular payment is maternity benefit, which has accumulated to 7.6 million cases. Beginning this May, payments were increased to two months and applicants who give birth to more than two babies at one time will be paid proportionally. It is predicted that 130,000 women will benefit annually.

Through this celebration, the Ministry of Labor presented the results of Labor Insurance operation, helped the public to see the government's dedication in caring for the people and promised that it will continue to provide better protection and services for workers in a proactive, innovative, and effective spirit. 



▲ President Ma with special guests and members of the public



▲ President Ma with the invited Labor Insurance payment recipients



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# 台灣勞工簡訊

中華民國勞動部  
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專題報導

## 手下見真章， 全國技能競賽808位選手同台較勁

第44屆全國技能競賽暨第43屆國際技能競賽國手選拔賽自103年7月31日展開，在來自全國各地808名選手歷經密集的激烈比賽後，產生47個職類253位優勝選手，並於8月17日在臺北晶華酒店舉辦頒獎暨閉幕典禮。同時國際技能競賽39個職類入圍國手也已出線，將在9月12日參加國手選拔賽，爭取代表我國參加明年在巴西聖保羅舉辦的第43屆國際技能競賽的機會，期許獲得更高榮譽。

### 全國技能競賽與國際技能競賽

我國自民國57年開始舉辦第1屆全國技能競賽，

每年辦理1次，至民國103年已辦理44屆；辦理職類亦由最初14職類，增加至47職類。每屆技能競賽，各技職系學校、職訓機構與工商企業均踴躍推薦選手參加競技，為職業訓練與技職教育之年度盛事。競賽方式分為兩階段，首先，於北、中、南3區辦理分區技能競賽，選手來自各機關、學校、團體、公司行號、廠商及訓練機構推薦參賽，選出各職類競賽成績前5名優勝選手。而第二階段的全國技能競賽，選手來源為分區技能競賽前5名優勝選手、全國中等學校學生技藝競賽優勝前3名選手及歷屆參加全國技能競賽選拔獲得優勝的選手。

而國際技能競賽係1950年由西班牙發起舉辦，目前國際技能競賽組織（WorldSkills）會員國計有72個國家（地區），每2年舉辦一次，由各會員國分別申請主辦，1993年第32屆國際技能競賽便是由我國主辦；迄今已舉辦42屆，目前正式之競賽職類有46種。該國際組織之宗旨在藉由國際技能競賽大會及研討會等活動，增進各國青年技術人員之相互觀摩、瞭解與切磋，加強國際間職業訓練與職業教育資訊與經驗之交流，進而促進各國職業訓練與職業教育之發展。

我國自1970年起參加該組織，自第20屆國際技能競賽大會起，每屆均派選手參加，成績表現優異，深獲國際間之重視。2013年第42屆國際技能競賽於德國萊比錫（Leipzig）舉行，我國遞派44位選手參加39個職類競賽，計獲得6面金牌、4面銀牌、8面銅牌及13個優勝獎，獲得前3名的總獎牌數在52個參賽國中名列第2名，含優勝的總獎牌數名列第3名，為近15年來最佳成績，足以證明我國年輕的生力軍在技能領域已達世界水準。

### 本屆競賽結果出爐，打破一般刻板印象

第44屆全國技能競賽主軸為「技職尊榮、專業典範」，期許透過競賽活動，讓青年人有被啟發的機會，只要有紮實的技術，就不怕被埋沒，只要有夢想、肯努力，技職也能出頭天。

本屆全國技能競賽分區技能競賽在103年4月25~26日舉辦，由2,994名青年好手中產生各分區優勝前5名共683人，連同全國中等學校學生技藝競賽優勝選手及歷屆參加全國技能競賽選拔獲得優勝的選手共計808名，分為社會與個人服務類群、營建技術類群、製造工程技術類群、運輸與物流類群、資訊技術類群及藝術與時尚類群等6大類群、47個競賽職類同台較勁。經過激烈競賽，各職類前3名選手於8月17日假臺北晶華酒店揭曉並舉辦頒獎。競賽結果令人驚豔的是，花藝職類金牌為男性選手，而汽車噴漆職類由女性選手奪金、還有油漆裝潢（油漆）



▲ 頒獎人勞動部郝鳳鳴政務次長與金牌選手（部分）合影

職類也由女性選手獲得銀牌及銅牌，打破一般民衆對職業性別的刻板印象，也意味著勞動部在職場營造性別工作平等的友善環境，已漸漸成形；而且不論出身背景、性別，只要堅持朝著心中的夢想前進，都可以打造屬於自己的一片天。

### 邀請外賓經驗分享，期許國際賽發光

本屆全國技能競賽為擴大宣導，並方便大眾參觀，特別選擇機電整合等12職類在臺北世貿中心南港展覽館舉辦，並與2014臺灣智慧自動化與機器人展同場辦理，除讓選手體驗國際賽事的場地規格外，還邀請歷屆國手現身說法及表演技藝，並安排宣導及集點送紀念品、「全國就業e網」賈伯斯（Jobs）家族人偶繞場、提供DIY製作機台及花藝模特兒走秀等活動，提供參觀民衆充實的技藝體驗。同時，也首次邀請國際技能競賽組織常務理事、國際裁判、東北亞技能競賽籌備組織成員等外賓蒞臨，除參與評分工作及觀摩我國競賽情形外，並舉辦國際技術研討會，藉著與會各國外賓的實務經驗分享，可供與會者瞭解各國作法，同時強化我國與國際技能競賽組織交流合作。

配合國際技能競賽每2年舉辦1次的期程，本屆全國技能競賽同時肩負選拔國手參加明年第43屆國際技能競賽的任務，因此參賽者的年齡限制在21歲以下，以符合國際技能競賽組織的規定。為加強代表選手參賽決心及增加實戰經驗值，除需在本屆全國競賽脫穎而出外，亦需經過在9月辦理的國手選拔賽，角逐正備取國手資格，才能正式代表我國參加明年在巴西聖保羅舉辦的第43屆國際技能競賽，為自己及國家爭取最高榮耀。

## 全國技能競賽相關資料如后：

### 一、職類：目前涵蓋6大類群、47個職類：

- (一) 社會與個人服務類群：美髮（男女美髮）、美容、西點製作、西餐烹飪、餐飲服務、麵包製作、健康照顧、中餐烹飪等 8 個職類。
- (二) 營建技術類群：建築鋪面、配管與暖氣、電氣裝配（室內配線）、工業控制（工業配線）、砌磚、油漆裝潢（油漆）、石膏技術與乾牆系統（粉刷）、家具木工、門窗木工、造園景觀、冷凍空調等 11 個職類。
- (三) 製造工程技術類群：綜合機械、模具、集體創作、機電整合、CAD 機械製圖、CNC 車床、CNC 銑床、冷作（金屬結構製作）、銲接、木模、板金、電子（工業電子）、機具控制、機器人、鑄造、應用電子（視聽電子）等 16 個職類。
- (四) 運輸與物流技術類群：汽車板金（打型板金）、汽車技術、汽車噴漆、飛機修護等 4 個職類。
- (五) 資訊技術類群：資訊技術（軟體設計）、網頁設計、資訊與網路技術等 3 個職類。
- (六) 藝術與時尚類群：珠寶金銀細工、花藝、服裝創作、平面設計技術、國服等 5 個職類。

### 二、獎勵措施

- (一) 獎金：第一名獎金 8 萬元、第二名獎金 6 萬元、第三名獎金 4 萬元。
- (二) 可依中等以上學校技藝技能優良學生甄審及保送入學辦法規定，參加甄審及保送至職業學校、五專、二專、四技或大學相關科系進修。
- (三) 依據技術士技能檢定及發證辦法第十一條規定，全國技能競賽選手成績及格者，自及格日起 3 年內，參加相關職類乙級、丙級或單一級技能檢定時，得向中央主管機關申請免術科測試。



▲ 勞動部郝鳳鳴政務次長（中）、勞動力發展署廖為仁署長（右）與勞動及職業安全衛生研究所林三貴所長（左）參與啟動儀式為活動揭幕



## 推動勞動教育法制化

依據本部統計資料，我國目前就業人數約 1,100 餘萬人，佔全國總人口半數，即使不是實際從事勞動者，日常生活也必須仰賴勞動者的貢獻或服務，然而國民對於勞動上所衍生應有權利及義務之認知不足，致使勞雇紛爭或工安意外事件不斷，根本之道，即透過勞動教育，使勞動者、雇主，乃至學生均能將勞動人權、尊嚴勞動、勞動倫

理與法制等概念內化為一種認知、價值觀及生活態度，充分體現勞動價值及瞭解勞資雙方各自應扮演之角色，進而相互尊重與合作，建立勞資間權益之平衡，降低雇主在法令遵循的成本及損害賠償責任，共創勞資雙贏之局面。基此，勞動部已研擬完成「勞動教育促進法」草案，並送行政院進行審查。

## 現行勞動教育實施現況與問題

我國現行勞工教育的實施，主要以「勞工教育實施辦法」，作為政府推行事業單位暨各公私立機關(構)辦理勞工教育，以提升勞工知能暨生活教育之依據，主要內容包括勞工教育委員會職掌、勞工教育舉辦、職業工人及產業工人的勞工教育最低時數、經費支應方式等。該辦法係於民國47年內政部基於職權推動所訂定，由於當時國民教育並不普及，透過勞工教育之實施，提升勞工知能與生活教育，使其更契合經濟環境發展。另外，訂定「工會教育經費補助要點」，以鼓勵工會辦理勞工教育，增進其會員勞動權益保障之知能，提高工作效能。然而該等辦法為職權命令或行政命令，無法律授權，拘束力薄弱；又勞工教育以補助方式辦理，缺乏多元化，著重法令宣導或技能訓練之課程，勞動人權與意識、勞動倫理等觀念之養成均闕如；對於教材、課程之研究、編寫與學校教育系統之結合及經費來源等，均未有明文規範，亦無整體性之規劃。

## 推動勞動教育法制化

正確的勞動價值觀應自小養成，讓學生於學習期間，養成良好勞動者之觀念，就長遠以觀，將有利於自主、和諧勞雇關係與勞動市場發展；此外，勞動教育的實施對象應不限於勞工，應擴及雇主、學校及政府機關等。基此，為落實勞動教育，本部積極研擬「勞動教育促進法」草案，規範重點如下：

### 一、擴大勞動教育之實施對象

規範勞動教育之實施對象，包括勞工、雇主、政府機關(構)所屬人員、學校教職員工及學生。

### 二、規範辦理勞動教育之時數

規範政府機關(構)、學校及雇主每年應為其所屬人員辦理一定時數之勞動教育。

### 三、規範勞動教育經費之來源

規範設立勞動教育專款及經費來源，俾利相關業務整體推動。

### 四、學校課程納入勞動教育

規範高級中等以下學校的課程綱要應納入勞動教育，每學期應實施一定時數的勞動教育課程，以及大專校院應將勞動教育納入通識教育課程。

### 五、學校教職員訓練及師資培訓課程納入勞動教育

規範各級各類學校教職員工之職前教育、新進人員培訓、在職進修，以及師資培育之大學辦理師資職前教育課程等，應安排規劃勞動教育相關課程。

## 勞動教育法制化預期可以達成之目標

- 一、勞動教育從學校階段扎根，於學校教育中提供完整且系統性之勞動教育課程，並在職場中持續推廣。
- 二、透過職場、學校、社區等多元教育方式全面推動及落實勞動教育，讓每一個人都能瞭解勞動人權及尊嚴勞動之內涵與精神，以維護勞動權益，促進和諧的勞資關係，進而打造「自主、公平、發展」的勞動環境。



## 加強職場平權保護 及修法擴大童工保護適用對象

### 加強職場平權保護

勞動部為推動職場性別平權不遺餘力，歷經多年宣導與施行，依據行政院主計總處資料顯示，102年臺灣女性平均勞動參與率已達50.46%。另我國兩性薪資差距已逐步縮減，且較美、日、韓之差距為小，足見對於促進女性就業及排除就業障礙之努力已漸顯成效。「性別工作平等法(以下簡稱本法)」修正條文，業於103年6月18日經總統公布施行。修正重點分述如下：

#### 一、擴大適用對象：

雇主依勞動基準法規定招收之技術生及準用技術生規定者，適用性別工作平等法相關規定。

具備學生身分修習校外實習課程之實習生若在事業單位實習期間遭受性騷擾時，亦適用本法。

#### 二、擴大雇主之認定：

鑒於本法適用於所有的行業，保障所有的受僱者，派遣勞工自應依本法給予保障。爰規定派遣勞工遭到實際指揮、監督並管理之要派單位因其性別或性傾向而受有差別待遇、性騷擾、不給予哺乳時間、無法因照顧未滿3歲子女請求減少工時，對申訴或協助他人申訴之派遣員工為不利處分時，該要派單位視為雇主。同時明定「要派單位」、「派遣勞工」及「派遣事業單位」定義。

### 三、明訂「復職」之定義：

受僱者育嬰留職停薪期滿之「復職」，係回復受僱者申請育嬰留職停薪時之原有工作，予以明文規定。

### 四、提高罰鍰並公布姓名：

雇主依本法負有給予各項促進性別平等措施之義務，倘雇主未給予或違反第36條規定禁止對申訴者為不利處分的規定，罰鍰額度提高至新臺幣2萬元以上30萬元以下；且可公布違法者之姓名或名稱、負責人姓名，限期令其改善，屆期仍未改善者，可按次處罰。

### 擴大童工保護適用對象

查勞動基準法第45條修正條文業於102年12月11日經總統公布施行，使未滿15歲工作者如從事有酬工作，縱未具勞僱關係，亦受該法保障。本部考量未滿15歲工作者年齡、工作性質及受國民義務教育之時間等因素，業於103年6月11日訂定發布「勞動基準法第45條無礙身心健康認定基準及審查辦法」，重點如下：

- 一、不得從事違反公共秩序及善良風俗、坑內及局限空間作業及經醫師評估超出生理或心理負擔能力等有礙身心健康之工作。

- 二、依工作者年齡及學期與各學期間假期，訂有工作時間上限及工作日數之規定。

- 三、繼續工作2小時，至少應有15分鐘之休息時間。並規定應於每週星期六或星期日擇1日全日休息，作為例假。

- 四、雇主或受領勞務者應於勞務提供起始日起前20日至90日之期間，向勞務提供地之地方勞工行政主管機關，依規定檢具文件申請許可，許可期間每次最長為1年。

- 五、已於本辦法施行前取得工作許可者，仍應於本辦法施行之日起1年內，補行向地方勞工行政主管機關申請許可。

另提醒童工（含未滿15歲工作者）不得從事繁重及危險性工作；每日工作時間不得超過8小時，每週之工作時間不得超過40小時，例假日不得工作，並不得於午後8時至翌晨6時之時間內工作。雇主或受領勞務者倘違反上開規定，可處6個月以下有期徒刑或併科30萬元以下罰金。



## 103年7月3日公告僑外生留臺工作 評點新制，並受理申請聘僱許可申請

行政院「強化優秀僑外生留臺工作行動計畫」係以「育才」、「留才」及「攬才」三大面向充實勞動力。基於政府每年花費大量經費培育僑外生，理當設法留用所培育人才，以協助提升企業及國家競爭力，勞動部於103年7月1日修正發布外國人從事就業服務法第46條第1項第1款至第6款工作資格及審查標準，新增在我國公立或經立案之私立大專以上校院畢業之外國留學生、僑生或其他華裔學生，除符合本標準其他規定外，依各評點項目計算累計點數滿70點者，得受聘僱從事專門性或技術性工作，不受前述標準第5條有關外國人受聘僱資格之限制。

### 同步公告僑外生留臺工作評點新制相關措施

勞動部在103年7月3日前述的修正標準生效時，同步公告僑外生留臺工作評點新制相關措施，包含許可人數數額、申請期間、評點項目、申請文件及核發許可程序等。新措施的評點項目包含學歷、薪資、工作經驗、職務資格、華語及外語能力、成長經驗，以及配合政府產業發展

相關政策等8個項目，並依據各程度給予不同配分，經核算累計點數超過70點者即符合資格。

新制實施第1年名額為2,000名，若公告受理申請期間額滿，將不再核發許可，但僑外生若能符合月薪新臺幣4萬7,971元資格，仍可循既有外國專業人員工作資格，申請聘僱許可。而聘僱許可之數額，係以許可人數為基準，若雇主提前終止聘僱契約，已核發之數額將不再釋出提供申請；已取得聘僱許可之僑外生，其新雇主申請案之聘僱許可不列入許可數額。

另若申請案發生文件不齊待補件（正）之情形，需於規定期限內補正，逾期需重新提出申請；若補件（正）期限內許可數額已核滿，則不予核發聘僱許可。

至於先前已依本部101年6月14日勞職管字第1010512093號公告（已廢止）規定取得聘僱許可之外國人，除可依配額評點制提出申請外，亦可依先前標準（即外國人之月平均薪資須達新臺幣3萬7,619元等規範），申請展延聘僱許可。

## 申請該類聘僱許可之相關文件

雇主申請該類聘僱許可時，除由雇主及僑外生填具申請表自評外，並需要檢附相關文件，如畢業證書、勞動契約、工作經驗及語文能力等證明文件。相關申請文件、評點項目及評點方式，已公告於「勞動力發展署網站-在臺畢業僑外生專區」（<http://www.wda.gov.tw/home>。

jsp?pageno=201407010001) 供民眾查閱與下載運用。

僑外生數額評點新制實施後，勞動部將適時邀集相關部會，就新制實施成效、評點項目及配點、每年配額人數以及評點機制等，配合國內就業市場及經濟情勢進行檢討。



# 因應高雄石化氣爆災害之就業促進及職業訓練協助措施

103年7月31日高雄市凌晨發生氣爆意外所造成的嚴重災情，勞動部勞動力發展署在就業服務及職業訓練方面立即推出相關協助措施，協助受災戶可安心全力重建家園。

## 就業服務方面：啟動災害臨時工作專案

本次氣爆意外造成災情，考量災區民眾面對受創家園必須儘速進行重建工作，主動啟動協助災害臨時專案，提供500名、為期3個月之短期臨時工作機會。由相關單位或團體提報用人計畫，主要工作性質為協助清理受災家園，於該臨時工作期間將發給臨時工作津貼每人每小時115元，每月最高可申請176小時。

凡居住、工作或設籍於災區的受災失業者，於災後重建期間內有就業或臨時工作需求者，於受理期間內，檢附受災證明至公立就業服務機構辦理求職登記，並經推介就業，即可立刻上工。藉以募集災區重建所需要之人力，同時協助失業災民紓緩受災後之經濟壓力，並加速災區民眾重建家園，以期儘快回復安定生活。

## 職業訓練方面：推出職業訓練協助計畫

勞動部為協助高雄石化氣爆事件之受災民眾提升就業技能，以促進或穩定就業，特推動因應高雄石化氣爆災害職業訓練協助計畫，凡符合一定資格之受災民眾，得免費參加相關職業訓練，以提升其知識、技術或能力，或取得第二專長，以提升其職場競爭力。

凡居住、工作或設籍於遭受本次氣爆災害區域之民眾，如有參加職業訓練的需求，可檢具相關證明文件，向各公立就業服務機構辦理求職登記，經職訓諮詢及確認身分後開立一般推介單推介參加失業者職前訓練，即得以免甄試入訓及免負擔訓練費用；而具有勞保、就保或農保險被保險人身分之受災者，除得免費參加本部勞動力發展署

所屬分署自辦訓練課程外，亦可參加「產業人才投資方案」，並獲得全額訓練費用補助。有意願參訓之民眾，可至臺灣就業通（網址：<http://www.taiwanjobs.gov.tw>）查詢所需課程。

考量事業單位可能受氣爆災害致生產或服務設施受損，致勞工有無法正常出勤之情形，為協助勞工維持生計，凡受災事業單位之勞工無法出勤達每二週16小時以上，得於該時段免費參加經核定之訓練課程，且提供勞工每人每參訓1小時115元訓練津貼，最高補助100小時，每月補助時數以無法出勤之工時為上限。另前述課程亦可由事業單位自行辦理，受災事業單位如同意訓練期間持續僱用參訓人員，並維持員工僱用規模達90%以上及已向高雄市政府通報者，可檢具訓練計畫及相關證明、表件等提出申請，經審核通過者，可獲得全額之訓練補助費，中小型事業單位最高可達95萬元，大型事業單位最高可達190萬元。





# 職業安全衛生法新增重傷職災通報，將重傷個案納入深度服務範圍

職業安全衛生法已於103（今）年7月3日正式施行，基於重傷或失能勞工重建之「及時性」需要，明定事業單位勞動場所發生職業災害、罹災人數在1人以上，罹災者肢體或器官嚴重受損，危及生命或造成身體機能嚴重喪失，且需住院治療連續達24小時以上之災害，雇主應於8小時內通報勞動檢查機構之規定，如未依規定通報，依同法第43條規定處以新臺幣3萬元以上30萬元以下罰鍰。

## 職業災害勞工個案主動服務計畫

勞動部表示，勞工發生職業災害後，本人及家庭在生計上必然受到衝擊及影響，心理也備受煎熬，面對種種壓力，往往無所適從，不知如何維護自身權益。勞動部近年來推動「職業災害勞工個案主動服務計畫」（FAP），補助各縣市政府設置職災勞工服務窗口，主動電話關懷、面談服務，提供職災權益諮詢、轉介醫療照護、心理諮商、職能復健、就業、職訓服務及協助申請勞資協處、勞工保險相關給付、社會急難救助、政府慰問金等之深度個案管理服務。近3年每年平均約服務600件重傷個案。組織改造後成立的職業安全衛生署已將職業災害預防、通報、檢查及職業災害勞工職業重建等服務業務整合，本次職業安全衛生法修法將重傷勞工納入職業災害通報範圍，每年約

3,000名職災勞工及家庭也可獲得FAP計畫之協助，度過職災創傷重返職場。

## 首宗協助個案 圓滿妥善解決

職安署成立以來，首宗重傷協助個案為例，進一步說明重傷個案深度服務之重要性，今年3月某漢堡公司員工在廚房工作時發生嚴重燒燙傷之職災，勞工及其家屬對於雇主之處理不滿意，該署經啟動FAP服務機制，由職災個案管理員即時介入，除協助申請勞保各項職災給付、政府單位急難救助金及慈善團體的社會救助外，並轉介社福單位生活重建、心理諮商以及法律扶助基金會的免費法律協助，經多次調解後，勞資雙方達成和解，當事人獲得撫慰，重拾工作及求學信心，事件獲得妥善解決。

職災勞工諮詢專線電話：  
0800-001-850

職安署職業災害勞工保護組電話：  
02-89956666-810

地址：新北市新莊區中平路439號南棟11樓  
網址：<http://www.osha.gov.tw>



# 勞動基金績效穩健成長

今（103）年以來全球景氣維持穩健成長，惟金融市場陸續面臨政經層面各種考驗，從美國聯準會QE退場及升息議題，到葡萄牙銀行危機及阿根廷債務違約事件均影響投資市場信心，近期更因俄烏危機及加薩衝突拉升地緣政治風險程度，使全球股債市隨之震盪加劇。

## 全球多元化投資策略奏效

勞動基金運用局自今年2月17日成立以來，持續精進各項投資策略，審慎因應不穩定之金融情勢，並積極藉由全球多元化投資策略獲取穩健收益，除建置全球股票、債券之核心資產，另配置區域型之衛星資產部位，以7月而言，全球股、債市指數紛紛下挫，所幸勞動基金投資於亞太及新興市場股票指數分別上漲3.51%及1.77%，全球不動產

證券亦上漲1.15%，另全球多元布局策略奏效，單月逆勢獲利15億元，為勞動基金創造穩健成長之獲益。

整體勞動基金規模截至今年7月累積規模已達2兆5,144億元，今年截至7月底止共創造1,106億元之獲利，收益率達4.67%。其中新、舊制勞退、勞保、就保、職災保護專款及積欠工資墊償基金收益數分別為542億元、309億元、247億元、6億元、0.6億元及1億元，收益率則分別為4.78%、5.30%、4.60%、0.60%、0.51%及1.16%，基金獲利持續穩健增長。

## 預測104年經濟成長率將達3.51%

展望未來，國際貨幣基金（IMF）於7月24日下修全球

經濟成長率至3.4%，並表示地緣政治風險加劇可能導致石油價格上漲；歐盟統計處於8月14日發布歐元區第2季成長率為零，其中德、義均為負0.2%，法國持平；加上德國經濟部示警，地緣政治緊張情勢已威脅投資人信心，使工業訂單、生產及銷售均受到嚴重影響。國內景氣部分，主計總處於8月15日考量上半年經濟成長率優於預測，且認為下半年輸出與民間投資成長擴張，而上調今年度經濟成長預測值至3.41%，另預測明（104）年經濟成長率將達3.51%。



## 「納保千萬人 保障億兆元」 成果發表會

為慶祝勞保自民國39年開辦以來，生效中的投保人數首次突破1千萬人，並欣逢勞保邁入第64周年，勞保局以「納保千萬人 保障億兆元」為主題，於103年8月19日上午假集思交通部國際會議中心舉行慶祝儀式，呈現勞工保險照顧千萬人的豐碩成果。

### 受邀貴賓共同點燈

總統馬英九應邀出席當天活動，主辦單位勞保局並邀請第1千萬名加入勞保的被保險人、第150萬個投保單位，以及勞保給付案件中具有特殊紀念意義的請領人，到場分享勞保帶來的幸福保障。在慶祝勞保被保險人突破1千萬人的啟動儀式中，馬總統與勞動部郝鳳鳴次長及受邀貴賓，共同點燈，當活動主燈緩緩升起，意味著投保人數一路攀升，接著象徵各項給付的保護傘亮起，也表達出勞保對於勞工多元且完整的保障。

### 勞保年金制度及育嬰留職停薪津貼成效彰顯

馬總統致詞時表示，面對我國人口老化及少子化趨勢，為了妥善照顧勞工的老年生活及鼓勵生育，上任後陸續開辦勞保年金制度及育嬰留職停薪津貼。勞保年金制度

### 秉持審慎投資作法

整體而言，全球整體經濟情勢尚維持復甦趨勢，然而近期在美歐加深對俄羅斯的經濟制裁與以色列對加薩地區持續攻擊下，地緣政治風險升溫，國際金融情勢轉趨緊張，勞動基金仍將秉持一貫審慎投資作法，密切關注國內外金融情勢走向，並隨時因應調整投資布局，以加強保障勞工朋友之經濟生活安全。

施行迄今5年多，請領人數超過55萬人，選擇老年年金給付的比例從一開始的6成多逐漸提高，今年以來已有超過8成的人選擇年金給付，足見勞保年金化讓勞工得以享有一個「老有所養」、「幸福尊嚴」的目標已逐步達成。另外，育嬰留職停薪津貼實施以來，累計核付金額已超過200億元，超過25萬人受惠。

### 生育給付最受歡迎

勞動部表示，勞保保障範圍涵蓋出生、傷病、失能、老年到死亡。64年來，不斷放寬給付條件，提高給付金額，發出去的各項給付高達3.8兆元，其中現金給付逾3.3兆元，以老年給付2.5兆元最多，累計已有370萬名勞工獲得勞保老年給付的照顧。最受歡迎的生育給付，累計已核付760萬件，今年5月30日起，給付金額提高為2個月，雙生以上者按比例加給，預計每年有13萬名婦女受惠。

勞保局藉由此次慶祝活動，呈現勞保開辦成果，並讓大眾瞭解政府照顧民衆的用心，亦表示會持續以主動、創新、效率的服務精神為勞工朋友提供更完善的保障與服務。



▲ 大會中馬總統與受邀貴賓與民眾們合影



▲ 馬總統與受邀案例民眾合影