



QUARTERLY FOCUS



Outstanding career program loaded with dreams and ready for take-off

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- Added items to labor insurance occupational diseases to strengthen the rights to benefit payment for occupational accidents
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QUARTERLY FOCUS



Outstanding career program loaded with dreams and ready for take-off

The domestic employment market is subject to impact of globalization and fast changes in industrial structure, causing enterprise-demand talents to gradually diversify and preference for employing workers with experience. Apart from the impact on the employment of workers who lack the capability to change jobs, it is also a great challenge for youths without work experience. Nonetheless, the projection of youth into the labor market is related to the social-economic capacity of the nation and also the key factor in affecting the continual and innovative progress of a nation. Hence, to alleviate the academic-application gap, the Ministry of Labor has long been committed to promoting different youth employment service measures and occupational trainings.

Career programs allow new graduates to stay connected with the workplace

To strengthen the professional knowledge, skills and core competency of college and university students, the Ministry of Labor launched the "Plan of Subsidizing Colleges for Establishing Placement Courses Program" to introduce experts from the industries in conducting practical curriculum to give new graduates the confidence in the workplace. About 170,000 students have been trained since the launching of the program in 2003. The post-training employment rate was 83.41% for 2013. On September 23, 2015, the 2013 Excellent Program Award Presentation and Outcome Presentation were held at the NTU International Convention Center, where 450 programs underwent assessment for total performance,



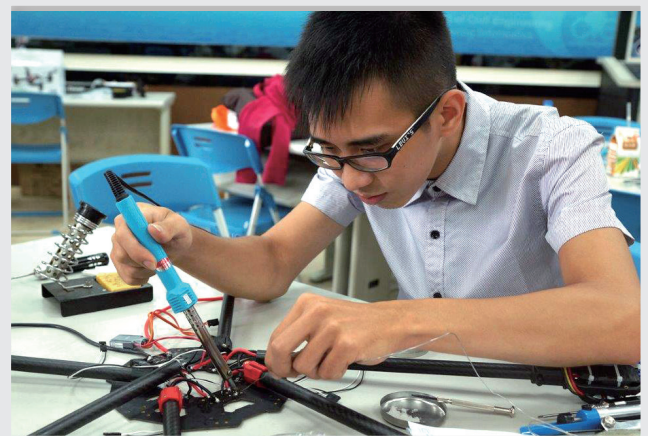
▲ Distinguished guests and program coordinators receiving excellent program award.

post-training employment rate, and employment salary to select outstanding programs. A total of 21 programs from 18 schools were awarded. Deputy Minister Feng-ming Hao of Minister of Labor presented the awards in person while the Workforce Development Agency Director General, Jia-Jun Liu also attended to give blessing to the youth in addition to recognizing the outcome of industry-academic cooperation. The 18 schools receiving excellent career programs included Cheng Shiu University, Shih Chien University, Fooyin University, and Far East University. The training disciplines included ecology protection and environment, digital content and information, tourism and catering and some popular industries. These interdisciplinary and innovative career oriented trainings have increased workplace competitiveness in college/university students in addition to staying connected with the workplace.

Complete program training for the establishment of solid foundation

Among the awarded programs, the “Unmanned Aerial Vehicle (UAV) Aerial Photograph Techniques and Data Post-processing Application Program” of the Department of Civil Engineering in Cheng Shiu University in the discipline in ecological protection and environment was most unique. This program was co-directed by industrial experts and the university faculty to give students hand-on experiences on unmanned aerial vehicles system, carrying style, aerial control technology and data post-processing analysis. The solid

foundation of the program allowed students to build capacity in the independent assembly of different types of unmanned aircrafts or aerial photograph technology. Students having completed the program can work in GIS related industries or unmanned airplane design and manufacturing company. They can apply their spatial data and analysis techniques to disaster prevention data collection analysis, environmental monitoring, engineering planning, spatial data analysis, 3D molding and application. Students operated their UAV at the Outcome Presentation to demonstrate their training results.



▲ Student Zong-Han Zhou making his unmanned airplane.

The Ministry of Labor expects to increase college and university participation in youth talent training through the “Plan of Subsidizing Colleges for Establishing Placement Courses Program” to activate talent training through industry-academic connection and co-establish new opportunities for youth employment.

Projecting to the future and fulfilling the dreams with success

“Plan of Subsidizing Colleges for Establishing Placement Courses Program” allows students to strengthen connection with the industries while still in school to effectively reduce academic-application gap, assist college/university students to improve workplace competitiveness, help youth take employment challenge in advance for a better understanding of industrial trends and to improve practical skills through integrated training of industry teaching, workplace experience and common core occupational courses. Consequently, students will stay connected with workplace and will not become unemployed upon graduation. The effect is remarkable and the Ministry of Labor will continue to assist

youths to increase career planning capability and increase workplace competitiveness. The Ministry also appreciates the efforts and dedication of all schools undertaking the program and teachers organizing the trainings to help students build their dreams using employment resources and service channels, thereby gradually fulfilling their dreams.



▲ Test fly of unmanned airplane with life jacket hanging.

Disciplines awarded with excellent programs:(in alphabetical order by discipline)

Disciplines	Name of School	Name of Programs
Biotechnology and Agriculture	Chaoyang University of Technology	Green Agricultural Special Chemical Production and Testing Career Program
Circulation Industry	Lan Yang Institute of Technology	Circulation Service Industry Storefront Management Program
	Vanung University	Custom-clearance Cloud Service for International Logistics and Marine/Air Freight Contracting and Counseling Career Program
Digital Content and Information	Takming University of Science and Technology	Digital Marketing Management Program
	Jen-Teh Junior College of Medicine, Nursing and Management	Medical Information Management Career Program
Ecological Protection and Environment	Cheng Shiu University	Unmanned Aerial Vehicle (UAV) Aerial Photograph Techniques and Data Post-processing Application Program
	Kun Shan University	Waste Water Treatment Professional Program
	Shih Chien University	Environmental Education Personnel Certification Program
Finance	TransWorld University	Small and Medium Enterprise Accountant Practice and Certification Program
	Lunghwa University of Science and Technology	Career Advancement Program in Finance
	Overseas Chinese University	Wealth Management Personnel Cultivation Career Program
Humanity, Social Sciences and Cultural Creativity	Far East University	Dynamic Game Design Career Program
Mechanical & Electrical	Chienkuo Technology University	Graphic Monitoring and Micro-controller Application Program
	St. John's University	Precision Molding Technology Program
Medical Healthcare and Care Services	Meiho University	Advanced Clinical Nursing Practice Career Program
	Mackay Junior College of Medicine, Nursing, and Management	Nursing Employment Program
	Fooyin University	Clinical Nursing Practice Capability Cultivation Career Program
Operational Management	Vanung University	International Marketing and Exhibition Service Staff Certificate Counseling Career Program
	Fooyin University	Labor Safety and Hygiene Staff and Labor Health Service Nurses Career Program
	St. John's University	Internet Fashion Brand and Fashion Marketing Program
Tourism and Catering Services	Jinwen University of Science and Technology	Bakery Entrepreneurship Expert Program
10 Disciplines	18 Schools	21 Programs

POLICIES & REGULATIONS



Added items to labor insurance occupational diseases to strengthen the rights to benefit payment for occupational accidents



The Ministry of Labor announced “Added categories and items to labor insurance occupational diseases” on September 18, 2015 by adding “Bromopropane induced intoxication and secondary symptoms,” “trichloroethylene caused renal cancer” and “1,3-Butadiene caused leukemia and Lymphoma” to occupational disease to enhance the benefit payment of the insured.

Near comprehensive listing of labor insurance occupational diseases

The labor insurance occupational disease list is a list of causality relationship between diseases and occupations that has been widely accepted in epidemiological studies. In recent years, thanks to medical developments and research in occupational safety, more and more occupational diseases are being discovered. Among the newly added items of occupational diseases is Bromopropane, a cleaning solvent mainly used in electronic and metal parts, which is added to the list of chemical occupational diseases since there have been cases in Taiwan involving workplace intoxication. Moreover, since trichloroethylene as electronic component cleaning solvent and 1,3-Butadiene used in manufacturing tires and rubber synthesis have been validated by the International Agency for Research on Cancer (IARC) under the WHO as human carcinogen with specific evidence that proves to cause renal cancer, leukemia and Lymphoma, and are therefore listed as items under occupational cancer.

The current the labor insurance occupational disease list and the items approved for listing under occupational disease total 170 items. This list is relatively comprehensive compared to those of most advanced countries. In the future, the addition and correction of the items under occupational disease list will be routinely reviewed to properly maintain the rights of labor.

POLICIES & REGULATIONS



Amended Employment Service Act extends employment of foreign caregivers up to 14 years and regulates pre-employment seminar for employers

Amendments to Article 48-1, Article 52 and Article 55 of Employment Service Act proposed by the Legislative Yuan entered into effect by Presidential decree on October 7, 2015. The new regulations specify foreign caregivers may extend their current period of employment in Taiwan from 12 years to 14 years after having undergone professional training or self-study with special performance and meet certain eligibility. Additionally, employers of foreign caregivers or persons being cared for meeting the eligibility for low-income or medium-income household may be exempt from paying employment security fees. First-time employers of foreign caregivers or domestic helpers are obliged to participate in a pre-employment seminar.

Caregivers applying for employment extension

The extension of period of employment for foreign caregivers is highly related to the welfare of the public. Nonetheless, since the eligibility and criteria for extension have not been announced, foreign caregivers who are reaching their 12-year limit may apply for extension to reach 14 years and continue to work in Taiwan. The Ministry of Labor Workforce Development Agency released information change form on October 12, 2015, for the public to file the application. When the eligibility and criteria as well as supporting documents to be enclosed are released, the Workforce Development Agency will notify the employer to submit the additional documents for the issuance of permit. Additionally, low-income and medium-income households



may file application for exemption of employment security fees by the end of October. The pre-employment seminar will be implemented in May 2016 in order to avoid affecting the hiring schedule for current employers applying for first-time employment of foreign caregivers or domestic helpers, as well as to allow ample of time to prepare the seminar venue and implementation methods.

It is stipulated in Article 52 of Employment Service Act that foreign workers may not work for more than 12 years in Taiwan. However the addition of Paragraph 5 and Paragraph 6 of Article 52 to the Act will allow employers to file for extension of the 12-year limit for outstanding foreign caregivers with stable employment relation. Foreign caregivers having taken professional training or self-study with exceptional performance may, after having reached certain points for evaluation, extend work limit to 14 years. This amendment is expected to benefit 2,500 families in 3 years after its implementation. Moreover, for the convenience of employer in applying for extension and smooth transition of the caregiver, employers may file for foreign caregivers once they reached cumulative 11 years of employment. Also, caregivers who have left Taiwan upon expiration of 12 years may reenter Taiwan to work again after the employers filed the extension.

In the event where foreign caregivers are issued less than 3 years of permit from original employment due to the provisions for 12 years of cumulative work period and such permit has less than four-month validity remained, employers of foreign caregivers may submit the application and other required documents to the Workforce Development Agency after the amendment of the act enters into effect and within 4 months after the promulgation of legal interpretation by the Workforce Development Agency. Upon review, the employment permit will be issued together with the original permit up to 3 years of employment. Additionally, employers may check with the "Foreign Labor Searching System" of Workforce Development Agency for the number of days the foreign caregivers have worked in Taiwan.

Disadvantaged family exempt from employment security fees

Prior to the amendment of the Act, low-income and medium-income households are required to pay a monthly employment security fees of NTD600 and NTD1,200 respectively. In compliance with the amendment on Article 55

of Employment Service Act, salary for foreign caregivers has increase to NTD17,000 starting September 2015. To reduce the burden of care for economically disadvantaged family, low-income or medium-income households under the regulations of Social Aid Act, persons receiving living allowance pursuant to the People with Disabilities Rights Protection Act or persons receiving living allowance for low and medium income households pursuant to Senior Citizens Welfare Act may enclose certified supporting documents for low-income and medium-income households when employing foreign caregivers to apply for exemption of employment security fees from the Workforce Development Agency. Employers will be exempt from paying the employment security fees starting September 1, 2015; it is estimated over 2,000 people will benefit from this amendment.

Employers are obliged to participate in pre-employment seminar for first-time employment

Additionally, it is stipulated in Article 48-1 of the Employment Service Act amendment that employers applying for foreign caregivers and domestic helpers for the first time shall take the "pre-employment seminar" organized by the Ministry of Labor prior to applying for the permit in order to assist the employers with family and psychological preparation, be clarified with the situations and relevant laws and regulations faced by the family, and increase employer-labor harmony and reduce violations from lack of legal understanding. The Workforce Development Bureau suggests that the organization of pre-employment seminar shall take into consideration the needs of the cared and family with well-planned seminar contents, approaches and locations. Seminars are preliminary scheduled in each county and city for the public to attend. The content of the seminar includes customs of the source country of the foreign workers, precautions for employers and example of relevant violations.





Relaxing rules on marriage leave period for workers

It is stipulated in Article 2 of Regulations of Leave-Taking of Workers that “workers taking 8 days of marriage leave upon marriage shall be paid.” Starting from May 23, 2008, Article 982 of Civil Code was amended to marriage shall adopt “Registration” system, namely, the marriage shall only enter into effect after the parties have registered with local authority. The marriage leave period for workers shall adopt “marriage leave for workers should be applied at the latest on the day of factual occurrence and shall be granted in one time and for consecutive days.”

Marriage is the most important event in life for many people. Recently, many have reflected that the rules on “one-time granting” from the day of marriage registration for marriage leave affects the flexibility in arranging the wedding ceremony, party preparation or honeymoon. To meet the actual needs of workers and help employers maintain manpower allocation during the period when workers take marriage leave with more flexibility, the Ministry of Labor followed public opinion and promulgated Legal Interpretation Labor 3 No. 1040130270 on October 7, 2015 to relax the provisions governing the period for workers to take marriage leave. Starting from October 7, 2015, workers can start taking marriage leave 10 days before or within 3 months after the day of marriage. Nonetheless with the consent from employers, the workers may take marriage leave within one year. The foregoing Legal Interpretation relaxes the period for workers to take marriage leave and does not constrain the workers to take marriage leave all at once but to take separate leaves during the required period

according to their actual needs, so that workers can arrange the wedding with more flexibility.

Marriage Leave Period for Workers

Workers intending to register for marriage on October 18, 2015 can take marriage leave in 3 months after October 8 (namely, prior to January 7, 2016), but can nonetheless take marriage leave before October 7, 2016 with the consent from the employer.

Workers having registered for marriage on October 5, 2015 and having taken 3 days of marriage leave according to the previous provisions before October 7 but with 5 days of marriage leave remaining can take the remaining marriage leave before December 24, 2015 pursuant to the new provisions. Nonetheless workers with the consent from the employers may take the remaining leaves before September 24, 2016.

Additionally, please note that the granting of marriage leave for workers depends on the existence of employment relation. Workers having registered for marriage prior to employment do not meet the provisions of taking marriage leave. Nonetheless, the marriage leave shall comply with the minimum standards of labor conditions outlined in Labor Standard Act and the affiliated regulations of Regulations of Leave-Taking of Workers. Any better offer from the business units than the applicable laws shall prevail.





Strengthen protection for labor pension - “No seizure allowed on pension deposited into special labor account”

To protect the rights to labor pension and financial securities of seniors, Article 58 of Labor Standards Act and Article 29 of Labor Pension Act were amended to stipulate those applying to receive labor pension in accordance with the Labor Standards Act (old pension system) and those applying to receive monthly labor pension in accordance with the Labor Pension Act (new monthly pension system) may provide supporting documents for depositing into a financial institution and opening a special account. The savings of the special account may not be used as offsetting, seizure, guarantee, or compulsory execution to assure the security of labor pension.

In the past, there have been cases of pension fund deposited into financial institution being seized or exercised with offsetting right by the creditor due to personal financial trouble, which affected the finance of the workers after retirement. This amendment allows workers, regardless of old pension system or new monthly pension system, to open a special account with a financial institution and deposit the one-lump-sum pension given by the employer or the monthly pension appropriated by the Bureau of Labor Insurance for more comprehensive protection for life after retirement.

If the workers wish to open a special account and deposit the old system pension, the workers can fill out a statement and open an account with Bank of Taiwan or the post office, before notifying their respective business entities to apply for appropriation of pension from Bank of Taiwan. Additionally, workers acquiring new monthly pension wishing to open a

special account for deposit shall apply with the Bureau of Labor Insurance.





2016 Labor Fund Overseas Mandate Plan

Since its establishment in 2014, the Bureau of Labor Funds has been in charge of labor funds that has grown in size from NTD2,400 billion to NTD2,800 billion by September of 2015. The Bureau has long been known for constructing diversified investment portfolios to acquire considerably stable return over the long run. Subject to the continuous growth in fund size, the Bureau will continue to add overseas investment in 2016 and shall select new foreign mandate managers by the amount of USD5.3 billion.

Plan for “Asia-Pacific Mix Equity Mandate”

To effectively diversify the risk of investment portfolios and strengthen the asset allocation among different funds, the Bureau will release the “Asia-Pacific Mix Equity Mandate” with an estimated investment of USD2.1 billion. Currently the foreign equity mandates managed by the Bureau mostly consists of global mandates. In addition to participate in regional economic growth and take into consideration of satellite allocation, the Bureau specifically defines Asia-Pacific regional mandate as the scope to invest in. The investment scope of this mandate covers 13 countries, including Japan, Australia, Hong Kong, South Korea, Taiwan, and India. Meanwhile, the Bureau adopts multiple Smart Beta Indices different from the traditional ones as the benchmark indices of investment, which not only enhances the stability of



investment performance but also has relative resistance in bear market. Moreover, the mandate for this Asia-Pacific Mix Equity will allow managers to increase profits under different market environment through the flexible adjustment of investment weights on the countries, industries and indices.

Plan for “Global Multi-Asset Mandate”

Furthermore, in light of the recently increased fluctuations in international financial market, additional planning for “Global Multi-Asset Mandate” will be classified as alternative investment to avoid loss of fund assets under risks. It is estimated that the investment amount will be USD3.2 billion and such mandate allows managers to invest in multiple asset classes such as bonds, stocks and alternative investment coupled with using of the derivatives. Managers are expected to take the opportunity to make profits whatever the financial market is up or down. Such new type of mandate differs from past ones using an index as benchmark, but rather adopts the setting of absolute return. Managers are expected to apply asset allocation more flexibly to bring positive return for the funds, in addition to bring the function of downside protection in order to fully diversify the risks.

Looking into the future, the Bureau of Labor Funds will continue to establish investment strategies of diversification, to optimize the asset allocation of all funds and to further improve the return of funds, all together to strengthen the protection of security for labor retirement.



台灣勞工簡訊

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專題報導



全國優良就業學程滿載
夢想起飛

政策法規

- 增列勞工保險職業病項目，加強保障勞工職災給付權益
- 就業服務法修正通過外籍家庭看護工工作年限可延至14年及雇主聘前講習等規定
- 放寬勞工婚假請休期間規定

新聞瞭望

- 加強勞工退休金保障—「勞工開立專戶存入之退休金不得扣押」
- 105年勞動基金國外委託規劃

親愛的讀者：

《台灣勞工簡訊》自105年起將停止紙本刊物的出版，僅保留電子雜誌的發行，並請前往《台灣勞工簡訊》網站瀏覽，感謝您的支持！<http://twlabor.tier.org.tw>

專題報導



全國優良就業學程滿載 夢想起飛

由於國內就業市場受全球化影響，產業結構快速變遷，企業需求人才類型趨於多元，並偏好僱用有工作經驗者，除了對於缺乏職能轉換能力之勞工就業造成衝擊，對缺少工作經驗的青年更是一大挑戰。然而，青年投入勞動市場，關係著一個國家的社經能力，也是影響國家持續創新進步的重要因素，因此，為舒緩學用落差，勞動部長期致力推動各項青年就業服務措施及職業訓練。

就業學程讓新鮮人與職場接軌

為加強大專生的專業知識、技能、核心職能，勞動部推動「補助大專校院辦理就業學程計畫」導入業界師資教授實務課程，讓準職場新鮮人有信心迎向嶄新的工作世界，自92年開辦以來，共培訓約17萬名學生，102學年訓後就業率達83.41%，於104年9月23日假臺大國際會議中心舉辦102學年優良學程頒獎典禮暨成果發表會，從450



▲ 獲優良學程之計畫主持人與與會貴賓大合照

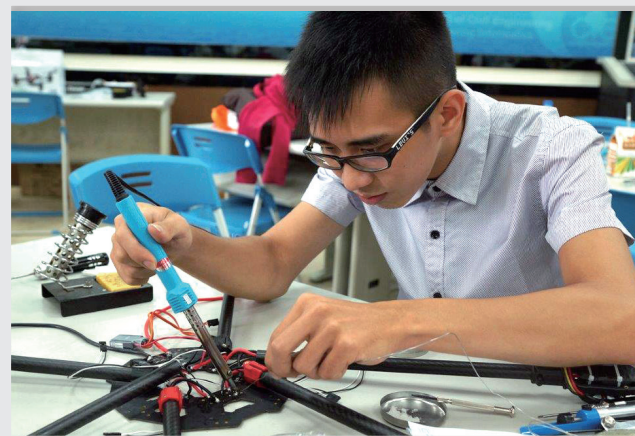
項學程中依評鑑總成績、訓後就業率及就業薪資評選出辦理優良的學程，計有18校21學程獲獎，由勞動部郝鳳鳴政務次長親自頒獎嘉勉，勞動力發展署劉佳鈞署長也到場給予青年祝福，並肯定產學合作成果。此次獲獎的優良就業學程，來自正修科技大學、實踐大學、輔英科技大學及遠東科技大學等18所學校，訓練領域包含生態保護與環境、數位內容與資訊、觀光與餐旅服務等熱門產業，透過跨領域及創新的就業導向訓練，增加大專生職場競爭力並順利與職場接軌。

完成學程訓練，奠定深厚基礎

獲獎學程中最特別的是正修科技大學為土木系學生開辦生態保護與環境領域的「無人飛機（UAV）航拍技術與資料後處理應用學程」，經由業界師資及學校老師共同指導，學習無人飛機系統、酬載種類、飛控技術及資料後處理分析方法，奠定自行組裝各類型無人飛機及空拍製圖技術的深厚基礎，完成該學程訓練的學生，將來可投入GIS相關產業或無人飛機設計及製作公司，由於

具有空間資料取得及分析技術，未來能進行防災資料蒐集分析、環境監控、工程規劃、空間資料分析、3D立體建模及應用，現場由學生操作展演，分享訓練成果。

勞動部期待透過「補助大專校院辦理就業學程計畫」帶動大專校院積極參與青年人才培訓，透過產學連結啟動人才培訓引擎，共創青年就業新契機。



▲ 鄧宗翰同學進行無人飛機之製作

放眼未來，成功完夢

「補助大專校院辦理就業學程計畫」讓學生於在學期間加強與業界的連結，有效縮短學用落差，協助大專生提高職場競爭力，幫助青年提早正視就業挑戰，並透過業師教學、職場體驗及共通核心職能課程的整合式訓練，讓青年於在學階段就能瞭解產業趨勢及提升實務技能，順利與職場接軌，遠離「畢業即失業」，效果卓越，未來勞動部將持續努力，以協助青年提高職涯規劃能力，增加職場競爭力，也感謝承辦計畫的各校院及辦訓老師的用心付出，讓就業資源與服務管道能有效協助青年勇敢築夢、踏實圓夢。



▲ 無人飛機吊掛救生衣之飛行測試

各領域獲選優良學程名單如下：(依學程筆劃排序)

領域別	學校名稱	學程名稱
人文社會與文化創意	遠東科技大學	體感遊戲設計就業學程
生物科技與農業	朝陽科技大學	綠色農業特用化學品生產與檢測就業學程
生態保護與環境	正修科技大學	無人飛機（UAV）航拍技術與資料後處理應用學程
	崑山科技大學	廢水處理專責人員學程
	實踐大學	環境教育人員認證學程
流通業	蘭陽技術學院	流通服務業門市管理學程
	萬能科技大學	國際物流之通關雲端服務與海空貨運承攬輔導就業學程
財務金融	環球科技大學	中小企業財務會計人員實務與證照學程
	龍華科技大學	財金就業專精學程
	僑光科技大學	財富管理人才培育就業學程
經營管理	萬能科技大學	國際行銷與會展服務人員證照輔導就業學程
	輔英科技大學	勞工安全衛生人員與勞工健康服務護理人員就業學程
	聖約翰科技大學	網路時尚品牌與流行行銷學程
數位內容與資訊	德明財經科技大學	數位行銷經營學程
	仁德醫護管理專科學校	醫療資訊管理就業學程
機電	建國科技大學	圖控與微控制器應用學程
	聖約翰科技大學	精密模具技術學程
醫療保健與照顧服務	美和科技大學	臨床進階護理實務就業學程
	馬偕學校財團法人馬偕醫護管理專科學校	護理就業學程
	輔英科技大學	護理臨床實務能力培育就業學程
觀光與餐旅服務	景文科技大學	烘焙創業達人學程
10領域	18校	21學程

政策法規



增列勞工保險職業病項目， 加強保障勞工職災給付權益



勞動部於本（104）年9月18日修正公告「增列勞工保險職業病種類項目」，新增「溴丙烷引起之中毒及其續發症」、「三氯乙烯所致之腎臟癌」及「1,3丁二烯所致之白血病及淋巴瘤」為職業病項目，以增進被保險人之給付權益。

勞工保險職業病種類已趨完備

勞工保險職業病種類項目係將疾病與執行職務之因果關係已於流行病學普遍被明確認可者納入表列，近年因醫學之發展及職業安全衛生之研究，職業病種類逐漸被發掘。本次增列之職業病項目中，溴丙烷主要用於電子、金屬零件之清洗溶劑，因國內已有工作中中毒之案例，故予以增列為化學類職業病項目。此外，作為電子零件清洗溶劑之三氯乙烯，及用於製造輪胎及橡膠合成作業之1,3丁二烯，業經世界衛生組織旗下之國際癌症研究機構（International Agency for Research on Cancer, IARC）確認屬人類致癌物，有具體證據導致腎臟癌、白血病及淋巴瘤，乃將其增列為職業性癌症項目。

現行勞工保險職業病種類表及核准增列之職業病項目，合計已達170項，與各先進國家相較，已趨完備，未來亦將定期檢討職業病種類項目之增列與修正，以適時維護勞工權益。

政策法規



就業服務法修正通過外籍家庭看護工工作年限 可延至14年及雇主聘前講習等規定

立法院提案修正通過就業服務法第48條之1、第52條及第55條規定，相關條文並於104年10月7日生效經總統公布實施。新法規定外籍家庭看護工經專業訓練或自力學習，有特殊表現，符合一定資格，在臺工作年限可由12年延長至14年；另聘僱外籍家庭看護工的雇主或被看護者，若符合低收入戶或中低收入戶資格，則免繳納就業安定費；至於首次聘僱外籍家庭看護工或家庭幫傭的雇主，則須參加聘前講習。

看護申請延長以續留工作

由於外籍看護工延長工作年限攸關民眾福祉，惟因資格條件尚未發布，為便利即將屆滿12年工作年限的外籍家庭看護工得在申請延長至14年後，續留臺工作，勞動力發展署已於104年10月12日發布資料異動申請書表，民眾可提出申請，後續當資格條件及應附的證明文件發布後，發展署將通知雇主補附所需文件，俾作許可之審核；另低收入戶及中低收入戶免繳就業安定費在10月底前可提出申

請。至於聘前講習，為避免影響目前雇主申請初聘外籍家庭看護工或家庭幫傭的引進時程，並妥為籌備講習地點及實施方式，預定於105年5月實施。



就業服務法第52條規定外籍勞工在臺工作不能超過12年，但本次修法增列第52條第5項及第6項規定後，對於勞雇關係穩定且優秀的外籍家庭看護工，可由雇主提出申請延長工作年限，外籍家庭看護工符合經專業訓練或自力學習，而有特殊表現資格，經評點達一定點數，就可延長至14年，預估實施後3年內將有2,500戶家庭受惠。另外，為便利雇主申請及人力銜接，在外籍家庭看護工累計工作期間達11年時，雇主就可為外籍家庭看護工提出申請；同時，也可為工作已屆滿12年而出境的外籍家庭看護工申請延長工作年限後，再入國工作。

若外籍家庭看護工於修法公布生效前，因工作期間累計不得超過12年規定，致原聘僱許可核發未達3年，在本法修正生效後，原聘僱許可有效期間不足4個月者，將可在勞動部發布解釋令日起4個月內，由雇主檢具申請書及其他規定文件，向發展署補行申請，經審查符合規定者，將連同原許可期間核發最長至3年的聘僱許可。另外，雇主並可至發展署的「全國外籍勞工動態查詢系統」查詢外籍家庭看護工在臺工作天數。

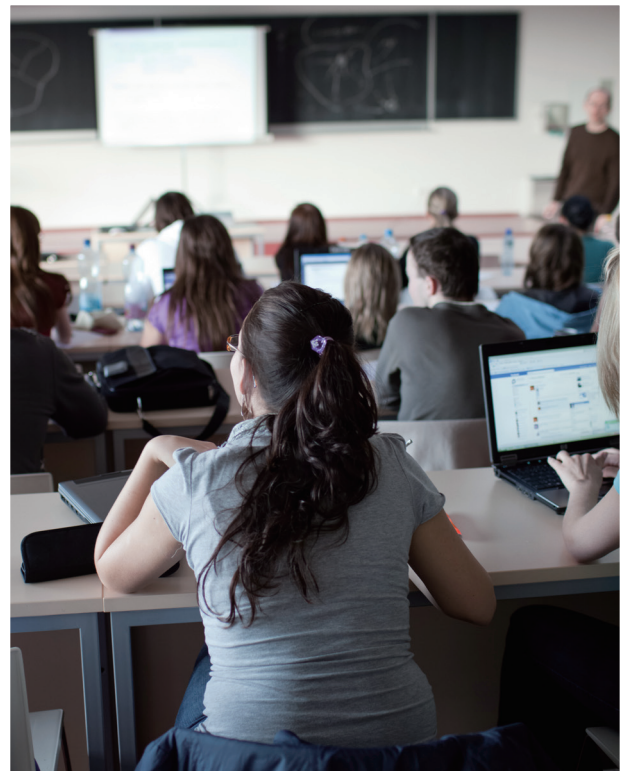
弱勢家庭免繳就業安定費

在本次修法前，低收入戶及中低收入戶需分別繳納每月就業安定費新臺幣600元及1,200元。配合本次就業服

務法第55條修正條文及外籍家庭看護工薪資自104年9月1日起調升至新臺幣1萬7,000元，為舒緩經濟弱勢家庭的照顧負擔，屬於社會救助法規定之低收入戶或中低收入戶、依身心障礙者權益保障法領取生活補助費，或依老人福利法領取中低收入生活津貼費的對象，如有聘僱外籍家庭看護工，可檢附低收入戶或中低收入戶等核定證明文件，向發展署申請免繳納就業安定費。雇主申請後，104年9月1日起無須繳納就業安定費，估計可受惠人數在2,000人以上。

首次聘雇前，雇主須參與聘前講習

另本次就業服務法增訂第48條之1規定，明定首次申請聘僱外籍家庭看護工及家庭幫傭的雇主，在申請許可前，應接受勞動部辦理的雇主「聘前講習」，以協助雇主有充分的家庭與心理準備，清楚家庭未來將面對的狀況及相關法令規定，增進勞雇和諧及減少因不瞭解法令而違規的情形。發展署表示，由於辦理聘前講習需兼顧雇主照顧被看護人及家庭需求，需妥善規劃講習內容、方式及地點，初步規劃會於各縣市安排講習地點，以利民眾就近參加，另講習內容為外勞來源國風俗民情、雇主應注意事項及相關違法案例說明等。





放寬勞工婚假請休期間規定

依勞工請假規則第2條規定：「勞工結婚者給予婚假8日，工資照給」。自97年5月23日起，民法第982條規定修正結婚採「登記」制度，結婚自當事人辦理登記後，即生效力。有關於勞工婚假之請假期間，向採「勞工之婚假至遲應於事實發生之日起提出申請，並以一次連續給足為原則」之看法。

婚姻乃人生大事，邇來陸續有民衆反應原定婚假應自結婚登記之日起「一次請足」之規定，影響勞工結婚禮俗儀式、宴客籌備或是蜜月旅行之彈性安排；為符合勞工實際需求，並使雇主能對於勞工請休婚假期間之人力調配更具彈性運用，勞動部順應民意於104年10月7日發布勞動3字第1040130270號令釋，放寬勞工婚假請休期間規定，自104年10月7日起，勞工之婚假可自結婚之日前10日起3個月內請休。但經雇主同意者，得於1年內請畢。前開令釋除放寬勞工婚假請假期間，亦不再侷限

勞工婚假應一次請足，而可依實際需要於規定期間內分次請休，讓勞工對於婚禮安排更為從容完備。

勞工婚假之請休期間

勞工如欲於本（104）年10月18日登記結婚，自10月8日起3個月內（即105年1月7日前）均可請休婚假，但經雇主同意者得於105年10月7日前請畢。

勞工如已於104年10月5日登記結婚，依原規定至10月7日已請休婚假3日者，且尚餘5日之婚假，可依新規定於104年12月24日前請畢。但經雇主同意者，得於105年9月24日前請畢。

另須注意，勞工婚假之給予，係以僱用關係存在為前提，勞工於到職之前，即已登記結婚，尚不符合得請婚假之規定。惟勞動基準法及其附屬法規《勞工請假規則》係規範勞動條件之最低標準，事業單位如有優於法令者，當從其規定。





加強勞工退休金保障—

勞工開立專戶存入之退休金不得扣押

為保障勞工退休金權益及老年經濟安全，於「勞動基準法」第58條及「勞工退休金條例」第29條，增訂依「勞動基準法」請領之勞工退休金（舊制退休金）及依「勞工退休金條例」請領之月退休金（新制月退休金），得檢具證明文件，存入金融機構開立專戶。該專戶內之存款，不得作為抵銷、扣押、供擔保或強制執行之標的，以確保勞工退休金。

在實務上有勞工領取之退休金存入金融機構帳戶後，因個人財務問題被債權人扣押或行使抵銷權之情形，影響勞工退休後之經濟生活。所以本次增訂規定施行後，不論適用舊制退休金或新制月退休金制度之勞工，可以於金融機構開立專戶，存入雇主給與之一次退休金或勞工保險局撥付之月退休金，讓勞工退休後生活，得到更周延的保障。

勞工如想要開立專戶存入舊制退休金，可以先填寫聲明書至臺灣土地銀行或郵局開戶，再通知事業單位向臺灣銀行申請撥付退休金。另外，勞工請領新制月退休金時，若想要開立專戶存入，可向勞保局敘明辦理。





105 年勞動基金 國外委託規劃

勞動基金運用局自103年成立以來，所負責運用的基金規模已由新臺幣2.4兆元成長迄今（104）年9月的2.8兆元。勞動基金運用局向來都藉由建構多元分散的投資組合，以獲取長期相對穩健的收益。正由於基金規模不斷地增長，在105年亦將持續布局海外投資，在委外方面，預計將辦理53億美元的國外委託經營選任業務。

規劃「亞太混合指數增值股票型委任」

為有效分散投資組合風險、強化各項基金資產配置，將辦理「亞太混合指數增值股票型委任」，預計投資21億美元。由於勞動基金運用局目前所管理之國外股票型委任多以全球型委任為主，然為參與區域性的經濟成長，以衛星配置的角度出發，此次將特別規劃以亞太的區域型投資為範圍。這項委任的投資範圍涵括了日本、澳洲、香港、韓國、臺灣及印度等等共13個國家，同時運用局採用了數個不同於傳統的策略性指數（Smart Beta Indices）作為投資的基準指數，除了可以增加投資組合績效的穩定性外，根據過往的經驗，這種使用策略性指數的投資策略也相對較大盤具有抗跌性。再者，此次亞太股票型的委任將會讓經理人可以在不同的市場環



境下，透過彈性調整國家、產業及各指數的投資權重方式，來增加獲利的空間。

規劃「全球多元資產委任」

此外，由於近年來國際金融市場波動性加大，為了避免基金資產遭受下行風險的損失，另外規劃了「全球多元資產委任」的另類投資型態，預計投資金額為32億美元，這項委任將給予經理人除了可以投資在債券、股票及另類投資等多種項目外，亦可運用衍生性金融商品進行操作，期望不論是在金融市場上漲或下跌時，經理人都能有獲利的機會。而這種新型態的委任是不同於以往的委任類型有一個相對應的基準指數，反而是採用絕對報酬的方式，期許經理人透過更彈性靈活的資產配置，能為基金帶來正數的收益，並發揮下檔風險保護機能，以達充分風險分散的效果。

展望未來，勞動基金運用局將持續建構多元分散之投資策略，並優化各基金之資產配置，期能進一步提高基金運用收益，強化勞工退休安全之保障。

