



臺灣

勞工簡訊

Taiwan Labor E-Newsletter

第29期 / No.29

中華民國105年10月
October 2016



中英文版本內容如有出入，以中文版本為準。

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

Loan Conditions for " Micro-Enterprise Start-up Loan " are Relaxed, Creating a More Friendly Environment for Entrepreneurs

「微型創業鳳凰」放寬貸款條件，提升友善創業環境

On July 15, 2016, the Ministry of Labor amended and promulgated certain provisions concerning the " Directions for Micro-Enterprise Start-up Loan ", including the relaxation measures for four major items:

I. Adding the Provision of Re-borrowing

Whereas the original provision set the limit on the number of loan applications at one, it has now been relaxed so that those who have applied successfully and has registered a company within the last five years can now re-apply for another loan up to a maximum amount of \$1 million.

II. Definition of a Start-up is Relaxed

The loan's application period has been relaxed. Previously, owners of businesses can only apply if their companies were established within two years of application; this has now been extended to five years.

III. Loan Application Conditions are Relaxed

The provisions have been revised to include government sponsored e-courses on entrepreneurship as proof of course requirements. Applicants are no longer required to attend classes in person.

IV. Loan Applicant Conditions for Those on Outlying Islands are Relaxed

The original provisions required applicants to be female between 20 and 65 years of age or male between 45 and 65. Applications are now also open to men from 20 to 45 in an effort to assist the development of micro-enterprises on the outlying islands.

In order to assist women and middle to upper aged individuals set up their businesses, the Ministry of Labor is providing business loans of up to NT\$1 million for a period of seven years without a need for a guarantor or collateral at low interest rates. Interests for the loan are subsidized for the first two years by the Ministry of Labor, which also offers comprehensive consultation services and a series of free courses on entrepreneurship. After the relaxation measures of these four major items, the Ministry of Labor hopes that more citizens who are interested in starting their own business will apply for the loan to create more opportunities for business startups and employment.

For more information, please call the toll-free service hotline at 0800-092-957 or visit the official website (<http://beboss.wda.gov.tw/>).

勞動部於105年7月15日修正發布「微型創業鳳凰貸款要點」部分規定，主要有4大放寬措施：

一、增加再次申貸規定

原規定貸款以申請1次為限，現放寬已獲貸者於公司設立登記5年內及100萬元最高額度內可再次申貸。

二、放寬新創事業定義

放寬申貸年限規定，將公司設立登記未超過2年放寬至5年內皆可申貸。

三、放寬申貸條件

修訂參與政府辦理創業相關數位課程亦可做為申貸時的課程證明，不再侷限於實體課程。

四、放寬離島申貸對象

原規定申辦對象為20-65歲婦女及45-65歲中高齡者，現開放離島地區20-45歲青年也可申貸，以協助離島微型企業發展。

為協助婦女及中高齡等創業，勞動部除提供創業貸款最高100萬元，為期7年，免保人、免擔保品，低利率，貸款前2年由勞動部補貼利息，並辦理一系列免費創業研習課程，更提供全程顧問諮詢陪伴服務。此次希望透過4大放寬措施，讓更多有創業意願的民眾能申請貸款，增加創業及就業機會。

如欲瞭解更多資訊，可撥打全國免付費服務專線 0800-092-957 或上微型創業鳳凰網站 (<http://beboss.wda.gov.tw/>)。

關鍵字：微型創業、創業貸款、創業課程

Keywords：Micro-enterprise, startup business loan, entrepreneurship courses

The Basic Wage Deliberation Committee Passed the Resolution to Adjust Basic Wages

基本工資審議委員會決議，將調整基本工資

The Basic Wage Deliberation Committee held its 31st meeting on September 8, 2016; representatives from labor, employer, academic, and government were invited to participate in the discussion. The Commission reached a resolution by consensus, respecting the following recommendations by the Ministry of Labor:

- Starting on January 1, 2017, the monthly basic wage will be adjusted from NT\$20,008 to NT\$ 21,009 for an increase of NT\$1,001, a 5% increase.
- Adjustments to the hourly basic wage will take place in two phases. The first phase will start on October 1, 2016 with an increase to NT\$126 per hour, and the second phase will start on January 1, 2017 with an increase to NT\$133 per hour for a total increase of NT\$13 (a 10% increase).

The case was approved by the Executive Yuan, and it was announced publicly by the Ministry of Labor on September 19, 2016. Raising the basic monthly wage to \$21,009 will benefit more than 1.62 million workers, and raising the basic hourly wage to \$133 will benefit more than 390,000 workers.

Immediately after taking office, both President Tsai and Premier Lin instructed the Ministry of Labor to take active measures to address the relatively stagnant growth in domestic wages in order to protect atypical workers, solve the low income problem of young workers, and help low income earners resolve the issues of poverty. The Ministry of Labor has called on employers to shoulder their fair share of social responsibility by rewarding their employees with a share of the profits. The increase in labor income will promote better job performance and create a harmonious, mutually beneficial relationship between labor and employer.

基本工資審議委員會於105年9月8日召開第31次會議，邀請勞、資、學、政四方委員共同與會討論，達成共識決議，尊重勞動部建議：

- 自106年1月1日起，每月基本工資由20,008元調整至21,009元，調升1,001元，調幅5%。
- 每小時基本工資分二階段調整，第一階段自 105 年 10 月 1 日起調為 126 元，第二階段自 106 年 1 月 1 日起調整至 133 元，總計調升13元，總調幅 10%。

全案業經行政院核定，勞動部已於 105 年 9 月 19 日公告。本次每月基本工資調升至 21,009 元後，預估約有 162 餘萬名勞工受惠；至於每小時基本工資調升至 133 元，預估約有 39 餘萬名勞工受惠。

鑑於國內近年來薪資成長相對停滯，蔡總統及林院長甫上任後即指示勞動部應積極處理，照顧非典型就業勞工，並解決年輕人低薪及改善低所得者工作貧窮問題。勞動部呼籲雇主本於照顧弱勢勞工之精神，展現企業社會責任，將營收獲利回饋給共同打拼的勞工，勞工所得增加後亦應積極提升自我工作績效，以創造和諧、雙贏的勞資關係。

關鍵字：基本工資、基本工資審議委員會

Key Words : Basic wage, Basic Wage Deliberation Committee



The Ministry of Labor Promotes Labor Education Comprehensively, Starting with Debates

勞動部全面推動勞動教育-從辯論出發

The Ministry of Labor wishes to promote the correct labor concepts among all citizens, as well as, to raise awareness on labor rights and interests, to foster an active interest in labor matters among students in universities, colleges, high schools and vocational high schools, the Ministry is hosting the first National Labor Cup Debate Competition this year (2016). The details about the event and debate topics are shown in Table 1 below.

The topics covered by this debate are newsworthy labor issues of the utmost interests to labor organizations. It is expected to bring out the effect of creating insights for both the positive and negative aspects from the debate. This will further the cause of labor education on school campuses and gradually instill the correct labor concepts among students.

勞動部為建立國人正確之勞動概念，落實勞動權益之保障，同時為能提升大專院校及高中職學生，對於勞動權益的關心，並培養積極參與勞動事務之興趣，建構其思辯與理性溝通之能力。勞動部於今（105）年首度辦理「全國勞動盃辯論賽活動」。關於本活動之賽程及辯題如表1所示。

本次辯題係為當前勞工團體最為關心且具有高度新聞性之勞動議題，預期將可激起辯論正反不同火花之效果，並可達到於校園深植勞動教育，逐步建立學生正確之勞動概念之目的。

關鍵字：勞動盃辯論賽、勞動教育
Key Words：Labor Cup Debate, labor education

表1 全國勞動盃辯論賽活動之賽程及辯題

Table 1 National Labor Cup Debate Competition Schedule and Topics

組別 Group	辦理時間 Dates	辯題 Debate Topics
大專院校組 University and College Group	105年10月8日至10日 October 8-10, 2016	「我國應採週休二日一例一休制」 "Taiwan should adopt a two-day weekend system consisting of one day weekend and one day off"
高中職組 High School and Vocational High School Group	105年11月5日至7日 November 5-7, 2016	初賽、準決賽、決賽： 「我國大眾運輸業工會罷工，應事先約定必要服務條款」 Preliminary round, semi-finals, finals: "If public transportation unions want to call a strike, the labor union and its counterpart (such as the employer organization) both have to in advance reach a minimal service agreement" 三角循環及八強賽： 「我國應限制企業勞動派遣使用比例」 Triangular Loops and Round of Eight: "The limitation ratio of labor dispatch used by the business entities"

Women's Political Participation and Economic Empowerment in Taiwan

我國女性政經參與概況

In recent years, the rising level of women's education and the implementation of the *Act of Gender Equality in Employment* have helped women's participation in both politics and economic empowerment in Taiwan risen above those in Japan and South Korea. However, when compared with major countries in Europe and America, there is still room for improvements.

- I. Women's decision-making influence in various industrial/commercial organizations is increasing gradually.
 - In 2015, men & women share of Legislators, Senior Officials and Managers was 74.7% and 25.3% respectively. Although women's share lower than male counterparts, it has improved significantly over the past 10 years.
 - Women's decision-making influence in various industrial/commercial organizations is increasing gradually. In 2015, women's share of supervisors in farmers' associations was 46.9%; women's share of directors or supervisors in a trade unions was 30.3%; women's shares of owners in small and medium sized enterprise was 36.6%, 12.6% board members in listed and over-the-counter companies was women.
- II. Women's decision-making influence in public sectors is growing continually.
 - In addition to electing first female president, in 2015 women's share of elected officials in the nation's government has also reached a record high of 15.8% in Taiwan. Women's share of political appointee was 19.7%, senior officers ranked between grades 10 and 14 was 30.6% and junior officers ranked between grades 6 and 9 was 52.9%. Women's share of officials staff has continued to grow in the last 10 years.
- III. Women's share of supervisors in Taiwan is higher than Japan and South Korea counterparts
 - In 2015, women's share of Legislators, Senior Officials and Managers accounted was 25.3%, in Taiwan. Although lower than major countries counterparts in Europe and America, it is higher than Japan (at 12.5%) and South Korea counterparts (at 10.5%).



近年來女性教育程度的提升及性別工作平等法的實施，助我國女性政經參與進展優於日本、韓國，但相較歐美主要國家，仍有成長空間。

一、我國女性在工商團體各業的決策影響力逐漸成長

- 104 年我國民意代表、主管及經理人員男女性比率分別為 74.7%、25.3%，女性占比雖仍低於男性，惟 10 年來已大幅提升。
- 女性在各工商團體的決策影響力逐漸成長，104 年各級農會主管階層女性比率為 46.9%；工會理事、監事女性比率為 30.3%；中小企業負責人女性比率為 36.6%；公開發行及興櫃公司董事女性比率為 12.6%。

二、行政機關有決策影響力之各官等女性比率持續成長

- 我國除了選出首位女性總統外，104 年民選首長女性比率亦創歷年新高，達 15.8%，政務人員女性比率為 19.7%，簡任(派)高階官員女性比率為 30.6%，薦任(派)女性比率為 52.9%，10 年來各官等女性比率均持續成長。

三、主管人員女性所占比率，我國高於日本、韓國

- 104 年我國民意代表、主管及經理人員女性比率為 25.3%，雖低於歐美主要國家，但高於亞洲地區之日本 12.5% 及韓國 10.5%。

關鍵字：女性、政經參與、決策影響力

Key Words: Women, political participation and economic empowerment, decision-making influence

Selection and Recognition of the Work-Life Balance Award

「工作生活平衡獎」選拔及表揚

In order to encourage enterprises to promote measures to improve work-life balance and create positive and supportive work environments, the Ministry of Labor held the 2016 Work-Life Balance Award. A total of 131 enterprises entered the contest, among which 39 enterprises rose above the rest. The awards ceremony was held on September 5, 2016.

Winning enterprises offered various thoughtful and innovative measures to support a balanced lifestyle between work and life for their employees. For example, Ho Tai Development promotes a corporate culture of personal health management, Everlight Chemical has constructed a low-carbon healthful kitchen, and Pfizer has developed its own personal health app. In order to help employees schedule work and family life in a flexible manner, Dow Chemical Company provides 12 weeks of fully paid maternity leave; Geo Informatics offers chronic sick leaves and leaves to catch up on sleep during the FIFA World Cup; and Taiflex Scientific offers unlimited half pay sick leaves and other optimized leave options. Other companies provide support for child care, such as 104 Corporation with its own infant day care center, and Winbond Electronics provides monthly childcare subsidies of NT\$5,000 for each child up to four years old to alleviate the burden of care.

Minister Fong-Yu Kuo of the Ministry of Labor expressed that promoting a work-life balance for employees is a mutually beneficial strategy for both labor and management, and it is also the cornerstone for inspiring employees' vitality and solidarity. Minister Kuo expects and encourages more enterprises to support a healthy work-life balance for their employees. The Ministry of Labor will also continue its efforts to promote work-life balance policies and create friendly workplaces together with enterprises! Please visit the Work-Life Balance website (<http://wlb.mol.gov.tw/page/Content.aspx?id=509>) for details on which creative work-life measures have received awards in 2016.

為鼓勵企業推動工作與生活平衡措施，打造正向支持的工作環境，勞動部辦理「105年度工作生活平衡獎」選拔及表揚，計有131家企業參選，39家次企業脫穎而出，並於105年9月5日辦理頒獎典禮。

獲獎企業為支持員工工作與生活平衡，提供各項貼心與巧思的友善措施。例如，在促進員工健康方面，和泰興業推動個人健康自主管理文化、永光化學建置低碳健康廚房、輝瑞大藥廠研發健康小祕書APP等；為支持同仁靈活彈性安排工作與家庭生活，陶氏化學提供12週全薪產假、巨鵬科技瘋世足補眠假與慢性病假、台虹科技不限天數半薪病假等優化給假；一零四資訊科技自設托嬰中心、華邦電子每名子女每月5千元育兒補助至4歲，提供員工完善的育兒支持，貼心減輕照顧負擔。

勞動部部長郭芳煜表示，推動員工「工作與生活平衡」是勞資雙贏的策略，更是激勵員工活力與向心力的基石。郭部長期勉更多企業加入員工幸福推手的行列，勞動部也將持續推動工作生活平衡政策，與企業齊心打造友善職場！關於105年「工作生活平衡獎」得獎單位創意措施可至本部「工作生活平衡網」(<http://wlb.mol.gov.tw/page/Content.aspx?id=509>) 瀏覽。

關鍵字：工作生活平衡、工作生活平衡獎、友善職場

Key Words: Work-life balance, Work Life Balance Award, friendly workplace



The Ministry of Labor Strengthens Labor Condition Inspections to Protect the Rights and Interests of Vulnerable Workers

勞動部加強勞動條件檢查力度，保障弱勢勞工權益

In order to protect the rights and interest of workers and raise work condition standards, the Ministry of Labor has significantly increased its inspection work in recent years. The Ministry conducted 32,810 labor condition inspections in the first half of this year (2016), up from 17,018 inspections during the same period from a year before (2015) for an increase of 107%; the number of violations cited increased from 4,895 to 5,577 incidents. The Ministry has made improvements on the number and quality of inspections, paying close attention to part-time laborers, migrant workers, female employees, and drivers from the transportation industry. Three hundred sixty targeted examinations were added, and the "1955" hotline was established for quick and convenient reporting of violations.

The Ministry of Labor emphasizes that labor laws and regulations protect an employee's most basic rights; therefore, it will not allow these rights to be violated by any business unit for any reason or by any means. If an employer fails to meet its statutory obligations regarding wages, overtime pay, severance pay, or leaves of absence, it will still be responsible for fulfilling all such obligations even after being penalized by administrative sanctions. The Ministry calls on all employers to follow labor laws and regulations.

The Ministry of Labor also expressed that they actively collaborate with county and municipal governments via communication platforms on a monthly basis to strengthen and enhance the effectiveness of labor inspections. If an employee discovers any business that has violated the law, he or she may appeal to the competent labor authority or report the violation by calling the 1955 hotline. Competent authorities will promptly dispatch personnel to investigate and deal with the incident in accordance with the law in order to deter unscrupulous employers from exploiting their employees.

為保障勞工合法權益，提升勞動條件水準，勞動部近年已大幅提升檢查量能，今(105)年上半年合計實施勞動條件檢查達 32,810 場次，與去(104)年同期已大幅增加 17,018場次，增幅達107%，裁罰次量並由4,895件增加至5,577件，無論在品質或次量等面向，均較往年大幅提升，其中對社會關注之部分工時勞工、外籍移工、女性受僱者及交通運輸業駕駛等對象，增加專案檢查共 360場次，並設置「1955」檢舉專線，提供便捷之申訴管道。

勞動部強調，勞動法令乃勞工最基本之保障，絕不容許事業單位以任何理由或方式侵害，雇主如未履行工資、加班費、資遣費及休假等法定義務，並不會因為遭受行政處分而免除給付責任，呼籲雇主應落實勞動法令。

勞動部進一步表示，每月均透過與各縣市政府溝通聯繫平台會報積極合作，持續強化及提升勞動條件檢查效能，勞工朋友如發現事業單位有違法情事，除可就近向當地勞工主管機關進行申訴外，亦可透過1955專線檢舉，主管機關將儘速派員進行查處並依法處理，以嚇阻不法雇主剝削勞工歪風。



關鍵字：勞動條件檢查、工資、工時

Key Words：Labor condition inspection, wage, work hours