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

The Legislative Yuan Passes the Third Reading of the Draft of the Amendment to Article 52 of the Employment Service Act

立法院三讀通過《就業服務法》第52條修正草案

The President promulgated the draft of the amendment to Article 52 of the Employment Service Act, abolishing the requirement stipulating that foreign workers must travel abroad one day every three years. The amendment became effective on November 5, 2016, which means that employers may renew foreign worker employment permits that expire on November 5, 2016 and that workers may continue to work in Taiwan once the Ministry of Labor approves their permits.

The Ministry of Labor indicated that other relevant amendments to sub-laws will be made public as soon as possible. Applications for continual employment are accepted starting November 5, 2016 before relevant amendments to sub-laws are made public and come into force in order to protect the rights and interests of foreign workers and their employers. The Ministry of Labor is working on finalizing rules and regulations regarding foreign workers whose work permits are expiring and who wish to work for another employer and for those on foreign worker employee leave after the abolishment of the one day overseas requirement.

Also, after the promulgation of the Employment Service Act comes into effect, foreign nationals may make use of their existing vacations such as annual leave to return home during the effective period of their employment permit; employers cannot refuse their request to return to their home countries according to the law. If an employer does refuse their requests, the employer may be fined in accordance with the law if the local labor competent authority verifies the refusal as factual and if the request continues to be denied after a notice of improvement has been issued.

The Ministry of Labor reminds the public that once Article 52 of the Employment Service Act comes into effect, foreign workers who are not re-employed by employers must still go abroad within their employment permit period; employers are duly advised so as to avoid violating regulations.

總統公布《就業服務法》第52條修正條文，取消外籍勞工3年出國1日規定，自105年11月5日生效，即外籍勞工聘僱許可期間105年11月5日屆滿者，由雇主向勞動部申請續聘並經許可後，就可以繼續留臺工作。

勞動部說明，相關配合修正子法將儘速完成發布。又為保障外籍勞工及雇主權益，於相關子法修正發布生效前，已先以令釋方式自105年11月5日起受理外籍勞工期滿由原雇主繼續聘僱之申請事宜。至雇主申請期滿轉換承接其他雇主之外籍勞工，及取消出國1日規定後外籍勞工請假規範，勞動部勞動力發展署已進行法制作業事宜。

另《就業服務法》修正公布生效後，外國人可利用既有假期，例如特別休假，在聘僱許可期間內向雇主請假返國，雇主依法不能拒絕其請假返國，如有拒絕其請假返國情事，經地方勞工主管機關查證屬實，經要求限期改善而不改善時，可依法處以罰鍰。

勞動部提醒，《就業服務法》第52條條文生效後，雇主不續聘的外籍勞工，仍應在聘僱許可期間屆滿前出國，以免違反規定而受罰。



關鍵字：取消外籍勞工3年出國1日、續聘、請假返國

Keywords: Abolishment of the one day per three years exit requirement for foreign workers, renewed employment, requesting leave to return home

The Ministry of Labor to Protect Social Insurance and Interests of Employees in Response to the Special Situation of Unpaid Parental Leave

因應育嬰留職停薪特殊情況， 勞動部保障受僱者社會保險權益

In accordance with Article 16 of the Act of Gender Equality in Employment, employees may, after an employment period of six months, apply for unpaid parental leave before each of their children reaches the age of three. The period of leave is effective until the child reaches the age of three years old but may not exceed two years. During the period of unpaid parental leave, employees may continue to participate in their original social insurance program.

Considering the fact that, in practice, some employers are willing to offer more than what is regulated by the law and refrain from calculating the limit period of parental leave by combining the total months of leave for employees raising two or more children at the same time, whether or not employees may continue to participate in their original social insurance programs has become an issue of uncertainty.

To encourage the establishment of family-friendly working environments while protecting the social insurance interests of employees, starting December 1, 2016, if the employer agrees to not combine the calculation of unpaid parental leave for employees raising two or more children at the same time, the affected employees may still continue to participate in their original social insurance programs. The insurance premium originally borne by the employer will be exempted and the insurance premium originally borne by the employee may be deferred up to three years. However, this period of unpaid parental leave must still conform to the regulation stipulating that "employees may apply for unpaid parental leave before any of their children reaches the age of three, and that the period of leave is effective until the child reaches the age of three years old but may not exceed two years."

To request or understand more details on matters related to unpaid parental leave, please call the Ministry of Labor's toll-free number at 0800-085151 to receive services and explanation by dedicated staff.

依《性別工作平等法》第16條規定，受僱者任職滿6個月後，於每一子女滿3歲前，得申請育嬰留職停薪，期間至該子女滿3歲止，但不得逾2年。受僱者於育嬰留職停薪期間，得繼續參加原有之社會保險。

鑑於實務上有雇主願意優於法令規定，同意受僱者同時撫育子女二人以上時，其育嬰留職停薪期間不予合併計算，然優於法令規定，不予併計育嬰留職停薪期間，受僱者是否得繼續參加原有社會保險，仍有疑義。

為鼓勵建立友善家庭職場環境，同時保障受僱者社會保險權益，自105年12月1日起，若雇主同意受僱者同時撫育子女二人以上，其育嬰留職停薪期間不予合併計算者，受僱者可繼續參加原有社會保險；原由雇主負擔之保險費，免予繳納，原由受僱者負擔之保險費，得遞延3年繳納。惟上開育嬰留職停薪期間仍應符合「於每一子女滿三歲前，得申請育嬰留職停薪，期間至該子女滿三歲止，但不得逾二年」之規定。

民眾如欲洽詢或瞭解育嬰留職停薪相關事宜，可撥打勞動部免付費電話0800-085151，將由專人提供說明與服務。

The First APEC Skills Development Capacity Building Center Was Unveiled, Propelling Human Development and Exchange for the New Southbound Policy

首座亞太技能建構中心揭幕，啟動新南向人力發展交流

The Asia-Pacific Economic Cooperation's (APEC) first-ever APEC Skills Development Capacity Building Center (ASD-CBC) was unveiled on November 2, 2016 at the Regional Branch Workforce Development Agency, Taichung-Changhua-Nantou Region, Ministry of Labor. Diplomatic envoys whose countries are named in the New Southbound Policy, APEC officials and professionals in the domestic and foreign industries, government, academia and research facilities were all present to witness the declaration and activation of a new milestone in human resource development and exchange for the New Southbound Policy.

Speaking at the opening ceremony, Deng Chen-chung, Minister without Portfolio at the Executive Yuan, said that the government is actively promoting the New Southbound Policy in response to changes in the global environment and trends in regional integration. The establishment of the ASD-CBC will, through strengthening APEC partnerships, promote human resource complementarity and cooperation between New Southbound Policy countries.

Deputy Minister of Labor Kuo Kuo-wen said in his remarks that the reason the center was built in Taichung was to realize the New Southbound Policy in conjunction with the development of local innovative industrial clusters. It will promote exchanges between regional industrial personnel and drive bilateral investments and the economic benefits of industrial clusters. The center will also improve vocational training quality, thereby increasing workforce skills and the added value of the production and supply chain, so as to facilitate the creation of more high paying and high quality employment opportunities for the people.

In the future, the Ministry of Labor will make full use of ASD-CBC and APEC resources by combining them with local innovative industries to jointly promote Asia-Pacific production and supply chain developments with New Southbound Policy countries, through coordination effort among central and local governments and public and private partnerships, to strive towards high quality growth and prosperity.

亞太經合會（APEC）首座「亞太技能建構中心」在105年11月2日在勞動部勞動力發展署中彰投分署盛大揭幕，邀請新南向對象國駐臺使節、APEC國際組織官員及國內外產官學研人士共同見證，宣示啟動新南向人力資源發展合作交流新里程。

行政院政務委員鄧振中開幕致詞表示，因應全球情勢變化與區域整合趨勢，政府正積極推動新南向政策，亞太技能建構中心的成立，將可透過強化APEC國際組織夥伴關係，促進於與新南向對象國人才資源的互補與合作。

勞動部次長郭國文致詞時表示，首座中心選在臺中市成立，目的為落實新南向政策及結合在地創新產業聚落發展，促進區域產業人力交流，帶動雙向投資及產業群聚效益，透過提升職訓品質增進勞動力技能以加值生產供應鏈，努力為國人開創更多高薪及高品質的就業機會。

勞動部未來將充分運用亞太技能建構中心，善用APEC平臺資源，結合在地創新產業，透過中央地方公私協力方式，與新南向對象國共同促進亞太生產供應鏈發展，為邁向優質成長齊心盡力。



關鍵字：APEC、亞太技能建構中心、新南向政策

Key Words：APEC, APEC Skills Development Capacity Building Center, New Southbound Policy

Employment Care Survey of Job Seekers Receiving Unemployment Benefits

領取失業給付勞工之就業關懷調查

Since the Employment Insurance Act was enacted in 2003, there has been protection of basic living requirements of unemployed workers if their separations were involuntary. The unemployment benefits were designed to enable unemployed workers to overcome difficulties and improve their employability through vocational training in order to promote the goal of employment. Relevant survey findings are as follows:

I. In the past three years, the main source of income for unemployed workers during their period of unemployment has been unemployment benefits. The ratio has increased year by year from 86.6% in 2013 to 90.4% in 2015, and unemployment benefits have become the most important form of financial support for unemployed workers during the period of their unemployment.

II. The number of workers who are re-employed was 75%, and the average number of weeks before returning to work was 21.5 weeks. The latter figure increases with the age of the unemployed worker, with the shortest length of employment at 16.6 weeks for the age group of "15 to less than 25 years old." Those with a higher level of education have a higher rate of re-employment, with the "master degree or above" group exhibiting a re-employment rate of 82.6%.

III. At present, some 67% of workers are employed in the service sector; their average wage was reduced by NT\$2,716 after returning to the workplace.

(I) 66.8% of those who received benefits are currently employed; 19.0% are looking for work (including those who are still receiving unemployment benefits); and 14.2% are not looking for work.

(II) 67.0% work in the service sector while 32.1% work in the industrial sector. Average monthly regular earnings is NT\$36,222, which is NT\$2,716 less than that received from their previous employment; exceptions are the "15 to less than 25" and the "25 to less than 35" age groups, with increases of NT\$1,024 and NT\$198 respectively.



自92年公布實施《就業保險法》保障非自願性失業勞工失業期間之基本生活，設計「失業給付」功能，以協助失業勞工度過困境，並藉由職業訓練提昇就業技能，達到促進就業目標。相關調查結果說明如下：

一、近三年領取失業給付的勞工，在失業期間最主要經濟來源為失業給付，且比率逐年上升，由102年86.6%上升至104年90.4%，已成為失業勞工於失業期間最重要的經濟支持。

二、曾再就業者占7成5，返回職場期間平均為21.5週，其中以「15~未滿25歲」16.6週最短，隨失業者年齡增加期間逐漸拉長；教育程度愈高者，曾再就業比率愈高，「碩士及以上」曾再就業比率占82.6%。

三、目前有工作者從事服務業部門占6成7；重返職場後薪資平均減少2,716元。

(一) 領取失業給付勞工目前有工作者占66.8%，正在找工作者（包含尚在領取失業給付者）占19.0%，而目前未去找工作者則占14.2%。

(二) 從事於服務業部門占67.0%，工業部門占32.1%。平均每月經常性薪資為36,222元，較失業前減少2,716元，惟「15~未滿25歲」及「25~未滿35歲」者分別增加1,024元及198元。

關鍵字：勞工、失業給付、就業保險法

Key Words : Labor, unemployment benefits, Employment Insurance Act

The Bureau of Labor Funds Overseas Discretionary Investment Plans for 2017

勞動基金運用局106年國外委任規劃

In order to implement corporate social responsibility and to respond to low interest rates worldwide, the Bureau of Labor Funds will commission management of the Global ESG Quality Mix Equity Indexation Mandate and the Absolute Return Fixed Income Mandate to foreign entities for the first time in 2017. The investment amounts are US\$ 2.4 billion and US\$ 3.6 billion respectively.

The Bureau of Labor Funds is utilizing this discretionary investment in Global ESG Quality Mix Equity Indexation Mandate as an opportunity to extend the scope of socially responsible investments to foreign stock investments. During the screening process for potential investments, in addition to the primary criteria of ESG (environmental, social and governance), the bureau will exclude companies in tobacco, firearms and weaponry, gambling, and pornography industries and those with major disputes. In order to optimize portfolio returns, the bureau will also adopt a strategic index to take into account both social responsibility and investment returns.

The commissioning of the Absolute Return Fixed Income Mandate will adopt an absolute return indicator; managers are expected to increase returns through active management and a flexible management strategy. At the same time, managers can effectively control downside risks in the face of rising interests in the future.

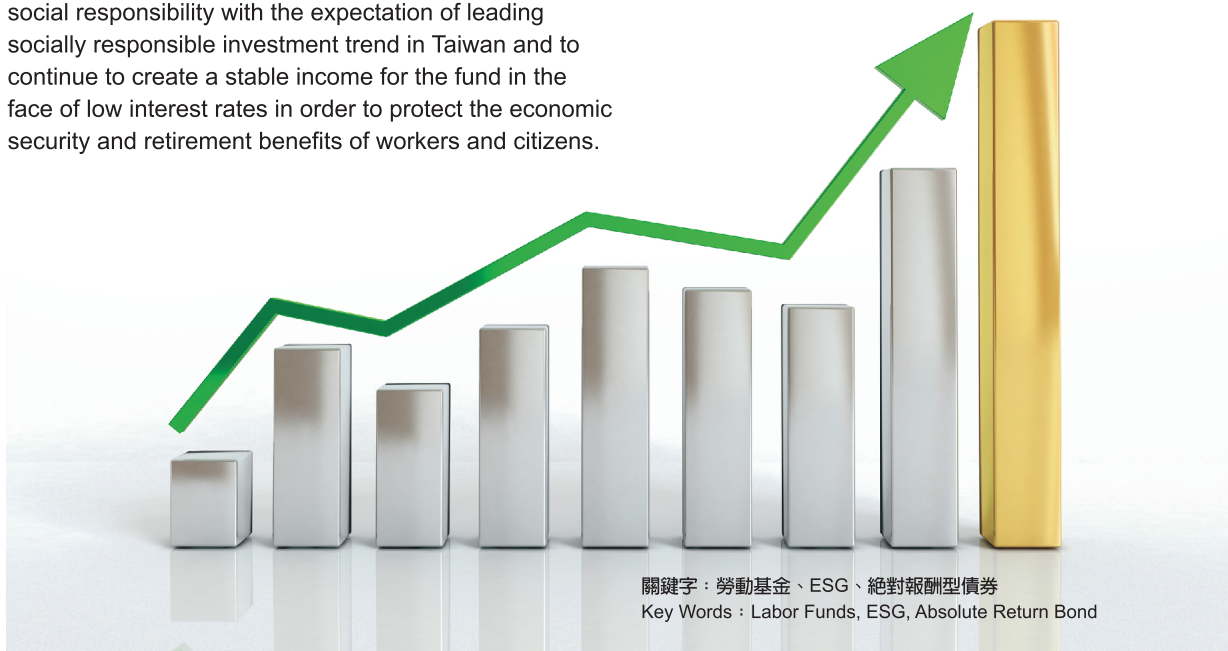
Looking into the future, the Bureau of Labor Funds will continue to expand investments in foreign corporate social responsibility with the expectation of leading socially responsible investment trend in Taiwan and to continue to create a stable income for the fund in the face of low interest rates in order to protect the economic security and retirement benefits of workers and citizens.

勞動基金運用局為落實企業社會責任及因應全球低利率環境，106年將首次辦理「全球ESG混合指數被動股票型」及「絕對報酬型債券」國外委託經營選任作業，委任金額分別為24億美元及36億美元。

勞動基金運用局本次辦理「全球 ESG 混合指數被動股票型」委任，首度將社會責任投資的範疇擴大至海外股票投資，投資之標的除將環境、社會及公司治理三大要素納入篩選，並排除菸酒、軍火、賭博及色情產業及有重大爭議之公司。為優化投資組合的報酬，另採用策略性指數，期能兼顧社會責任與投資報酬。

「絕對報酬型債券」委任計畫，將採絕對報酬指標型態，期許經理人透過積極主動之管理與靈活彈性之操作策略來提升報酬，同時在面對未來升息機率提高的環境，經理人可以有效控制下檔風險。

展望未來，勞動基金運用局將持續擴大海外企業社會責任的投資部位，期望能引領臺灣社會責任投資的風潮，並在低利率的環境下，持續為基金創造穩定之收益，以保障勞工與國民之經濟安全及退休福祉。



The International Conference on Occupational Health Services Was Held to Strengthen Workers' Health Protection Mechanisms in Taiwan

辦理職業健康服務國際研討會， 強化我國勞工健康保護機制

On October 6-7, the Occupational Safety and Health Administration, Ministry of Labor held the 2016 International Conference on Occupational Health Services at the NTUH International Convention Center. The administration invited domestic and foreign experts to share their experiences in workers' health services on topics such as dealing with workforce psychological stress prevention in order to strengthen workers' protection mechanisms in Taiwan.

According to statistics, the majority of occupational diseases in Taiwan are musculoskeletal disorders caused by hazardous ergonomic factors. Cases of changes in industries and work patterns as well as abnormal workloads such as long hours of work or psychological stress triggering related diseases also occur frequently. The Occupational Safety and Health Administration introduced the Occupational Safety and Health Act in 2015; its amendments stipulate that employers must implement measures to protect and promote the physical and mental health of workers.

In order to increase Taiwan's occupational health patient care rate from 20% to 50% within five years (2016 to 2020), the administration has established Workers' Health Services Centers and 34 service networks to provide businesses and employees with consultation services. The administration also amended the "Key Points to Assist Businesses Improve Work Environment and Promote Workplace Health for Employees," revising it to include subsidies for the employing of or special arranging of engagement by medical staff at corporations employing 299 or fewer employees.

Once again, the Occupational Safety and Health Administration appeals to enterprises that an enterprise is healthy only if its employees are healthy. Enterprises and governments must work together to create safe, friendly and healthy work environments.

勞動部職業安全衛生署於10月6日至7日假台大醫院國際會議中心舉辦「2016年職業健康服務國際研討會」，特別邀請國內外專家，分享職場心理壓力預防等勞工健康服務實務經驗，以強化我國勞工健康保護機制。

依據統計，我國以人因性危害引起之職業性肌肉骨骼疾病居多，且因產業變遷與工作型態轉變，長時間工作或心理壓力等異常工作負荷促發相關疾病之案例頻傳，職業安全衛生署已於104年全面施行之《職業安全衛生法》，增訂雇主應辦理促進勞工身心健康保護之措施。

為在5年（105至109年）內將我國的職業健康照護率由20%提升至50%，職業安全衛生署已陸續完成勞工健康服務中心與34家服務網絡之設置，提供企業或勞工相關諮詢服務，並修正「補助企業改善工作環境及促進職場勞工身心健康作業要點」，增訂補助勞工人數299人以下之企業僱用或特約醫護人員辦理臨廠健康服務之相關人事費。

職業安全衛生署再次呼籲企業，唯有健康的勞工才有健康的企業，安全健康友善的工作環境，需企業與政府共同努力打造。



關鍵字：職業健康服務、職業健康照護率、勞工健康保護

Key Words : Occupational health services, occupational health statistics, workers' health protection