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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.

與收養兒童先行共同生活之受僱者，依《性別工作平等法》申請育嬰留職停薪，其「先行共同生活」之證明文件放寬

Relaxed requirements for documentation required to prove that an employee lived together with an adopted child prior to adoption when applying for unpaid parental leave under the Act of Gender Equality in Employment.



為保障受僱者及收養子女之權益，勞動部日前發布通函解釋，有關《性別工作平等法》第16條第3項依家事事件法、兒童及少年福利與權益保障法相關規定；與收養兒童先行共同生活之受僱者申請育嬰留職停薪，其「先行共同生活」之證明文件，除法院之裁定外，於特殊情況下，如出具法院之家事法庭通知等公函文書或村里長之證明，依個案事實足堪認定受僱者與被收養人已共同生活，亦屬可行。

In order to protect the rights and interests of employees and their adopted children, the Ministry of Labor has issued a circular explaining the provisions regarding the Family Act and the Protection of Children and Youths Welfare and Rights Act in Paragraph 3, Article 16 of the Act of Gender Equality in Employment. Employees who lived together with their adopted children prior to adoption can apply for unpaid parental leave. Documents required to prove that the parent and child lived together prior to adoption include court rulings and, also under special circumstances, court papers such as issuance of notices from family courts or testimonies from the chief of village or borough, which may be deemed sufficient to ascertain that the employee and adoptee have indeed lived together.

關鍵字：收養、先行共同生活、育嬰留職停薪

Key words: Adoption, Living with Adopted Children Prior to Adoption, Unpaid Parental Leave

勞動部鼓勵工會簽訂團體協約以提升會員福祉， 並開始受理工會簽訂團體協約獎勵金之申請

The Ministry of Labor encourages labor unions to sign collective agreements in order to improve the wellbeing of their members and has begun accepting applications for collective agreement incentives from labor unions.



為鼓勵工會締結團體協約，提升會員的勞動條件，勞動部自去(105)年度訂定「勞動部獎勵工會簽訂團體協約實施要點」，依簽約內容核發獎勵金，從新臺幣5萬元起，最高可達30萬元，該部於今(106)年持續受理簽約工會提出申請中。

勞動部進一步說明，近年來工會簽訂團體協約的量與質皆有顯著的提升，本年度截至9月15日為止，已受理10多家工會申請簽約獎勵金，依各團體協約內容來看，已有許多「利潤分享」的條款為會員加薪，例如：「於年度盈餘股東配股分紅前，應撥發一定比例之員工酬勞」。勞動部強調，勞資雙方能協商簽訂團體協約，內容優於勞動法令，誠屬不易，應值得鼓勵及肯定。

本年度工會申請簽訂團體協約獎勵金的截止收件日為11月30日，歡迎符合申請條件之工會提出申請；另外，如果勞資雙方於團體協商過程陷入僵局，該部亦有提供委請勞資關係相關領域專家學者入廠輔導協助勞資雙方協商團體協約的服務方案。

In order to encourage labor unions to sign collective agreements and improve the labor conditions of their members, the Ministry of Labor has established "The Implementation Directions for Incentivizing Labor Unions to Sign Collective Agreements" in the previous year (2016). Incentives will be awarded according to the contents of the contract, starting from NT\$50,000 to a maximum of NT\$300,000. The Ministry of Labor is also continuing to accept applications from contracting unions this year (2017).

The Ministry of Labor further explained that in recent years both the volume and quality of collective agreements with unions have increased. As of September 15, the ministry has accepted incentive applications from more than 10 labor unions. Many of the terms in these agreements with regards to profit sharing include raises in pay for union members, for example, "a certain percentage of the annual surplus shall be allocated as remuneration for employees before being distributed to shareholders." The Ministry of Labor emphasizes that it is difficult for employers and employees to negotiate collective agreements that go above and beyond what is stipulated in laws and regulations, so such efforts should be encouraged and reinforced.

The deadline for receiving union collective agreement incentive applications is November 30. Those unions which meet application requirements are welcomed to apply. In addition, if employers and employees come to an impasse during negotiations, the Ministry is able to provide assistance by inviting experts and scholars in the field of labor-management relations to provide counseling and help both sides reach an agreement.

關鍵字：團體協約、獎勵金、利潤分享

Key words: Collective Agreement, Incentives, Profit Sharing

技能國手揚名國際 勞動部次長林三貴頒獎嘉勉技優青年

Skill talents make their names on global stage; Vice Labor Minister San-Quei Lin awards skilled youth



「第44屆國際技能競賽」於10月中旬在阿拉伯聯合大公國阿布達比盛大舉行，我國代表團由現任國際技能組織副會長、勞動部常務次長林三貴率團，帶領47位國手參加42個職類競賽，歷經4天激烈競賽，成績終於揭曉。我國共獲得金牌4面、銀牌1面、銅牌5面及27項優勝，獲獎率高達88%，為我國技能競賽史寫下光輝的一頁。

勞動部為獎勵國手，於10月28日於臺北國際會議中心舉行頒獎典禮，勞動部次長林三貴親臨會場，頒發金牌國手獎金新臺幣100萬元；銀牌國手獎金50萬元，銅牌國手獎金30萬元，優勝國手獎金5萬元，總獎金超過700萬元。

林三貴指出，政府希望透過技能競賽意義的擴散，讓青年及社會大眾重視技能，並激發學習技能的意願。勞動部現在推行的「產學訓合作訓練計畫」、「雙軌訓練旗艦計畫」及「青年就業领航計畫」等方案，目的在使訓練與產業間合作更為密切，藉由政府部門與產業協力培育可為企業所用的專業技術人才，達到讓青年「學用專精」的目標。我國結合政府、產業及學校等資源跨界合作，所培訓的國際技能競賽國手具備國際級專業技術，不僅是青年典範，並將是傳承技術與創新產業的重要推手。

The 44th WorldSkills Competition was held in Abu Dhabi, United Arab Emirates, in mid-October this year. Taiwan's delegation was headed by the incumbent vice president of WorldSkills International and Vice Labor Minister Mr. San-Quei Lin. The national team of 47 members competed in 42 trade categories. After four days of intense competition, the final results: Taiwan won four gold medals, one silver, five bronzes, and 27 medals of excellence, which translated into a medal-winning rate of 88%. The outstanding achievements have established a glorious skills competition record for Taiwan.

To honor the national team, the Ministry of Labor held an awards ceremony on October 28 at the Taipei International Convention Center. Vice Labor Minister San-Quei Lin awarded the gold medalists with NT\$1 million, silver medalists NT\$500,000, bronze medalists NT\$300,000, and excellence medalists NT\$50,000 in prize money. The total award amounted more than NT\$7 million.

Vice Minister Mr. San-Quei Li expressed that the government hopes to raise awareness of skills competitions and the importance of skills in young people and the general public, and thereby encourage more people to learn skills. Programs currently promoted by the Ministry of Labor include the Industry-School-Training Center Cooperative Training project, Dual System of Vocational Training Project, and the Youth Employment Pilot Project, which aim at bringing training and industry closer together. These projects set bridge between industries and government departments to cultivate talents with technical knowhow, who may then be employed by the industry sector. To reach the goal of letting young people "learn and apply specialized skills." Taiwan is integrating governmental, industrial, and academic resources for cross-boundary cooperation to train the youths with WSI bench mark skills. These competitors are not only role models for the young generation but also pillars to pass on skills and become important promoters of innovative industries.

關鍵字：國際技能競賽、青年技能、技優青年
Key Words: WorldSkills Competition, Youth Skills, Skilled Youth

打造工安好環境、促進就業向前行 - 表面處理業改善工作環境國際研討暨成果發表會

Creating a Safe work Environment and Boosting Job Opportunities International Symposium on Surface Treatment Industry's work Environment Improvements and Achievement



勞動部職安署於10月27日舉辦「表面處理業改善工作環境國際研討暨成果發表會」，由鄒署長子廉親臨揭開序幕，除感謝國內推動整體廠房改善工作環境成效顯著的企業分享成功經驗外，更感謝來自德國、美國及日本等國外專家分享其表面處理廠轉型升級之創新實務，期能為國內表面處理業者帶來製程創新、安全衛生技術提升的實質助益。

鄒署長表示，國內表面處理廠大多為中小企業，作業場所普遍有骯髒、危險、辛苦(3K)等特性，國人不願從事該工作，故職安署自105年推動「輔導表面處理業改善工作環境計畫」，迄今共輔導66家表面處理廠，補助15家表面處理廠新設置或汰換具安全衛生效能之製程設備或控制設備，增進該產業就業人數309人，也使經輔導之廠商勞工平均年齡由50歲降至38歲。

職安署表示，表面處理業在產官學共同努力下，已凝聚共識，發揮勞資互助互利的精神，為呼應業界需求，將持續辦理協助表面處理業工作環境改善的相關措施，同時呼籲相關業者跟進突破瓶頸，複製成功轉型經驗，改變表面處理業為3K產業之刻板印象，蛻變成具國際競爭力的產業。

The Occupational Safety and Health Administration (OSHA) of the Ministry of Labor held the International Symposium on Surface Treatment Industry's work Environment Improvements and Achievement on October 27. The event was kicked off by OSHA Director General Tzu-lien Tzou. He thanked domestic plants that made significant work environment improvements for sharing their success stories. Tzou also thanked the experts from Germany, the U.S. and Japan to share innovative practices of transforming and upgrading surface treatment plants. He also expressed his hopes that these works will bring about real benefits for Taiwan, such as innovations in treatment processes as well as improvements in health and safety technology.

Director General Tzou said that most domestic surface treatment plants are small and medium-enterprises that are often dirty, dangerous, and difficult (the three Ds). Many workers are therefore unwilling to engage in this line of work. Thus, in 2016, Taiwan's OSHA began implementing the Surface Treatment Industry Work Environment Improvement Project. So far, the project has counseled 66 surface treatment plants and provided 15 plants with subsidies for setting up or replacing existing equipment with safer processing and control equipment. The number of employees in the field has increased by 309, and the average age of workers in counseled factories has decreased from 50 to 38.

OSHA said that the joint efforts of government, industry and the academia have helped consolidate a consensus to maintain this spirit of mutual assistance and benefit. In response to industry needs, OSHA will continue to provide relevant measures in order to help improve the working environment in the surface treatment industry. At the same time OSHA is also calling on factories to follow successful examples to achieve their own transformations, which can help change the "dirty, dangerous and difficult" stereotype of the surface treatment industry and make the industry globally competitive.

關鍵字：表面處理業、產業升級、經費補助

Key Words : Surface Treatment Industry, Industry Upgrading, Funding Subsidies

職業訓練概況調查

Vocational Training Survey



職業訓練目的是為配合經濟發展所帶來對技術人力的需求，藉由培訓各類技術人力，達到全面提升技術水準，以因應相關產業對人力之質與量的需求。

- 一、105年事業單位有辦理職業訓練占 35.0%，較 103 年增 4.1 萬家；辦理職業訓練之比率隨著員工規模愈大而遞增，由「1-9人」者之28.9%增至「200人及以上」之94.9%。
- 二、105年事業單位辦理職業訓練 2,716.8 萬人次，較 103 年增 244.4 萬人次，平均每人訓練 4.6 次；訓練內容以「專門知識及技術訓練」占 42.7% 最多。
- 三、事業單位辦理訓練後之成效，以「專業技能提升」獲得改善之比率占 60.3% 最高，其次為「工作安全性提高」占 47.6%，「產品及服務品質提高」占 35.8% 居第三。
- 四、事業單位辦理職業訓練有遭遇困難者占 22.9%，遭遇困難的原因以「訓練時間不易安排」占 12.0% 最高，其次為「員工參訓意願不高」占 7.7%，「員工流動率高」占 6.7% 居第三。

The purpose of vocational training is to meet employment demand brought about economic development. Training in various technical professions can help achieve an overall upgrade of technical standards, which can respond to the employment demands in quality and quantity for relevant industries.

- I. In 2016 the ratio of institutions which undertook vocational training was 35.0%, an increase of 41,000 compared to 2014. The ratio of vocational training increases with the size of the workforce; for instance, it increases from 28.9% in businesses with 1-9 employees to 94.9% in those with over 200 employees.
- II. In 2016 businesses conducted vocational training for 27.168 million person times, an increase of 2.444 million compared to 2014, with the average worker receiving 4.6 training sessions. "Professional know-how and technical training" accounted for the largest percentage of training content, at 42.7%.
- III. As for the effects of training: "improvement in professional skills" was rated highest, at 60.3%; next came "improvement in work safety" at 47.6%; and third "improvement in product and service quality" at 35.8%.
- IV. 22.9% of businesses encountered difficulties in undertaking vocational training. The most cited reasons for such difficulties were "not able to schedule time for training" at 12.0%, "unwillingness of employees to take part in trainings" was ranked second at 7.7%, and "high employee turnover" was ranked third at 6.7%.

關鍵字：職業訓練、訓練內容、訓練成效

Key words : Vocational Training, Training Content, Training Effectiveness

106年8月底符合足額提撥舊制勞工退休準備金之事業單位已達95.71%，勞動部積極保障勞工退休金權益

As of August 31, 2017, 95.71% of businesses have fulfilled provisions for the Labor Retirement Reserve Fund (old system), and the Ministry of Labor is actively protecting workers' right to receive pensions



104年2月新修正勞動基準法第56條第2項規定，雇主應於每年年底檢視次一年度成就退休條件勞工所需之退休金，並於次年3月底前補足退休準備金差額，106年係第二年執行本項規定，截至8月底止，已符合足額提撥規定之事業單位家數達10萬7千餘家，佔全部舊制家數的95.71%，較前一年約提早半年即達成九成足額提撥比例。

勞動部進一步說明，提撥準備金差額依規定須每年辦理，105年第一年執行時，該年底足額提撥比率達93.22%。第二年執行時，地方主管機關查核已更有經驗，新一年度事業單位仍有新增差額需提撥，地方主管機關就全部舊制事業單位採個案輔導方式，逐一檢視及輔導，提前在8月達成足額提撥比率95%以上之年度績效指標。

勞動部特別呼籲，尚未補足差額之事業單位應儘速補足，並應持續每年檢視並繳納差額，以保障勞工退休金權益。

關鍵字：勞工退休準備金、勞退舊制、足額提撥

Key words: Labor Retirement Reserve Fund, Old Labor Pension System, Full Amount Appropriation

On February 2015, the second paragraph of Article 56 of the Labor Standards Act was revised to state that employers shall assess the balance in the account designated for the labor pension reserve fund and are required to make up the difference if the amount is inadequate before the end of March of the following year. 2017 is the second year since the provision was implemented, and as of August 31, businesses that have met the full designated amounts numbered over 107,000, which accounts for 95.71% of the total businesses under the old system; the 90% goal from the previous year was reached six months earlier than expected.

The Ministry of Labor further explained that the discrepancies need to be addressed each year. In 2016, the first year of implementation, the proportion of businesses that processed full amounts was 93.22% as of December 31. For the second year, new discrepant amounts still need to be processed in the new year, but local authorities now have more experience in the verification process. Local authorities will review and counsel businesses that are still under the old system on a case-by-case basis. Their aim was for 95% of such businesses to process full amounts before the end of August, which is the annual performance indicator.

The Ministry of Labor is calling on institutions that have not addressed the discrepancies to do so as soon as possible and continue to review and remit the differences in order to protect workers' pension rights.