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The CLA's current policy focuses and outlook

In the year past (2012), the world economic situation deteriorated substantially, affecting our domestic economy's growth rate. However, the monitoring indicator for last December was green, and this February the Directorate-General of Budget, Accounting and Statistics, Executive Yuan estimated that this year's growth rate will reach 3.59%, a marked improvement on January's forecast and illustrating our country's gradual move away from economic depression.

The current employment situation: the workforce and number of people in employment rose slightly

Even though the current economy is showing signs of recovery, the issues surrounding the United States' public finances and the European debt crisis, along with factors such as a relaxation of some countries monetary policy and transformations in the structure of domestic industry has brought about an uncertain effect on our country's job market. In planning out forward-looking labor policies, the government has taken a cautious approach in confronting the challenges. Therefore when it comes to employment security, more

active measures need to be taken to create a quality workforce. By promoting the sustainable development of the workforce, Taiwan's competitiveness as a whole will be improved. Furthermore, with the economic situation slowly showing signs of recovery, in order to help labor share more fully in the fruits of economic development, as well as to improve the work-life quality, strengthening protection of labor rights, promoting labor welfare, and further developing a safe and healthy work environment are all major topics in current labor policy.

According to the latest figures, there was an average workforce size of 10,860,000, with the average number of people employed at 11,341,000. According to figures from this January, the average workforce size is 11,410,000, with the total average number of people employed 10,935,000, both increase on the previous month.

The labor participation rate averaged 58.35% for the year of 2012, an increase of 0.18 percentage from the year of 2011 and females surpassed 50% for the first time in history in terms of gender composition. As of this January, the labor participation rate was 58.42%.

With regards to the unemployment situation, the average unemployment rate of 2012 was 4.24%, a drop of 0.15 percentage compared with the previous year. As of this January, the unemployment rate was 4.16%, a decrease of 0.02 percentage from the previous month.

Current policy focuses: proactively promoting 8 main projects

The active promotion of CLA policies in the areas of promoting employment, safeguarding labor rights and improving labor welfare has already shown initial results. In the future, the CLA will actively promote important policies in the following eight areas: "Labor Relations", "Working Conditions", "Friendly Work Environment", "Workers Retirement Income Security", "Occupational Accident Labor Protection", "Work Safety and Health", "The Development of the Labor Market" and "Transnational Labor Force Policy".

1. Labor Relations

Actively promote the healthy development of trade unions, strengthen collective bargaining and social dialogue, and encourage review of Trade Union Act and Collective Bargaining Agreement Act. In addition, internal preventive mechanisms for inter-corporation labor dispute will be developed, the establishment of regional centres for labor dispute settlement and consultation will be discussed, and there will be review of and amendments carried out to the adjudication system for unfair labor practices, guaranteeing the normal operation of industrial relations. At the same time, the concept of "decent work" will continue to be promoted so that it takes root in schools, in doing so implementing the concept of decent work.

2. Working conditions

The important tasks include: "reviewing regulations related to work hours", "safeguarding the rights of dispatched workers and examining the legal systems of employment contracts", "examination of minimum wages", "continuing to review the first clause in article 84 of the Labor Standards Act", as well as research and amendment of provisions on child labor protection within the Labor Standards Act. Each of the aforementioned tasks touches upon revision or formulation of legislation. The CLA has already, or is in the process of, gathering opinions and formulating draft legislation. Active rationalization of labor law system will follow, and it is hoped that through sound laws, steps may be taken towards safeguarding the labor standards of workers.

3. Friendly Work Environment

Divided into the promotion of two main tasks: "advancing work-life balance" and "researching and discussing the employment equality legal system", it is hoped that through these two tasks the pressure may be eased on those workers while trying to balance between work and family life, as well as guaranteeing employees who suffer from employment discrimination the right to complaint and relief, guaranteeing substantive equality in workers' rights, and thus promoting labor welfare.

4. Workers Retirement Income Security

Discussion and research is being carried out with regards to a personal pension investment self-selection mechanism that will let workers choose how their self-contributed pension is invested. However, for matters involving the Financial Supervisory Committee, the Ministry of Finance etc., joint discussions with relevant departments will take place and consultation with various circles will be implemented before legislation work is carried out. In addition, discussion is being carried out on how to improve the labor insurance pension system, with the Executive Yuan already putting forward an initial reform plan this Jan legislation legal system work will be carried out.

5. Occupational Accident Labor Protection

The amendment draft of The Occupational Accident Labor Protection Act was passed to the Executive Yuan on 9th April 2012 for consideration; communication and discussion will be continued as amendment work is actively pushed. In addition, in order to establish a complete system for occupational accident protection, promotion of "The separate legislation of Occupational Accident Insurance" is a mid to long-term policy goal, and consensus will be formed by distilling a wide-range of opinions from all walks of life. In addition, a labor insurance disability benefits evaluation mechanism will be established, with adjustment and relaxation of the regulations related

to disability pension payments, in order to ensure the benefits right of those who are insured.

6. Work Safety and Health

In order to further ensure the health and safety of all workers, amendment of the Labor Safety and Health Act is being pushed for. The need for further research and amendments to related by laws is also being looked at, in order to completely construct an occupational health and safety protection system for Taiwan. Also, using Ministry of Economic Affairs resources, guidance will be given to improve the working environment of the traditional 3D (dirty, dangerous and difficult) industries, thereby attracting people to look for employment. Furthermore, according to workplace health hazards, occupational illness prevention and health services related tools and guidances will be developed that will improve the effectiveness of labor health care services. Meanwhile, through the central and local division of responsibility, labor inspection mechanisms will continue to be strengthened.

7. Development of the Labor Market

Push for the transformation of employment service branches into career development centres", as well as planning "career rooting programs" and so on. Also, with respect to the employed and unemployed, from laborers to the young, and other target groups, especially the young, there will be an expansion of industry-school cooperation and training, as well as learning programs under the master-apprentice training method. In addition, vocational skill development and application will continue to be promoted, along with a promotion of the improvement of training quality and as way of "promoting all-round labor competitiveness". In addition, regarding the disabled and other target groups, regional vocational rehabilitation service resource centres for the disabled will be established, providing assistance to local governments in promoting relevant matters. In complying with the demands of those vulnerable and those with special needs, diverse employment services will be implemented, along with increased help provided to those wishing to become entrepreneurs.

8. Transnational Labor Force Policy

Direct hiring services will be strengthened and new service centre locations established; in addition, offering employers a direct online application service is planned to simplify the application process. Also, a recruitment letter "pick up by appointment" measure is being trialled for first-time recruitment applications to reduce the number of days required to process cases. At the same time, the labor-management-academia-government social dialogue platform will be used to assess the policy of flexibly allowing foreign professionals to fill the gaps in domestic talent. In addition, adjustments will be made to blue-collar foreign worker policy, with the pilot Foreign Caregiver Outward Service Program implemented in order to resolve problems related to family care.

Creating a sense of happiness for people

In the globalized world today, the world is a closely inter-connected international village, and under rapid changes in the international economy, domestic industry must also quickly adapt. The CLA has the mission of developing domestic human resources, cultivating a quality workforce and improving work-life quality. Looking forward, the CLA will continue to seek out the suggestions of workers and all circles of life in relation to policies, bringing such suggestions into policy plans. The promotion of relevant works will conform to the demands of changes in the social and economic environment, and will be carried out under the principle of ensuring labor welfare and sustainable economic growth, creating the most effective plan and, through each policy, autonomous labor relations will be promoted, a fair and just working environment created and a developing labor market promoted, so that policy is stable and practical and matches the needs of our worker friends, thereby bringing about a nationwide feeling of genuine happiness.



'Labor Insurance Fund' operational performance and future prospects

Since the separation of labor and health insurances in 1995, the Labor Insurance Fund has accumulated earnings of NT\$236.3 billion with an average rate of return of 4.15%. The size of the fund has reached in excess of NT\$484.5 billion during a period in which, despite seeing the influence of the global financial crisis and the European debt crisis, it has experienced positive year on year return and solid performance throughout.

Labor Insurance Fund earnings hit a three year high

Although the global economic environment in 2012 has been far from perfect, the Labor Insurance Fund has still managed to hand in good grades. We can see that domestic stock investment by the Bureau of Labor Insurance reached a rate of return of 11.92%, the entire fund has a rate of return of 6.25%, and earnings for the entire year came in at a three year high of NT\$31.3 billion, surpassing the annual projected earnings of NT\$17.1 billion and the anticipated yield of 3.328%.

The Labor Insurance Fund is by nature a social insurance fund, aside from profitability, consideration must also be given to liquidity, safety, and welfare. In terms of profitability, domestically stocks and shares were the main source of profit; investment by the BLI bringing a rate of return of 11.92% (Main Stock Index rising 8.87% over the same period), earning in excess of NT\$11.3 billion; overseas investment saw a focus on securities as well as on stocks and bonds, with consideration given to both profitability and safety, rate of return coming in at 7.63% with earnings totalling in excess of NT\$15.7 billion.

In terms of liquidity and welfare, some cash and cash equivalent reserves must be kept for insurance benefit payments and insured person's relief loans. Especially in the case of insured person's relief loans, we must think of workers who, during Chinese New Year, and after when tuition fees must be paid, may have a little extra financial need. They may apply for loan with 1-year low fixed time deposit interest rate. To date, this has already helped over 1.04 million person-times. Furthermore, due to the impact of the pension reform, the liquidity of the fund will be increased.

In the face of the poor global economic environment and domestic pension reforms, the Labor Insurance Fund strategy of multifaceted allocation of profitable assets has proven to be the right course. Overall annual returns are NT\$31.3 billion with a rate of return at 6.25%, good results indeed.

The short term effects of the European debt Crisis on financial trends in 2012

On the whole, the main influence on international finance in 2012 was the European Debt Crisis. The beginning of the year saw Greek

debt write-downs, as well as the soaring of Spanish and Italian government bond yields, bringing further instability to the international financial market. Then, in May, the stability of the Eurozone was thrown into doubt as Greek and French voters failed to support austerity measures. Fortunately, at the end of July, the President of the European Central Bank pledged to pull out all the stops in defending the Euro, publishing in September his plan involving unlimited purchases of government debt, temporarily alleviating the market's fears of European governments going bankrupt.

Furthermore, on the US side, successive QE3 and QE4 introduced by the Federal Reserve provided the marketplace with ample funds, as well as obtaining a preliminary consensus in Congress regarding the US Fiscal Cliff at year end, thereby somewhat stabilizing investor confidence. In terms of the real economy, the US, China, and Europe showed improvement on the Purchasing Managers Index (PMI) in the manufacture industry. The fundamentals of the global economy appeared to be picking up. In short, the world finance market in 2012 was wrought with crisis; yet the opportunities everywhere proved that crisis can be a good time to enter the market.

Looking ahead; steady increase in fund earnings

Looking ahead to 2013, new global forecasts for the year published by the Organisation for Economic Cooperation and Development (OECD) show global GDP hitting 3.4%, a massive increase over last year's 2.9%, thereby illustrating that global recovery appears to be heading in the right direction. Add to this that many central banks of various countries around the world are maintaining low interest rates and loose monetary policies, then the stable financial environment and abundant liquidity provided will be beneficial to the performance of various assets.

Optimism aside, at this stage European Debt and the US fiscal issues have already attained preliminary solution and control; however a close watch must be maintained on sustainable future development. Also, loose fiscal policies can cause excess liquidity which may result in another financial bubble; substantial depreciation of the Japanese Yen may lead to competitive currency devaluation amongst Asian countries. A diligent watch must be maintained against all such possibilities.

In the face of such a tumultuous investment situation, the Labor Insurance Fund Asset Allocation Plan has not undergone much change between 2012 and 2013, maintaining 40% equity securities, 60% fixed-income; 60% domestic, 40% abroad. Trading strategy follows sound business investment logic, taking a core global stock and bond configurations accompanied by a regional strategic satellite double axis allocation, while maintaining flexible mode of trading to reduce system risk, maintaining focus on market development, stringent risk control, and diligent efforts to increase fund yield.



The Youth Employment Promotion Policy in Taiwan

According to the International Labor Organization's annual report on youth employment, for the year of 2011 the global youth unemployment rate was 12.6%, with a total unemployed population of 74,500,000. Compared with 2007, this is a total increase of 4,000,000. In July 2012, The Organization for Economic Co-operation and Development (OECD) Employment Outlook, in which it indicated that youth employment had increased suddenly, and if economic recovery is too slow in coming about then it could harm the youth generation for a lifetime, to the extent that high youth unemployment is gradually evolving from being a cyclical problem to societal structural problem.

For Taiwanese youth, the problem of having "skills mismatch" is the biggest obstacle in finding work

When searching for employment, each country's young population has diverse and complicated problems, whether because of a lack of hard skills, or a lack of soft skills (for example: attitude, sociability, team working skills, leadership skills, or ability to received instructions). Job openings are also becoming increasingly difficult to come by; people face discrimination in the job-market; working poverty, and there is a shortage of capital for entrepreneurship. All

such issues are comparable to those faced by our country's youth. An outline of the problems of youth employment is presented below:

1. Over the short term job supply shortage is unavoidable

The domestic youth unemployment rate will increase from June through till October, after which it will begin to fall, with the cause behind high unemployment the number of first time job-seekers. This indicates that for a short period of time the domestic job market is incapable of providing sufficient employment opportunities.

2. The Youth of in-work Poverty has become a real concern

If, because of the influence of supply-chain globalization, the structure of domestic industries is not able to achieve smooth transformation, youth face lower salaries and limited domestic job opportunities.

3. Poor youth employment movement

Even though there has increasingly been widespread cross-border movement of workforces, Taiwan's low birth-rate that has caused much of today's youth to grow up in an excessively protective environment, causing a fear of taking risks and lacking the courage and ability to move cross-area. As a result this lessens the workforce's competitive strength.

4. Hard skills and soft skills are insufficient

The biggest challenge faced by those unemployed and in the process of looking for work is having "skills mismatch", after that it is "job mismatch". Amongst the areas our country's enterprises feel youth should make improvement is in attitude towards work, ability in investigating and solving problems, degree of stability, and ability in handling pressure.

5. Insufficient work experience is detrimental to getting a job

Our country's youth works hard to move through school; but in spite of time spent studying they fail to gain experience of part-time work, internships or work placements; ignorant of the nature of the job market's supply and demand. In addition, many employers are unwilling to spend the time training recently graduated youths, recruiting instead those with previous work experience and spurning first time job seekers.

6. Flawed work values

Parents are excessively over-protective of their children, and as a result of family support, some youths feel no pressing need to find employment, lack enthusiasm towards work, or have a flawed value set with regards to getting a job. This is likely to influence their career aspirations, or cause them to quit their jobs easily.

7. Young people postpone exploring future careers, thereby lacking knowledge of the job market, finding themselves perplexed over career direction

As the Taiwanese higher education sector has expanded,

Taiwanese youth are educated for a longer period of time than ever before, and it is only just before they graduate from college or university that they begin to plan their career or search for a job. As a result, they are incapable of keeping up with the rapidly-changing job market.

Formulation of The Employment Promotion Policy For Youth to assist youth find employment

According to a human resources survey by the Directorate-General of Budget, Accounting and Statistics, Executive Yuan, in the last three years (2010-2012), the unemployment rate of 15-29 year olds has been 9.89%, 9.02% and 9.14% respectively. When compared with total employment rate (5.21%, 4.39% and 4.24% respectively) this is a percentage point disparity of 4.68%, 4.63% and 4.9%. The figures for 15-29 year old youth unemployment are 1.89 times, 2.05 times and 2.16 times greater than total unemployment, thereby revealing a gradually increasing disparity.

Thereby, in order to facilitate a smooth transition of youth from school to work in response to the influences of globalization, decreasing birth-rate, the economic development of the nation, and industrial requirements, at the same time, provide assistance to flexible, creative and capable youths facing a changing work climate, the CLA has formulated "The Employment Promotion Policy For Youth" to promote our country's youth employment. Co-operating with other related departments such as Ministry of Education, Ministry of Economic Affairs, and the Council of Indigenous People, as well as schools and non-governmental groups, efforts will be made to bring about job opportunities, eliminate barriers of employment, and help youth have a smooth journey into finding employment.

The strategic directions for promoting youth employment are as follows:

1. Help in the adjustment of the domestic industrial structure, in order to provide more job vacancies and drive an increase in wages.
2. Build a platform to help youth put into practice their creativity and desire to start up their own businesses.
3. Develop a plan to provide subsidies for cross-area movement for employment and overseas employment services.
4. Design of diverse, flexible and suitable independent study and training plans that match industrial trends and youth demand, thereby increasing the employment skills (including soft skills).
5. Provide complete career exploration tools, improve professional skills, allow career exploration to take root.
6. Intensifying medium experience, help youth find out about and put into use government career service resources.

This plan will also formulate a follow-up action plan with respect to seven aspects: creating job opportunities, preventing working poverty, promoting employment matching, improving hard skills and soft skills, strengthening career awareness, and strengthening public employment service organization functions and the overall marketing of the plan; after ratification by the Executive Yuan various departments will draw up measures and work plans. They will be voluntarily incorporated into each department's annual budget with each respective department responsible for implementing these measures and plans. At regular intervals the CLA special group will call a review meeting and, according to changes in the economy and employment, will adjust measures and plans accordingly.



Understanding the Jobseekers' Relief Program

The Council of Labor Affairs and central governmental ministries are working together to provide the unemployed with short-term

employment opportunities and furthermore continue to cooperate in assisting jobseekers. In 2012, the Jobseekers' Relief Program, which

has "learning by doing" (learning professional skills in work) as a key principle, was implemented. It aims to strengthen the employment skills of trainees and assist them in making a successful transition back to the regular job market after completing their time on the Program.

Learning by doing: A Way to Improve Public Welfare, Develop Industrial Potential and Raise the Value of Labor Power

The Jobseekers' Relief Program is designed primarily to unite government resources and manpower with the future requirements of industry development, thereby together creating an employment promotion program which advances social welfare, industry and further assists in improving the value of service. The Program takes a balanced view of current economic trends and focuses on the energy efficient industry and care services as the focus of future development. Due to the spike in birth rate during the year of Dragon and concomitant increased demand on childcare services, the care service industry was selected alongside the energy efficient industry and labor health and safety as the three main targets of the plan. The plan aims to combine workplace requirements with skills improvement, providing at the bare minimum opportunities for individuals to attend 48 hour training courses to foster their employability, advance their employment skills and increase their competitiveness in the job market.

This plan is designed to assist ordinary unemployed (priority given to involuntary unemployed) as well as specific target groups who have been willingly referred by a public employment service, and subsidizes personnel costs (including salaries and health and labor insurance costs) and other business execution costs. Salaries differ according to the content of the different work plans. Each person is given a daily wage of NT\$872 or NT\$1000. In principle, projects should be six months in duration and be carried out in accordance with the employment regulations laid down in the Labor Standards Act.

Effectiveness of Care Services, Energy Efficient Industry and Labor Health and Safety

Implementation of the Jobseekers' Relief Program and concrete results to date:

1. Care Services

Presently, the demographic trend of Taiwan shows a gradual ageing of the population, producing a sharp increase in demand for care services. The Department of Health, in view of the deficit in the care services workforce and the urgent need to begin develop and train an adequate long-term care services workforce, has implemented the Care Services Training and Employment Counseling Plan to help the unemployed enter care services and related professions. In addition, due to the spike in births during the Year of the Dragon and subsequent demands on childcare services, the Child Welfare Bureau, the Ministry of the Interior devised and implemented the Constructing a Friendly Childcare Environment Human Resource Plan. To date, these two plans have employed 388 people in related work.

During the period in which the plans were implemented, they provided care services training and specialist childcare provider training. This has assisted those who went through the plans in obtaining formal certification, either proving they have completed training as nurse aides and carers or, for childcare specialists, their Childcare Class C Technician Certification. Those employed were given the opportunity to enter hospital wards to learn patient care, while those undergoing training in childcare learned at in the nursemaid system and child care centers as assistants. In future those trained will be able to find employment in hospitals, long-term care institutions, as nannies or in child care centers.

2. Energy Efficient Industry

Following the rise in international awareness of environmental protection and adjustments to domestic energy consumption tariffs, a focus on energy saving and reduction of carbon emissions has become an international trend over the last few years. The Environmental Protection Administration, Executive Yuan, in order to aid both people and businesses to correctly understand the energy consumption industry and to implement effective energy saving measures, has implemented the Energy Saving and Carbon Reduction Angel Group Project Work Plan. To date, it has assisted 655 people to participate in the plan.

The plan provides training on the green industries, and on household and business energy-saving measures. Those who participate in the plan are training in techniques for advocating energy saving and carbon reduction and in detection of emissions and, furthermore, in the practical implementation of energy saving policies. After completion of the project, trainees have increased opportunities for employment in energy saving and carbon reduction education projects and advocacy work, as administrative support, or in areas related to civil organizations whose work concerns environmental protection. The plan not only assists the public save money but also promotes healthy living, public respect for resources and the creation of energy saving, environmentally sustainable households.

3. Labor Health and Safety

As small to medium-sized business are generally unaware of the relevant regulations laid down in the Labor Safety and Health Act, and as present there are too few inspectors employed to effectively enforce the act, the Regional Labor Inspection Institutes of the Council of Labor Affairs of north, south and central regions have collaborated on the implementation of the Industrial Safety Inspection and Promotion Program. Work has begun advocating labor health and safety, tackling issues including the promotion of increased disaster prevention preparation, and how to further improve the disaster prevention awareness of small-medium employers and the laboring workforce. To date, this program has helped 163 people find employment.

In order to help employees get easy access to workplaces to advocate for labor health and safety, and to accumulate practical experience in industrial safety, the program provided education and training to the level of the Class C Health and Safety Manager and Class C Construction Industry Health and Safety Manager and assisted employees in obtaining the aforementioned certifications. Thus, after conclusion of the program, they should be able to enter the general workforce as health and safety administrators.



Responses by the Delegation of the U.S. state and federal labor officials visited the Republic of China (Taiwan) upon invitation

From November 25th to December 1st, 2012, a delegation comprised of U.S. federal and state labor officials visited Taiwan upon invitation. The delegation was represented by the Chairman of NLRB, Mark Pearce, General Legal Counsel, Lafe Solomon, Deputy chairman of FMCS, Allison Beck, and Missouri Labor Director, also the Chairman of NAGLO, Lawrence G. Rebman. The tour includes Council of Labor Affairs, the newly established Board of Decision on

the Unfair Labor Practices, the Institute of Occupational Safety and Health, a local workshop for Employment Service and Vocational Training, Multi-Employment Development Program in Taichung, Bureau of Labor Insurance, Ministry of Economic Affairs, and Bureau of National Health Insurance, etc. During the visit, the delegates and the representatives from the Council of Labor Affairs engaged in many topics of labor issues, which opened up a new chapter in

the collaboration between Taiwan and the U.S. regarding the exchange of labor issues.

This March, one of the members from this delegation, Chairman of NAGLO, Lawrence G. Rebman published a feedback newsletter regarding his visit to Taiwan on the official website of NAGLO. In the article, he introduced the current state of Taiwan, expressed affirmation of the promotion of labor affairs in Taiwan. To them, the trip to Taiwan was an eye-opening experience. He mentioned that Taiwan is a modern society with high density population, with 23 million people living in an area as the size of Maryland. Many people in Taiwan can speak English, and there are signs that contain both Chinese and English scatter all over the country. Culturally speaking, Taiwan and the U.S. are similar. In addition, many government leaders include President Ma Ying-Jeou, obtained their doctorate degrees from Ivy League schools.

The article mentions that Taiwan's economy is mainly comprised

of medium and small size of enterprises. And also have large multinational corporations like Foxconn, Acer, and HTC, etc. Due to the global economic recession, Taiwan is facing, minimum wage, high unemployment rate, underemployment in young laborers, legal and illegal immigration laborers. An aging workforce with low population replacement and issues with financially supporting a generous social-welfare system are also the same issues faced by the United States.

In the end, the author affirms the trip to Taiwan was a wonderful experience. Other than learning how Taiwan integrates the functions of all systems, the delegation also had the opportunity of engaging in inspiring discussions of topics of intercommunity between Taiwan and the United States. In addition, the author has a deeper understanding of the advantages and disadvantages of the Missouri Labor Plan, and strongly recommends this trip to people who have the opportunities to come to Taiwan.



Mar. 2, 2013 Set as the National Equal Pay Day in Taiwan This Year in the Hope that All Sectors Can Continue Effort to Reduce Gender Pay Gap

The Council of Labor Affairs (CLA) announced just before the International Women's Day that Mar. 2 as the national Equal Pay Day this year to promote the public awareness of inequality in pay between men and women and to urge all sectors to work together and continue their efforts to reduce the gender pay gap.

Acting according to the results of the Employees' Earnings Survey by the Directorate-General of Budget, Accounting and Statistics (DGBAS) and the approach adopted by the European Commission to calculate and set the Equal Pay Day in Europe, the CLA had publicly announced Mar. 5 to be the Equal Pay Day in

2012 for the first time with the intention to draw public attention to the pay gap between men and women. The Employees' Earnings Survey conducted by the DGBAS this year showed that the average pay of women in Taiwan in 2012 was 16.6% less than that of men. Compared to the 17.3% difference in 2011, there was progress and the gap was smaller than in the US, Japan, and Korea. According to the calculation based on the number of work days, women had to work 61 more days (the 2012 16.6% difference x 365 days = 60.6 days) to earn the same amount that men received in 2011. Therefore, the CLA set the Equal Pay Day on Mar. 2 this year.

Table 1 The Ratio of Adoption of Gender Considerations by Business Entities in Determination of Work Assignment, Pay Criteria, Pay Adjustment, Performance Evaluation, Promotion, Training and Continuing Education, Severance, Employee Welfare

| Item | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|-----------------------------------|------|------|------|------|------|------|
| Work Assignment | 40.3 | 39.9 | 34.8 | 35.4 | 30.8 | 27.8 |
| Pay Criteria | 18.4 | 13.3 | 14.0 | 12.1 | 9.7 | 9.6 |
| Pay Adjustment | 8.5 | 5.6 | 5.9 | 4.8 | 4.4 | 4.6 |
| Performance Evaluation | 4.8 | 2.2 | 2.9 | 2.3 | 2.1 | 2.1 |
| Promotion | 5.3 | 3.4 | 3.7 | 3.3 | 2.3 | 2.4 |
| Training and Continuing Education | 4.8 | 3.1 | 4.0 | 2.9 | 2.4 | 2.5 |
| Severance | 2.3 | 1.4 | 1.9 | 1.8 | 1.4 | 1.3 |
| Employee Welfare Measures | 3.1 | 2.1 | 2.0 | 2.2 | 1.7 | 1.7 |

Unit: %

Source: Survey on Gender Equality in Employment and Management, CLA

In addition, the survey on the "Gender Equality in Employment in the Workplace in 2012" conducted by the CLA indicated that the adoption of gender considerations in determining employee pay criteria and pay adjustments in business entities had respectively declined from 18.4% and 8.5% in 2007 to 9.6% and 4.6% in 2012 (see Table 1 below). Meanwhile, the ratio of unequal treatment to female employees in pay adjustment had also dropped from 9.5% in 2004 to 4.5% in 2012 (see Table 2 below), showing improvement in both the internal system of business entities and the perception of employees. Apparently, the efforts to promote employment of women and removal of barriers had begun to show results.

As Taiwan already passed in 2011 the Implementation Law for

the Convention on the Elimination of All Forms of Discrimination Against Women (hereinafter referred to as the CEDAW), the CLA has therefore worked according to the provisions on equality in employment in Article 11 of the CEDAW to push for amendment of related laws and regulations to assure equality in employment for women, eliminate discrimination against women in employment, boost women's labor force participation, take concrete measures for maternity protection, develop gender-friendly work environments, and prohibit sexual harassment at work. In the future, the CLA will continue the endeavor to ensure gender equality at workplaces as well as reduce the gender gap in the job market.

Table 2 Unequal Treatment to Female Employees at Workplaces Due to Gender Discrimination

Unit: %

| Year | Recruitment | Work Assignment | Pay Adjustment | Performance Evaluation | Promotion | Training and Continuing Education | Severance, Separation from Work, or Dismissal | Employee Welfare Measures |
|------|-------------|-----------------|----------------|------------------------|-----------|-----------------------------------|---|---------------------------|
| 2004 | 4.5 | 6.0 | 9.5 | 6.3 | 8.2 | 3.7 | - | 4.8 |
| 2005 | - | 8.7 | 9.3 | 3.5 | 6.0 | 2.1 | - | 1.8 |
| 2006 | 3.0 | 6.2 | 9.0 | 2.4 | 5.3 | 1.1 | 3.1 | 3.8 |
| 2007 | 4.4 | 2.8 | 5.6 | 2.0 | 3.9 | 1.1 | 2.0 | 2.0 |
| 2008 | 1.8 | 2.9 | 3.4 | 2.3 | 3.2 | 1.6 | 1.4 | 1.8 |
| 2009 | 2.5 | 3.4 | 5.3 | 3.5 | 5.0 | 2.3 | 2.2 | 2.8 |
| 2010 | 3.4 | 3.7 | 5.6 | 3.2 | 3.8 | 1.9 | 1.3 | 1.8 |
| 2011 | 3.8 | 3.2 | 5.0 | 2.3 | 3.7 | 2.2 | 1.7 | 2.0 |
| 2012 | 3.2 | 3.6 | 4.5 | 2.8 | 3.6 | 1.8 | 1.3 | 1.9 |

Source: Survey on Gender Equality at the Workplace, CLA



Encouraging Women into Work, Collectively Creating New Workplaces

The recently celebrated 8th March is a date can be said to belong to women, designated as International Women's Day. Taiwan's female labor participation rate has now surpassed 50%, and, thus, in response, the Council of Labor Affairs (CLA) has made the creation of gender-equality friendly workplaces a key aim. Apart from this, on International Women's Day itself, the Bureau of Employment and Vocational Training brought together many resources to hold a special employment fair. The aim was to assist women in displaying their full talents across both professional and domestic life, as well as celebrate International Women's Day alongside women everywhere.

Taiwan's Female Labor Participation Rate Breaks 50%, Surpasses Japan and South Korea

Women are important members of society and should have equal opportunities for social participation; "labor force participation" is among the key indicators of wider social participation. In the past ten years, thanks to the joint efforts of the Council for Labor Affairs and society as a whole, "Protection of Women's Labor Rights" and "Promotion of Equality in Employment" measures have already made great progress. The success of these measures has raised the labor participation rate of women across the labor market in Taiwan from 46.10% in 2001 to 49.97% in 2011, representing an increase of 3.87% across the decade. In December 2012, the rate reached a high of 50.41%, surpassing the female labor participation rates of both neighboring Japan (47.8%) and South Korea (48.5%). This illustrates that female participation in the workplace is increasing year on year, and that the gender discrepancy in labor participation is gradually shrinking.

To actively promote and strengthen the employment skills of women, the Bureau of Employment and Vocational Training provides women with information about employment counseling through its official employment services channels, and, together with private enterprises, associations and government departments, creates employment opportunities, and assists women and disadvantaged women alike (including sole household breadwinners, women in special circumstances, women returning to work, foreign-born spouses and spouses of mainland Chinese origin, and victims of domestic violence and sexual assault etc.) to find work. The provision of various subsidies, allowances and services, including the temporary job allowance, the Workplace Learning and Re-adaptation Program, the hiring subsidy allowance and various other help to break down the barriers that prevent women from finding employment, further promote both the recruitment of women and help safeguard women's employment rights.

During 2012, the CLA provided assistance for a total of 36,485 women to attend vocational training courses. In addition, other services and measures related to employment and designed to assist jobseekers helped a total of 258,712 women successfully enter the labor market.

Really Understanding Women: The CLA Works Towards the Creation of Worry-free Work Environment for Women

To realize their goals of achieving gender equality, ensuring women's employment rights and building gender equality-friendly workplaces, the CLA expanded the remit of the right to parental allowance, effective from May 1st 2009. This allows workers who take unpaid parental leave to fulfill their duty as parents without suffering undue economic pressure. By December 2012, the number of people who had received the parental allowance had reached 157,000 people, amounting to a monetary value in excess of NT\$13.35 billion. Furthermore, to protect the rights of pregnant workers and meet the care needs of family members, amendments were made to regulations on leave of absence and to the Gender Equality in Employment Act, thereby broadening the scope of tocolysis leave and family leave and allowing employees to balance work and family life.

Tackling the issue from another perspective, in June 2008 and August 2009 successive measures were introduced relaxing the restrictions on the employment of foreign-born spouses and spouses of mainland Chinese origin and protecting their employment rights. From May 1st 2009, these individuals have been brought within the scope of the Employment Insurance Act. Furthermore, the CLA is working to assist enterprises in promotion of childcare services and providing grants for employers to arrange or provide childcare services for their employees, thereby resolving the problem of childcare and supporting women in entering employment as they desire, without fear of the future consequences of their decision.

To celebrate the 8th March International Women's Day, the Bureau of Employment and Vocational Training's Employment Services Center, Yunlin-Chiayi-Tainan Region organized a "Considerate Vocational Training and Employment Services for Women, Really Understanding Women" event, featuring on-site recruiting and various displays celebrating the achievements of vocational training, held outside the railway station in Touliu City, Yunlin. The event also integrated medical resources, providing free health screening services and collecting blood from donors. Through awarding of entrepreneurially successful women and

employment counseling, yet more women were encouraged to put themselves into the job market. Women seeking work or seeking a job change were welcomed to work together to create new employment opportunities for themselves.

The CLA appeals to women to make greater use of public employment services and the resources they provide for those seeking employment. For any questions or requests on employment-related issues and job-seeking, please call the free hotline on 0800-777888 for 24 hour specialist service; otherwise during office hours, please consult a local employment service station, where all employees will be delighted to assist people.



Revisions to Application Qualifications for Employment of Foreign Workers

The Council for Labor Affairs Conference on 27th February 2013 passed draft revisions to "The Reviewing Standards and Employment Qualifications for Foreigners Engaging in the Jobs Specified in Items 8 to 11, Paragraph 1 to Article 46 of the Employment Service Act" (the Reviewing Standards below) adjusting the application qualifications needed to hire foreign workers within the manufacturing sector, and establishment of a pilot scheme to allow flexible hiring of foreign careworkers for family service and relaxing restrictions on the hiring of foreign domestic helpers by foreign professionals. These amendments were formally announced on 11th March 2013, and came into effect on 13th March.

The Council of Labor Affairs stated that under the regulations contained in the revised Reviewing Standards, three new industries have been added the remit of the Five Level Foreign Worker Allocation Rate (hereafter the 3K5 ratio system) which governs the allocation of foreign workers to designated industries with special processes within the manufacturing sector, and adjustments made to the allocation rates of a further six industries.

Furthermore, add the "Additional Employment Stability Fee to Increase the Foreign Worker Quota" mechanism has been expanded. Should enterprises wish to expand their hiring ratio for employment of foreign workers, the rate at which they pay the Employment Stability Fee will also increase accordingly, as in the table below:

Whilst adhering to the 3K five-ratio system of manufacturing industry framework and the principle that foreign worker allocation cannot be allowed to exceed 40%, new domestic investment cases and investment cases by Taiwanese companies returning from overseas which fulfill certain key requirements will be permitted to add 5% or 10% and 10% or 20 % respectively to their foreign worker quotas. In addition, domestic investment proposals will receive 3 years of preferential additional Employment Stability Fee rates, whilst proposals made by returning Taiwanese investors are entitled to up to 5 years. It is hoped that these measures will encourage investment and increase employment opportunities. However at the end of this period, businesses under this rubric must return to the regulations specified in the 3K five-ratio system and payment of the additional Employment Stability Fee for hiring extra foreign workers.

Information Meetings held in North, Central and South

In order to assist manufacturing industry employers and intermediary agencies in understanding the revisions to the legislation and the relevant application procedures, the CLA collaborated with the Industrial Development Bureau of the Ministry

of Economic Affairs to hold information meetings in north, central and south regions on the 13th March, the 20th March and 22nd March respectively.

Foreign Careworker Diverse Hiring Modes Pilot Scheme

The Council of Labor Affairs is also trialing more flexible hiring protocols for foreign caregiver. Alongside the implementation of the revised Reviewing Standards, the CLA simultaneously announced the Foreign Caregiver Outreach Pilot Scheme. Non-profit organizations who fulfill the relevant criteria of the scheme and are willing to participate must sign their agreement of the scheme and all associated documents and apply to the CLA within six months of the scheme's announcement. The CLA will also invite delegates from the related governmental branches, experts and academics and representatives of social welfare groups to be involved in the review process and to approve a ratio of 1 local to 1 foreign professional for caregivers.

Non-profit organizations who the CLA has approved to participate in the pilot scheme, after the introduction of foreign careworkers, may assign them to appropriate households to assist in daily care of disabled or ill patients or to undertake similar work. Through non-profit organization management of foreign careworkers and regular on-the-job training, the scheme will improve the quality of care and mitigate the management responsibilities shouldered by family caregivers. The pilot scheme will be assessed throughout its operational period and in follow-up it will be decided whether the scheme should be adopted as a wider governmental policy.

In addition in accordance with government policy to attract more outstanding foreign professionals to Taiwan, the CLA also implemented revisions to the regulations governing the hiring of qualified foreign domestics by foreign professionals to include foreign professionals with salaries over NT\$2 million a year or NT\$150,000 a month, and allows those who had employed a foreign domestic abroad for over a year to apply for the aforementioned domestic to enter Taiwan. 🌟

Revisions to the Criteria governing the employment of foreign workers came into effect on March 13th. Employers can apply to raise their foreign worker allocation in accordance with the revisions to the Bureau of Employment and Vocational Training. Should citizens have any queries, please call the Bureau of Employment and Vocational Training (02-85902567) or visit their website (<http://www.evta.gov.tw>) for relevant information.

Add the Employment Stability Fee, Increase the Foreign Worker Quota Mechanism Table

| Allocation Rate | Original 3K5 ratio quota | 5% or less | Over 5% and below 10% | over 10% and below 15% |
|---|--------------------------|------------|-----------------------|------------------------|
| Foreign Worker Employment Stability Fee | NT\$ 2,000 | NT\$5,000 | NT\$7,000 | NT\$9,000 |



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台灣勞工簡訊

行政院勞工委員會
Council of Labor Affairs, Executive Yuan

Taiwan Labor e-Quarterly

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專題報導

勞委會 當前施政重點及展望

去(2012)年國際景氣大幅衰退,連帶影響我國經濟成長率,但12月的景氣對策信號已出現綠燈,且行政院主計總處於今年2月預估,表示今年的經濟成長率將達3.59%,較1月預測上修,顯示我國景氣逐漸走出低迷。

當前就業情勢：勞動人力與就業人數微幅上揚

當前經濟雖然出現復甦跡象,但美國財政問題與歐洲債務危機、部分國家採行寬鬆貨幣政策,及國內產業結構轉型等因素,對國內勞動市場仍造成不確定的影響。為規劃前瞻性的勞動政策,政府應以審慎態度面對挑戰。因此,在就業安全部分,應採取更積極性措施,創造優質勞動力,以促進勞動力永續發展,進而提升國家整體競爭力。此外,在景氣

逐步復甦下,為讓勞工能共享經濟發展成果,提升勞動生活品質,因此,強化勞動權益保障、提升勞工福祉,及增進勞動安全與健康等,也都是當前勞動政策重要議題。

依據最新的統計數據,101年平均勞動力人數為1,086萬人、平均就業人數為1,134萬1千人。今年1月勞動力人數為1,141萬人、就業人數則為1,093萬5千人,均較上月增加。

在勞動力參與率方面,101年平均勞參率58.35%,較100年上升0.18個百分點,以性別來看,女性部分為歷年首次超過5成。另外,今年1月勞參率則為58.42%。

失業情勢方面,101年平均失業率4.24%,較100年下降0.15個百分點。今年1月失業率則為4.16%,較上月下降0.02個百分點。

當前施政重點：積極推動8大項目

過去勞委會在「促進勞工就業」、「保障勞工權益」及「提升勞動福祉」方面均積極推動各項施政已獲初步成效，未來勞委會將就「勞動關係」、「勞動條件」、「友善工作環境」、「勞工退休所得安全」、「職業災害勞工保障」、「勞動安全與衛生」、「勞動市場之發展」與「跨國勞動力政策」等8大方面，積極推動各項重要施政。

一、「勞動關係」方面

積極促進工會組織健全發展，並加強集體協商及社會對話、檢討工會法、團體協約法等。此外，將建構企業內勞資爭議預防性機制、研議設置區域性勞資爭議處理或諮詢中心，並檢討修正不當勞動行為裁決審理法制等，確保集體勞資關係正常運作。同時，持續推動尊嚴勞動概念從學校教育紮根，以落實尊嚴勞動理念。

二、「勞動條件」方面

推動的重要工作包括：「檢討工時相關規定」、「保障派遣勞工權益及檢討勞動契約法制」、「審議基本工資」、「廣續檢討勞基法第84條之1相關規定」及「研修勞基法童工保護規定」。前述各項工作多涉及法規修訂或訂定，勞委會已經或刻正蒐集各方意見及研擬草案，後續將持續積極推動法制作業，以期透過健全各項法制，進一步保障勞工勞動條件。

三、「友善工作環境」方面

分就「促進工作與生活平衡」及「研議就業平等法制等」兩部分推動重要工作，希望透過這兩項工作，協助紓緩勞工需要兼顧工作與家庭生活的壓力，並保障受僱者遭受就業歧視時的申訴及救濟權利，保障工作權實質平等，進而提升勞工福祉。

四、「勞工退休所得安全」方面

將研議勞工退休金投資自選機制，規劃開放勞工就自提退休金部分，自選投資標的，但相關事項涉及金管會、財政部等，將與相關部會共同研議，並在諮詢各界意見後，再進行法制作業。此外，研議改善勞工保險年金制度，行政院已經在今年1月提出初步改革方案，將綜整各界意見修正後，再進行法制作業。

五、「職業災害勞工保障」方面

已擬具「職業災害勞工保護法」修正草案，並於101年4月9日送請立法院審議，將持續溝通協調，積極推動修法作業；另為建立完整的職業災害保障制度，已將「推動職業災害保險單獨立法」列為中長程施政目標，並將廣徵各界意見凝聚共識。此外，將建立勞工保險失能給付評估機制，調整及放寬請領失能年金給付相關規定，保障被保險人給付權益。

六、「勞動安全與衛生」方面

為擴大保障所有工作者的安全與健康，推動「勞工安全衛生法」修法，並視需要研修相關附屬法規，以完整建構我國職業安全衛生防護體系；

另結合經濟部相關資源，輔導3K傳統產業改善工作環境，吸引國人就業。此外，將依職場健康疾病預防與健康服務相關工具及指引，提升勞工健康照護服務成效，並將透過中央與地方協調分工，持續加強勞動檢查機制。



七、「勞動市場之發展」方面

將「推動就業服務站轉型為職涯發展中心」，並規劃「職涯紮根方案」等；另針對在職及失業勞工與青年等不同對象提供各項職能提升措施，尤其是青年部分，將擴大產學合作訓練並規劃師徒訓練學習模式，並持續推動職能發展應用，及促進訓練品質再升級，以「全面提升勞動競爭力」；另外，對於身心障礙者等特定對象，將成立區域性身心障礙者職業重建服務資源中心，協助地方政府推動相關事宜，且依各類特定對象及弱勢者需求，實施多元化就業服務，並加強提供創業協助。

八、「跨國勞動力政策」方面

將擴大直接聘僱服務，增設服務中心據點；另規劃提供雇主線上直接申請審核服務，簡化申辦流程。此外，針對初次招募申請案試辦招募函「預約取件」措施等，降低案件處理天數。同時，透過勞資學政的社會對話平臺，評估彈性開放外籍專業人士政策，以補充國內人才缺口。亦將調整藍領外籍勞工政策，試辦外籍看護工外展看護服務計畫，解決家庭照顧相關問題。

創造全民幸福感

在全球化的今天，世界是密切相關的地球村，在國際經濟環境迅速變遷下，國內產業必須快速轉型。勞委會肩負著發展國內人力資源、培養優質勞動力並提升勞動生活品質的使命，未來將會持續請益與瞭解許多基層勞工聲音及各界關於施政的建議並納入施政規劃；而有關各項業務推動，將在符合社經環境變遷的需求及確保勞動福祉與企業永續發展前提下，做最有效益的規劃，透過每一項施政，提升自主的勞動關係，創造公平正義的勞動環境，推動具發展性的勞動市場，讓施政穩健踏實，貼近勞工朋友需求，為全體國民帶來真正的幸福感。



「勞保基金」經營績效及未來展望

勞保基金自民國84年勞、健保分隸以來，累積獲利新臺幣2,363億元，平均收益率為4.15%，基金規模達4,845億餘元，期間除受全球金融風暴及歐債危機的影響外，各年度均屬正報酬，績效表現穩健。

勞保基金收益創下近3年新高

101年雖然整體經濟環境不甚理想，但勞保基金仍交出亮麗成績單。其中，國內自營股票收益率達11.92%，整體基金收益率為6.25%，全年收益數為313億餘元，創下近3年新高，超越年度計劃預期收益數171億元及收益率3.328%。

勞保基金屬於社會保險基金，其運用除應注意收益性外，也要注意流動性、安全性及福利性。在獲益性方面，國內以股票為主，自行操作股票部分收益率為11.92%（同期間大盤上漲8.87%），獲利113億餘元；國外投資部分以股票與債券為主，兼顧收益與安全性，收益率7.63%，獲利157億餘元。

其次，在流動性及福利性方面，需保留部分約當現金，供勞保給付及紓困貸款所需；特別是在紓困貸款方面，考量勞工朋友於農曆春節期間及春節過後子女要繳學費，可能有資金需求，可以低利率1年期定存利率辦理紓困貸款，迄今共幫助104萬餘人次。另外，為因應年金改革衝擊，基金流動準備需求也增加。

面對外有總體經濟環境不佳，內有年金改革衝擊下，勞保基金受益資產多元配置策略得當，全年整體收益數為313億餘元，收益率6.25%，交出亮麗成績單。

歐債問題短暫影響101年金融走勢

整體而言，影響101年國際金融行情走勢主要還是歐債問題。年初希臘債務減記、西班牙與義大利國債殖利率飆升，均為國際金融市場帶來動盪，隨後5月希臘與法

國大選支持摺節政黨落敗的結果，歐元區崩解疑慮正式引爆，幸而，7月底歐洲央行總裁宣示盡一切可能捍衛歐元，9月公布無限量收購歐債計畫，市場對於歐洲政府可能破產的擔憂暫時獲得紓解。

另外，在美國方面，美國聯準會接連的QE3與QE4，提供市場豐沛的資金，及年末美國國會對其自身財政懸崖問題取得初步共識，有效穩定投資人的信心。在實體經濟方面，美、中、歐等3個地區11月製造業採購經理人指數PMI呈現全面改善情形，顯示出全球經濟基本面轉佳跡象。總之，101年全球金融市場充滿危機，但也轉機處，印證了危機是入市良機。

展望未來，持穩提升基金收益

展望102年，依據經濟合作發展組織（OECD）最新發布的全球景氣預測，102年全球GDP達3.4%，遠高於101年的2.9%，顯示全球經濟正朝復甦的方向邁進；加上各國央行持續推行低利率與寬鬆貨幣政策，相對穩定的金融環境與充足的流動性，有利於各類資產的表現。

惟樂觀之餘，現階段歐債及美國財政問題或已獲得初步的解決或控制，但其後續發展仍應密切追蹤；另寬鬆貨幣政策創造過多的流動性，是否將引發另一波金融資產泡沫，日圓大幅貶值是否引爆亞洲國家貨幣競貶等，亦須持續觀察。

面對多空交陳投資風向瞬息萬變的形勢，勞保基金102年與101年資產配置計畫雖變動不大，維持4成權益證券，6成固定收益；6成國內、4成國外，操作策略秉持穩健經營投資邏輯，採取全球股債核心配置，搭配區域戰略衛星雙主軸配置，但仍以靈活彈性操作方式降低系統風險的影響，持續關注市場發展，嚴密控管風險，努力提升基金收益。



我國青年就業促進方案之政策規劃

根據ILO國際勞工組織全球就業趨勢年報，民國100年全球青年失業率平均為12.6%，失業人口約有7千450萬人，相較96年增加了約400萬人。另經濟合作暨發展組織（OECD）於101年7月發布的就業展望報告中指出，青年失業人數急遽增加，若經濟復甦情況太慢，可能會傷害青

年一輩子，且青年高失業率有漸從循環性問題改變成結構性問題的趨勢。

臺灣青年尋職以「技術不合」問題為最多

各國青年面臨的就業問題多元而複雜，包括工作技能

落差、非工作技能（如工作態度、人際溝通、團隊合作、領導與被領導等能力）不足、工作機會成長困難、勞動市場中歧視現象、工作貧窮化、創業者缺少創業資本等，與我國青年所面對的就業問題相當一致。我國青年就業問題略述如下：

一、就業市場職缺供給量短期間無法容納

國內青年失業率大約從6月起，緩步上升至10月後下降，失業原因多為初次尋職，顯示國內就業市場短期間內無法提供足夠就業機會數。

二、青年「工作貧窮」現象漸成隱憂

受到產業鏈全球化的影響、國內產業結構若未能順利的轉換，青年會遭遇到低薪化及國內就業機會有限的境況。

三、青年就業移動力差

雖然勞動力跨國移動情形普遍，臺灣因少子化現象，青年多在過度保護下成長，缺乏冒險、跨域移動的勇氣與能力，將會影響就業競爭力。

四、工作技能與非工作技能不足

國內青年失業者找尋工作過程所遭遇困難以「技術不合」最多，其次為「工作性質不合」；另外，我國企業界認為，青年需改善的就業力包括：良好的工作態度、發掘及解決問題的能力、穩定度、抗壓性等。

五、青年工作經驗不足，不利就業

國內青年多持續升學，但在學期間缺乏打工、實習或職場體驗的經驗，不瞭解就業市場職缺供需情形；另外，多數雇主不願花時間培訓剛畢業的青年，傾向招募有工作經驗員工，不利初次尋職者。

六、偏差的工作價值觀念

父母對青年子女過度保護且由於家庭經濟的支援，部分青年對工作沒有急迫性，當青年對工作缺乏熱情或受就業價值觀影響，容易影響其就業意願或輕易離職。

七、青年職涯探索期延後，對職場認識不足，致職涯迷惘

臺灣高等教育擴充致青年受教年限延長，直至大專或大學畢業前才開始進行職涯規劃或尋職，因此無法及時因應產業快速變動的職場環境。

研議「促進青年就業方案」協助青年穩定就業

依據我國行政院主計總處人力資源調查，近3年（99-101年）15歲至29歲青年失業率分別為9.89%、9.02%及9.14%，與同期間全體失業率（依序為5.21%、4.39%及4.24%）的差距分別為4.68、4.63及4.9個百分點；又15歲至29歲青年失業率與同期間全體失業率的差距倍數，分別為1.89倍、2.05倍及2.16倍，有逐漸增加的情形。

因此，為促進青年從學校到工作的順利銜接，並因應全球化、少子化、國家經濟發展及產業需求，協助青年勞動者具有彈性、創新與職能轉換能力，以面對瞬息萬變的勞動環境，勞委會研議跨部會「促進青年就業方案」，將藉由教育部、經濟部、原民會等相關部會、學校及民間團體間的跨域合作機制，致力創造就業機會，排除就業障礙及辦理各項協助青年穩定就業措施。

促進就業策略方向如下：

- 一、協助國內產業結構調整，提供更多職缺，帶動薪資成長。
- 二、建構實現青年創意及創業行動輔助平臺。
- 三、規劃推動跨域移動就業補助方案與海外就業服務。
- 四、設計兼具產業發展趨勢及青年需求之多元化、彈性的適性自主學習或訓練計畫，提升就業技能（含非工作技能）。
- 五、完備職涯探索工具、精進職涯專業知能，落實職涯探索向下扎根。
- 六、強化媒介體驗，協助在學青年瞭解與運用政府就業服務資源。

此方案將以創造就業機會、預防工作貧窮、促進就業媒合、提升工作與非工作技能、強化職涯扎根、加強公立就業服務機構功能及推動方案整體行銷共7大面向研擬後續行動方案，並報行政院核定後由各部會分別擬訂措施或作業計畫，自行納入年度預算，並負責推動辦理，再由勞委會專案小組定期召開檢討會議，並配合當時經濟及就業情勢的變化，進行滾動式調整。



「就業安心專案計畫」內涵

為提供失業者短期就業機會，持續協助民眾就業，勞委會與中央部會共同合作，於民國101年推動「就業安心專案計畫」，以「做中學」（從工作中學習專業技能）為核心，強化僱用人員就業技能，協助其於計畫結束時順利回歸一般職場就業。

由「做中學」，開展社會公益、產業願景及勞務價值

「就業安心專案計畫」主要是結合政府部門人力與資源及未來產業發展需求，協力規劃具有社會公益及產業願

景與勞務價值的就業促進計畫。衡觀當前經濟發展趨勢，以節能產業、照顧服務產業為未來的發展重點，又因應龍子潮（龍年生育潮）的托育需求，故以照顧服務、節能產業及勞工安全衛生等為主要工作內容，並配合工作需求及技能提升，至少提供48小時教育訓練機會，以培養僱用人員再就業能力，進而提升就業技能，增加就業競爭力。

此計畫的適用對象以協助一般失業者（非自願性離職者為優先）及特定對象為主，依其意願由公立就業服務機構協助推介，並補助用人費用（含薪資及勞健保費等）與業務執行費。薪資依計畫工作內容的不同，給予每人每日新臺幣872元或1,000元兩種級距，各計畫執行期程以6個月為原則，採勞僱關係適用「勞動基準法」相關規定辦理。

辦理「照顧服務、節能產業、勞工安全衛生」工作成效

「就業安心專案計畫」工作內容的推動情形及具體成效包括：

一、照顧服務

我國目前人口有逐年老化趨勢，使國內照顧服務需求日益增加。為協助失業者從事照顧服務相關工作，行政院衛生署有鑑於照顧服務人力缺乏，亟須培育長期照顧人力，故推動「照顧服務員訓練及輔導照顧服務就業計畫」；另外，為因應龍子潮（龍年生育潮）的托育需求，內政部兒童局推動「建構友善托育環境協辦人力計畫」，兩項計畫目前已僱用388人從事相關工作。

計畫執行期間提供照顧服務員訓練或保母專業人員訓練，協助僱用人員取得照顧服務員結訓證明或保母丙級技術士證照。僱用人員有機會進入全責照護病房學習病患的

照顧服務或於保母系統及托育（嬰）中心學習托育事務，未來可進入醫院、長期照護機構及保母系統或托育（嬰）中心等職場就業。

二、節能產業

隨著國際環保意識高漲及國內各項能源費率的調整，節能減碳已成為近年來國際趨勢，行政院環保署基於協助民衆及各營業場所對節能產業有正確認知及有效的節能措施，推動「節能減碳天使團計畫」，目前已協助655人參與計畫。

計畫提供綠色產業、居家及工商業節能的專業訓練，協助僱用人員習得節能減碳的宣導檢測工作，落實節能減碳政策，使日後僱用人員可從事節能減碳相關教育宣導與行政輔助工作，或至環境保護相關民間團體從事相關工作。計畫的推動不僅協助大眾節省成本，更達到舒適健康的目的，共同珍惜寶貴的能源、營造節能環保永續的家園。

三、勞工安全衛生

基於國內中小型事業單位普遍缺乏勞工安全衛生法令認知，檢查人力不足而無法顧及的現象，由勞委會北、中、南三區勞動檢查所推動「工安訪視宣導計畫」，進行勞工安全衛生宣導工作，擴大防災宣導層面，提升國內中小型事業單位雇主及勞工防災意識，目前已協助163人就業。

為使僱用人員能順利到各個營業場所進行勞工安全衛生宣導，累積工安實務經驗，提供了丙種勞工安全衛生業務主管教育訓練及丙種營造業勞工安全衛生業務主管教育訓練，並協助僱用人員取得上述證照，於計畫結束後投入一般職場之勞工安全衛生人員。



美國勞工行政官員代表團 應邀至我國參訪之回應

去（2012）年11月25日至12月1日，由美國聯邦及州政府多位勞工行政官員組成之代表團應邀至我國參訪，代表團有美國國家勞資關係委員會（National Labor Relations Board, NLRB）主席馬克皮爾斯（Mark Pearce）、總法律顧問萊夫所羅門（Lafe Solomon），聯邦調解調停署（Federal Mediation & Conciliation Service, FMCS）副主席艾力森貝克（Allison Beck）、密蘇里州勞工廳長兼美國勞工行政官員協會（National Association of Governmental Labor Officials, NAGLO）主席勞倫斯瑞伯曼（Lawrence G. Rebman）在內等多位聯邦及州政府

勞工行政官員參與，參訪行程包括勞工委員會、新成立之不當勞動行為裁決委員會、勞工安全衛生研究所、勞工保險局、職業訓練局多元就業開發方案案例、經濟部、中央健保局等，期間訪賓與勞委會代表就多項勞工議題交流討論，為臺美雙邊勞工議題交流合作寫下新頁。

此代表團中美國勞工官員協會（NAGLO）主席勞倫斯瑞伯曼（Lawrence G. Rebman）於2013年3月份撰寫來訪心得一文，並刊登美國勞工行政官員協會官方網站。文中除介紹我國國情，表達對我國推動勞工事務之肯定外，亦稱我國參考先進國家法律和政策而制定的勞動與社

會方案，對渠等而言，臺灣之行為大開眼界的經驗。文中介紹臺灣是一個人口密集度高且高度現代化的社會，有2千3百萬國民聚集在相當於美國馬里蘭州的領土範圍。國內有許多人能說英文，全國遍布標示中英文對照的標誌，因此臺灣在文化上與美國相近。此外，許多政府領導者包括總統馬英九在內，是於常春藤聯盟大學取得博士學位。

該文中並提及臺灣的經濟體主要由中小企業構成，惟仍不乏如富士康、宏碁、宏達電等大型跨國企業，且

因全球的經濟不景氣，臺灣現正面臨的最低工資、高失業率、青年低度就業、合法及非法移工、勞動力老化及低度人口替代率、對於優渥的社會福利體系的財務支持等議題皆與美國所面臨的處境相同。

文末，作者肯定此次臺灣之行是一次美好的經驗，除了學習我國如何整合各體系之功能外，代表團並得以對臺美兩國共通性的議題進行具啟發性的討論，亦使作者對於其所執掌密蘇里州的勞工計畫方案之優缺點有更深切的體悟，更向其他有機會來訪的人推薦此行程。



102年3月2日為我國今年之同酬日，盼各界持續為縮小兩性薪資差距努力

勞委會在國際婦女節前夕公布3月2日為今年的同酬日，藉此倡議兩性同酬之公共意識，並期許各界共同為縮小兩性薪資差距而努力。

勞委會曾於101年依據行政院主計總處「受僱員工薪資調查」及歐盟執委會計算歐洲同酬日之方式，首次公布我國同酬日為3月5日，以突顯兩性薪資的差距。今年度依據主計總處「受僱員工薪資調查」，101年我國女性平均薪資較男性少16.6%，相較100年兩性薪資差距17.3%已進一步縮減，且較美、日、韓差距小。換算工作日數，女性須比男性再工作61天（101年兩性薪資差距16.6%×365日曆天=60.6天）才和男性去年一整年總薪資相同，因此，我國今（102）年同酬日為3月2日。

另依據勞委會「101年僱用管理及工作場所性別平等概況」調查顯示，事業單位對受僱者之薪資給付標準、調

薪幅度有性別考量分別從96年之18.4%、8.5%降至101年之9.6%、4.6%（詳如下表1），就女性受僱者來看，在「調薪幅度」遭受不平等待遇之比率亦由93年之9.5%降至101年4.5%（詳如下表2），顯示不論事業單位制度面或受僱者感受面，均呈現逐漸下降趨勢，顯示促進女性就業及排除障礙上已漸顯成效。

鑑於我國已於100年通過「消除對婦女一切形式歧視公約」（Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW）施行法，勞委會依CEDAW第11條就業平等權之規定，持續推動婦女平等就業相關法規之研修、消除婦女就業的歧視、提升婦女勞動參與、強化婦女就業能力、提供母性保護具體措施、建構性別友善職場與禁止職場性騷擾，未來將持續為落實性別平等工作環境，縮減勞動力市場的性別差距而努力。

表1、事業單位對受僱者之工作分配、薪資給付標準、調薪幅度、考核、陞遷、訓練及進修、資遣員工、員工福利有性別考量之比率

單位：%

| 項目別 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|--------|------|------|------|------|------|------|
| 工作分配 | 40.3 | 39.9 | 34.8 | 35.4 | 30.8 | 27.8 |
| 薪資給付標準 | 18.4 | 13.3 | 14.0 | 12.1 | 9.7 | 9.6 |
| 調薪幅度 | 8.5 | 5.6 | 5.9 | 4.8 | 4.4 | 4.6 |
| 員工考核 | 4.8 | 2.2 | 2.9 | 2.3 | 2.1 | 2.1 |
| 員工陞遷 | 5.3 | 3.4 | 3.7 | 3.3 | 2.3 | 2.4 |
| 訓練及進修 | 4.8 | 3.1 | 4.0 | 2.9 | 2.4 | 2.5 |
| 資遣員工 | 2.3 | 1.4 | 1.9 | 1.8 | 1.4 | 1.3 |
| 員工福利措施 | 3.1 | 2.1 | 2.0 | 2.2 | 1.7 | 1.7 |

資料來源：勞委會「僱用管理性別平等概況調查」。

表2、女性受僱者因性別在職場上遭受不平等待遇之情形

單位：%

| 年別 | 求職 | 工作分配 | 調薪幅度 | 考績、考核 | 升遷 | 訓練、進修 | 資遣、離職或解僱 | 員工福利措施 |
|------|-----|------|------|-------|-----|-------|----------|--------|
| 2004 | 4.5 | 6.0 | 9.5 | 6.3 | 8.2 | 3.7 | - | 4.8 |
| 2005 | - | 8.7 | 9.3 | 3.5 | 6.0 | 2.1 | - | 1.8 |
| 2006 | 3.0 | 6.2 | 9.0 | 2.4 | 5.3 | 1.1 | 3.1 | 3.8 |
| 2007 | 4.4 | 2.8 | 5.6 | 2.0 | 3.9 | 1.1 | 2.0 | 2.0 |
| 2008 | 1.8 | 2.9 | 3.4 | 2.3 | 3.2 | 1.6 | 1.4 | 1.8 |
| 2009 | 2.5 | 3.4 | 5.3 | 3.5 | 5.0 | 2.3 | 2.2 | 2.8 |
| 2010 | 3.4 | 3.7 | 5.6 | 3.2 | 3.8 | 1.9 | 1.3 | 1.8 |
| 2011 | 3.8 | 3.2 | 5.0 | 2.3 | 3.7 | 2.2 | 1.7 | 2.0 |
| 2012 | 3.2 | 3.6 | 4.5 | 2.8 | 3.6 | 1.8 | 1.3 | 1.9 |

資料來源：勞委會「工作場所性別平等概況調查」。



促進女性勞動參與，共創職場新境界

欣逢3月8日這個專屬女性節日的國際婦女節，勞委會因應目前臺灣女性勞動參與率超過50%，除由職訓局於當日結合多項資源辦理就業博覽會外，亦以營造性別平權友善職場為目標，期能協助婦女展現女性在職場及家庭上的卓越表現，並與婦女共同歡度國際婦女節。

臺灣女性勞動參與率突破50%，超越日本與韓國

女性是這個社會裡重要的成員，應要有公平的社會參與機會，「勞動參與」就是其中最重要的指標之一。10年來，在勞委會及社會各界的共同努力下，「婦女勞動權益保障」及「促進工作平等」措施已有大幅進步，也促使我國婦女參與就業市場的勞動參與率，從民國90年的46.10%，提高至100年的49.97%，10年間上升了3.87個百分點。至101年12月，我國女性勞動參與率已達50.41%，高於鄰近國家日本47.8%和韓國48.5%，顯示女性投入職場的比率逐年增加，兩性勞動參與率差距也逐漸縮減。

為積極提升並強化婦女就業能力，勞委會職訓局透過就業服務管道，提供婦女就業諮詢，結合民間企業、團體及政府部門開創就業機會，協助婦女暨弱勢婦女（包括獨力負擔家計婦女、特殊境遇婦女、二度就業婦女、外籍配偶與大陸地區配偶、家庭暴力及性侵被害人等）就業，運用臨時工作津貼、職場學習及再適應計畫、僱用獎助津貼等各項津貼補助，協助排除婦女就業障礙，促進順利就業並保障就業權益。

總計101年共協助3萬6,485名婦女參加職業訓練，加以相關就業服務措施共推介25萬8,712名婦女成功進入就業市場。



最懂女人心：勞委會為婦女營造無憂就職環境

勞委會為落實性別平等，保障婦女就業權益，營造性別平權友善職場的目標，自98年5月1日起，實施育嬰留職停薪擴大適用對象並發給津貼，讓有育嬰需求的勞工朋友於留職停薪期間免受經濟壓力。截至101年12月止，育嬰留職停薪津貼受惠人數達15萬7千餘人，金額計新臺幣133億5千萬餘元。此外，為保障懷孕勞工勞動權益及家庭成員照顧需求，修正勞工請假規則及性別工作平等法，強化安胎休養及家庭照顧假適用範圍，使受僱者能兼顧工作與家庭照顧。

另一方面，也在97年6月及98年8月接連放寬外籍配偶及大陸配偶工作權保障，並於98年5月1日將上開事項全部納入「就業保險法」適用對象，以及協助企業推動托兒服務、補助雇主辦理或提供托兒措施，解決托育問題，支持協助婦女在職場更能得心應手，無後顧之憂。

102年3月8日婦女節當天，勞委會職訓局雲嘉南區就業服務中心於雲林斗六車站前站，舉辦婦女節「職訓就服

好貼心，最懂女人心」現場徵才暨職訓多元成果展活動，現場結合醫療資源，提供多項免費健康篩檢、捐血活動，並透過表揚輔導就業及創業成功婦女，鼓勵更多婦女朋友投入就業職場，歡迎有求職、轉職的女性朋友共襄盛舉，為自己努力開創就業機會。

勞委會呼籲女性朋友多多利用公立就業服務機構之就業服務資源，如有任何就業上需求或問題，可撥打免付費專線0800-777888，24小時都有專人服務；或於上班時間就近洽詢當地就業服務站（臺），都將竭誠為大家服務。



調整聘僱外籍勞工申請資格

勞委會委員會議於102年2月27日審議通過「外國人從事就業服務法第46條第1項第8款至第11款工作資格及審查標準」（以下簡稱審查標準）部分條文修正草案，調整製造業外籍勞工申請資格、試辦外籍看護工外展家庭服務模式及放寬外籍專業人士聘僱家庭幫傭申請資格，已於102年3月11日發布修正，並自3月13日實施。

勞委會表示，依修正後的「審查標準」規定，製造業具特定製程的行業依5等級核配外籍勞工比率（以下簡稱3K5級制），將新增3個行業及調整6個行業的外籍勞工核配比率。

另外，新增一個「外加就業安定費附加外籍勞工配額」機制，如果企業要增加外籍勞工的核配比率，就業安定費也會照比率提高。如表格：

而在3K5級制架構及外籍勞工核配上限比率不得超過40%的原則下，符合一定資格要件的國內新增投資案與臺商回臺投資案可分別附加5%或10%與附加15%或20%的外籍勞工數額，並可獲得3年與5年外加就業安定費的優惠，希望促進投資，增加就業機會；但期滿後仍需回歸3K5級制及外加就業安定費附加外籍勞工數額機制。

說明會北、中、南三地舉辦

勞委會為協助製造業雇主及仲介機構瞭解此次法規修正重點及申請實務作業，將與經濟部工業局共同辦理說明會，分別於3月13日、3月20日、3月22日於北、中、南三地舉辦。

試辦外籍看護工多元聘僱模式

另外，勞委會將試辦外籍看護工多元聘僱模式，勞委會將於審查標準生效日同步公告「外籍看護工外展看護服務試辦計畫」，符合試辦資格且有意願參與試辦的非營利組織，得於勞委會公告日起6個月內，檢附試辦計畫書及其他相關文件向勞委會申請，而勞委會也將邀請相關政府部門代表、專家學者及社福團體代表參與審查，經審查通過後，以本勞、外籍勞工1：1比率核配外籍看護工。

經勞委會同意試辦的非營利組織，在引進外籍看護工後，可指派至符合資格的家庭，從事身心障礙者或病患日常生活照顧等相關工作，藉由非營利組織提供外籍看護工專業管理及定期在職訓練，以提升照護品質，並減輕被照顧者家庭的管理責任，試辦期間並進行評估，以做為後續是否全面推廣的政策評估依據。

另外，勞委會為配合吸引更多優秀外籍專業人士來臺工作的政策，這次亦將現行符合資格的外籍專業人士聘僱外籍幫傭規定予以調整，增列外籍專業人士年所得達200萬元或月薪資達15萬元以上，且已於國外聘僱同一名外籍幫傭達1年以上者，得申請引進該名外籍幫傭。

聘僱外籍勞工審查標準修正已於3月13日生效實施，雇主可依修正後的新規定向勞委會職訓局提出申請外籍勞工。若民眾屆時如有疑問，可電洽勞委會職訓局（02-85902567），或逕至網站（<http://www.evta.gov.tw>）查詢這次修正法令相關資訊。

外加就業安定費附加外籍勞工核配比率機制表

| 核配比率 | 原3K5級制比率 | 附加5%以下 | 附加超過5%至10%以下 | 附加超過10%至15%以下 |
|---------|------------|-----------|--------------|---------------|
| 外籍勞工就安費 | NT\$ 2,000 | NT\$5,000 | NT\$7,000 | NT\$9,000 |