

Ministry of Labor Memorabilia in Quarter 1 (January to March) 2020

- 20.12.2019-03.01.2020 Implemented the 2020 Insured Person Hardship Loan Program under the Labor Insurance, benefiting 72,000 workers with a total loan amount of NT\$7.2 billion.
- 01.01.2020 Adjusted monthly basic wage from NT\$23,100 to NT\$23,800. Along with this adjustment, MOL amended the “Insured Salary Grading Table of Labor Insurance” and the “Table of Monthly Contribution Wages Classification Table of Labor Pension.” The first grade of monthly insured salary of labor insurance was adjusted to NT\$23,800. To ensure the rights of the insured, for full-time insured persons originally insured at a monthly salary of NT\$23,100 in December 2019, their insured salary under labor insurance and employment insurance was adjusted to NT\$23,800, and this same adjustment applied to the full-time workers whose monthly contribution wage was lower than the basic wage. The insured salary adjustment benefited 2.83 million workers under the existing labor insurance and employment insurance schemes, while the monthly contribution wage adjustment benefited 1.14 million workers under the labor pension system.
- 01.01.2020 Implemented the Small and Medium Enterprise On-site Health Services Subsidy Program initiated by MOL OSHA; this program targets companies whose number of labor insurance insured employees is under 200, provides subsidies to employ dedicated medical staff or to pay for on-site services delivered by health service professionals or related workers, and aims to promote measures that safeguard workers’ health.
- 02.01.2020 According to the announcement on December 17, 2019, concerning the Insured Person Hardship Loan under the Labor Insurance, the interest rate during the loan period of 2017, 2018, and 2019 shall be 1.39% per annum from the first business day in January 2020.
- 07.01.2020 To strengthen protection for workers’ insurance rights and to make it more convenient for insured units to join or withdraw from insurance coverage, MOL Bureau of Labor Insurance (BLI) drafted the “Directions for Online Pilot Program For Insured Units To Apply For/Withdraw From Insurance

Coverage;” Upon MOL’s revision and approval on December 31, 2019, the Revisions took effect on January 1, 2020, which was then made public by BLI on January 7, 2020; through this online program, insured units may apply for or withdraw from insurance coverage ten days prior to when the insured person joins the enterprise/ association or starts the training, or when the insured person separates from the enterprise/association or ends the training; the insurance takes effect from the day the insured unit completes the application for or withdrawal from the insurance coverage.

08.01.2020 Announced the amendments of the “Regulations for the Implementation of the Employment Promotion Allowances,” which relaxed the household registration copy requirements for indigenous people and for those who independently support their family’s finances; other revisions included removing the article related to employment referral matching allowance and increasing the interest subsidy amount for business start-up loans.

08.01.2020 Announced the amendments concerning Article 3,4,6, and 7 of the “Guidelines for Issuing Rewards for Whistleblowing against Violation of the Employment Services Act;” the amendments stipulated the requirement to clearly describe the violation and the determining principles for issuing the rewards; the amendments took effect as of January 8, 2020.

17.01.2020 Announced the amendments in the “Scope of Application for Paragraph 2 of Article 34 of Labor Standards Act,” which took effect from January 17, 2020.

20.01.2020 Announced the amendments in “The Employment Qualifications and Review Standards for Foreigners Engaging in the Jobs Specified in Subparagraph 8 to 11 of Paragraph 1 of Article 46 of the Employment Service Act,” which stated in Article 10 that families may apply to hire foreign housemaids if they have 3 children or more at the age of 6 or younger, or 4 children or more at the age of 12 or younger with at least 2 of them who are 6 years old or below; this measure aims to create a family-friendly workplace and to ease the burden for families with multiple children.

30.01.2020 Formulated “The Guidance for Workplace Occupational Safety and Health Protection in Response to COVID-19 (Wuhan Pneumonia)” to support enterprises in complying with relevant laws and thoroughly implementing

necessary safety and health measures to prevent and control the epidemic outbreak.

- 11.02.2020 MOL supplemented an addition NT\$20 billion for the Labor Insurance Fund to increase its revenue.
- 21.02.2020 Announced the abolition of “The Regulations Stipulating that Article 84-1 of the Labor Standards Act Applies to Non-military Security Staff at the Ministry of National Defense.”
- 21.02.2020 Announced the amendments made in “The Recharge and Restart Training Program” to include the business entities and workers whose operation/working hours are affected by COVID-19, which is in accordance with the disease control mandate defined in the “Communicable Disease Control Act”; the amount of training subsidies is also increased to support business entities and workers.
- 21.02.2020 MOL ILOSH (Institute of Labor, Occupational Safety and Health, Ministry of Labor) was selected as an Outstanding Employer in hiring R&D Substitute Service members.
- 27.02.2020 Announced the amendments concerning the “Enforcement Rules of the Occupational Safety and Health Act,” which clearly defined the employers’ responsibility to take precautions in preventing wrongful harm, specified the duty concerning the investigation and determination of wrongful harm, strengthened the responsibility of business entities for safety management, and outlined the necessary emergency and rescue measures to take in case of occupational accidents; the amendments took effect from March 1, 2020.
- 02.03.2020 Announced the amendments concerning Article 286-3, Article 324-7, and Article 325-1 of the “Regulations for the Occupational Safety and Health Equipment and Measures” and also made public the “Safety and Hygiene Guideline for Food Delivery Workers (Version 3)” to safeguard the health and safety of food delivery workers, which took effect as of March 4, 2020.
- 03.03.2020 MOEA Bureau of Standards, Metrology, and Inspection (BSMI) recently announced new standards for personal fall-arrest systems (CNS14253-1~6). To develop and meet new inspection requirements, BSMI visited MOL ILOSH on March 3, 2020 to discuss potential cooperation on testing the fall

protection equipment and products. Both parties decided to form a working group to discuss follow-up solutions concerning equipment, human resources and business needs.

- 03.03.2020 For the Labor Pension Fund (New Fund), the returns for 2019 reached NT\$267.07 billion; the Bureau of Labor Funds completed and announced the distribution to approximately 11.8 million accounts; the distribution announcement is available on the internet and in different media outlets, while a diverse range of channels allow workers to inquire about their Labor Pension Personal Accounts and look into the return distribution and pension cumulative amounts.
- 04.03.2020 Announced the amendment of the “Implementation Guidelines to Subsidize Civic Organizations Commissioned by Administrative Agencies to Handle and Mediate Labor-Management Disputes”; starting from April 1, 2020, when mediators from civic organizations are involved in labor disputes, they are covered by basic accident insurance with a maximum annual insurance premium subsidy of NT\$1,200; this measure aims to provide basic protection for mediators so that they can fully devote themselves to dispute settlement without having other concerns and that mediators can cooperate with government to improve the labor dispute settlement and mediation system in Taiwan.
- 06.03.2020 Announced the amendment of the “Approved Industries in Paragraph 4 of Article 36 of the Labor Standards Act,” which took effect as of March 6, 2020.
- 11.03.2020 In light of the COVID-19 pandemic, MOL has announced guidance on suspension of premium payments for labor insurance and employment insurance, as well as pension contributions; MOL Bureau of Labor Insurance (BLI) is accepting applications from April 1 to September 30, 2020, and grants a six-month suspension period from February to July of 2020; once the suspension period ends, employers and employees still have to make payments for the period without having to pay interest on late payments; application forms and frequently asked questions are all available at the BLI official website for business entities and insured persons of trade unions.

- 12.03.2020 July 2020 marks the 15th year of the New Labor Pension Scheme; accordingly, workers with 15 years or more work seniority are eligible for monthly pension payments or a lump-sum payment; MOL Bureau of Labor Insurance adds on its official website a “Simple Calculation of Monthly Pension Payments” to serve as a reference for workers in deciding how to collect their pension payments.
- 17.03.2020 Implemented “The Relevant Measures to Strengthen Disease Control and Prevention among Migrant Workers”; two main areas of work include: first, suspending the introduction of migrant workers and minimizing cross-border movement, and secondly, urging employers to thoroughly implement disease prevention and control measures; these measures encourage employers to renew the employment contracts of their migrant employees and to seek new workers within Taiwan, and require migrant workers to temporarily refrain from returning to their home countries; an “inbound migrant worker home quarantine plan” is also required to close any loopholes caused by migrant worker movement and to keep the nation safe amidst the global outbreak.
- 17.03.2020 Announced the “Grant Program to Promote Work-Life Balance”; in accordance with the disease prevention and control measures outlined in the “Communicable Disease Control Act” and to provide workers with stable employment, the Grant Program encourages employers to broaden the scope of workplace work-life balance measures, while also increasing the subsidy amount, adding more subsidy items and extending the application period.
- 18.03.2020 Announced the amendment of the “Directions of Subsidies for Business Entities to Improve Working Environment and Promote Workers’ Physical and Mental Health in the Workplace;” per the amendment, subsidy amounts are increased and business entities with 200 to 299 employees are now covered under the Directions, which further support employers in improving the working environment and implementing workplace health promotion measures.
- 19.03.2020 Announced the “Directions of Subsidies for Rubber Product Manufacturers to Improve Workplace Safety and Health” to help the traditional 3K industries (dangerous, dirty and demanding in the Japanese language) in improving

workplace safety and health and in promoting employment opportunities in these industries; rubber product manufacturing is selected as a focal industry for 2020; the Directions took effect from April 1, 2020.

- 20.03.2020 Announced the amendment on Article 2 and 3 of the "Regulations of Military Replacement Service for Official Members of the National Team in International Skills Competitions" to ensure equal rights for national athletes approaching military service age to apply for military replacement service; the Regulations also apply to national athletes in the young adult group.
- 25.03.2020 In respond to the COVID-19 pandemic, MOL announced modified measures under "The Directions for Phoenix Micro Business Start-up Program" to ease the financial burden on the lenders and create job opportunities; The Directions extended their inclusion and allowed the lenders to suspend payment of loan interest and to extend the repayment period for one year.
- 27.03.2020 Announced the Reassurance Employment Program to counter the negative impact of the COVID-19 pandemic on the Taiwanese job market; to stabilize employment, the government provides subsidies to make up for differences due to reduction in wages and working hours; employees may receive a maximum monthly subsidy of NT\$11,000 for 6 months at most.
- 30.03.2020 Announced the "Interpretative Directions Concerning How Wages and Working Days During Quarantine Leave and Disease Prevention Family Care Leave Are Not Counted in Average Wage Calculation," which took effect from January 15, 2020.

Ministry of Labor Memorabilia in Quarter 2 (April to June) 2020

- 01.04.2020 In response to the outbreak of Severe Pneumonia with Novel Pathogens (COVID-19), the MOL Bureau of Labor Insurance has offered assistance for the insuring units of the labor insurance or employment insurance (or employers who contribute to labor insurance or employment insurance) as well as insured persons affiliated with occupational unions; delayed payments are allowed for labor insurance or employment insurance premium, and labor pension payments, without charging late fees; the Bureau of Labor Insurance accepts applications from April 1 to September 30, 2020, allowing a delay period of six months (February to July of 2020) starting from the expiration day of the grace period; as a follow-up, MOL also made public on April 28 the “Worker Relief Measures in Response to Severe Pneumonia with Novel Pathogens”, which details all application information concerning the delayed payments of labor insurance premium, employment insurance premium, and labor pension payments.
- 02.04.2020 Amended and announced the “Workplace Safety and Health Guidance in Response to the Outbreak of Severe Pneumonia with Novel Pathogens (COVID-19)”, guiding business entities to take necessary disease prevention and control measures based on different workplace infection risk levels.
- 06.04.2020 Amended and announced Article 2 and 15 of the “Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace”; the revisions specified that when the employer is the harasser, the employee or applicant may also file a complaint with the local competent authority in addition to filing a complaint through the company’s internal channels, which is no longer a prerequisite; the amendment shall take effect from November 1, 2020.
- 07.04.2020 Invited food delivery platform businesses to jointly study and develop a ten-point guideline with major measures to prevent and control COVID-19; urged businesses to further publicize the guideline to ensure the safety and health of delivery workers.

- 10.04.2020 Formulated and announced an immediate part-time job program for workers impacted by COVID-19; the program provides part-time jobs in government agencies for workers who have had their hours cut due to the pandemic's impact on the economy; the program ensures that workers can maintain stable livelihoods and stay engaged in the labor market.
- 10.04.2020 Announced the tuition support program for children of unemployed workers during the second semester of the 2019 school year; this measure takes care of school children whose parents faced involuntary separations and supports the livelihoods of the unemployed workers.
- 10.04.2020 Amended and announced the “Implementation Guidelines for the Selection of the Golden Safety Awards for Outstanding Construction in Promoting Occupational Safety and Health”; based on the revision, private construction projects may also join the nomination and competition of the Golden Safety Awards.
- 20.04.2020 In response to the pandemic’s impact on industries and employment, all competent authorities are providing businesses with relief, revitalization, subsidy and loan measures. MOL has also been putting great efforts into stabilizing employment and mitigating the pandemic’s impact on the labor market and on workers’ livelihoods. Based on Article 9, Paragraph 3 of the *Special Act for Prevention, Relief and Revitalization Measures for Severe Pneumonia with Novel Pathogens*, MOL has announced the “Worker Relief Measures in Response to Severe Pneumonia with Novel Pathogens”.
- 20.04.2020 MOL has implemented a subsidy program for the self-employed and those without permanent employers, which is a support program that helps workers mitigate the impact of COVID-19 on the labor market; those workers who meet the subsidy criteria may submit their applications to the Bureau of Labor Insurance through their affiliated labor unions between April 20 and May 22, 2020; once the submission is accepted, each applicant may receive a monthly allowance of NT\$10,000 for three consecutive months.

20.04.2020 Announced a subsidy program for local governments to implement sheltered employment service programs for people with disabilities; to further stabilize these sheltered workshops, including their operation and employment of workshop workers, a monthly subsidy of NT\$40,000 is provided to each sheltered workshop for a maximum of six months; the subsidy can be used to cover the building, land, or vehicle rent for the sheltered workshops.

27.04.2020 Implemented a “Workplace Pandemic Prevention and Control Program for Major Business Entities (including those with 50 or more foreign workers)”;

1,007 business entities and 30 construction sites took part in the program.

28.04.2020 Organized the “2020 Workplace Safety and Health Week: Promoting a Healthy Workforce”, including a live-streamed seminar themed on workplace disease prevention and health promotion for middle-aged and elderly workers; the goal of the event is to encourage businesses in further developing a healthy and safe working environment.



Photo 1: 2020 Workplace Safety and Health Week. The theme for this year is the promotion of a healthy workforce. A live-streamed seminar was held to urge companies to thoroughly implement disease prevention and control measures to ensure workplace safety and health.

28.04.2020 In response to the COVID-19 pandemic, there has been an increasing demand for flat disposable medical masks. MOL ILOSH (Institute of Labor, Occupational Safety and Health) issued a press release on April 28, 2020 to remind the public about some key points when wearing masks: mask effectiveness is important, but even more important is proper fitting; by publicizing the research findings, ILOSH reminds people that masks should fit

snugly but comfortably, and that there should be no gaps between the face and the masks to ensure greatest protection.

30.04.2020 Launched the “Relief Loans for Workers” program to support those impacted by COVID-19; the loan program is open to one million applicants with a maximum loan of NT\$100,000 per person under a three-year term and at an interest rate of 1.845%; MOL subsidizes the loan interest for the first year and also coordinates with banks to provide funds; the SME Credit Guarantee Fund provides a 10% credit guarantee; as of June 3, participating banks have received over one million applicants and thus announced that the program is no longer accepting new applicants.

18.05&20.05.2020 ILOSH organized a seminar on the “Research of Contractual Relationships Concerning Workers in the Entertainment Industry”; invited entertainers, brokers, brokerage companies, experts, scholars, and representatives of administrative agencies to participate in the seminar, review the current situation of entertainer brokerage contracts, pinpoint key issues, and deliver effective solutions.

20.05.2020 Amended and announced the “Guidelines for Handling the Consolation Payment for Former Taiwan RCA Workers Who Died of Related Diseases”; family members of the workers who have died of certain cancers and diseases due to the company's environmental pollution may receive the condolence support accordingly; amended the attached list of specific types of cancer and diseases to safeguard labor rights.

21.05.2020 Developed the “Implementation Guidelines to Subsidize Administrative Agencies in Providing Legal Assistance for Occupational Injury Workers in Labor Dispute Mediation”; by subsidizing administrative agencies to provide legal assistance for individuals in labor dispute cases concerning occupational accidents, disadvantaged workers could receive support and have their labor rights safeguarded.

26.05.2020 Convened a preparatory meeting for the establishment of an inter-ministerial workplace safety and health rights group for children and adolescents, inviting

children and youth experts, children and youth representatives, occupational safety experts, as well as representatives from the Ministry of Education and the Ministry of Health and Welfare to jointly discuss measures that strengthen the protection of labor rights for children and youths.

28.05.2020 ILOSH co-organized with National Chung Cheng University the “Seminar on Promoting Labor Awareness and Labor Relations Development”; the seminar invited experts, scholars and policy practitioners in the fields of labor education, psychology, and labor policy; around 100 people participated in the meeting, exchanging ideas and coming up with suggestions.

02.06.2020 Announced a Technical Reference Handbook for Respiratory Protection Programs, providing further guidance for business entities to better understand the content and substance of a respiratory protection program.

04.06.2020 Launched employment support measures for fresh graduates, including the three strategies of boosting employment, training skills and expanding jobs; various sub-programs have been implemented, aiming to help 140,000 young graduates secure jobs with the funding support of NT\$6.6 billion; these sub-programs include “Youth Employment Incentive Program”, “Employment Incentive for Specific Industries”, “Pilot Program for Top New Talents in Industries”, “Youth Employment Flagship Program”, and the subsequent “Youth Hiring Incentive Program” that will be launched later when appropriate.

10.06.2020 Amended and announced Article 80-1 of the *Labor Standards Act*, which took effect from June 12, 2020; for the business entity that is fined for violations of the Act, the competent authority shall publicly announce the date of the disposition, the violation of the provisions and the amount of the disposition, so that businesses shall fully comply with the regulations.

10.06.2020 Amended and announced Articles 3, 4, 7, 33 and 35 of the *Labor Inspection Act*; based on these revisions, the central competent authority must regularly publish the annual labor inspection reports; should any business entity refuse,

avoid or obstruct labor inspection, they must be fined per violation and consecutively; the revision took effect as of June 12, 2020.

- 12.06.2020 Regarding the Bureau of Labor Insurance's electronic service system, a new function is added for the insured who are under parental leave without pay to file for insurance enrollment and job reinstatement. The system has become more convenient with more diverse functions to serve the online applicants.
- 15.06.2020 Announced the "Youth Employment Incentive Program"; in response to the gradual easing of the Severe Pneumonia with Novel Pathogens (COVID-19) and in light of labor market recoveries, MOL provides at most NT\$30,000 for newly graduates of the 2019 school year who are aged between 15 to 29 years; this measure aims to stabilize employment and encourage fresh graduates to actively seek job opportunities.
- 17.06&29.06.2020 MOL and ILOSH held a research seminar on the "Implementation of the Sustainable Development Chapters in the Free Trade Agreements between the EU and Other Countries" to discuss the latest implementation progress and practices concerning the labor clauses and corporate social responsibility sections in the sustainable development chapters of EU Free Trade Agreements; relevant recommendations were submitted accordingly.
- 17.06.2020 Formulated and announced the "Stable Employment Plan" to ensure job security in response to the pandemic's labor market impact; for employers who have hired workers referred by public employment service agencies (or those covered under occupational unions) and with at least 30 days of unemployment, employers must provide each worker with an additional NT\$5,000 monthly employment allowance, with NT\$30,000 as the maximum amount.
- 22.06.2020 To safeguard workplace safety and labor rights of summer part-time student workers, MOL has utilized the May 2020 premium and printed a notice on the back of the labor pension payment slip (delivered on June 22 and 25); the measures aim to urge business entities to help part-time workers enroll in labor insurance and employment insurance, contribute to labor pensions, and verify the declared insured salary and deducted wages.

- 23.06.2020 Convened the “Self-Management Seminar for High-level Executives in the Steel and Iron Industries”; Minister Hsu Ming-Chun and Chairperson Weng Chao-dong of the Taiwan Steel and Iron Industries Association co-chaired the meeting; by reviewing major occupational accidents in the past and sharing experiences among high-level executives, participants discuss and propose new measures to help these steel and iron plants strengthen their self-management capacity and advance overall industrial safety.
- 30.06.2020 Amended and announced the "Pilot Program for Top New Talents in Industries", which further incorporated colleges, universities and industrial/business organizations as training units; training expenses are fully subsidized; and registration and payment methods are also revised.
- 30.06.2020 Announced the “Pre-job Training Incentive Guidelines for Unemployed Youths”, which provides monthly monetary learning rewards for youth participants in the pre-job trainings for the unemployed and in the “Pilot Program for Top New Talents in Industries”.
- 30.06.2020 Amended and announced related regulations concerning the “Foreign Workers Living/Caring Service Planning Book-Assessment Standards”; to strengthen the risk management for migrant workers’ living facility, employers are required to declare a number of new items (including whether dormitories and factories are at separate locations; whether the building has applied for public safety inspection and fire safety equipment inspection); additional standards concerning drinking water and living space are also revised.
- 30.06.2020 The New Labor Pension System, originated from July 2005, has been in effect for 15 years by June 2020. In anticipation of a gradual increase in the number of workers receiving monthly pension payments, the Bureau of Labor Insurance has added new functions to their customer service and e-service systems, including a monthly pension calculation tool and a case status inquiry system.



Photo 2: Seminar on Promoting Labor Awareness and Labor Relations Development (Chaired by Prof. Lan Ke-Cheng)



Photo 3: Minister Hsu with other high-level executives at the Self-Management Seminar for High-level Executives in the Steel and Iron Industries.