

Highlights for the First Quarter of 2022 (January to March)

- 30.12.2021 – 14.01.2022 The "2022 Labor Insurance Insured Relief Loan" was launched, benefiting more than 81,000 workers with more than NT\$8.1 billion.
- 01.01.2022 The minimum wage was increased from NT\$24,000 to NT\$25,250 effective immediately. The "Table of Grades of Labor Insurance Salary" and the "Monthly Contribution Classification of Labor Pension" were amended and took effect on the same day. The first tier of the "Table of Grades of Labor Insurance Salary" was revised to NT\$25,250. In order to protect the rights and interests of the insured, the monthly insured salary of \$24,000 in December 2021 (excluding insured persons with part-time employment, persons with physical and mental disabilities in sheltered employment, trainees in vocational training institutions, and insured persons who are low-income members of occupational unions) was adjusted to \$25,250 for labor insurance and insurance coverage, benefiting over 3.36 million workers. The Monthly Contribution Classification of Labor Pension was revised to \$25,250 for Grade 21. The lower limit of Grade 22 was revised to \$25,251 for those who applied for labor pensions with a monthly contribution of \$25,250, benefiting more than 1.41 million workers.
- 07.01.2022 The creation of the new function of Category D occupational safety and health affairs supervisor under the Occupational Safety and Health Education and Training Rules took effect on January 7, 2022, together with the announcement that the training units should establish an autonomous management system and submit for approval its training test, which should be conducted at an approved test site to maintain the quality of training.
- 07.01.2022 The MOL organized the 2022 "Spring Security Period Labor Inspection Enhancement Implementation Plan" to urge establishments to strengthen disaster prevention in high-risk operations and comply with the relevant regulations on overwork prevention. From January 7 to February 15, 8,667 establishments were inspected, 240 work suspension orders were issued, 900 fines were imposed, and the total amount in fines was \$45.59 million.
- 11.01.2022 The 19th Golden Wingspan Award winners were announced in recognition of their efforts to promote the employment of people with physical and mental disabilities and to encourage all other establishments to follow suit.

15.01.2022 The Workforce Development Agency of the MOL organized "The third Million Dollar Maker Arena". After the preliminary rounds, mentorship sessions and finals, the Million-Dollar Prize Champion, the Best Makers' Innovation, the Best Practical Application, the Best Market Opportunity, and the Popularity Award were announced. The award ceremony and presentation of results were held at the South Tobacco Factory in the Songshan Cultural and Creative Park. Tsai Meng-Liang, Director-General of the Workforce Development Agency, presented the award to encourage people to maximize creativity and practice.



Image 1: WDA Director-General Tsai Meng-Liang (1st from right) poses for picture with champion team Visioner.

18.01.2022 Partial amendments to the "Act of Gender Equality in Employment" stipulated the increase of the number of maternity leave days from 5 to 7, and amended "Paternity Leave" to "Pregnancy Checkup Accompaniment and Paternity Leave" from 5 to 7 . Flexible working hours can be negotiated, allowing both parents to apply for leave without pay for childcare at the same time. The amendments took effect on January 18, 2022 after approval by the Executive Yuan.

18.01.2022 Article 19-1 of the "Employment Insurance Act" was amended to include "parents without working income (non-working father, mother)" to the scope of dependents' benefits; Article 19-2 removed the provision that parents who are both insured may not apply for childcare leave without pay at the same time.

- 18.01.2022 Amended and promulgated Article 7, Article 9 and Article 15 of the "Enforcement Rules for Act of Gender Equality in Employment", and changed the name of "Paternity Leave" to "Pregnancy Checkup Accompaniment and Paternity Leave" in accordance with Article 15, Paragraph 5 of the "Act of Gender Equality in Employment". An employee who accompanies his spouse for maternity examination or delivery may take leave to accompany the spouse for maternity examination or delivery for a total of 7 days max at his discretion; in addition, the relevant text of Article 9 of the "Labor Occupational Accident Insurance and Protection Act" has been amended accordingly.
- 18.01.2022 Article 2 and Article 9 of the "Regulations for Implementing Unpaid Parental Leave for Raising Children" were amended and promulgated to comply with the deletion of Article 22 of the Act of Gender Equality in Employment. Regardless of whether the spouse is employed or not, there is no longer a requirement for a valid reason. Both parents can choose whether to apply for parental leave without pay at the same time, taking into account the overall financial situation and the division of household duties.
- 18.01.2022 Amended and promulgated the "Directions for Allowances of Pregnancy Checkups Leave, Accompanying Pregnancy Checkups Leave and Paternity Leave", in line with the amendment of Article 15, Paragraph 5 and Paragraph 7 of the Act of Gender Equality in Employment, to include the relevant provisions for employers to apply for Accompany Pregnancy Checkups Leave and Paternity Leave salary subsidies.
- 22.01.2022 Amended and promulgated partial regulations of the "Dual Track Vocational Training Project", in line with the Ministry of Education's promotion of the "Industry-Academia Co-op Program 2.0", to include the partner companies of the Industry-Academia Co-op Program as training units and to subsidize the training fees for job positions.
- 24.01.2022 Amended and promulgated the "Regulations Governing the Accreditation and Management of Occupational Safety and Health Consulting Service Organizations and their Consulting Service Personnel" to amend the establishment, staffing, qualification conditions, accreditation procedures and auditing matters of the business premises of consulting organizations, and increase the penalties according to the severity of their violations in order to strengthen the quality and supervision and management mechanism of consulting organizations.

25.01.2022 In cooperation with the Central Epidemic Command Center, the Institute of Labor and Occupational Safety and Health (ILOSH) of the MOL, inspected the ventilation system of certain quarantine hotels to prevent cross-infection of staying guests through the ventilation system. During inspections of hotels, it was found that some rooms had poorly designed ventilation and air conditioning systems and partition structures, and the air might circulate between rooms. The results of the inspection were provided to the Central Epidemic Command Center and related units for reference.



Image 2: ILOSH deployed a simple smoke generation device to facilitate inspection of the ventilation systems of quarantine hotels

15.02.2022 In order to meet the needs of both domestic epidemic prevention and enterprise and family needs, the second phase of the Migrant Workers' Introduction Program was launched on February 15, 2022, and the entry points-based system was abolished. Before migrant workers come to Taiwan, they must be fully vaccinated in their country of origin and comply with overseas epidemic prevention regulations, including undergoing PCR tests and one-person-one-room isolation before entering Taiwan. After coming to Taiwan, employers are allowed to arrange for migrant workers to stay in quarantine hotels for home quarantine and self-health management and follow the relevant epidemic prevention guidelines.

24.02.2022 NT\$30 billion was allocated to the Labor Insurance Fund to increase the fund's income.

02-31.03.2022 In accordance with the Labor Occupational Accident Insurance and Protection Act, which came into effect on May 1, 2022, 25 sub-laws and regulatory orders were completed, including the "Enforcement Rules of

Protection for Workers Incurring Occupational Accidents Act," "Regulations of the Examination of Injuries and Diseases Resulting from the Performance of Duties by the Insured Persons of the Labor Insurance Program," "Act on Health Examination and Health Tracking Inspection for Prevention of Occupational Diseases of the Labor Occupational Accident Insurance and Protection Act," and "Regulations for Occupational Accidents Workers to Apply for Device Care Disability and Death Subsidies".

- 04.03.2022 Completed the distribution of NT\$283.68 billion of income from the Labor Pension Fund (New Scheme) in FY2021, and distributed to approximately 12.25 million individual beneficiary accounts. The MOL also provided various channels for workers to inquire about the amount of earnings distribution and accumulated earnings in their individual pension accounts.
- 07.03.2022 In accordance with the Central Epidemic Command Center's announcement of relaxed border quarantine measures, since March 7, 2022, foreign professionals have been allowed to enter the country, and the quarantine days are the same as those for migrant workers. Both have been shortened to 10 days, and two PCR tests and five quick screenings should be conducted after entry until the end of self-health management to take care of both epidemic prevention and safety, and social and economic activities.
- 09.03.2022 The "Manpower Dispatch Industry Personal Data File Security Maintenance Plan and Handling Measures" was formulated and promulgated to regulate the manpower supply industry and establish appropriate security maintenance measures for the personal data files they maintain to reduce the risk of personal data theft or leakage that may harm the rights and interests of the parties concerned. The measures are scheduled to take effect on June 1, 2022.
- 10.03.2022 The 2022 "Labor Conditions Targeted Inspection Plan" is planned to implement a total of 19 project inspections in four major areas, including "public safety," "support for the disadvantaged," "recurring violations," and "social concern," with a total of 5,200 inspections to urge business establishments to implement sound labor conditions.
- 14.03.2022 Amended and announced "Notes on the Employment of Part-time Workers" to continuously protect the labor rights of part-time workers.
- 16.03.2022 Formulated and promulgated the "Guidelines for Employers to Subsidize the Costs of Staying in Quarantine Accommodations for Foreigners Engaged in Domestic Help and Caregiver Work", agreeing to subsidize 50% of the cost of staying in centralized quarantine hotels or qualified

quarantine accommodations for foreigners in the social welfare category, up to a maximum of NT\$1,250 in subsidies per person per day.

18.03.2022 Article 13 of the "Regulations on Security and Maintenance Plan of Personal Data for Private Vocational Training Organizations" were amended to require that private vocational training institutions comply with the central authority's restrictions when transmitting personal information internationally. The private vocational training organization shall also inform the subject of the area where the personal data will be transferred. The private vocational training institution shall also properly supervise the data recipient.

24.03.2022 The Ministry and Katholieke Universiteit Leuven (KU Leuven) organized the first virtual Labor Policy Conference. The opening speech was delivered by Peter LIEVENS, Vice-Rector of International Policy, Ambassador Tsai Ming-Yen of the Taipei Representative Office in the EU and Belgium, and Wang Shang-Chih, Deputy Minister, Ministry of Labor. The meeting shared and discussed issues such as the protection of labor rights of workers in the platform economy, the impact of climate and circular economy transformation on employment and skills, and the use of administrative data by Taiwan and Belgium to analyze labor market manpower trends. Both sides also agreed to continue joint research on labor policy related issues in the future.



Image 3: Vice-Rector Peter Lievens of KU Leuven, Ambassador Tsai Ming-Yen of the Taipei Representative Office in the EU and Belgium, and Wang Shang-Chih, Deputy Minister, Ministry of Labor jointly delivered the opening address

25.03.2022 Announcement given that "Technical Workers of the Fleet Branch, Coast Guard Administration of Ocean Affairs Council" are approved as workers specified in Article 84-1 of the Labor Standards Act.

29.03.2022 The Institute of Labor and Occupational Safety and Health (ILOSH) of the

Ministry of Labor inaugurated the "Data Science Center of Labor and the Opening Ceremony of the Labor Safety and Health Experience Center". The Data Science Center of Labor allows for the exchange of information with the Ministry of Health and Welfare, the Council of Agriculture, and other ministries. The Center can immediately grasp the latest trends in labor and workplace safety and health through statistical analysis and provide various units with references for governance and policy-making. The Exhibition Hall of Occupational Safety and Health, established in 2002 and the only one of its kind in the nation, created a new "Labor Safety and Health Experience Center" with "safety and health" as the core in response to the rapid development of digitization and information technology. The Center features a multi-faceted exhibition approach for visitors to experience in a fun and educational way so that the knowledge of proper disaster prevention and labor rights is deeply etched in the minds of visitors.



Image 4: Opening ceremony of the Data Science Center of Labor of the MOL



Image 5: Opening ceremony of the Labor Safety and Health Experience Center. Minister of Labor Hsu Ming-Chun and dignitaries attended the ceremony.

30.03.2022 "Attachment 3 of the Labor Insurance Disability Benefit Payment Standards" was amended to remove the age limit of 45 years or less for women to have a hysterectomy and to further differentiate the level of physical damage.

Highlights for the Second Quarter of 2022 (April to June)

- 07.04.2022 In line with the addition (amendment) of Labor Standards Act provisions related to dispatched labor, the "Guiding Principles of Dispatched Labor Rights and Benefits", "Matters to be Agreed and Not to be Agreed in the Dispatched Labor Contracts", "Reference Dispatched Labor Contract Template Between the Dispatching Unit and the Requisition Employing Unit", and "Labor Contract during Labor Dispatch" were amended for dispatched workers, dispatching entities, and dispatch-requiring entities to follow and reference.
- 08.04.2022 To enhance workplace safety and health for traditional industries and promote employment, the Occupational Safety and Health Administration (OSHA), MOL held a kick-off event for the "Plastic Products and Specific Process Industries Occupational Safety and Health and Employment Promotion Cooperation Program" and invited the Industrial Development Bureau, Ministry of Economic Affairs, and the Workforce Development Agency, MOL to attend. The MOL also signed the Safety Partnership Pledge with the Taiwan Plastics Industry Association, Taiwan Synthetic Resin & Adhesives Industry Association, Taiwan Dyestuffs and Pigments Industrial Association, and Taiwan Regional Association of Adhesive Tape Manufacturers to jointly promote the workplace safety and health in related industries.



Image6: Group photo with OSHA Director-General Tzou Tzu-Lien, Chairman Liao Ben-Chuan of the Taiwan Plastics Industry Association, as well as other attending participants.

- 19.04/04.05/09.06.2022 Amended the "Guidelines for Workplace Safety and Health Protection Measures in Response to Coronavirus: Notes on Migrants' Work, Living and Outside Travel Management" to stipulate that if the number of migrant workers employed reaches 30 or more, staff members at appropriate seniority levels should be designated as the head of epidemic prevention and epidemic prevention management personnel. In addition,

the updated regulations stipulated the required and recommended measures employers should take, and annulled regulations stipulating migrant workers employed by different employers should not live together, PCR for migrant workers should be changed to rapid screening, measures to undertake when migrant workers test positive, as well as measures to take for close contacts of migrant workers who test positive.

22.04.2022 In line with the Labor Occupational Accident Insurance and Protection Act, which entered into effect on May 1, 2022, Article 2 and Article 16 of the "Regulations Governing Establishment of the Labor Funds Supervisory Committee of the Ministry of Labor" were amended and promulgated, effective on May 1, 2022.

22.04.2022 In order to investigate the effectiveness of the implementation and promotion of labor and occupational safety and health research, workplace source safety management mechanism, and disaster prevention measures education, eight members of the Control Yuan, including President Chen Chu, Convener Hsiao Tzu-Yu, and members of the Committee on Social Welfare and Environment Hygiene Affairs visited the Institute of Labor, Occupational Safety and Health (ILOSH), MOL.



Image 7: Eight members from the Committee on Social Welfare and Environment Hygiene Affairs, Control Yuan, led by Control Yuan President Chen Chu and Convener Hsiao Tzu-Yu, inspect the ILOSH .

22.04.2022 The "National Occupational Safety and Health Week" kick-off ceremony was held in conjunction with the "2022 International Conference on Occupational Health, Occupational Medicine, and Occupational Health Nursing". Top experts and scholars from the Ministry of Health and Welfare and occupational health and medical fields, as well as international experts from the United States, Australia, New Zealand, and Korea, were invited to join the event by video conference. MOL Deputy Minister Wang Shang-Chih delivered the opening address, encouraging companies to attach importance to the occupational safety, hygiene, and health of workers and actively create a safe working environment so as to jointly raise the standard of occupational safety and health in Taiwan.



Image 8: Deputy Minister Wang Shang-Chih delivers the opening address to kick-off the "National Occupational Safety and Health Week".

27.04.2022 Amended the schedule of "Directions for Reviewing of Work Rules Point 9", which came into effect on May 1, 2022.

27.04.2022 Announced that the amount of labor insurance annuity benefits will be adjusted from May 2022 for those who applied for labor insurance annuity benefits in 2009, 2010, 2013, and 2015 in accordance with the law as the cumulative growth rate of consumer price index has reached the statutory adjustment standard. As of June 29, 2022, the number of beneficiaries was over 490,000 and the average monthly adjustment per insured person was NT\$993.

27.04.2022 To commemorate Labor Day, the MOL held the "2022 Labor Day and National Model Worker Award Ceremony" at the Regent Taipei on April 27, 2022, recognizing the efforts and contributions of workers (including migrant workers) to national development, society, and the economy.



Image9: Premier Su Tseng-Chang attends the National Model (and Migrant) Worker Award Ceremony



Image 10: Minister Hsu Ming-Chun delivers a speech at the National Model (and Migrant) Worker Award Ceremony.



Image11: Premier Su Tseng-Chang presents an award to the awardee, worker Feng Ting-Yi.

29.04.2022 On the eve of Labor Day, MOL Minister Hsu Ming-Chun presided over a press conference to mark the premiere of the Labor Day film "Ah-Fang Laundromat". Also in attendance were the film's lead singer Henry Hsu, the presidents of national-level trade unions, and the president of the National Federation of Washing and Dyeing Industry Unions of the Republic of China. Combining literature, music and visuals, the featured film is a tribute to the hard work of our fellow workers.



Image12: Minister Hsu Ming-Chun delivers a speech at the press conference for the premiere of the Labor Day film "Ah-Fang Laundromat".

29.04.2022 The Center for Occupational Accident Prevention and Rehabilitation, established with donations from the MOL, was inaugurated. The Center will assume the important role of developing sustainable occupational safety and health, protecting labor health, and promoting the comprehensive services of "prevention", "protection" and "rehabilitation" to safeguard enterprises and workers.



Image13: Minister Hsu Ming-Chun attends the inauguration of the Center for Occupational Accident Prevention and Rehabilitation.

- 29.04.2022 In line with the separation of the Occupational Accident Insurance for Workers from the Labor Insurance Act, amended and promulgated amendments to the "Regulations on Aids for Legal Service and Living Expenses of Labor-Management Disputes", which was separately legislated and implemented on May 1, 2022. Additionally, the scope of legal assistance was extended to include occupational accident insurance for workers.
- 29.04.2022/03.05.2022 In conjunction with the implementation of the "Labor Occupational Accident Insurance and Protection Act", the "Regulations for the Implementation of the Employment Promotion Allowances" , "Guidelines for Employment Promotion Assistance for New Immigrants", "Guidelines for Employment Promotion Assistance for Victims of Sexual Assault", "Regulation Governing Subsidies for Disabled Employees of Sheltered Workshops Suffering from Occupational Accidents", and the "Regulations for Technician Skills Certification Administration and Test Site" were amended and promulgated.
- 30.04.2022 In line with the "APRC Program for Migrant Workers" approved by the Executive Yuan, "The Reviewing Standards and Employment Qualifications for Foreigners Engaging in the Jobs Specified in Subparagraph 8 to 11 , Paragraph 1 to Article 46 of the Employment Service Act" and the "Regulations on the Permission and Administration of the Employment of Foreign Workers" were amended to allow migrant workers who have worked in Taiwan for at least six years and foreign students who have obtained an associate degree or higher in Taiwan and meet the salary and technical requirements to work in mid-level technical jobs in Taiwan. Job categories include marine fishing, manufacturing, construction, agriculture (outreach agriculture, orchids, mushrooms, vegetables), and caregiving. The regulations also stipulate matters such as recruitment, employment permit application, life management after entering the country, employer eligibility to hire mid-level technical manpower, foreigner employment eligibility, and employer quota accounting.
- 01.05.2022 The "Labor Occupational Accident Insurance and Protection Act" came into effect. A total of 25 related sub laws and regulations were approved or promulgated, and were simultaneously enforced. The act integrates occupational accident prevention, compensation, and reconstruction as well as establishes a complete occupational accident protection system to enhance the protection of workers' and their families' rights and interests in occupational accidents.
- 01.05.2022 In order to benefit workers employed by natural person employers, workers

actually engaged in labor, and child laborers providing labor services and enable them to enroll in the Occupational Accident Insurance before working, unified and made available to the public three easy-to-use channels including the iBon kiosk in convenience stores, the official website of the Bureau of Labor Insurance, and trade unions.

- 01.05.2022 In line with the "Labor Occupational Accident Insurance and Protection Act" coverage expansion and to facilitate micro-enterprises to enroll employees in insurance coverage, the e-service system of the Bureau of Labor Insurance, MOL was launched to allow business entities with less than four employees to apply online their entity certificate or business owner's citizen digital certificate to establish an insured unit with for employment insurance, occupational accident insurance, and to enroll employees in insurance coverage. In addition, the MOL optimized the online pre-enrollment and suspension operations and added new National Health Insurance integrated application functions to enhance digital services and simplify the administrative process.
- 01.05.2022 The "Enforcement Rules of the Employment Insurance Act" was amended to specify the scope of labor insurance injury and illness benefits as mentioned in Article 17 of the Employment Insurance Act and revise the provisions on the establishment of an insured unit, required documents for insurance benefit applications, and the obligation to notify changes in the personal information of the insured in accordance with practical requirements.
- 03.05.2022 OSHA, MOL and the European Agency for Safety and Health at Work (EU-OSHA) jointly convened the "2nd EU-Taiwan Occupational Safety and Health Cooperation Meeting" through video conference. The meeting was opened by Ambassador Tsai Ming-Yen of the Taipei Representative Office in the EU and Belgium, and was presided over by William Cockburn, Interim Executive Director of EU-OSHA and OSHA Director-General Tzou Tzu-Lien, respectively. Colleagues from the ILOSH were also invited to participate in the meeting, where participants exchanged views on the topics of "Risk Management of Carcinogenic Substances in the Workplace" and "Industry 4.0 Occupational Safety Management".



Image 14: OSHA Director-General Tzou Tzu-Lien chairs the "2nd EU-Taiwan Occupational Safety and Health Cooperation Meeting".

- 05.05.2022 The MOL issued a circular clarifying that "If a worker is diagnosed with COVID-19 and is notified by competent health authorities to undertake home care or admitted to a designated premise or hospital, during the period of quarantine and treatment, the employer shall not withhold attendance bonus of workers that take ordinary injury and sick leave", which took effect on April 8, 2022.
- 05.05.2022 The MOL issued a circular clarifying Article 4(1) of the "Regulations of Leave-Taking of Workers", stipulating that if a worker is diagnosed with COVID-19 and is notified by competent health authorities to undertake home care or admitted to a designated premise or hospital, the number of days of ordinary injury and sickness leave taken during that period shall be included in the calculation of hospitalized sick leave, effective April 8, 2022.
- 06.05.2022 In line with the overall epidemic prevention policy and to protect the insured's benefit entitlements, the MOL issued a circular clarifying that if an insured person with a confirmed diagnosis of COVID-19 is unable to work during the period of admission to a hospital, intensive quarantine facility/quarantine hotel, or home care commencing from April 8, 2022, which results in the worker being unable to receive his or her original level of salary income, he or she will be eligible for ordinary injury and sickness benefits under the Labor Insurance Act starting from the fourth day of incapacity.

- 10.05.2022 Amended and promulgated the "Implementation Guidelines for Subsidized Administrative Agencies to Implement Mass Layoff Protection Mechanisms and to Enter Business Establishments to Mediate Labor Disputes" to provide local government administrative resources to help local labor disputes be handled appropriately within enterprises at initial stages of occurrence, effectively stabilizing labor relations.
- 11.05.2022 The ILOSH, MOL organized the "2022 Taiwan-U.S. International Research Cooperation and Exchange Meeting", exchanging on five topics including "Shift Work and Cancer - What Does it Mean for Workers? Findings from the Moon Light Workshop", "Shift Work and Breast Cancer - Research Evidence and Methods to Reduce Cancer Risk", "Study on the Potential Disease Risk of Long-Term Night Shift Workers in Taiwan", "Nursing Staff Health Hazard Assessment Study", and "Study on the Epidemiology of Breast Cancer in Workers in Taiwan".



Image 15: Headed by Chairperson Ho Jiune-Jye, ILOSH staff members participate in the “2022 Taiwan-U.S. International Research Cooperation and Exchange Meeting”.

- 11.05.2022 Amended and announced the "Implementation Guidelines for the Mediation of Labor Disputes Entrusted by the Administrative Agencies to Non-Governmental Organizations" and "Operational Guidelines for the Mediation of Labor Disputes Entrusted by the Administrative Agencies to Non-Governmental Organizations". In addition to increasing the administrative budget for mediation cases entrusted by local government agencies to NGOs, the amendments also strengthened local governments' oversight of entrusted NGOs, preventing the overburdening of mediators and to ensuring the quality of mediation.

19.05.2022 The "Middle-aged and Elderly Employment Promotion Act" and "Promoting the Function Enhancement Program for the Workforce Development Practitioners in Yunlin, Chiayi, and Tainan - Cross-generational Talent Training Program under the 100-Year Life Society", spearheaded by the Workforce Development Agency, received two 2022 Global HRD Awards from the International Federation of Training and Development Organizations (IFTDO). The awards were accepted by the Taipei Economic and Cultural Center in India during the 49th IFTDO World Conference & Exhibition.



Image 16: The Workforce Development Agency receives two awards during the "IFTDO Global HRD Awards 2022" of the 49th IFTDO World Conference & Exhibition.

20.05.2022 The MOL issued a circular stipulating that if a worker must take leave of absence to comply with the regulations related to the prevention of COVID-19 and does not immediately receive a quarantine notice and other supporting documents to provide to his or her employer, the worker may submit additional supporting documents within 30 days after the end of the leave taken. Workers who encountered similar instances prior to the issuing of the circular may also provide supporting documents within 30 days after announcement.

24.05.2022 OSHA, the ILOSH, and the National Fire Agency of the Ministry of the Interior jointly signed a memorandum of understanding on occupational safety and health in firefighting to help establish firefighting occupational safety and health management standards and enhance a sound occupational safety and health environment for firefighters.



Image 17: OSHA, the ILOSH, and the National Fire Agency of the Ministry of the Interior jointly sign a memorandum of understanding.

25.05.2022 Amended and published the "Implementation Guidelines for Subsidizing Administrative Agencies in Handling Arbitration of Labor Disputes" to expand the scope of subsidies for administrative agencies handling consensual arbitration to include arbitration cases delivered by one party in accordance with their authority. Attendance subsidies for arbitrators to attend hearings and conferences were also increased to improve the quality of arbitration and assist in the protection of workers' rights.

25.05.2022 Hosted the "Taiwan-U.S. Virtual Conference on Unfair Labor Practice Systems and Course Decisions" between the MOL's Board for Decision on the Unfair Labor Practices and the National Labor Relations Board (NLRB) to exchange case studies and systems of labor misconduct adjudication between Taiwan and the U.S., which is expected to improve Taiwan's labor misconduct adjudication system.



Image 18: Deputy Minister Wang An-Pang (first right from the center) with participants of the virtual conference.

25.05/10.06.2022 The MOL held the "20th Anniversary of the Enactment of the Act of Gender Equality in Employment" seminar with National Chung Cheng University and National Chengchi University, respectively.

31.05.2022 In line with the implementation of the Labor Occupational Accident Insurance and Protection Act, the occupational accident insurance was separated from labor insurance, and the provisions of Article 6, Article 7, and Article 16 of the "Criteria for Recognition and Examination of Unimpeded Physical and Mental Health of Article 45 of the Labor Standards Act" were amended and became effective as of May 1, 2022.

09.06.2022 OSHA and the ILOSH jointly developed and published the "Guidelines for the Prevention of Occupational Hazards in the Film and Television Industry" to implement occupational accident prevention for workers in the film and television industry, improve the occupational safety and health of filming operations, enhance the occupational safety and health management capabilities of the film and television industry, and strengthen the administrative application for the competent authorities to jointly safeguard the occupational safety and health of film and television workers.

10.06.2022 Due to the COVID-19 pandemic, issued a circular stipulating that "for the waiting period before the confirmation of rapid screening results and PCR results, etc. the number of leave days will be counted as hospitalized sick leave, and the employer shall not withhold or deduct the employee's attendance bonus", effective April 8, 2022.

- 13.06.2022 The MOL amended and promulgated the "Implementation Guidelines for Education Subsidies for Children of Unemployed Workers" to make involuntarily unemployed workers who have been granted the Employment Insurance Act's vocational training and living allowance eligible for schooling subsidies for children of unemployed workers. Relevant regulations were also amended in accordance with the implementation of the Labor Occupational Accident Insurance and Protection Act and practical requirements.
- 13.06.2022 The MOL announced amendments to "the Scope of Application of the Second Proviso of Article 34 of the Labor Standards Act", which became effective on June 13, 2022.
- 15.06.2022 Amended and published the "Work Rules Reference Handbook" on the MOL's website for public reference.
- 15.06.2022 The "2022 Youth Employment Incentive Program" was announced to encourage youths to seek and maintain employment. Youths aged 15-29 before September 30, 2022 (or who complete military service before June 30, 2023 and are within 90 days after discharge) who are employed with the same employer for more than 90 days can receive an employment incentive bonus of NT\$20,000. For 180 days of continuous employment, an additional bonus NT\$10,000 will be awarded, making the total of employment incentives NT\$30,000.
- 15.06.2022 In conjunction with the implementation of the "Labor Occupational Accident Insurance and Protection Act", the "Employment Security Program" and the "Immediate Employment and Security Program" were amended and promulgated. In addition, the "Employment Security Program" was extended in conjunction with the implementation of the "Special Act for Prevention, Relief and Revitalization Measures for Severe Pneumonia with Novel Pathogens", and the period of employment referrals was amended to June 30, 2023.
- 16.06.2022 To enhance the labor safety measures of delivery workers and protect their rights and interests in occupational accidents, the "Guidelines on Safety and Health of Food Delivery Operations" (i.e. Version 4.0) was amended and announced. In addition to strengthening the reasonable dispatch mechanism, expanding the scope of "third party liability insurance", a new item of "hazard notification" was added. The third party liability insurance, which requires a certain period of time before insurance providers can obtain approval for the listing of insurance products, will be fully enforced after a grace period until November 1, 2022.

17.06.2022 In response to the Central Bank's interest rates hike by 12.5 basis points, the interest rate of the "Worker Relief Loan" was raised from 1.845% to 1.97%. In order to take care of economically disadvantaged workers, the MOL fully subsidized the corresponding increase in interest rates for mortgages.

24.06.2022 The Workforce Development Agency (WDA), MOL organized the "Women's Economic Empowering, New Media Digital Upskilling (WEDU) Seminar" through video conference. WDA Director-General Tsai Meng-Liang, APEC Human Resources Development Working Group (HRDWG) Lead Shepherd Prof. Dong Sun Park, APEC Policy Partnership on Women and the Economy (PPWE) Chair Renee Graham, and APEC HRDWG Capacity Building Network (CBN) Coordinator Rosanna Urdaneta delivered opening remarks. Dialogues between representatives of APEC economies and experts from the industry, government, academia, and research analyzed cross-disciplinary trends of integrating gender awareness into digital marketing and officially launched the preparatory work for the "Training Package of Gender Power in Online Marketing" in August. The MOL also strove to consolidate the resources of domestic and foreign public and private partners to jointly guide trainees to pass the "iCAP Certificate for Competency-Based Training Program" assessment indicators and obtain the "International Computer Driving Licence (ICDL)" online certification for digital marketing.

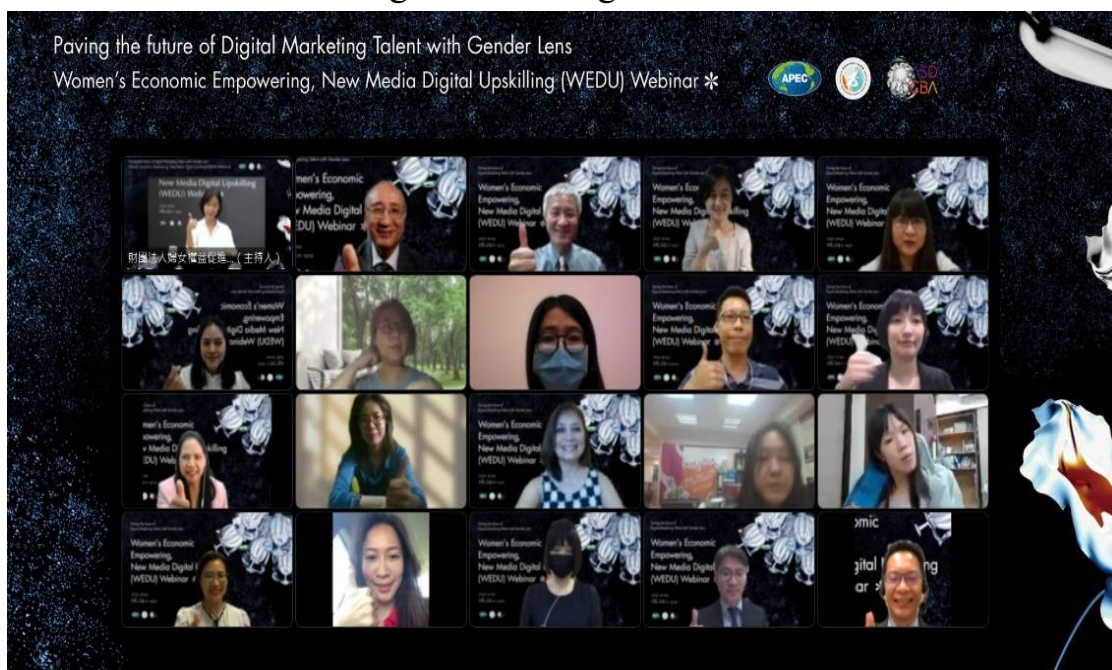


Image 19: Group photo of attending participants during the opening ceremony of the "Women's Economic Empowering, New Media Digital Upskilling (WEDU) Seminar".

27.06.2022 Amended and promulgated the "Common Principle of Calculation of Fines for Violations of Labor Standards Act", Point 4, which took effect on August 1, 2022.

Highlights for the Third Quarter of 2022 (July to September)

- 06-07.2022 The Bureau of Labor Funds of the MOL completed the selection process of the “Enhanced Global Climate Change Equity Mandate” for the First Overseas Discretionary Investment of Labor Pension Fund and National Pension Insurance Fund, setting a precedent for retirement funds in Asia. By adopting the Paris Agreement Climate Index in line with EU regulations, the fund invests in companies that are moving toward a green economy to achieve global climate improvement goals, and by taking into account the investment income of the fund, with the hope to raise awareness of global climate change issues and contribute to the achievement of global environmental sustainability goals.
- 01.07.2022 The interest rate for the loan period for the 2020, 2021 and 2022 Labor Insurance Insured Relief Loan was announced to be 1.405% per annum starting from the first business day in July 2022.
- 07.07.2022 The MOL announced that in order to assist the insured and those insured with occupational unions who are affected by the COVID-19 outbreak, the Bureau of Labor Insurance of the MOL provides assistance with the payment of insurance premiums for labor insurance, labor occupational accident insurance, employment insurance and employer contributions to labor pensions. From July 11, 2022 to January 3, 2023, those eligible may apply to the Bureau of Labor Insurance for a 6-month deferment period. The deferment period is from May to October of 2022, for a total of 6 months, and the payment may be deferred for six months from the date of expiration of the grace period (payment deadline) without incurring any penalties.
- 07.13、20.2022 The Institute of Labor and Occupational Safety and Health of the MOL organized a functional course on "Training on the Necessary Competencies of the Formwork Support and Evaluation System". The "BIM in Formwork Support Practical Application Functional Training" is a 12-hour professional training course focusing on topics such as enhancing construction safety of formwork support operations and preventing occupational accidents.



Image 20: Functional course of "Training on the Necessary Competencies of the Formwork Support and Evaluation System"

26.07.2022 The Institute of Labor and Occupational Safety and Health of the MOL organized the "Pingtung Labor Youth and Employment Peace of Mind - Occupational Safety and Health Special Exhibition" at the Labor and Youth Development Department of the Pingtung County Government. The exhibition enables workers in Pingtung County to increase awareness of occupational safety and health hazards and prevention in their local area.



Image21: Group photo at the opening of the "Pingtung Labor Youth and Employment Peace of Mind - Occupational Safety and Health Special Exhibition"

- 26.07.2022 Announcement of "Guidelines for the Competent Authority to Handle Labor Dispute Mediation by Video Conference", stipulating that the local labor administration authorities may, depending on the circumstances of the case, handle the mediation and reconciliation of labor disputes by means of remote video conference after the consent of both employers and employees, so as to facilitate the fight by workers for their rights in a timely manner.
- 29.07.2022 Announced the abolishment of the application of Article 84-1 of the Labor Standards Act to "Professional Photographers and News Van Drivers accompanying the mayor of the Department of Information and Tourism, Taipei City Government" and "Liaison Staff of Government Corporations Listed in the Legislative Yuan".
- 31.07.2022 Organized the 52nd National Skills Competition for 56 categories in the youth group and 12 categories in the junior group.



Image22: Minister Hsu Ming-Chun and WDA Director-General Tsai Meng-Liang posing with the gold medalists of the youth group.



Image23: Minister Hsu Ming-Chun presents a plaque of appreciation to the sponsors of the competition

- 09.08 -20.10.2022 In order to strengthen the promotion of the Bureau of Labor Insurance's online application services, a total of 28 "Labor Insurance Online Application Operation Explanation Sessions" were held in Taipei, Yilan, Taoyuan, Hsinchu, Taichung, Changhua, Chiayi, Tainan, Kaohsiung, and virtually (26 physical sessions and 2 virtual sessions).
- 10.08.2022 From August 10, 2022, the monthly salary of newly employed and contract-renewed domestic migrant workers will be adjusted to NT\$20,000, while also providing low-income and low-middle income employers who hire migrant workers with a monthly salary subsidy of NT\$3,000 for a maximum of 3 years. Other employers are also eligible to receive a monthly subsidy of NT\$1,500 until the end of the year, for a maximum of four months.
- 11.08.2022 Formulated a "Labor Education Promotion Outline" and combined the resources of ten ministries and local governments to target current students at all levels of education and those who wish to work but are not yet employed (including those who have been discharged from military service, the unemployed, and those who have dropped out of school), those currently employed and transitioning jobs, employers, owners and key managers. 26 measures are adopted to promote labor education in order to achieve the goal of raising overall national labor awareness.
- 11.08.2022 The Institute of Labor and Occupational Safety and Health of the Ministry of Labor (ILOSH) was interviewed by James Baron, a reporter for Taiwan Business TOPICS, the official magazine of the American Chamber of Commerce in Taiwan, on the topic of "work stress", explaining the ILOSH's efforts to develop various corporate assessment tools for reference by enterprises in recent years. It includes an "Employee Assistance Program Needs Assessment Form", a "Work-Life Balance Atmosphere Assessment Form" and a "Workplace Mental Health Assessment Form", and a practical guide has been compiled for reference of HR staff, OSHA staff, occupational nurses and workplace mental health managers of enterprises.
- 11.08.2022 Amended the "Working Rules Reference Handbook", and published on MOL's website for public access and reference.
- 12.08.2022 In order to comply with the amendment of Article 58 of the *Domestic Violence Prevention Act* and Article 12 of the *Act of Assistance for Family in Hardship*, it is announced that the eligibility age for applying for business start-up loan subsidy under the "Domestic Violence Victims' Business Start-up Loan Subsidy Act" and the "Family in Hardship Business Start-up Loan Subsidy Act" will be adulthood, while the conditions for applying for interest subsidies, and the method of

calculating interest subsidies were also announced.

- 12.08.2022 Amended the "Occupational Safety and Health Facilities Regulations" to strengthen practices for occupational safety and health facilities in business establishments, improve disaster prevention in workplaces, enhance the safety protection mechanism for workplace power machinery and self-constructed roads, and expand the protection of delivery staff work patterns.
- 12.08.2022 Amended the "Regulations on the Accreditation and Management of Medical Institutions for Medical Examination of Workers" to add (amend) that accredited medical institutions shall establish quality and management plans for labor health examinations, specifically for biological detection items such as lead in urine. It is also stipulated that valid certification should be obtained from a third-party certification body to strengthen the quality and supervision and management mechanism of labor physical and health examination.
- 15-16.08.2022 Organized the "2022 Labor Director Professional Competency Training Program". Nearly 100 labor directors and affiliated union presidents from across the nation attended the event, where Minister Hsu Ming-Chun shared important current labor policies and listened to the suggestions of the participating union representatives. The seminar covered courses on corporate social responsibility and corporate governance, as well as a visit to the Tainan Yantian Photovoltaic Station of Taiwan Power Company. Through company and union experience sharing, participants learned how companies implement labor rights protection measures.



Image 24: Participants in the “Labor Director Professional Competency Training Program” visited Yantian Photovoltaic Station.

- 16.08.2022 In response to the continuing impact of the COVID-19 epidemic on the job market, the "2022 Youth Job Search Subsidy Program" was launched to encourage fresh graduates to actively seek employment, and to provide financial support and enhanced counseling to help young people find gainful employment.
- 17.08.2022 The MOL issued a circular letter stating that as of January 1, 2023, Article 84-1 of the Labor Standards Act will no longer be applicable to outsourced drivers of top executives, directors, supervisors, and staff of business enterprises who have been assigned with company vehicles.
- 23.08.2022 Amended and released the "Corporate Human Resources Enhancement Plan", and relaxed the applicable targets from legal entities (juridical persons) to private business institutions, non-profit corporations or organizations. In addition, in order to encourage enterprises to assign middle-aged and senior workers to participate in training and to take into account the need to simplify the administrative process of enterprises, the relevant regulations have been revised and the training subsidy fees have been increased. Furthermore, considering that enterprises have the need to nurture related talents when upgrading and transforming the organization, new conditions for priority approval of training programs have been added.
- 30.08.2022 The Institute of Labor and Occupational Safety and Health of the MOL was invited by the National Institute of Occupational Safety and Health (NIOSH) of Malaysia to deliver a presentation on "Occupational Safety and Health Intervention Counseling in Manufacture of Fabricated Metal Products Industry" at the 23rd International Conference and Exhibition on Occupational Safety and Health (COSH 2022).
- 30.08.2022 Amended the "Guidelines for Safety and Health of Food Delivery Operations" to expand the protection of delivery operations in response to the gradual diversification of goods delivered by delivery platform operators to include fresh produce and grocery items, not limited to just food.
- 31.08.2022 In line with the implementation of the Labor Occupational Accident Insurance and Protection Act, the occupational accident insurance was separated from labor insurance, and the provisions of "Form of Application for Work for Applicants to Whom Article 45 of the Labor Standards Act on the Basis of Determination Criteria, Review Procedures for Determining the Nature and Environment of Work That Will Not Do Any Harm to the Worker's Mental and Physical Health is applicable" is amended with immediate effect.

01.09.2022 Vice President Lai Ching-Te attended the 46th WorldSkills Competition Flag Presentation Ceremony to express his encouragement.



Image 25: Vice President Lai and Minister Hsu Ming-Chun posing with the national players of the 46th WorldSkills Competition



Image 26: Vice President Lai and Minister Hsu Ming-Chun presenting the flag to the national delegation



Image27: Vice President Lai attending the 46th WorldSkills Competition Flag Presentation Ceremony



Image 28: Minister Hsu Ming-Chun cheers on the national players in the Furniture & Cabinetmaking skill category of the 46th WorldSkills Competition

03.09.2022 Organized the "Respect! The Light of Progress. The 20th Anniversary Concert of the Act of Gender Equality in Employment"



Image29: Minister Hsu Ming-Chun performing for the "Respect! The Light of Progress. The 20th Anniversary Concert of the Act of Gender Equality in Employment".

07.09.2022 Amended and announced the "Implementation Guidelines for the Ministry of Labor's Incentives to Labor Unions to Sign Collective Agreements", stipulating that labor unions can assist and counsel other trade unions to sign collective agreements, and are eligible to apply for incentives rewards. The amount of the incentive for the union or union federation that has signed a collective agreement is amended to a maximum of NT\$50,000.

08.09.2022 The e-Services system of the Bureau of Labor Insurance of the MOL was revamped to improve the ease of use, convenience and security of the website. The updated website was developed with a Responsive Web Design (RWD) approach and incorporates a multi-certificate authentication mechanism. The new version of the e-Services system, "Personal Internet Trial Calculations, Inquiry and Application Operations," went live today. Members of the public can use their mobile phone authentication mechanism to log in.

12-14.09.2022 Organized the 2022 National Occupational Safety and Health and Labor Inspection Working Report and Labor Inspection Agency Performance Evaluation. Minister Hsu Ming-Chun attended the event to encourage and award top-performing units and excellent labor inspectors.



Image 30: During the "2022 Labor Inspection Agency Performance Evaluation", Minister Hsu Ming-Chun presented awards to the top-performing units



Image 31: During the "2022 Excellent Labor Inspectors Selection", Minister Hsu Ming-Chun presented awards to outstanding inspectors.

- 14.09.2022 Announced amendments of the monthly minimum wage to NT\$26,400 and the hourly minimum wage to NT\$176, effective from Jan 1, 2023.
- 14.09.2022 Amended the "High-Pressure Gas Operations Labor Safety Rules," specifying that business establishments including factories using barrel gas supply in tandem should follow relevant safety regulations to avoid fire and explosion accidents endangering workers. A one-year buffer period was provided for businesses to implement improvement measures, with the amendments coming into effect on September 14, 2023.

15.09.2022 The Institute of Labor and Occupational Safety and Health held the 2022 Online Presentation of Research Results. During the epidemic period, the ILOSH leveraged the power of the Internet to deliver the results of labor and occupational safety and health research to workers and occupational safety and health personnel more quickly and easily.



Image 32: 2022 ILOSH Online Presentation of Research Results Event Portal

19.09.2022 Issued temp worker allowance subsidies to activate natural disasters in response to the September 18, 2022 earthquake in eastern Taiwan. A temporary work allowance of NT\$168 per hour per person (up to NT\$25,250 per month) was provided for a total of 1,000 temp worker quotas in Hualien and Taitung counties to assist in the reconstruction of homes in the two disaster-hit areas, for a total of 2 months.

20.09.2022 The Workforce Development Agency (WDA) of the MOL organized the "APEC ASD-CBA Workshop: Best Practices for Empowering the Health Workforce through Digital Upskilling". The opening speech was delivered by Tsai Meng-Liang, Director General of the WDA. Experts from APEC economies and domestic and foreign health care industries were invited to share their best-case studies and innovative approaches on how to integrate digital skills and cultivate cross-disciplinary talents to promote digital transformation in the health care field through a hybrid online and physical event.



Image33: Group photo of participants during the “APEC ASD-CBA Workshop: Best Practices for Empowering the Health Workforce through Digital Upskilling” event.

21.09.2022 Minister Hsu Ming-Chun visited the Bureau of Labor Insurance's Yunlin office and officiated at the opening of the new office with director Chen Juan. In addition to additional service counters and friendly barrier-free facilities, the new location is spacious and bright, which is expected to provide a comfortable environment for Yunlin locals to enhance local services.



Image 34: The opening ceremony of the Bureau of Labor Insurance's new Yunlin office on September 21, 2022

22.09.2022 In response to the Central Bank's raising of interest rates by 12.5 basis points, the interest rate of the "Worker Relief Loan" was raised from 1.97% to 2.095%. In order to take care of economically disadvantaged workers, the MOL fully subsidized the corresponding increase in interest

rates for mortgages.

- 23.09.2022 The MOL conducted the 2nd Taiwan-U.S. Collective Bargaining Talent Training Seminar by video conference with the Federal Mediation and Conciliation Service (FMCS) of the U.S. Government. The opening remarks were delivered by FMCS Director nominee Javier Ramirez, AIT Economic Section Chief Rashad Jones, and MOL Vice Minister Chen Ming-Jen. During the meeting, FMCS senior mediators shared mediation skills and methods, including how to leverage different meeting modes such as joint meetings, individual meetings and side-meetings at different stages of negotiation to help both sides negotiate a common agreement. They also shared specific suggestions on how to break through deadlocks. Through the exchange of experience between Taiwan and the U.S., the seminar enhanced the mediation capabilities of government agency administrators and mediators facing collective bargaining disputes.
- 28.09.2022 The Bureau of Labor Funds of the MOL conducted a public solicitation for the first domestic investment (absolute return type) mandate by the new and old labor pension funds in 2022. In order to implement a sustainable investment strategy, the mandate targets listed companies that prepare ESG reports as investment targets, with a view to generating long-term stable profits.
- 30.09.2022 Announced amendments of the scope of application of proviso 2 of Article 34 of the Labor Standards Act to add that "partial shift workers of 10 companies" are subject to the proviso of Article 34, Paragraph 2 of the Labor Standards Act during the period of natural disasters, accidents or emergencies or during the period of shift adjustment by mutual agreement between employees and employers, as well as shift workers in the manufacturing, wholesale, general merchandise retailing and warehousing industries from October 1, 2022 to December 31 of the same year.
- 30.09.2022 The Occupational Safety and Health Administration of the MOL and the Taiwan Association for Schools of Public Administration and Affairs (TASPAA) jointly organized the 2022 International Symposium with as its two topics "How to Mainstream ESG in Worker Health and Safety" and "A Decade of Occupational Disaster Labor Rehabilitation Policy in Taiwan: Policy Formation and Practice" . The symposium invited professionals from various disciplines, including industry, government, and academia, as well as panelists to discuss how to improve occupational health and safety and provide occupational disaster labor rehabilitation services.



Image 35: Group photo of Tzou Tzu-Lien, Chief of the Occupational Safety and Health Administration, with panelists during the "How to Mainstream ESG in Worker Health and Safety" panel discussion.



Image 36: Tzou Tzu-Lien, Chief of the Occupational Safety and Health Administration, with panelists during the "A Decade of Occupational Disaster Labor Rehabilitation Policy in Taiwan: Policy Formation and Practice" panel discussion.

Highlights for the Fourth Quarter of 2022 (October to December)

28.09.2022 Amended and announced the “Regulations for Implementing and Rewarding Skill Competitions”. To encourage young people to improve their skills, the “Regulations for Implementing and Rewarding Skill Competitions” were amended to increase the scholarship for the first-place team trained to participate in youth and international competitions. Furthermore, to protect the national image and reputation, new regulations were added for athletes representing the country, national judges and coaches in case of misconduct that may damage the national image and reputation.

05.10.2022 The MOL and the Ministry of Justice jointly organized the “2022 Corporate Integrity Forum”, in addition to inviting Managing Director Lai Chia-Yi of NEC Taiwan Ltd. to deliver a speech on the topic of “Building an Integrity Business Starting from Occupational Safety”. Two experts from the European Agency for Safety and Health at Work (EU-OSHA) and Health Agency and Safe Work Australia, Tim Tregenza and Dianah Brown, were invited to deliver a pre-recorded presentation on the emerging issue of occupational safety and health of international concern - “Workplace Violence Prevention”. In addition, domestic experts were invited to discuss the practical experience of taking care of both corporate integrity and three key issues of labor safety (secure work, safe workplace and safe labor) through the two seminars.



Image 1: Group photo of the Corporate Integrity Forum

06.10.2022 The Institute of Labor, Occupational Safety and Health (ILOSH) and the Research Institute for Work and Society (HIVA), KU Leuven, Belgium, jointly organized a labor market research exchange seminar with the

participation of researchers from HIVA, researchers from ILOSH, and experts and scholars from related fields to discuss issues focusing on the characteristics of industrial labor mobility and the trend of labor market changes in Taiwan before and after the COVID-19 pandemic.



Image 2: Labor Market Research Seminar co-organized by ILOSH and HIVA

10.10.2022 The Institute of Labor, Occupational Safety and Health (ILOSH) visited the European Foundation for the Improvement of Quality of Life and Labor Conditions (Eurofound) in Ireland to discuss the feasibility of participating in the European Working Conditions Survey (EWCS). Eurofound subsequently agreed for ILOSH to participate in the international EWCS program on a regular basis for five years, with the ILOSH hoping to effectively enhance the visibility and exposure of the MOL internationally.



Image 3: Members of the ILOSH delegation with Eurofound Executive Director Ivailo Kalfin (second from left) and his team.

12.10.2022 The kick-off ceremony of the “2022 Annual Deepening of Labor Concept - Campus Tour Train Activity“ was held at Beigang Senior High School in Yunlin County, with well-known singer Shennio Lin as this year's campus labor ambassador, and MOL Department of Employment Relations Director Wang Hou-wei and Principal Chiang Yao-Chi of the school joined the kick-off ceremony to promote the correct concept of labor to young students.



Image 4: Group photo of the 2022 Campus Tour Kick-off Ceremony



Image 5: Representatives from the MOL, school and the troupe launched the campus tour train together

13-15.10.2022 The Institute of Labor, Occupational Safety and Health (ILOSH) of the Ministry of Labor exhibited a number of patented R&D achievements in the Sustainable Development Pavilion and Patent Competition Area of the

Taiwan Innotech Expo, including “Multifunctional Agricultural Aids”, “Forklift Driving Evaluation Simulation System” and “Volatile Organic Substance Filter Breakage Detection Warning Device”, which not only enable workers to work with peace of mind and improve production efficiency, but also enable enterprises to operate sustainably.



Image 6: Group photo of ILOSH members at the Sustainable Development Pavilion of the Taiwan Innotech Expo

20.10.2022 Sarah Albon, Chief Executive of the UK Health and Safety Executive (HSE), led a delegation to Taiwan to co-host the 3rd Taiwan OSHA – HSE (UK) Occupational Safety and Health Summit with the Occupational Safety and Health Administration (OSHA). Sarah followed up the meeting with a visit to Minister Hsu Ming-Chun of the Ministry of Labor, accompanied by John David Dennis, the British Representative to Taiwan, to discuss the cooperation model and share the development trend of international occupational safety and health.



Image 7: Minister Hsu Ming-Chun in a photo with the British participants of the Summit

20.10.2022 The “2022 National Occupational Safety and Health Award” ceremony was held, with Minister Hsu Ming-Chun presenting the award in person. Among them, five companies received the “Enterprise Benchmark Award”, two companies received the “Special Award for Small and Medium Enterprises”, three companies received the “Special Award for Investment in Traditional Industries”, three companies received the “Special Award for Occupational Labor Health”, and two individuals received the “Individual Contribution Award”.



Image 8: Minister Hsu Ming-Chun posing for a photo with awardee organizations and individuals.

- 25.10.2022 Amended and announced the “Small Enterprises Talent Skill Progressive Program”. Considering that most small businesses are constrained by factors such as labor and financial resources, and still have the need for the government to allocate and provide training resources, it was proposed to remove the requirement of the duration limit for the program while considering the limited resources of the government to avoid businesses over-relying on resources. Therefore, the maximum approved training expenses for each year from the fourth year onward will be adjusted to the rate of the average approved training expenses for the previous three years, and the approved quota of training expenses will be reduced year by year.
- 26.10.2022 Amended and announced the “Table of Grades of Insured Salary” and the “Table of Grades of Labor Occupational Accident Insurance Salary”, which amended the monthly salary amount of Tier 1 coverage from NT\$25,250 to NT\$26,400, effective January 1, 2023.
- 28.10.2022 Announced an interpretation of Article 30, Article 30-1, Article 32, Article 34 and Article 36 of the Labor Standards Act, which stipulate that if the employer has the consent of the labor union or, in the case of an enterprise without a labor union, the consent of the labor-management meeting, the employer shall be deemed to have the consent of the labor-management

meeting if the number of workers employed by the employer is less than three and the consent of individual workers has been obtained.

31.10.2022 To recognize and encourage workplace-friendly measures of enterprises, the MOL organized the “2022 Work-Life Balance Award” to recognize outstanding enterprises, and to explore innovative measures in “flexible work”, “family-friendly” and “employee care”, so as to encourage more enterprises to respond to the promotional campaign.



Image 9: Minister Hsu Ming-Chun in group photo with the enterprises that received the “Flexible Work Award”, encouraging enterprises to pay attention to the work-life balance of their employees.



Image 10: Minister Hsu Ming-Chun in a group photo with enterprises that received the “Family-Friendly Award”, recognizing their efforts to create a safe workplace for childcare.



Image 11: Minister Hsu Ming-Chun in a group photo with enterprises that received the “Employee Care Award”, commending the awardees for taking care of the physical and mental health of their employees.

04.11.2022 Formulated “Key Points for Selection of Labor Education Professionals”, to establish a system for the selection of labor education professionals and to foster the promotion of labor education.

09.11.2022 The “2022 International Conference on Sustainable Health and Safety in the Workplace” invited Kathy Seabrook, a member of the GRI 403 Technical Group on Occupational Health and Safety Guidelines, to deliver an online presentation and join the discussion forum. For the first time, the occupational health and safety performance disclosed in the sustainability reports of the “electronics” and “financial insurance” industries were evaluated to recognize the top 10% of the 29 top-performing companies.



Image 12: The Occupational Safety and Health Administration of the Ministry of Labor, the Health Promotion Administration of the Ministry of Health and Welfare, the Securities and Futures Bureau of the Financial Supervisory Commission, and many other dignitaries and corporate representatives attended the event.

- 10.11.2022 The Workforce Development Agency of the MOL signed a Memorandum of Understanding on Public Employment Services and Vocational Training with the Forem, the Public Service for Employment and Vocational Training in Wallonia(Belgium), hoping to promote the linkage between Forem and the MOL's employment services and training institutions through the MOU cooperation framework. The aims are to foster cooperation and exchange of new knowledge and technology related to labor force development, and to strengthen cooperation in establishing employment services and vocational training with key European countries.
- 15.11.2022 The MOL and the U.S. Federal Mediation and Conciliation Service (FMCS) held the third session of the Taiwan-U.S. Collective Bargaining Talent Training Seminar by video conference, which was opened by Deputy Minister Ming-Jen Chen of the MOL, Javier Ramirez, Nominee for Director of FMCS, and Jeffrey Horwitz, Director for Trade, Economic and Commercial Relations at AIT Washington Headquarters. A number of senior mediators from the FMCS presented "Case Studies on Dispute Resolution, Mediation and Labor-Management Cooperation in the U.S.", which illustrated through case studies the experience of handling negotiations in the health care industry and the skills and experience of the U.S. side in facilitating negotiations between employers and employees, while the MOL presented a report on the current development of collective bargaining in Taiwan. Finally, the two sides exchanged views on practical issues of labor-management negotiation.
- 16.11.2022 The award presentation ceremony was held to recognize and encourage units and practitioners who are committed to assisting the middle-aged and the elderly in their employment. Twelve outstanding units and 3 outstanding individuals were awarded and recognized.



Image 13: Group photo of Minister Hsu Ming-Chun, Director Tsai Meng-Liang of the WDA, Legislators Wu Yu-Chin and Wu Hsin-Ying, and all award-winning units and individuals.

- 17.11.2022 The 2022 Golden Safety Award Presentation Ceremony was held, with one project of distinction, 11 projects of excellence, 18 projects of merit, 5 persons of merit and 7 persons of Grade A awarded.
- 18.11.2022 Minister Hsu Ming-Chun led the Occupational Safety and Health Administration and the Center for Occupational Accident Prevention and Rehabilitation to inspect the Labor Health Service Center in the Southern District (commissioned to National Cheng Kung University), hoping to combine the professional capacity of the public and private sectors to improve and popularize the resources of labor health professional services in Taiwan.



Image 14: Minister Hsu Ming-Chun led a team to inspect the Southern District Labor Health Service Center commissioned by the Occupational Safety and Health Administration.

- 18.11.2022 The “Notes of Compliance for Collective Agreement Meetings” was formulated and announced, and the main points to be noted in the collective agreement meetings, such as the confirmation of qualification and the collective bargaining process, etc., were formulated for both employers and employees to follow.
- 23.11.2022 The 2022 National Talent Development Awards ceremony was held at the Regent Taipei to encourage units to enhance the overall effect of talent development. **Fifteen** award-winning units were publicly recognized, and Minister without Portfolio Lin Wan-I and Minister Hsu Ming-Chun of the Executive Yuan attended the ceremony and delivered addresses. The award recipients have demonstrated outstanding performance in the areas of integrity, stability, performance linkage and innovation of the talent development system.



Image 15: Minister Without Portfolio Lin Wan-I delivering an address



Image 16: Minister Without Portfolio Lin Wan-I delivering an address, Minister Hsu Ming-Chun of the MOL, and Deputy Director-General Chung Chin-Chi posing for a group photo with representatives of awardee units.

25.11.2022 The basic wage was adjusted from NT\$25,250 to NT\$26,400 effective January 1, 2023, and the “Table of Grades of Insured Salary” and the “Table of Grades of Labor Occupational Accident Insurance Salary” were revised and entered effect simultaneously. The Bureau of Labor Insurance of the MOL has targeted full-time workers whose monthly insured salary is less than NT\$26,400 and all insured persons whose monthly insured salary for employment insurance is NT\$25,250, assisting them in the direct adjustment of insured salary to NT\$26,400, and also notified them of the adjustment by printing a circular on the back of the October 2022 insurance premium payment form to inform all insured units of the direct

adjustment and reminding them to download the new revised table of grades for use.

30.11.2022 Article 45 of the Labor Union Act was amended and promulgated to increase the amount of fines for cases where an employer or a person exercising management rights on behalf of the employer affects or obstructs the operation and autonomy of a trade union by improper labor practices, and to add penalties that affect the reputation of the employer such as publishing the name of the offending employer, effective January 16, 2023.

01.12.2022 The Institute of Labor, Occupational Safety and Health (ILOSH) of the Ministry of Labor and the National Fire Agency of the Ministry of the Interior jointly held the “Practical Sharing and Observation Meeting on the Promotion Model of Occupational Safety and Health Management System for Fire Agencies”, the first occupational safety and health management system for fire agencies, to safeguard the occupational safety and health of firefighting personnel.



Image 17: Practical Sharing and Observation Meeting on the Promotion Model of Occupational Safety and Health Management System for Fire Agencies

05.12.2022 The Bureau of Labor Insurance’s e-service system has added the function of applying for the monthly labor pension. Workers with at least 15 years of accumulative contributions may apply online for a monthly pension.

06.12.2022 The “2022 Annual Award Ceremony of Excellent County and City Governments and Five Star Award Units for Occupational Safety and Health” was held to recognize the contributions of outstanding county and city governments and enterprises in actively promoting occupational safety and labor health and jointly creating a safe and healthy labor environment.



Image 18: Tzou Tzu-Lien, Director-General of the ILOSH in a group photo with government agencies recognized for their good performance

09.12.2022 The 21st Taiwan-Thailand Labor Conference was held in Bangkok, Thailand and was co-chaired by Tsai Meng-Liang, Director-General of the Workforce Development Agency, and Phairoj Chotikasatien, Director of the Department of Employment, Ministry of Labor, Thailand. Deputy Representative Hsu Wei-Min of the Taipei Economic and Cultural Office in Thailand and staff also attended the meeting, and both sides reached a general consensus on important labor cooperation issues of mutual concern.



Image 19: Tsai Meng-Liang (R), Director-General of the Workforce Development Agency, and Phairoj Chotikasatien (L), Director of the Department of Employment, Ministry of Labor, Thailand.

12.12.2022 The Taiwan delegation to the WorldSkills Competition 2022 Special Edition met with President Tsai Ing-wen, demonstrating the importance that Taiwan attaches to the cultivation of skilled personnel. In addition,

the delegation of WorldSkills Competition 2022 Special Edition was presented with a speech by the President of the Executive Yuan to recognize Taiwan's outstanding talents, judges, instructors, interpreters, and sponsors.



Image 20: President Tsai Ing-Wen meets with the Taiwan delegation of the 2022 WorldSkills Competition



Image 21: President Su Tseng-Chang of the Executive Yuan delivered a speech at the 2022 WorldSkills Competition Award Ceremony



Image 22: Chen Shih-Kai, a gold medalist in the window and door carpentry category, presented his work “Victory in Taiwan” to President Su Tseng-Chang of the Executive Yuan



Image 23: Minister Hsu Ming-Chun at the 2022 WorldSkills Competition Award Ceremony

- 16.12.2022 In response to the Central Bank's raising of interest rates by 12.5 basis points, the interest rate of the “Worker Relief Loan” was raised from 2.095% to 2.22%. In order to take care of economically disadvantaged workers, the MOL fully subsidized the corresponding increase in interest rates for mortgages.
- 18 – 23.12.2022 To strengthen exchanges on labor affairs between Taiwan and the U.S., the MOL invited a delegation of U.S. Federal Government labor officials to visit Taiwan, and arranged meetings with the MOL and its

affiliated agencies (organizations), the Ministry of Foreign Affairs, and the American Institute in Taiwan during the visit. The Ministry also organized the “Taiwan-U.S. Labor Affairs Symposium”, inviting experts and scholars in related fields to discuss labor relations and dispute handling system, as well as the current situation and future outlook of occupational safety and health, all of which are conducive to continued collaboration on labor affairs between Taiwan and the U.S., and to deepen the cooperative relationship and expand the exchange opportunities.



Image 24: The delegation of the U.S. Federal Labor Officials visited the MOL

- 20.12.2022 The Bureau of Labor Insurance of the MOL announced the implementation of the “2023 Labor Insurance Insured Relief Loan .” The maximum loan amount for each eligible applicant is NT\$100,000, and the application period is from Dec. 26, 2022 to Jan. 7, 2023.
- 23.12.2022 The Social Security Office of the Ministry of Labor of Thailand visited MOL on this day to exchange views with us on the practical aspects of the labor insurance system. The relevant section of the Bureau of Labor Insurance of the MOL assigned staff to receive and engage with the Thai delegation.



Image 25: A delegation from the Social Security Office of the Ministry of Labor of Thailand visited the Bureau of Labor Insurance of the MOL.

24.12.2022 A press conference was held to launch the One-Stop Incoming Training Workshop for new domestic migrant workers. The opening speech was delivered by Minister Hsu Ming-Chun, who introduced the one-stop service for employers to apply for the five statutory applications and to provide training on the rights of migrant domestic workers.



Image 26: Press conference on the launch of the One-Stop Training Workshop for Incoming Migrant