

臺灣勞工



簡訊

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完善審議機制，撐住勞工經濟生活

《最低工資法》

- ✓ 組成「最低工資審議會」
- ✓ 建立跨領域研究小組
- ✓ 明確審議參採指標
- ✓ 明定勞雇雙方議定工資不得低於最低工資



"Minimum Wage Act" Implemented on January 1 in Support of Basic Wage to Protect Financial Security for the Average Worker

The President promulgated the "Minimum Wage Act" (the Act) on December 27, 2023. Soon after, the Executive Yuan approved and implemented the act on January 1, 2024. Taiwan has officially embarked on an epochal era by implementing the Act which includes a minimum wage review mechanism.

The Ministry of Labor (MOL) pointed out that this legislation is intended to incorporate social and economic indicators in relevant laws as a reference for determining the minimum wage. Additionally, the act aims to establish rules of procedure and processes for assessing the minimum wage for the Minimum Wage Deliberation Committee to ensure a stable and transparent approach to adjusting the minimum wage. Likewise, in the event that the Executive Yuan fails to approve the committee's recommendations on adjusting the minimum wage, the Minimum Wage Deliberation Committee shall convene further meetings to eliminate the public's sense of uncertainty regarding the status of the minimum wage. Moreover, a mechanism has been established for a cross-industry research team to perform preliminary assessments of the minimum wage. After evaluating the influence of any minimum wage adjustment, the team will produce research reports and adjust recommendations based on review indicators to provide references for the Minimum Wage Deliberation Committee. The process will thereby make the minimum wage review system more comprehensive and thorough.

The MOL emphasized that throughout President Tsai's tenure, the basic wage has been on the rise for eight consecutive years. This demonstrates a progressive trend of protecting the basic livelihood of employees. Going forward, ensuring an adequate minimum wage will become an important policy for the government in protecting average workers and maintaining their living standards. Through the implementation of the Act and improvement of the review mechanism's structure, the government is able to make stable and transparent adjustments to the minimum wage and fulfill its commitment to providing financial security for labors.

Improving Review Mechanisms and Providing Financial Security for Laborers

"Minimum Wage Act"

- ✓ Established the "Minimum Wage Deliberation Committee"
- ✓ Established cross-industry research team
- ✓ Delineating reference indicators for review
- ✓ Prescribing that wages agreed upon by both employees and the management may not be lower than the minimum wage



Keywords: Minimum Wage Act, Minimum Wage Deliberation Committee, Research Team

The Ministry of Labor Publishes "Notes and Reference Cases for Drafting Collective Agreements" to Highlight Six Main Points for Effectively Facilitating the Signing of Collective Agreements

The Ministry of Labor (MOL) has established the "Notes and Reference Cases for Drafting Collective Agreements" to provide six main points of notice to both employees and management regarding signing effective collective agreements. Additionally, the Ministry has collected and compiled past collective agreements signed by both employees and management. This is useful for stabilizing labor-management relations, improving welfare of union members as prescribed by laws and regulations, and providing references for employees and management to draft collective agreements. The process will thereby help both parties expedite negotiation on collective agreements.

The first section of the notes proposes six main points to consider regarding effective collective agreements. These include: parties and methods of fulfilling obligations shall be delineated; terminology of clauses should be in line with labor laws; provisions of the same type shall be stipulated in the same chapter; when quoting internal regulations of industry establishments, aside from stating the edition and establishment date, the full text of the regulations shall also be included as an appendix; contents of collective agreements shall be revised in accordance with the latest amendments to laws and regulations; and quoting provisions of labor laws in whole shall be avoided. Furthermore, employees and management are also reminded methods of resolution and jurisdiction in collective agreements should be agreed to and included in the text of an agreement in case of a breach of terms. For example, both parties can adopt arbitration to solve issues.

In the second section, past collective agreements signed by both employees and management have been compiled. Clauses that provide better benefits than those required by laws or clauses that are useful in enhancing labor rights and interests have also been screened and highlighted. Example clauses have been organized into eight categories, namely "Introductory Clauses," "Wages, Allowances, and Bonuses," "Wage Adjustment, Profit Sharing, Remuneration for Employees, and Employee Stock Ownership Trust," "Retirement, Compensation, and Occupational Injury Benefits," "Personnel Award and Punishment, Job Transfer, and Employee Appeal," "Trade Union and Activities," "Union Security Clauses," and "Peace Clauses and Methods of Handling Disputes." These categories and related clauses can serve as references for both employees and management when drafting collective agreements.

The MOL emphasizes that collective agreements signed by enterprises and trade unions can strengthen the operational efficiency of industry establishments, improve working conditions for employees, and stabilize labor-management relations. The MOL will continue to update the notes on a regular basis and add new appropriate clauses to provide assistance to both employees and management when negotiating collective agreements.



The Ministry of Labor Established New Service Points for Occupational Rehabilitation Institutions to Facilitate Care for Occupational Accident Workers

Workers are a major force driving a nation's economic growth and development. To assist workers who have suffered occupational accidents return to work through various professional resources, the Ministry of Labor (MOL) has established five additional hospitals dedicated to occupational rehabilitation service, with services available from January 1, 2024. As of that date, 36 hospitals have been appointed to dedicate services to workers who have suffered occupational accidents across Taiwan (including outlying islands).

Additionally, to enhance the overall accessibility of services for workers who have suffered occupational accidents, 20 rehabilitation institutes will also be established across Taiwan, including on outlying islands such as Penghu and Kinmen. More than 50 service points have been established to facilitate services for workers in their local area.

The MOL has established various measures to provide a rehabilitation network for occupational accident workers, to assist them or employers to formulate RTW (Return to Work) plans, to perform job analysis and functional capability evaluations, to assist with rehabilitation to enhance their physical and mental capabilities, along with other services.

Additionally, given that rehabilitation for workers who have suffered occupational accident may involve a high frequency of training and long hours, to enable employees to obtain in-depth training services in their local area, the MOL has directed personnel from dedicated hospitals for occupational rehabilitation service to conduct interviews, standardized evaluations, and formulate rehabilitation services (including RTW plans). Following which, the aforementioned rehabilitation institutes may provide either physical or mental training based on the evaluation results from dedicated hospitals.

If workers who have suffered occupational accident or employers require occupational rehabilitation services, they can contact one of the local dedicated hospitals where professional therapists will conduct customized evaluations and assist in making RTW plans for the worker occupational accident. For related information, please visit the official website of the Occupational Safety and Health Administration (OSHA).



Outstanding Results for Taiwan at WorldSkills Asia Abu Dhabi 2023

At WorldSkills Asia Abu Dhabi 2023, Taiwanese competitors won 12 Gold, 6 Silver, 4 Bronze medals, and 3 Medallions for Excellence, embodying Taiwan's skills and expertise on the international stage.

WorldSkills Asia Abu Dhabi 2023 was held in Abu Dhabi, United Arab Emirates, from November 26 to November 30, 2023. Taiwan participated in 20 skill events with 21 national competitors; there were seven skill competitors and eight national competitors taking part in 7 junior skill competitions. Additionally, there were 2 national competitors who participated in performance skill events. Taiwan's team performance was impressive as it ranked first among the 24 participating countries.

The Minister of Labor, Hsu Ming-Chun, received the Worldskills Asia flag from Mubarak Al Shamsi, President of the Worldskills Asia Organization during the closing awards ceremony of the competitions. After nearly 30 years since Taiwan hosted the 32nd WorldSkills Competition in 1993, Taiwan has once again won the right to host an international competition. Taiwan will be the host country for the third Asia competition in 2025, carrying on the spirit of sportsmanship. We look forward to seeing partners from different countries at WorldSkills Asia 2025 in Taiwan.

The Ministry of Labor (MOL) held an award ceremony at the Grand Hyatt Taipei to commend the national competitors and teams. Minister Hsu Ming-Chun attended the ceremony in person to thank everyone for their hard work and dedication, thereby sharing the glory of the competitions! Gold, silver, and bronze medalists in official skills and junior skills will receive a bonus ranging from NT\$20,000 to NT\$240,000 in accordance with the Regulations for Implementing and Rewarding Skills Competition. Additionally, a bonus of up to NT\$120,000 will be granted to the training teams. The MOL shared well wishes for all national competitors in hopes they will continue shining in their future careers and make further achievements in cultivating outstanding vocational talent in Taiwan.



Taiwan won 12 Gold, 6 Silver, 4 Bronze medals, as well as 3 Medallions for Excellence at the WorldSkills Asia Abu Dhabi 2023

The Ministry of Labor Organized the APEC Workshop on "Advancing Human-centered Occupational Safety and Health Measures in the Digital Age"

The Ministry of Labor (MOL) organized the APEC Workshop on "Advancing Human-centered Occupational Safety and Health Measures in the Digital Age" on December 12, 2023. The workshop was kicked off by Deputy Minister of Labor Wang An-Pang. Li Guan-de, Deputy Director-General of the Department of International Organizations, Ministry of Foreign Affairs, Zhao Li, Lead Shepherd of the APEC Human Resources Development Working Group (HRDWG), and Narong Aphikulvanich, Chair of the APEC Health Working Group were invited to attend the workshop and give speeches.

The workshop invited experts and scholars from Eurofound, Brunei Darussalam, Korea, Malaysia, New Zealand, Thailand, and Chinese Taipei to share insight on best practices and relate valuable experiences regarding risk trends and corresponding measures for occupational safety and health in the context of emerging forms of employment brought about by the development of digital technologies and related emerging employment patterns. Additionally, the International Trade Union Confederation - Asia Pacific (ITUC-AP) and the International Organization of Employers (IOE), along with representatives of Chinese Taipei's employers and employee organizations, provided their recommendations and prospects for occupational safety and health to be promoted through public-private collaboration at the panel discussion session.

The MOL also arranged for foreign delegations to visit the XR Center and the Labor Safety and Health Experience Center, so that they could experience potential workplace hazards in person through a multi-sensory augmented reality program.



Group picture of workshop opening ceremony

The Ministry of Labor Officially Established "the Long-Term Retention of Migrant Workers Service Center" on December 6, 2023

The Ministry of Labor (MOL) officially established the "Long-Term Retention of Migrant Workers Service Center" on December 6, 2023. The center aims to provide consultation services to employers who are willing to apply for or transfer intermediate skilled workers, experienced and outstanding migrant workers, and overseas Chinese graduates, with services also available to intermediaries. The center can thereby provide proper support to ensure a long-term and stable workforce, as required by employers.

In order to address the labor shortage of intermediate skilled workers, the MOL has been promoting the "Long-Term Retention of Skilled Foreign Workers Program" since April 30, 2022. Experienced and outstanding migrant workers who meet the qualifications to become intermediate skilled workers will be allowed to continue working in Taiwan without any restriction on their employment status based on years employed in Taiwan. To provide more convenient services, the MOL established the "Long-term Retention of Migrant Workers Service Center" in Hsinchu County. The center aims to provide services for employers dealing with the application process of intermediate skilled workers at different stages and to promote awareness of the advantages of employing intermediate skilled workers. At the same time, the service center aims to assist employers in solving various complex issues related to the application of intermediate skilled workers, to provide the public with outstanding services of "high efficiency," "high quality," and "convenience."

By establishing a one-stop service center, the MOL provides assistance in validating applicant eligibility and determining whether documents to be submitted are comprehensive. This will avoid the hassle of sending official documents back and forth. Additionally, the center will shorten the review time for applications by providing four main services, including: over-the-counter services and consultation hotlines, project tracking and management by dedicated personnel, coordination for clearing and accelerating reviews, and information retrieval from the official website. These services will enable all workers and employers who visit the service center to easily and conveniently apply for a worker's status as an intermediate skilled worker or their retention as a legally employed skilled foreign worker.



Group picture of the Minister of Labor, Hsu Ming-Chun (middle) and guests at establishment ceremony

Keywords: Long-Term Retention of Skilled Foreign Workers Program, Intermediate Skilled Worker, Long-term Retention of Migrant Workers Service Center