

## **Highlights for the First Quarter of 2020 (January to March)**

- 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.

## **Highlights for the Second Quarter of 2020 (April to June)**

- 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.



Picture 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.



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



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



Picture 4: Press conference for the “2020 Creative Promotion of Labor Education,” held to convey important concepts and rights about labor and enhance the citizens’ perception on these matters.



Picture 5: Minister of Labor Hsu Ming-chun with the representatives of occupational unions at the gratitude and appreciation event for the “Subsidy Program for the Self-employed and Those Without Permanent Employers, Implemented with the Assistance of Occupational Unions.”

## **Highlights for the Third Quarter of 2020 (July to September)**

- 01.07.2020 Established the nationwide “Online Record-keeping System of the List of Labor Representatives at Labor-Management Meetings” to provide business entities with a fast and easy channel to keep record of the representatives at labor-management meetings, making record-keeping operations more convenient.
- 01.07.2020 Announced that starting from the first business day of July 2020, the interest rate of labor bailout loans to insured persons under labor insurance during the period of 2018, 2019, and 2020 is of 1.265% per annum.
- 07.07.2020 Amended and announced part of the provisions in Attachment 1 of Article 13 and Attachment 3 of Article 32 of the “Directions of the Employment Transfer Regulations and Employment Qualifications for Foreigners Engaging in the Jobs Specified in Items 8 to 11, Paragraph 1, Article 46 of the Employment Services Act,” which specified the calculation method for the starting date of the conversion period, and amended the eligibility for applying for continued employment in accordance with the Enforcement Act. It was also added that foreigners who have finished their contract and intend to be consecutively hired by new employers may receive assistance from public employment service agencies to carry out relevant procedures and

regulations; and the calculation of the number of re-recruited workers in the manufacturing industry was categorized as an exceptive regulation.

- 07.07.2020 In order to promote a safe and healthy working environment in the rubber manufacturing industry, the MOL held a signing ceremony with the Taiwan Rubber & Elastomer Industries Association for the “Cooperation Scheme for the Promotion of Safety, Health, and Employment in the Rubber Product Manufacturing Industry,” establishing a partnership and cooperation relationship. At the same time, the Industrial Development Bureau, Ministry of Economic Affairs, was invited to witness the signing ceremony with the hopes of combining inter-agency resources to jointly enhance the competitiveness of the rubber product manufacturing industry.
- 13.07.2020 Formulated the “Incentive Plan for the Units in Charge of the Multi-Employment Promotion Program and the Empowering Employment Program to Participate in the Revitalization of Local Economies” in response to the impact of the Severe Pneumonia with Novel Pathogens (COVID-19) on the socio-economic environment and the job market, as well as to encourage the units in charge of the “Multi-Employment Promotion Program” and the “Empowering Employment Program” to plan and execute marketing and promotional activities to keep the consumer market active and to continuously create local employment opportunities.
- 31.07.2020 Amended and announced part of the provisions in “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.” Except for companies that meet a specific production process or a particular schedule and are authorized to employ foreigners in accordance with prevailing regulations in the manufacturing industry, diversified employment models are piloted in order to solve long-term labor shortages in remote areas. In those areas, the competent central government authority, in consultation with the central authority in charge of the relevant industry, designates industrial zones for trial operation of manufacturing jobs, where foreigners are hired by employers and then assigned to industrial zones to



carry out manufacturing jobs for the fulfillment of service agreements. In addition, public construction projects by the government are moved forward in order to solve labor shortages in the construction industry and to boost the country's economic development, thus creating employment opportunities for domestic workers; the eligibility criteria to apply for the employment of foreigners in public construction are revised and relaxed, and relevant regulations to apply for the employment of foreigners for major private construction projects are specified. Furthermore, animal husbandry jobs are increased, and more jobs in agro-food and aquaculture are created in order to solve non-seasonal labor shortages in the agriculture industry, in which part of the provisions are amended to apply for the employment of foreigners.

31.07.2020 The Occupational Safety and Health Administration (OSHA) of the MOL signed a Memorandum of Understanding with the Southern Taiwan Science Park of the Ministry of Science and Technology to integrate the most advanced technologies in extended reality (XR), including augmented reality (AR), virtual reality (VR), and mixed reality (MR), and to develop and build the first and most advanced occupational health and safety multi-sensory extended reality (XR) simulation training center in Taiwan by combining virtual reality with multi-sensory experience design.

05.08.2020 As instructed at the meeting held by the Central Epidemic Command Center on August 4, 2020, the MOL notified local competent authorities to temporarily suspend the acceptance of applications from employers or private employment service agencies to use regular accommodations that are not designated quarantine hotels as home quarantine sites for migrant workers on August 5, 2020; this measure aims to implement disease prevention against COVID-19 and reduce the risk of infection among guests in the accommodation sector.

12.08.2020 Revised the application form for workers to whom Regulations Governing the Determination Criteria and Inspection of No Harm to Mental and Physical Health in Article 45 of the Labor Standards Act apply.

- 14.08.2020 Announced the amendments in the method of subsidizing employers to hire local caregivers, in which the qualification, weekly working hours and subsidy eligibility are revised.
- 14.08.2020 Organized the press conference for the “2020 Creative Promotion of Labor Education,” where the well-known team of student YouTubers “All Kinds of TongSyue” invited Minister of Labor Hsu Ming-chun to answer quick-fire questions conveying important concepts and rights about labor. From August to October 2020, the MOL collaborated with Internet celebrity “Aga Tsai,” and young Internet content creators “This Group of People” and “All Kinds of TongSyue” to produce three labor-related videos to impart important labor concepts to students.
- 17.08.2020 In response to COVID-19, the MOL has formulated a subsidy program for the self-employed and those without permanent employers, which is aimed at workers who meet the subsidy criteria and whose income has been affected by the pandemic. Since the launch of the aforementioned program, all occupational unions have actively supported the government’s subsidy measures, successfully assisting 1.12 million members to complete their applications during the application period. A gratitude and appreciation event for the “Subsidy Program for the Self-employed and Those Without Permanent Employers, Implemented with the Assistance of Occupational Unions” was organized to thank the unions for their cooperation and hard work. At the event, Minister of Labor Hsu Ming-chun presented a certificate of appreciation to the unions for their cooperation with the government’s administrative measures, and as a way to express the care and importance that the MOL places on the unions and the workers.
- 18.08.2020 On behalf of the MOL, the OSHA participated in the selection for the “2020 Integrity Award” granted by the Agency Against Corruption, Ministry of Justice, where the judging panel from the Agency Against Corruption provides substantive assessment and constructive suggestions on improving transparency and integrity.

20.08.2020 With effect from August 20, 2020, the electronic service system of the MOL Bureau of Labor Insurance implemented a new method to check information about labor insurance, labor pension, farmer health insurance, and national pension insurance, in which NHI card numbers and household certificate numbers are used to log in.

21.08.2020 The MOL OSHA sent personnel to inspect the offshore construction of Taipower's "Offshore Wind Power Phase 1 Project - Construction of New Demonstration Wind Farm" for the first time to closely examine the implementation and management of on-site safety and health in the construction of the wind turbine foundation piles.

24-25.08.2020 On August 25, 2020, Minister of Labor Hsu Ming-chun accompanied the 2020 national model workers and their family members to meet President Tsai Ing-wen. The President congratulated them on their achievements and recognized their contributions to the Taiwanese economy. This year, due to the pandemic, the MOL postponed the "2020 National Model Workers Award Ceremony and Appreciation Meal" and held it on August 24, 2020. At the event, and on behalf of the government, Minister of Labor Hsu Ming-chun thanked the 2020 national model workers for their contributions to Taiwan's economic development, and invited their family members along with their respective unions and business entities to attend the event and witness this remarkable occasion for the selected model workers.



Picture 6: The MOL held the "2020 National Model Workers Award Ceremony and Appreciation Meal" on August 24, 2020, where the national model workers and their family members, respective unions and business entities were invited to attend.



Picture 7: Minister of Labor Hsu Ming-chun accompanied the 2020 national model workers and their family members to meet President Tsai Ing-wen on August 25, 2020.

28.08.2020 Provided interpretations for what is prescribed in Paragraph 1, Article 47 of the Employment Service Act in regard to the principles for determining the number of local workers to be recruited by employers in order to employ foreigners to engage in construction work as referred in Subparagraph 10, Paragraph 1 of the preceding Article, where employers may employ foreigners to engage in government agency jobs, public construction projects initiated by state-owned enterprises, or in the construction of major construction projects financed by private institutions. State-owned enterprises or private institutions that have not yet obtained a construction enterprise registration will serve as employers, and may enter into written contracts with the successful tenderer of individual construction projects to carry out domestic joint recruitment under reasonable labor conditions. Local workers hired through joint recruitment shall be employed by state-owned enterprises, private institutions or individual construction project contractors with whom a written contract has been signed, and are added in the calculation of employment figures for the certificate of recruitment.

02.09.2020 Amended and announced Article 16 of the “Regulations on the Permission and Administration of the Employment of Foreign Workers” to conform with the “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” amended and announced by the MOL on July 31, 2020, which specifies that employers are exempted from providing franchise licenses when applying to employ foreigners to engage in construction work, while employers who have not hired local workers and are applying for a recruitment permit to hire foreigners to engage in agriculture, forestry, animal husbandry, or fish farming jobs, are exempted from providing certificates or documentation issued by municipal or county (city) governments.

03.09.2020 Organized the “Nationwide Professional Knowledge and Skills Training for Labor Board Members” event, where labor board members, union chairpersons, and other key executives were invited to attend the event to

enhance the knowledge and skills of labor board members through various courses on financial statement reporting, risk management, and corporate social responsibility. Minister of Labor Hsu Ming-chun also attended the event and met face-to-face with nearly a hundred labor board members and union chairpersons from across the nation to hear their suggestions on labor related policies.

04.09&14.09&18.09.2020 The Institute of Labor, Occupational Safety and Health, Ministry of Labor (MOL ILOSH) held sessions of the “2020 Presentation and Demonstration Event for the Research Results of the ILOSH” in northern, central and southern Taiwan to promote relevant knowledge among the general public, and to implement governance concepts on secure workplace, stable jobs and safe labor conditions for workers. In addition to sharing and promoting the latest research results with the industry, the events also demonstrated applications of virtual reality (VR) technologies on developing disaster prevention training materials, forklift driving simulation systems, smart fatigue detection systems, wet-film particle impactors, among other significant research results in recent years. Industry practitioners, labor administration personnel, academic professionals, and students from relevant departments were invited to participate in the events.



Picture 8: Labor Deputy Minister Wang An-pang delivering a speech at the “2020 Presentation and Demonstration Event for the Research Results of the ILOSH.”



Picture 9: Labor Deputy Minister Wang Shang-chih with distinguished guests at the “Seminar on Digital Transformation and Talent Development of Small and Medium-Sized Enterprises.”

- 07.09.2020 Announced the amendments to the minimum monthly wage and the minimum hourly wage, which will be adjusted to NT\$24,000 and NT\$160, respectively. The adjustments will take effect from January 1, 2021.
- 10.09.2020 In line with the adjustments to the minimum wage, the MOL has preliminarily announced the draft with amendments to the “Table of Monthly Contribution Classification of Labor Pension,” in which the existing Grade 20 is removed and Grade 21 is shifted to Grade 20; the Real Wages/Income from Professional Practice grades are also revised, with the existing Grades 22 - 62 being shifted to Grades 21 - 61. These revisions will take effect from January 1, 2021.
- 10.09.2020 Announced the categorization of “Personnel Working for the Construction, Operation and Maintenance of Offshore Wind Farms or Onshore Wind Farms” as workers under Article 84-1 of the Labor Standards Act.
- 10.09.2020 Announced the abolition of the “Regulations Governing Labor Standards Act Applicable to Irrigation Associations of Farmers' Organizations.” Relevant protection rights will be formulated by the Council of Agriculture, Executive Yuan.
- 11.09.2020 The MOL ILOSH held the “Seminar on Digital Transformation and Talent Development of Small and Medium-Sized Enterprises,” where small and medium-sized enterprises were invited to attend the keynote speech on “Digital Transformation and Talent Cultivation.” They were also invited to participate in discussions featuring topics on “Data-Centric Digital Transformation and Talent Development” and “Talent Demand for Industrial Automation and Smart Manufacturing,” and to visit related automation companies.
- 16.09.2020 The MOL ILOSH and the Taipei City Labor Inspection Office held the “2020 Seminar on the Causes of Occupational Accidents and Human Factors Engineering” at the National Taiwan University of Science and Technology to draft a manual on the inspection of human factors engineering and provide it

to business entities for their reference and application, thereby reducing the occurrence of occupational accidents.

17-21.09.2020 The National Skills Competition entered its 50th edition, which also marked the 50th anniversary of Taiwan's participation in WorldSkills International. Taking reference from international skills competitions, the MOL Workforce Development Agency held the "2020 National Skills Week" on a larger scale from September 17 to 21, 2020 at Taipei Nangang Exhibition Center Hall 2. Executive Yuan Premier Su Tseng-chang attended the opening ceremony of the 50th National Skills Competition to boost the contestants' morale, whereas President Tsai Ing-wen attended the closing and award presentation ceremony and presented the awards to the winners. In addition, the MOL Workforce Development Agency organized an international skills collaborative seminar, where representatives from more than 20 countries in Africa, Asia, and the Americas were invited, both online and in-person, to share the development of regional skills and Taiwan's capacity building plans.



Picture 10: Executive Yuan Premier Su Tseng-chang, Minister of Labor Hsu Ming-chun, Minister of Education Pan Wen-chung, Vice Minister of Labor Lin San-quei, chief referee Hou Shih-kuang, national champion Yang Ting-yu, and contestants Tian Jia-cheng and Lan You-xiu at the launch ceremony of the 50th National Skills Competition.



Picture 11: President Tsai Ing-wen and Minister of Labor Hsu Ming-chun with the junior gold medalists of the 50th National Skills Competition.

18.09.2020 The MOL ILOSH organized the “Labor Forum on Fixed-term Labor Contracts” to present four prevailing legal systems on fixed-term labor contracts in the US, the UK and Australia, Korea, Japan, and Germany. Experts, scholars, and people from all walks of life were invited to attend the forum with the aim of gathering opinions from all sides.

24.09.2020 The MOL OSHA and the Health and Safety Executive (HSE) held the 1st Taiwan-UK Occupational Safety and Health Summit. Partnership between both parties deepened with the signing of a cooperation agreement that aims to enhance industrial safety efficiency and competitiveness by referencing practices and experiences from the UK.

24-26.09.2020 Numerous research results focusing on algorithms for big data, Internet of Things, and IoT technologies were showcased by the MOL ILOSH at the Sustainability Pavilion of the “2020 Taiwan Innotech Expo,” which featured the main theme of “Smart Labor and Safe Workplace.” At the same time, the “Virtual Reality Game on General Knowledge of Chemical Hazards” was held on stage, where the public was invited to take part and experience the latest VR education and training tools. The MOL ILOSH utilizes several research techniques to strengthen the workers’ awareness of workplace hazards and reduce workplace accidents, thereby protecting the health of the workers.



Picture 12: Minister of Labor Hsu Ming-chun with the attendees of the Taiwan-UK Occupational Safety and Health Summit.





Picture 13: Minister Hsu Ming-chun, WDA Director General Shih Chen-Yang, and Australia Representative to Taiwan Mr. Gary Cowan at the "Embracing Asia-Pacific: Digital Future International Forum".



Picture 14: Minister Hsu Ming-chun together with Principal Tsai Su-huei and students at Taipei City's Lihu Elementary School during an educational board game event by MOL to raise awareness about work and labor education.

## **Highlights for the Fourth Quarter of 2020 (October to December)**

05-06.10.2020 MOL OSHA attended the COVID-19 and OSH Special Sessions co-organized by ILO and ISSA, during which global experts and scholars applied a pandemic lens to Occupational Safety Health (OSH); the meeting fostered the sharing of lessons and experiences and benefits further advancement in occupational safety and health in Taiwan.

08.10.2020 Announced the amendments concerning the "Implementation Principles for the Vocational Training for the Unemployed"; new trainees who become insured under vocational trade unions (fishery co-op) should provide such information to the Bureau of Labor Insurance when taking training that is at-least three-month in length; the amendment also stipulated that if the trainee suffers from major diseases, infectious diseases or other injuries and would like to terminate the training, the worker must first provide a diagnosis certificate from a public hospital or a private medical institution at or above the district level before submitting the termination papers.

14-15.10.2020 MOL Workforce Development Agency held the "Embracing Asia-Pacific: Digital Future International Forum"; under the witness of Minister Hsu Ming-chun, Australia Representative to Taiwan Mr. Gary Cowan and WDA Director-General Shih Chen-Yang signed an MOU on Vocational Education

and Training Cooperation. The Forum was an online-offline hybrid meeting that facilitated discussions on how to create quality growth in the Asia Pacific by advancing digital skills and embracing diverse forms of future work in the post-pandemic era.

14-16.10&22-23.10&27-29.10.2020 MOL ILOSH organized demonstration events in northern, central, and southern Taiwan on four major projects, including "Composite System Support Applicability Assessment and Design Guidelines Development", "Modularization and On-site Consultation of Construction Frame Management", "Inspection and Consultation Mechanism for Formwork Strutting Using Construction Drawings" and "On-site Visits and Performance Analysis for Steel Pipe Scaffolding". The event organizer invited representatives of project owners, design agencies, supervisor agencies, construction businesses and professional manufacturers of construction frame and formwork support to participate in the skill training and engage in discussions and mutual learning; a total of 1,040 participants attended the events.

21.10.2020 Established a "Labor Dispute Mediator Management System" to assist local governments in implementing a digital evaluation system and to build a comprehensive, effective database of mediation talents; this new measure also prevents incompetent mediators from attempting to work across different regions and districts.

21.10.2020 Amended and published the Attached Table of Article 3 in the "Labor Insurance Disability Benefit Payment Standards," set the "head, face, and neck" disability types, regardless of gender, as the 8th level, and expand the "heart transplant" disability project to include "ventricular assist device implantation" and so on.

22.10.2020 Sent out the labor insurance premium payment form for September 2020; the Bureau of Labor Insurance printed on the back of the letter the notice to all insured units that from January 1, 2021, the labor insurance general accident insurance premium rate will be increased from 10% to 10.5%.

26.10.2020 Amended and issued the "Precautions for Employing Part-time Workers" to continue to protect the labor rights of part-time workers.

04.11.2020 Held the "Sustainable Occupational Safety and Health-Presentation on Chemical Exposure Risk Grading Management in Factories", in line with the updated guidelines in GRI 403: Occupational Health and Safety, which will take effect in 2021 by the Global Reporting Initiative; the presentation seminar invited industry leaders to share their occupational safety and health concepts in their sustainable business practices, and their practices in handling and managing factory chemicals. management.

05.11.2020 Amended and made public the "Insured Salary Grading Table of Labor Insurance" to adjust the 1st grade insurance salary from NTD23,800 to NTD24,000, which took effect on January 1, 2021.

05.11.2020 Following the adjustment of the basic wage, amended and made public the "Monthly Contribution Classification Table of Labor Pension" to revise the monthly contribution wages/monthly income from professional practice to NTD24,100, which took effect on January 1, 2021.

11.11.2020 Held the award ceremony for the "2020 National Occupational Safety and Health Award". The prizes were presented by Vice Premier Shen Jong-chin to all the winners, including four in the "Best Business Practice" category, three in the "Special Award on Investments by Traditional Industries" category, five in the "Special Award on Labor Health", and two winners for their individual contribution.



Picture 15: Vice Premier Shen Jong-chin and Minister Hsu at the "2020 National Occupational Safety and Health Award" with business representatives from the award-winning organizations.

12.11.2020 Held the "2020 Quarter III Inter-ministerial Platform Conference for Disaster Reduction in Public Enterprises", inviting representatives from the Ministry of Transportation, Ministry of Economic Affairs, Ministry of Interior, Ministry of National Defense, Ministry of Education, Ministry of Finance, and Council of Agriculture and Public Work Commission of Executive Yuan; participants reviewed their disaster prevention work in state-owned enterprises and public works to strengthen disaster reduction capacity through inter-ministerial cooperation and to effectively protect the safety and health of workers.

18.11.2020 Held the launching event for teaching labor education through board games. Minister Hsu Ming-chun visited Taipei City's Lihu Elementary School and played the educational board games with the teachers and students; students were introduced to these board games tailored to students from elementary, junior high and senior high schools; these board games help raise students' awareness about labor affairs and have been distributed to schools nationwide.

18.11.2020 Held "The 7th ANZTEC Trade and Labor Committee Meeting" and virtually discussed shared labor policy issues between representatives from the Ministry of Labor and New Zealand's Ministry of Business, Innovation and Employment. Representatives from both sides--Director Moira Turley of the New Zealand Commerce and Industry Office and Representative Chen Ke-ming of New Zealand's Taipei Economic and Cultural Office also attended the opening ceremony. Both parties discussed labor situations, labor market responses to Future of Work, employment measures in response to COVID-19, and other future collaboration items, hoping to further deepen exchange and broaden cooperation in labor affairs under the ANZTEC and APEC frameworks.



Picture 16: Deputy Minister Lin San-Quei, Director Moira Turley of the New Zealand Commerce and Industry, and meeting representatives at the 7th ANZTEC Trade and Labor Committee Meeting.



Picture17: Minister Hsu Ming-chun and Deputy Director-General Yan Jeou-Rong of the Public Construction Commission presented awards to winners at the ceremony for the "Golden Safety Awards for Outstanding Construction and Five-star Awards for Occupational Safety and Health", expressing gratitude to employers for their contribution in developing a better workplace.

20.11.2020 Held the award ceremony for the "Golden Safety Awards for Outstanding Construction and Five-star Awards for Occupational Safety and Health"; to encourage public-private joint participation, private construction projects were able to compete for this highest awards in occupational safety and health and in construction quality for the first time, further enhancing the entire safety culture in the construction industry.

20.11.2020 In response to the adjustment of the monthly basic wage from NT\$23,800 to NT\$24,000 starting from January 1, 2021, the MOL amended the "Insured Salary Grading Table of Labor Insurance" and the "Monthly Contribution Wages Classification Table of Labor Pension", which took effect from January 1, 2021. To reduce the administrative burden of insurance (withholding) units, the Labor Insurance Bureau of the Ministry actively handles the adjustment of insured salary (monthly withholding salary). This adjustment benefited 2.88 million workers under the labor insurance system, and 1.16 million workers under the labor pension system. To notify the insurance (withholding) units, the Bureau of Labor Insurance included the adjustment notice on the back of the payment slip for October 2020 and also put out an announcement in the e-service system.

23.11.2020 MOL's Institute of Labor, Occupational Safety and Health (ILOSH) held a "Research Symposium on the Development and Trends of the Agricultural

Labor Market" and attracted 143 attendees from the agricultural industry, government bodies, and academia; the symposium included a keynote speech on "The Development of the Agricultural Labor Force in Taiwan" and a roundtable forum on "Human Resources in the Agricultural Sector"; meeting attendants also visited businesses in the smart agriculture industry.

23.11.2020 To reduce cross-border people movement, the MOL announced that for migrant workers whose employment permit expired but who cannot return to their home country due to the pandemic, these stranded migrant workers may apply to change employer, stay with the original employer or other employers, and renew their employment permits.

23.11.2020 Held the "2020 Seminar on Occupational Safety and Health Promotion and Development", during which MOL Deputy Minister Wang Shang-chi presented awards to county/city government officials and corporate representatives who have actively promoted safe and healthy workplace practices; the seminar aimed to highlight best occupational safety and health practices through keynote talks and exchange.



Picture 18: MOL Deputy Minister Wang Shang-chi presented awards to representatives from companies and local governments with good OSH practices during the 2020 Seminar on Occupational Safety and Health Promotion and Development.

24.11.2020 Amended and announced the "MOL Implementation Plan for the 2021 National Technician Skills Certification Test"; in the second-round subject test, accommodation measures are provided in foreign languages (Vietnamese, Thai, Indonesian, or English; select from one of these four options) so that industrial migrant workers can participate in the welding tests for the three related occupational disciplines and obtain the technician certificates required for their jobs.

30.11.2020 The Workforce Development Agency organized the award ceremony for the 18th Golden Wingspan Award, during which awarded organizations and teams were recognized for their achievements in supporting employment and providing training for people with disabilities, and in procuring products by sheltered workshops; these awards highlight the best practices in employment promotion for people with disabilities and promoted the significance of adaptive careers.



Picture 19: MOL Deputy Minister Lin San-Quei at the 8th Golden Wingspan Award with companies that provide solid support for the employment of people with disabilities.



Picture 20: Executive Yuan Minister without Portfolio Lin Wan-yi and Minister Hsu at the "2020 National Talent Development Award".

04.12.2020 MOL promulgated and enacted the "Middle-aged and Elderly Employment Promotion Act" and its six supplementary laws, including "Enforcement Rules of the Middle-aged and Elderly Employment Promotion Act", "Implementation Regulations to Stabilize Middle-Aged and Elderly Employment", "Implementation Regulations for Employment Promotion of Unemployed Middle-Aged and Elderly Persons", "Implementation Regulations of Subsidies

to Promote Re-employment of Retired Middle-Aged and Elderly Persons", "Implementation Regulations of Subsidies for Local Governments to Establish Elderly Employment Service Locations", and "Implementation Regulations to Incentivize Employment for Middle-Aged and Elderly Persons".

08-09.12.2020 For the first time in conjunction with APEC economies, the MOL held the "APEC Conference on Impact of Digitalization on Social Security Protection" in Taipei; invited speakers included APEC HRDWG Chairperson Dr. Park Dong Sun, APEC LSPN International Coordinator Dr. Zaki Zakaria, and New Zealand Commerce and Industry Office Director Moira Turley; this seminar is part of MOL's APEC initiative, "The Impact of Regional Integration in the Digital Era on Social Security Protection for Cross-border Workforce in APEC Economies and Related Response" and also responds to the "Kuala Lumpur Goals" proposed by APEC leaders this year, emphasizing the promotion of inclusive economic participation through digital economies and technologies, and also highlighting the impacts of the COVID-19 pandemic on the future of work and on the acceleration of digital transformation; the seminar invited domestic and foreign experts and scholars to give both live and online lectures; through these in-depth discussions on social protection issues, participants gained valuable experience from each other and built closer ties, which contributes to stronger connections among APEC economies in regional social security protection.



Picture 21: "APEC Conference on Impact of Digital Age on Social Security Protection", for the first time using a hybrid meeting format that brought together online and offline participants.



- 09.12.2020 The Workforce Development Agency held the award ceremony for the "2020 National Talent Development Award" at the Hilton Hotel in New Taipei City, recognizing 13 winning organizations for their achievements. This is the only national award in the field of human resources in Taiwan. The award-winning organizations have achieved outstanding performances in terms of the integrity, robustness, relevance, and innovation of their talent development systems.
- 10-11.12.2020 MOL ILOSH held the "2020 International Forum on Youth Workforce Trends", which included two keynote speeches on "The Pathways from School to Employment" and "Self-irreplaceability--There Are No Standards for Success"; participants also visited young start-up businesses; a total of 73 young people from Taiwan and abroad took part in the Forum.
- 14.12.2020 Amended and announced the "Evaluation Standards for Foreign Workers' Care Service Plan", adding care service plans for foreign workers in manufacturing, farming, forestry, animal husbandry and fish farming. The amendment also added that employers who hire foreigners for domestic helper work or home care work should apply for casualty insurance for workers in accordance with the labor contract. In addition, in the employer's statement (3) about a building obtaining a public safety inspection report, the options of "Exempt" and "Not Sure" are added.
- 16.12.2020 The MOL ILOSH organized the "Research Seminar for Occupational Safety and Health-related University Students in Central Taiwan " at China Medical University; through paper presentations and academic exchange, ILOSH has been able to bring its research results to colleges and businesses, and raise awareness about occupational disaster prevention; through these exchanges, ILOSH also better understands the academic studies that are taking place and the needs of the private sector, which are helpful for future MOL planning and development. A total of about 250 participants included personnel from relevant government agencies, students and scholars from occupational safety and health departments at colleges and universities, corporate representatives, and staff members from occupational safety and health associations and societies.



Picture 22: MOL Deputy Minister Wang Shang-chi and participants at the 2020 Youth Labor International Forum.

Picture 23: Minister Hsu presented personal protection equipment for foreign workers working on fishing vessels during the Work Safety and Occupational Hazard Prevention Program for Workers on Fishing Vessels.

19-25.12.2020 The MOL and ILOSH organized the "Work Safety and Occupational Hazard Prevention Program for Workers on Fishing Vessels" at the Donggang District Fishery Association. In order to build fishermen's safety awareness, the event provided on-site demonstrations on the prevention of slip injuries, chemical hazards, noise hazards, electric shocks, and mechanical hazards; the event also invited people to experience the slippery environment on fishing vessels and display the warning equipment used when workers fall overboard into the sea. In addition to letting people experience the hazards related to fishing boat operations, the event also included labor safety equipment for other types of working environments. A total of 1,035 people participated in this event.

21.12.2020 In order to protect the health of workers, the Bureau of Labor Insurance will conduct the 2021 Occupational Disease Prevention and Health Checkup for Workers Covered under Labor Insurance; the announcement was published on the official website of the Bureau of Labor Insurance, Executive Yuan Bulletin, United Daily News, Liberty Times, Commercial Times and the Economic Daily News, and was also distributed to offices of the Bureau of Labor Insurance; the Bureau also sent letters to local labor affairs, labor inspection, and public health agencies to request assistance in putting out the announcements. In addition, a notification letter and related application forms were sent to approximately 17,000 insured units that may be associated with

working environments of special health hazards to inform them about the health checkup.

- 23.12.2020 Formulated and promulgated the "Main Points for the Commissioned Management of the Farmers' Pension Fund", which clearly specified matters concerning the operation, management, scope, and expenditures of the Farmers' Pension Fund.
- 23.12.2020 Formulated and promulgated the "Main Points for the Farmers' Pension Fund Management Related to Investments in Derivatives", which clearly specified the limits placed on these investments, targeted groups, and risk management measures; the main points were enacted from January 1, 2021.
- 28.12.2020 Announced the subsidy application program for employers to implement "Retirement Preparation and Adjustment Assistance Measures for the Middle-aged and Elderly Workers", including information on the application period, review process, and write-off requirements, which took effect as of today.
- 29.12.2020 The Legislative Yuan passed the amendment of Article 19 of the "Labor Union Act" in the third reading, stipulating that instead of a member of a labor union "who is twenty years of age or more", a member who is "a major" may be elected as a director or supervisor of the labor union; this amendment aligns the Labor Union Act regulations with those in the Civil Code.
- 31.12.2020 Announcement for the "2021 Labor Insurance Relief Loan Program for the Insured" with a total loan size of 20 billion NT dollars and a maximum loan amount of 100,000 NT dollars per person. The application period lasted from January 8 to January 22, 2021.