



Photo 1: Labor Minister Hsu led staff from OSHA and other related agencies in conducting a joint labor inspection of Taiwan Railway Qidu engineering operations.



Photo 2: Labor Minister Hsu, OSHA Director General Tzou and experts from from the Roundtable on Occupational Health Practices with Vice President Chen.

Highlights for the First Quarter of 2019 (January to March)

- 01.01.2019 Increased the ordinary insurance premium rate of labor insurance by 0.5%; bringing the ordinary insurance premium rate of labor insurance to a total of 11%, calculated as 10% of the insured person's monthly insurance salary, plus the employment premium rate of 1%.
- 01.01.2019 Amended and promulgated the “Table of the Premium Rate for Occupational Injury and Disease Insurance by Covered Industry” in Public Letter Lao-Dong-Bao No. 1070140518. This amendment maintains the 19 main categories and 55 industries. The on-and-off duty accident premium maintained at 0.07%, the average accident premium by industry at 0.14%, and the occupational accident insurance rate at 0.21%.
- 01.01.2019 Adjusted monthly minimum wage increased from NT\$22,000 to NT\$23,100. Along with this adjustment, MOL amended the “Insured Salary Grading Table of Labor Insurance” and the “Monthly Contribution Wages Classification Table of Labor Pension.” The first grade of monthly insured salary of labor insurance was adjusted to NT\$23,100, and the second grade of NT\$21,900 on the original table was removed. For those full-time staff under the new labor

pension system whose original contribution wage was NT\$22,000 and NT\$22,800, the contribution was adjusted to NT\$23,100. This adjustment benefited 2.91 million workers under the existing labor insurance system, and 1.25 million workers under the new monthly contribution labor pension system.

02.01.2019 According to the announcement on December 14, 2018, for the “Insured Person Hardship Loan” under the Labor Insurance, the interest rate for the loan period of 2016, 2017, and 2018 shall be 1.39% per annum from the first business day of January 2019.

14.01.2019 Amended the workplace learning and readjustment plan, added "drug users" as applicable targets, relaxed restrictions on the number of subsidized persons under each employer unit, and specified the maximum number of subsidies for each year, so that employers can continue to provide workplace learning opportunities and support the disadvantaged in seeking employment.

14.01-31.03.2019 Established the "Implementation Guidelines for MOL to Subsidize Unions in Utilizing Mobile Communication Software" to strengthen union development, distribute union information, and improve services for union members. The public announcement and application period was from January 14 to March 31, 2019.

15.01.2019 Organized the "2019 Implementation Plan to Strengthen Labor Inspection during Lunar New Year", urging companies to strengthen disaster prevention practices for high-risk operations and to comply with regulations to prevent overwork. The implementation period was from January 15 to February 20, 2019. The inspection covered 5,984 business units, and resulted in 185 forced to suspend operations, and 637 penalty fines equaling a total penalty amount of 33.174 million NT dollars (Photo1).

23.01.2019 Amended the industries specified in Paragraph 4, Article 36 of the Labor Standards Act. The amendment was announced and took effect from January 23, 2019.

30.01.2019 Convened the 28th Consultation Group Meeting on Transnational Labor Policy. The meeting presented an action plan to welcome Taiwanese

businesses to return and invest in Taiwan. The meeting also agreed to introduce foreign workers into sectors of dairy farming and dispatched farming.

- 31.01.2019 Issued a letter for employers that stated, when employing technical assistants with working hours and living allowances which do not meet the level of full-time workers, employers may refer to the notes column of the “Insured Salary Grading Table of Labor Insurance” to declare the insured salary levels for these part-time workers.
- 12.02.2019 Announced that lathes (including CNC lathes) and machine centers are machineries designated by the central competent authority, to take legal effect from August 1, 2019.
- 21.02.2019 Issued a circular letter to explain that if an employee personally needs to take care of two or more children under the age of three and applies for unpaid parental leave, such an employee has “justifiable reasons” according to Article 22 of the Gender Equality in Employment Act, so the employer should grant the parental leave.
- 23.02.2019 Amended and released the “Enforcement Rules of Protection for Workers Incurring Occupational Accidents.” In accordance with the implementation of the 2006 UN Convention on the Rights of Persons with Disabilities, all discriminative wordings about “the disabled” were revised as “persons with disabilities.”
- 23.02.2019 In accordance with the Ministry of Health and Welfare in managing folk therapy practitioners, the Ministry of Labor established the “Technician Certification Qualifications for the Occupational Category of Traditional Bonesetters and Folk Manipulative Service Practitioners” to develop and establish certification criteria for this occupational category.
- 04.03.2019 Amended and released the “Subsidy Guidelines to Promote the Application of Occupational Competency Standards” and revised it into the “Subsidy Guidelines to Develop Occupational Competency Standards and Occupational Competency-based Curriculum.” This new set of guidelines included new items for subsidy, increased subsidy amounts, and extended the program implementation period. Based on these guidelines the program accepts regular applications, encourages the development of occupational competency

standards and occupational competency-based curriculum, enriches talent training content for industries, and addresses the occupational competency gaps.

05.03.2019 Announced that the Employment Service Act (Article 24, Paragraph 1, Item 10) would include persons over 15 and under the age of 18 who are not employed and not in school. Those who meet the qualifications may apply for vocational training, living allowance, job-seeking transportation allowance, and temporary work allowance. Subsidies are also available for skill certification fees for technicians. Other subsidies and allowances for workplace education and readjustment are also available to promote employment and financial autonomy.

06.03.2019 Organized the "Roundtable on Occupational Health Practices" and invited foreign experts from the United States and South Korea, as well as local industry actors, government officials, scholars and researchers to discuss topics like "integrating resources from different areas to enhance occupational health effectiveness" and "the feasibility of introducing labor health exposure risk assessment into the process safety evaluation system." These discussions enabled sharing and exchanges among participants and helped to increase implementation effectiveness and raise the professional standards of occupational health in Taiwan (Photo 2).

07-08.03.2019 MOL Occupational Safety and Health Administration (OSHA), MOL Institute of Labor, Occupational Safety and Health (ILOSH), EPA Toxic and Chemical Substances Bureau (TCSB), and the Taiwan Occupational Hygiene Association (TOHA) co-hosted the 2019 International Conference on Occupational Hygiene at Chang Jung Christian University. Experts from different countries discussed ideas, technologies and policy practices on topics including industrial hazard identification, exposure and health risk assessment, environment and food inspection, indoor air quality, chemical management practices, health promotion and management, respiratory protection technologies, bio-detection, operational environment monitoring, operating environment control engineering, occupational safety and health management systems, and occupational psychology (Photo 3).

- 11.03.2019 Amended and promulgated the “Notes for Enterprise Units that Implement Day (Night) Working Schedules.” The amendment took effect from this date.
- 12.03.2019 Announced that starting from September 1, 2019, the Labor Standards Law would apply to "Resident Physicians Employed in the Health Care Service Industry (excluding those employed under the public service track in public medical institutions)."
- 12.03.2019 Promulgated the "MOL Guideline to Encourage the Establishment of Labor Unions." This Guideline provides financial incentives to newly established unions in 2019, and to unions who support the establishment of new unions as well as labor organizations. By providing more support for workers to found unions, this Guideline aims to strengthen worker solidarity.
- 13.03.2019 Signed a Memorandum of Understanding with Worldskills International and witnessed the unveiling ceremony of the WorldSkills Capacity Building Center. Both parties aim to join efforts in skills promotion and development, and raise Taiwan’s skill levels to reach international excellence (Photo 4).
- 14.03.2019 Issued a letter to villages (boroughs) to explain that community-based care stations can be established as insured units to apply for labor insurance for their employed workers.
- 14-18.03.2019 MOL Institute of Labor, Occupational Safety and Health (ILOSH), Bureau of Labor Insurance, Workforce Development Agency, and Occupational Safety and Health Administration (OSHA) jointly organized the “2019 Occupational Safety and Health Exhibition Touring Exhibition Program.” The first public education workshop, held from March 14 to 18, enabled local aboriginal residents and the general public to develop a better understanding about occupational accidents and their prevention. This event also provided a channel for the public to consult with staff members from the Bureau of Labor Insurance and Workforce Development Agency. A VR experience booth was also available to give participants a three-dimensional experience of an actual occupational accident. This program received lots of support and enthusiasm from a total of 286 participants.
- 15.03.2019 Announced the revised subsidy program for colleges and universities to implement employment-focused curriculums, including increased subsidy

amounts and the expansion of eligible participants from graduates to include all students. The program took effect from this date.

21.03.2019 Announced the Interpretation Order regarding Article 5, Paragraph 2, Sub-paragraph 6 of the Employment Services Act, as well as the “Employer Recruitment Public Disclosure or Informative Guidelines to Announce the Wage Range for Job Openings,” so that employers can better comply with the law.

22-24.03.2019 MOL Institute of Labor, Occupational Safety and Health (ILOSH), the Ergonomics Society of Taiwan, and Tunghai University co-hosted the 26th Annual Meeting and Conference of the Taiwan Ergonomics Society. MOL staff presented nine talks on “Musculoskeletal Injury Risk Assessment for Care Workers Performing Tube Feeding Tasks.” Positive outcomes included the advancement of evaluation and improvement strategies for human-factor related incidents and physical hazards in the workplace, as well as the promotion of ILOSH research studies.



Photo 3: Labor Minister Hsu, OSHA Director General Tzou, and guests at the opening ceremony of the 2019 International Conference on Occupational Hygiene.



Photo 4: Labor Minister Hsu, WDA Director General Huang, WSI President Simon Bartley, and WSI CEO David Hoey at MOU signing ceremony.



Photo 1: MOL Minister Hsu, OSHA Director-General Tsou and distinguished guests presided over the opening ceremony of the 2019 National Workplace Safety and Health Week.



Photo 2: Vice President Chen and MOL Minister Hsu attended the 2019 Labor Day Outstanding Worker Award Ceremony to commend the efforts and contribution of workers to national economic and social development.

Highlights for the Second Quarter of 2019 (April to June)

01.04.2019 From April 1 to May 31, the Bureau of Labor Insurance's E-desk website provided online applications for insured persons to search and download information about the 2018 annual labor insurance payouts.

03.04-28.05.2019 Amended and promulgated content in Article 46 of the *Employment Service Act* about determining the working qualifications and review standards for foreign workers who are employed to engage in jobs as referred to in Subparagraphs 8 to 11 of Paragraph 1 of Article 46; amended the *Regulations on the Permission and Administration of the Employment of Foreign Workers*, the *Evaluation Standards for Foreign Worker's Care Service Plan*, and the *Document Concerning Employers' Recruitment of Type B Foreign Workers*, including employment permit duration, application procedure and other regulations stipulated by the Central Competent Authority; these amendments were carried out to support the Taiwanese Businesses Reinvestment Program and the trial program for the dairy industry and for agricultural co-ops in introducing foreign workers.

10.04.2019 Amended and promulgated the scope of exceptions that apply to Article 34-2 of the *Labor Standards Act*, adding that China Steel Corporation may alter

worker rotation with a rest period of at least eight continuous hours; these changes took effect from April 10, 2019.

16.04.2019 Promulgated amendments in Article 5, Article 6, and Article 12 of the *Implementation Regulations for the Employment Promotion of Employment Insurance*; these amendments altered the threshold to initiate employment stabilization: when the unemployment rate of employment insurance exceeds 1% for three consecutive months and a consultation meeting is held, employment stabilization measures could be announced and implemented.

19.04.2019 Amended and promulgated the *Guidelines for the Phoenix Micro Start-up Loan*; more measures have been provided to better meet the needs of entrepreneurs, including increasing the credit line from one million to two million New Taiwan dollars and allowing applicants to reapply twice for additional loans.

22.04.2019 Promulgated an adjustment of labor insurance annuity payments from May 2019 for those who applied for labor insurance annuity in 2012, since the Consumer Price Index's cumulative growth rate has reached 5.14% thus meeting the legal adjustment threshold.

23.04.2019 Co-organized a series of activities for the 2019 Workplace Safety and Health Week with a special focus on workplace mental wellbeing, including discussions on physical and mental health topics in the modern workplace and employer support to thoroughly implement physical and mental protection for workers.

30.04.2019 Held the National Outstanding Worker Award Ceremony at the Grand Hotel in Taipei on April 30, 2019 to commemorate Labor Day and commend the efforts of workers in society and their contribution to the national economy and its development. (Photo 2)

01.05.2019 Issued MOL Letter No. 1080140256 on April 30, 2008: To avoid confusion about negative earnings (some workers misunderstand it as a principal deduction in their personal pension accounts), the Bureau of Labor Insurance worked with financial institutions to amend content regarding Labor Pension Cards and Postal ATM Cards. The accumulated balance is now divided into

“accumulated amount of contribution” and “accumulated utilization balance.”
This revision took effect in mid-June.

02-06.05.2019 Attended the 44th APEC Human Resource Development Working Group (HRDWG) held in Chile; served for a second-term as the chairperson for the international Capability Building Network (CBN); chaired conferences and delivered opening and closing remarks; delivered keynote talks and presentations with a 2018 review and 2019 outlook; presented achievements from the 2018 International Workshop and new proposals about gender empowerment utilizing new media, which were positively received; attended LSPN meetings to seek support from other APEC economies regarding the proposal *The Impact of Regional Integration in the Digital Era on Social Security Protection for Cross-border Workforce in APEC Economies and Related Responses*.

04.05.2019 Hosted the Cross-Disciplinary Governance Forum on Occupational Safety and Health and invited professionals from the disciplines of public administration and occupational safety and health to share experiences on topics including “Labor Inspection and Supervision-Execution Approaches and Challenges” and “Utilization of Smart Technologies in Improving Safety and Health Management”, so as to strengthen supervision capacity for occupational safety and health.

08.05.2019 Connected case information of labor insurance benefit recipients with the National Electronic Medical Record Exchange Centre (EEC) under the Ministry of Health and Welfare, so as to enhance the efficiency of approving labor insurance payments, streamline record accessing processes, reduce paper usage, lower personnel and administrative costs, and protect worker rights.

08.05.2019 Deputy Director-General Andriana Sukova of the EU Commission led a delegation to Taiwan for the Second Taiwan-EU Labor Consultation Meeting; both parties discussed employment and social developments in Taiwan and in the E.U.; the delegation also visited the Taoyuan-Hsinchu-Miaoli Branch of the MOL Workforce Development Agency and the CAN social enterprise in Sanxia District of New Taipei City to understand the on-ground

implementation of the Diverse Employment Promotion Program and the operation of job training facilities. (Photo 3)

- 15.05.2019 Promulgated additions in Article 22-1 and amendments in Article 2 and Article 9 of the *Labor Standards Act*, which took effect from May 17, 2019. These changes stipulate that the contracts for dispatch workers are open-ended and that dispatched agencies should be responsible for the dispatched workers' arrear wages.
- 15.05.2019 Amended and promulgated articles in the *Labor Pension Act* to include foreigners who are permitted to reside permanently, to offer tax breaks for those who submit pension deposits from professional practice income, to protect the rights of workers, their survivors or designated claimants in claiming pensions, and to strengthen debt relief mechanisms by establishing stronger penalties.
- 20-22.05.2019 MOL ILOSH staff presented research papers and posters during the 2019 American Industrial Health conference and exhibition (AIHce) held in Minnesota and showcased R&D results in VR applications, newly invented samplers, as well as active and passive noise controlling technologies.
- 23.05.2019 Promulgated the inclusion of supervisors and managers who receive a monthly base salary higher than NT\$150,000 (US\$4,680) as one of the types of workers designated in Article 84-1 of the *Labor Standards Act*.
- 23.05.2019 Promulgated the inclusion of fishery workers as one of the types of workers designated in Article 84-1 of the *Labor Standards Act*.
- 31.05.2019 The Executive Yuan approved the Youth Employment Investment Program, which will integrate resources across eight ministries to implement 48 measures between 2019 to 2022 with goals that include improving young people's career prospects, enhancing employability, broadening career services, tightening the connection between school and workplace, and implementing the employment card (career portfolio) system, which is championed by President Tsai.
- 06.06.2019 With the addition of the teenage category in the Worldskills Competition and the establishment of Worldskills Asia, MOL has amended and promulgated

articles in the *Regulations for Implementing and Rewarding Skill Competitions*; changes include broadening the pool of teenage category competitors, incorporating rules from the Regional Skills Competition in Asia, and adjusting scholarship amounts for different categories.

- 06.06.2019 Held an occupational safety and health consultation meeting, invited experts and groups from labor, management, government, academia, and hazard prevention communities, and discussed various issues including injury reduction strategies in the construction industry, independent law on occupational injury insurance, future prevention and reconstruction strategies, as well as cross-ministerial and cross-disciplinary cooperation in integrating external resources to prevent emerging hazards and safeguard worker safety and health.
- 10.06.2019 MOL OSHA signed an MOU about OSH information exchange and cooperation with the UK Health and Safety Executive (HSE) at its London Office; based on this MOU, both parties will share safety and health information regarding offshore wind farms, conduct mutual visits and international conferences, and together strengthen the wind energy industry through both robust offshore wind power policies and strong OSH supervision.
- 12.06.2019 Held the 2019 International Symposium on the Improvement of OSH in Dyeing and Finishing of Textile Industry, invited international scholars and industry experts from Japan and Korea to share the latest OSH trends in the dyeing and finishing processes, and facilitated closer international exchange to build a healthier and safer workplace and to update the textile manufacturing industry.
- 19.06.2019 Promulgated additions in Article 17-1 and Article 63-1, and the amendment of Article 78 of the *Labor Standards Act*, which took effect from June 21, 2019; these changes prohibit dispatched agencies from transferring workers to dispatching agencies and stipulate that dispatched agencies should bear joint occupational accident liability.
- 23.06.2019 For those insured persons who agreed to receive notifications through SMS messages regarding their injury and disease benefits or occupational death benefits for survivors, the Bureau of Labor Insurance will now notify the

insured persons through SMS messages instead of letters, starting from the day immediately after a request is approved.

26-27.06.2019 Organized the 2019 ASD-CBA Event Competency Digital Upskilling Program for nearly 200 participants from governments, research institutions and industries in over ten economies, including Japan, Korea, Australia, Malaysia, Indonesia, the Philippines, and Thailand, to discuss the digital future of meetings and exhibitions in the Asia Pacific, and professional training for MICE talent; held a panel on the effectiveness of training evaluation agencies that included relevant agencies abroad and in Taiwan, where they discussed evaluation systems in Taiwan and quality training provisions. (Photo 4)

27.06.2019 Unveiled the first-ever Precision Measuring Technology Center, which aims to promote talent development and industry improvement in the precision machinery industry.

27.06.2019 In accordance with the announcement by the Ministry of Labor, the Bureau of Labor Insurance promulgated that those who applied for labor insurance annuity in 2012 will enjoy a 5.14% increase in annuity payment amounts according to the cumulative growth rate of the Consumer Price Index from May this year (2019). The first adjusted amount was recorded on this day, and benefited a total of over 157,000 people; the total adjustment amount was NT\$128,950,000 and the average adjustment per person was NT\$819.

30.06.2019 Held the 2019 National Occupational Safety and Health Hazard Prevention Exhibition (New Taipei City Banqiao Session) in front of the Banqiao Train Station; interactive and educational exhibitions were presented for the public to learn about about potential hazards and prevention methods concerning at-home and workplace hazards; types of occupational hazards included chemical hazards, risks associated with working in a confined space, falling from heights, noise hazards, and machinery hazards (entanglement and trapping injuries). The exhibition also showed a number of workplace safety videos and held contests for visitors to put on protective gear. This event aimed to bring public awareness of occupational safety and health, thoroughly implement hazard prevention measures, and eventually reach the goals of labor health promotion and occupational hazard reduction.



Photo 3: Second Taiwan-EU Labor Consultation between Taiwan MOL and delegation from the EU Directorate-General for Employment, Social Affairs and Inclusion.



Photo 4 : Opening ceremony of the 2019 ASD-CBA Event Competency Digital Upskilling Program.



Picture 1: Car Painting category gold medal winner Yang Ting-yu also won the Best of Nation award.



Picture 2 : Minister Hsu and national labor administrators vowed to jointly build stronger foundation for labor rights education.

Highlights for the Third Quarter of 2019 (July to September)

- 01.07.2019 Announced that the interest rate for the loan period of the 2017, 2018, and 2019 Insured Person Hardship Loan under Labor Insurance shall be 1.39% per annum from the first business day of July 2019.
- 09.07.2019 MOL Workforce Development Agency received the 2nd Government Service Award for its initiation and development of the migrant worker online direct employment service program.
- 18.07.2019 In accordance with the *Labor Pension Act* amendments announced on 15 May 2019, employers who actually engage in labor work, self-employed operators, and commissioned workers may voluntarily make payments for and claim a pension in accordance with the “Monthly Contribution Classification Table” (previously named “Monthly Contribution Wage Classification Table”) starting from 17 May 2019.
- 29.07.2019 In accordance with the *Labor Pension Act* amendments announced on 15 May 2019, the *Detailed Implementation Guidelines of the Labor Pension Act* was amended, adding that employers must submit required documents declaring the will of the deceased employee or the pension calculation method for the designated beneficiary when claiming for pension payments.
- 31.07.2019 Amended and announced amendments in Article 13-1, 14, and 16 of the *Organization Regulations on Employee Welfare Committee*, adding tasks for

the committee and also clearly stating that organizations which provide childcare facilities may be commissioned to serve the children of other business entities' employees.

02.08.2019 MOL Workforce Development Agency Director-General Huang co-hosted the 20th Taiwan-Thailand Labor Committee Meeting with the Director of Thailand's Department of Employment, Mrs. Petcharat Sinauy at Grand Mayfull Hotel in Taipei, during which both parties reached consensus on various Thai worker-related issues and expressed commitment to sustain future efforts.

06.08.2019 Approved and announced that from 1 Sept. 2019, resident doctors hired in medical and health service industry (not including the employees from the public medical institutions who are hired by the civil service system) are approved to be designated according to the types of workers specified in Article 84-1 of the *Labor Standards Act*.

15.08.2019 Amended, announced, and enacted Article 6-1, Article 36-5, and Article 39-4 of the *Qualifications and Criteria Standards for Foreigners Undertaking the Jobs Specified under Article 46.1.1 to 46.1.6 of the Employment Service Act*. This measure aligns with the government's deregulation of hiring foreign professionals or technical workers in start-up companies and in the five-plus-two innovative industries, and with the relaxation of management or employer requirements (capital or revenue thresholds) regarding expatriates hired to serve as directors or managers of businesses invested in or established by overseas Chinese or foreigner(s), and approved by the government.

19.08.2019 Promulgated the adjustment of the monthly minimum wage to NTD 23,800 from January 1, 2019; the hourly minimum wage was adjusted to NTD 158.

20.08.2019 Amended and announced Paragraph 10 of the *Utilization Directions of the Labor Funds*, making changes regarding the investment of special domestic stocks. If long-term issuer credit ratings by credit rating companies specified in sub-paragraph 1 are not available, other credit rating indicators regularly used by domestic financial institutions can also be used to increase fund investment return and investment management flexibility.

- 22-27.08.2019 WorldSkills held the 45th WorldSkills Competition in Kazan, Russia. Labor Minister Hsu led the delegation, including 50 contestants who competed in 45 professional categories and 8 youths who competed in the 6 categories of the Junior competition. Taiwanese competitors won 15 medals (5 gold, 5 silver, and 5 bronze) and 23 medallions for excellence, putting Taiwan in 4th place, whereas Taiwanese teenagers won four silver medals and one bronze, celebrating success at this global vocational skill competition (Picture 1).
- 23.08.2019 According to Lao-Dong-Bao 1 No. 1080140390 Notification Letter, for those who receive public servant pension payments based on the *Statute Governing the Discharge and Survivor Relief of Political Appointees*, if they are employed again after retirement, they may join the employment insurance program under the *Employment Insurance Act*.
- 26.08.2019 Amended and announced the *Reviewing Standards and Employment Qualifications for Foreigners Engaging in the Jobs Specified in Subparagraph 8 to 11, Paragraph 1 of Article 46 of the Employment Service Act*. This is in accordance with the *Act for Implementation of J.Y. Interpretation No. 748*, as well as the newly amended *Welcoming the Return of Taiwanese Investment Initiative Act*, *Long Term Care Service Act* (regarding manpower needs for long term care institutions that provide institutional residential services), and *People with Disabilities Rights Protection Act* (regarding disability evaluation and assessment).
- 26.08.2019 Amended and announced the *Regulations for Start-up Assistance for the Unemployed of Employment Insurance*, raising the loan ceiling from NT\$1,000,000 to NT\$2,000,000 and expanding the permitted number of re-applications from one to two, so as to satisfy funding needs for start-up entrepreneurs.
- 27.08.2019 Approved and announced that crane operators, ground staff, cargo plane operators, lashing gang workers and vehicle maintenance workers engaged in cargo loading and unloading contracting business at commercial port terminals and supervisors of administrative shipping agencies are approved to be designated according to the types of workers specified in Article 84-1 of the *Labor Standards Act*.

- 29.08.2019 In accordance with the *Labor Pension Act* amendments announced on 15 May 2019, amended articles in the *Regulations of Labor Pension Act on the Labor Pension Fund Management, Utilization and Profit-Loss Allocation*, which took effect from 29 Aug. 2019.
- 30.08.2019 Organized the launching event for the 2019 Labor Right Education On-campus Tour. MOL officials and national labor administrators jointly vowed to broaden labor rights education to all educational levels, from elementary schools, junior high, to high schools and vocational high schools. By instilling the seed of respect for labor rights into youngsters, we can lay a foundation for harmonious labor-management relations in the long run (Picture 2).
- 31.08.2019 To enhance labor rights services for indigenous workers and workers in general, MOL organized the 2019 Joint Harvest Festival and Occupational Safety and Health Educational Mobile Display in front of the Taoyuan High Speed Train Station. During the event, labor right-related public education services and consultation sessions were provided regarding occupational hazard prevention, labor insurance, national pension, and employment services. There was also an interactive scaffolding simulation.
- 01-07.09.2019 Invited American Labor union leaders to Taiwan. During their stay they visited central government bodies as well as national and local labor union organizations and exchanged expertise and experience on labor union movements and labor issues. The union leaders were also briefed about Taiwan's latest labor protection measures. Both parties discussed about signing an MOU in the future and strengthening on collaboration training.
- 02-03.09.2019 Organized the 2019 International Seminar on Occupational Health Services and invited experts and scholars from Italy, Japan, Korea, and Malaysia to discuss about preventive measures for occupational mental hazards (Graph 3).
- 11.09.2019 Held the award ceremony for the Occupational Safety and Health Five-Star Excellence Awards and the Public Construction Golden Quality Awards to honor companies and construction supervisors, and to showcase outstanding occupational safety and health practices and achievements. 450 people attended the ceremony and shared their experiences.

16.09.2019 Amended and announced Article 2 of the *Regulations on Subsidy and Standards for Establishing Breastfeeding (Breast Milk Collection) Rooms, Childcare Facilities and Measures*, incorporating public community infant centers and workplace cooperative-style education and care service centers as childcare service institutions, and providing subsidies for employers to support the development of family-friendly workplaces.

16-20.09.2019 Held the 49th National Skills Competition covering 6 main themes and 47 vocational categories and including 674 competitors. Presidential Office Secretary-General Chen presented the awards to the winners (Picture 4).

19.09.2019 Organized the selection process of the 2019 Outstanding Labor Inspectors; 16 labor inspectors and 18 contracted labor inspectors were recognized as Outstanding Labor Inspectors after preliminary and final review by the committee; these selected workers were honored and awarded during the 2019 National Occupational Safety and Health & Labor Inspection Report Meeting.

23.09.2019 In accordance with the *Labor Pension Act* amendments announced on 15 May 2019, promulgated the *Regulations Governing the Establishment of the Labor Funds Supervisory Committee* that took effect from 23 Sept. 2019.

26-28.09.2019 MOL Institute of Labor, Occupation Safety and Health (ILOSH) participated in the patent/invention competition of the 2019 Taiwan Innotech Expo. Out of 654 submissions from 20 countries, ILOSH was recognized for two patented technologies, including an electronic device for over-work risk evaluation that won the highest honor platinum award, as well as a water-mode micro impactor that won the gold medal.



Picture 3 : Minister Hsu gave remarks during the 2019 International Conference on Occupational Health Services.



Picture 4 : Gold medal winners of the 49th National Skills Competition took a photo with



Picture 1: Executive Yuan Minister-without-portfolio Wan-i Lin, MOL Minister Ming-chun Hsu, and representatives from the 11 awarded organizations of the 2019 National Talent Development Award.



Picture 2 : MOL Minister Ming-chun Hsu and MOEA Chief Secretary Yi-ling Chen attended the kick-off ceremony of the *Inherent Safety Promotion Alliance for Industries*.

Highlights for the Fourth Quarter of 2019 (October to December)

07.10.2019 Amended and promulgated the scope of exceptions that apply to Article 34-2 of the *Labor Standards Act*, including the shift workers from the MOEA-affiliated Taiwan Power Company; these amendments took effect on 7 October 2019.

08.10.2019 Held the 2019 International Conference on Implementation of Occupational Safety and Health Management Systems, which was attended by MOL Deputy Minister Ming-yu Li. The conference also invited international occupational safety and health management experts, Mr. Charles Corrie and Ms. Elena Mansilla, as well as environment, safety and health executives from top-performing corporations and MOL OSHA representatives. Attendees



Picture 3: MOL Deputy Minister Ming-yu Li, OSHA Director-General Tzu-lian Tsou, along with international experts and distinguished guests.

shared their experience and practices in implementing and operating safety and health management systems. This international exchange enabled companies to improve their management systems and contribute to building a safe and healthy working environment.

09-25.10.2019 Organized the 2019 ILOSH Research Results Presentation and Exhibition, introducing ILOSH's latest workplace safety and health research findings to industries, businesses and university students. This public outreach event also allowed citizens to gain more in-depth understanding of the latest knowledge in workplace safety and health, workplace hazard prevention technologies and concepts, as well as new labor market trends and labor relation developments.

20.10-17.11.2019 MOL ILOSH held the *2019 National Occupational Safety and Health Hazard Prevention Exhibition* in Taoyuan, Tainan, and Taichung; interactive and educational exhibitions were presented to communicate to the public the latest innovations about hazard prevention, safety and health cultures, and the significance of guaranteeing labor safety and of promoting workers' physical and mental health. The exhibition covered a range of topics, including chemical hazards, risks associated with working in confined spaces, falls from heights, noise hazards, and machinery hazards (entanglement and trapping injuries). The exhibition also held contests for visitors to put on protection gear and showed a number of animation videos on workplace safety. Through these multi-sensory exhibitions and situational simulation, this program aimed to raise public awareness of occupational safety and health so that people could gain a better understanding of occupational hazards.

21-29.10.2019 Organized a series of seminars on family-friendly policies and participatory systems in EU nations. Prof. Gustav Wachter, former dean of the Faculty of Law of Innsbruck University in Austria and Assistant Prof. Ding-you Huang from the Department of Law of Kainan University were invited to give lectures on October 21, 22, 28, and 29. Through these international exchanges, seminar participants discussed labor regulations and practices in the EU, including Austria, and Taiwan. These seminars helped MOL colleagues better understand the systems and research developments in major EU nations.

- 22.10.2019 Issued an interpretation ordinance concerning the exception in Article 14-7-1-4 of *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*, which states that during the employment period of a pregnant migrant worker, if both labor and management agree with the termination of the employment relationship, the MOL may recall the employment permit and allow the migrant worker to change jobs or employers. The migrant worker must apply to the MOL for putting on hold the procedure of changing employers. In addition, in considering the demand for workers from employers, when the MOL approves that the migrant worker may apply for a delayed departure for some reason, the original employer may introduce or hire a new migrant worker.
- 24.10.2019 The Hong Kong Occupational Safety and Health Council Secretary-General and Chief Advisor visited the MOL OSHA to understand about regulations, definitions and compensation mechanisms concerning work-induced cerebrovascular and heart diseases. Both sides shared and discussed individual cases, which laid a foundation for future exchanges and collaboration in the area of occupational safety and health.
- 28.10.2019 Held the 8th Taiwan-Philippines Joint Labor Conference in Taipei, during which both parties reached consensus on a number of issues including a mechanism in handling missing migrants and overdue medical payments, a solution to address the discrepancy between labor contracts and wage affidavits, the introduction of Filipino workers to perform agricultural jobs, measures to improve caretaking skills among household service workers, and channels to offer protections for migrant workers.
- 30.10.2019 Amended and made public the *Table of Monthly Contribution Classification of Labor Pension* to add the Grade 20 monthly contribution wages/income from professional practice as NT\$23,800; the revision took effect on January 1, 2020.

- 30.10.2019 Amended and made public the *Table of Grades of Labor Insurance Salary* to revise the first grade of monthly insured salary of labor insurance from NT\$23,100 to NT\$23,800, which took effect on January 1, 2020.
- 30-31.10.2019 Organized the *2019 International Seminar and Award Ceremony on Inter-generational Cooperation*. Through inter-generational dialogues, sharing on different practices, and proposals on inter-generational cooperation, this event raised awareness and facilitated interaction regarding inter-generational cooperation and elderly employment.
- 31.10-01.11.2019 Organized an academic seminar on labor relations and policies; labor experts and scholars, as well as PhD students, were invited to discuss the three core topics of labor relations and human resources, society and employment security, and labor laws. Participants not only engaged in academic exchange on these topics, but also shared latest trends in labor relations studies. MOL ILOSH also presented research findings during the seminar. This event further highlighted the importance of academic research in labor relations.
- 06.11.2019 In accordance with the revisions made in the *Labor Pension Act* on 15 May 2019, the MOL amended parts of the *Regulations for the Implementation of Annuity Insurance under the Labor Pension Act*. These amendments standardized languages and terms, and added that employers who actually engage in labor work and self-employed operators may also voluntarily make pension contribution payments.
- 06.11.2019 Organized the award ceremony for the *17th Golden Wingspan Award and the 6th Job Accommodation Competition*, during which awarded organizations and teams were recognized for their efforts in supporting employment for people with disabilities. This event also raised awareness of job accommodation and redesign, and promoted the significance of adaptive careers and employment for people with disabilities.
- 13-21.11.2019 Completed safety guidelines for major strut construction in high-ceiling floors and organized three seminars according to the project, *Performance Evaluation and Work Safety Study for Main Strut-Modeling in High-Ceiling*

Floors. This project provided suggestions and amendments concerning criteria for strut construction safety and health.

- 15.11.2019 Organized a recognition ceremony for enterprises that have signed collective bargaining agreements and for senior mediators. At this ceremony, the MOL expresses recognition and appreciation for both the experienced mediators and for the labor and management entities that have signed collective bargaining agreements. The MOL aims to further promote labor-management harmony and create mutually beneficial conditions.
- 18.11.2019 To upgrade e-services, the MOL now allows insurance units to apply online for the old-age benefits and maternity benefits on behalf of the insured. This is a more convenient application channel, as representatives of insurance units no longer have to go to the post office or the Bureau of Labor Insurance, while the payment is completed 3 to 5 days faster than off-line applications.
- 19.11.2019 Developed the *Labor Contract Determination Guideline* with clearly defined criteria, and the *Labor Contract Subordination Determination Checklist*, which detailed 25 items for verification.
- 26.11.2019 Promulgated the *Notice for Business Entities in Convening Labor-Management Meetings* so that business entities can understand matters of importance during labor-management meetings, better adhere to the law, and avoid violations.
- 02.12.2019 Held the award ceremony for the *2019 National Occupational Safety and Health Award*. Vice Premier of Executive Yuan Chi-mai Chen presented the awards to the selected companies and individuals in recognition of their long-time efforts and dedication in building a safe and healthy workplace. MOL Minister Ming-chun Hsu delivered remarks to express gratitude to all involved stakeholders for relentlessly pursuing occupational safety and health measures. This award encourages all companies to further strengthen their safety and health culture and to jointly contribute to the safety and health of all workers.



Picture 4 : Executive Yuan Vice Premier Chi-mai Chen, MOL Minister Ming-chun Hsu, and award-winning companies and individuals at the *National Occupational Safety and Health Award* ceremony.

02.12.2019 Amended and promulgated the scope of exceptions that apply to Article 34-2 of the *Labor Standards Act*, including the shift workers from the MOEA-affiliated CPC Corporation, Taiwan; the amendments took effect as of Dec. 2, 2019. In addition, frozen and cold storage industries are added to the designated industries in Article 36-4 of the *Labor Standards Act* based on the reasoning that the frozen and cold storage industry workers must work alongside the operational work schedule in the sea freight and air cargo industries.

03.12.2019 To strengthen the labor safety and rights protection for workers in the food delivery industry, the MOL amended and announced the *2.0 Version of the Food Delivery Safety Guideline*. This updated guideline not only includes content on reasonable delivery orders and sufficient insurance protection (including insurance type and coverage), but also outlines the use of reflective markings and other measures to protect delivery workers, as well as preventive practices to protect delivery workers from fatigue and from physical and mental health hazards.

04.12.2019 President Tsai promulgated the *Employment Promotion Act for Middle-Aged and Elderly Workers*, which bans age discrimination in clear writing and safeguards labor rights for middle-aged and elderly workers. A number of

measures are outlined in the *Act* to promote employment, remove job barriers, and build a friendlier workplace.

- 04.12.2019 Organized an award ceremony to recognize government agencies that delivered outstanding performances in occupational safety and health. Awarded agencies included the Ministry of Education, Ministry of Health and Welfare, Ministry of Interior, Ministry of National Defense, Environmental Protection Agency, Ministry of Transportation, Ministry of Economic Affairs, Taipei City Government, New Taipei City Government, Taichung City Government, and Kaohsiung City Government. The collaboration between central government ministries and local governments sets higher standards for workplace safety and health in Taiwan, and creates a workforce that enjoys better safety and health.
- 06-08.12.2019 Organized the *2019 Asia-Pacific Youth Labor Form* and invited 74 outstanding youth representatives from Taiwan and abroad to discuss issues centered around the theme, “Creativity, Entrepreneurship and Sustainable Employability.” Keynote speeches, seminars, field visits, and youth exchanges were arranged for all participants to interact and share latest trends, knowledge and practical experiences.
- 09.12.2019 Announced the amended articles in the *Regulations for Implementing and Rewarding Skill Competitions*, so as to encourage teenagers to learn and acquire occupational skills, allow more high school and vocational school students to qualify for skills competitions, and ensure sufficiency of related regulations and procedures.
- 10.12.2019 MOL Minister Ming-Chun Hsu and MOEA Chief Secretary Yi-ling Chen bore witness to the establishment of the *Inherent Safety Promotion Alliance for Industries* initiated by MOL OSHA and the Chinese National Confederation of Industries along with manufacturing industry associations from seven main product categories, including metal products, electronic components, machinery and equipment, food products, plastic products, basic metals and power equipment. This *Alliance* builds a network for all the associations to

develop and self-manage the inherent safety mechanisms, so as to further strengthen inherent safety in industries.

10.12.2019 Announced the *Regulations on Aids for Legal Service and Living Expenses of Labor-Management Disputes*, which included labor mediation and union's class action lawsuits as part of the scope of legal aid for workers; scheduled to be implemented on January 1, 2020.

11.12.2019 To encourage organizations in creating stronger talent development synergy, the MOL organized the award ceremony for the *2019 National Talent Development Award*, which recognized 11 winning organizations. This is the only national award in the area of human resources. The awarded organizations have demonstrated outstanding performance in implementing comprehensive talent development systems, and also in terms of soundness, innovation, and performance linkage of their achievements.

11-24.12.2019 Organized three outreach events involving the applications of smart technologies in occupational safety and health trainings and real-time monitoring of workplace fatigue. These events highlighted the integration of IoT technologies with occupational safety and health issues, including how technologies can better ensure operation safety, monitor hazardous materials in the working environment, and conduct workplace health management.

11.12.2019 Amended and announced the "additional categories of occupational diseases under labor insurance", adding dimethylacetamide-induced occupational diseases and complications; the name and category were also revised following the categories of occupational diseases.

13-27.12.2019 Organized three occupational health hazard prevention seminars for 150 workers in the transportation industry. These trainings provided transportation and warehouse industry workers, including occupational safety workers, with knowledge concerning the prevention of ergonomic hazards and related regulations. The trainings also provided musculoskeletal health and fitness assessments, and health-promoting activities for musculoskeletal health, so that participants can learn about methods to reduce occupational injuries.

- 16.12.2019 Announced the implementation of the *2020 Labor Insurance Relief Loan Program for the Insured*; in principle, a total loan size of NT\$20 billion was provided, with a maximum loan of NT\$100,000 per person; the application period was opened from 21 December 2019 to 3 January 2020.
- 16.12.2019 Devised and announced the *Pilot Program for New Talents in Innovative Industries*, which integrates training resources from different competent authorities and encourages young people to take part in trainings in 5+2 innovative industries by providing a maximum training subsidy of NT\$100,000 per person.
- 16.12.2019 In accordance with the *Act for Implementation of Judicial Yuan Interpretation No. 748*, the MOL amended parts of the *Regulations for Decision on the Unfair Labor Practices*; the amendments took effect on 16 December 2019.
- 24.12.2019 The draft of the *Act for Protecting and Providing Insurance for Workers of Occupational Accidents* was sent to the Executive Yuan for review; main highlights include expanded insurance coverage, enhanced benefits, the integration of occupational injury prevention and rehabilitation, and the establishment of a comprehensive protection system that fully incorporates prevention, compensation, and rehabilitation in connection with occupational accidents.
- 27.12.2019 Issued by letter the Management Regulations for the MOL Labor Information Science Center; the four areas included Establishment Directions for the Labor Information Science Centers, Management Directions for Labor Information Research and Applications, Principles in Reviewing Labor Information Application Cases, and Guidelines for Labor Information Research and Applications.



Picture 5: MOL Minister Ming-Chun Hsu, WDA Director-General Chiu-Kuei Huang, and all the award winners of the 17th Golden Wingspan Award and the 6th Job Accommodation Competition.



Picture 6: MOL Minister Ming-Chun Hsu listening to one of the winners of the 2019 Inter-generational Cooperation Proposal Competition.