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The Chinese version rules if any contradiction in meaning exists between the Chinese version and English version.

The Ministry of Labor Amends and Promulgates the “Enforcement Rules of the Labor Standards Act” in Accordance with the Policy of Reducing Statutory Working Hours, to become Effective on January 1, 2016

配合縮短法定正常工時政策，勞動部修正發布「勞動基準法施行細則」，並自105年1月1日實施

Following the reduction of working hours from 84 hours over 2 weeks to 40 hours per week and workers having an additional 13 days off during the year starting January 1, 2016, the Ministry of Labor amended Article 23 of the “Enforcement Rules of the Labor Standards Act”. The article deals with commemorative holidays (commonly known as national holidays), and the new change reduces the number of holidays from 19 to 12. Overall, the number of annual holidays for workers increases by 6. The reduction of public holidays this time followed the practice when working hours were reduced for public sector employees. However, the Ministry has kept Labor Day on May 1 as a holiday because it is a day of great significance for workers.

For over a decade, the labor law has stipulated that the number of regular working hours be 84 hours over a period of two weeks; however, frequent requests were made by workers for the work week to be reduced to 40 hours, which is the norm for civil servants. In order to promote the 40-hour work week, in 2014, the Ministry of Labor invited national labor and employing entities, relevant governmental ministries and departments, scholars and experts to conduct nearly 35 forums to discuss the matter. Views that were generally agreed upon included: 1. Reducing the statutory working hours in a week to 40 hours as soon as possible; 2. Adjusting national holidays to be consistent with those for civil servants but retaining Labor Day on May 1. The view of having identical working hours and national holidays for all workers nationwide received the overwhelming majority consensus among participants. In other words, adjusting the number of national holidays is one aspect for reducing the number of statutory working hours.

為配合 105 年 1 月 1 日起法定正常工時由「每 2 週 84 小時」縮減為「每週 40 小時」，勞工全年的休息日將增加 13 日，勞動部修正「勞動基準法施行細則」第 23 條所定休假日（俗稱國定假日），由原有的 19 日調整為 12 日。整體來看，勞工全年放假日數仍增加 6 日。本次配套減少國定假日的作法，與當年公部門縮減工時的處理模式完全相同，但對勞工朋友意義重大的「五一勞動節」，勞動部始終堅持保留。

十餘年來，勞工法定正常工時為「每 2 週 84 小時」，迭有勞工要求比照公務人員實施週工時 40 小時。為推動每週正常工時 40 小時之政策，勞動部於 103 年邀集全國性勞工團體及雇主團體、相關部會、有關單位及學者專家辦理近 35 場次座談會，獲得較具共識的意見包括：(1)應盡速縮減法定正常工時至每週 40 小時；(2)國定假日可調整與公務人員一致，但保留「五一勞動節」。其中，「全國工時相同、國定假日一致」獲得最大多數共識；換句話說，調整國定假日本是整體縮減法定正常工時規定的一環。



關鍵字：縮短法定正常工時、工時

Keywords: Reducing Statutory Working Hours, Working Hours

To Ensure Worker Safety when Hazardous Chemicals are Used, Full Implementation of the Hazardous Chemicals Classification and Labelling System will become Effective on January 1, 2016

為保障工作者使用危害性化學品安全，
105 年1月1日起全面實施化學品危害分類與標示制度

According to statistics from the International Labour Organization (ILO), approximately 60% of all occupational injuries are caused by hazardous chemicals. Approximately 19,000 types of hazardous chemicals are being handled in Taiwan. Petrochemical and technology industries use the largest amount and most varieties of these chemicals, with more than one million workers involved. In order to ensure worker safety, the Ministry of Labor implemented the "Globally Harmonized System of Classification and Labelling of Chemicals (GHS)" on January 1, 2016; this is an important milestone in Taiwan's promotion of chemical safety and management. Companies will have a one-year transitional period before they have to comply with it fully. Suppliers and employers which manufacture and import hazardous chemicals must provide clear labels showing ingredients, relevant warnings, and preventative measures in accordance with GHS. This makes safety information readily available and promotes safe chemical management, education, and training, which helps safeguard the health and safety of workers.

The Occupational Safety and Health Administration, Ministry of Labor expressed that given the widespread use of chemicals, improper management or poor worker awareness may result in chemical fires, explosions, employee injuries, as well as be harmful to our natural environment and food safety. Hazard labeling and general knowledge of chemicals are the most important basic information in the implementation of chemical product management. Therefore, hazardous chemical manufacturers along the entire supply chain and employers in these industries are called upon to respond to and implement GHS as soon as possible.



依國際勞工組織 (ILO) 統計，化學品危害造成勞工職業傷病者約占60%，我國危害性化學品約19,000種，尤其以石化業、科技產業之用量及種類最多，至少涉及上百萬工作者。為保障工作者使用危害性化學品安全，勞動部自105年1月1日起與國際接軌，全面實施「化學品全球分類與標示調和制度 (GHS)」，並給予業者1年的緩衝期，成為我國推動化學品管理之重要里程碑，其中凡製造、輸入、供應商或雇主，對於具有危害性之化學品，均應依規定標示成分、警告訊息及防範措施，提供化學品安全資訊，並推動化學品安全管理及教育訓練，以保障勞工安全與健康。

勞動部職業安全衛生署表示，鑑於化學品廣泛使用，如管理不善或勞工認知不足，除可能造成火災、爆炸災害或職業傷病，亦可能危及環境生態或食品安全問題，而化學品之危害標示及通識為落實化學品管理最重要的基礎資訊，呼籲危害性化學品之上、下游廠商及雇主，應及早因應，並落實推動GHS制度。

Workers can Apply for Unemployment Benefits if the Reason for Employment Termination is Employer Relocation

勞工因雇主「遷廠」而自行離職，仍可申請失業給付

To protect labor rights, the Ministry of Labor has interpreted recently that if a worker voluntarily resigns because of employer relocation, it is still considered involuntary employment termination under the Employment Insurance Act regardless of whether or not the employer has provided the necessary assistance. Therefore, workers can still apply for unemployment benefits during the period of unemployment.

The Ministry cited cases in which employers relocated their businesses because of operating costs but workers were unwilling to change their work locations and chose to leave voluntarily. The employers offered necessary compensations in the form of free accommodation and transportation expenses; therefore, they were not in violation of labor contracts. However, this has led to controversies on whether such resignations should be considered voluntary or involuntary employment terminations.

The consideration is that employment insurance exists for the purpose of guaranteeing job security for workers whose employment is terminated because of external factors. This is not limited to cases in which the employer lays off workers or violates labor contracts; relocation of the workplace is an example of involuntary termination of employment as prescribed by the Employment Insurance Act. Employer relocation will have significant impacts on the daily lives of workers and their families; therefore, an administrative interpretation letter was issued stating that the rights of workers to receive unemployment benefits are not affected in such cases. In other words, such employment termination is deemed involuntary because of employer relocation even though the employer is willing to provide assistance and the labor contract is not violated.

為保障勞工權益，勞動部日前函釋，勞工因雇主遷廠而選擇自行離職，不論雇主是否已提供必要的協助，仍屬於就業保險法之非自願離職，於失業期間可依法申請失業給付。

勞動部表示，實務上有雇主基於經營成本搬遷工廠，勞工不願意變更工作地點而選擇自行離職，但因雇主已有提供免費住宿及交通費用補貼等必要協助，未違反勞動契約，卻衍生是否認定為非自願離職爭議。考量就業保險之目的在於，保障非因勞工本身原因而離職之就業安全，並不以雇主資遣勞工或違反勞動契約等可歸責於雇主的離職事由為限，遷廠即為就業保險法所定非自願離職事由之一，且變更工作地點對勞工及其家人日常生活勢必產生相當影響，因此作成行政函釋，即使雇主已提供必要的協助而未違反勞動契約，仍屬非自願離職，不影響勞工失業給付權益。



The Ministry of Labor Assists Enterprises with Human Resource Upgrades and Transition to “Productivity 4.0”

勞動部協助企業提升人力資源、轉型「生產力4.0」

Beginning in 2016, in order to encourage enterprises to become actively involved in the Executive Yuan's “Taiwan Productivity 4.0 Initiative” while taking into account their individual business strategies or development needs and to promote the transition to intelligent production to increase international competitiveness, the Ministry of Labor's “Enterprises Human Resource Upgrade Plan” will give priority to increasing subsidies for Productivity 4.0 courses and other measures. This is done to counsel enterprises on their employee planning and training while helping them invest in human resources to upgrade their industries. Applications are being accepted starting on December 15, 2015.

The Enterprises Human Resource Upgrade Plan is mainly targeted at enterprises having at least 51 employees who participate in employment insurance. The government subsidizes a portion of the training cost to promote abilities and willingness of enterprises to invest in their employees. A total of 1,179 enterprises applied for the program in 2015, and more than 140,000 employees were provided with training opportunities. More information regarding the “Enterprises Human Resource Upgrade Plan” for 2016 is available on the Workforce Development Agency's website (<http://www.wda.gov.tw>) under “Latest News”.



為鼓勵事業單位依其營運策略或發展需求積極投入「行政院生產力 4.0 發展方案」，轉型智慧化生產，提升產業國際競爭力，勞動部「企業人力資源提升計畫」自 105 年度起以優先核定及提高生產力 4.0 相關課程補助比率等措施，輔導事業單位為其所屬員工規劃及辦理相關訓練，協助事業單位由投資人力資源著手，進而邁入產業升級之路，並於 104 年 12 月 15 日開始受理申請。

企業人力資源提升計畫主要針對受僱勞工參加就業保險人數達 51 人以上的事業單位，採補助部分訓練費用之方式，促進事業單位投資員工的能力與意願。該計畫 104 年度共有 1,179 家事業單位申請，並讓 14 萬餘受僱勞工因而獲得受訓機會。105 年度「企業人力資源提升計畫」相關資訊已在勞動力發展署網站 (<http://www.wda.gov.tw>/訊息發布/最新消息) 公告，歡迎上網查詢。

關鍵字：人力資源、生產力4.0、企業人力資源提升計畫
Keywords: Human Resources, Productivity 4.0,
Enterprises Human Resource Upgrade Plan

Utilizing Big Data: an Analysis of Employment Situation among Graduates of Higher Educational Institutions and MOL's Responsive Policies and Measures

大數據運用～ 大專及以上畢業生就業狀況分析及勞動部因應政策措施

After databases from different government ministries had been integrated into an inter-ministerial database in 2014, the Ministry of Labor established the "College Graduates Employment Tracking System" (hereinafter referred to as the System) in order to understand the employment trends of college graduates and to provide a basis for planning youth employment policies. The following is a summary of employment situations of the 2013 graduates one year after they graduated (using July 25, 2014 as a point of comparison):

1. Employment status of those with college degrees or higher
 - a. There were approximately 303,000 graduates, of which 223,000 had bachelor's (73.61%) and 58,000 had master's degrees (19.13%).
 - b. The number of graduates entering the work force was 206,000; this excluded those who continued their education or were still in military services.
 - c. 69.8% of graduates had labor insurance one year after they graduated.
 - d. Average monthly wages for those who contributed to labor pension: NT\$ 65,145 for PhD, NT\$44,910 for master's, NT\$27,322 for bachelor's, and NT\$ 28,047 for junior college graduates.
 - e. The growth rate in average wages contributable to labor pension for bachelor's degree holders was 30% or higher three years after graduation.
 - f. On average, it took 1.94 months for college graduates to find their first job after they graduated.
 - g. Among uninsured graduates, those between the ages of 23 and 25 accounted for 70%, of which 77% were bachelor's degree holders and 70% resided in the 6 special municipalities.
2. The Ministry of Labor's responsive policies and measures
 - a. Compare inter-ministerial data with the System on a regular basis to track graduate employment trends for 5 years from the time of graduation
 - b. Provide timely employment counseling and assistance.
 - c. For uninsured graduates who failed to find employment, the Ministry of Labor will provide job counseling to help them find work, enhance the professional skills of low-income individuals and promote the integration of academic learning and skills required for work.

勞動部自103年起整合跨部會資料庫，建置「大專畢業生就業追蹤系統」（以下簡稱本系統），俾利了解大專畢業生就業流向，引導人才培育及青年就業政策規劃方向。以下謹就 101 學年畢業生畢業一年後（103 年 7月25日為比對的時間點）流向結果，摘述如下：

壹、大專及以上畢業生就業狀況分析

- 一、畢業生人數30.3萬人，其中學士22.3萬人占73.61%，碩士5.8萬人占19.13%。
- 二、扣除升學及尚在服役者，可工作人口20.6萬人
- 三、畢業一年後投保率為69.8%。
- 四、全時工作者勞退提繳工資：博士65,145元、碩士44,910元、學士27,322元及專科28,047元
- 五、學士畢業3年後勞退提繳工資成長達3成以上。
- 六、畢業後找到第一份工作期間1.94個月。
- 七、未投保畢業生，23至25歲占70%、學士占77%及七成分布於六都。

貳、勞動部因應政策措施

- 一、定期透過本系統比對跨部會資料，追蹤畢業後5年之就業情形。
- 二、適時提供就業輔導及協助。
- 三、針對未能順利就業之大專畢業生，勞動部輔導未投保者就業、提升低薪者就業技能及推動學校與職場接軌。

(註：本文所稱保險係指軍、公、教、勞保)

Global Economic Prospects for 2016 and Labor Fund Investment Planning

105年全球經濟展望與勞動基金投資規劃

The United States is expected to adopt a strategy of raising interest rates gradually while Europe and Japan are expected to continue with their programs of quantitative easing. Global financial markets are expected to be an environment governed by loose monetary policies, and stock markets are expected to rise slowly and steadily. It will be difficult for long-term bond yields to rise significantly, and the appreciation of the US dollar should slow down. In addition, China's implementation of its "Thirteen-Five" (13th five-year plan) and adjustments to its economic structure will affect global economic performance. Also, the lifting of Iran's economic sanctions and the resumption of US oil exports increase concerns about oversupply of oil globally. There are still many uncertain factors and challenges facing financial markets worldwide.

Decrease in overseas demand for domestic products has continued while exports continue to shrink. Therefore, the economy is still slow, but the decline in leading indicators and coincident indicators has slowed, and signs of stability are gradually appearing. The technology industry still has the advantage of producing key products and components and continues to maintain its leadership in manufacturing. When economies of developed nations recover in the future, the technology industry is expected to lead the recovery in exports.

The Labor Fund will continue to maintain a diversified, global portfolio in 2016 to increase its overall earnings and reduce risks. In addition to increasing investments domestically, it will increase its share of foreign investments this year. The reasons are because there is a greater selection of foreign financial products available and because of considerations of risk diversification and coordination with certain funds increasing their upper limits on foreign fund investments. In addition, the Labor Fund will increase its investment in foreign equity securities and alternative investments in moderation and will strengthen its positioning of global diversification.



預期美國將採漸進式升息策略，而歐日續行量化寬鬆貨幣政策，全球金融市場將維持寬鬆狀態，股市可望維持緩漲格局，而長債殖利率不易明顯揚升，美元升值力道應可減緩；另中國「十三五」計畫推行及經濟結構之調整將牽動全球經濟表現；此外，伊朗經濟制裁即將解除及美國恢復原油出口，全球原油供給過剩疑慮有增無減，金融市場仍存在許多不確定因素與挑戰。

國內經濟於海外貿易需求降低下，出口持續萎縮，景氣雖仍處於低緩狀態，惟領先指標及同時指標跌幅縮小，止跌跡象逐步顯現；科技產業仍具關鍵產品與零組件之優勢，維持製程領先地位，未來於已開發國家經濟復甦下，可望帶動出口回溫。

為提升基金整體收益，強化下檔風險保護，勞動基金 105 年持續進行全球多元化布局，除國內投資資產增加部位外，因國外金融商品可投資種類較廣，考量風險分散，並配合部分基金國外投資上限陸續放寬，105 年將提高國外投資比例，並適度增加國外權益證券及另類投資，強化全球化多元布局。

關鍵字：勞動基金、全球經濟展望

Keywords: Labor Fund, Global Economic Prospects