



# 臺灣

## 勞工簡訊

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

## Amendments to Act of Gender Equality in Employment

### 《性別工作平等法》部分條文修正案

The president announced amendments to certain provisions within the Act of Gender Equality in Employment on May 18, 2016. These amendments came into effect on May 20, 2016. Important changes are listed as follows:

#### A. Broadening provisions relating to breastfeeding and pumping of breast milk :

1. Unification of legal terms, amending “breastfeeding” to “breastfeeding and/or pumping (breast milk)” .
2. Lactation period of employees are extended to include children under two years old of age. In addition to predetermined breaks from work, the employer must provide an additional 60 minutes for breastfeeding and/or pumping breast milk.
3. Since each employee's breastfeeding/pumping times are different, limits on the number of breastfeeding/pumping times have been eliminated.
4. In consideration of employees' needs to breastfeed/pump during extended work hours, provisions have been updated to include an additional 30 minutes for breastfeeding/pumping for employees who work more than one hour outside of normal working hours.

#### B. In order to provide more employees with breastfeeding and child care services and to create a workplace environment friendly to parenting, previous requirements for companies which employ more than 250 employees to have breastfeeding/pumping rooms, child care facilities or other appropriate child care services have now been expanded to include companies which employ more than 100 employees.

#### C. Since the employer has an obligation to prevent sexual harassments and take immediate and effective corrective and remedial actions as soon as they are made aware of instances of such occurrences, the amendment requires the employer to give the victim of sexual harassment official leave for any court appearances mandated by a judicial authority for any lawsuit(s) resulting from the aforementioned said workplace sexual harassment.

總統於 105 年 5 月 18 日公布性別工作平等法部分條文修正案，本次修正條文將於 105 年 5 月 20 日生效。修正重點如下：

#### 一、放寬哺（集）乳相關規定

- （一）為統一法律用詞，將「哺乳」修正為「哺（集）乳」。
- （二）放寬受僱者哺乳期間至子女未滿 2 歲，除規定之休息時間外，雇主應每日另給哺（集）乳時間 60 分鐘。
- （三）因受僱者每人每次哺（集）乳時間長短不一致，刪除哺（集）乳次數限制。
- （四）考量延長工作時間亦有哺（集）乳需求，增訂受僱者於每日正常工作時間以外延長工作時間達 1 小時以上者，雇主應另給予哺（集）乳時間 30 分鐘。

#### 二、為提供更多受僱者哺育與托兒服務，營造育兒友善職場環境，將原僱用受僱者 250 人以上之雇主應提供哺（集）乳室、托兒設施或適當之托兒措施之適用範圍，擴大至僱用受僱者 100 人以上之雇主。

#### 三、基於雇主有防治性騷擾行為發生之義務，並於知悉時採取立即有效之糾正及補救措施，增訂被害人因職場性騷擾衍生法律訴訟，於受司法機關通知到庭期間，雇主應給予公假。



關鍵字：哺（集）乳時間、托兒設施或措施、性騷擾

Keywords : Breastfeeding/Pumping Break, Childcare Facilities or Measures, Sexual Harassment



## Broadening the Authority of the Diplomate with District Hospitals to Provide a Clinic Note of Occupational Disease for the Convenience of Those Insured with Labor Insurance to Seek Medical Treatment

### 放寬地區醫院專科醫師可開具職業病門診單， 便利勞保被保險人職業病就醫

The Ministry of Labor has stated restrictions which specified only the diplomate with occupational medicine and district teaching hospitals and above [hospitals categorized at higher levels] who could provide a clinic note of occupational disease. Since regional hospitals are widely distributed and offering quality medical care, the “Regulations of the diplomate with occupational medicine or district hospitals or above who provides a clinic note of occupational disease” was amended on March 18, 2016 to eliminate teaching hospitals, making it more convenient for insured persons to seek medical treatment of occupational diseases.

The Ministry of Labor has further indicated that because long periods of time often pass before the onset of symptoms appear and complexity causes of occupational diseases, it may difficult for insured persons to obtain a clinic note of occupational disease from their insured unit to seek medical treatment. Therefore, to better protect the interests of workers suffering from occupational diseases, the diplomate with occupational medicine or district hospitals and those categorized at higher levels (i.e. medical centers, regional hospitals and district hospitals) may now directly provide a clinic note of occupational disease for those diagnosed with occupational diseases based on the “Schedule of Occupational Diseases for Labor Insurance” and its amendments. The insured person is exempt the medical copayment from prescribed by the National Health Insurance to timely provide the insurance benefits of the insured.

勞動部表示，為增進被保險人職業病就醫便利性，原本規定職業醫學科專科醫師及地區「教學」醫院以上醫院之專科醫師，才有開具職業病門診單資格，考量地區醫院分布廣泛，且具有一定醫療品質，故於105年3月18日修正「職業醫學科專科醫師及地區教學醫院以上之醫院專科醫師開具職業病門診單辦法」，將教學醫院予以刪除，放寬地區醫院專科醫師亦可開具職業病門診單。

勞動部進一步表示，考量職業病具有成因複雜及潛伏期長等特性，被保險人可能不易由投保單位取得職業病門診單就醫，為加強罹患職業病勞工就醫權益之保障，經由職業醫學科專科醫師，或地區醫院以上（即醫學中心、區域醫院及地區醫院）之專科醫師，診斷罹患勞工保險職業病種類表及其增列種類項目之職業病時，可直接由醫師開具職業病門診單給予被保險人使用，被保險人可免繳納全民健康保險規定之部分負擔醫療費用，以即時維護被保險人給付權益。

關鍵字：職業病、職業病門診單、地區醫院

Key Words: Occupational Diseases, Clinic Note of Occupational Disease, District Hospitals



## Informing You of Free Services for Occupational Accident Workers Returning to Work or Re-Employment

### 職災勞工復工或再就業，免費服務報你知

To help occupational accident workers return to work or be re-employed, the Ministry of Labor provides free resources for them. These include psychological counseling and help with social adaptation, assessment and strengthening of working ability, job redesign, vocational training and employment services, and so forth. In addition, the Occupational Safety and Health Administration (OSHA) of the Ministry of Labor (MOL) established the outsourced “Occupational Accident Worker Consultation Hotline” to proactively care for and contact occupational accident workers. Furthermore, at all local government levels, the OSHA promotes the “Occupational Accident Worker Proactive Services Case Program”. Once a case officer receives a case, he or she will proactively care about and understand the needs of the occupational accident worker and will provide timely consultation and resource referral services. Also, to help occupational accident workers return to work or be re-employed, OSHA subsidizes 15 institutions such as the National Taiwan University Hospital, Taipei Veterans General Hospital, Changhua Christian Hospital, Kaohsiung Chang Gung Memorial Hospital, and so forth to set up “occupational rehabilitation units”. In addition, OSHA also linked up with all regional centers of occupational disease and injury service nationwide which were established through entrustment to provide occupational rehabilitation related services. According to statistics, for workers who actively participate and cooperate with the ministry, the rate of returning to work is as high as eighty percent.

The Ministry of Labor emphasizes that workers are the most important assets of employers. Finding suitable work and providing necessary assistive facilities to help occupational accident workers are legal responsibilities of employers. Business entities or occupational accident workers that require relevant measures to help in returning to work are welcome to visit the Occupational Safety and Health Administration website ([www.osha.gov.tw](http://www.osha.gov.tw)) for inquiry or call the Occupational Accident Worker Consultation Hotline at +886800-001-850.



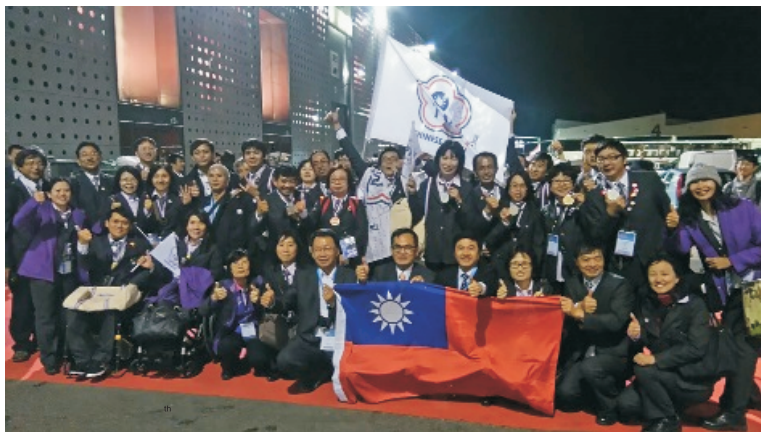
為協助職災勞工復工或再就業，勞動部提供免費資源，包括心理輔導及社會適應、工作能力評估及強化、職務再設計、職業訓練及就業服務等，此外勞動部職業安全衛生署委外設置「職災勞工諮詢專線」，主動關心聯繫職災勞工，並在各縣市政府推動「職業災害勞工個案主動服務計畫」，由職災個管員於接獲通報主動關懷及瞭解職災勞工需求，以及時提供諮詢及資源連結服務；另為協助職災勞工復工，勞動部職業安全衛生署補助臺大醫院、臺北榮總、彰化基督教醫院、高雄長庚等15個醫事機構成立「職能復健單位」，並委託全國各區職業傷病防治中心，提供職能復健相關服務，根據統計積極參與配合之職災勞工復工率高達八成。

勞動部強調，勞工是雇主最重要的資產，為職災勞工安置適當之工作，並提供其從事工作必要之輔助設施，是雇主的法定責任。事業單位或職災勞工如有復工協助措施相關需求，歡迎至勞動部職業安全衛生署網站 ([www.osha.gov.tw](http://www.osha.gov.tw)) 查詢，或撥打職災勞工諮詢專線 0800-001-850。



## Taiwan Wins 10 Gold Medals, 4 Silver Medals, 2 Bronze Medals and 1 Special Prize in the Vocational Skills Competition at the 9<sup>th</sup> International Abilympics

### 第9屆國際展能節我國勇奪10金4銀2銅1特別獎



第9屆國際展能節職業技能競賽。  
National team for the 9<sup>th</sup> International Abilympics.

The 9<sup>th</sup> International Abilympics, an event held every four years, took place in Bordeaux, France in March 2016, and Taiwan's delegation was led by director general of the Ministry of Labor's Workforce Development Agency. The national team competed in a total of 25 categories, winning 10 gold medals, 4 silver medals, 2 bronze medals, and 1 special prize, breaking previous records for the number of gold medals won by Taiwan. Taiwan also ranked second place overall out of all participating countries, truly an impressive feat.

A mother and son duo was on this year's team. The mother, Wang Pizhen, is a national champion in rattan weaving and won a bronze medal for basket making; her son, Li Chenghsuan, competed in the cabinet making (basic course) category and brought home a gold medal as a dark horse. In addition, this year was the first time Taiwan won gold medals in electronic assembly (advanced course), tailoring, data processing (advanced course), and so forth. The gold medal winner in electronic assembly (advance course) Chen Hansheng is autistic, his mother nurtured his interest and talent in electronics to win first place for Taiwan. The outstanding performance of Taiwan's disabled persons helped Taiwan shine on the international stage.

Over the years, the Ministry of Labor has devoted a significant amount of resources towards skills training for disabled persons. We hope that through helping disabled persons participate in international competitions, physically and mentally disabled persons of our country can demonstrate their outstanding abilities in terms of vocational skills. Also, we look forward to encouraging more disabled persons to improve their skills and to creating a better environment for employment.

四年一度的第9屆國際展能節職業技能競賽於105年3月在法國波爾多盛大舉辦，我國代表團由勞動部勞動力發展署署長率團，帶領國手參加25職類競賽，比賽結果奪得10面金牌、4面銀牌、2面銅牌及1項特別獎，刷新我國歷屆參賽金牌數，總成績名列參賽國第2名，成績斐然。

本屆競賽選手中，有一對母子檔，母親為藤藝職類國手汪必珍，獲得銅牌，而其子李政軒首次代表我國參加基礎家具製作職類，以黑馬之姿勇得金牌。此外，我國首次摘下金牌的職類包含工業電子、男裝、資料庫建置等，而工業電子職類國手陳漢昇為自閉症者，在母親用心養育與陪伴，啟發他對電子的興趣及天份，一舉為我國摘下一面金牌。由於我國身障朋友的傑出表現，使我國得於國際舞台上大放異彩。

勞動部多年來投入大量資源辦理身障朋友的技能訓練，冀望透過協助身心障礙者參加國際賽事，展現我國身心障礙者在職業技能的優異實力，希望鼓舞更多身心障礙者精進技能，進而開創更好的就業環境。

關鍵字：國際展能節職業技能競賽、身心障礙者、技能訓練

Key Words: International Vocational Skills Competition, Disabled Persons, Skills Training

## Northern Taiwan's 'Internet of Things' and 'Incredible Fabrics' Themed Maker Workshops Helps People Realize Their Dreams

### 北臺灣「物聯網」、「布可思藝」雙主題创客基地，做你實現夢想的開放空間

In support of the rising maker movement, the Ministry of Labor's Workforce Development Agency planned to establish progressive Maker Headquarters based on key industries in each jurisdiction. Within the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch's (Northern Branch) Wugu Training Grounds, there are two themed maker workshops, the 'Internet of Things' and 'Incredible Fabrics'. These workshops have overturned the traditional modularized vocational training model and replaced it with hands-on courses aimed at stimulating creativity. The courses combine entrepreneurial resources to create new types of vocational training, employment models and business opportunities to welcome new comers into the maker community.

Preparations for the Northern Branch's 'Internet of Things' maker workshop began in September of last year (2015); preparations for the 'Incredible Fabrics' maker workshop were completed in January of this year (2016), and trial runs took place for both workshops. The workshops are divided into three different types of sharing spaces: the creative maker space, co-working space and social space.

In addition, the clicks-and-motar platform vMaker website (<http://vmaker.tw/>) was created to distribute information on courses and other related activities. The website also aggregates information on maker events hosted by different government agencies, schools and the public on a weekly level, and it has become an integration information hub for event throughout Taiwan so that makers can access the information at any time.

创客經濟崛起，勞動部勞動力發展署在全國各地依轄區重點產業規劃，成立具前瞻性的「创客基地」，於北分署五股訓練場內規劃設立的「物聯網」及「布可思藝」雙主題创客工房，透過顛覆傳統職訓的模組化訓練模式，引導民衆激發創意、動手實作，同時結合創業資源，發展出新型態的職業訓練、就業模式與創業機會，歡迎民衆加入创客自造領域。

北分署「物聯網」创客工房自去(104)年9月開始籌備，「布可思藝」创客工房也於105年1月籌建完備，2基地陸續開始試營運，依创客創作場域規劃了创客空間(Maker Space)、共同工作空間(Co-Working Space)、共同交誼空間(Social Space)等3大實作分享空間。

另外建置创客基地虛實整合平臺 vMaker 網站 (<http://vmaker.tw/>)，即時發布開課訊息與相關活動消息，每週定期彙整政府單位、學校與民間创客空間開辦的各類创客活動，成為全國创客的資源匯流平臺，讓创客資訊不漏接，隨時掌握第一手資訊。



北分署创客基地辦理各式課程活動，參加學員都很認真聽講。  
Students paying attention to courses taking place at the Northern Branch Maker Workshop

關鍵字: 创客、動手實作、物聯網

Key Words: Makers, Hands-On Approach, Internet of Things



## Strengthen and Create Construction Safety, and Please Do Not Overlook the Importance of Safe Work Behaviors

### 強化營造安全，請莫輕忽安全行為的重要性

On-site safety and management have been significantly improved in recent years because of the government's strengthening of site inspections and counseling. However, many entry level workers in the construction industry are temporary workers, and their level of awareness regarding safe behaviors is still inadequate; for example, they would take shortcuts such as standing on and/or climbing on to unsafe areas for short periods of time, not wearing the proper safety equipment, and so forth.

To facilitate the construction industry in its effective promotion of safe work behaviors, the Ministry of Labor's Institute of Labor and Occupational Safety and Health have collaborated with Ming Chi University of Technology and brought together experts from the Chinese Federation of Labor, construction industry and labor inspection units to jointly study and develop behavioral safety assessments and improvement techniques. Systematic safety observations and guidance at many work sites have been conducted, winning the support of the construction industry, construction unions and labor inspection units. In the future, work with the unions will continue to expand its promotion of safe work behavior through education and training so that workers in the highly fluid construction industry will be aware of and have access to safety knowledge, thus effectively preventing and reducing future accidents and disasters.

The Institute of Labor, Occupational Safety and Health is appealing to those in the industry to "strengthen and create construction safety, and please do not to overlook the importance of safe work behaviors". Safe behaviors can be refined through observation, assessment, management and improvement, and we look forward to the participation of every sector in the protection of entry level workers to ensure a safe and dignified labor force.

近年政府因加強工地檢查及輔導，現場安全設施及管理能力已有大幅改善，唯營造業基層勞工多屬臨時性僱工，對安全行為的認知仍不足，例如勞工常為作業的便捷，短暫在不安全的區域站立、攀爬且無適當安全防護具。

為有效促進營造業勞工安全行為的提升，勞動部勞動及職業安全衛生研究所與明志科技大學合作，邀集中華民國營造業總工會、營造工程業界及勞檢單位等專家，共同研商開發營造業行為安全評估及改善技術，並已與許多工地合作進行系統性的安全觀察及指導，獲得營造相關工會、營造業及勞檢單位的支持。未來並將與各工會合作，擴大辦理營造業勞工安全行為促進輔導及教育訓練，讓高流動性的營造業勞工能透過工會得到安全行為所需的知識及認知，以有效預防及降低災害之發生。

勞動部勞動及職業安全衛生研究所特別呼籲「強化營造安全，請莫輕忽安全行為的重要性」，行為安全是可以透過觀察、評估、處置、改進來提升的，期待各界共同參與保護基層勞工的生命安全，確保有尊嚴的勞動力。

