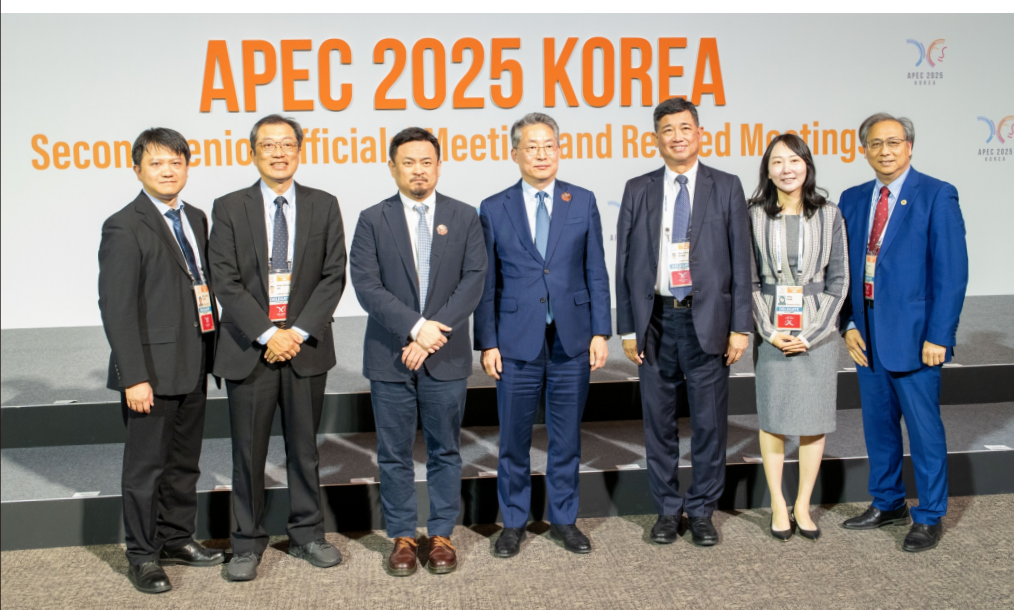


# 臺灣勞工

## 簡訊



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**勞動部洪申翰部長出席APEC第七屆人力資源發展部長會議，接軌國際勞動趨勢**

**Minister of Labor Hung Sun-Han Attends APEC's 7th Human Resources Development Ministerial Meeting to Align with International Labor Trends**

- 行政院龔明鑫秘書長出席全國模範勞工表揚典禮，向全國勞工朋友們獻上最高敬意

Executive Yuan Secretary-General Kung Ming-hsin Attends National Model Worker Award to Offer the Highest Respect to the Nation's Workers

- 勞保老年年金與災保失能年金可同時請領！別讓自己的權益睡著了！

Labor Insurance Old-Age Pension and Accident Insurance Disability Pension Can Be Claimed Simultaneously! Don't Let Your Rights Go to Waste!

No. 81

中英文版本內容如有出入，以中文版本為準。

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

## Labor Insurance Old-Age Pension and Accident Insurance Disability Pension Can Be Claimed Simultaneously! Don't Let Your Rights Go to Waste!

The Labor Occupational Accident Insurance and Protection Act (hereinafter referred to as the Accident Insurance Act) was promulgated on May 1, 2022. It stipulates that persons insured under labor occupational accident insurance (accident insurance) or their beneficiaries who meet the conditions for pension benefits under accident insurance or other social insurance due to various accidents can concurrently claim such benefits, ensuring the economic security of workers and their families who suffer occupational accidents.

Pursuant to Article 58 of the Accident Insurance Act and its authorized sub-regulations, persons who suffer occupational injuries or illnesses and meet the conditions for both occupational accident insurance and other social insurance pension benefits can claim both with adjustments made to account for the portion that exceeds the insured salary under accident insurance. The Ministry of Labor (MOL) notes that, as the population ages and the government encourages senior and middle-aged workers to return to the workforce, many people are returning to the workforce after beginning to claim labor insurance old-age pensions. If these re-employed workers encounter occupational accidents and meet the conditions for pension payments, they can simultaneously claim labor insurance old-age pensions and accident insurance pensions in accordance with regulations.

For example, "Mr. Wang" retires and receives a monthly labor insurance pension of NT\$18,000. He returns to the workforce and enrolls in accident insurance (insured salary of NT\$34,000). If he suffers a severe disability due to an occupational accident, he can claim a disability pension of NT\$17,000 from the accident insurance, totaling NT\$35,000. Since this exceeds the insured salary, the occupational accident disability pension is adjusted to NT\$16,000 in accordance with the law, resulting in a total pension of NT\$34,000. Before the implementation of the Accident Insurance Act, pensions could only be received by choosing the better of the two options. If Mr. Wang claims pension payment, the amount he will receive is NT\$18,000. After the Accident Insurance Act came into effect, benefits can be claimed at the same time, providing significantly better protection.

According to the MOL, the Accident Insurance Act not only expands the scope of insurance, but also improves the level of benefits. It also introduces a combined pension collection and adjustment system, strengthens protection of workers' rights and interests, and reasonably shares employers' responsibilities for occupational accident compensation. It is a system that benefits both labor and management. For more information, visit the Bureau of Labor Insurance website (<https://www.bli.gov.tw/0106165.html>) or call 02-2396-1266.

Attention, senior and middle-aged workers!  
If you meet the qualifications, you can claim labor insurance old-age pension and accident insurance disability pension simultaneously!  
Don't let your rights go to waste!



## Ministry of Labor's Direct Hiring Program on Selecting Foreign Workers Service Has Been Upgraded Again! Expands and Opens Up Categories to Bring in Indonesian Workers for Agriculture and Institutional Caregiving

In order to improve the effectiveness of country-to-country direct hiring services, the Ministry of Labor (MOL) is actively negotiating with foreign worker source countries to expand the job categories for the direct hiring program. In addition to the existing direct hiring program for manufacturing, a consensus has been reached with Indonesia to allow employers in institutional caregiving and agriculture (including outreach agriculture) to use the Direct Hiring Service Center (the DHSC) for program selection services. This enables the direct recruitment of foreign workers from Indonesia in institutional caregiving and agriculture (including outreach agriculture) in a quick and convenient process.

The MOL encourages employers to direct hire foreign workers. In order to assist employers who have not appointed an agent to handle the hiring of foreign workers on their own, the MOL established the DHSC in 2008 to provide services such as telephone consultation, bilingual interpretation, and dedicated case handling from start to finish. Since 2016, the MOL has partnered with foreign worker source countries to facilitate direct hiring of workers for manufacturing through program selection services. To broaden this initiative, a 2024 agreement with Indonesia now permits employers in institutional caregiving and agriculture (including outreach agriculture) to directly recruit workers from Indonesia through the direct hiring program, enabling them to recruit institutional caregivers and agricultural workers (including outreach agriculture) directly from Indonesia.

The direct hiring program's selection service designates the DHSC as the application handling counter. Employers submit their foreign worker recruitment needs to the DHSC, which then collaborates with the source countries to recruit 3 to 5 times the number of workers requested. Employers can select workers by assessing written evaluations or video interviews while in Taiwan, or through in-person assessments abroad. The DHSC and the source countries then assist with the foreign workers' entry and work arrangements in Taiwan. In addition to being able to quickly introduce suitable foreign workers from within a specified period, employers can also save both themselves and the foreign workers the costs of domestic and foreign agents, creating a win-win situation for both employers and employees.

The MOL will continue to engage in bilateral meetings to negotiate with the source countries of foreign workers with the aim of opening up more job categories for foreign workers, who can be directly brought in from abroad through the direct hiring program's selection services.

**Direct hiring program on selecting foreign workers service has been upgraded again! Making it even easier to bring in foreign workers!**

**Expands the introduction of Indonesian workers in agricultural and institutional caregiving**

- There are many benefits to transnational worker selection: it saves time, effort and money
- Direct transnational recruitment is very convenient—a win-win for employers and foreign workers
- Customized recruitment of foreign workers in a designated period
- The DHSC helps with zero agent fees

Direct Hiring Service Center website: <https://dhsc.wda.gov.tw/>  
 Call the service hotline at: 02-66130811  
 Or dial 1955 toll-free number (press 1, then 5)

直接僱傭 聘僱 聘僱中心  
 Direct Hiring Service Center

本項措施符合就業安定基金「外國人聘僱管理」用途

Ministry of Labor's Direct Hiring Program on Selecting Foreign Workers Service Has Been Upgraded Again! Expands and Opens Up Categories to Bring in Indonesian Workers for Agriculture and Institutional Caregiving

Keywords:

Direct Hiring Program on Selecting Foreign Workers Service,  
 Direct Overseas Recruitment, Country-To-Country Direct Recruitment

## More Comprehensive Occupational Safety, Zero Tolerance for Bullying - Draft Amendment to the Occupational Safety and Health Act Sent to the Executive Yuan for Review

Building a safe and healthy work environment is one of Taiwan's national sustainable development goals. To further reduce occupational accidents and promote a friendly workplace, the Ministry of Labor (MOL) has proposed amendments to the Occupational Safety and Health Act. Key content includes strengthening disaster prevention at the source, enhancing contractor management, enhancing prevention of workplace bullying, and increasing the maximum fine amount. The draft amendment has been submitted to the Executive Yuan for review. It aims for a new milestone in workplace safety and health in Taiwan.

An analysis of the causes of occupational hazards in Taiwan shows that construction projects have the highest proportion of occupational hazards, while project owners obtain the greatest profits with low investment in occupational safety costs. In addition, projects are subcontracted through several levels with unclear responsibilities; risks are thus borne by the subcontractors and laborers. Therefore, the focus of the recent amendments requires project owners at or above a certain scale to analyze potential hazards, take preventive measures, and compile safety and health costs when they deliver their plans, designs, and construction. If the owner subcontracts the project to different professional vendors, one of those vendors must be designated to bear the overall responsibility of safety management, and contractors at all levels must cooperate in implementing the accident prevention measures and contractor management.

Society has recently paid close attention to the issue of workplace bullying, and this amendment specifically adds a section on the prevention and control of workplace bullying. In addition to clarifying the definition of workplace bullying and requiring industry to establish prevention and control measures, employers must immediately take effective and appropriate measures upon becoming aware of any bullying of their employees in the workplace. The amendment also regulates reporting, internal and external complaints, investigations, coordination, appeals, and protection of complainants.

In addition, maximum fines will be increased; and those who have been fined should announce the name of the establishment, the name of the person in charge, the amount of the fine, the date and location of the occupational accident, and the number of victims, in order to strengthen public supervision and urge industry establishments to fulfill their responsibilities for workplace accident prevention.

The MOL said the amendment is the most significant adjustment to the Labor Safety and Health Act since it was renamed the Occupational Safety and Health Act on July 3, 2013. The amendments call on companies to place more attention on workplace bullying and implement various safety and health prevention measures to promote the sustainable development of companies.





## Minister of Labor Hung Sun-Han Attends APEC's 7th Human Resources Development Ministerial Meeting to Align with International Labor Trends

After 11 years, the 7th APEC Human Resources Development Ministerial Meeting (HRDMM) was held on May 12, 2025 in Jeju Island, Republic of Korea. Taiwan's delegation was led by Minister of Labor Hung Sun-Han.

The first discussion session of HRDMM was "Flexible and Vibrant Labor Markets." Minister Hung said "artificial intelligence, digitalization and automation are reshaping the basic work; causing atypical work and part-time economy platforms to rapidly emerge. Faced with the trend of labor flexibility and the insufficiencies in labor protection and workplace safety systems, the government must use policies to seek a balance between flexibility and safety to create a more inclusive, resilient, and safe labor market."

The second discussion session, on the theme of "Responding to Future Jobs through Active Labor Market Policies," Minister Hung said, "declining birth rates, aging populations, and sex-based discrimination are posing severe challenges for labor policies. Now with global trade uncertainties, a key solution is to create a flexible and inclusive work environment, one that is friendly to women as well as the middle-aged and elderly." Therefore, a more flexible and inclusive system to create a workplace friendly to women and middle-aged and senior workers will inevitably be a key part of the solution to future challenges.

Given that transnational labor policies have received much attention in Taiwan, Minister Hung used the opportunity to conduct in-depth policy exchanges with important APEC economies on issues such as transnational technical labor and overseas introduction models, which will serve as an important reference for the next stage of policy changes in Taiwan.

In closing, Minister Hung emphasized that the representatives attending HRDMM, which has not been held for many years, can learn from international experience and best practices to face the dramatic changes and challenges in the global labor market. "It is also a great opportunity for APEC economies to deepen cooperation, allowing Taiwan's labor and human resource policies to better align with international progress and experience and open up opportunities for reform."



Minister of Labor Hung Sun-Han (third from left), leading his team, takes a group photo with Acting Employment and Labor Minister Kim Min-Suk (center)

## Executive Yuan Secretary-General Kung Ming-hsin Attends National Model Worker Award to Offer the Highest Respect to the Nation's Workers

Executive Yuan Secretary-General Kung Ming-hsin attended the 2025 National Model Worker Award ceremony hosted by the Ministry of Labor (MOL) on April 29, 2025, and personally presented awards to 61 model workers and foreign workers for their efforts and contributions to national development, society, and the economy. The 61 workers who won awards this year come from national defense and high-tech industries, manufacturing, health care, transportation, public services, and catering; there were also professional workers such as puppeteers, woodworking artists, and art designers for film; and union leaders and conference staff who speak up for workers, foreign workers in industry, social welfare, or the household, and other diverse fields, showcasing the professionalism of workers in all walks of life.

In his speech, Kung began by congratulating this year's national model workers and thanked the family members and friends who supported and made efforts for them. He also affirmed the efforts made by the MOL team led by Minister Hung Sun-Han to improve the working environment, including continuing to raise the minimum wage to protect the economic well-being of workers, promoting the policy of "dual employment and care, building a friendly child-raising environment and workplace based in work equality," and continuously working to get subsidies for the labor insurance fund to ensure the stable operation of the labor insurance system. He also mentioned that in response to US tariff policy, the Ministry has actively engaged with unions and industry establishments, introducing the "stable employment" initiative to reduce disruptions and promote job stability. Kung also expressed hope that Minister Hung will continue to work hard to create a working environment that protects the dignity of workers, so that they can work with peace of mind and together create the next brilliant economic miracle.

The MOL stated that this year's national model workers were scheduled to visit the Presidential Office, accompanied by Minister Hung, to meet with President Lai on the morning of April 29. In addition to expressing the highest respect for this year's national model workers, the MOL also expressed its deepest gratitude to the workers from all walks of life across Taiwan. In the future, the MOL will continue to work hard to promote laws and policies that meet the needs of workers, as it serves as the strongest partner for workers across the country.



Executive Yuan Secretary-General Kung Ming-hsin (center) and Minister of Labor Hung Sun-Han (center right) take a group photo with 59 national model workers (foreign workers)

## Taiwan's First International Mobile Elevating Work Platform Training Course Completed, Integrates International Professional Capabilities

To enhance the safety of high-lift mobile elevating work platform operations in Taiwan and strengthen the industry's capacity to meet specialized operational needs, such as the localization of technology and international competitiveness in the offshore wind power sector, the Institute of Labor, Occupational Safety and Health collaborated with the International Powered Access Federation (IPAF) in late 2024. Their partnership introduced the first international mobile elevating work platform operator training course to Taiwan, which is Taiwan's first professional training program for aerial work platforms. Localized Chinese-language training materials were developed for the program, and the training venue and facilities were internationally accredited. Of the 19 trainees in the first cohort, 16 completed the course and passed the assessment, earning IPAF certification and registration in the IPAF directory of qualified personnel. Certified individuals are authorized to operate mobile elevating work platforms in multiple countries.

This training has six major benefits, including:

- I. Reducing the probability of occupational accidents: Through professional training, operators can not only reduce risks from working at heights, but also indirectly reduce medical expenses, insurance claims, and losses from work stoppage.
- II. Improving the human capital of operators: Possessing international certification from IPAF can improve operators' transnational employment flexibility and salary levels.
- III. Increasing industry competitiveness: Employing operators with international certification from IPAF not only helps improve construction efficiency and safety levels, but also helps to secure opportunities for international project cooperation.
- IV. Establishing a technical cooperation and local support model: Collaborating with IPAF to introduce an international training system enhances the effectiveness of public investment, promotes the localization of professional and technical skills, and aligns with global practices.
- V. Promoting the internationalization of certificates and licenses: Promoting international certification standards and multilateral recognition agreements enables trainees who complete core training programs to gain qualifications recognized by multiple international organizations; this reduces redundant training and enhances its value.
- VI. Driving the development of the education and training industry: Review the results of existing safety training programs and explore more effective training methods and means, such as simulation training and VR technology, while fostering mutual exchange to advance professional education and training development.

IPAF International Mobile Elevating Work Platform (MEWP) training course - on-site operations



Keywords: Mobile Elevating Work Platform, Seed Personnel Training, IPAF