Chinese Federation of Labor

2F.-7, No. 4, Qingdao E. Rd.,
Zhongzheng Dist., Taipei City
100, Taiwan (R.O.C.)

E-Mail : cfl.roc@gmail.com
Phone : +886 2 23223528

Dear Brothers and Sisters of ITUC-AP, I am Chen Chieh, the president of the Chinese Federation of Labor (CFL) in Taiwan. Although the COVID-19 epidemic is severe, we still face the challenges in solidarity with one another. Hope all the friends from all over the world keep safe and healthy.

Today, CFL would like to share the information from Taiwan, including the responsive policies related to employment security and employment opportunities created by the government of Taiwan, ROC, and the results of the cooperation between the Ministry of Labor and Trade Unions in Taiwan. In the end, I will briefly report on the labor movement initiated by Taiwan's medical-related labor unions in response to the epidemic.

First of all, the labor relief programs provided by the Ministry of Labor of Taiwan, ROC include the following programs:

<table>
<tr><th colspan="2">For new graduates</th></tr>
<tr><td>Youth Employment Incentive Plan

(青年就業獎勵計畫)</td><td rowspan="3">Encourage new graduates to get into the job market as soon as possible in the post-epidemic period. Help them understand the trend of the employment market and strengthen their abilities of job search directions, and avoid reducing their enthusiasm for job hunting, prolonging the unemployment period and detrimental to their future career development. Employment incentives are provided to assist youths smoothly stable employment.</td></tr>
<tr><td>Industrial Talents Pilot Program & Training Reward

(產業新尖兵計畫及學習獎勵金)</td></tr>
<tr><td>Youth Employment Flagship Program

(青年就業旗艦計畫)</td></tr>
<tr><td>Employment Reward in Specific Industries

(特定行業就業獎勵)</td><td>Assist unemployed young people and workers to join the specific industries that are in urgent need of manpower, especially specific manufacturing, care services and construction industries.</td></tr>
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For unpaid leave workers and Institutions	
Recharge and Restart Training Program (充電再出發訓練計畫)	Encourage workers to participate in vocational training to improve their work skills during the unpaid leave. Taiwan ROC government subsidizes institutions providing training courses during the break of the epidemic, or grants subsidies to individual workers when they participate in government professional training courses.
Relief Employment Subsidy Program (安心就業計畫)	Taiwan (ROC) government provides partial projects salaries subsidy to the unpaid leave workers to reduce the impact of wage reduction on the livelihood of workers and help stabilize employment.
for unemployed workers	
Unemployment benefits (失業給付)	Workers covered under labor insurance shall claim Unemployment Benefits. Upon separation, in the first 6 months from separation, government would pay 60% of monthly insured salary (on average). Those with dependents can be paid an additional 10%, up to a maximum of 20%. Generally, the maximum period of payment for unemployed workers is 6 months, but for those at the age of 45 or with a certificate of disability, the maximum period is 9 months.
Tuition subsidies for children of unemployed workers (失業勞工子女就學補助)	Taiwan (ROC) government provides tuition subsidies for the children of the unemployed workers studying in high schools, vocational high schools, colleges and universities, to ensure the education right of the unemployed workers' children.
Stabilized-Hiring Incentives Program (安穩僱用計畫)	Before COVID-19, the Ministry of Labor's employment incentives targeted on involuntary separation workers, requiring a three-month period of unemployment to receive employment incentives. The plan is relaxed after COVID-19. Any involuntary separation worker unemployed for more than 30 days or craft union member unemployed for more than 30 days is eligible for applying for "Stabilized-Hiring Award Program". Any employer that hires such workers will be given an employment bonus of NT$5,000 per month, up to 6 months.

For Micro-Businesses	
Phoenix Micro Business Start-up Program Extended Assistance Measures (鳳凰貸款擴大協助措施)	In Taiwan, people eligible for applying for the Phoenix Micro Business Start-up Loan include women aged 20-65, men aged 45-65, and offshore-island residents aged 20-65, 1. who have participated in government entrepreneurship training courses during the past 3 years, 2. who have received entrepreneurial consulting and guidance, 3. who have set up a business with 5 or less employees, 4. and whose business registration is no more than 5 years. The first 2 years loan interest is fully subsidized by the Ministry of Labor in Taiwan.
For workers affected by the epidemic	
Assured Immediate Employment Program (安心即時上工計畫)	"Assured Immediate Employment Program" is a program to assist workers affected by the epidemic. Taiwan government arranges 80 hours of temporary work per month with an hourly pay of NT$158 (approximately USD$5.60) for workers affected by the epidemic. The maximum subsidy for every individual unemployed worker is 6 months.
Labor Bailout Loan Program (勞工紓困貸款)	"Labor Bailout Loan Program" provides labors of urgent needs with short-term funding. Unlike other relief plans, this plan does not exclude labors without labor insurance. Those who have not participated in labor insurance can also apply as long as they have actual work or work income.
Life subsidies for members of an occupational union who have no definite employer or who are self-employed (自營作業者/無一定雇主之勞工生活補貼)	Local craft trade unions in Taiwan assist government in granting labor epidemic subsidies. Primarily, the trade unions assist in granting subsistence allowance to two kinds of workers whose income was affected by the epidemic: self-employed workers and the laborers with no particular employers. Applicants must have participated in the Labor Insurance in the

	craft trade unions before March 31, 2020, and whose monthly insured salary is less than or inclusive NT$24,000. This relief measure, provided by the Ministry of Labor, is for the largest number of subsidies and the widest scope in this wave of epidemics in Taiwan. The trade unions have assisted granting NT$1.12 million to trade unions' members who are self-employed workers or laborers with no particular employers.
For people with disabilities and sheltered workshops	
Employment Security Program For Masseurs with Visual Impairment (視覺功能障礙者從事按摩補貼計畫)	To encourage visually impaired people to engage in massage work, this program aims to provide funds for subsidizing the anti-epidemic materials (such as disinfection alcohol, masks) in the visually impaired massage bases. The maximum subsidy amount for one single base with less than 4 masseurs is NT$20,000; the maximum subsidy amount for one with 5 to 6 masseurs is NT$30,000; and the maximum subsidy amount for one with more than 7 is NT$50,000.
Epidemic Prevention Supplies subsidy for visually impaired massage base (視障按摩據點防疫物資補助)	
Additional subsidies for sheltered workshop houses, land and vehicle rental (庇護工場房屋、土地及車輛租金加碼補助)	This plan aims to provide subsidies for sheltered workshops for their sheltered workshop houses, lands, and vehicle rentals. During the epidemic period, each sheltered workshop will receive a monthly subsidy of up to NT$40,000, and up to a maximum of 6 months.

※The current exchange rate for each USD is about 28 NTD.

In addition to the above-mentioned targeted measures against the epidemic in the table, in the past decades, the Workforce Development Agency of Ministry of Labor (MOL) in Taiwan has made use of both public and private resources to help on-the-job workers, unemployed workers, college graduates, and middle-aged and senior citizens to receive vocational training by means of self-organizing, commissioning, or subsidizing plans. The Workforce Development Agency of MOL has been committed to improving workers' practical skills and enhancing their employment abilities to assure them of a secure and stable life. Moreover, in line with the worldwide concept of "Decent Work," Taiwan government provides full-subsidy programs for the middle-aged and senior citizens, so that they can enhance their employability through training and reduce their chances of being unemployed and becoming poor senior citizens, the so-called "the impoverished elderly." (the impoverished elderly, 下流老人,the title of Japanese researcher 藤田孝典's book in 2015, which mention about the people lose decent life after get old).

Chinese Federation of Labor (CFL) is one of the training institutes that provide workers with various employment-oriented vocational training and professional skills courses, and provides assistance to our trainees to apply for government funds, relevant training allowances. In 2020, CFL handled 58%

of total counseling and training courses for people over 45 years old and assisted them to participate in various kinds of vocational training, and a considerable proportion of our trainees have obtained professional licenses issued by the government.

Finally, I'd like to report to you that because of the COVID-19 epidemic, we have begun to pay attention to labor issues of medical personnel under Taiwan National Health Insurance System. In Taiwan, there are 15 major medical unions including two leading unions, Taiwan Medical Laboratory Scientists Union and National Taiwan University Hospital Union. The unions have made appeal to the authorities concerned to include labor unions in the course offering units and course review units of continuing education points (the current system only includes associations, teaching hospitals, etc.), in the hope that the content of the current medical on-site education to cover topics like infection prevention and medical care and to Increase the proportion of courses related to labor rights protection.

The Taiwan ROC government has also begun to implement labor inspection on medical institutions with extraordinary overtime work medical staff. This January (2021), because extended working hours exceeded legal regulations and overtime payments for work on rest days were unpaid, National Taiwan University Hospital, the most prestigious national hospital in Taiwan, was fined NT$620,000 for its repeated violations. According to government statistics, during the outbreak of the 2020-2021 COVID-19 epidemic, 7 hospitals in Taiwan have been penalized and requested for improvement for their violations of the labor laws.

Although far from perfect, the Taiwan ROC government has laid great emphasis on implementing the worldwide concept of "decent work, decent labor" in line with the UN 17 targets of Sustainable Development Goals (SDGs). Hence, CFL shall constantly make every endeavor to carry out all the measures for the interests and benefits of laborers in Taiwan. As the leading national labor organization in Taiwan, CFL shall continue to act as an overseer to hold together all the CFL member unions to oversee, inspect, and supervise actions of the representing capital as well as government, and to actively get involved in social dialogues at appropriate times to assist all labors in Taiwan regardless of their nationalities and to help workers strive for their due labor rights.

At the end of the report, we wish you all to stay safe and healthy, and hope that the workers can win the final victory in the severe epidemic. Thank you.

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