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9th ADBI-OECD-ILO Roundtable on Labor Migration in Asia

The Current Development and Future Perspectives for Foreign Workforce

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Outline

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- III. Conspectus of Introduction
- IV. Management of Foreign Workforce
- V. Challenges and Promotional Plan
- VI. Promoting Act for the Recruitment and Employment of Foreign Professionals

I. Background

□ Change in population structure and labor participation rate.

■ Declining birthrate phenomenon

Birthrate population has been dropping progressively ; from 15.72‰ in 1989 dropping to under 7.7‰ in 2018.

■ Aging phenomenon

The elderly population (above of 65 years old) of the total population rate of 5.3% in 1989 rose to 14.56 % in 2018. The aging of population has gradually increase through the years.

■ Labor participation rate

Labor participation rate of 60.12% in 1989 dropped to 59.11% in 2018.

I. Background

□ Higher educational level and the change of the work value.

■ Increase University Graduates

University graduates account for 11.65% of the same age group in 1989 rose to 71.13% in 2017 .

■ Increase of Service Industry

People working in the service industry account for 45.01% of the working population in 1989 rose to 59.42% in Nov. 2018.

■ Youth Unemployment Rate

Youth unemployment rate 1.08% in 1989 rose to 8.46% in Nov. 2018.

I. Background

□ Effect

- Specialized foreign workers leaving Chinese Taipei.
- Shortage of skilled labor.
- Increase demand of the long-term care services.

II. Principle

□ Promotion of foreign laborers' principle

- To attract the foreign professionals to work in Chinese Taipei

Making more favorable immigration policies to attract foreign professionals.

- To complement the underemployment problem in Chinese Taipei and to limit the number of people in industry

Introducing the foreign laborers to work in Chinese Taipei on the premise that there is no disruption the local employment market.

III. Conspectus of Introduction

□ Foreign professionals

- Categories: Specialized or technical workers , Tutorial class teachers, Teacher, Overseas Chinese or Foreign Investment Manager, Work related to Performing Arts , Sports coach and Athlete ,etc.

Years	Total	Specialized or technical work	Tutoring class teacher	Teacher	Overseas Chinese or Foreign Investment Manager	Artistic, and show business work	Contract	Sports coach and athlete
2010	26,798	13,981	5,715	2,406	1,644	1,685	1,327	40
2018	32,865	19,477	4,437	2,364	2,951	1,953	1,607	76

III. Conspectus of Introduction

Foreign workers-basic manpower

- Categories : Manufacturing, Construction industries, Marine fishing/Netting work, Nursing work and Household assistant.

Years	Total	Manufactur- ing	Construction industries	Marine fishing/ Netting work	Nursing work	Household assistant
2010	425,660	215,271	3,865	8,670	195,726	2,128
2018	706,850	432,014	4,104	12,635	256,173	1,924

IV. Management of Foreign Workforce

Category	Recruit-ment processes	Salary range	Duration of the employment	Transfer to a new employer	Security fees	The limit in different industry
Foreign professional	None	More than Ntd.47,971	3years (without time limit)	Permit Certificate	None	No limit without basic work. (can't transfer to Blue-collar worker)
Foreign worker	Yes	More than Ntd.23,100, expect for family class	3years (can't exceed 12 years.)	Transfer in special circumstances	Ntd.1900 in every month, expect for special circumstances	Prohibit to transfer work, expect for special circumstances

V. Challenges and Promotional Plan

- To ensure the rights and interests of laborers -basic
 - Daily life conditions and rights of the foreign laborers working in Chinese Taipei must be transparent.
 - We should strengthen the precautionary measures towards the employer – employee relationship to avoid disputes.

- Strengthen the protection of the right and interests
 - We need supporting measures for canceling the rule that foreign laborers should not depart for 1 day when their contract expires. To ensure the rights of foreign laborers in regards to legal holidays and rest days.
 - To formulate an informative webpage to ensure the rights and interests of foreign laborers.

V. Challenges and Promotional Plan

□ Demand of foreign professional workforce

- We need to take some necessary measures to attract and retain skilled personels.
- We also need to reduce the barriers for spouse of foreign professionals to work in Chinese Taipei.

□ Provide suitable working conditions to foreign professionals

- Formulate suitable policies and strengthen the working conditions to attract and retain foreign professionals in Chinese Taipei. (Act for the Recruitment and Employment of Foreign Professionals)
- To modify the rules for spouse of foreign professionals to do the technical works. Spouse of foreign professionals can engage in part-time white-collar professional work after permission.

VI. Promoting Act for the Recruitment and Employment of Foreign Professionals

- The Act has come into effect from **February 8, 2018**, aiming at **building a friendlier work and residency environment**, to induce foreign professionals to come and stay.

Recruitment Targets



The main points of the Act



Easing work, visa and residency rules



Easing rules for stay of parents, spouses and children



Providing pension, health insurance and tax benefits

The main reforms delivered by the Act



Easing work, visa and residency rules

- Issuing 4-in-1 **Employment Gold Cards**, which combines work permit, resident visa, ARC and re-entry permit.
- Issuing **personal work permits** to **foreign freelance artists**.




Easing rules for stay of parents, spouses and children

- Issuing **personal work permits for qualifying adult children** of permanent resident foreign professionals.
- Easing rules for spouses and children of permanent resident foreign professionals to apply for **permanent residency**.



Providing pension, health insurance and tax benefits

- Enabling permanent resident foreign professionals to join the **new labor pension system**.
- Enabling the **spouses and children** of employed foreign professionals to be **included in National Health Insurance coverage without a 6-month wait**.
- Giving **foreign special professionals** a **tax break**.



Thank you for your attention.