Integrating Disadvantaged Groups into Employment and Skill Development: Taiwan Experience

Chung, Lin-Hui, Ph.D.
Deputy Director, Dep. of Planning,
Council of Labor Affairs, Executive Yuan
Taiwan (R.O.C.)
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<th><strong>Taiwan Profile(1)</strong></th>
<th><strong>Small Yet Big</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Area</strong></td>
<td>36,000 km²</td>
</tr>
<tr>
<td><strong>Population</strong></td>
<td>23 million (2008)</td>
</tr>
<tr>
<td><strong>GNP</strong></td>
<td>395 billion USD (2007)</td>
</tr>
<tr>
<td><strong>GNP per capita</strong></td>
<td>17,294 USD (2007)</td>
</tr>
<tr>
<td><strong>GNP growth rate</strong></td>
<td>5.7% (2007)</td>
</tr>
<tr>
<td><strong>Inflation rate (CPI)</strong></td>
<td>1.8% (2007)</td>
</tr>
<tr>
<td><strong>Unemployment rate</strong></td>
<td>3.91% (2007)</td>
</tr>
<tr>
<td><strong>Labor participation rate</strong></td>
<td>58.22%</td>
</tr>
<tr>
<td><strong>Female labor participation rate</strong></td>
<td>49.62%</td>
</tr>
<tr>
<td><strong>Basic wage</strong></td>
<td>NTD17,280 (USD532.64)</td>
</tr>
</tbody>
</table>

*Note: Data is approximate as of 2007.*
## Taiwan Profile (2)

<table>
<thead>
<tr>
<th>Up to Oct 2008</th>
<th>Unemployment Rate (%)</th>
<th>No of Unemployed (1,000)</th>
<th>Labor participation Rate (%)</th>
<th>No of Employed (1,000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>4.37</td>
<td>476</td>
<td>58.3</td>
<td>10,404</td>
</tr>
<tr>
<td>Male</td>
<td>4.63</td>
<td>287</td>
<td>67.1</td>
<td>5,907</td>
</tr>
<tr>
<td>Female</td>
<td>4.02</td>
<td>189</td>
<td>49.8</td>
<td>4,517</td>
</tr>
<tr>
<td>Middle-old aged</td>
<td>2.79</td>
<td>98</td>
<td>60.9</td>
<td>3,425</td>
</tr>
<tr>
<td>Indigenous (Dec 2007)</td>
<td>4.6</td>
<td>10</td>
<td>62.7</td>
<td>213</td>
</tr>
<tr>
<td>Disabled (Sep 2007)</td>
<td>16.7</td>
<td>27</td>
<td>27.4</td>
<td>134</td>
</tr>
</tbody>
</table>

Source: Council of Labor Affairs, Executive Yuan, R.O.C. (Taiwan)
Taiwan Profile (3)

Unemployment Rate 1997~2008

- 1997: 2.99%
- 1998: 4.37%
- 1999: 5.17%
- 2000: 2.99%
- 2001: 4.37%
- 2002: 5.17%
- 2003: 4.37%
- 2004: 4.37%
- 2005: 4.37%
- 2006: 4.37%
- 2007: 4.37%
- 2008: 4.37%

Unemployment Rate 1997~2008
Major Strategies

Job Opportunity Creation

1. Multi-Employment Promotion Program (MEPP)
2. Public Work

Skill Development

Multi-Vocational Training Programs

Employment Promotion

1. 3 in 1 Employment Service
2. Job Nanny Program

Business Start-up

1. Micro-enterprise Program (for age 40-65)
2. Phoenix Program (for women)
** Create localized industries  
(Social type Vs Economic type)  
**Integrate related resources  
**Guide the unemployed to be re-employable  
**Promote employment for the unemployed people
MEPP (2) ~ Characteristics

A. Local Industries
B. Cultural Characteristics
C. Creative Methods
D. Job Opportunities
E. Upgrading Working Ability
<table>
<thead>
<tr>
<th>Year</th>
<th>Case Approved</th>
<th>No. of people Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>1,935</td>
<td>14,134</td>
</tr>
<tr>
<td>2002</td>
<td>602</td>
<td>5,423</td>
</tr>
<tr>
<td>2003</td>
<td>305</td>
<td>4,777</td>
</tr>
<tr>
<td>2004</td>
<td>518</td>
<td>8,762</td>
</tr>
<tr>
<td>2005</td>
<td>413</td>
<td>11,518</td>
</tr>
<tr>
<td>2006</td>
<td>487</td>
<td>5,291</td>
</tr>
<tr>
<td>2007</td>
<td>686</td>
<td>10,575</td>
</tr>
<tr>
<td>Total</td>
<td>4,946</td>
<td>60,480</td>
</tr>
</tbody>
</table>
MEPP (4)
~ Successful Examples : Mosaic Studio

Successful Examples
Successful Examples
Successful Examples
Successful Examples

Mosaic Studio
Mosaic Studio
Mosaic Studio
Mosaic Studio
MEPP (5)

~ Successful Examples: Local Industry
Multi-Vocational Training Programs

- General Vocational Training
  - 6 vocational Training centers offering general training courses.
  - Actively promoting training programs in joint efforts with local governments and private-sector training agencies.

- On-Job Training
  - The Industry Talent Investment Project
Employment Service System

- **3 in 1 Service Islandwide**
  - Employment counseling
  - Unemployment Benefits
  - Training Transferring

- **Job Nanny Program**
  - In 2007
    - 373 job nannies
    - Visited 114,068 unemployed people
    - and 99,466 employers
    - 103,781 job opportunities obtained
    - 56,342 job recruits
1. Microbusiness Star-up

- For the middle-old aged 45-65
- Low Interest Loan
  - Low interest rate (3%)
  - Up to 80% of required loan at maximum NT$1 million (≒USD30,000)
  - Max length 7 years
- Entrepreneur Course
- Personal Consulting Services

2. Phoenix Program

- For women aged 20-65
- Loan Credit Guarantee
  - 95% credit guarantee
  - No guarantor or collateral
- Mentoring & Training
  - Consultation by specialists
  - Free training courses
- Networking & Follow-up Support
To integrate disadvantaged groups into employment and skill development

Implementation Period: January 1 - December 31, 2009

Goal: Estimated 130,000 jobs created
Target Groups(1)

- 6 groups stipulated in Article 24 of the Employment Services Act
  1. Women supporting families
  2. Middle-aged or older persons aged 40-65
  3. The mentally or physically handicapped
  4. Indigenous peoples
  5. Persons with working capacity from low-income families
  6. People recently released from prison

Target Groups(2)

- Specified enhancing groups:
  7. Women seeking re-employment who left their jobs for 2 or more years due to family considerations
  8. Women in difficult circumstances
  9. Victims of physical or sexual abuse
  10. Persons seeking employment and belonging to one of the following groups:
      - Disadvantaged youths
      - Economically disadvantaged
      - Foreign spouses, including those from Mainland China
  11. Victims of crime
  12. Other groups
Concrete Measures

1. Diversing job-matching strategies
2. Helping to establish and emphasize value of employment
3. Improving service and management of individual cases
4. Developing job experience and wide-ranging employment opportunities
5. Utilizing unemployment subsidies and employment promotion allowances
6. Improving utilization of older workforce
7. Integrating resources and strengthening referral system
3. Improving service and management of individual cases

- Customized Service
- Personalized “Employment Assistance Plan”
- Follow-up Counseling and Assistance
4. Developing job experience and wide-ranging employment opportunities

- Offering workplace training and re-settlement allowance
- Providing short-term job relief through temporary job allowance
- Expanding local job opportunities to meet local and business needs
5. Utilizing unemployment subsidies and employment promotion allowances

- Job-search Transportation Allowance
- Vocational Training Living Allowance
- Business Start-up Loans
- Hiring Allowances
Conclusion

- Facing with the current challenges, we continuously plan up concrete measures going with the trend of the national and international development, integrate the public and private resources to create diversified employment opportunities and to construct a sound employment security.

- The ultimate aim of these programs is to relieve the unemployment among the disadvantaged, preventing long term unemployment, diminishing their exclusion from society, and helping all people to integrate into our society.
Decent Work

Equality, Humanity, Security, Dignity
Taiwan

Your Partner in the Global Village!

Thank You!