

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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Taiwan Profile(1)

Small Yet Big



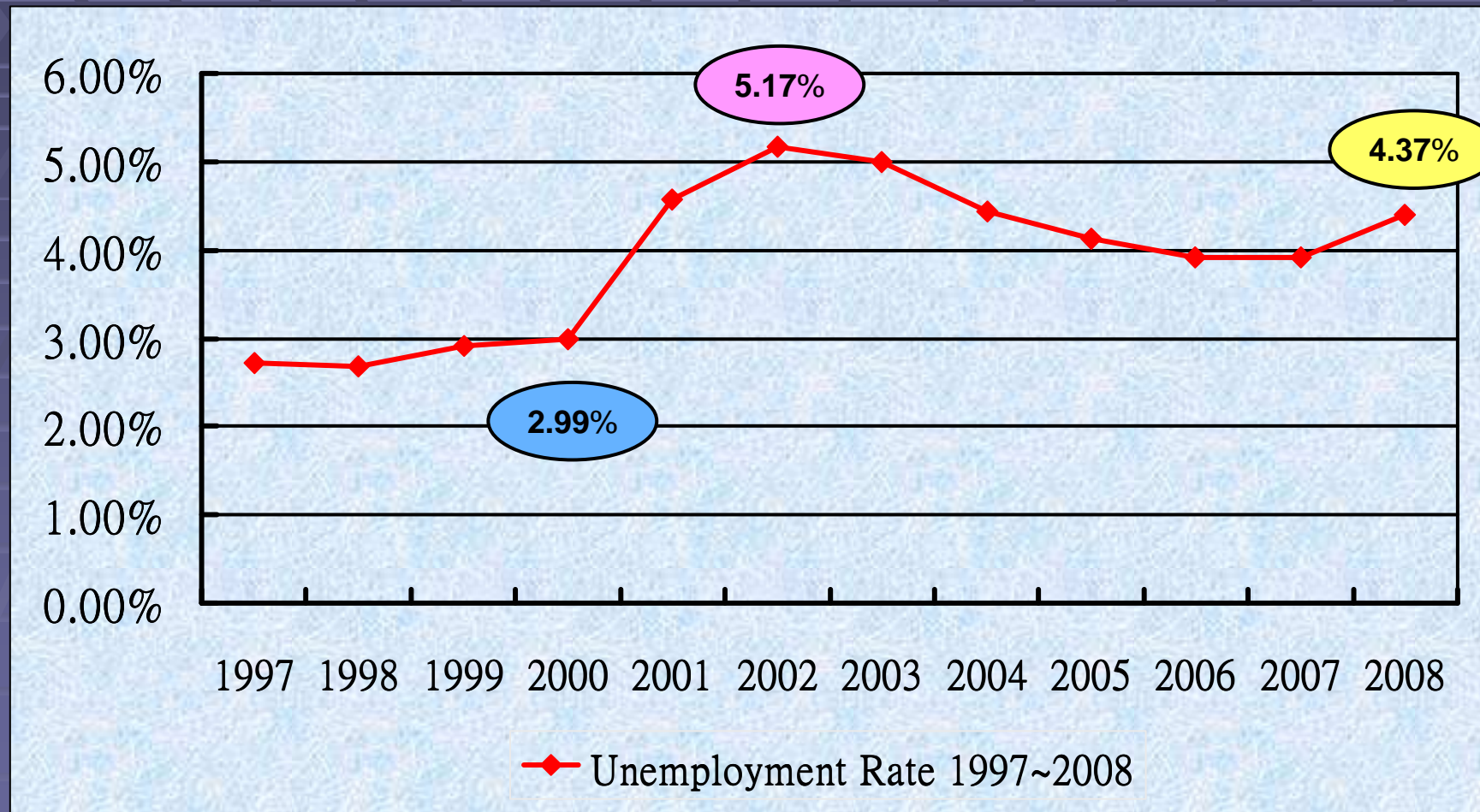
Area	36,000 km ²
Population	23 million (2008)
GNP	395 billion USD (2007)
GNP per capita	17, 294 USD (2007)
GNP growth rate	5.7% (2007)
Inflation rate (CPI)	1.8% (2007)
Unemployment rate	3.91% (2007)
Labor participation rate	58.22%
Female labor participation rate	49.62%
Basic wage	NTD17,280 (USD532.64)

Taiwan Profile (2)

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

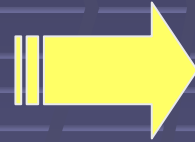
Source: Council of Labor Affairs, Executive Yuan, R.O.C. (Taiwan)

Taiwan Profile (3)



Major Strategies

**Job Opportunity
Creation**



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

**Skill
Development**



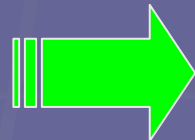
Multi-Vocational Training Programs

**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)**

Job Opportunity Creation

MEPP(1)
~Concept

Local Government

NGOs



**** Create localized industries
(Social type Vs Economic type)**

****Integrate related resources**

****Guide the unemployed to be re-employable**

****Promote employment for the unemployed people**

Central Government

Enterprises

MEPP (2)

~ Characteristics

A. Local Industries

B. Cultural Characteristics

C. Creative Methods

D. Job Opportunities

E. Upgrading Working Ability

MEPP (3)

~ Sustainable Result

Year	Case Approved	No. of people Employed
2001	1,935	14,134
2002	602	5,423
2003	305	4,777
2004	518	8,762
2005	413	11,518
2006	487	5,291
2007	686	10,575
Total	4,946	60,480

MEPP (4)

~ Successful Examples : 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

Business Start-up

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**

Employment Integration Plan

Objective

To integrate disadvantaged groups into employment and skill development

**Implementation
Period**

January 1- December 31,2009

Goal

Estimated 130,000 jobs created

Employment Integration Plan

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

Employment Integration Plan

Concrete Measures

1. Diversifying 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

Employment Integration Plan

3.Improving service and management of individual cases

- Customized Service
- Personalized “Employment Assistance Plan”
- Follow-up Counseling and Assistance

Employment Integration Plan

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

Employment Integration Plan

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 !