**AEPR 2021: Structural Reform and the Future of Work**

**Individual Economy Report (IER) Questionnaire**

The 2021 AEPR on Structural Reform and the Future of Work aims to build capability in APEC economies to identify and implement structural reform and support policies towards an inclusive and sustainable transition to the future of work. The AEPR will provide an opportunity for APEC economies to assess what impact rapidly changing technology and COVID-19 have had on the region’s labour markets; share information and compare innovative policy approaches to the challenges posed by future of work trends and the pandemic; and inform the Economic Committee’s planned work programme on future of work issues.

This IER Questionnaire seeks to gather information on the APEC region’s structural reform policy environment as it relates to addressing pre-existing future of work challenges; tackling the immediate challenges from COVID-19; anticipating medium- to long-term labour market trends; and building resilience to unpredictable future disruptions. It seeks to gather economy-level responses on: the challenges posed by rapidly changing technology on the region’s labour markets; the impacts of and responses to COVID-19; key structural reforms and policy responses and gaps in structural and legislative frameworks; approaches to data collection, monitoring, and evaluation of structural policies; and APEC’s role in structural reform and the future of work.

For the purposes of the questionnaire, structural reforms for the future of work are policy reforms, initiatives, or programmes relating to the employment, labour, social protection, or skills development/education sectors whose aim is to address skills gaps, income uncertainty, and job precarity while promoting productivity and innovation. Policies are in scope if their ultimate aim is to contribute to the development and promotion strong, balanced, inclusive, sustainable, innovative and secure economic growth.

We encourage economies to include links to online material, where referenced in their responses.

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| ***Please limit responses to a maximum of four pages in total******Format is Times New Roman, size 11, single space*** |
| **1.** | **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?The 3 main challenges that Chinese Taipei is facing are the following:1. Digitalization and new technology

As digitalization and new technology have been prevailing within all aspects of people’s lives and continue progressing into uncharted territory, they not only bring about new work patterns and innovative applications but also result in disruption in job markets globally including the impact of technological unemployment, skill mismatch and the gap of labour and social protection of gig workers due to unclear employment status. Coupled with the COVID-19 pandemic, labour markets around the world have been disrupted even more rapidly. Many traditional industries with old working models of face-to-face contact are facing the inevitable trend of digital transformation.1. International competition for talent

Amid strong international competition for talent and demand for professionals, there is a pressing need for recruiting key international talent. Compared with neighboring economies, Chinese Taipei still has room for improvement in terms of enriching its pool of key international talent, particularly in the ICT, cybersecurity, biomedicine, and aerospace industries.1. Domestic talent shortage

With the demographic impact of low fertility and population aging, our economy has been experiencing a growing shortage of domestic professionals in recent years. In 2020, such a shortage accounted for 17.8% of total workforce shortages. Particularly, the shortage of those professionals in STEM-related occupations involving IT, science, statistics, and engineering stood at 25,000, accounting for 63.5% of the total professional shortage. |
| **2.** | **Structural reform needs:** Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? V Yes \_\_NoIf Yes, what are your economy’s top 3 structural reform needs or policy gaps? What is your economy doing to address these? If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?Chinese Taipei’s top 3 structural reform priorities:1. Social security measures to be strengthened

Regarding structural reform measures in response to the future of work and the COVID-19 pandemic, we are to continue strengthening occupational safety for human-robot collaboration and digital platform workers. The Ministry of Labour (MOL) formulated the “Reference Manual for the Implementation of Collaborative Robot Safety Assessment Reports by Business Entities” in 2018 and the “Guidelines for the Safety of Food Delivery Operations” in 2020, so as to advance the occupational safety and health of related workers. In addition, the MOL announced the “Directions for Classifying an Employment Agreement” and a checklist to identify the subordination nature of an employment agreement, to facilitate the employer and the employee to distinguish an employment agreement and other kinds of labour service agreement. The MOL is collecting and researching relevant information of platform delivery labour rights and protection as well as occupational safety, so as to turn it into a reference for advanced labour rights protection in the future.1. Talent upskilling measures to be strengthened

In cooperation with the private sector, the Ministry of Labour provides diverse training courses as well as on-the-job subsidies to help workers improve their personal skills and stabilize overall employment. As a result, MOL encourages training agencies to conduct training courses in line with industrial development, especially focusing on boosting those skills of digital capability including ICT, Big data, etc.1. Educational measures to be strengthened

To meet the talent needs of industry and bridge the skills gap between education and work, Chinese Taipei keeps improving our higher education strategies and has launched various projects.1. “Higher Education Sprout Project”: This is a student-centred project to comprehensively improve the quality of universities and boost the diversification of higher education, innovate teaching methods to better address social trends and industry needs and complement the government's core industry policies. It encompasses developing courses and setting up laboratories that incorporate students’ interactions with society and with industry during their studies and being equipped with future oriented, problem-solving skills.
2. “Industry-Academia Cooperative PhD Project”: This program is designed to assist universities and tertiary colleges to enhance the practical R&D capabilities of their PhD-level students and personnel and compete for research resources provided by enterprises and other entities. It includes five-year research and development related combined master’s degree and PhD programs, four-year research and development related PhD programs, and research and development projects to address specific industry issues.
3. Continuing to expand the enrolment number of students in key areas: In order to encourage universities to meet the needs of government policies, the government actively expands the enrolment numbers in key policy areas, such as the areas of ICT and semiconductor. The government has invited high-quality colleges and universities to increase the cultivation of ICT talents by 10%-15% since August 2020, with 3,575 student quota being approved for 2020-2021 and 6,654 for 2021-2022.
4. Formulating the “Key Fields of Industry-University Cooperation and Talent Cultivation and Innovation Regulations”: In order to cultivate high-level scientific and technological talents, the government has drafted the "Key Fields of Industry-University Cooperation and Talent Cultivation and Innovation Regulations" to encourage universities to cooperate with enterprises to establish a “Key Field Research Institute”. The purpose of this bill is to allow the industry, government, and academia to jointly participate in the key field research institute’s operations to better cultivate talents. In the future, the scope of the key fields could be gradually expanded to make the successful innovation models spread widely.
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| **3.** | **COVID-19 policies and initiatives:** Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?Chinese Taipei responded the COVID-19 pandemic with a three-pronged plan of disease prevention, industrial relief and economic stimulus, and a special budget to finance the response plan. Covering everyone from families and disadvantaged groups to companies and industries, the special budget provides such support as individual tax breaks and household expense subsidies, as well as relief, stimulus and tax cuts for businesses and industry. In particular, self-employed workers and workers without a certain employer also receive subsistence allowances, and unemployed workers who left work involuntarily during the COVID-19 pandemic and whose have children are in high school or college are also provided with school tuition subsidies, labour relief loans, and interest subsidies. These response measures have successfully saved jobs, stabilized the economy, and build momentum for future growth and development. Chinese Taipei is one of the few advanced economies in the world enjoying positive economic growth (3.11%) in 2020, and its real GDP is projected to grow by 4.64% in 2021.1. “Reliable Employment Program”

To stabilize our employment, the "Reliable Employment Program" was implemented from March 27, 2020 to June 30, 2021. 50% of the wage gap will be subsidized monthly (for up to 12 months) to workers, who have negotiated and agreed with their employers to temporarily reduce working hours or wages and have been registered by the local labour administrative authority. After the expiration of "Reliable Employment Program"the "Recharge and Restart Training Program" also provides subsidies for employers organizing training courses and employees attending vocational training.1. “Recharge and Restart Training Program “

Due to the impact of COVID-19, some industries have adopted reduced working hours to ensure the operation of industry itself and the livelihoods of employees. Through Recharge and Restart Training Program, workers are encouraged to utilize the reduced working hours to participate in training courses to continually develop personal working skills, thus maintaining livelihoods and stabilizing employment. Meanwhile, companies are encouraged to help cultivate job skills during breaks so as to prepare for future transformation of employment. The program will keep going on so as to cope with possible impacts afterwards. |
| **4.** | **Data, measurement, and monitoring:** How does your economy monitor and measure future of work trends and requirements? Please identify your economy’s data sources, methodology, and frequency for monitoring the following (put “N/A” if not currently being monitored):* Informal sector output and employment
* Impact of digitalisation and automation on employment
* Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy
* Skills gaps and/or mismatches
* Expected labour market skills requirements
* Social protection coverage and adequacy
* Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives

Chinese Taipei monitors and measures future of work trends and requirements by the following two ways: 1. Short-term work trends: The government does annual survey on the selected key important industries and monitor the expected job vacancies and skills requirements in the next 3 years.
2. Long-term work trends: The government does occupational projection in the next 10 years by a forecasting model of manpower requirements.
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| **5.** | **Best practices:** Among your economy’s structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively?Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?The most effective policies that Chinese Taipei has implemented were:1. Act for the Recruitment and Employment of Foreign Professionals

In the era of the knowledge and digital economy, talent plays an increasingly important role in enhancing an economy’s competitiveness. Hence, we have already mapped out and implemented a slew of policies aimed at recruiting and attracting foreign talent to come to work and stay, along with significant regulatory easing. However, incoming foreigners still face problems from regulatory restrictions pertaining to visas, work, residency, insurance, retirement, taxation, and other matters, which urgently need to be solved. To solve such problems, the government brought the Act for the Recruitment and Employment of Foreign Professionals into effect in February 2018, so as to create a friendlier environment for foreign professionals to work and reside in our economy by relaxing related visa, work and residency regulations and by optimizing insurance, retirement and taxation benefits available to them. These measures have already successfully attracted internationally-renowned talent from many economies, with top expertise in digital technology, innovation, and other fields, to enter our labour market, bringing all kinds of innovative and expert know-how to our economy, exerting a knowledge-diffusion effect, and spurring technological upgrading and digital transformation in our industries.In order to grasp the opportunities of global industrial supply chain restructuring in the post-pandemic era, Chinese Taipei will continue to relax regulations pertaining to the recruitment of professional talent. 1. Competency Benchmark and iCAP Certification Course

The Ministry of Labor is committed to developing competency benchmarks and iCAP certification courses from 2015 to 2020.The content of the benchmarks and the curriculums should be reviewed and revised at least every three years to meet industry needs.The benchmarks specify the tasks, knowledge, and skills required by a specific occupation or profession, enabling training agencies to quickly grasp the competency requirements of industrial talents. The training agencies would be able to develop training courses that meet the needs of the industry and assist labour in filling the skill gap effectively. |
| **6.** | **Action Plans:** Considering the policy gaps, barriers and challenges you have previously identified, what are your economy’s short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.To deal with the aforementioned challenges, Chinese Taipei will keep formulating and implementing various structural reform measures and regulatory adjustments. In the short-term, the Ministry of Labor has stipulated protection measures for platform workers~~,~~ and will be working on a policy consultation process to address the needs for strengthening platform workers’ protection. Moreover, in order to cultivate more local talent with digital skills and to recruit top-notch talent globally, Chinese Taipei has formulated the “Key Talent Cultivation and Recruitment Program” (2021-2024) with 3 main strategies. 1. Nurturing domestic digital talent

To accelerate the cultivation of domestic digital talent, the government will expand the capacity of STEM education in the universities and encourage non-ICT departments to offer cross-discipline digital technology micro-programs, to meet enterprises’ needs for talent with cross-discipline digital skills. Furthermore, we will promote industry-academia collaboration in talent cultivation, pushing forward the establishment of national research institutes in key fields for bolstering the cultivation of talent for key industries. Additionally, we will refine the application of competency benchmarks and improve the assessment of digital skills, by encouraging businesses to invest in providing digital skills training for employees, so as to strengthen human capital in the enterprise sector.1. Recruiting key international talent

To compete for key international talent, the government will carry out talent recruitment initiatives on a targeted basis according to the needs of our key industries. We will also take a seed-bedding approach by stepping up efforts to attract foreign students to pursue studies in key fields in our economy, then inducing them to stay and work here after graduation. At the same time, we will continue to make regulations and environment friendlier for foreigners to work and live here, aiming to create a national talent recruitment brand that can enrich our economy’s talent pool by making Chinese Taipei a place where top-notch international talent will be glad to come and stay.In view of the urgent need to compete internationally for talent, we endeavor to boost our ability to attract foreign talent by drawing up draft amendments to the Act for the Recruitment and Employment of Foreign Professionals, relaxing regulations on eligibility and residency for foreign professionals coming to work in our economy, and enhancing tax benefits and social security available to them.1. Cultivating bilingual capability and international perspective

To enhance the international competitiveness of our talent, the government will boost the bilingual capabilities of local professional talent through measures such as the bilingualization of higher education, aiming to create an environment for communicating in English. In addition, to boost the international exchange of talent, we will continue to implement various awards and subsidy schemes for encouraging students, teachers and high-level talent to attend study programs or obtain degrees in overseas institutions, so that they can acquire an internationalized mindset and accumulate international experience in professional work. |
| **7.** | **Regional cooperation:** What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?In terms of regional cooperation, APEC is an important cooperation platform for economies in the Asia-Pacific region. In 2020, Chinese Taipei has completed a study to estimate our manpower supply and demand from 2020 to 2030 in response to the digital economy, focusing on understanding our economy’s future skills supply and demand, and shared our experience at the meeting of the APEC Human Resources Development Working Group (HRDWG) - Labour and Social Protection Network (LSPN). In Addition, the government is going to host a “TVET Workshop on Regional Industry-Academia collaboration for Talent Development and Inclusive Growth: Skill Training, Internship, Jobs and Women”, and invite APEC members to support our proposal to organize this hybrid event, which will strategize seamless network of cross-regional and interdisciplinary collaboration through industry-driven vocational education and training programs that would cultivate talents to meet industry demands across economies and to encourage female participation in non-traditional sector. In the future, Chinese Taipei will continue sharing experiences and best practices within APEC and other international arenas to strengthen mutual collaboration with other economies and to echo the APEC theme of the year “Join, Work, Grow. Together.” |