

*Managing of Foreign workers  
in Taiwan*

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# *Organizations in Charge of Managing Foreign Workers*

- Council of Labor Affairs
- Bureau of Vocational Training
- 20 counseling centers in various cities and counties
- Local governments

*Procedures of Applying  
for Foreign Workers*

# *Sources of Foreign Workers*

**Unit: Persons**

<b>Sources of Foreign Workers</b>	<b>Number of Foreign Workers in Taiwan</b>					
	<b>1998</b>	<b>2000</b>	<b>2002</b>	<b>2004</b>	<b>2005</b>	<b>2006 Nov</b>
<b>Thailand</b>	<b>133,367</b>	<b>142,665</b>	<b>111,538</b>	<b>105,281</b>	<b>98,322</b>	<b>93,340</b>
<b>The Philippines</b>	<b>114,255</b>	<b>98,161</b>	<b>69,426</b>	<b>91,150</b>	<b>95,703</b>	<b>91,442</b>
<b>Indonesia</b>	<b>22,058</b>	<b>77,830</b>	<b>93,212</b>	<b>27,281</b>	<b>49,049</b>	<b>82,191</b>
<b>Vietnam</b>	<b>–</b>	<b>7,746</b>	<b>29,473</b>	<b>90,241</b>	<b>84,185</b>	<b>71,021</b>
<b>Malaysia</b>	<b>940</b>	<b>113</b>	<b>35</b>	<b>22</b>	<b>13</b>	<b>12</b>
<b>Mongolia</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>59</b>	<b>79</b>	<b>81</b>
<b>Total</b>	<b>270,620</b>	<b>326,515</b>	<b>303,684</b>	<b>300,150</b>	<b>327,396</b>	<b>322,771</b>

*Source:* CLA 2007, <http://www.evta.gov.tw/stat/9512/index.htm>

# *Distribution of Foreign Workers*

1. Construction Industries
2. Manufacturing Industries
3. Healthcare Service Workers

# *Foreign Workers in the Top5 Mgf Industries*

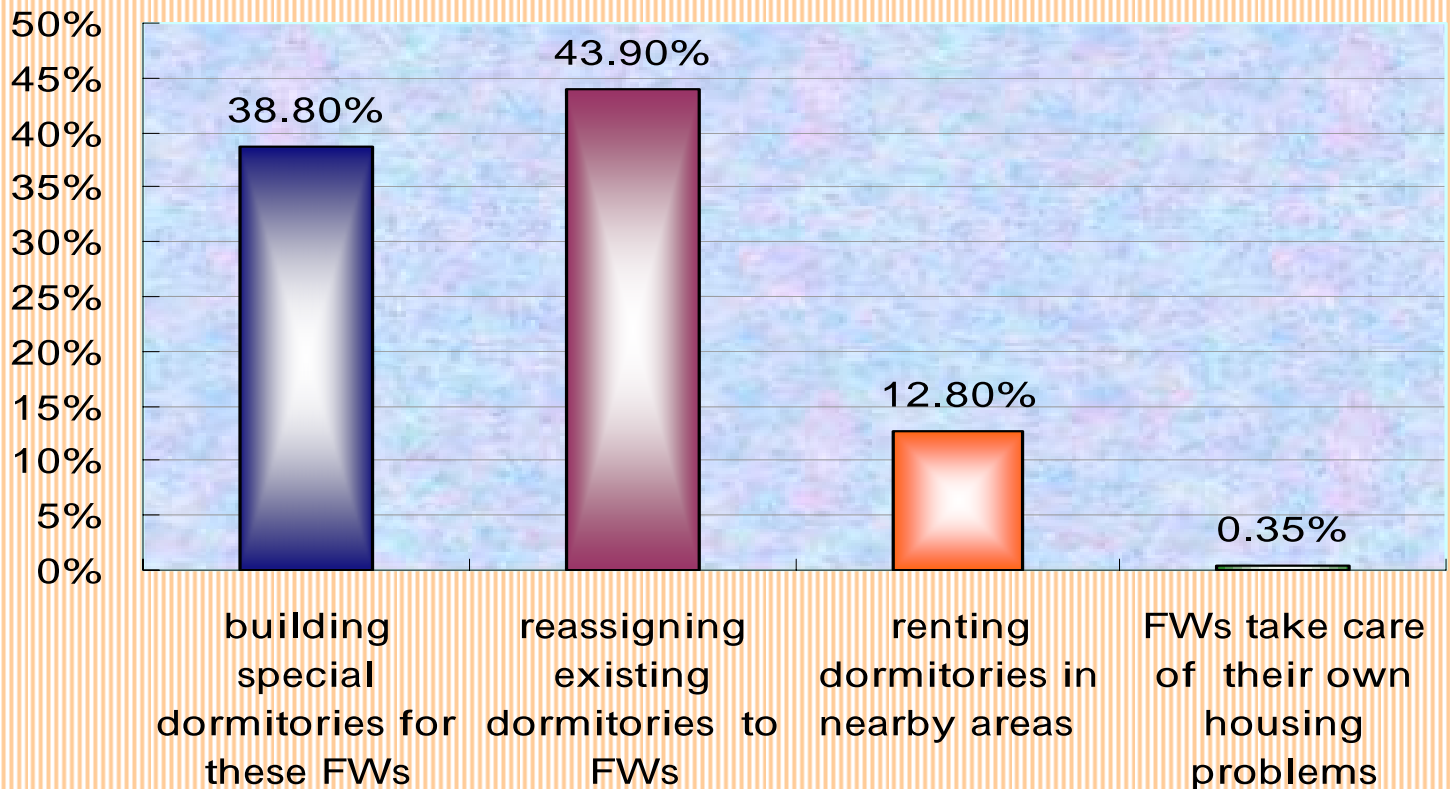
unit: person

Year	Total	Electronic components & accessories	Textile products	Metal products	Computer, communication equipments and Video equipments	Electrical equipment & apparatus	Others
End of 003	162,039	25,360	26,911	17,175	14,717	11,058	66,818
End of 004	167,694	30,123	25,925	17,658	14,117	11,162	68,709
End of 005	166,928	33,635	23,995	17,895	12,935	10,487	67,981

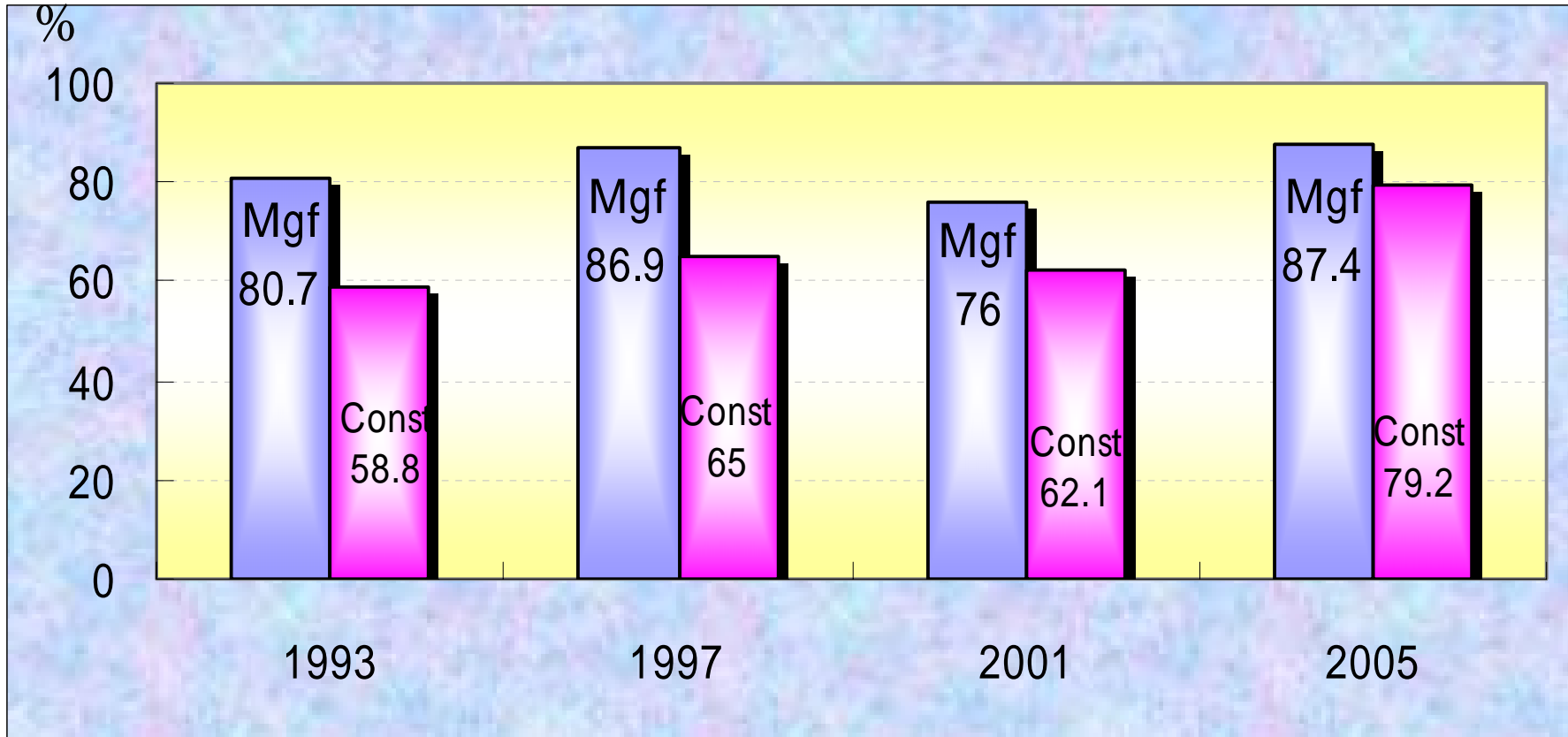
Source: CLA, <http://www.evta.gov.tw/stat/9512/index.htm>

# Managing Foreign Workers

## ■ Housing Arrangement



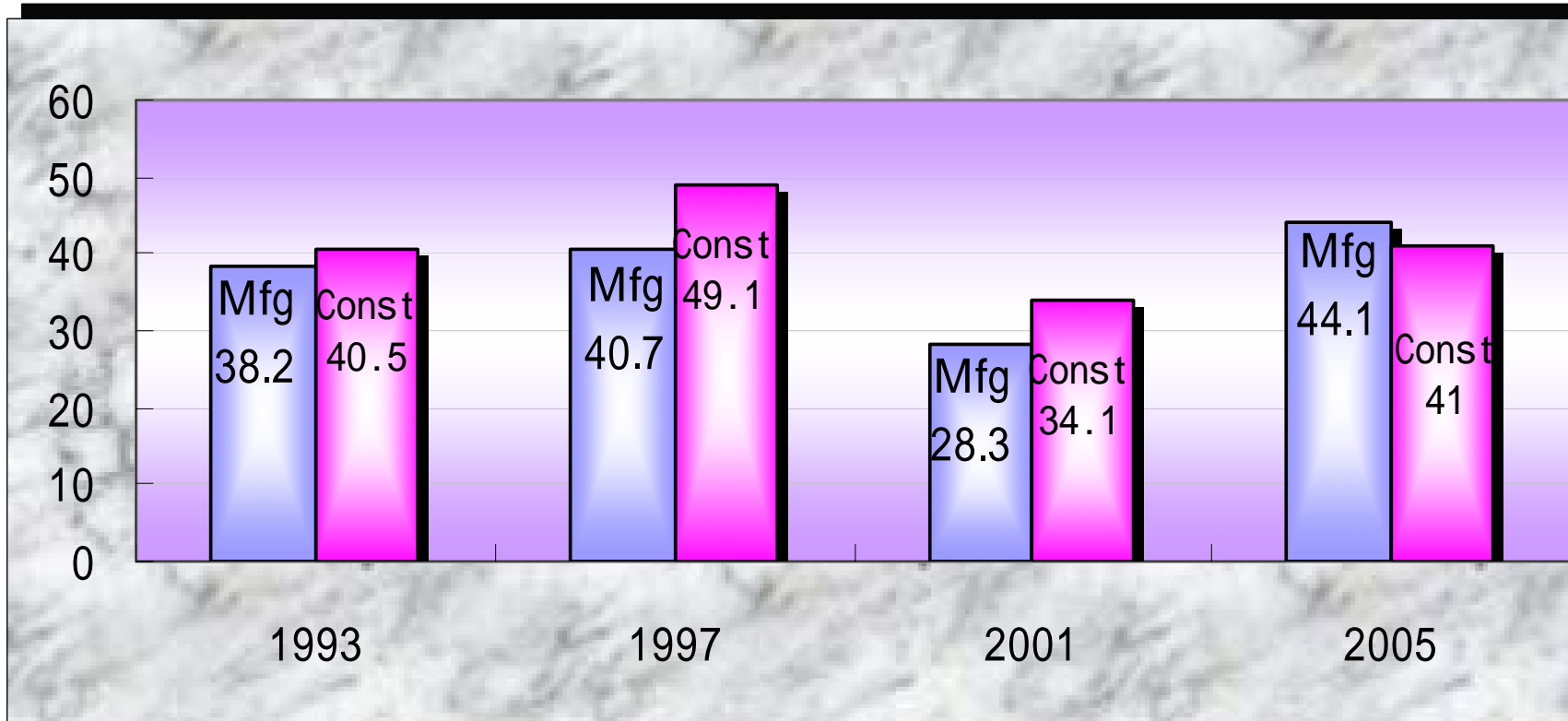
■ Wages



FWs wages as a percentage of native workers

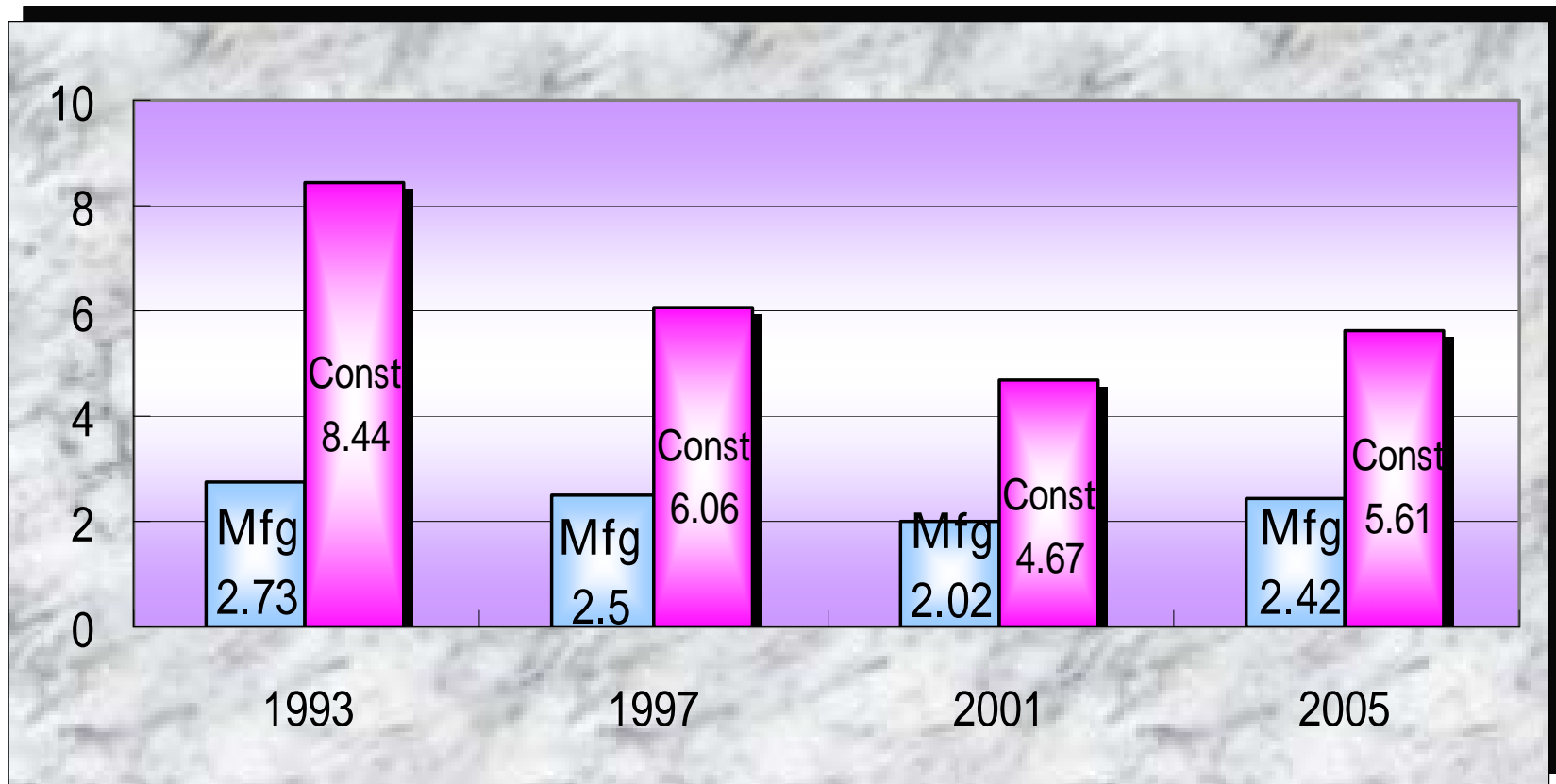


## ■ Work hours, overtime hours for FWs

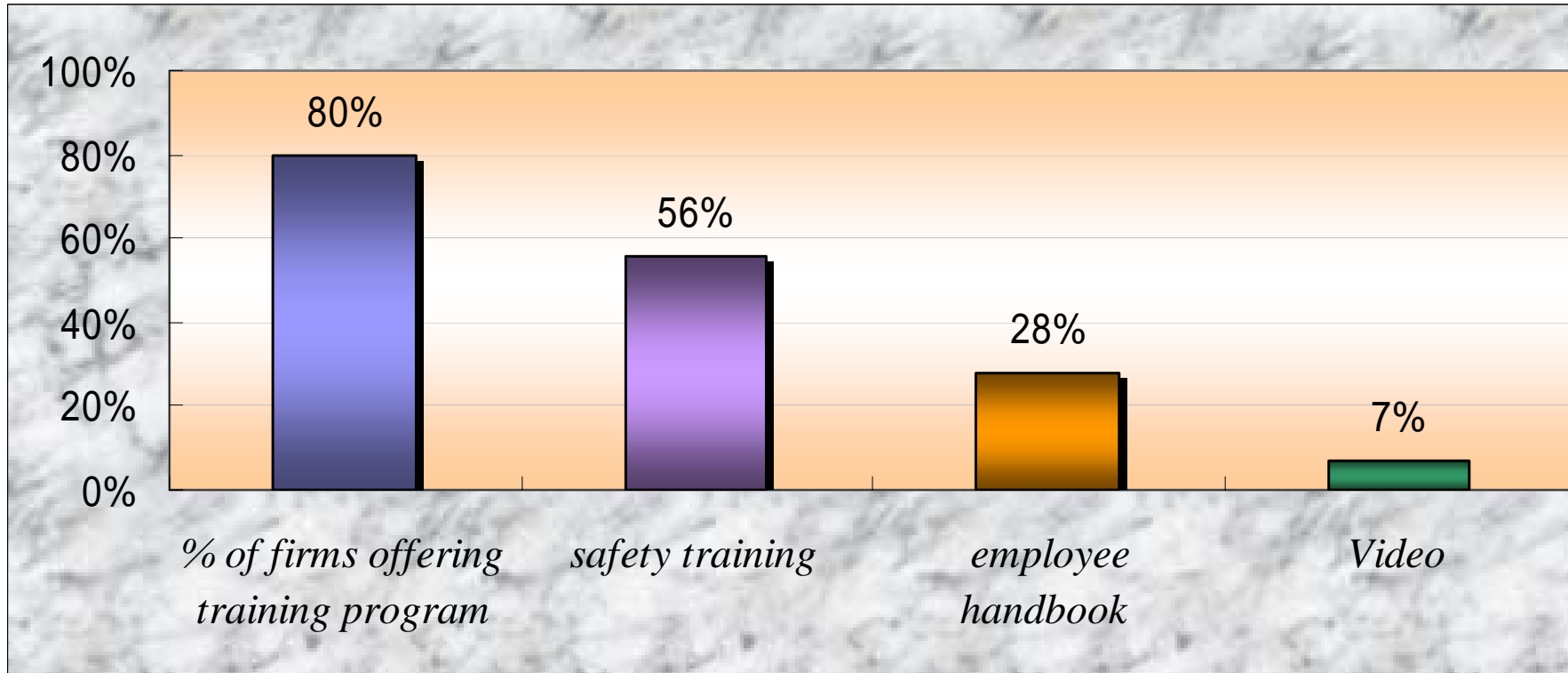


## ■ Ratio of FWs to Native Workers

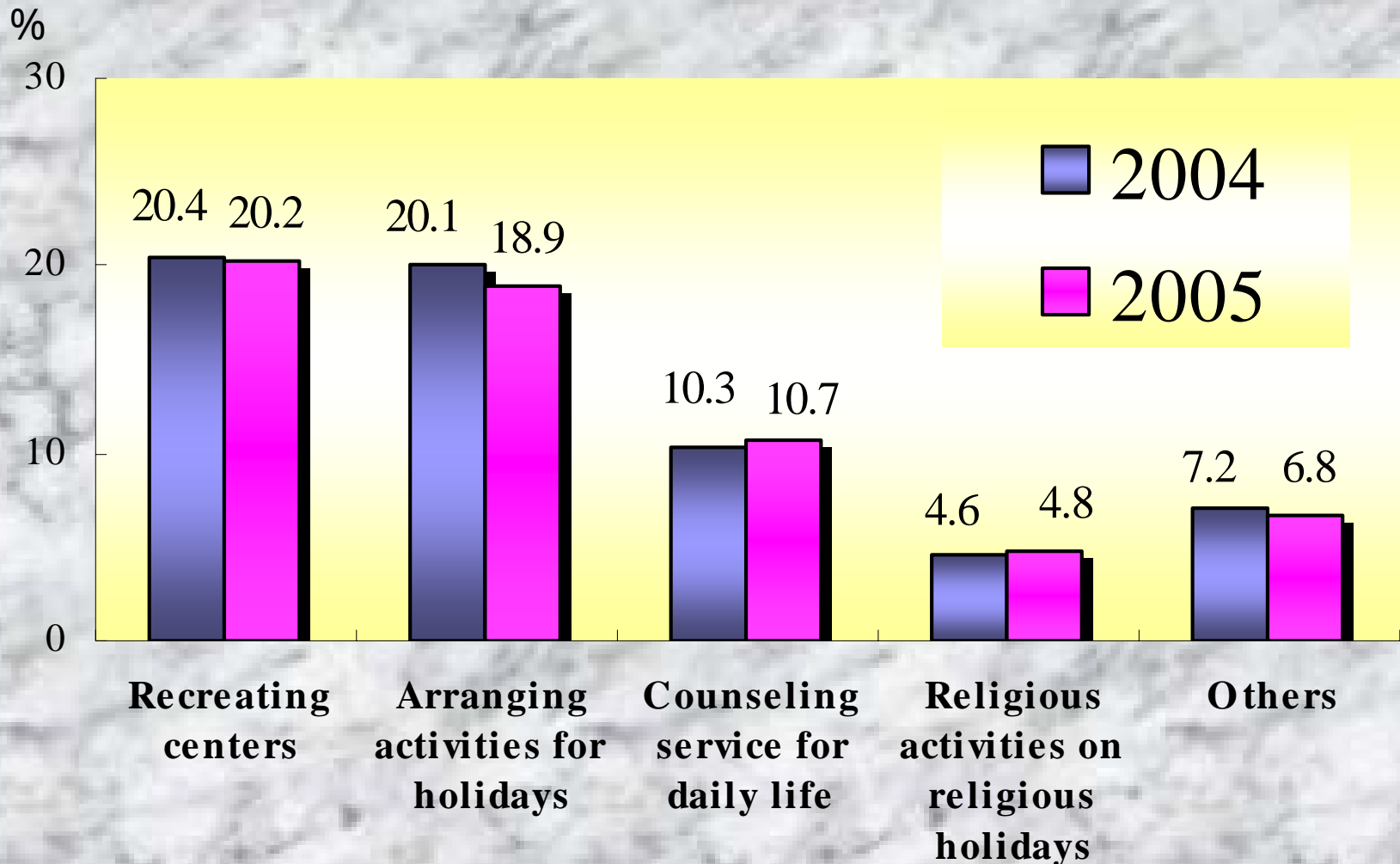
### Work hours



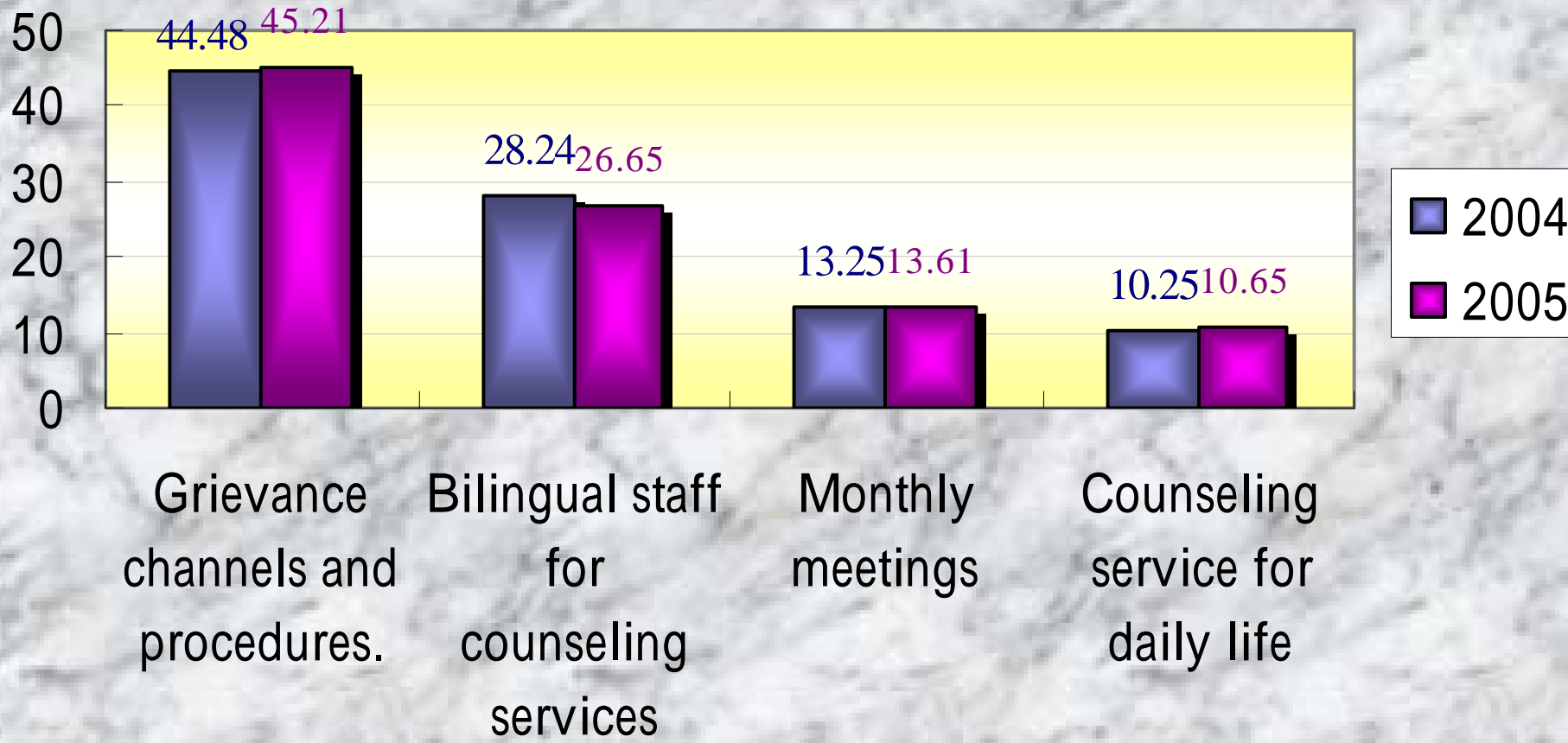
## ■ Training of FWs, 2005



# *Recreational Facilities and Activities*



# *Grievance Channels*



# *Issues in Managing FWs*

## 1. Missing Workers

Reasons for Changing Employers unit : %

<b>Reasons</b>	<b>2005 June</b>
Reason for leaving current jobs	100.00%
1.Encouraged by country fellows	46.05%
2.Expiration of employment contract	36.93%
3.Want higher wages	20.84%
4.Unable to adopt to the current working and living conditions	13.24%
5.Home sick	7.70%
6. Reassigned by job broker	2.06%
7.Unable to get along with native workers	2.06%
8.Others	21.68%

Multiple responses are possible and therefore the total is more than 100%

# Missing Foreign Workers: by country

unit : person, %

Year	Total		Indonesia		The Philippines		Thailand		Vietnam		Mongolia		Unfound No. of missing FWs
	N	Missing rate	N	Missing rate	N	Missing rate	N	Missing rate	N	Missing rate	N	Missing rate	
2001	5,089	1.58	2,804	3.21	1,048	1.22	942	0.68	293	2.75	...	...	6,220
2002	7,079	2.31	3,809	3.99	643	0.93	1,042	0.86	1,584	7.79	...	...	8,143
2003	9,688	3.23	3,411	4.62	873	1.17	1,171	1.09	4,233	9.63	...	...	11,125
2004	12,062	3.96	1,978	4.92	1,177	1.35	1,369	1.32	7,536	10.16	2	3.65	16,593
2005	12,938	4.16	1,973	6.65	1,543	1.65	2,040	2.10	7,363	8.17	19	24.08	21,679

. Missing rate = Number of missing workers ÷ number of foreign workers in Taiwan×100.



## 2. Language difficulties

- Mfg: 25.6%
- Construction: 66.78%

## 3. Different Habits and Sanitation Standards

## 4. Difficulties in assigning FWs and native workers to work side by side

- 2%

## 5. Excessive brokerage fees

## 6. Unqualified brokerage firms

## 7. Minimum wage law