



An Overview of Disability Policy of Employment in Taiwan: Social Inclusive Perspective

Shang Luan Yan, Ph.D., Professor
Social Work, Shih Chien University
Mental Health Association in Taiwan
Mei Chuan Chuang, Executive Officer of Labor Affairs
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[Outline]

- Mainstreaming Disability
- Trends of Employment Services for the Disabled in Taiwan
- Measures and Challenges for the Disabled in Taiwan

Theme - World Programs of Action concerning Disabled Persons

- the 48th session of Commission 4 Social Development
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Mainstreaming Disability

Disability-inclusive development cooperation
within the framework of multilateral, regional
and bilateral initiatives.

(2009, E/CN.5/2010/6)

Article 32 of the Convention on the Persons with Disabilities

- international cooperation, provides a comprehensive normative framework, as well as specific guidance, for mainstreaming disability.

Disability-Inclusive Program

- charity (welfare) towards rights (Gubbels, 2004)
- from medical model to social model (Barnes & Mercer, 2004)
- from social exclusion to social inclusion (AusAID, 2009)

Disabled Act in Taiwan: Employment Related

1980 the Handicapped Welfare Act, 2/26
articles

1997 the Handicapped Welfare Act amended
→ the Disabled Citizens Protection Act, 75
articles.

Employment Promotion: Articles 26-37

2007, People with Disabilities Rights Protection
Act, 109 articles.

Work Rights: Articles 33-47

Employment Promotion → Work Rights

1997: Job training, Assessment,
Placement Services, Follow-up and
Counseling

2007: Vocational Rehabilitation

Expanding Quota for disabled hiring
Shelter Factory - Labor Standard Act
Job Assessment

Disabled Population in Taiwan

Age	0-14	15-64	65 & over	Total
1997	34,020 (6.8%)	318,018 (63.6%)	148,001 (29.6%)	500,138 (2.3%)
2009	47,444 (4.4%)	627,150 (58.6%)	396,479 (37.0%)	1,071,073 (4.6%)
2009	Labor participation 32.1%(197,000)			
	Unemployment rate 17.3%(34,000)			

Social Exclusion → Social Inclusion

- Work rights
- Welfare → Workfare
- Medical → Social



Work Rights

- 3 laws —
- the Labor Standards Law (勞動基準法)
- the Disabled Employment Protection Act (身心障礙者權益保護法) : Required ratio of disabled people in the total work forces in public and private sectors
 - public with 34 (50) or more employees is obliged to have at least 3 % of the payroll filled by disabled people, while private have 67 (100) or more should have at least 1 % (1) of the payroll filled by disabled employees
- the Employment Service Act (就業服務法) that prohibits discrimination against people with disabilities.

07/2009 4,400 jobs for disabled

Employment Services for Disabled

I. Capacity Building

e.g., Training, Practice

II. Multiple Employment Placement

e.g., Supported, Sheltered, at home

III. Incentives for Employer

e.g., Subsidy, Allowance

IV. Anti- Discrimination to Disabled

Principles of the Disability Strategy

- Active Role for People with Disability
- Recognize Rights

People Oriented: Case Management

- Focus on Prevention and Service Provision
- Focus on Women and Children

Employment Service Program for Battered Women

Welfare → Workfare (Rights)

- 2009 96 Sheltered factories for the disabled
- 2008 86 Taipei & Taoyuan 60(62.5%) , (N=863)
- 2007 registered 80/96(83.3%)↑1.9%

Types: 34.4% land by GO

62.5% NGOs (foundation and association)

21.9% disabled org

Duration : 3-5 years (39.6%) , 1- 2 years (25%) ,
over 6 years (22.9%)

Medical → Social I

- 2009 13 health institutions, educations, social welfare orgs hired employment service workers engaging supportive employment in community for disabled (mentally or physically challenged)

Medical → Social II

- President Chain Store Corp — which operates Taiwan's 7-Eleven stores
- employ 224 disabled workers, higher than 60 (the required by law).
- 28 full-time workers who have been with the firm for an average of 11 years.

Disability Specific Initiatives

- 2009 Employment Service Program for Battered Women
- 5 employment social workers
1 worker services for 20 cases

Employment Measures for Disabled

- 26,602/73,552 disabled employed due to employment services
- 12/2010 60,000 disabled employed due to the hiring quota
- 1,200 manpower for Vocational Rehab
- 1.8 billion for Vocational Rehab

Challenges for the Disabled Employment

- Capability & Capacity of NGOs
- Capability of Professional Manpower
- The hiring quota for Enterprises
- Wages in Sheltered factory are accord with the Labor Standard Act?

Thank You !