

# DECENT WORK AND ECONOMIC GROWTH

*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*

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86



Publications in SCOPUS

397



Course units

3.4%



Percentage of all Taiwan publications

8153



Students who chose the course units

## Research

### Connections Between Academic Institutions and Local Communities:

#### Regional Revitalization by Recording Youth Entrepreneurship in Hakka Villages

Going from research and in-class learning to regional revitalization, the students and faculty members of the College of Hakka Studies published the book *Second Generation Regional Revitalization: New Life of Hakka Villages*, which features 17 in-depth reports of second-generation entrepreneurship stories. Through in-depth interviews, the book explores how youths returning to their hometowns can take over, transform, and create local industries with the mindset of a new generation and thereby develop new possibilities. The book will be donated to school and public libraries at all levels in Hsinchu County (City).

#### Promoting Workers' Occupational Health

The use of toxic organic solvents in the factory of the Radio Company of America (RCA) in Taiwan caused the deaths and occupational illnesses of workers. This case of pollution is known as the RCA Incident. After decades of litigation, the court finally ruled in 2018–2019 that the RCA and its parent company must provide compensation to the employees and their families. In 2021, the RCA Employee Care Association used the compensation to establish a public welfare fund. Professor Yi-Pin Lin of NYCU's Institute of Science, Technology, and Society served as a consultant during the RCA trial and focused especially on gender issues in the case, emphasizing how the lifestyle and work of female employees differed from those of male employees, so "gender variables" had to be properly considered in the relevant research regarding the case. For example, female employees might have had to use the water for longer periods of time, and therefore, were more likely to be exposed to the risks. Plus, the reference data on deaths may not have included female employees who have moved with their husbands. This indicates how important it is to properly incorporate gender perspectives into research or when making causal inferences in fields such as health risk assessment, environmental epidemiology, and occupational epidemiology. The RCA incident leaves an indelible scar on Taiwan's labor history. To prevent it from repeating, the government and the public must look more seriously at the relationship between the occupational environment and health, as well as the need for a sound system to protect employees' rights.



## Social Impact

### Boosting the National Youth Employment Rate Through the Industry “New Elites” Pilot Program

To implement the Industry “New Elites” Pilot Program launched by the Workforce Development Agency of the Ministry of Labor, NYCU introduced several new courses, including “Diversified Semiconductor Industry Talent Cultivation,” “AI Interdisciplinary Data Science Talent Training,” “Optoelectronics and AI Biomedicine Industry Talent Cultivation,” “International Marketing and Business English,” “FinTech,” “AI,” and “Industry 4.0.” These courses have boosted youth employment to over 70%. Between June 2021 and June 2022, a total of 12 courses were provided in the Industry “New Elites” Pilot Program, benefiting 546 people. The training courses include both theory and practice to develop students’ employment skills, which is in line with the government’s economic development policies; in addition, the courses help young people optimize their resumes. NYCU also organizes job fairs for companies to introduce themselves and match students to positions, giving young people interview opportunities and increasing the employment rate of trainees.

### Strengthening Social Justice

The “Research Center for Financial Regulation and Corporate Governance” of NYCU’s School of Law is committed to promoting human rights and justice-related campaigns. The center’s director, Professor Chih-Chieh Lin, was among those who drafted the “Public Interest Whistleblower Protection Act.” Professor Lin helped draft the bill from scratch so that Taiwan could have more comprehensive laws protecting whistleblowers’ identity, personal safety, and job security. The center also organized a series of seminars on labor rights, thereby raising labor rights awareness, promoting labor rights protection, and working with the NYCU International Institute for Cultural Studies to focus on the labor rights of migrant workers and provide suggestions for relevant policies and regulations.

## Student Cultivation

### Promoting Courses for Friendly Workplaces and Gender Equality

NYCU teaches students about workplace safety and labor rights policies through a series of professional courses and lectures. For example, as part of the courses “Organizational Behavior” and “Human Resource Management,” Assistant Professor Po-Yi Li invited Researcher Nai-Chia Chen from the UK Westminster Foundation for Democracy to give a lecture on “The Practice of Gender Diversity Friendliness in the Workplace.” Chen talked about the definition of gender-friendliness, the workplace experience of workers in Taiwan, and the relevant practices of domestic and foreign companies. The course also invited students to think about possible gender-friendly policies from the perspective of corporations. In their feedback on the lecture, many students mentioned that they would be more empathetic and tolerant in the future, not only respecting colleagues with diverse gender identities but also being an ally and contributing more to gender equality. NYCU also invited Dr. I-Tien Tang from the Taipei Veterans General Hospital to talk about workplace safety and health promotion and how to prevent illnesses induced by a heavy workload. The NYCU School of Law organizes seminars and lectures regularly to give students channels through which to learn the role of human rights protection in the workplace and in supporting economic development.

### Graduate Employability

NYCU graduates possess outstanding competence and skills, making them prime candidates for positions with corporations across all fields. According to *Cheers Magazine’s* “Enterprises Favorite University Student Survey,” NYCU graduates ranked among the top three in “professional knowledge and technology skills,” “innovation,” “problem-solving,” and “digital applications” in 2020–2021. In addition, according to Global Views Monthly’s big data report on “universities with the highest starting salary for graduates,” graduates from NYCU who graduated in 2021 from IT-related fields had an average starting salary of NT\$40,000, sharing the top spot with three other elite universities in Taiwan. The starting salary of graduates from IT-related fields increased to NT\$41,000 in 2022, ranking the highest in Taiwan.

## Student Cultivation

### Career Training to Recruit High-Level Talents

To help overseas Chinese students and international students find employment in Taiwan after graduating, NYCU invited professional lecturers to conduct nine job search workshops covering many topics, including business Chinese, mock interviews, online resume writing, and English presentations. The series of job search workshops also included an “all-English mock interview workshop” to help overseas Chinese students and international students elevate their competitiveness; during this workshop, interview techniques and knowledge of Taiwanese tech industries were shared. On the day of the event, 10 overseas Chinese/international students engaged in one-to-one mock interviews and career consultations with lecturers.

NYCU also collaborated with the Ministry of Economic Affairs to organize the “2021 Career Talk and Employment Meetings” event for overseas Chinese students and international students. The event listed more than 100 job vacancies provided by four companies: ASML, Asoke Computer, Wistron, and Dimerco Express Corporation. These companies provided on-site interview opportunities. NYCU continues to help its outstanding students with the recruitment process and takes measures to retain international talents. In addition to actively strengthening the link between students and domestic industries, NYCU also invests a lot of resources in enhancing the competitiveness of students and organizing talent matchmaking events. Such actions not only help meet the need for high-level talent in domestic industries but also contribute to international economic development after international graduates return to work in their home countries.

### Domestic and Foreign Professional Internship Programs

In response to the need for global talent cultivation, and given the opportunities there are for our graduates to participate in overseas corporate operations, NYCU has launched internship programs through sustainable cooperation initiatives with enterprises. Since 2018, NYCU has worked with the industry-leading companies Delta Electronics Inc. and the Education Division of the Taipei Representative Office in the EU and Belgium to offer students professional internship programs at the Delta Electronics EMEA (Europe, Middle East, and Africa) Headquarters in Hoofddorp, The Netherlands. In addition, NYCU also cooperates with semiconductor equipment industry leader ASML to run an internship program offering students overseas internships at the ASML headquarters, located at the High-Tech Campus Eindhoven—the Silicon Valley of Europe. NYCU’s industry–university cooperation will help cultivate talents in the global semiconductor industry, as well as enhance students’ professional knowledge, English communication skills, and international mobility.



## Stewardship

### Workplace Dignity and Policies

NYCU handles faculty and staff remuneration and its evaluation standards in an open and transparent manner, and it follows the regulations governing employee recruitment, selection, appointment, remuneration, evaluation, and promotion stipulated in the Ministry of Labor’s Act of Gender Equality in Employment. NYCU does not discriminate against employees based on gender, sexual orientation, age, race, religious beliefs, or any other factors. Recently, to maintain a harmonious workplace and ensure the occupational safety and labor rights of all employees, NYCU issued the “Prohibition of Workplace Violence” written notice. NYCU will not tolerate any form of workplace bullying or discrimination between supervisors and employees.

### Comprehensive Occupational Health and Safety Management Systems

NYCU conducted a campus environment and safety management system review in 2020 and 2021 to get a grasp of its campus environment and safety management status. Items for inspection included “environmental protection and energy resource management,” “occupational health and safety management,” and “campus disaster management.” NYCU not only passed the expert review but also gained a recognition of excellence from the Ministry of Education for its excellent environmental protection and disaster prevention practices. After the Chiaotung campus received the ISO 45001:2018 international certification in December 2020, the Yangming campus was also certified by the British Standards Institution in November 2021.

Furthermore, NYCU has invested resources in building a digital environmental health and safety management system so that matters including personnel and site management, education training, procurement of regulated materials, waste management, and emergency response resources can be handled under the ISO 45001 occupational health and safety framework to improve the safety of our campus environments. Going forward, NYCU will establish an even more comprehensive occupational health and safety management system to enrich students’ and faculty members’ labor rights knowledge, literacy, and awareness, thus ensuring their ability to work, learn, and study in a safe environment, as well as providing safe, convenient, and friendly occupational health and safety services.