

# 08

## DECENT WORK AND ECONOMIC GROWTH



2018-2022 Publications

92



Course Units

1,084



Student Engagements with Units on SDG 8

31,423



2018-2022 Percentage of all Taiwan Publications

3.2%

## Research

### Reducing Job Insecurity of Employees

Associate Professor Kuo-Yang Kao of NYCU' s Department of Management Science focuses on researching workplace health and safety. His latest research pointed out that job insecurity has gradually become an important concept in the research of organizational behavior and occupational mental health, and found that job insecurity will reduce employees' work engagement and job satisfaction. The research results reveal that managers should provide employees with more opportunities for information exchange and communication to enhance their understanding and sense of control over their job situations, in order to reduce feelings of ambiguity about their future employment. These findings have been published in international journal *Stress & Health*.

### Economic Development and Energy Use Efficiency of Nations

In the face of multiple pressures like energy crisis, inflation, and rising greenhouse gas emissions, improving energy efficiency and intensity is a top priority. Professor Jin-Li Hu of the NYCU Institute of Business & Management used energy intensity to compare the energy dependence of G7 and BRICS nations. The study found that BRICS nations have greater room for improvement in terms of energy intensity. This is mainly due to managerial inefficiency, technology gap inefficiency, and global technology gap inefficiency. On the other hand, G7 nations should pay attention to the research, development, and innovation of energy technology to improve energy intensity, which will not only help reduce energy use and carbon emissions, but also allow the public to save on energy expenses at a time of high energy prices. These findings have been published in the internationally renowned *Journal of Productivity Analysis*.



## Social Impact

### Semiconductors and Key Tech Industry Talent Development Base

NYCU teamed up with the Taoyuan-Hsinchu-Miaoli regional branch of the Ministry of Labor's Workforce Development Agency to establish the "Semiconductors and Key Tech Industry Talent Development Base," accelerating the introduction of talents to the semiconductor industry and other key tech industries through innovative industry-government-academia collaboration. A total of ten pre-employment and on-the-job courses in semiconductor, optoelectronics, and AI were offered in 2022, training 302 people between jobs and 60 employed workers. The employment rate of trainees upon completing the courses reached 70%. The program also gave students priority to be matched with big tech firms such as PSMC, UMC, Innolux, Epistar, and Canon Semiconductor Equipment.

### Open House Campus Recruitment

NYCU's "Open House" is the biggest campus recruitment event in the Taoyuan-Hsinchu-Miaoli area. Held once every spring and fall each year, the event not only includes a physical job fair, but also an online job fair, online company presentations, and other diverse activities to help students find a good job and help companies find quality talent. A diverse array of companies participated in the campus recruitment event this fall, including semiconductors, electronics, information software, biotech and medical, and start-up companies. Over 80 companies participated in the event, providing over 5 thousand job opportunities, including openings with a monthly salary of over NT\$130,000. The online fair was gamified to make job seeking more interesting, helping students more accurately find companies they are interested in and learn about job openings.

## Education & Cultivation

### Occupational Safety and Health Education and Training

To enhance laboratory health and safety education on campus, lower the risk of accidents, and strengthen laboratory personnel's hazard recognition and prevention skills as well as knowledge of relevant legal responsibilities, the NYCU Center for Environmental Protection and Safety and Health organizes regular occupational health and safety education and training activities, which cover workplace safety and health regulations, fire prevention and emergency aid basics and drills, emergency response, introduction and practice of laboratory health and safety, eco-friendly health and safety regulations, etc., to enrich the professional knowledge, skill, and awareness of faculty members, ensure that all colleagues work in a safe environment, and create a high-quality teaching and research environment.

### Improve Labor Rights Knowledge

To encourage employees to pursue lifelong learning and enrich their knowledge of labor laws, NYCU's Labor Union organizes regular seminars on labor rights and provides public welfare labor law consulting services that help inquirers with questions regarding labor rights, labor disputes, or labor laws, and sets up talks between labor and management to promote the development of better labor-management relationships. Additionally, the NYCU School of Law is the first to offer the program "Social Justice, Gender Equality, and Labor Rights," with core courses that include gender and law, labor rights theory and practice, elder law, collective labor relations law, and labor lawsuits. The program encourages students to learn about social care and justice that should come with studying law, ensure employees' right to "work with dignity," and promote economic growth.







## Stewardship

### Workplace Zero-Bullying Policy

To maintain a harmonious workplace and ensure the occupational safety and labor rights of all employees, NYCU issued the written notice "Prohibition of Workplace Violence," which states that NYCU will not tolerate any form of workplace bullying or discrimination between supervisors and employees. NYCU also provides channels for consultations and reports about workplace bullying, to ensure the physical and mental safety of employees.

### Implementation of Employee Assistance Programs

NYCU promotes Employee Assistance Programs (EAPs) to assist faculty members and staff in preventing or resolving factors that affect their work performance, so that they can work with a healthy mind and body, and improve their morale and service efficiency. NYCU provides a wide variety of service measures to create a happy, caring work environment, cultivate a culture of positive interactions, and improve the organization's competitiveness. These service measures include the following three aspects:

- **Work:** Consulting services on work or career-related matters such as new employee training, work life balance, workplace interpersonal communication, career (retirement) planning, etc.
- **Life:** Provide daycare and school enrollment assistance for employees with children, as well as legal, family and marriage, insurance, and tax consultation services through NYCU and social resources.
- **Health:** Consultation services regarding fitness, healthcare, vaccines, stress, emotional management, and communication with spouse or children.