



DECENT WORK AND ECONOMIC GROWTH



2019-2023
Publications

103



2019-2023
Percentage of all
Taiwan Publications

3.1%



Course Units

1,592



Student Engagements
with Units on SDG 8

28,795

Research

Creating a Friendly Workplace Environment

The Lab of Occupational Health and Safety (LOHAS) team, led by Associate Professor Guo-Yang Gao of the Department of Management Science at our university, is dedicated to improving employee health and actively promoting the establishment of a friendly workplace environment. LOHAS's research has found that industrial-grade foot mats can effectively reduce musculoskeletal pain for workers who stand and walk for extended periods and improve work efficiency. This research demonstrates that creating a healthy and safe work environment benefits employee health and enhances corporate performance. Additionally, this research achievement won the Excellence Award in the "Best Practices for Preventing Ergonomic Hazards in the Workplace" competition organized by the Occupational Safety and Health Administration of the Ministry of Labor.

Employee Benefits and Corporate Financial Performance

A comprehensive employee benefits system can help companies maintain harmonious labor relations and improve corporate performance. Professor Wan-Li Liang of our university's Department of Information Management and Finance used big data to examine the relationship between employee benefits and corporate financial performance. The research results indicate a positive correlation between employee-friendly measures and corporate performance, with employee benefits also positively associated with productivity and innovation investment, particularly in labor-intensive companies and those with better corporate governance. This research has been published in the international journal *Managerial Finance*.

Social Impact

Addressing the Semiconductor Industry Talent Shortage

The technology industry faces dual challenges of external competitive pressures and internal talent cultivation and shortage. In response to the industry's demand for semiconductor talent, 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." Since its inception in 2022, the base has trained nearly 537 students who have entered the semiconductor industry, with nearly one-third coming from interdisciplinary backgrounds. In 2024, the base will launch several specialized talent development programs covering the most popular technology topics, including the "Semiconductor and AI Applications Professional Talent Development Program," the "Photonics (Silicon Photonics & Quantum) and AI Applications Professional Talent Development Program," and the "Electronics and AI Applications Professional Talent Development Program." These initiatives aim to channel trained talent into semiconductor-related industries to alleviate the talent shortage problem.

Open House Corporate Campus Recruitment

Our university's "OPEN HOUSE" is the nation's largest corporate campus recruitment event, held twice annually in the spring and fall. The event includes a job fair, corporate presentations, company visits, and one-on-one consultations with corporate mentors, helping students secure good jobs and companies find quality talent. The 2023 Fall Job Fair attracted 58 companies, offering over 5,000 job openings. Besides the semiconductor industry, other participating sectors included information software, consumer electronics, internet communications, human resources, startups, wholesale and retail, and transportation and warehousing, allowing students to familiarize themselves with the job market and environment early on. Additionally, bilingual job consultations and recruitment activities specifically for foreign students are also provided to encourage foreign students to stay and work in Taiwan after graduation.



Education & Cultivation

Understanding Human Trafficking and Forced Labor

To enhance students' awareness of the prohibition of human trafficking and forced labor, the International Center for Cultural Studies at our university is organizing a workshop titled "Outsourcing Employment Systems in Labor Supply Chains and Fraudulent Industrial Parks." This workshop will invite scholars, independent media, and non-governmental organizations from various regions to delve into the rapidly evolving outsourcing employment systems within labor supply chains and issues related to human trafficking. The focus will be on recent fraud cases in Taiwan, Cambodia, Indonesia, the Philippines, Thailand, Myanmar, and other Southeast Asian countries. The workshop will also analyze how these illegal activities thrive in legal grey areas.

Developing Workplace Soft Skills

To enhance students' competitiveness in the workplace, the Career Development Section of the Student Affairs Office at our university regularly organizes the "Workplace Soft Skills Lecture Series." Topics include workplace communication and upward management, entrepreneurship SOPs, workplace presentation techniques, career interests, and competency development. These lectures aim to supplement the soft skills most needed in the workplace, improving students' performance in interpersonal relationships, teamwork, communication, emotional management, learning attitude, and stress resilience. The goal is to cultivate transferable comprehensive skills that strengthen employability and competitiveness.

Language: Lecture in English (Mandarin Interpretation provided)
英文演講 - 提供中文同步翻譯

December 18, 2023
14:00-17:00 (Taipei time)
陽明交通大學人社二館106A
HA Building2, 106A, NYCU

Hybrid Event: 實體 + 線上活動

Industrial-Scale Scamming Compounds and the Network of Outsourcing Recruitment Systems in the Labor Supply Chain

勞力供應鏈中的外包聘雇制度與詐騙產業園區



Stewardship

Employee Assistance Programs (EAPs)

Our school promotes the "Employee Assistance Programs" (EAPs) to create a caring and supportive work environment, helping faculty and staff address issues that may affect their work performance. It allows them to work with a healthy body and mind, improving their morale and service efficiency. The school's Human Resources Office website has an EAP section that provides information on upcoming events, discussions on various mental and physical health topics, and related reports. The specific services provided include:

- **Work:** New employee training, work-life balance, workplace interpersonal communication, career (retirement) planning consultations, flexible working hours, and family care leave to support family-friendly policies, as well as friendly facilities such as priority parking for pregnant employees and designated parking spaces for people with disabilities.
- **Life:** Childcare and school enrollment assistance services, consultations on legal issues, family and marriage matters, insurance, and tax issues, combined with resources within the school and the community.
- **Health:** Exercise and fitness, medical care, vaccinations, stress management, emotional management, communication between couples and parents with children, and different counselors or external psychological counseling services based on employees' needs or geographical preferences.

Workplace Zero-Bullying Policy

To maintain a harmonious workplace and ensure all employees' occupational safety and labor rights, 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 employees' physical and mental safety.