

2020 防制人口販運國際工作坊
International Workshop on Combating Human Trafficking

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工作坊緣起

人口販運不僅危害基本人權，亦是侵害自由的嚴重犯罪行為，具有跨國境及有組織性的性質，聯合國的人口販運問題報告顯示，全球人口販運案件有 55% 具有跨國境特色，雙邊及多邊（區域性或全球性）國際交流合作，係不可或缺之防制策略，內政部(移民署)為強化與各國合作關係，精進我國防制人口販運工作，每年邀請國內外政府官員及非政府組織等民間團體人員齊聚一堂，辦理防制人口販運國際工作坊（下簡稱工作坊），共同探討防制人口販運相關議題。

現代化奴役行為等於是人口販運的代名詞，為因應新興的人口販運議題及從探討從源頭防制的策略作為，2020 年國工坊規劃主題包含：國際人口販運追訴趨勢(國際人口販運態樣、趨勢與查緝)、被害人保護機制分享(包括隱藏於全球供應鏈中之人口販運、尊重被害人需要之安置保護多元化機制、周妥服務被害人之醫療與諮商措施等)、查緝起訴機制與重要案例交流(包括對於加害人偵查實效性、處罰加害人有效法律或行政措施等)。



About the Workshop

With its cross-border and organized nature, human trafficking not only violates basic human rights but also constitutes grave crime undermining freedom. According to the UN Trafficking in Persons Report, 55% of human trafficking cases worldwide are cross-border, so bilateral and multilateral (regional or global) international cooperation is indispensable for combating human trafficking. To strengthen collaboration with other countries and improve human trafficking prevention, National Immigration Agency, Ministry of the Interior, holds International Workshop on Combating Human Trafficking every year, where representatives from the public sector and NGOs at home and abroad are invited to exchange ideas on human trafficking prevention.

Modern slavery is equivalent to human trafficking. To tackle emerging human trafficking issues and discuss preventative strategies, the 2020 International Workshop on Combating Human Trafficking includes the following topics: international trend in human trafficking prosecution (human trafficking patterns, trend, and investigation), victim protection mechanism (including human trafficking in global supply chain, a diversified placement and protection mechanism addressing victims' needs, and comprehensive medical and consultation services for victims), investigation and prosecution as well as major case studies (including improving the efficacy of perpetrator investigation, effective legal or administrative measures to penalize the perpetrators).

大會資訊/ General Information

會議日期/ Date

2020 年 9 月 1-2 日(星期二-三)

September 1-2, 2020 (Tuesday-Wednesday)

會議地點/ Venue

財團法人張榮發基金會國際會議中心 11 樓 1101 會議室

11F Room 1101, Chang Yung-Fa Foundation International Convention Center

指導單位/Advisor

內政部

Ministry of the Interior

主辦單位/Host

教育部、交通部觀光局、外交部、行政院大陸委員會、行政院農業委員會漁業署、勞動部勞動力發展署、內政部移民署

Ministry of Education, Tourism Bureau, Ministry of Foreign Affairs, Mainland Affairs Council, Fisheries Agency, Council of Agriculture, Executive Yuan, Workforce Development Agency, Ministry of Labor, Ministry of the Interior National Immigration Agency

*會場提供免費無線網路，請連線到:Chang Yung-Fa Foundation，不需密碼。

Free Wifi on the Venue: Please connect to Chang Yung-Fa Foundation, No password.

大會議程表

109年9月1日(星期二)

時間	議程
08:30-09:30	報 到
09:30-10:00	長官開幕致詞暨合照
議題一：防制人口販運之整體策略 主持人：行政院防制人口販運協調會報委員 劉黃麗娟	
10:00-10:30 (30分鐘)	企業社會責任與防止供應鏈中的強迫勞動(荷蘭方式) 主講人：荷蘭在台辦事處代理副代表 貝莉莎 Lisette Hurkmans-Berkers
10:30-11:00 (30分鐘)	政權如何能夠真正幫助人口販賣的受害者—借鑒香港的情況(錄影播出) 主講人：香港大學法律系首席講師暨香港守護尊嚴中心創辦人 何珮芝
11:00-11:20	茶 敘
11:20-12:30 (70分鐘)	與談人：(30分鐘) 國立中正大學犯罪防治學系教授 朱群芳 雙向交流(40分鐘)
12:30-14:00 (90分鐘)	午 餐
議題二：被害人安全與新生 主持人：行政院防制人口販運協調會報委員 鄭津津	
14:00-14:30 (30分鐘)	人口販運被害人新生-社工人員陪伴機制 主講人：財團法人天主教善牧基金會督導 謝淑如
14:30-15:00 (30分鐘)	杜絕在臺境外學生遭受剝削之安全閥-從東南亞境外學生談起 主講人：教育部國際及兩岸教育司專門委員 劉素妙
15:00-15:30 (30分鐘)	對人口販運之關鍵打擊及預防作為-從中央執行考核地方政府談起 主講人：中央警察大學助理教授 林盈君
15:30-16:00 (30分鐘)	茶 敘
16:00-17:10 (70分鐘)	與談人：(30分鐘) 1. 國立中正大學副教授 劉黃麗娟 2. 台灣展翅協會秘書長 陳逸玲 雙向交流(40分鐘)
17:10	第一天結束

109年9月2日(星期三)

時間	議程
09:00-09:30	報 到
議題三：防杜勞力剝削新主角-企業社會責任 主持人：行政院防制人口販運協調會報委員 翁燕菁	
09:30-10:00 (30分鐘)	從道德招聘計畫談杜絕供應鏈強迫勞動情事(錄影播出) 主講人：英國 Arise 基金會執行長 Luke De Pulford
10:00-10:30 (30分鐘)	企業執行優良之反奴役措施 主講人：安侯永續發展顧問(股)公司董事總經理暨 KPMG 氣候變遷與企業永續服務亞太區負責人 黃正忠
10:30-11:10 (40分鐘)	水產供應鏈中的可能強迫勞動以及對臺灣的建議 主講人1：財團法人綠色和平基金會海洋專案主任 陳珮瑜 主講人2：英國環境正義基金會在臺分會臺灣海洋資深專案主任 邱劭琪
11:10-11:30 (20分鐘)	茶 敘
11:30-12:40 (70分鐘)	與談人：(30分鐘) 1. 中央研究院法律學研究所研究員 廖福特 2. 國立政治大學法律學院副教授 林良榮 雙向交流(40分鐘)
12:40-14:00 (80分鐘)	午 餐
議題四：重要國家防制人口販運挑戰與突破 主持人：行政院防制人口販運協調會報前屆委員 劉士豪	
14:00-14:30 (30分鐘)	東南亞國協及泰國打擊人口販運之挑戰(錄影播出) 主講人：泰國司法部最高檢察署防制人口販運策略及資訊辦公室檢察官 Mark Charoenwong
14:30-15:00 (30分鐘)	澳洲防制人口販運現況與國際合作展望 主講人：澳洲辦事處副代表 劉溯源 Michael Googan
15:00-15:30 (30分鐘)	勞動部協助移工與雇主之最佳夥伴-1955專線 主講人：勞動部勞動力發展署簡任視察 葉明如
15:30-15:50 (20分鐘)	茶 敘

15:50-17:00 (70 分鐘)	與談人：(30 分鐘) 1. 中華警政研究學會副秘書長 黃文志 2. 財團法人勵馨社會福利事業基金會主任 李凱莉 雙向交流 (40 分鐘)
17:00-17:10 (10 分鐘)	閉 幕

Agenda

Date : Tuesday, September 1, 2020

Time	Agenda
08:30-09:30	Registration
09:30-10:00	Opening Ceremony & Group Photo
Session 1 : The Global Trend of Human Trafficking Prevention Moderator : Ms. Li-Chuan Liuhuang, Cabinet Anti-TIP Task Force Committee Member	
10:00-10:30 (30 Mins)	Corporate Social Responsibility and Preventing Forced Labor in Supply Chain (Dutch Approach) Speaker : Ms. Lisette Hurkmans-Berkers, Acting Deputy Representative, Netherlands Office Taipei
10:30-11:00 (30 Mins)	What Exactly Do Victims of Trafficking Need from The Authorities to Constructively Help Them: Learning from The Hong Kong Experience (Video Presentation) Speaker : Ms. Patricia Ho, Principal Lecturer, Faculty of Law, The University of Hong Kong and Founder of Hong Kong Dignity Institute
11 : 00-11 : 20	Refreshment
11:20-12:30 (70 Mins)	Commentators : Ms. Doris C. Chu, Professor, Department of Criminology, National Chung Cheng University Open Discussion
12:30-14:00 (90 Mins)	Lunch Break
Session 2 : Victim Security and Safety and Beginning a New Life Moderator : Ms. Chin-Chin Cheng, Cabinet Anti-TIP Task Force Committee Member	
14:00-14:30 (30 Mins)	A New Life for Victims of Human Trafficking- Social Worker Assistance Mechanism Speaker : Ms. Shu-Ju Hsieh, Supervisor of Good Shepherd Social Welfare Foundation

14:30-15:00 (30 Mins)	A Safety Valve to Protect Overseas Students in Taiwan from Exploitation—Overseas Students from Southeast Asia Speaker : Ms. Su-Miao Liu, Senior Executive Officer, Department of International and Cross-strait Education, Ministry of Education
15:00-15:30 (30 Mins)	Critical Efforts at Fighting Human Trafficking and Prevention Practices- Starting with Central Government Audits of Localities Efforts Speaker : Ms. Ying-Chun Lin, Assistant Professor of Central Police University
15:30-16:00 (30 Mins)	Refreshment
16:00-17:10 (70 Mins)	Commentators : 3. Ms. Li-Chuan Liuhuang, Cabinet Anti-TIP Task Force Committee Member 4. Ms. Yi-Ling Chen, Secretary General of ECPAT, Taiwan Open Discussion
17:10	End of Day 1

Date : Wednesday, September 2, 2020

Time	Agenda
09:00-09:30	Registration
Session 3 : Corporate Social Responsibility and Preventing Forced Labor in Supply Chain Moderator : Ms. Yen-Ching Weng, Cabinet Anti-TIP Task Force Committee Member	
09:30-10:00 (30 Mins)	Ethical Recruitment and Human Trafficking (Video Presentation) Speaker : Mr. Luke De Pulford, Director of Arise Foundation
10:00-10:30 (30 Mins)	Best Practices of Business Anti-Modern Slavery Speaker : Mr. Niven Huang, The General Manager of KPMG Sustainability Consulting Co., Ltd. in Taiwan and the Regional Leader of KPMG Sustainability Services in Asia Pacific
10:30-11:10 (40 Mins)	Recommendations for Taiwan about Possible Coerced Labor in Fisheries Products Supply Chain Speaker : Ms. Pei-Yu Chen, Campaigner of Greenpeace East Asia Speaker : Ms. Shao-Chi Chiu, Senior Campaigner, Environmental Justice Foundation Taiwan Division
11:10-11:30 (20 Mins)	Refreshment

開幕式手語教學

11:30-12:40 (70 Mins)	Commentators : 3. Mr. Fu-Te Liao, Research Professor, Institutum Iurisprudentiae, Academia Sinica 4. Mr. Liang-Jung Lin, Associate Professor, School of Law, National Chenchi University Open Discussion
12:40-14:00 (80 Mins)	Lunch Break
Session4 : Anti-Human Trafficking Case Studies	
Moderator : Mr. Shih-Hao Liu, Former Cabinet Anti-TIP Task Force Committee Member	
14:00-14:30 (30 Mins)	The Challenges to Combating Human Trafficking in ASEAN and Thailand (Video Presentation) Speaker : Mr. Mark Charoenwong, Executive Director's Office of Strategies and Database of Trafficking in Persons Litigation
14:30-15:00 (30 Mins)	Status Quo in Australian Prevention of Human Trafficking and Aspirations for International Cooperation Speaker : Mr. Michael Googan, Deputy Representative, Australian Office in Taipei
15:00-15:30 (30 Mins)	1955 Foreign Workers' Free Hotline The Taiwan Ministry of Labor's Best Partner in Assisting Migrant Labors and Employers Speaker : Ms. Ming-Ju Yeh, Senior Executive Officer, Workforce Development Agency, Ministry of Labor
15:30-15:50 (20 Mins)	Refreshment
15:50-17:00 (70 Mins)	Commentators : 3. Mr. Wen-Chih Huang, Deputy Secretary-General, Association of Chinese Police Research 4. Ms. Kai-li Lee, Director, Garden of Hope Foundation Open Discussion
17:00-17:10 (10 Mins)	Closing Remarks

報案(請求幫忙)手語

(一) 被害人方的求助手語，以簡單明瞭的說法：

找警察來 = 手語動作的「警察」+「找來」



(二) 協助報案人的回應手語，簡單的說法：

您要找警察嗎? = 您被逼/控制嗎?
(可再加上警察 + 找來? 要嗎?)



* 此次手語示意圖請來中華民國聽障人協會手語翻譯專業督導李振輝老師來做示範

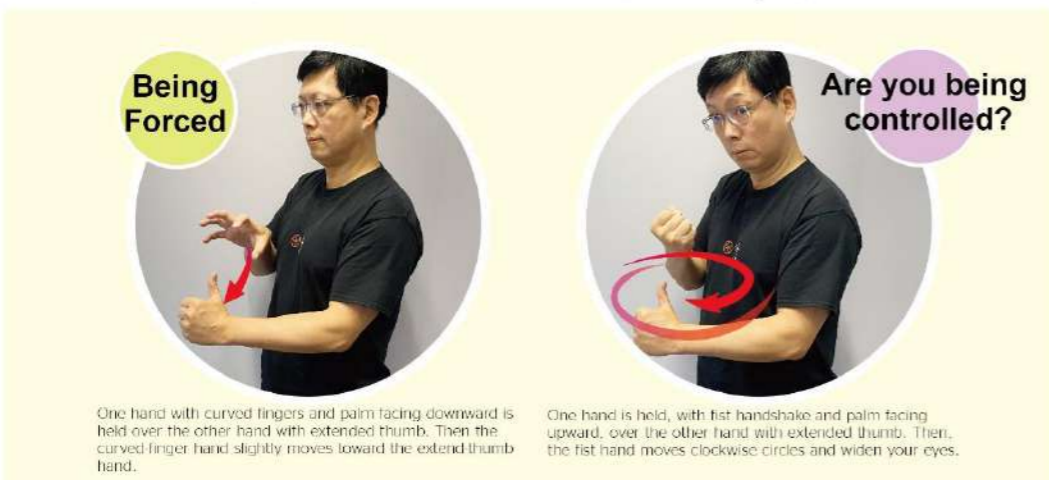
Sign Language of Opening Ceremony

Report (Ask for Help) Sign Language

1. Victim: If you wish to ask for help or report to the police using sign language in the simple way => 「Police」 + 「Call」
「Police」 + 「Call」 + 「Do you want?」



2. The person in response: Do you need help? Using sign language in the simple way => 「Being Forced」 + 「Are you being controlled?」
(You can also use : 「Police」 + 「Call」 + 「Do you want?」)



* Demonstrated by Mr. Chen-Hui Li, Supervisor of Chinese National Association of the Deaf.

Melapor(Memohon pertolongan)bahasa isyarat

報案(請求幫忙)手語

1. korban memohon pertolongan dengan bahasa isyarat · dengan singkat dan jelas
1. 被害人方求助手語 · 以簡單明瞭的說法 :

Lapor polisi datang: gerakan bahasa isyarat 「polisi」 + 「datang」
找警察來=手語動作「警察」+「找來」



2. Membantu yang melapor dengan jawaban bahasa isyarat, secara singkat
2. 協助報案人的回應手語 · 簡單的說法 :

Apakah Anda mau melapor ke polisi ?= Anda dipaksa/ Dikontrol? 您要找警察嗎? = 您被逼/控制嗎?
(Boleh bersama polisi + datang? mau kah?) (可再加上警察 + 找來? 要嗎?)



* 此次手語示意圖請來中華民國聽障人協會手語翻譯專業督導李振輝老師來做示範

แจ้งความ ภาษามือ (ขอความช่วยเหลือ) 報案(請求幫忙)手語

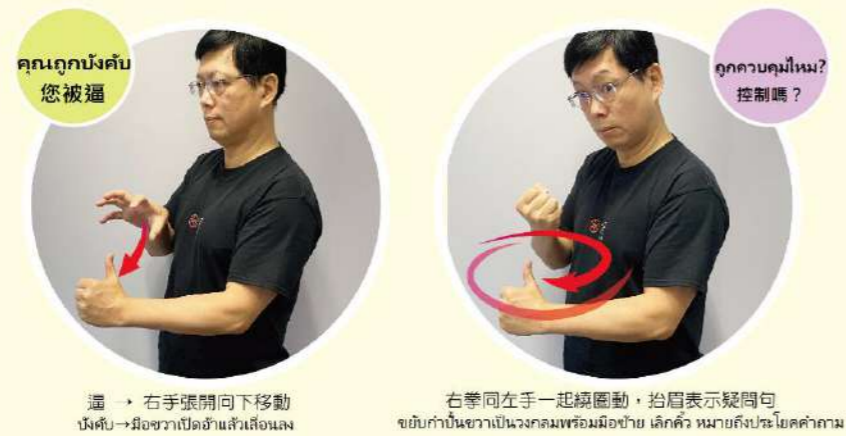
1. เมื่อยังขอความช่วยเหลือ ใช้ภาษามือ โดยวิธีที่ง่ายและชัดเจน
1. 被害人方求助手語·以簡單明瞭的說法：

找警察來=手語動作「警察」+「找來」
แจ้งความ ภาษามือ= ตำรวจ+ เรียกมา



2. ผู้ช่วยแจ้งความใช้ภาษามือ ตอบแบบง่าย ๆ
2. 協助報案人的回應手語·簡單的說法：

คุณจะเรียกตำรวจมาไหม 您要找警察嗎?
(ตำรวจ + เรียกมา? เอาไหม?) (可再加上警察 + 找來? 要嗎?)



* 此次手語示意圖請來中華民國聽障人協會手語翻譯專業督導李振輝老師來做示範

Báo án (xin giúp đỡ) thủ ngữ 報案(請求幫忙)手語

1. Người bị hại dùng thủ ngữ xin giúp đỡ, dùng cách nói đơn giản dễ hiểu :
1. 被害人方求助手語·以簡單明瞭的說法：

Gọi cảnh sát đến=động tác thủ ngữ 「 Cảnh sát 」 + 「 Gọi đến 」
找警察來 = 手語動作的「警察」+「找來」



2. Dùng thủ ngữ Hỗ trợ người báo án trả lời, Cách nói đơn giản
2. 協助報案人的回應手語·簡單的說法：

Ông / Bà muốn tìm cảnh sát phải không ? = Ông (Bà) bị ép buộc / Không chế phải không
您要找警察嗎? = 您被逼 / 控制嗎?
(Có thể lại thêm vào cảnh sát + tìm đến ? + muốn không ?) (可再加上警察 + 找來? 要嗎?)



* 此次手語示意圖請來中華民國聽障人協會手語翻譯專業督導李振輝老師來做示範

議事規則

為使會議順利進行，敬請各場次主持人、演講者及與會來賓參閱下列事項：

項目	進行方式
專題演講	每場演講結束前三分鐘第一次舉牌提醒，時間剩一分鐘時會再第二次提醒，時間到會舉牌最後一次提醒，敬請結束演講。
雙向交流	開放與會來賓提問與討論，來賓提問前請先舉手，經主席同意後，取得發言權。

Rules of Procedure

In order to ensure the workshop proceeds smoothly, please abide by the following guidelines.

ITEM	DESCRIPTION
Session	The first reminder sign will be displayed when there are 3 minutes left in your presentation period, the second reminder will be shown when there is 1 minute remaining, and the last reminder will be presented when the time is up.
Open Discussion	To give an inquiry, please raise your hand before you remark.



議題一 防治人口販運之整體策略

Session 1

The Global Trend of Human Trafficking

Prevention



簡歷-主持人

劉黃麗娟

行政院防制人口販運協調會報委員

學歷

比利時魯汶大學（荷語區）社會學博士
比利時魯汶大學（法語區）社會學碩士
比利時魯汶大學（法語區）勞工研究碩士

經歷

2013-2017 行政院人權保障推動小組委員
2009 年 1 月-迄今 行政院防制人口販運協調會報委員

CURRICULUM VITAE OF MODERATOR

Li-Chuan Liuhuang

Cabinet Anti-TIP Task Force Committee Member

EDUCATION

Ph.D. in Sociology, Catholic University of Leuven (Dutch region), Belgium
Master of Sociology, Catholic University of Louvain (French region), Belgium
Master of Labour Study, Catholic University of Louvain (French region), Belgium

EXPERIENCE

Jan. 2013-Jan. 2017 Committee Member for the Promotion of Human Rights Protection, Executive Yuan
Since Jan. 2009- Coordination Committee Member, Anti-TIP Task Force, Executive Yuan

簡歷-與談人

朱群芳

國立中正大學犯罪防治學系教授



自傳

朱群芳是台灣國立中正大學犯罪防治學系教授。她擁有紐約州立大學奧爾巴尼分校的刑事司法博士學位。她的研究專長包括宗教信仰和終止犯罪、警政策略和比較刑事司法。她近期的論文發表在《警政與社會》、《英國犯罪學期刊》、《犯罪與偏差行為》、《犯罪人處遇與比較犯罪學國際期刊》和《警政：國際警政策略與管理》等國際期刊上。她是《國際比較應用刑事司法期刊》(2013年)第37期第(2)期“台灣的犯罪與刑事司法”特刊的客座主編。她的論文(與羅林·圖薩勒姆 Rollin Tusalem 合著)題為“跨國殺人率中國家的角色”，獲得了2013年理查德·特里爾(Richard J. Terrill)年度最佳論文獎，該論文發表在《國際刑事司法評論期刊》上，2013, 23, (3), 252-279。

CURRICULUM VITAE OF COMMENTATOR

Doris C. Chu

Professor

Department of Criminology, National Chung Cheng
University



BIOGRAPHY

Doris C. Chu is a Professor in the Department of Criminology at National Chung Cheng University in Taiwan. She received her Ph.D degree in criminal justice from State University of New York at Albany. Her research interests include religiosity and desistance, policing, and comparative criminal justice. Her recent articles have appeared in *Policing & Society*, *British Journal of Criminology*, *Crime and Delinquency*, *International Journal of Offender Therapy and Comparative Criminology*, and *Policing: An International Journal of Police Strategies and Management*. She is the guest editor for a special issue, “Crime and Criminal Justice in Taiwan,” of *International Journal of Comparative and Applied Criminal Justice*, (2013), 37, (2). She was awarded the 2013 Richard J. Terrill best paper of the year for her article (co-authored with Rollin Tusalem) entitled “The Role of the State on Cross-National Homicide Rates,” which was published in the *International Criminal Justice Review*, 2013, 23, (3), 252-279.

企業社會責任與防止供應鏈中的強迫勞動（荷蘭方式）

Corporate Social Responsibility and Preventing Forced Labor in Supply Chain (Dutch Approach)



簡歷-主講人

貝莉莎
荷蘭在台辦事處代理副代表



學歷

阿姆斯特丹大學 經濟學碩士

經歷

2017年1月 - 2020年1月 海牙市（荷蘭）專案工作專門化負責人
2015年6月 - 2017年1月 吉隆坡（馬來西亞）亞洲地區支援辦公室 運營管理主管
2012年9月 - 2015年6月 華盛頓特區（美國）西半球地區支援辦公室 領務主管
2010年7月 - 2012年9月 倫敦（英國）運營管理主管
2007年7月 - 2010年7月 盧布爾雅那（斯洛維尼亞）運營管理及領務主管
2004年7月 - 2007年7月 帕拉馬里博（蘇利南）業務運營副主管
2001年5月 - 2004年7月 海牙市（荷蘭）業務運營主管

CURRICULUM VITAE OF SPEAKER

Lisette Hurkmans-Berkers

Acting Deputy Representative,
Netherlands Office Taipei



EDUCATION

Master in Economy (University of Amsterdam)

EXPERIENCE

Jan 2017 – Jan 2020, The Hague (Netherlands) Project leader task specialisation
June 2015 – Jan 2017, Kuala Lumpur (Malaysia) Head op operational management Regional Support Office Asia
September 2012 – June 2015, Washington DC (United States) Head consular affairs Regional Support Office Western-Hemisphere
July 2010 – September 2012, London (United Kingdom) Head operational management
July 2007 – July 2010, Ljubljana (Slovenia) Head operational management and consular affairs
July 2004 – July 2007, Paramaribo (Surinam) Deputy head operational management
May 2001 – July 2004, The Hague (Netherlands) Head operational management

NL Netherlands
2020年9月1日
Lisette Hurkmans-Berkers

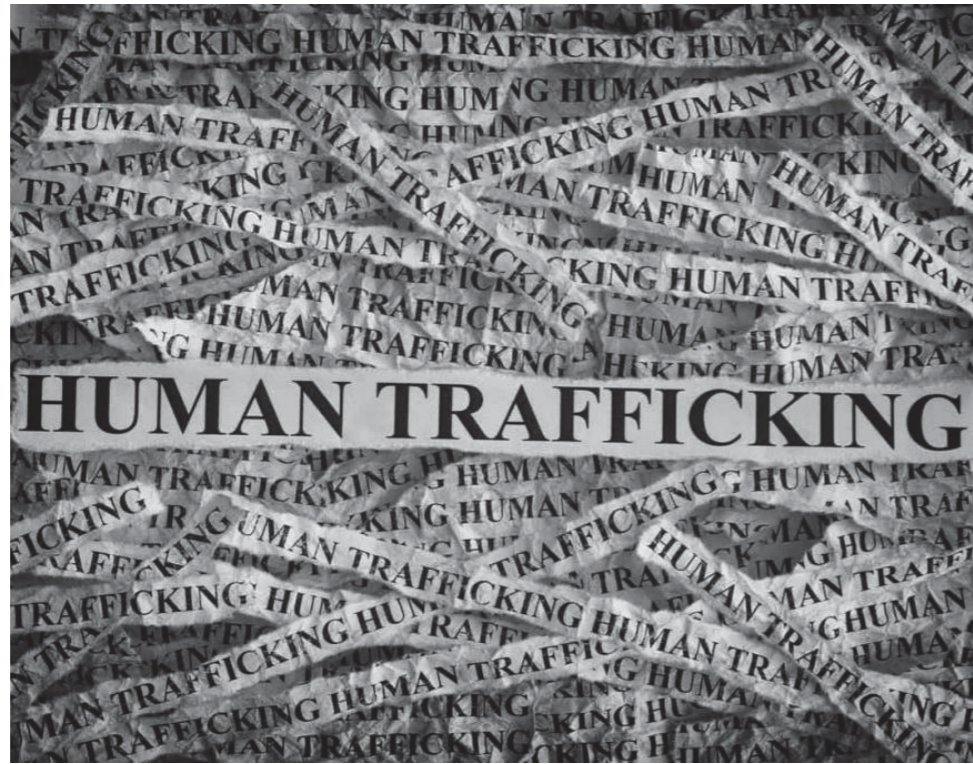
企業社會責任與防止供應鏈中的
的強迫勞動「荷蘭方式」

NL Netherlands
1 September 2020
Lisette Hurkmans-Berkers

Corporate social responsibility
and preventing forced labor in
supply chain
“The Dutch approach”

Netherlands

人口販運(THB)是嚴重的犯罪，是對被害人基本權利的重大侵害



大綱

- 定義
- 關卡法
- 工作法
- 案例



Netherlands

Trafficking in Human Beings (THB) is a serious crime and a gross violation of the fundamental rights of the victim



Content

- Definitions
- The Barrier model
- Working method
- Case



定義

巴勒摩議定書第3條，3 個要件：

行為

招募、運送、轉運、藏匿或收留人員

手段

對另一人以暴力威脅或使用暴力、脅迫、誘拐、詐騙、欺騙、濫用權力或濫用脆弱境況，或透過給付酬金或利益，取得對被害人的控制權

目的

以剝削為目的，包括利用他人賣淫進行剝削、性剝削、強迫勞動、奴役或類似之做法，及摘除器官。

定義

荷蘭的法律 – 人口販運

人口販運(273f 刑法典)

基於聯合國打擊跨國有組織犯罪公約及防制與起訴TIP的議定書。

從賣淫、勞動、強迫乞討、強迫犯罪活動，與器官捐贈中進行剝削。

Definitions

Art. 3 Palermo Protocol, 3 elements:

The Act

Recruitment, transportation, transfer, harbouring or receipt of persons

The Means

Threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to a person in control of the victim

The Purpose

For the purpose of exploitation, which includes exploiting the prostitution of others, sexual exploitation, forced labour, slavery or similar practices and the removal of organs.

Definitions

Netherlands' Law – Trafficking in human beings

Trafficking in human beings (273f Penal Code)

Based on the UN Convention on Transnational Organised Crime and its Protocol on the prevention, fight and prosecution of TIP.

Exploitation in prostitution, labour, forced begging, forced criminal activities and organ donation.

定義

荷蘭的法律 – 人口走私

人口走私 (197a 刑法典)

基於聯合國打擊跨國有組織犯罪公約及對抗陸海空走私移民的議定書。

1. 幫助非法入境荷蘭或荷蘭境內的運送
2. 協助非法居留並從中獲得經濟利益

人口販運 vs 人口走私

人口販運:

- 涉及對被害人的持續剝削
- 對個人的犯罪 (侵害人權)

人口走私:

- 結束於移民抵達目的地
- 對國家的犯罪 (非法入境)

Definitions

Netherlands' Law – People smuggling

Human smuggling (197a penal code)

Based on the UN Convention on Transnational Organised Crime and its Protocol against the smuggling of migrants across land, sea and air.

1. Helping illegal entrance or transit in the Netherlands
2. Benefit financially from assisting in illegal residence

Trafficking in human being vs people smuggling

Trafficking in Human Beings:

- Involves the ongoing exploitation of the victim
- Crime against an individual (human rights violation)

People smuggling:

- Ends with the migrant's arrival at the destination
- Crime against a state (illegal entry)

關卡法

- 旨在洞察各種可供政府與合作夥伴運用的介入手段，進而反制人口販運
- 綜觀行為人在過程中採用的程序及採取的行動
- 防微杜漸：國際合作很重要

剝削勞動的人口販運關卡

關卡	招募	入境/身分	居留身分	居住	工作	財務
	來源國的聯絡窗口、不實承諾、旅行指示、起先往往因旅費與聘用費積欠負債	以有效或偽造的護照申請簽證、有時偽造合約、買(機)票、實際運送、(合法或非法)過境中轉國或目的地國	合法或非法、往往先辦旅遊簽證接著逾期居留、許多地方要求出示身分證件與臨時居留證以及社會財政號碼	租屋收容以便控制被害人，或讓被害人睡在工作場所(工廠或農場)，往往大門深鎖	工作證、隱藏工作場所、誤導勞動檢查員與地方自治單位、假冒自僱	以現金給付低薪帳務草率或不做帳、報稅欺詐

The Barrier Model

- Designed to provide insight into the various means of intervention available to governments and partners to counter Trafficking in Human Beings
- Overview of processes followed and steps taken by actors in the process
- Preventing starts in the early stages of the journey: international cooperation is crucial

Barriers to human trafficking for labour exploitation

Barriers	Recruitment	Entry/identity	Residence status	Housing	Work	Financial
	First contacts in source country, false promises, travel instructions, often start of debt bondage because of travel costs and recruitment fee	Visa application with valid or forged passport, sometimes with a fake contract, buying a (flight) ticket, actual transport, border crossing (legally or illegally) into transit or destination country	Legal or illegal, often tourist visa followed by overstay, identity card and temporary residence permit have to be shown in many places as well as social fiscal number	Renting a house that makes it possible to maintain control over the victims or letting them sleep at the workplace (factory or farm) often behind locked doors	Work permit, workplace hidden from view, mislead labour inspectors and municipality, bogus self-employment	Paying out meagre salaries in cash, sloppy or no bookkeeping at all, fraudulent tax returns

防制及打擊THB的跨部門合作夥伴	來源國的全國與地方主管機關及社區工作者、工會、非政府組織宣導勸導活動組織、媒體等	大使館、移民署邊防、民間單位合作(航空公司)	移民署、(外事)警察或邊防單位地方行政/登記	地方自治單位、住宅火災檢查員、警方、社會調查員、住宅協會、鄰居	勞動檢查/調查員、警方、地方自治單位、商會、工會、僱主協會	稅務機關、財政與社會調查員、警方、民間單位合作(銀行)
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工作法 – 統合式工作計畫 (自2006年起)

- 收集、彙整資料與資訊
- 登記及交換資料與資訊
- 分析量化與質性資料
- 培訓人員辨識人口走私及人口販運
- 參加全國與國際 (專家) 會議



Partners in multidisciplinary approach to prevent and combat THB	National and local authorities in source country as well as community workers, trade unions, NGOs, organisers of awareness raising activities, media etc.	Embassies, immigration services, border guards, cooperation with private sector (airlines)	Immigration services, (aliens) police or border agency, municipal administration/register	Municipalities, housing and fire prevention inspectors, police, social investigators, housing associations, neighbours	Labour inspectors/ investigators, police, municipality, Chamber of Commerce, trade unions, employers' associations	Tax authorities, fiscal and social investigators, police, cooperation with private sector (banks)
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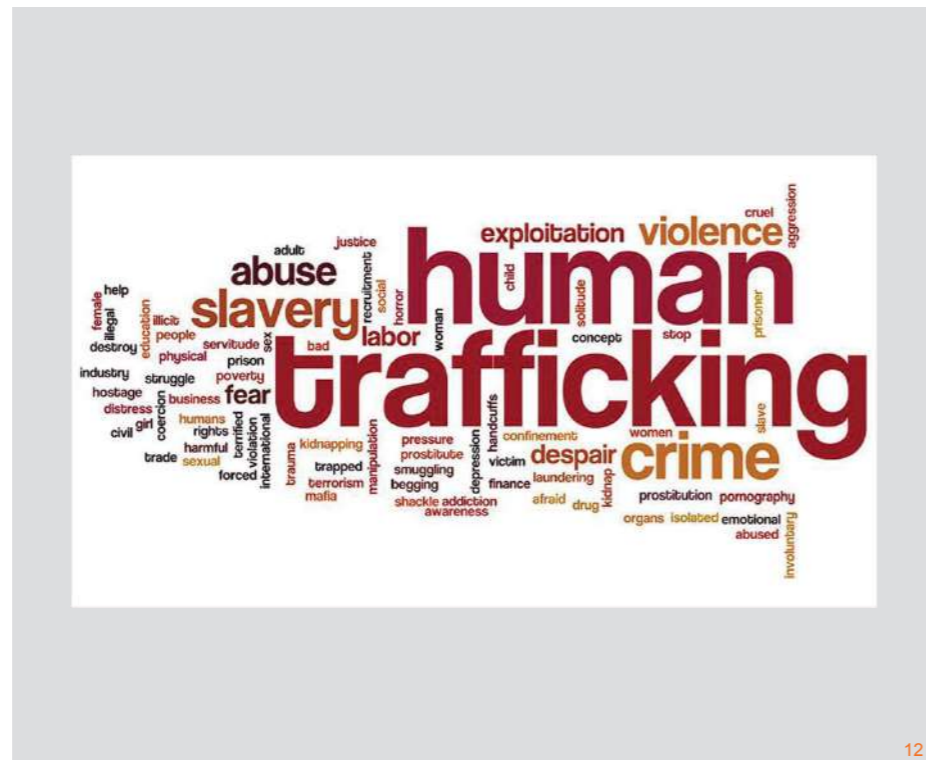
Working Method – Integrated program approach (since 2006)

- Collecting, gathering data and information
- Register and exchange data and information
- Analyses quantitative and qualitative data
- Training of staff in recognizing human smuggling and THB
- Participating in national and international (expert) meetings



4P 法 (基於國際/歐盟法規)

- Prosecution (起訴)
- Protection (保護)
- Prevention (預防)
- Partnership (夥伴)

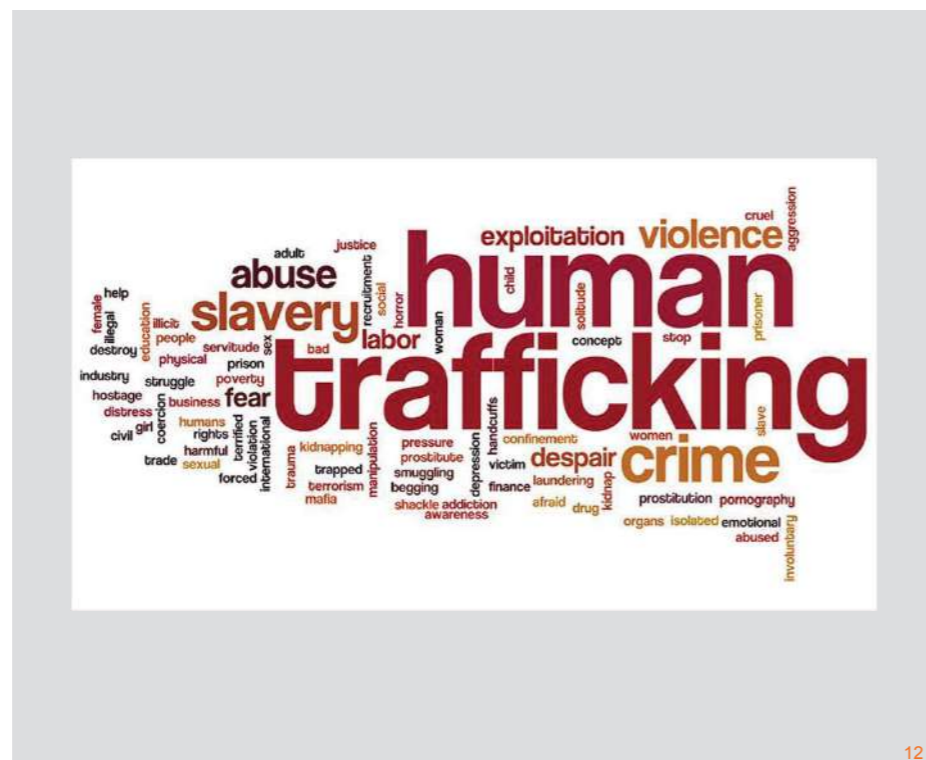


合作的夥伴

- 外交部
- 司法安全部
- 移民與歸化局 (IND)
- 移民聯絡官署 (ILO)
- 全國警方
- 公訴局
- 中央尋求庇護者接收局
- 國防部
- 皇家邊境警察
- 社政就業部 (SZW)
- SZW 稽查隊
- 衛生福利體育部
- 地方自治單位
- 全國人口販運報告官署
- CoMensha
- 非政府組織
- 航空公司
- 律師
- 飯店與餐廳
- LIEC
- RIEC
- EASO
- 歐洲邊境管理署
- 歐洲刑警組織
- 國際刑警組織
- EASO

4P approach (based on international/EU regulations)

- Prosecution
- Protection
- Prevention
- Partnership



Cooperation with partners

- Ministry of Foreign Affairs
- Ministry of Justice and Security
- Immigration and Naturalisation Service (IND)
- Immigration Liaison Officers (ILO)
- National Police
- Public Prosecutions Department
- Central Agency for the Reception of Asylum Seekers
- Ministry of Defence
- Royal Border Police
- Ministry of Social Affairs and Employment
- Inspectorate of SZW
- Ministry of Health, Welfare and Sport
- Municipalities
- National Rapporteur on Trafficking in Human Beings
- CoMensha
- NGO's
- Airlines
- Lawyers
- Hotels and restaurants
- LIEC
- RIEC
- EASO
- Frontex
- Europol
- Interpol
- EASO

案例



政權如何能夠真正幫助人口販賣的
受害者—借鑒香港的情況

**What Exactly Do Victims of Trafficking Need
from The Authorities to Constructively Help
Them: Learning from The Hong Kong
Experience**

Cases



簡歷-主講人

何珮芝

香港大學法律學院首席講師暨香港守護尊嚴
中心創辦人



自傳

何律師是一名專門從事公共利益法律事務的香港律師。她來自一個跨文化家庭，而且自小就培養了打抱不平的性格。她大部分的工作涉及司法覆核，務求捍衛香港少數群體的權益。她處理過不少重要案件，關乎的事宜包括難民及尋求庇護者權利（享有社會福利、解除拘留及在港工作的權利）、跨性別人士權利（於拘留期間免於歧視的權利）、外籍傭工權利（挑戰外傭必須與雇主同住的規定）、性工作者權利（享有人身安全的權利），以及與人口販運有關的事宜。

在 2015 年，何律師代表 ZN 先生在 ZN v Secretary for Justice & Ors 一案提出司法覆核，要求香港政府考慮訂立針對人口販運及強迫勞動的罪行。她更是《2019 年刑事罪行(修訂)(現代勞役)條例草案》的共同撰寫者，而該法案於同年被提交到立法會審議。在 2020 年 6 月，何律師被美國國務院認可為全球十名打擊人口販運英雄（“TIP Report Heroes”）之一。

何律師為數所香港非牟利機構提供法律及策略性諮詢服務，並與本地及國際組織合作，以提倡邊緣群體的權利，包括難民、尋求庇護者及人口販運受害者的權利。

在法律服務方面，何律師積極提倡「創傷知情」(“trauma-informed”) 的服務方式，並曾接受針對難民創傷後精神及心理健康的專業培訓。

CURRICULUM VITAE OF SPEAKER

Patricia Ho

Principal Lecturer,
Faculty of Law, The University of Hong Kong
&
Founder of Hong Kong Dignity Institute



BIOGRAPHY

Patricia Ho is a Hong Kong based human rights lawyer. She was raised in Hong Kong in a cross-culture family, and developed a preoccupation for standing up for what's right at a young age. Much of her work involves defending the rights of minority groups in Hong Kong through judicial reviews. Her cases include a number of landmark test cases concerning asylum seekers/refugees (access to social welfare, release from detention, permission to work), transgender persons (discriminatory treatment in detention), domestic helpers (challenge against the live-in rule), sex workers (right to security) and victims of human trafficking.

In 2015, Patricia represented Mr. ZN to bring a judicial review ZN v Secretary for Justice & Ors to encourage the government to consider introducing specific legislations to criminalise forced labour and human trafficking. She is also a co-author of the Crimes (Amendment) (Modern Slavery) Bill 2019 which has been introduced in the Hong Kong Legislative Council. In June 2020, Patricia was recognised as one of ten global TIP Report Heroes.

Patricia also provides legal and strategic advice to a number of NGOs in Hong Kong, and works with both local and international bodies to advocate for the rights of marginalised groups, including refugees, asylum seekers and victims of human trafficking in Hong Kong.

Patricia is an advocate for a trauma-informed approach to client management and is trained in Post Trauma Psychosocial and Mental Health Interventions for the Refugee Population.

What exactly do victims of trafficking need from the authorities to constructively help them: learning from the Hong Kong experience

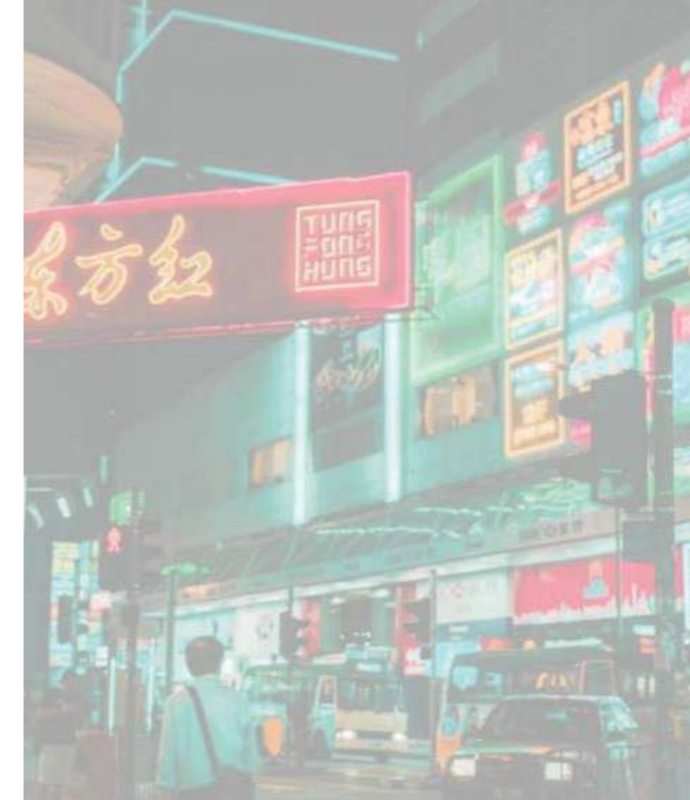
政權如何能夠真正幫助人口販賣的受害者
— 借鑒香港的情況

Patricia Ho 何珮芝 | 2020年9月1日



概要

- 香港人口販運歷史
- 香港現代人口販運形式
- 當局的角色
- ZN 案及展望



What exactly do victims of trafficking need from the authorities to constructively help them: learning from the Hong Kong experience

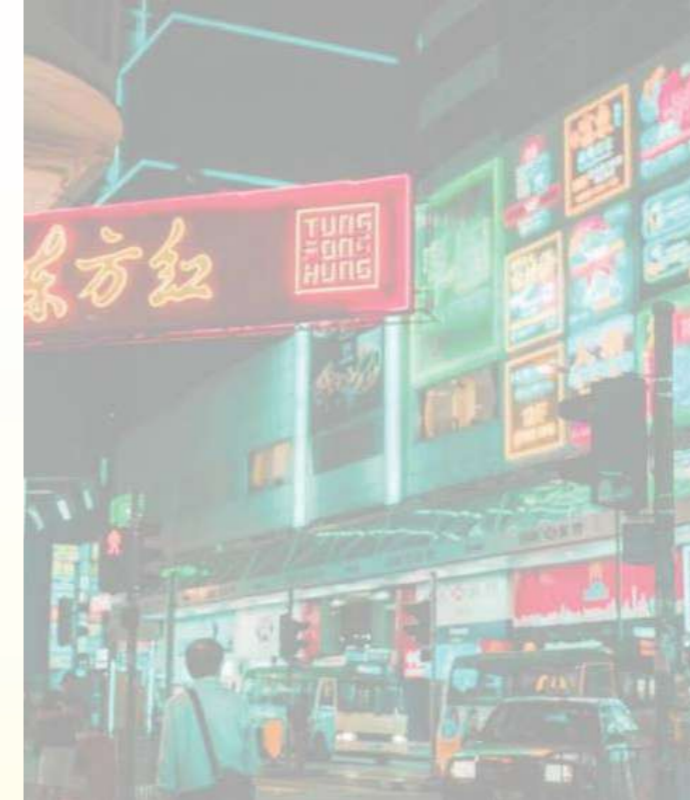
政權如何能夠真正幫助人口販賣的受害者
— 借鑒香港的情況

Patricia Ho 何珮芝 | September 1st 2020



OVERVIEW

- History of trafficking in Hong Kong
- Forms of modern human trafficking in Hong Kong
- Role of authorities
- The case of ZN & looking forward



香港人口販運歷史

以前的妹仔或「養女」

- 奴隸制廢除後香港歷史最悠久的人口販運形式之一
- 販運為家奴、娼妓



《英國廢奴法案》及《奴隸販賣法案》頒佈後廢除奴隸制，亦適用香港領地。

香港立法會頒佈《香港女性家事服務法》，禁止妹仔的進口及轉移，此舉之後以另一個名字——「養女」——持續進行，2008年疑似出現最新案例。



雖然廢除其他形式的奴隸，但是香港政府以中國慈善傳統為由，並未限制妹仔的轉移及買賣。

History of Human Trafficking

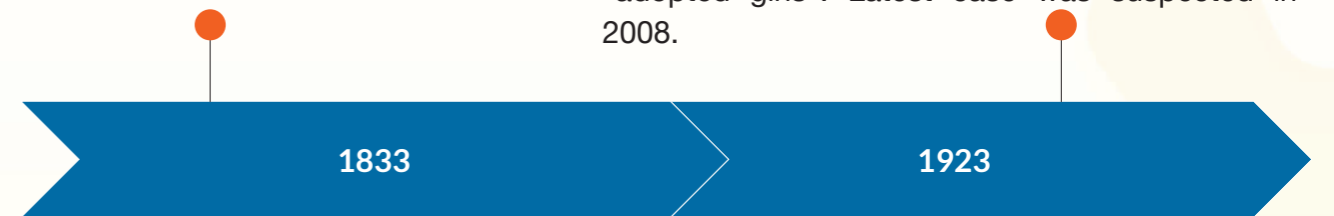
Historically, Mui Tsai (妹仔) or “Adopted Girls”

- One of the oldest forms of human trafficking in Hong Kong after the abolition of slavery
- Trafficked for domestic servitude and to work in brothels.



The British Slavery Abolition Act and the Slave Trade Act were enacted, slavery was abolished. This applied to Hong Kong territory as well.

The Female Domestic Service Bill was enacted by the Hong Kong Legislative Council – Importations and transfers of mui tsai were prohibited. The practice continued under a different name - “adopted girls”. Latest case was suspected in 2008.



Though other forms of slavery were abolished in the territory, the Hong Kong government did not impose any restriction on the transfer and sale of mui tsai, based on it being a Chinese, philanthropic tradition.

現代人口販運

香港有不同形式

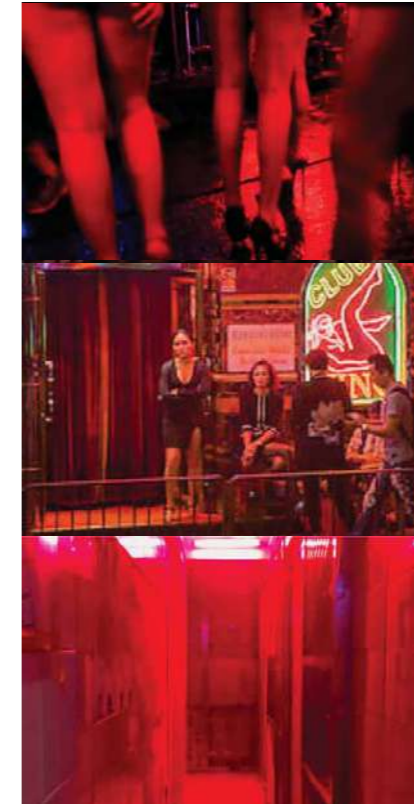
- 強迫勞動販運 (家事勞工、洗碗工、建築工地)
- 性剝削販運 (援交、賣淫、按摩店、應召公司)
- 強迫犯罪行為販運 (乞討、毒騾、種植大麻、非法魚翅貿易)
- 強迫婚姻販運

外籍家庭傭工

- 生活條件
- 外籍家事工系統剝削



性販運



當地女孩
援交

外籍女孩

- 利用欺騙及債務奴役
- 利用外籍家事工簽證、統一審核機制 (庇護) 簽證、娛樂簽證及觀光簽證
- 夜店、酒吧、非法妓院、流鶯、按摩店等

Modern Human Trafficking

Various Forms in Hong Kong

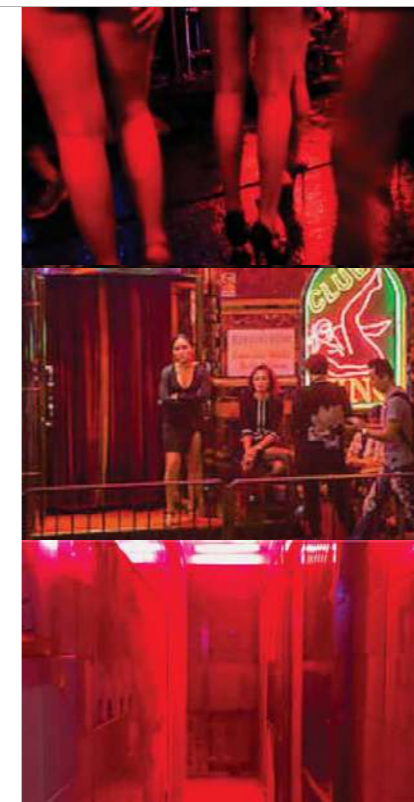
- Trafficking for forced labour (domestic workers, dishwashers, construction sites)
- Trafficking for sexual exploitation (compensated dating, prostitution, massage parlours, escort agencies)
- Trafficking for forced criminal activities (begging, drug mules, cannabis cultivation, illegal shark fin trading)
- Trafficking for forced marriage

Foreign Domestic Helpers (FDHs)

- Living conditions
- Exploitation of the FDH system



SEX TRAFFICKING



LOCAL GIRLS

Compensated Dating (援交)

FOREIGN GIRLS

- Use of deception and debt bondage
- Through foreign domestic worker visas, USM (asylum) visas, entertainment visas and tourist visas
- Night clubs, bars, illegal brothels, street prostitution, massage parlours, etc.

香港毒品販運路線

	來源國	轉運國	目的地
古柯鹼	玻利維亞、祕魯、哥倫比亞	非洲 / 中東 (如：阿迪斯阿貝巴、杜拜) 亞洲運輸樞紐 (如：香港、澳門、廣州、泰國、馬來西亞)	香港、曼谷、上海、北京
毒品 (如：海洛因)	東南亞金三角 (寮國、泰國、緬甸)	中國 (透過廣西及廣東省)	香港
合成毒品 (如：甲基安非他命)	東南亞金三角	馬來西亞	香港

以欺騙招募

利用個人或財務狀況

浪漫詐騙

販毒集團的犯罪手法

「友誼」

脅迫

恐嚇

Drug Trafficking Routes into Hong Kong

	Source	Transit	Destination
Cocaine	Bolivia, Peru, Columbia	Africa/Middle East (e.g. Addis Ababa, Dubai) Transport Hubs in Asia (e.g. HK, Macau, Guangzhou, Thailand, Malaysia)	Hong Kong, Bangkok, Shanghai, Beijing
Narcotics (e.g. heroin)	Golden Triangle of SE Asia (Laos, Thailand, Myanmar)	China (through Guangxi and Guangdong Province)	Hong Kong
Synthetic Drugs (e.g. methamphetamine)	Golden Triangle of SE Asia	Malaysia	Hong Kong

Recruitment by deception

Exploitation of personal or financial situations

Romantic scams

Modus Operandi of Drug Trafficking Rings

'Friendships'

Coercion

Intimidation

當局在人口販運識別及保護所扮演的角色

考量人口販運潛藏的本質與非政府組織的限制：

1. 移民及勞動部門的角色：
 - 轉運地
 - 外籍家事工
 - 勞動契約
 - 生活及工作條件
2. 警察的角色：
 - 性工作者對攻擊或販運相關罪行報案



ZN 案



2000 年初- 2012：
ZN 的勞動販運折磨

2014 - 2020:
ZN 案的司法審查質疑缺乏政府保護

2018 年迄今：
《香港打擊販運人口及加強保障外籍
家事工行動計劃》

Role of Authorities in TIP Identification & Protection

Taking into account the hidden nature of trafficking & the limitations of NGO:

1. Role of Immigration & Labour Department:
 - Transit places
 - Foreign Domestic Helper
 - Employment contracts
 - Living and working conditions
2. Role of Police:
 - Reporting of assault or trafficking-related offences by sex workers



The case of ZN



Early 2000 - 2012:
ZN's labour trafficking ordeal

2014 - 2020:
ZN's judicial review to challenge the
lack of government protection

2018 - present:
Action Plan to Tackle Trafficking in
Persons and to Enhance Protection
of Foreign Domestic Helpers in
Hong Kong



Q&A



議題二 被害人安全與新生

Session 2

Victim Security and Safety and beginning a New Life



簡歷-主持人

鄭津津

行政院防制人口販運協調會報委員



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臺灣勞動法學會第6屆理事長

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2013-2017 行政院人權保障推動小組委員

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Master of Sociology, Catholic University of Louvain (French region), Belgium
Master of Labour Study, Catholic University of Louvain (French region), Belgium

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Jan. 2013-Jan. 2017 Committee Member on the Protection and Promotion of Human Rights, Executive Yuan
Since Jan. 2009- Coordination Committee Member, Anti-TIP Task Force, Executive Yuan

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衛生福利部兒童及少年性剝削防制諮詢會第1、2屆委員 (2017年至今)

台中市兒童及少年性剝削防制諮詢會第4、5屆委員 (2017年至今)

新北市兒童及少年福利政策諮詢委員會第5屆委員 (2019年至今)

行政院兒童及少年福利與權益推動小組第3屆委員 (2018年至2020年)

行政院社會福利推動委員會第10屆委員

內政部移民署防制人口販運工作成果考核委員

台北市女性權益促進會秘書長

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Yi-Ling Chen

Secretary General of ECPAT, Taiwan

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BA in Sociology, National Taiwan University

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EXPERIENCE

2017- Now The First and Second Advisory Committee Member of Children and Adolescents Sexual Exploitation Prevention, Ministry of Health and Welfare Ministry

2017- Now The 4th and 5th Member of Child and Youth Sexual Exploitation Prevention Advisory Committee, Taichung City

2019- Now The 5th Advisory Member of Child and Youth Welfare Policy Committee, New Taipei City

2018-2020 The 3rd Member of Child and Youth Welfare and Rights Promotion Group, Executive Yuan

The 10th Member of Social Welfare Promotion Committee, Executive Yuan

Evaluation Committee Member on Human Trafficking Prevention, National Immigration Agency, the Ministry of the Interior

Secretary General, Taipei Association for the Promotion of Women's Rights (TAPWR)

人口販運被害人新生-社工人員陪伴 機制

**A New Life for Victims of Human Trafficking-
Social Worker Assistance Mechanism**



簡歷-主講人

謝淑如

財團法人天主教善牧基金會督導



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美和科技大學老人服務事業管理系 學士

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107.02.01-至今 督導 財團法人天主教善牧社會福利基金會_人口販運被害人安置庇護所
104.10-106.11 社工居家督導 社團法人南投縣生活重建協會
99.08-104.02 社工員 社團法人彰化縣生命線協會-高風險家庭關懷輔導處遇服務
98.07-99.07 社工員 財團法人傑瑞社會福利基金會附設傑瑞老人安養中心

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Foundation



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- 2018.02.01-Present Supervisor, Good Shepherd Social Welfare Foundation-shelter for human trafficking victims
- 2015.10-2017.11 Supervisor of Home Care Workers, Life Reconstruction Association of Nantou County
- 2010.08-2015.02 Social Worker, Changhua County Lifeline Association
- 2009.07-2010.07 Social Worker, Jerry Social Welfare Foundation of Nantou County

杜絕在臺境外學生遭受剝削之安全 閥-從東南亞境外學生談起 A Safety Valve to Protect Overseas Students in Taiwan from Exploitation—Overseas Students from Southeast Asia



簡歷-主講人

劉素妙

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教育部訓育委員會幹事、秘書

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B.A., Department of Social Work, National Taipei University

EXPERIENCE

Section Chief, Department of International and Cross-strait Education, Ministry of Education
Section Chief, Overseas Compatriot Education Committee, Ministry of Education



杜絕在臺境外學生遭受剝削之 安全閥-從東南亞境外學生談起

報告機關:教育部
109年9月



A Safety Valve to Protect Overseas Students in Taiwan from Exploitation— Overseas Students from Southeast Asia

Presenter: Ministry of Education
September 2020

報告大綱

- 一、前言
- 二、教育部督導大專校院招收境外學生
- 三、通盤檢討及加強督導
 - (一)通盤檢討境外生實習及工讀規範
 - (二)加強招收境外生督導機制
 - (三)違法個案學校依法嚴懲
- 四、精進產學合作國際專班之辦理
 - (一)持續執行查核機制



Outline

- 1. Introduction
- 2. MOE supervises university/college admissions of overseas students
- 3. Thorough review and enhanced supervision
 - (1) Review the internship and part-time job regulations for overseas students
 - (2) Improve the supervision mechanism of the admissions of overseas students
 - (3) Impose severe penalties on those who violate the regulations
- 4. Improve international industry-academia collaboration programs
 - (1) Implement audit scheme





報告大綱

(二)通盤檢討專班相關規範

- 1.招生
- 2.校外實習
- 3.華語文課程
- 4.工讀

五、優化境外生輔導機制

- (一)跨部會專案小組
- (二)暢通意見反映管道及諮詢服務
- (三)舉辦僑外生座談會

2

Outline



(2) Thoroughly review program regulations

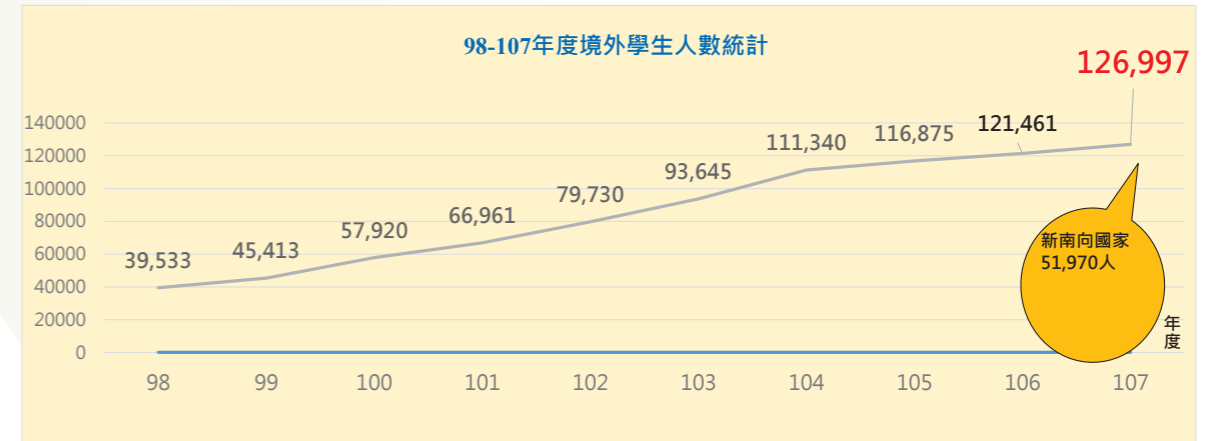
- a. Admissions
- b. Off-campus internship
- c. Mandarin courses
- d. Part-time job

5. Optimize counseling for overseas students

- (1) Inter-Ministerial Task Force
- (2) Effective feedback channel and counseling services
- (3) Hold discussion sessions for overseas students

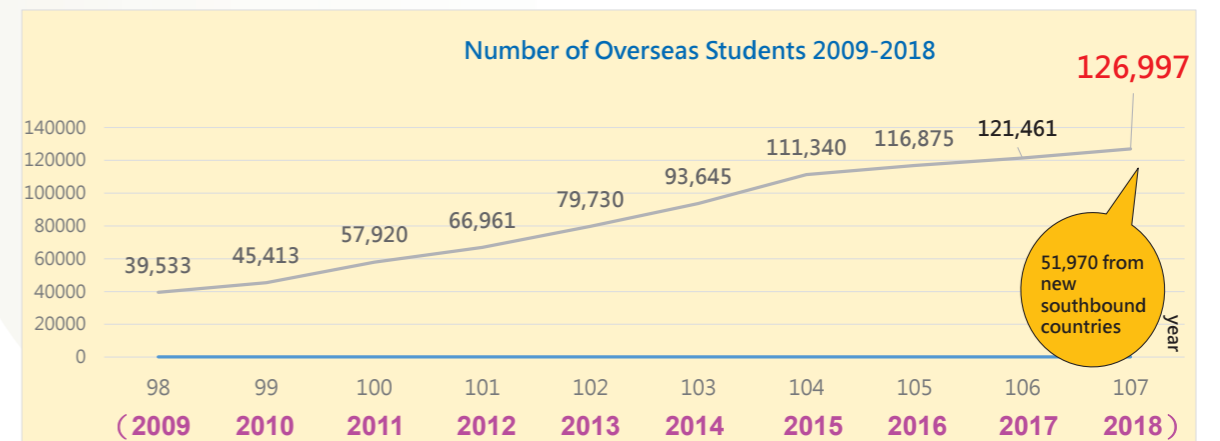
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一、前言



3

1. Introduction



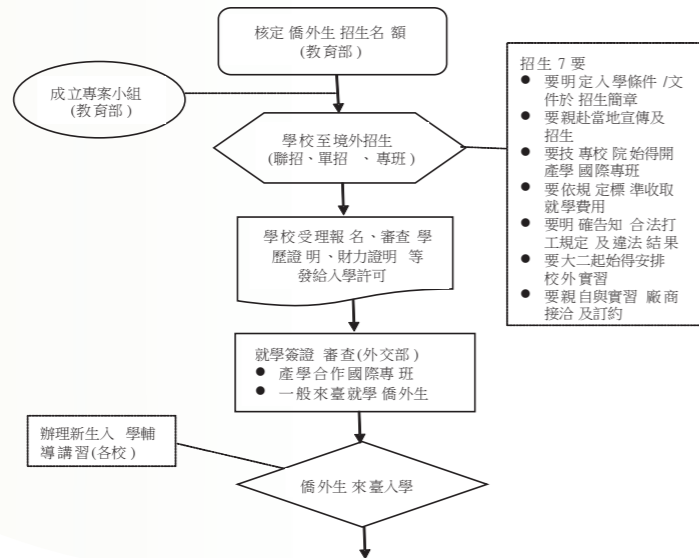
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二、教育部督導大專校院招收境外學生



輔導大專校院招收境外學生跨部會專案小組(1/2)

輔導大專校院招收境外學生 (不含陸生) 作業流程圖

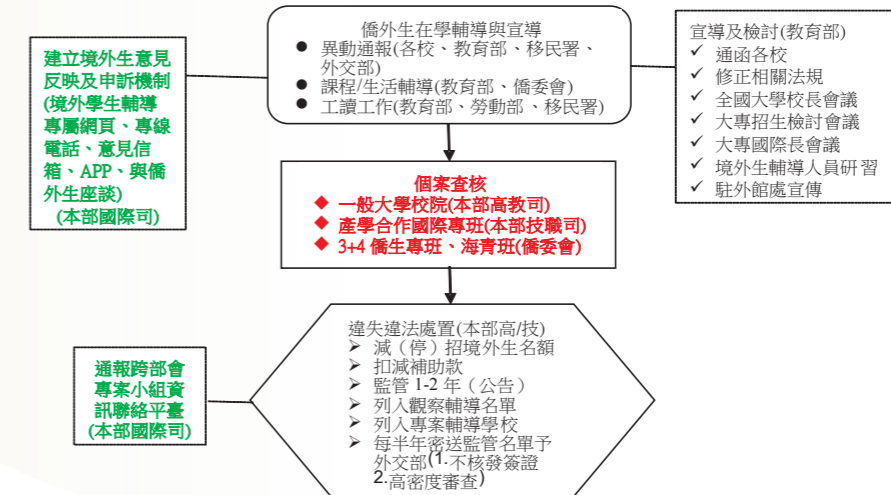


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二、教育部督導大專校院招收境外學生



輔導大專校院招收境外學生跨部會專案小組(2/2)



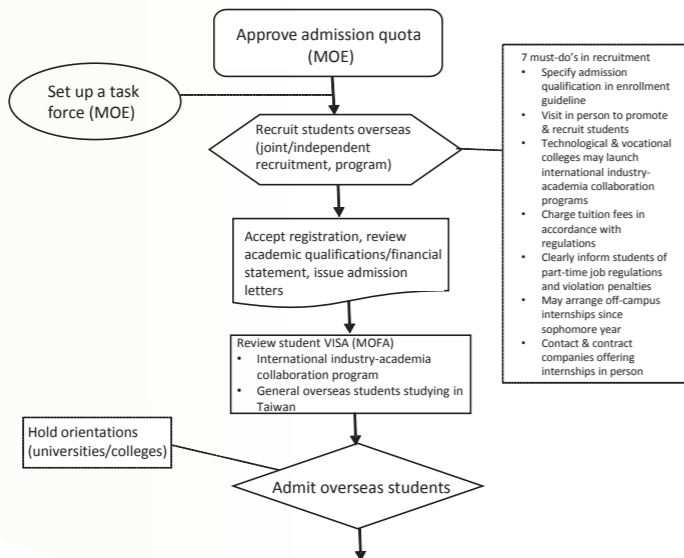
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2. MOE Supervises University/College Admissions of Overseas Students



Inter-Ministerial Task Force facilitating university/college admissions of overseas students (1/2)

Flow chart of universities/colleges recruiting overseas students (excluding students from mainland China)

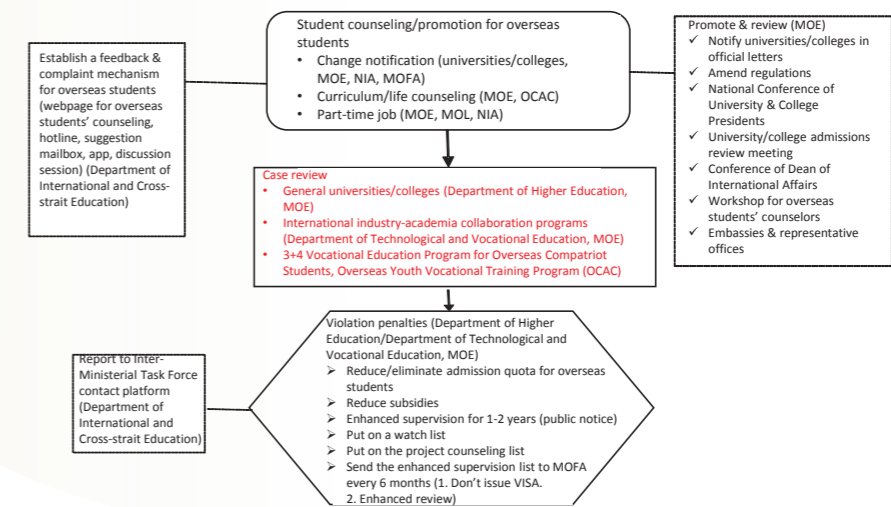


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2. MOE Supervises University/College Admissions of Overseas Students



Inter-Ministerial Task Force facilitating university/college admissions of overseas students (2/2)



5



三、通盤檢討及加強督導

(一)通盤檢討境外生實習及工讀規範

宣導
說明會

✓ 108年3月7日召開
會議邀集各大專校
院說明招收境外生
應注意事項

通函

✓ 108年4月3日以臺
教 高 通 字 第
10800401422號函
知各公私立大專校
院有關學校招收一
般境外生實習與工
讀規範

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三、通盤檢討及加強督導

(一)通盤檢討境外生實習及工讀規範



「學校、學生與廠商
的三方實習合約」與
「學生與廠商的雙方
工讀合約」須明確區
隔

校外實習合約須有
明確的實習課程規
劃與學分數，且符
合專業發展及教學
目標

視學生個人學習
狀況安排校外實
習，必要時提供
可替代校外實習
機構之校內實習

實習津貼或學生個人
工讀薪資應由實習機
構或工讀機構直接撥
付學生

實習為課程之一部分，
學生僅需於修業年限內
取得實習課程學分，學
校不得因此要求學生於
當學期退學

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3. Thorough Review and Enhanced Supervision



(1) Review the internship and part-time job regulations for overseas students

info
session

✓ Held on Mar. 7 2019,
explaining the dos and
don'ts about admissions of
overseas students to
universities/colleges

circular
letter

✓ Circular letter No.
10800401422 was sent on
Apr. 3 2019 to public/private
universities/colleges,
informing them of internship
and part-time job regulations
on general overseas students

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3. Thorough Review and Enhanced Supervision

(1) Review the internship and part-time job regulations for overseas students



There should be a clear
distinction between
“tripartite internship
contract among the
university/student/company”
and “bilateral contract
between the
student/company”

Off-campus internship
contract shall detail
curriculum planning and
credits and shall be in
line with professional
development and
instructional objectives

Arrange off-campus
internship based on
students' learning
situation and offer
on-campus internship
as an alternative when
necessary

Internship allowance or
student's part-time job
salary shall be paid by
companies to students
directly

Internship is part of the
curriculum. Students only have
to acquire internship credits
within years of study.
Universities/Colleges cannot
demand students to drop out
during the semester of
internship.

7

三、通盤檢討及加強督導

(二) 加強招收境外生督導機制



◆邀集外交部、勞動部、內政部及僑務委員會組成跨部會專案小組，進行跨部會法規諮詢與協調機制、訪視及查核學校招收境外生情形

建立專案管理機制

建立招生及實習 SOP

◆就大專招收境外生作業以及外生入學後學習、實習、生活、輔導等事項研訂標準作業流程
◆編撰僑外生學習與實習參考手冊提供學生及學校行政人員作為依循

◆透過各校所報校務資料，持續清查各校招生、註冊、在學人數異動及教學實施情形，如有異常，將列為警示學校予以分析追蹤

清查異常預警追蹤

持續品管查核

◆透過教學品質查核，就學校招生作業、外生學習、實習、出缺勤管理、生活、輔導等事項進行查核及監督

三、通盤檢討及加強督導

(三) 違法個案學校依法嚴懲



01 扣減招生名額

- 依法禁止招收境外生
- 停止部分本國生招生名額

02 裁罰相關人員

- 針對董事長、校長等人員缺失，依法裁罰
- 將相關違法事證，移送司法單位調查

03 列為專案輔導學校

- 如未改善，將有以下措施：
 - 視情節輕重停止部分或全部班級之招生
 - 停止部分或全部獎勵、補助
 - 依法命其停辦
 - 禁止單獨招生
 - 禁止辦理其他競爭性計畫

3. Thorough Review and Enhanced Supervision

(2) Improve the supervision mechanism of the admissions of overseas students



◆ Invite MOFA, MOL, MOI & OCAC to establish an Inter-Ministerial Task Force to conduct regulatory consultation and coordination, visit and inspect admissions of overseas students.

Set up a project management mechanism

Set up admissions & internship SOP

◆ Set up a SOP for university/college admissions of overseas students as well as their study, internship, life, counseling, etc.
◆ Compile a study/internship guidebook for overseas students, which can be referred to by students and administrative staff.

◆ Examine the admissions, enrollment, change of number of students, and curriculum implementation from the documents provided by universities/colleges. In case of any anomaly, the university/college will be flagged for follow-up monitoring and analysis.

Check anomaly and follow up

Quality control check

◆ Conduct quality control of teaching, inspect & supervise admissions, study, internships, attendance management, life, counseling, etc.

3. Thorough Review and Enhanced Supervision

(3) Impose severe penalties on those who violate the regulations



01 Reduce admission quota

- Prohibit the admissions of overseas students according to law
- Reduce the admission quota for Taiwanese students

02 Penalize related personnel

- Impose penalties on the chairman & principal
- Provide evidence to the judicial unit for investigation

03 Put on the project counseling list

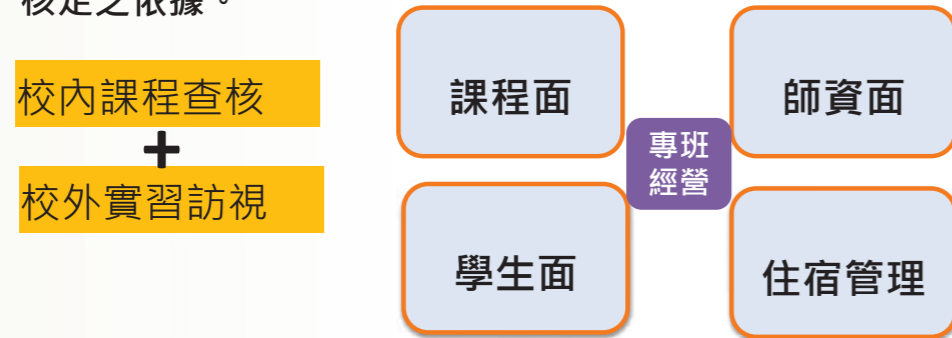
- The following measures will be taken if not improved:
 - Cease part or all admissions in accordance with the severity
 - End part or all incentives/subsidies
 - Order it to shut down according to law
 - Prohibit independent recruitment
 - Prohibit other competitive programs



四、精進產學合作國際專班之辦理

(一) 持續執行查核機制

持續針對所有學校開設之新南向產學合作專班，每學期進行查核作業(訪視)，確保專班之品質，並做為後續開班審查及核定之依據。



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四、精進產學合作國際專班之辦理

(二) 通盤檢討專班相關規範



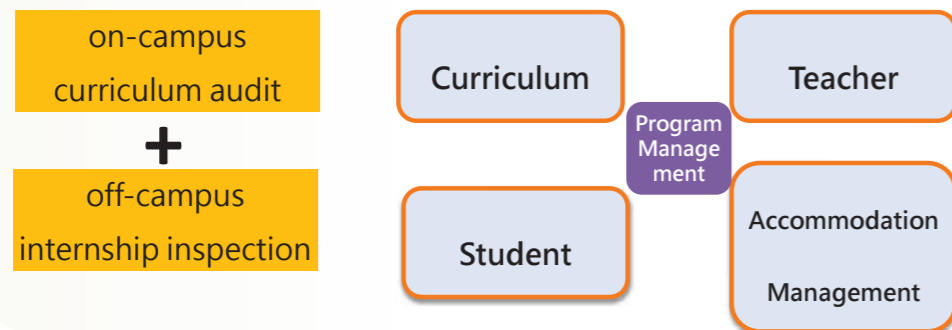
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4. Improve International Industry-Academia Collaboration Programs



(1) Implement audit scheme

Conduct audit (visit) on new southbound industry-academia collaboration programs every semester to ensure the quality and refer to the results in the following program review and approval.



10

4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations



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四、精進產學合作國際專班之辦理



(二) 通盤檢討專班相關規範

1. 招生

- 學校不得透過人力仲介招生，應派員親赴當地宣傳及招生，直接與有意來臺學生或家長老師接觸及說明。
- 招生不得削價競爭。
- 學校不得以「工讀或校外實習津貼抵學費為由」進行招生宣傳。
- 招生文件以中文、英文及學生來源國官方語言訂定。

未來將加強罰則，凡違反招生規範者，則逕以列入「專案輔導學校」。另如查獲經人力仲介招生，將逕移送檢調查處。

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四、精進產學合作國際專班之辦理



(二) 通盤檢討專班相關規範

2. 校外實習

- 校外實習課程得推動時間：
四年制學士班之專班，自大二起始得推動。
二年制專班（二專/二技），自二年級下學期起始得開設全學期校外實習。
- 校外實習學分
四年制學士班至多36學分；二年制學士班20學分；二年制副學士班22學分。
108學年度新核定開班者，校外實習必修學分至多為二分之一，餘為選修學分，學校不得強制學生選修。
- 校外實習合約應載明包括下列事項：
實習津貼：廠商應參照勞動基準法及其他法規規定，給予學生津貼。
實習保險：應為學生投保「大專校院校外實習學生團體保險」或商業保險。

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4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations

a. Admissions

- Universities/Colleges shall not admit students through an employment agency and shall send personnel on site to publicize and recruit students, explaining to students, parents, or teachers interested in the program.
- Universities/Colleges shall not undercut in their admissions.
- Universities/Colleges shall not advertise by saying that "students can pay tuition fees with their part-time salaries or off-campus internship allowance."
- Admission documents shall be written in Mandarin, English, and the official language of students' home country.

Stricter penalties will be imposed. Those who violate the regulations will be put on a project counseling list. Those found to recruit students through an employment agency will be investigated.

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4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations

b. Off-campus internship

- Off-campus internship may be arranged:
Since the sophomore year for 4-year Bachelor's degree program
Since the 2nd term of sophomore year for 2-year program (2-year junior college/technical program)
- Off-campus internship credits
Maximum 36 credits for 4-year Bachelor's degree program; 20 credits for 2-year Bachelor's degree program; 22 credits for 2-year associate degree program
For new programs approved in 2019, off-campus internship takes up no more than 1/2 of all compulsory credits, with the rest being elective credits. Universities/Colleges shall not force students to take elective courses.
- An off-campus internship contract shall detail the following:
Internship allowance: companies shall provide students with allowance in accordance with Labor Standards Act or other regulations.
Internship insurance: companies shall provide students with off-campus internship students' group insurance or commercial insurance.

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四、精進產學合作國際專班之辦理

(二) 通盤檢討專班相關規範

2. 校外實習

- 校外實習津貼--應直接匯入學生專屬帳戶
- 校外實習課程應符每學期18週，每學分至多80小時實習之規範。如學校安排每學期6學分實習課，一學期實習時數最高為480小時，平均每週至多26又3分之2小時。
每週理論及校外實習課程均應於週一至五之日間排課，且不得輪班。
- 校外實習應設立轉銜機制
學生因故無法完成單一學期校外實習課程，學校應設立轉銜機制（如返校進行校內實作課程，輔導考技術士證），另善盡輔導機制，不得逕以此理由要求學生於當學期退學。

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四、精進產學合作國際專班之辦理

(二) 通盤檢討專班相關規範

3. 華語文課程

108學年度入學新生起

大一上學期應規劃華語文課程方式如下：

- ① 正式學分課程：每週5學分10學時華語文正式課程
- ② 輔導課程：至少每週5小時課後輔導課程

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4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations

b. Off-campus internship

- Off-campus internship allowance shall be wired to students' accounts directly.
- Off-campus internship shall take up 18 weeks each semester; each credit requires no more than 80 hours of internship.
If a 6-credit internship is arranged every semester, then the maximum hours of internship is 480 hours—on average no more than $26\frac{2}{3}$ hours every week.
Every week theory courses and off-campus internships shall be arranged in the daytime from Mon. to Fri., and no shift is allowed.
- A transfer mechanism shall be established for off-campus internship.
If students cannot complete off-campus internship in one semester, a transfer mechanism shall be set up (e.g. take hands-on courses on campus, facilitate students to obtain technician certification) and counseling shall be provided.
Universities/Colleges cannot demand students to drop out that semester on this ground.

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4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations

c. Mandarin courses

Newly enrolled students since academic year 2019

Mandarin courses shall be provided in the 1st semester of freshman year:

- ① Formal credit course: 5-credit, 10-hour formal Mandarin courses every week
- ② After school program: at least 5 hours every week

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四、精進產學合作國際專班之辦理

(二) 通盤檢討專班相關規範

4. 工讀

- **工讀合約須與實習合約分別訂定。**「學生與廠商的工讀合約」，屬學生自主工作意願，學校不得以實習課程之名義而要求學生從事工讀。
- 學校若協助安排學生工讀，學校可與廠商簽訂合作意向書，同時建立掌握學生工讀情形機制，維護及關懷學生工讀之相關勞動權益。
- 為遏止學生非法超時工讀，學校應於校內相關規章訂定罰則。

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四、精進產學合作國際專班之辦理

(二) 通盤檢討專班相關規範

4. 工讀

- 學生校外實習津貼及工讀薪資皆應直接匯入學生專屬帳戶，廠商所提供之實習津貼及工讀薪資應分類入帳，不得逕以一筆薪資總數匯入學生帳戶。**嚴禁廠商代扣代辦費或代扣學雜費。**
- 學生於**同一廠商**從事校外實習課程及工讀活動，**每週總時數不得逾40小時。**

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4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations

d. Part-time job

- **A part-time job contract shall be concluded separately from an internship contract.** A “part-time job contract signed between a student and a company” indicates a student’s willingness to work. Universities/Colleges may not require students to take on a part-time job in the name of internship.
- If universities/colleges help students arrange part-time jobs, they can sign a letter of intent with companies while establishing a mechanism to follow up on students in order to safeguard students’ rights to work.
- To prevent students from working illegally overtime, universities/colleges shall stipulate penalties in related regulations.

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4. Improve International Industry-Academia Collaboration Programs



(2) Thoroughly review program regulations

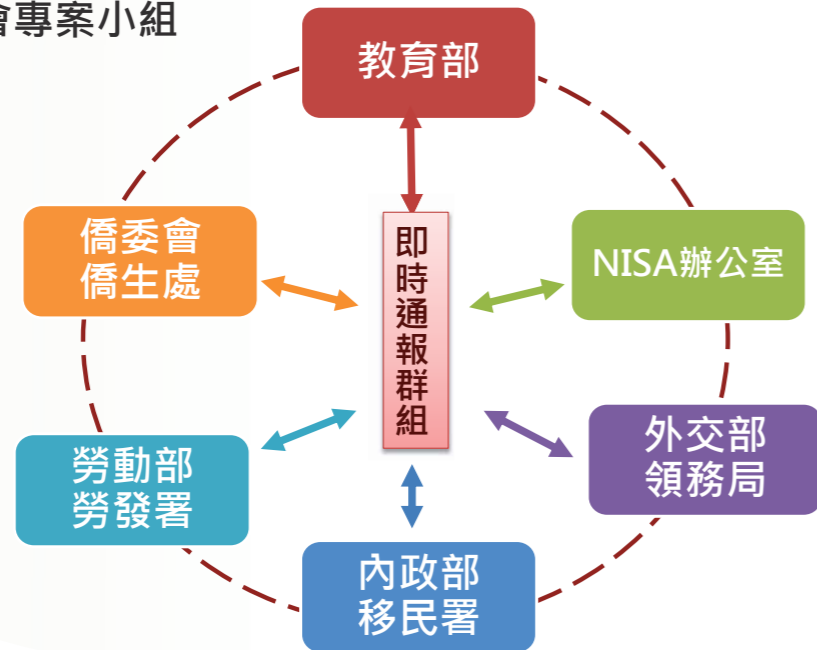
d. Part-time job

- Students’ off-campus internship allowance and part-time salary shall be wired to their accounts directly. **Internship allowance and part-time salary provided by companies shall be classified under different categories** and may not be wired in a lump sum as salary.
- **Deducting agency fees or tuition fees from the allowance/salary by companies is strictly forbidden.**
- Students shall work **no more than 40 hours a week** when taking on off-campus internships/part-time jobs **at one company.**

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五、優化境外生輔導機制

(一) 跨部會專案小組



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五、優化境外生輔導機制

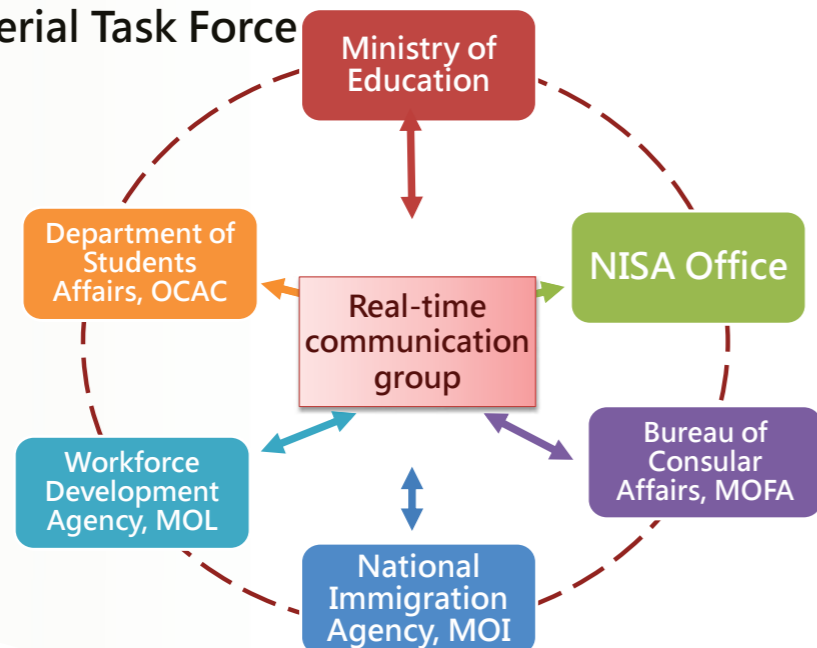
(二) 暢通意見反映管道及諮詢服務



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5. Optimize Counseling for Overseas Students

(1) Inter-Ministerial Task Force



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5. Optimize Counseling for Overseas Students

(2) Effective feedback channel and counseling services



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五、優化境外生輔導機制

(二) 暢通意見反映管道及諮詢服務



服務專線電話(0800-789-007)

提供中、英、越南、印尼語服務

週一至週五上午9時至下午5時

週一及週三早上為越南語工讀生；週一及周五下午為印尼語工讀生
其餘時間與移民署三方通話



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五、優化境外生輔導機制

(三) 舉辦僑外生座談會



活動概要

1

分區落實關懷

- 於北、中、南、東等四區辦理，使有意願參與之僑外生免於奔波即可就近參加座談。

3

統整綜合座談

- 中央有關機關針對僑外生提出之議題進行現場回應，並將綜合座談意見彙復表放置於境外生輔導辦公室網站提供參閱。

2

進行分組討論

- 以小組方式增進僑外生參與，提出生活適應、課業學習等討論議題，並有機會於分組討論時與他校交流互動。

4

文化參訪

- 為讓僑外生有機會認識我國多元且豐富之地理環境及人文特色，安排各區特色文化參訪活動，增進渠等在臺求學之滿意度。

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5. Optimize Counseling for Overseas Students

(2) Effective feedback channel and counseling services



Hotline (0800-789-007)

Available in Mandarin, English, Indonesian, Vietnamese
9:00-17:00 Mon.-Fri.

Mon./Wed. morning: Vietnamese; Mon./Fri. afternoon: Indonesian;
others: 3-way call with National Immigration Agency



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5. Optimize Counseling for Overseas Students

(3) Hold discussion sessions for overseas students



Overview

1

Look after different regions

- Info sessions are held in northern, middle, southern, and eastern Taiwan, allowing overseas students to attend the session nearby.

3

Panel discussion

- The central competent authorities respond to overseas students' questions and publish the responses on the NISA website.

2

Group discussions

- Conduct group discussions to engage overseas students, who bring up issues on life adjustment, study, etc., enabling exchanges and interaction with other universities/colleges.

4

Cultural visits

- Cultural visits are arranged in different regions to allow overseas students to understand our diverse and rich geographical environment and culture, to improve students' satisfaction about their study in Taiwan.

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簡報結束 敬請指教



對人口販運之關鍵打擊及預防作為-
從中央執行考核地方政府談起
Critical Efforts at Fighting Human Trafficking
and Prevention Practices- Starting with Central
Government Audits of Localities Efforts

Thank you



簡歷-主講人

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學歷

2010 JAN 社會學與社會政策學系，英國紐卡斯爾大學，博士
2003 JUN 社會政策與社會工作學系，暨南國際大學，碩士

經歷

2019 迄今 行政院人權保障推動小組委員
2019 內政部防制人口販運工作成果考核委員
2015-2016 年行政院海巡署『政府資料開放諮詢小組』委員
2016 年第二屆『新住民發展基金審查委員』
2016 年度內政部防制人口販運工作成果考核委員
2010-2011 中國文化大學社會福利系助理教授
2004-2005 台北市婦女救援基金會社會工作師

CURRICULUM VITAE OF SPEAKER

Ying-Chun Lin

Assistant Professor

Department of Border Police, Central Police
University



EDUCATION

2010 JAN PhD in Department of Sociology and Social Policy, Newcastle University, UK
2003 JUN Master of Department of Social Policy and Social Work, National Chi Nan University

EXPERIENCE

2019-Present Member of Human Rights Protection Task Force, the Executive Yuan
2019 Member of Evaluation Committee on Human Trafficking Prevention, the Ministry of Interior
2015 – 2016 Member of Government Information Open Data Advisory Group, Coast Guard Administration, Executive Yuan
2016 2nd " New immigrants Development Fund Review Committee"
2016 Member of Evaluation Committee on Human Trafficking Prevention, the Ministry of the Interior
2010-2011 Assistant Professor, Department of Social Welfare, Chinese Culture University
2004-2005 Social Worker, Taipei Women's Rescue Foundation

對人口販運之關鍵打擊及預防作為- 從中央執行考核地方政府談起

中央警察大學國境警察學系助理教授 林盈君
Junelin@mail.cpu.edu.tw

Critical Efforts at Fighting Human Trafficking and Prevention Practices- Starting with Central Government Audits of Localities Efforts

Lin Ying-Chun, Assistant Professor, Department
of Border Police, Central Police University
Junelin@mail.cpu.edu.tw

- ▶ 2013年起實施地方政府防制人口販運工作成果考核
- ▶ 方式為至每年由移民署、警政署、勞動部代表以及專家學者至各縣市實地考核
- ▶ 流程包含簡報、資料檢視、Q&A、回饋時間
- ▶ 特優縣市暫停兩年考核、優等縣市暫停一年考核，作為鼓勵

前言

- ▶ Since 2013, we have implemented audit assessment of the results of local government prevention and control of human trafficking
- ▶ The method involves representatives the National Immigration Agency, the National Police Agency, and the Ministry of Labor, and experts and scholars deploying to each county and city for annual field assessments
- ▶ The process includes time for presentations, data review, Q&A, and feedback
- ▶ As an incentive, excellent performing counties and cities may suspend the biannual assessment, and outstanding performing counties and cities may suspend the annual assessment.

Preface

- ▶ 目前評鑑成績特優、優等比例過高，失去鑑別力
- ▶ 現場評核當天出席人員太多，準備費時
- ▶ 每縣市評核委員不同，關注議題不同
- ▶ 各縣市狀況相異(例如有無案件)，現有評核表無法鼓勵積極查緝

現有困境

- ▶ Current evaluation scores are too high, and the ratio of excellent and outstanding results are also overly high, thereby losing effective discrimination of performance
- ▶ There are too many attendees on the day of the on-site assessments and field audit evaluations take too much time for preparations
- ▶ Each county and city has different appraisal committees, with diverse focal topics of concern
- ▶ The statuses of each county and city are different (for example, whether there have been any trafficking cases), but the existing evaluation forms do not encourage pro-active investigations

Existing challenges

- ▶ 新評鑑指標應不只期待將既有工作完成，而是促進更積極的人口販運防制策略
- ▶ 降低縣市政府準備評核的行政程序，使評核方式能更具效能
- ▶ 評核意見更加精確，各縣市評核資料更加統一、長期保存。
- ▶ 建立適合該年度無論是否有人口販運案件均能適用的評核表，鼓勵各縣市積極查緝人口販運案件。

未來目標

- ▶ New evaluation indicators should not only anticipate completion of existing tasks, but promote more pro-active human trafficking prevention strategies
- ▶ Reducing administrative procedures for county and city government assessment preparations, so assessment methods are more effective
- ▶ Ensure evaluation opinions are more accurate, with more integrated evaluation data for each county and city, and longer data preservation.
- ▶ Establish an appraisal form suitable for the year regardless of whether there have been human trafficking cases, and encourage counties and cities to pro-actively investigate human trafficking cases.

Future goals and objectives

- ▶ 根據地方政府2013年度至2018年度防制人口販運考核評分表、評核意見進行研析。
- ▶ 依人口販運類型特色選擇五個不同類型的縣市政府進行實地訪談
- ▶ 深入了解地方政府在執行人口販運防制以及準備人口販運考核過程中遇到的問題以及所提出的改善意見進行考核計畫修正。

研究方法

- ▶ Conduct research and analysis predicated on the 2013 to 2018 assessment scores and evaluation opinions for local government prevention and control of human trafficking.
- ▶ Select five different types of county and city governments for conducting on-site interviews predicated on the respective characteristics of human trafficking cases
- ▶ In-depth understanding of the problems encountered by local governments during implementation of the human trafficking prevention system and their preparation of human trafficking assessments, as well as consideration of suggested improvements for assessment plan revisions.

Study methodology

- ▶ 新北市為新住民人數最多的縣市，也是歷年來在查緝人口販運重要的縣市
- ▶ 桃園市為移工最多的縣市。
- ▶ 高雄市是境外聘僱漁工最多的縣市，並且設有全國唯一的海洋局。
- ▶ 六都之外，南投縣境內許多高山農業，山上常有失聯移工從事農業。
- ▶ 宜蘭縣則是有第一個外籍漁工成立的工會，轄內有境內聘僱漁工與境外聘僱漁工。

訪談縣市

- ▶ New Taipei City is the locality with the largest number of new residents, and it has been an historically important locality for human trafficking investigations
- ▶ Taoyuan City is the locality with the most migrant workers.
- ▶ Kaohsiung City is the locality which has the largest number of overseas fishermen, and has the only Oceanic Bureau in Taiwan.
- ▶ Aside from the six major metropolises, there is much high mountain agriculture in Nantou County, and there are often many migrant workers reported missing who are found engaged in agriculture in the mountains.
- ▶ Yilan County has the first trade union established for foreign fishermen, with domestic and overseas fishermen hired within its jurisdiction.

Interviewing with counties and cities

方向	問題
人口販運防制現況	人口販運防制狀況和其他縣市有何不同?
	人口販運策略上有何特色?
評鑑方法	評鑑對於您打擊人口販運業務有何幫助?
	準備評鑑上有遇過困難嗎?如何修正?
	優點為何? 缺點又在哪邊?
未來修正方向	您對書面評鑑有什麼想法?
	對於新的評鑑方式有哪些建議?

訪談大綱

指標	項目	建議
預防	教育訓練	縣市府層級之「防制人口販運」訓練計畫/初級與進階/滿意度調查和分析/同仁需求為導向
	大眾宣導	發掘宣導對象/多元宣導方式/跨單位合辦資源共享
起訴	查緝合作	熱點分析/跨縣市合作/追蹤列管案件起訴及判決情形
	資料庫建立	通譯人員資料庫評點制
保護	福利服務	醫療、法律、通譯之協助次數等紀錄
	安置保護	安置單位督導
夥伴關係	跨局處	相關單位合作與參與
	GO&NGO	社區/NGOs/駐台外館
其他	創新作為與深入議題	針對該縣市的特有狀況提出解決策略

2013-2018年評核意見指標

Topic	Question
Human Trafficking Prevention and Control Status Quo	How is the status of human trafficking prevention and control different from other localities?
	What are the characteristics of the human trafficking strategy?
Evaluation methods	How does the evaluation help you in combating human trafficking?
	Have you encountered any difficulties in preparing for the evaluation? How can you deal with them?
	What are the advantages? And where are the disadvantages?
Future improved directions	What are your thoughts about written assessments?
	What suggestions do you have for new evaluation methods?

Interview outline

Indicator	Item	Recommendation
Prevention	Education and Training	"Prevention of Human Trafficking" training programs at the city and county government level/ Elementary and advanced/Satisfaction survey and analysis/colleague demand centered-orientation
	Mass advocacy and outreach	Explore advocacy Targets / Multivaried advocacy methods / Inter-unit joint resource sharing
Prosecution	Investigative cooperation	Hot spot analysis/Cross-city and county cooperation/Tracking of designated prosecutions and judgments
	Database establishment	Interpreter database and review system
Protection	Welfare services	Medical, legal, and interpretation assistance records
	Protective placement	Supervision of protective placement entities
Partnerships	Interagency assistance	Relevant entity cooperation and participation
	GO&NGO	Community/NGOs/Embassies and Representatives in Taiwan
Other	Other innovative actions and in-depth topics	Propose resolution strategies for localities' unique situations

2013-2018 evaluation opinion index

- ▶ 以書面評核為主。但評核表建構出更具完整性的評核指標，詳細說明各指標應該附上附件
- ▶ 評核表將區分為有人口販運案件/無人口販運案件
- ▶ 評鑑委員改由一名移民署代表，警政(人口販運查緝)、勞政(勞動剝削)、社政(性剝削與被害人保護)專業學者各一名，共四名，依據評核指標分區評分。
- ▶ 各縣市的同一個指標將由同樣的委員評分，以維持評核標準的公平性。
- ▶ 增加實際評核意見回饋時間，使評核意見更加精確、切實。
- ▶ 每項評核指標相關資料以電子附件儲存、查閱，並統一附件檔名

修正方向-評核方式

- ▶ 大部分修正方向主要以指標與附件明確化，並加入配分修正。
- ▶ 自評分數部分取消，直接由委員評核
- ▶ 【是否有流程】全數更改為對於流程規定的可執行度以及確實執行率的評核。
- ▶ 建立【無被害人評鑑指標】無被害人縣市分析未來查緝策略

修正方向-評分方式

- ▶ Primarily base audits on written assessments. However, the evaluation form rubric constructs a more complete evaluation index, specify each index's appendices
- ▶ Assessment forms to be divided into those with human trafficking cases/no human trafficking cases
- ▶ The evaluation committee shall be composed of four persons, with one representative from the National Immigration Agency, and one professional expert from each of police entities (human trafficking investigation), labor entities (labor exploitation), and community governance entities (sexual exploitation and victim protection), and their scoring shall be based on the evaluation indicators.
- ▶ The same indicators of each locality will be scored by the same committee members to ensure consistency and fairness of the evaluation standards.
- ▶ Increase feedback time for actual evaluation comments to allow for more accurate and practical evaluation comments.
- ▶ The relevant information for each evaluation index will be stored and consulted as an electronic attachment, with a uniform attachment file name.

Improved directions-assessment methods

- ▶ Most of the improvement directions are mainly clarified by indicators and appendices, and improvements to allocation of scoring have been added.
- ▶ Self-evaluation scoring shall be cancelled, with the committee directly providing evaluation.
- ▶ [Is there a process?] All changes have been made for assessment of the process regulations enforceability and actual implementation rate.
- ▶ Establish [zero victim evaluation indicators] for victimless localities to analyze future investigation strategies.

Improvement direction-scoring methods

項目	評核分數	附件檔名	附件資料
1.會議召開形式?	0-1	1-1	會議流程
評核年度計召開__次協調聯繫會議。 <input type="checkbox"/> 單獨召開__次，日期分別為 <input type="checkbox"/> 合併其他會議召開__次，日期分別為			

修正表格-協調聯繫會議

2.會議主持人層級?	0-1	1-2	會議記錄
第一次: <input type="checkbox"/> 首長 <input type="checkbox"/> 副首長 <input type="checkbox"/> 秘書長 <input type="checkbox"/> 承辦機關(單位) 主管 <input type="checkbox"/> 其他_____ 第二次: <input type="checkbox"/> 首長 <input type="checkbox"/> 副首長 <input type="checkbox"/> 秘書長 <input type="checkbox"/> 承辦機關(單位) 主管 <input type="checkbox"/> 其他_____			
3.協調聯繫會議召開參與機關(單位)情形 與會機關(單位): 上半年與會機關(單位)共__個，包含單位有__，與會人數合計:_____人。 下半年與會機關(單位)共__個，包含單位有__，與會人數合計:_____人	0-3	1-3	機關職稱簽到表

修正表格-協調聯繫會議

Item	Evaluation score	Attachment file name	Attachment information
1. How will the meeting be held?	0-1	1-1	Meeting process
The annual assessment plan will hold __ coordination and contact meetings. <input type="checkbox"/> Held separately __ times, on the dates of_____ <input type="checkbox"/> Held together with other meetings __ times, on the dates of_____			

Revisions form-coordination contact meeting

2. What leadership level will convene and host the meeting?	0-1	1-2	Meeting record
First meeting: <input type="checkbox"/> Agency Head <input type="checkbox"/> Deputy head <input type="checkbox"/> Secretary-general <input type="checkbox"/> Agency (entity) Supervisor <input type="checkbox"/> Other _____ Second meeting: <input type="checkbox"/> Agency Head <input type="checkbox"/> Deputy head <input type="checkbox"/> Secretary-general <input type="checkbox"/> Agency (entity) Supervisor <input type="checkbox"/> Other _____			
3. Status of agencies (entities) participating in the coordination meeting Participating agencies (entities): In the first half of the year, there were __ agencies (entities) participating in the meeting, including the _____, and the total number of participants were: _____ persons. In the second half of the year, there were __ agencies (entities) participating in the meeting, including the _____, and the total number of participants were: _____ persons.	0-3	1-3	Participating Agency representative Registration Sign-in Form with job title

Revisions form-coordination contact meeting

4. 協調聯繫會議召開之功能、成效	0-5	1-4	1. 列管事項紀錄 2. 問題與回應紀錄 3. 案例研討 4. 專題報告資料 5. 業管分析資料
<input type="checkbox"/> 對歷次列管事項均有追蹤管考 <input type="checkbox"/> 對各機關(單位)提出問題有回應並處理 <input type="checkbox"/> 有進行案例分析研討並提出建議或學習心得 <input type="checkbox"/> 邀請專家學者進行專題報告 <input type="checkbox"/> 有機關(單位)對業管事項做數據或質效分析			

修正表格-協調聯繫會議

項目	評核分數	附件檔名	附件資料
1. 專業訓練			
(1) 警政單位: 相關人員合計__人 (刑警大隊__場__人、外事、婦幼、偵查隊、少年隊__場__人)	0-5	2-1.1	1. 簽到表 2. 課程資料 3. 學員分析 4. 訓練時數 5. 滿意度調查 6. 年度訓練計畫
(2) 勞政單位: 相關人員合計__人 (外勞諮詢及查察人員__場__人、辦理防制人口販運與勞資爭議第一線人員__場__人, 雇主及仲介__場__人)	0-5	2-1.2	
(3) 社政單位: 相關人員合計__人 (家防中心、婦女科、兒少科__場__人、委外機構__場__人)	0-5	2-1.3	
(4) 衛政單位: 相關人員合計__人 (衛生稽查員、公衛護士、醫院、衛生局、衛生所__場__人等)	0-5	2-1.4	

修正表格-預防宣導訓練

4. Function and effectiveness of the coordination contact meeting	0-5	1-4	1. List of management matters 2. Questions and responses records 3. Case studies 4. Special report materials 5. Administration and management analysis data
<input type="checkbox"/> Tracking management for all listed management items <input type="checkbox"/> Respond to and deal with issues raised by various agencies (entities) <input type="checkbox"/> Conduct case analyses and discussions, and offer suggestions or learning experiences <input type="checkbox"/> Invite experts and scholars to deliver special reports <input type="checkbox"/> There are agencies (entities) conducting data or quality and efficiency analysis on administration and management matters			

Revisions Form-Coordination Contact Meeting

Items	Evaluation score	Attachment file name	Attachment information
1. Professional Training			
(1) Police entities: the total number of relevant personnel are __ persons (Police Brigade __ meetings (deployments)__ persons, foreign affairs, women and children, investigation teams, and juvenile teams held __ meetings with__ persons)	0-5	2-1.1	1. Sign-in form 2. Course materials 3. Student analysis 4. Training hours 5. Satisfaction survey 6. Annual training plan
(2) Labor administration entities: total relevant personnel __ persons (Foreign labor consultation and inspection personnel held __ meetings with __ persons, front-line personnel handling human trafficking and labor disputes are _____ persons, and among employers and intermediaries there were __ meetings with__ persons.	0-5	2-1.2	
(3) Social and community affairs administration entities: the total number of relevant personnel are __ persons (Family Protection Centers, Women's Departments, Infant and Children's Departments held __ meetings (deployments) with__ persons, and outsourced institutions held __ meetings with__ persons)	0-5	2-1.3	
(4) Health administration entities: total relevant personnel are _____ persons (Health inspectors, public health nurses, hospitals, health bureaus, health centers held _____ meetings with _____ persons)	0-5	2-1.4	

Revisions form-prevention advocacy training

2. 對於人口販運被害人及協助辦理人口販運案件之社工人員或相關專業人員，於案件偵查、審理期間，人身安全有危險之虞者，司法警察機關安全維護機制使用情形	0-2	2-2	1.安全維護機制流程 2.使用人次統計
3. 人口販運防制宣導品使用及加強宣導措施 <input type="checkbox"/> 宣導品使用成效(多元性、多語、可及性)(0-2) <input type="checkbox"/> 實體及網路宣導成效(跑馬燈宣導、網站、通訊軟體傳播、媒體) (0-2) <input type="checkbox"/> 縣市活動現場宣導(活動名稱、日期、參與人次) (0-2) <input type="checkbox"/> 主題活動(結合人口販運主題之宣導活動、日期、參與人次) (0-2)	0-8	2-3	1. 該年度宣導品檔案 2. 實體宣導次數、網站連結、通訊軟體截圖、媒體資料 3. 現場活動資料、照片與人次統計 4. 活動時間、地點參與人數與照片

修正表格-預防宣導訓練

項目	評核分數	附件檔名	附件資料
1. 勞政單位：對於持工作簽證來臺之人口販運被害人備案安置處所之管理情形及對其進行訪視、督導。 安置被害人人數___，安置單位___	0-9	3-1	1.安置訪視紀錄 2.服務提供統計
2. 社政單位：對於國人成年被害人含不願接受安置而自行返家之後續追蹤。 被害人人數___，福利服務提供類型___。	0-6	3-2	1.個案紀錄 2.服務提供統計
3. 社政單位：對於國人/非本國人未成年被害人。 安置未成年國人被害人人數___，安置單位___ 安置未成年非本國人被害人人數___，安置單位___	0-6	3-3	1.個案紀錄 2.安置訪視紀錄

評核年度協助人口販運被害人計___人。其中國人成年___人、未成年___人，外國人成年___人、未成年___人。〔被害人人數僅供參考，不列入評核〕

修正表格-安置保護 (有被害人)

2. For victims of human trafficking and social workers or related professionals assisting in handling human trafficking cases, who may be exposed to personal safety risks during the investigation and trial of the case, reliance of use of Judicial Police (Court Marshals) safety and protection mechanism processes.	0-2	2-2	1. Safety and protection mechanism processes 2. User statistics
3. Use of human trafficking prevention advocacy and outreach materials, and strengthening promotional measures <input type="checkbox"/> Effectiveness in using promotional materials (diversity, multilingualism, accessibility) (0-2) <input type="checkbox"/> Achievements in physical and online publicity (LED Marquee publicity, websites, communication software dissemination, and media) (0-2) <input type="checkbox"/> Locality activity on-site promotional outreach (activity name, date, number of participants) (0-2) <input type="checkbox"/> Themed activities (combined with the promotion of anti-human trafficking, dates, number of participants) (0-2)	0-8	2-3	1. Archives of promotional materials for the year 2. The number of physical announcements, website links, screenshots of communication software screenshot, and media information (coverage) 3. On-site event information, photos and visitor statistics 4. Event time, location, number of participants and photos

Revisions form-prevention advocacy training

Items	Evaluation score	Attachment file name	Attachment information
1. Labor administration entities: management of registration and protective placement for victims of human trafficking who come to Taiwan with work visas, and visits and supervision. Number of victims under protection __, number of protection sites __	0-9	3-1	1. Records of protective placement site visitation 2. Service provisions statistics
2. Social and community affairs administration entities: follow-up of domestic adult victims unwilling to accept protective placement who return home by themselves. The number of victims __, and the type of welfare services provided __.	0-6	3-2	1. Case records 2. Service provisions statistics
3. Social and community affairs administration entities: For domestic Taiwan /foreign minor victims. The number of domestic minor victims in protective placement __, and the number of protective placement entities (sites) __ The number of foreign minor victims in protective placement __, and the number of protective placement entities (sites) __	0-6	3-3	1. Case records 2. Services provision statistics

Total number of victims of human trafficking assisted in the assessment year ___ persons.
Among which there are ___ domestic adults and ___ domestic minors, and ___ foreign adults and ___ foreign minors. [The number of victims is for reference only, and is not included in the assessment]

Revisions form- protective placement (for victims)

1. 勞政單位：對於持工作簽證來臺之人口販運被害人備案安置處所之管理情形及對其進行訪視、督導。 安置被害人人數___，安置單位___。 無被害人：縣市移工分析(產業、性別、年齡、失聯人數、查獲失聯移工類型)安置單位合作計畫(可收容人數、提供服務、訪視策略)	0-9	3-1	1. 安置訪視紀錄 2. 服務提供統計
2. 社政單位：對於國人成年被害人含不願接受安置而自行返家之後續追蹤。 被害人人數___，福利服務提供類型___。 無被害人：縣市性剝削類型、熱點分析、相關案件(如社維法)分析、查緝紀錄起訴與不起訴分析、可提供服務內容。	0-6	3-2	1. 個案紀錄 2. 服務提供統計
3. 社政單位：對於國人/非本國人未成年被害人。 安置未成年國人被害人人數___，安置單位___。 無被害人：縣市兒少性剝削類型、熱點分析、兒少犯罪統計分析、查緝紀錄、起訴與不起訴分析、安置單位合作計畫(可收容人數、提供服務、訪視策略) 安置未成年非本國人被害人人數___，安置單位___。 無被害人：縣市非本國人未成年人數年齡與性別統計、安置單位合作計畫(可收容人數、提供服務、訪視策略)	0-6	3-3	1. 個案紀錄 2. 安置訪視紀錄

修正表格-安置保護 (無被害人)

4. 被害人傳染病篩檢、就醫診療、驗傷與採證等作業流程。(0-1)	0-4	3-4 3-5 3-6	1. 就醫流程 2. 服務類型與次數統計 3. 各單位通報窗口名冊
5. 被害人使用服務資料統計。(0-2)			
6. 各單位通報窗口名冊。(0-1)			

自評敘述：
本年度被害人為勞動剝削___人，性剝削___人(國人兒少性剝削___人)。類型分析為_____。

修正表格-安置保護 (有被害人)

1. Labor administration entities: Management of registration and protective placement for victims of human trafficking who come to Taiwan with work visas, and visits and supervision. Number of victims under protective placement are ___, number of protective placement entities (sites) are ___. No victims: Analysis of migrant workers in localities (industry, gender, age, number of missing workers (presumed absconded), types of absconded migrant workers detained), protective placement entities cooperation plan (number of people that can be accommodated, services provision, and visitation strategies)	0-9	3-1	1. Records of protective placement site visits 2. Services provision statistics
2. Social and community affairs administration entities: Follow-up of domestic adult victims unwilling to accept protective placement who return home by themselves. The number of victims are ___, and the type of welfare services provided are _____. No victims: Types of sexual exploitation in localities, analysis of hot spots, analysis of related cases (such as Social Order Act cases), investigation records, analysis of prosecution and non-prosecutions, and available services contents.	0-6	3-2	1. Case records 2. Services provision statistics
3. Social and community affairs administration entities: For domestic/foreign minor victims. Number of domestic minors in protective placement are ___, and number of protective placement entities (sites) are _____. No victims: Types of child and adolescent sexual exploitation in localities, analysis of hot spots, analysis of child and adolescent crime data, investigation records, analysis of prosecution and non-prosecutions, and protective placement entities cooperation plan (number of people that can be accommodated, services provision, and visitation strategies). Number of foreign minor victims in protective placement are ___, and number of protective placement entities (sites) are _____. No victims: Age and gender data on foreign minors in localities, and protective placement entities cooperation plan (number of people that can be accommodated, services provision, and visitation strategies)	0-6	3-3	1. Case records 2. Records of protective placement site visits

Revisions form- protective placement (no victims)

4. Work flow for victim infectious disease screening, medical treatment, injury examination and evidence collection. (0-1)	0-4	3-4 3-5 3-6	1. Medical treatment process 2. Service type and frequency statistics 3. List of each entity' s notification Points of Contact
5. Victim use of services data. (0-2)			
6. List of each entity' s notification Points of Contact. (0-1)			

Self-evaluation narrative:
The victims this year included ___ victims of labor exploitation, ___ victims of sexual exploitation (___ domestic child sexual exploitation victims). The type analysis indicates _____.

Revisions form- protective placement (with victims)

4.傳染病篩檢、就醫診療、驗傷與採證等作業流程。(0-2)	0-4	3-4 3-5	1. 就醫流程 2. 各單位通報窗口名冊
5.醫療人員疑似被害人指南。(0-1)			
6.各單位通報窗口名冊。(0-1)			

修正表格-安置保護 (無被害人)

有查獲案件	評核分數	附件檔名	附件資料
1.評核年度查獲移送人口販運案件計___件___名加害人，外國被害人人數為__。	0-15	4-1	1.加害人統計 2. 通譯使用作業程序 3. 陪偵使用流程表及人次 4. 通譯資料庫及使用評價 5.案件統計彙整 6.案件追蹤列管
2.通譯使用作業程序。(0-1)		4-2	
3陪偵使用人次___。(0-3)		4-3	
4.使用通譯人次___(查獲涉有外國籍被害人之人口販運案件。(0-3)		4-4	
5.通譯資料庫使用評價。(0-2)		4-5	
5.案件統計彙整。(0-3) 6.案件追蹤列管。(0-3)		4-6	
核分建議：案件追蹤列管包含該年度查獲案件數、已起訴案件數、未起訴案件數、已定罪案件數，成案要件與起訴角度分析。			

修正表格-查緝(有被害人)

4. Work flow for victim infectious disease screening, medical treatment, injury examination and evidence collection. (0-2)	0-4	3-4 3-5	1. Medical treatment process 2. List of each entity' s notification Points of Contact
5. Medical Personnel Guide to Suspected Victims. (0-1)			
6. List of each entity' s notification Points of Contact. (0-1)			

Revisions form- protective placement (no victims)

Cases interdicted	Evaluation scores	Attachment file name	Attachment information
1. In the assessment year, there were ___ cases of human trafficking interdicted and referred for prosecution with ___ perpetrators, and the number of foreign victims was ___ persons.	0-15	4-1	1. Perpetrator statistics 2. Interpreter usage operating procedures 3. Process chart for persons accompanying during investigations and number of accompanying persons 4. Interpreter database and usage evaluations 5. Case statistics collection, compilation and integration 6. Case tracking and management
2. Interpreter usage operating procedures. (0-1)		4-2	
3. Number of times persons accompanied victims during the investigation were ___. (0-3)		4-3	
4. Number of interpreters used __ (Detecting human trafficking cases involving victims of foreign nationalities.) (0-3)		4-4	
5. Evaluation of the use of interpreter database. (0-2)		4-5	
5. Case statistics collection, compilation and integration. (0-3) 6. Case tracking and management. (0-3)		4-6	
Assessment scoring recommendations: The case tracking and management includes the number of interdicted cases, the number of prosecuted cases, the number of unprosecuted cases, the number of convictions, the key elements of successful cases and analysis from the prosecutorial perspective.			

Revisions form- interdiction (with victims)

無查獲案件	0-15	4-1	1. 查緝行動統計 2. 通譯使用作業程序 3. 陪偵使用流程表及窗口 4. 通譯國籍/方言與地點分析 5. 犯罪熱點與可能類型 6. 疑似案件追蹤列管
1. 查緝行動紀錄與無查獲案件原因分析。(0-3)		4-2	
		4-3	
2. 通譯使用作業程序。(0-1)		4-4	
		4-5	
3. 陪偵使用流程圖與聯繫窗口。(0-3)		4-6	
4. 通譯資料庫完整性分析。(0-3) 5. 犯罪熱點與可能類型分析。(0-2) 6. 疑似案件追蹤列管。(0-3)			

修正表格-查緝(無被害人)

1. 政府部門間合作機制與成效。 2. 政府與非政府組織間合作機制與成效。	0-10	5-1 5-2	案例說明
核分建議： 請檢視受評單位如警政、勞政、社政、衛政等單位政府部門之間，以及與非政府部門如中央或當地NGO之合作情形或機制，並就整體表現核分。			
自評敘述： 1. 各局處間方案合作實例說明 2. 政府與非政府單位方案合作實例說明			

修正表格-夥伴關係

No interdicted cases	0-15	4-1	1. Investigative action statistics 2. Interpreter usage operating procedures 3. Process chart for persons accompanying during investigations and points of contact 4. Interpreter nationality/languages and localities analysis 5. Criminal hot spots and likely types 6. Suspected case tracking and management
1. Analysis of the reasons for investigations and no interdictions. (0-3)		4-2	
		4-3	
2. Interpretation usage operating procedures. (0-1)		4-4	
		4-5	
3. Process table for persons accompanying during investigations and points of contact. (0-3)		4-6	
4. Interpreter database integrity analysis. (0-3) 5. Criminal hot spots and likely types analysis. (0-2) 6. Suspected case tracking and management. (0-3)			

Revisions form- interdiction (no victims)

1. Inter-governmental cooperation mechanisms and effectiveness. 2. Mechanisms and effectiveness of cooperation between government and non-governmental organizations.	0-10	5-1 5-2	Case studies explanations
Assessment scoring recommendations: Please review the status of cooperation or mechanisms among the assessed units such as police administration, labor, social, health administration, and other government departments, as well as with non-governmental departments such as central or local NGOs, and score their overall performance.			
Self-evaluation narrative: 1. Examples of programmatic cooperation among agencies 2. Case studies of cooperation between government and non-government entities			

Revisions form- partnerships

1. 創新作為:主題____對象____策略____。 2. 深入議題背景分析、關鍵問題、解決方案、成本效益分析	0-10	6-1	創新或深入議題計畫說明
<p>核分建議:</p> <p>(1) 本面向屬於完全新穎作為者, 4分; 屬於既有指標之修正或調整者, 2-3分; 屬於行政管理流程改善者, 1-2分。</p> <p>(2) 倘另以專案議題呈現各轄區之背景分析、遭遇的關鍵問題、解決方案、成本效益分析等, 酌加0.1至1分(額外加分)。</p> <p>(3) 本面向合計總分以10分為限。</p>			

修正表格-創新作為及深度議題



議題三 防杜勞力剝削新主角-企業社會責任

Session 3

Corporate Social Responsibility and Preventing Forced Labor in Supply Chain

1. Innovation actions: Theme of ____ with an objective of ____ and a strategy including ____. 2. In-depth issues background analysis, key issues, solutions, and cost-benefit analysis	0-10	6-1	Innovation or In-Depth Issue Plan Overview
<p>Scoring recommendations:</p> <p>(1) This dimension or aspect is a completely novel action, 4 points; a revised or adjusted existing parameter, 2-3 points; an improvement or revision to administrative processes, 1-2 points.</p> <p>(2) If the background analysis for each jurisdiction, key problems encountered, proposed solutions, and cost-benefit analysis, are presented in another special project or topical issue, 0.1 to 1 point will be added (as additional points).</p> <p>(3) This dimension includes a total maximum score of 10 points.</p>			

Revisions form- innovative actions and in-depth issues



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從道德招募計畫談杜絕供應鏈強迫 勞動情事

Ethical Recruitment and Human Trafficking



簡歷-主講人

Luke De Pulford
英國 Arise 基金會執行長



自傳

Luke de Pulford 於英國、賴索托和意大利之間接受教育，研讀政治和國際關係，之後接著鑽研哲學和神學。他的專業工作都展現在英國議會，特別是以捍衛人類尊嚴的相關活動而聞名。在他推動的其他許多運動中，他曾經負責讓下議院承認伊斯蘭國(Daesh/達伊沙)的暴行是種族滅絕，並獲得了前所未有的一致投票。2015年，他被任命為保守黨人權委員會委員。在此期間，他撰寫了有關中國人權、器官移植、人民社會自由的限制以及賣淫的相關報告。

2015年，他與著名慈善家 John Studzinski CBE 共同創立了 Arise 基金會，並擔任執行長一職。Arise 在全球範圍內致力於在前線支持反對現代奴隸制和人口販運的工作，英國首相德蕾莎·梅伊(Theresa May)在2018年特別指出 Arise 的工作對現代廢奴運動是“至關重要的”。他定期在英國、美國、菲律賓、印度、聯合國等地舉行的會議上發表現代奴隸制度的相關演說，也固定為《旁觀者》、《電訊報》、《衛報周刊》、《湯森路透》及保守派之家等撰寫奴隸制和其他人權議題的文章。就在近期，他創立了種族滅絕應對聯盟和對華政策跨國議會聯盟，同時還是世界維吾爾代表大會的顧問。除了從事人權工作外，盧克還是一名熱心的音樂家，他在西倫敦創立並主持兒童合唱團。他目前與妻子夏洛特(Charlotte)和他們的兩個孩子塞西莉亞(Cecilia)和露西(Lucy)居住在奇斯維克(Chiswick)。

CURRICULUM VITAE OF SPEAKER

Luke De Pulford

Director

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BIOGRAPHY

Luke de Pulford was educated between the UK, Lesotho and Italy, reading politics and international relations and then philosophy and theology. Much of his professional work has focused on the UK Parliament where he is well known for his campaigning work in defence of human dignity. Among many other campaigns, he was responsible for the effort which secured an unprecedented and unanimous vote in the House of Commons to recognise the atrocities of Daesh as genocide. In 2015 he was appointed Commissioner to the Conservative Party Human Rights Commission. In this role he has produced reports into human rights in China, organ harvesting, restrictions on civil society freedoms, and prostitution.

In 2015 he co-founded the Arise Foundation, for which he is director, with noted philanthropist John Studzinski CBE. Arise works across the world to support frontline work against modern slavery and human trafficking which, in 2018, the UK Prime Minister Theresa May singled out the work of Arise as "critical" to the modern abolitionist movement. He regularly speaks on modern slavery issues at conferences in the UK, the US, Philippines, India, the United Nations, and elsewhere. Luke writes regularly on slavery and other human rights issues for The Spectator, Telegraph, The Guardian, Thomson Reuters, Conservative Home, and others. More recently, he founded both the Coalition for Genocide Response and the Inter-Parliamentary Alliance on China. He is also an adviser to the World Uyghur Congress. Outside of his human rights work, Luke is a keen musician, and founded and conducts a children's choir in West London. He lives in Chiswick with his wife Charlotte and their two children, Cecilia and Lucy.

從道德招聘計畫談杜絕供應鏈強迫勞動情事

Luke De Pulford
英國Arise基金會執行長

Ethical Recruitment and Human Trafficking

Mr. Luke De Pulford, Director of Arise Foundation

大綱

1. 什麼是道德招聘？與人口販運有何關聯？
2. 道德招聘有哪些模式？
3. 道德招聘如何與企業社會責任互相影響？
4. 給台灣的建議

什麼是道德招聘？

招聘人員時，
其僱用是公平的；薪資是公平的；
不撒謊或誤導他們，
並確保他們能夠行使自己的權利。

Outline

1. What is ethical recruitment and hoe does it relate to human trafficking?
2. What models are there for ethical recruitment?
3. How does ethical recruitment interact with corporate social responsibility?
4. Recommendations for Taiwan

What is ethical recruitment?

Recruiting someone for fair employment; for a fair wage; and without lying or misleading them and ensuring that they can access their rights.



什麼是人力仲介專員/公司？

- “非隸屬政府機關的自然人或法人，提供下列一項或多項勞動市場服務：
- (a) 提供就業匹配與工作申請之服務，且該私營人力仲介所不會涉及隨後產生的僱傭關係；
 - (b) 提供僱傭工人的服務，並由第三方之自然人或法人機構來分配任務並監督任務的執行；
 - (c) 提供其他與求職相關的服務，由主管部門與最具代表性的雇主和勞工組織諮詢後來決定，例如提供資料等，其目的無關具體之就業匹配或工作申請。”
- 取自國際勞工組織 (International Labor Organization, ILO) 《私營職業介紹所公約》，1997年，第181號，第1(1)條



What is a recruiter?

- “any natural or legal person, independent of the public authorities, which provides one or more of the following labor market services:
- (a) Services for matching offers of and applications for employment, without the private employment agency becoming a party to the employment relationships that may arise therefrom;
 - (b) Services consisting of employing workers with a view to making them available to a third party, who may be a natural or legal person that assigns their tasks and supervises the execution of these tasks;
 - (c) Other services relating to job-seeking, determined by competent authority after consulting the most representative employers and workers organizations, such as the provision of information, that do not set out to match specific offers of and applications for employment.”

-ILO Convention on Private Employment Agencies, 1997(No 181), Article1(1)

什麼是人力仲介公司？

- 目前全球移工已不再是以國家為導向，而是轉為以市場導向的系統。
- 此即造就了私營人力仲介公司的蓬勃發展。
- 私營人力仲介員/公司在促進勞動市場的供需上具有極為重要的作用。
- 這些公司現在會：
 - ◎ 宣傳徵聘職務；
 - ◎ 確定目標市場；
 - ◎ 擔任潛在移工和雇主/國外中介機構之間的聯繫角色；
 - ◎ 為勞工提供旅程安排的服務；
 - ◎ 為勞工提供取得必要文件的服務。

人力仲介公司

人力仲介公司的風險

- 人力資源庫龐大，須繳納高額費用。
- 跨境工作難以管理和監控。
- 經常在職責不明確的灰色地帶工作。
- 經常出現在高風險招聘鏈中，例如：
 - 季節性招聘行業；
 - 國際招聘行業；
 - 使用非技術性勞工的行業。

What is a recruitment Agency?

- Globally, migrant labor has moved from being primarily a state-driven system to a **market –driven system**.
- This has led to the flourishing of **private recruitment agencies**.
- Private recruiters play an essential role in **facilitating supply and demand** in labor markets.
- These companies now:
 - ◎ **Advertise roles**;
 - ◎ **Identify target markets**;
 - ◎ **Link** prospective migrant workers with employers/ intermediaries abroad;
 - ◎ Provide services to **facilitate travel arrangement for workers**; and
 - ◎ Provide services for workers to **obtain necessary documents**.

Recruitment Agencies

RISKS OF RECRUITMENT AGENCIES

- Have a large recruitment pool allowing for high fees to be charged .
- Are hard to regulate and monitor as **work across jurisdictions**.
- Often work in **grey zones** where their responsibility is not clear.
- Often feature in high-risk recruitment chains such as :
 - ◎ Industries with **seasonal recruitment**;
 - ◎ Industries with **international recruitment**;
 - ◎ Industries using **unskilled labour**.

人力仲介公司

常見的惡習制度

- 隱瞞工作的真實性質；
- 在新聘勞工不知情的情况下擅自更改合約；
- 利用貸款使勞工成為債奴；
- 沒收證件（身分證、護照、合約）。

Recruitment Agencies

COMMON MECHANISMS OF ABUSE

- Concealing the true nature of work;
- Altering contracts without recruit's knowledge;
- Debt bondage through loans;
- Confiscation of documents (ID card, passports, contracts);

道德招聘模式：
能夠做什麼？什麼是有用的？

MODELS OF ETHICAL
RECRUITMENT: WHAT CAN BE
DONE AND WHAT WORKS?

尊重
法律
在
國
家
公
司
法
律
人
介
所
法

- 必須取得所有涉及國家（原籍國、過境國和目的國）的許可/認證。
- 如果與其他仲介所或就業機構合作，這些機構也必須取得正當的許可/認證。
- 招聘的勞工必須具備可於國外工作的適用法律文件（必要時須自原籍國取得出境許可證），以及在目的國工作的所有有效簽證/入境許可證/工作許可證。
- 在所有涉及國家，皆不可因違反該國法律而受到任何形式的停業、訴訟或紀律處分。
- 該仲介所的所有者、投資者和雇員，皆不可與任何因違反法律或法規而被暫停或關閉的機構有所關聯。

不
對
勞
工
收
費

- 勞工可能會因其工作資格（如培訓課程）或將成為其個人財產的物品（如護照等身份證件）而產生一些費用；但是，一旦被正式雇用，與招聘有關的任何費用都應由雇主承擔。
- 在勞工受雇後，仲介所不得收取任何費用；與勞工招聘和分發相關的所有費用都應由雇主承擔。
- 在勞工合約期滿時，仲介所不得要求勞工以現金或實物形式償還保證金。
- 勞工必須不用付費就能得知適合他們的招聘。

Respect for
the laws of
the
countries in
which the
agency
operates

- Must be licensed/accredited in all countries of operation (origin, transit, and destination)
- If working with other recruitment or employment agencies, these must also be properly licensed/accredited
- Recruited workers must have appropriate legal documentation to work abroad(exit clearances from countries of origin, where required) and all valid visas/entry permit/work permits for work in the country of destination
- Must not have been suspended, charged, or disciplined in any way for non-compliance with the laws of any of the countries in which it operates
- Owners, investors, and employees of the agency must never have been affiliated with agencies that have been suspended or shut down for non-compliance with laws or regulations

No Fees for
Workers

- Workers may incur some costs associated with their eligibility for the job(e.g., training courses) or for items that will become their personal property (e.g., identity documents such as passports.) However, any costs associated with their recruitment once they have been formally hired are to be borne by the employer.
- Once a worker has been hired, the agency must not charge any fees; all fees associated with the worker's recruitment and deployment are to be borne by employers
- The agency must not require workers to post a bond, in cash or in kind, for reimbursement at the end of the worker's contract
- Workers should be informed of their right recruitment without fees

招聘過程的透明度

- 必須為每位受聘員工以書面形式提供工作性質、範圍和條件的精確細節。
- 僱傭合約必須以該勞工能夠理解的語言書寫，並且提供已簽署合約的紙本副本。
- 當合約條款需要變更時，必須通知員工，並給予同意或拒絕變更的機會，且不會處罰或威脅要處罰該員工。
- 勞工必須不用付費就能得知適合他們的招聘。

薪資和扣除額的透明度

- 薪資必須符合勞工書面合約中所規定的條款。
- 必須準確、準時支付薪資。
- 勞工所收到的薪資單，必須精確顯示其薪資（時薪、加班費、計件工資等）和任何法律允許的扣除額（法律准許且符合勞工合約中的規定）。
- 勞工應同工同酬，不得因其國籍、性別、宗教、族裔等而受到歧視。

Transparency in hiring process

- Must provide accurate details, in writing, on the nature, scope, and conditions of work for every employee hired
- Employment contract must be provided in a language the worker can understand, and the worker must be provided with a hard copy of the signed contract
- If changes are required for the terms of the contract, the employee must be informed and given the opportunity to consent to or decline the changed without penalty or threat of penalty
- Workers should be informed of their right recruitment without fees

Transparency in wages and deductions

- Wages must reflect the terms set out in the worker's written contract
- Wages must be paid accurately and on time
- Workers must receive a statement accurately reflecting the worker's pay(hourly pay, overtime, piecework, etc.) and any legally permitted deductions(allowed by law, and as set out in the worker's contract)
- Workers are to receive equal pay for equal work, without discrimination on the grounds of nationality, sex, religion, ethnic origin, etc.

工作安全

- 仲介必須當心並揭露受聘勞工在工作上會碰到的所有風險。
- 在工作現場作業之前，必須提供勞工針對該工作的職業衛生與安全之教育訓練。
- 當有人因工作生病或受傷，必須為其安排緊急應變措施。

不得沒收任何證件

- 仲介所不得出於任何原因保留勞工的個人證件，例如護照、VISA簽證、ATM卡等。這些都是勞工的個人財產。

Job Safety

- The agency must be ware of and disclose any risks associated with the job for which the worker is being hired
- Workers must be provided with job-specific occupational health and safety training prior to commencing work on the jobsite
- Contingency measures must be in place for those who become ill or who get injured on the job

No Document Confiscation

- The agency must not retain the worker's personal documents – e.g., passports, visas, ATM cards, etc. –for any reason. These are the personal property of the worker.

人力仲介
所員工和
簽約代理
人的行為
標準

- 不得向勞工施以任何形式的口頭或身體虐待。
- 不得向勞工施以任何形式的威脅或恐嚇。
- 不得強迫或威脅勞工接受不利的就業條件或收取任何形式的費用。
- 當有此類事件發生時，必須進行記錄和調查，並懲以糾正性紀律處分。

道德招聘模式：
以私營部門為例—如何達成

Standards of
Behaviour
for
Recruitment
Agency Staff
and
Contracted
Agents

- Workers must never be subject to verbal or physical abuse of any kind
- Workers must never be subject to threats or intimidation of any kind
- Workers must never be coerced or threatened to accept disadvantageous conditions of employment or be charged fees of any kind
- Any such incidents are documented and investigated, and corrective disciplinary actions taken

Ethical recruitment models:

An example from the private sector –
how it CAN be done

台灣

- 70萬移工人數是易於管理的數目。
- 少有國家能够在可控制的狀態下，進行符合道德招聘的**示範、試行和測試**。
- 有機會能夠**引領世界**發展和展示道德招聘方法。並非為了台灣的名聲，而是要示範一個國家該如何有效地促進道德招聘。

Taiwan

- 700,000 is a **manageable number** of migrant workers.
- Few countries could **model, pilot and test** ethical recruitment regulation in a controlled way.
- Chance to **lead the world** in developing and demonstrating ethical recruitment methods. Not for the sake of Taiwan's standing, but to model how states can be effective in promoting ethical recruitment.

企業執行優良之反奴役措施

Best Practices of Business Anti-Modern Slavery



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2020 Int'l Workshop on Combating Human Trafficking
2020防制人口販運國際工作坊(研討會)



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- Council member of National Council of Sustainable Development, Taiwan
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2005-2020 《遠見雜誌》企業社會責任獎
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水美工程(股)公司 能源資源處經理 (1992-1997)
永豐餘(股)公司 工程事業部顧問 (1991-1992)



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3

Facts & Challenges 事實與挑戰

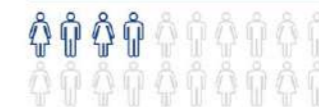


Source: Global Slavery Index 2018
(Walk Free Foundation)

As of 2018:

40.3 million

people in modern slavery



Female

71%



Male

29%



15.4 million

in forced marriage



On any given day in 2018, there were

15,000

people living in conditions of modern slavery in Australia

\$354 billion

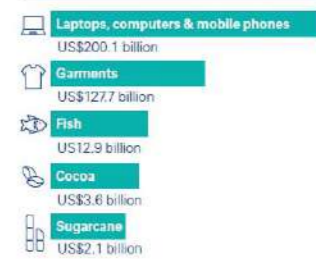
at-risk products imported by G20 countries



24.9 million

24.9 million in forced labour

Top 5 At-risk products of modern slavery imported into the G20:



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4

ESG Impacts in the supply & value chain 來自供應鏈與價值鏈的ESG衝擊



Direct versus supply-chain impacts by super sector		
	Direct	Supply Chain
Food & Beverage	8%	92%
Financial Services	10%	90%
Banks	12%	88%
Telecommunications	15%	85%
Media	15%	85%
Real Estate	16%	84%
Technology	17%	83%
Retail	17%	83%
Insurance	18%	82%
Personal/Household Goods	19%	81%
Automobiles & Parts	19%	81%
Industrial Goods & Services	28%	72%
Travel & Leisure	29%	71%
Healthcare	29%	71%
Construction & Materials	37%	63%
Chemicals	52%	48%
Oil & Gas	54%	46%
Basic Resources	75%	25%

Source: Trucost data



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Key risk factors 對於企業的關鍵風險因子



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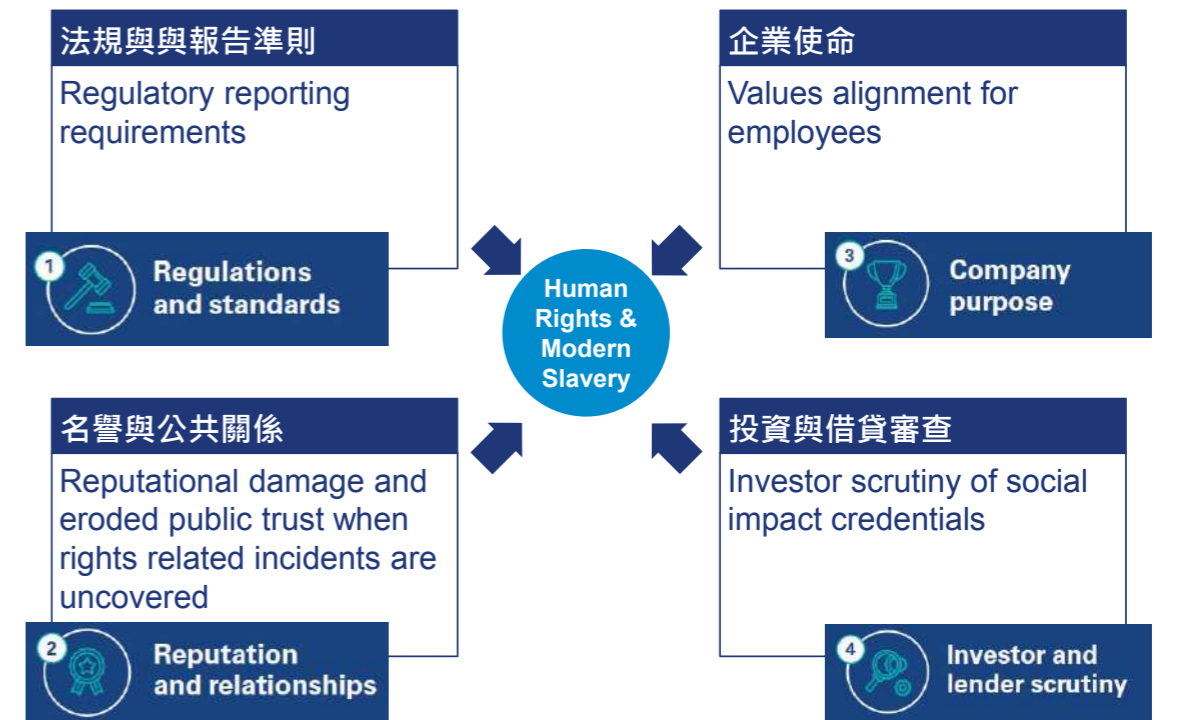
List of products at risk of forced labour by source countries 來源國有強迫勞動風險的產品

- COTTON:** Kazakhstan, Tajikistan, Turkmenistan, Uzbekistan
- BRICKS:** Afghanistan, India, Myanmar, Nepal, Pakistan
- GARMENTS – APPAREL & CLOTHING ACCESSORIES:** Argentina, Brazil, China, India, Malaysia, Thailand, Vietnam
- CATTLE:** Bolivia, Brazil, Niger, Paraguay
- SUGARCANE:** Brazil, Dominican Republic
- GOLD:** Democratic Republic of the Congo, North Korea, Peru
- CARPETS:** India, Pakistan
- COAL:** North Korea, Pakistan
- FISH:** Ghana, Indonesia, Thailand, Taiwan, South Korea, China, Japan, Russia⁹
- RICE:** India, Myanmar
- TIMBER:** Brazil, North Korea, Peru
- BRAZIL NUTS / CHESTNUTS:** Bolivia
- COCOA:** Côte d'Ivoire, Ghana
- DIAMONDS:** Angola
- ELECTRONICS – LAPTOPS, COMPUTERS, & MOBILE PHONES:** China, Malaysia



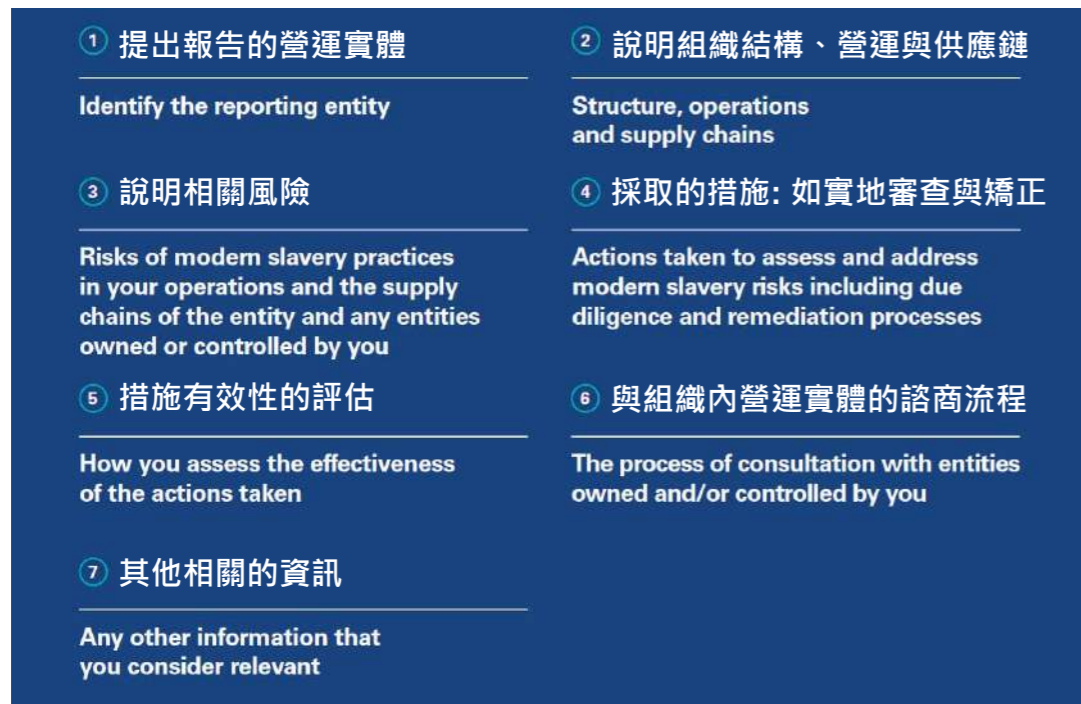
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Corp. transparency and reporting 透明與報告



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Potential mandatory reporting criteria 強制報告準則



KPMG's modern slavery assessment KPMG的現代奴役評估系統



Key steps to manage modern slavery risk 管理現代奴役風險的關鍵步驟



Supplier's migrant workers in Taiwan 供應商移工僱用管理 **patagonia**



Source : <https://www.patagonia.com/static/on/demandware.static/-/Library-Sites-PatagoniaShared/default/dwd52f9d06/PDF-US/migrant-workers-supply-chain-timeline.pdf>

Key human rights risk in supply chain and remediation 鑑別價值鏈的人權風險及補救措施



- KPMG協助光寶以問卷調查鑑別整體人權風險議題，並在2019年進一步針對價值鏈上供應商、光寶自身、客戶三大關鍵利害關係人進行人權風險議題鑑別 (Identify material risks of human rights in value chain)
- 針對主要之議題依據國際趨勢提供減緩與補救措施之精進建議 (Look for remediation measures)



光寶人權風險減緩措施

光寶重大人權議題	說明	利益關係人			
		員工	客戶	供應商	承(包)商
隱私權	光寶與其價值鏈未妥善管理商業訊息、客戶和員工的個人資料與資訊，以致發生資料被盜取、外洩或濫用，且相關資訊無法依其意願刪除或調整。	秉持對於人權隱私的尊重與重視，本公司建置各項資訊安全維護及管控措施，強化員工安全意識，並遵守資安單位制定之政策、辦法、人力資源單位訂定之「個人資料保護管理辦法」確保個人資料蒐集、處理及利用符合法規要求，並定期以嚴格的稽核程序將個人資料進行稽核，透過稽核結果，留存影像證據，以確保個人資料處理與維護，嚴密之保護。	光寶重視各利害關係人包括員工、合作夥伴(客戶、供應商、顧問等)、股東及營運相關資訊資產之安全與隱私，訂立「資訊安全政策」作為管理據，落實於光寶全球據點，並透過跨部門、跨功能之資訊安全組織推動資訊安全相關工作，依ISO27001:2013之國際標準，並採用PDCA之循環運作模式建立、實施、維護與改善資訊安全管理制度，同時持續導入資訊科技工具及不斷的改善管理機制，以有效維護資訊安全及隱私保護。此外，光寶定期辦理資訊安全內部稽核，確認資訊安全管理實務之落實情況，並依據稽核結果採取改善措施，以持續落實光寶的資訊安全管理制度。		

Risk mitigation measures for remediation



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KPMG key items of due diligence (DD) for IT suppliers KPMG供應商管理稽核重點項目

IT產業海外供應商管理重點稽核項目

面向 Aspect	評估重點項目 (Key Items)
環境 E	1. 溫室氣體排放與能源使用 (GHG & Energy) 2. 空氣汙染排放 (Air Pollutants) 3. 水資源管理 (Water) 4. 廢棄物管理 (Waste)
社會 S	1. 健康與安全 (Health & Safety) 2. 強迫勞動 (Forced Labour) 3. 童工與青年工作者 (Child & Youth Worker) 4. 人權 (Human Right) 5. 歧視 (Discrimination) 6. 工時 (Working Hours)
公司治理 G	1. 供應商管理 (Supplier Management) 2. 供應商環境績效 (Supplier Env. Performance) 3. 供應商社會績效 (Supplier Social Performance) 4. 公平商業行為 (Fair Business Conduct) 5. 誠信經營與反貪腐政策 (Integrity & Anti-corruption)
衝突礦產 Conflict Minerals	1. 管理政策 (Policy) 2. 3TG採購與生產 (Procurement & Production) 3. 供應商管理 (Supplier Management)
BCP	1. 組織政策 (Policy) 2. 基礎設施 (Infrastructure) 3. 人力資源 (Human Resource)

DD Key Points

- 政策 Policy
- 管理制度 Management
- 管理目標 Goal & Target
- 績效表現 Performance



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FAIRPHONE 推動手機界的公平貿易



FAIRPHONE

荷蘭手機品牌，致力改變手機製造過程中的對勞工及環境的危害。秉持持久使用的設計、使用公平礦產、供應商的優良工作環境、減少及廢品回收，推出**全球第一支以公平貿易、循環設計的手機**，第一代共銷售60,000支，目前共有65位正職員工。



- Long-Lasting Design >
- Fair Materials >
- Good Working Conditions >
- Reuse and Recycling >

透明營收

完整公開一支手機的營收來源，大眾可清楚知道自己的錢被用在哪裡以及如何持續支持。



Source: <https://www.fairphone.com/en/>



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FAIRPHONE – No more Conflict Minerals

2010年春天，一群荷蘭社運人士舉牌高呼，抗議手機製造商使用「衝突礦產」(Conflict Minerals)。因為製造手機，會使用到金、鈹、鎢、錫等超過30種金屬，但就像「血鑽石」一樣，這些金屬，有許多來自於武裝遊擊隊控制的非洲礦場，成為這些暴力組織的資金來源



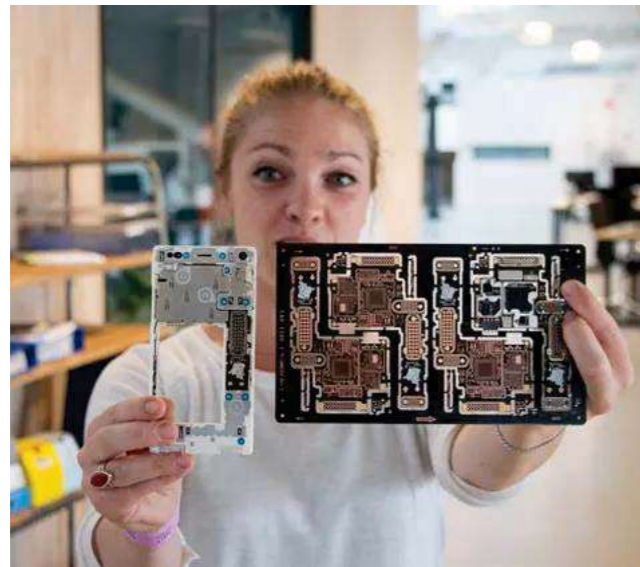
2011年，Fairphone手機公司誕生，打造出全球第一支「公平手機」

Source: <https://www.fairphone.com/en/>



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FAIRPHONE – The modular phone that's built to last



Long-Lasting Design >



Fair Materials >



Good Working Conditions >



Reuse and Recycling >

Source: <https://www.fairphone.com/en/>

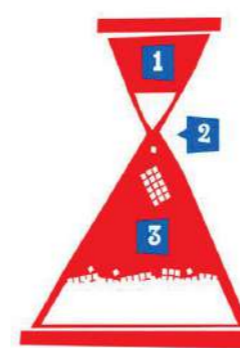


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Social Enterprise Case: Tony's Chocolonely

Social Purpose: together to make 100% slave free the norm in chocolate



Cocoa farmers

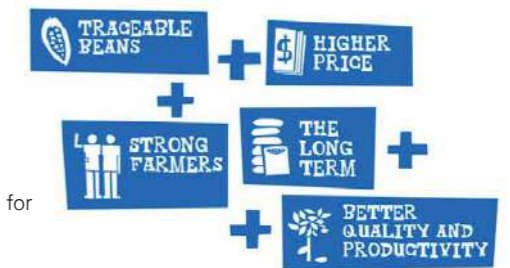
- 60% of the world's cocoa comes from 2.5 million farms in West Africa
- Produce only up to 30-40% capacity
- 2.3 million children work for cocoa farms, 90% of which work under illegal and dangerous conditions**

Cocoa traders and processors

- Offer the farm a gate price (no intention for farmers to run more professionally)
- Mix between certified and non-certified cocoa

Consumers

5 ingredients for slave-free cocoa



Source: Tony's Chocolonely

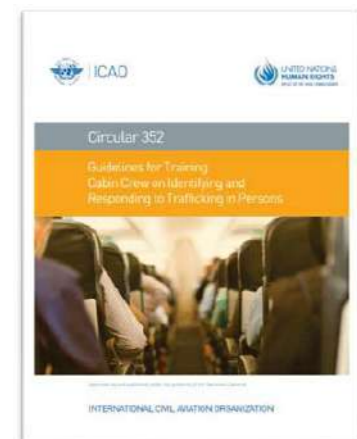


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Trafficking prevention training for cabin crew 防範人口販運的機組員訓練

航空業的人權責任



Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons

聯合國人權辦公室 (OHCHR, Office of the United Nations High Commissioner for Human Rights) 和 ICAO 共同發佈指導原則，教導機組員辨識與回應人口販運

Cabin crew response to trafficking

- Role of cabin crew should be limited to
 - observing the situation
 - initiating non-threatening conversations with suspected victims
 - gathering information
 - reporting concerns to Captain
- Captain will ultimately decide if law enforcement needs to be alerted

關於人口販運，機組員可以做的事：

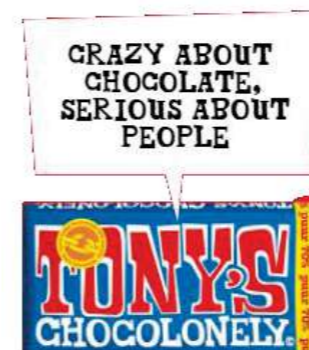
- 觀察機上情況
- 與可疑者展開非威脅性對話
- 蒐集資訊
- 向機長回報疑慮



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打造零奴隸可可供應鏈年營收近20億新台幣



TONY'S CHOCOLONELY

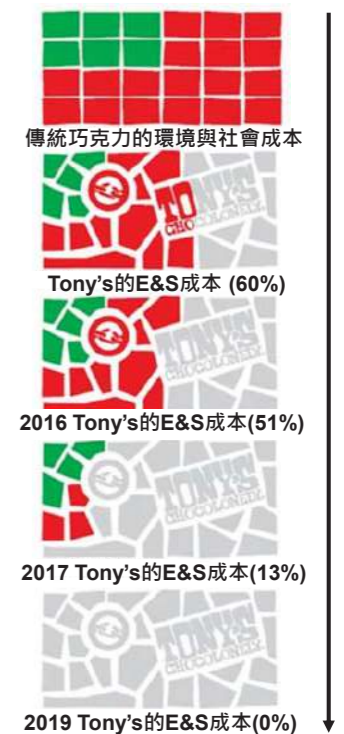
荷蘭巧克力品牌，致力打造100%無奴 (Slave-free) 的可哥產業。用高於公平交易的價格直接向迦納以及象牙海岸的兩大可哥農場購買原材料，至今已支持超過4000位可哥農，2017年在荷蘭巧克力市場佔有率於達16.7%，年營收較前一年成長53%。2019年底正式進入台灣市場，為亞洲第一個市場

真實訂價

- 量化巧克力的環境與社會成本
- 找出真正的衝擊點，訂定未來改善目標
- 與市場上現有的解決方案比較，找出差異點

量化外部衝擊，包含：製造過程的碳足跡、供應鏈中強迫勞動情形、間接經濟衝擊。

KPMG NL
100周年
紀念



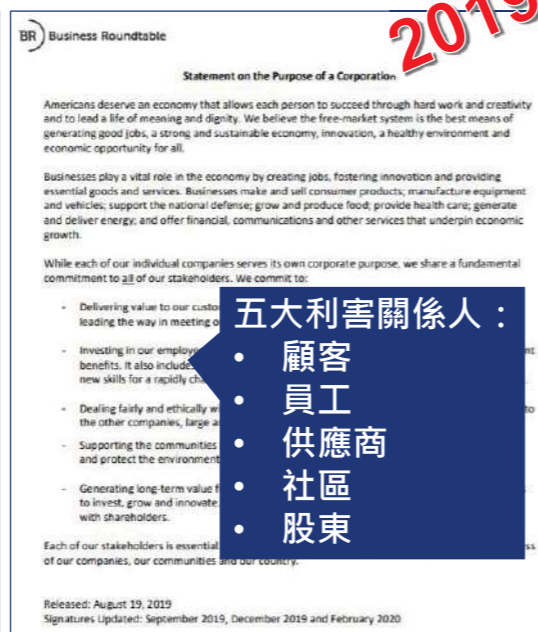
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Stakeholder Capitalism 利害關係人資本主義

世界經濟論壇(WEF)年度主題：
「利害關係人資本主義」

181位美國企業CEO於商業圓桌會議
簽署〈企業宗旨宣言〉



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Transformation of corporate purpose 企業使命從短線到長線的變革轉型

Short-term 短期

Shareholders 股東
Financial 財務
Tangible 有形資產
EPS

Long-term 長期

Stakeholders 利害關係人
Non-financial 非財務
Intangible 無形資產
EGS



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Thank you!

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歡迎訂閱氣候變遷及企業永續發展電子報
<https://home.kpmg.com/tw/zh/home/services/advisory/climate-change-and-sustainability-service/newsletter.html>

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水產供應鏈中的可能強迫勞動以及 對臺灣的建議

Recommendations for Taiwan about Possible Coerced Labor in Fisheries Products Supply Chain



簡歷-主講人

陳珮瑜

財團法人綠色和平基金會海洋專案主任



自傳

綠色和平組織是一個獨立的非營利全球性組織，它利用非暴力、創新的方式來揭露全球環境問題及其根源。

珮瑜擁有國際關係碩士學位，並特別專注於國際海洋法和人權法。珮瑜藉由她在政府事務方面的經驗以及對相關國際法的了解，成為綠色和平組織東亞運動的專案主任。她主張修改台灣的漁業法，以改善移工漁民的人權並終止 IUU(非法、未報告及未受規範漁業)捕撈。

CURRICULUM VITAE OF SPEAKER

Pei-Yu Chen

Campaigner of Greenpeace East Asia



BIOGRAPHY

Greenpeace is an independent, nonprofit, global campaigning organization that uses non-violent, creative confrontation to expose global environmental problems and their causes.

Pei-Yu Chen, with a master's degree in international relations, has a special focus on international law of sea and human rights. Bringing in her experience of government affairs, and her knowledge in relevant international laws, Pearl currently as a campaigner for Greenpeace East Asia, advocates changes in Taiwan's fisheries laws to enhance human rights for migrant fishers and end IUU fishing.

漁業勞工販運及如何防治

綠色和平東亞分部 Pearl Chen

GREENPEACE 綠色和平

Labor Trafficking in Fishing Industry and What We Can Do to Stop it

Greenpeace East Asia Pearl Chen

GREENPEACE 綠色和平

過度捕撈、強迫勞動、非法、未報告及未受規範漁業的惡性循環

- 過度捕撈：
 - 聯合國糧食及農業組織：全球有可知資訊的魚群中有三分之一遭過度捕撈。
 - 漁船必須到更遠的海域捕魚，因此營運成本（包含燃料）大幅增加。
- 為了維持利潤：
 - 剝削勞工來降低成本：勞工佔總漁業成本的30%-50%
 - 利用非法、未報告及未受規範漁業來提高收入
- 漁業是孤立的作業環境：
 - 在海上長期孤立作業（無法聯繫及取得醫療協助）

GREENPEACE 綠色和平

當下列情況發生時狀況更糟

- 海上轉運：漁船不須回港，也助長了非法、未報告及未受規範漁業與海上販運
- 海上無限時：漁船可以在海上獨自待上數月、甚至數年。
- 缺乏有效的海上監督、監視與控管：很難蒐集證據，瞭解漁船上發生什麼事；當局無法即時介入
- 保證金：保證金讓漁民即使在強迫勞動的情況下，還是猶豫是否該終止合約
- 不合理的合約：條款未清楚載明違約的構成要素，並讓漁民承擔派遣返國的成本
- 扣留工資：當工資遭系統性刻意扣留，漁民被迫繼續工作，希望能拿到工資

GREENPEACE 綠色和平

The vicious cycle of overfishing and forced labor and IUU fishing

- Overfishing:
 - FAO: one in three global fish stocks for which there is information available are overfished.
 - While fishing vessels need to travel further into the sea to fish, operational costs including fuel drastically rise up.
- To maintain profits:
 - labor exploitation to cut down cost: labor counts for 30%-50% of total fishing cost
 - IUU fishing to increase revenues
- Fishing as an isolating working environment:
 - Isolation at sea for an extensive period (lack of access to communication and medical assistance)

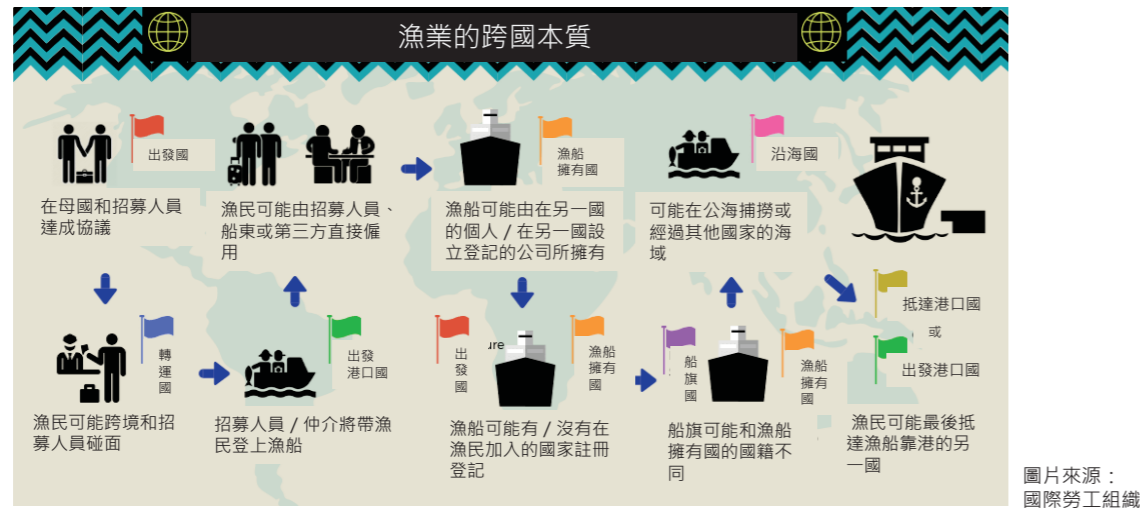
GREENPEACE 綠色和平

Things are made worse when...

- [Transshipment at sea](#): fishing vessels don't need to come back to ports, and it also facilitates IUU fishing and trafficking in sea
- Unlimited time at sea: fishing vessels can stay at seas in isolation for many months or even years.
- Lack of effective monitoring, surveillance, and control at sea: difficult to gather evidence on what happens on the vessels; authorities can't step in timely
- Guarantee deposits: deposits make fishers hesitant to terminate the contracts even when in conditions of forced labor
- Unreasonable contracts: unclear terms on what constitutes as violation of contracts, and place the cost of repatriation on the fishers
- Withholding of wages: when wages are systematically and deliberately withheld, fishers are compelled to continue working in hopes of getting paid

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漁業的跨國本質



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牽涉四個國家的疑似案例

- 一名印尼漁民在印尼被招募
- 他先飛到 A 國，登上日本籍 B 漁船，在船上暫時工作兩週。
- B 漁船之後把他載到真正的工作地點 C 漁船，也是日本籍漁船。
- 但是根據該漁民的合約，人力仲介是台灣公司，且漁業公司在台灣設立登記。
- 根據該漁民的說法，船長是台灣人。

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Transnational nature of fishing industry



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A suspicious case where parties from 4 nations are involved

- An Indonesian fisher was recruited in Indonesia.
- He flew to country A first to board a Japanese-flagged fishing vessel B to work on board temporarily for 2 weeks.
- Vessel B then transported him to his real working fishing vessel C, which also flagged to Japan.
- However, according to the fisher's contracts, the manning agency was Taiwanese, and the fishing company was registered in Taiwan.
- According to the fisher, the captain was Taiwanese.

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誰該為此負責？

- 根據國際勞工組織的強迫勞動指標，這位印尼漁民應該是強迫勞動的受害者。要素包括：恐嚇威脅、扣留身分文件、扣留工資、債務奴役、過量超時加班。
- 誰該為此負責？
 - 日本作為船旗國：聯合國海洋法公約規定船旗國應為勞動條件負責。
 - 台灣作為實質受益人：但考量權宜船旗的作法，台灣作為實質受益國，是否應該在管理勞動條件上扮演更大的角色？
 - 轉運國：A 國看到漁民抵達、登上一艘他不應該在上面工作的漁船？
 - 兩國的船東及人力仲介公司

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政府可以做些什麼？

- 船旗國：
 - 批准 / 通過並尊重國際勞工組織第188號《漁業工作公約》及核心勞動基準；
 - 勞動機關為遠洋漁業海外勞工事宜負起更大的責任；
 - 增加所有漁船勞動檢查的頻率及可靠性，特別是遠洋漁船；
 - 一旦接獲通報，立即處理人口販運及強迫勞動的案例。嚴格執行相關法規，提升起訴及定罪率；
 - 建立即時有效的申訴機制，供移工漁民使用，特別是海上的緊急事件；
 - 確保涵蓋 100% 的觀察員（獨立人工或有效的電子漁獲監控），確保所有漁船上全部觀察員的安全；
 - 終止海上轉運，以及
 - 規範海上最長停留時間。

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Who should be held accountable?

- Based on ILO forced labor indicators, this Indonesian fisher might have been a victim of forced labor. Elements included, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, and excessive overtime.
- Who should be held accountable?
 - Japan as the flag state: Law of Sea stipulates that flag state bears responsibility for labor conditions.
 - Taiwan as beneficial owner: But given the practice of flag of convenience, should Taiwan play a bigger role to manage labor conditions as the beneficial owner state?
 - Transit state: country A who saw the fisher flew in and boarded a vessel that he was not supposed to work on?
 - Vessel owner and manning agencies of both countries

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What could governments do?

- Flag state:
 - Ratify/ adopt and respect ILO Convention 188 and core labor standards;
 - Labor agencies to take greater responsibility to oversee labor matters in DWF;
 - Increase the frequency and reliability of labor inspections for all vessels, especially DWF vessels;
 - Handle human trafficking and forced labor cases promptly once reported, strictly enforce relevant regulations, and increase prosecution and conviction rates;
 - Establish a timely and effective grievance mechanism for migrant fishers, particularly for urgent cases at sea;
 - Ensure 100% observer coverage (independent human or effective electronic catch monitoring), and the safety of all observers, on all fishing vessels;
 - End transshipment at sea, and
 - Regulate maximum time at sea.

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政府可以做些什麼？

- 來源國：
 - 建立政府對政府的招募管道；
 - 建立與目的地國家的合作管道，以保護在海外工作的國人
- 轉運國：
 - 增加檢查
 - 介入疑似人口販運的案例
- 港口國：
 - 批准並尊重國際勞工組織第188號《漁業工作公約》及核心勞動基準。
 - 善用港口國當局於漁船上檢查勞動條件，並向國際勞工組織及船旗國通報違反人權的狀況。
- 市場國：
 - 通過涵蓋海鮮產業的強制人權盡職調查法規
 - 避免以強迫勞動捕撈的海鮮進入市場
 - 鼓勵透明的海鮮供應鏈

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企業可以做些什麼？

- 產銷監管鏈：提供完全可追溯、由第三方驗證的產銷監管鏈（從船隻到銷售點）
- 公開資訊：於銷售點提供消費者清楚、精確的資訊
- 人權：肩負企業責任，尊重聯合國《企業與人權指導原則》所定義的人權
- 人權政策不合規：透過改善計畫來處理供應商不合規的情況
- 倡議：積極倡導更高的社會標準與更有效的執行這些標準
- 行動計畫：建立公開的行動計畫，有清楚的目標及有時限的里程碑與基準

[綠色和平對零售商、品牌商及海鮮業者要求的永續、勞動與人權、產銷監管鏈](#)

GREENPEACE 綠色和平

What could governments do?

- Country of origin:
 - Establish government-to-government recruitment channels;
 - Establish cooperative channel with destination states to protect nationals working abroad
- Transit state:
 - Increase inspection
 - Intervene in suspicious human trafficking
- Port state:
 - Ratify and respect ILO Convention 188 and core labor standards.
 - Make good use of the port state authority to inspect labor conditions on board, and report human rights violations to ILO and flag states
- Market state:
 - Adopt mandatory human rights due diligence legislation that covers the seafood industry
 - Prevent seafood harvested with forced labor from entering the market
 - Encourage transparency on seafood supply chain

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What could businesses do?

- Chain of custody: deliver a fully traceable, third-party verified chain of custody from ship to point of sale
- Public access to information: At the point of sale, provide clear and accurate information to customers
- Human rights: uphold corporate responsibility to respect human rights as defined by the UN Guiding Principles on Business and Human Rights.
- Non-compliance with human rights policy: address supplier non-compliance through improvement program.
- Advocacy: proactively advocate for higher social standards and more effective implementation of such standards.
- Action plans: establish publicly available action plans with clear objectives and time-bound milestones and benchmarks

[Greenpeace Sustainability, Labour & Human Rights, and Chain of Custody Asks for Retailers, Brand Owners and Seafood Companies](#)

GREENPEACE 綠色和平

我們能幫助您更加了解公海上勞工販運的資料

- 綠色和平東南亞分部：《海上奴役》調查報告
- 綠色和平東亞分部：《公諸漁事：血汗海鮮如何流入市場》報告

GREENPEACE 綠色和平

Our works to help you better understand labor trafficking on the high seas

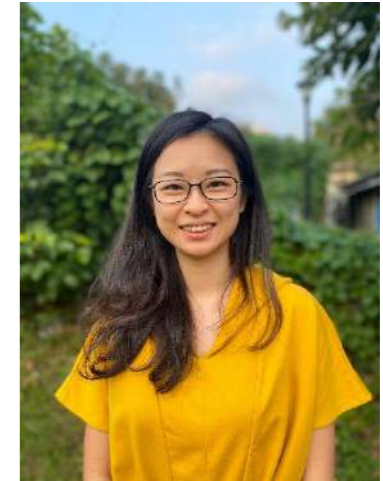
- Greenpeace Southeast Asia: Seabound: The Journey to Modern Slavery on the High Seas
- Greenpeace East Asia: Choppy Waters: Forced Labour and Illegal Fishing in Taiwan's Distant Water Fisheries

GREENPEACE 綠色和平

簡歷-主講人

邱劭琪

英國環境正義基金會在臺分會
臺灣海洋資深專案主任



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Past Experience: Environmental Policy, Education Policy, Media Communication

台灣遠洋漁業強迫勞動及 人口販運問題

環境正義基金會
資深專案主任 邱劭琪

Taiwan Distant Water Fisheries Forced Labor and Human Trafficking Issues

Environmental Justice Foundation

Shao-Chi Chiu, Senior Campaigner

強大的遠洋漁船艦隊

- 超過一千艘遠洋漁船
- 世界三大洋作業
- 雇用兩萬多名外籍漁工 (境外聘僱)
- 使用全球32個港口

台灣漁船上常見的強迫勞動、人權剝削

- 薪資苛扣
- 語言、肢體暴力
- 工時過長
- 生活、工作環境惡劣
- 身分證件遭扣留
- <https://www.facebook.com/264786214193731/videos/213081093091358>

BULAN KE-	BULAN	TOTAL GAJI	DEPOSITO / JAMINAN	BIAYA PROSES	DITERIMA DI ATAS KAPAL	DI BIRIH KE RUMAH	KET.
1	AGT*2019	US \$ 500	US \$ 100	US \$ 100	US \$ 300		
2	SEP	US \$ 500	US \$ 100	US \$ 100	US \$ 300		
3	OKT	US \$ 500	US \$ 100	US \$ 100	US \$ 300		
4	NOV	US \$ 500	US \$ 100	US \$ 100	US \$ 400		
5	DES	US \$ 500	US \$ 100		US \$ 400		
6	JAN*2020	US \$ 500	US \$ 100		US \$ 400		
7	FEB	US \$ 500			US \$ 500		
8	MAR	US \$ 500			US \$ 500		
9	APR	US \$ 500			US \$ 500		
10	MEI	US \$ 500			US \$ 500		
11	JUN	US \$ 500			US \$ 500		
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23	JUN	US \$ 500			US \$ 500		
24	JUL	US \$ 500			US \$ 500		
TOTAL		US \$ 12.000	US \$ 600	US \$ 300	US \$ 11.100		

Massive Distant Water Fishing Fleet

- More than 1,000 distant water fishing fleet
- Active fishing industry in 3 major oceans
- Employing over 20,000 foreign fishermen (overseas hires)
- Calls on 32 global ports

Taiwan fishing vessels' frequently encountered coerced labor and human rights violations

- Abusive wage deduction violations
- Abusive language and physical abuse
- Excessive work hours
- Poor living and work conditions
- Identity documents wrongfully detained
- <https://www.facebook.com/264786214193731/videos/213081093091358>

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EJF 2018 – 2019調查發現

侵犯人權	
扣留工資	92%
超時工作	82%
身體虐待	24%
語言虐待	34%
工資低於最低薪資 (\$450 美元)	18%

問題所在

- 境內境外聘僱兩套標準
- 漁船作業地點孤立偏遠，難以控管
- 缺乏適當勞動檢查，法規難以落實

EJF 2018 – 2019 Investigative Findings

侵犯人權	
扣留工資	92%
超時工作	82%
身體虐待	24%
語言虐待	34%
工資低於最低薪資 (\$450 美元)	18%

- Human Rights Violations
- Wages detained
- Overtime work
- Physical abuse
- Abusive language
- Wages below mandatory minimum (US\$450 monthly)

Source of Problems

- Inconsistent standards governing domestic and foreign hiring
- Fishery operation sites are remote and isolated, thus hard to surveil and control
- Insufficient labor inspections make regulatory enforcement difficult to realize

建議

- 落實ILO C188，提升境外聘僱勞動條件
- 增加國內外港口檢查員覆蓋率
- 成立聯合稽查小組，共同調查漁工權益及非法漁業案件
- 船上搭配電子監控系統，並提供海上即時申訴管道



Recommendations

- Implement ILO C188, enhancing labor conditions for foreign hiring
- Enhance domestic and foreign port inspection rates and coverage
- Establish Joint Inspection Teams, inspecting fishery labor rights and illegal fisheries cases
- Deploy vessel-based surveillance systems, with real-time maritime complaint channels



議題四 重要國家防制人口販運挑戰 與突破

Session 4

Anti-Human Trafficking Case Studies



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2007 年 - 2009 年 烏汶叻差他尼省簡易訴訟辦公室副省級首席檢察官
2006 年 - 2007 年 民事訴訟區檢察官
2005 年 - 2006 年 刑事訴訟區檢察官
2005 年 總檢察長辦公室培訓和發展研究學院助理檢察官

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LL.M. 1999 – 2002 School of Law in International Law, Ramkhamhaeng University, Thailand.
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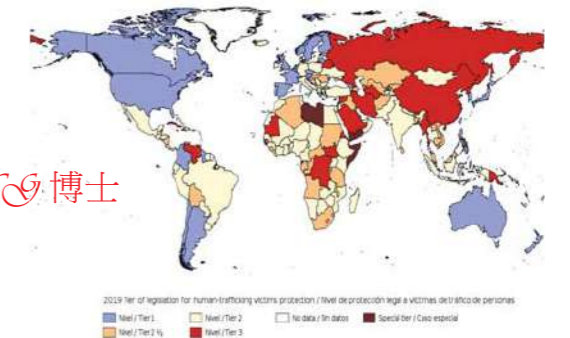
EXPERIENCE

2020 – Present Provincial Public Prosecutor Executive Director's Office of Strategies and Database of Trafficking in Persons Litigation
2012 – 2020 Provincial Public Prosecutor Office of Affairs and Projects under, HRH Princess Bajrakitiyabha's Initiative
2011 – 2013 Public Prosecutor International Affairs Department
2009 – 2011 Public Prosecutor Technical Affairs Department
2007 – 2009 Deputy Provincial Chief Public Prosecutor Office of Ubon-Ratchathani, Prosecutor Summary Litigation
2006 – 2007 Divisional Public Prosecutor Civil Litigation Department
2005 – 2006 Divisional Public Prosecutor Criminal Litigation Department
2005 Assistant Public Prosecutor Training and Development Institute, Office of the Attorney General



東南亞國協及泰國 打擊人口販運之挑戰

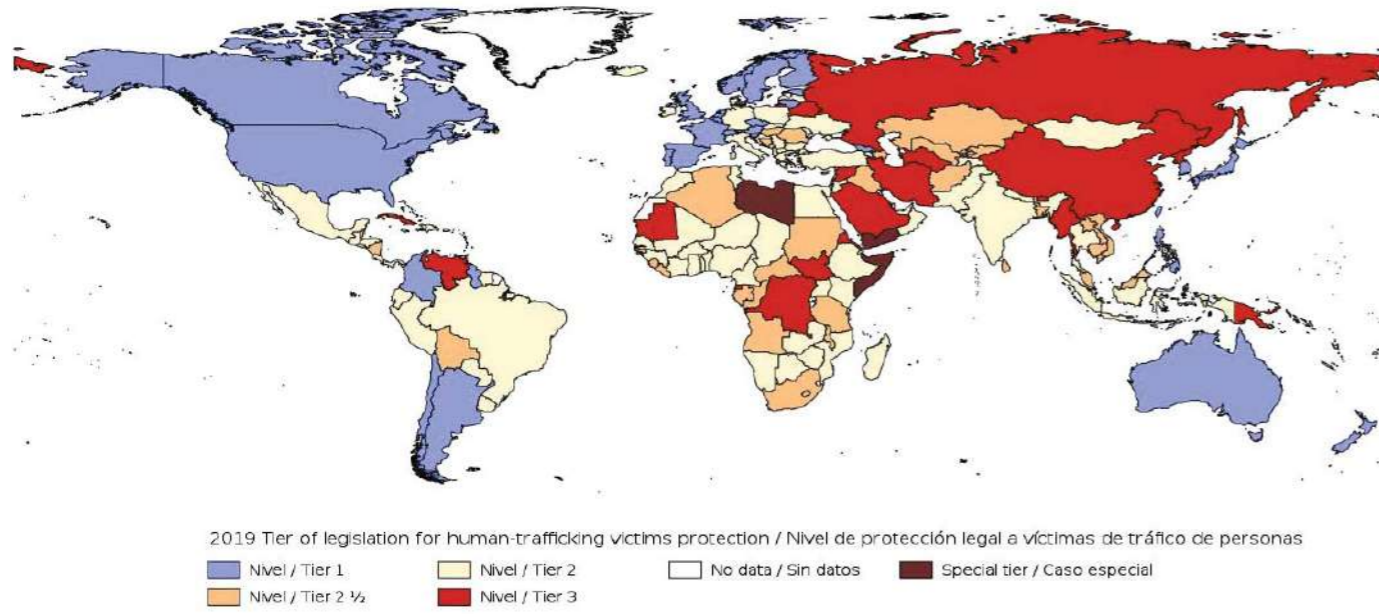
MARK CHAROENWONG 博士



THE CHALLENGES TO COMBATING HUMAN TRAFFICKING IN ASEAN AND THAILAND

MARK CHAROENWONG, Ph.D.

美國人口販運報告



基本資訊

❖ 全球有超過400萬名人口販運性剝削的受害者

聯合國國際勞工組織的研究推估，全球有380萬名成人及100萬名兒童是強迫性剝削的受害者。

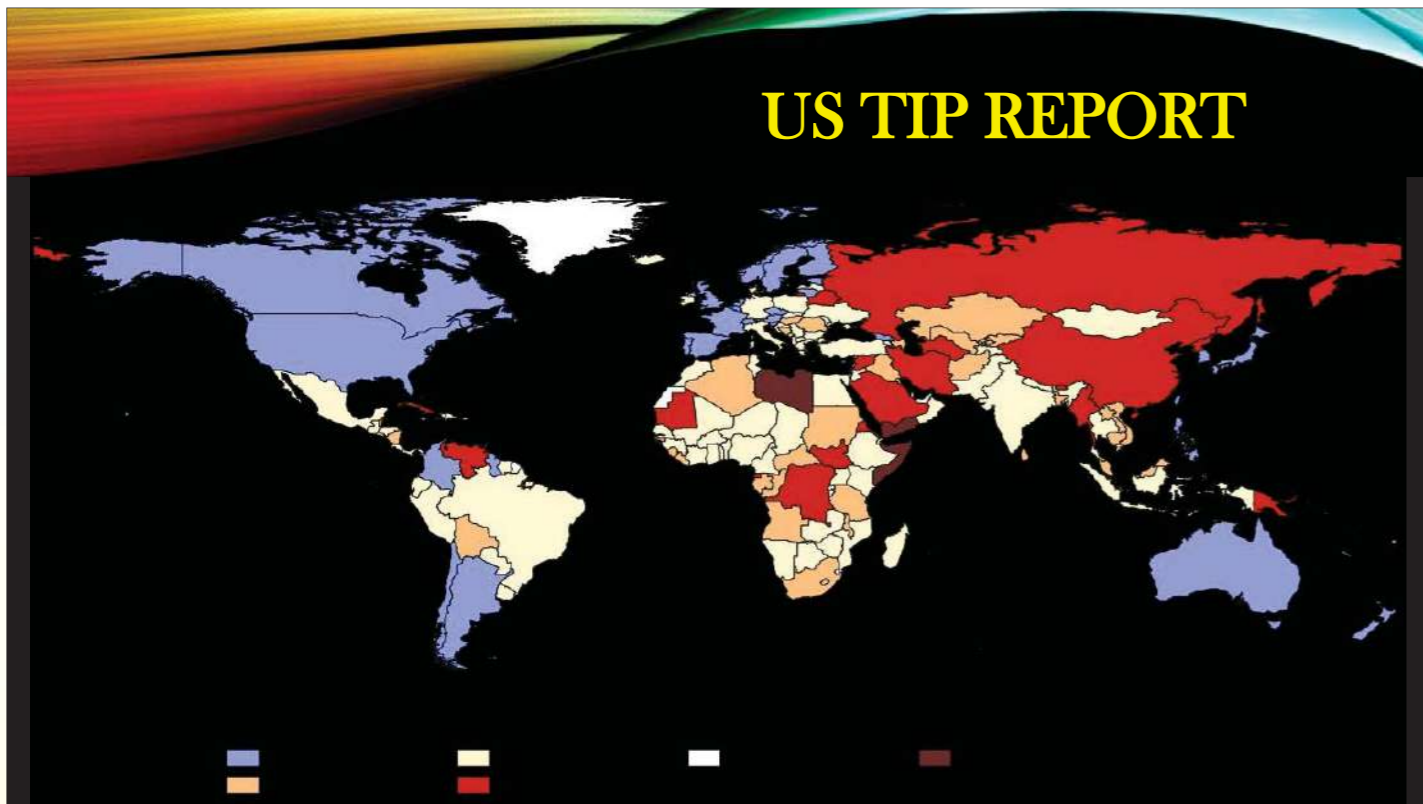
❖ 99%是女性

雖然男性、跨性別、雙性人、非二元性別者也可能成為受害者，但是絕大多數性剝削的受害者是女性。國際勞工組織預估99%遭強迫性剝削的成人及兒童為女性。

❖ 每10個遭受剝削的受害者中有7個來自亞太地區

根據國際勞工組織的報告，超過70%人口販運性剝削的受害者位於亞太地區，相較之下有14%在歐洲及中亞，4%在美洲。

US TIP REPORT



GENERAL INFORMATION

❖ **There are more than 4 million victims of sex trafficking globally**

A study from the United Nations' International Labour Organization estimated 3.8 million adults and 1 million children were victims of forced sexual exploitation around the world.

❖ **99% are women and girls**

The vast majority of sex trafficking victims are women and girls, though men, boys, trans, intersex and nonbinary individuals can be victims as well. The International Labour Organization estimates that 99% of the adults and children forced into sexual exploitation are female.

❖ **7 out of 10 victims were exploited in Asia and the Pacific region**

According to the International Labour Organization report, more than 70% of sex trafficking victims were located in Asia and the Pacific, compared with 14% in Europe and Central Asia and 4% in the Americas.

和人口販運最相關的人權

1. 禁止因種族、膚色、性別、語言、宗教、政治或其他主張、國籍或社會出身、財產、出生或其他身分狀態而歧視他人
2. 生命權
3. 人身自由與人身安全權
4. 免於奴役、勞役、強迫勞動或債務奴役的權利
5. 免於酷刑和／或其他殘忍、不人道、有辱人格的待遇或處罰的權利
6. 免於性別暴力的權利

和販運最相關的人權

8. 結社自由的權利
9. 遷徙自由的權利
10. 享有能達到之最高身心健康標準的權利
11. 享有公正及有利工作條件的權利
12. 最低適足生活保障權
13. 社會安全權
14. 兒童特殊保障權

HUMAN RIGHTS MOST RELEVANT TO TRAFFICKING

1. The prohibition of **discrimination** on the basis of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status
2. The right to **life**
3. The right to **liberty and security**
4. The right not to be submitted to **slavery, servitude, forced labour or bonded labour**
5. The right not to be subjected to **torture and/or cruel, inhuman, degrading treatment** or punishment
6. The right to be free from **gendered violence**

HUMAN RIGHTS MOST RELEVANT TO TRAFFICKING

8. The right to **freedom of association**
9. The right to **freedom of movement**
10. The right to the highest **attainable standard of physical and mental health**
11. The right to just and favourable **conditions of work**
12. The right to an **adequate standard of living**
13. The right to **social security**
14. The right of **children to special protection**

東協人口販運防治的歷史背景

- ❖ 1997年東協會員國在「東協2020願景」中同意一起努力打擊女性及兒童的販運
- ❖ 2004年東協通過「打擊人口販運宣言」
- ❖ 2015年第27屆東協區域峰會（於吉隆坡舉辦）後，東協領袖簽署《東協打擊人口販運（特別是婦女和兒童）公約》
- ❖ 《東協打擊人口販運（特別是婦女和兒童）公約》對人口販運的定義和2000年《巴勒莫議定書》的定義完全相同

不瞭解人口販運的定義

1. 印尼（印尼刑法〔第16章違反道德罪及第18章第330條危害人身自由罪〕）
2. 寮國（寮國刑法第69條）人口交易
3. 馬來西亞（1973年馬來西亞女孩保護法第四部分）女性販運
4. 新加坡（新加坡刑法第141(5)節）女性販運
5. 越南（1992年修改1985年刑法第149節）兒童販運

HISTORICAL BACKGROUND ON THE SUPPRESSION OF HUMAN TRAFFICKING IN ASEAN

- ❖ In 1997, ASEAN Member State agreed to work together to combat trafficking in women and children in the ASEAN Vision 2020
- ❖ In 2004, ASEAN Declaration Against Trafficking in Persons was adopted
- ❖ After the 27th ASEAN Regional Summit 2015 (in Kuala Lumpur), The ASEAN Leaders signed the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP)
- ❖ The ACTIP provides an identical definition of trafficking in persons to the one contained in the 2000 Palermo Protocol

A LACK OF COMMON UNDERSTANDING ON HUMAN TRAFFICKING DEFINITION

1. **Indonesia** (Indonesian Penal Code (Chapter XVI Crimes Against Morals and Chapter XVIII Crimes Against Personal Liberty at article 330))
2. **Lao PDR** (Penal Code of Lao PDR at article 69) Trade in persons
3. **Malaysia** (Malaysian Girls Protection Act 1973 in Part IV) traffic in female person
4. **Singapore** (Penal Code of Singapore section 141 (5)) trafficking in women and girls
5. **Vietnam** (The Criminal Code 1985 amended 1992 section 149) trafficking of children

泰國對人口販運的定義

1. 行動

招募、購買、出售、販賣、從某處取得或送往某處、拘留、限制運輸、轉移、藏匿或接收人員

2. 方法

以武力威脅或使用武力或其他形式的脅迫、誘拐、欺詐、欺騙、濫用權力或脆弱處境，或為了取得控制他人者的同意而給予或接受金錢或利益

3. 目的

剝削少則包括剝削他人賣淫或其他形式的性剝削、製作和散布色情影像、強迫勞動或服務、奴役或類似奴役、勞役或摘除器官的行為；不管當事人是否同意。

澳洲防制人口販運現況與國際合作 展望

Status Quo in Australian Prevention of Human Trafficking and Aspirations for International Cooperation

THAI DEFINITION OF HUMAN TRAFFICKING

1. Action

The recruitment, buying, selling, vending, bringing from or sending to, detaining, confining transportation, transfer, harbouring or receipt of persons

2. Means

The threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person

3. Purpose

Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, producing and distributing pornography, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs; whether that person gives the consent or



簡歷-主講人

劉溯源

澳洲辦事處經濟暨政策處副處長



自傳

劉溯源於 2020 年 8 月在台北澳洲辦事處就職。

劉溯源於 2016 年-2018 年在堪培拉擔任海洋法和南極洲區域主任。他曾任保護、特權和豁免處處長及 2014 年澳洲主辦 G20 峰會期間擔任過總理與內閣部 G20 特別工作組的顧問。

他亦於在海外任職過，他曾在加拿大渥太華擔任二等秘書（2009 年至 2012 年）。在加入該部門之前，他曾在雪梨擔任公司法規律師。

劉溯源於擁有雪梨大學的國際研究碩士學位，以及澳洲新南威爾斯大學的法學和商學學士學位。

CURRICULUM VITAE OF SPEAKER

Michael Googan
Deputy Representative
Australian Office in Taipei



BIOGRAPHY

Michael took up his position in Taipei in August 2020.

In Canberra, most recently Michael served as Director of the Law of the Sea and Antarctica Section (2016-2018). His previous roles in Canberra include Director of the Protection, Privileges and Immunities Section and Adviser in the G20 Taskforce at the Department of the Prime Minister and Cabinet during Australia's 2014 G20 host year.

Overseas, Michael served as Second Secretary in Ottawa, Canada (2009-2012). Prior to joining the Department, Michael was a corporate lawyer in Sydney.

Michael holds a Master of International Studies from the University of Sydney, as well as a Bachelor of Laws and a Bachelor of Commerce from the University of New South Wales, Australia.

勞動部協助移工與雇主之最佳夥伴- 1955 專線

**1955 Foreign Workers' Free Hotline The Taiwan
Ministry of Labor's Best Partner in Assisting
Migrant Labors and Employers**



簡歷-主講人

葉明如

勞動部勞動發展署跨國勞動力管理組
簡任視察

學歷

國立臺北大學法律系
國立海洋大學海洋法律研究所

經歷

勞動部勞動條件處
勞動部訴願會
勞動部勞動力發展署法務室
勞動部勞動力發展署跨國勞動力管理組

CURRICULUM VITAE OF SPEAKER

Ming-Ju Yeh

Senior Specialist,

Cross-Border Workforce Management Division
Workforce Development Agency Ministry of Labor

EDUCATION

Master of Law of the Sea, National Taiwan Ocean University
Bachelor of Laws, National Taipei University

EXPERIENCE

Labor Conditions Division Ministry of Labor
Petitions and Appeals Committee Ministry of Labor
Legal Affairs Office Workforce Development Agency Ministry of Labor
Cross-Border Workforce Management Division Workforce Development Agency Ministry of Labor



勞動部 勞動力發展署
Workforce Development Agency



勞動部協助移工與雇主之最佳夥伴-
1955勞工諮詢申訴專線

主講人：葉簡任視察明如



勞動部 勞動力發展署
Workforce Development Agency



1955 Foreign Workers' Free Hotline
The Taiwan Ministry of Labor's Best Partner in Assisting
Migrant Labors and Employers

Speaker: Ming-Ju Yeh, Senior Executive Officer

目錄

-  計畫簡介
-  申訴案件處理流程
-  人口販運相關作業
-  歷年計畫執行成效



2

-  計畫簡介




Table of Contents

-  Program Overview
-  Complaint Handling Procedures
-  Human Trafficking Interdiction Processes
-  Previous Year' s Program Implementation Results



2

-  Program Overview



① 計畫簡介 ② 申訴案處理 ③ 人口販運 ④ 執行成效 4

計畫緣起

1990
政府首度開放引進移工

1995
各縣市政府陸續設立移工諮詢服務中心

2000
成立0800移工申訴專線(英、印、泰、越)

2008
1955外籍勞工24小時諮詢保護專線通過申請

2009/7/1
1955外籍勞工24小時諮詢保護專線正式上線

2010
1955專碼成為移工諮詢服務單一窗口(取消0800移工申訴專線)

2011
1955專線增加24小時四國語言線上通譯服務

2016/11/7
1955整合外籍勞工專線、勞動部客服中心及職安署專線成為勞工諮詢服務專碼

Foreign Workers' 1955 Free Hotline

① 計畫簡介 ② 申訴案處理 ③ 人口販運 ④ 執行成效 5

計畫目標與服務宗旨

計畫目標

- 提供移工及民眾方便記憶、撥打之諮詢及申訴專線。
- 強化移工諮詢申訴網絡。
- 整合多方服務管道，建立單一服務窗口。
- 以資訊化方式，提升申訴案件處理及派工效率。

服務宗旨

- 促進勞資和諧。
- 減少勞資誤會及爭議。
- 保障勞資權益。
- 維護臺灣在國際間移工人權保護之形象。

Foreign Workers' 1955 Free Hotline

① Program Overview ② Complaint Handling ③ Human Trafficking ④ Implementation Results 4

Origins of the Program

1990
Government began allowing migrant labor importation

1995
Administration at localities nationwide began opening Migrant Worker Consulting Service Centers

2000
The 0800 Migrant Worker Complaint Hotline was established (with English, Indonesian, Thai and Vietnamese language services)

2008
The 1955 Hotline for Foreign Workers 24 Hour consulting and protection service was approved

2009/7/1
The 1955 Hotline for Foreign Workers began operations for 24 Hour consulting and protection services

2010
The 1955 Hotline was consolidated to serve as a single stop service window for migrant workers consulting and services (and the 0800 Migrant Worker Hotline was cancelled)

2011
The 1955 Hotline added 24 Hour phone interpretation services in four languages with

2016/11/7
The 1955 Hotline merged with the Migrant Worker Hotline, the Ministry of Labor Customer Service Center and the OSHA Hotline into a dedicated line for Workers' Consultation Service

Foreign Workers' 1955 Free Hotline

① Program Overview ② Complaint Handling ③ Human Trafficking ④ Implementation Results 5

Program Objectives and Service Mission

Program Objectives

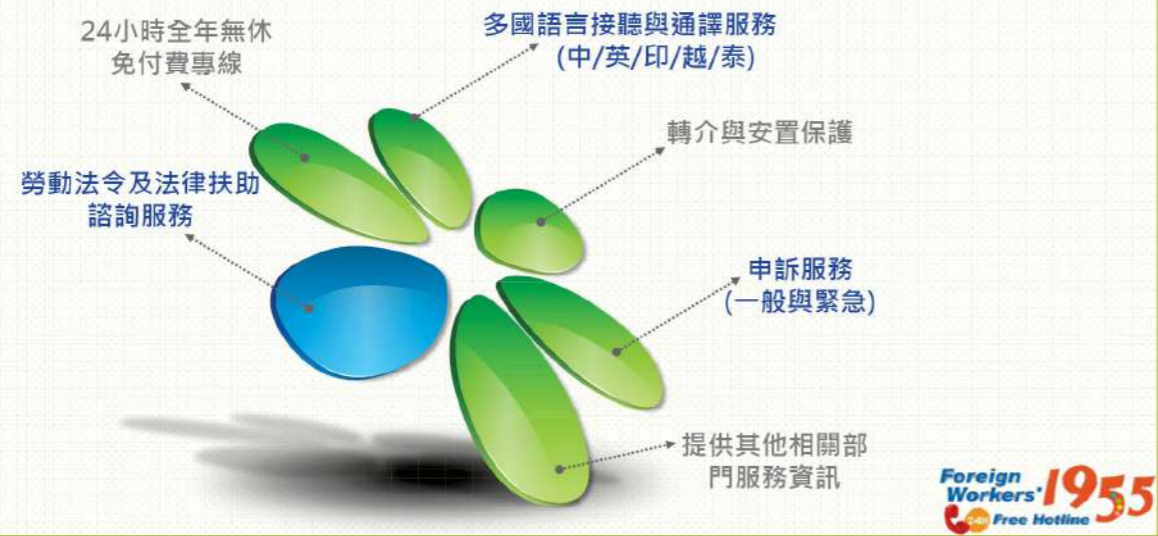
- Providing an easily remembered and easy-to-dial consulting and complaint hotline for migrant workers and the general public
- Strengthening of the migrant worker consulting and complaint networks
- Integrating diverse service channels into a uniform one-stop service window
- Via the use of information technology, enhance complaint handling and staff deployment efficacy

Service Mission

- To foster a friendlier relationship between the labor and the employer
- Reducing misunderstandings and conflicts between labors and employers
- Protecting the interests of both the labor and the employer
- To support Taiwan's positive image in the international community for with regard to protecting migrant workers' human rights

Foreign Workers' 1955 Free Hotline

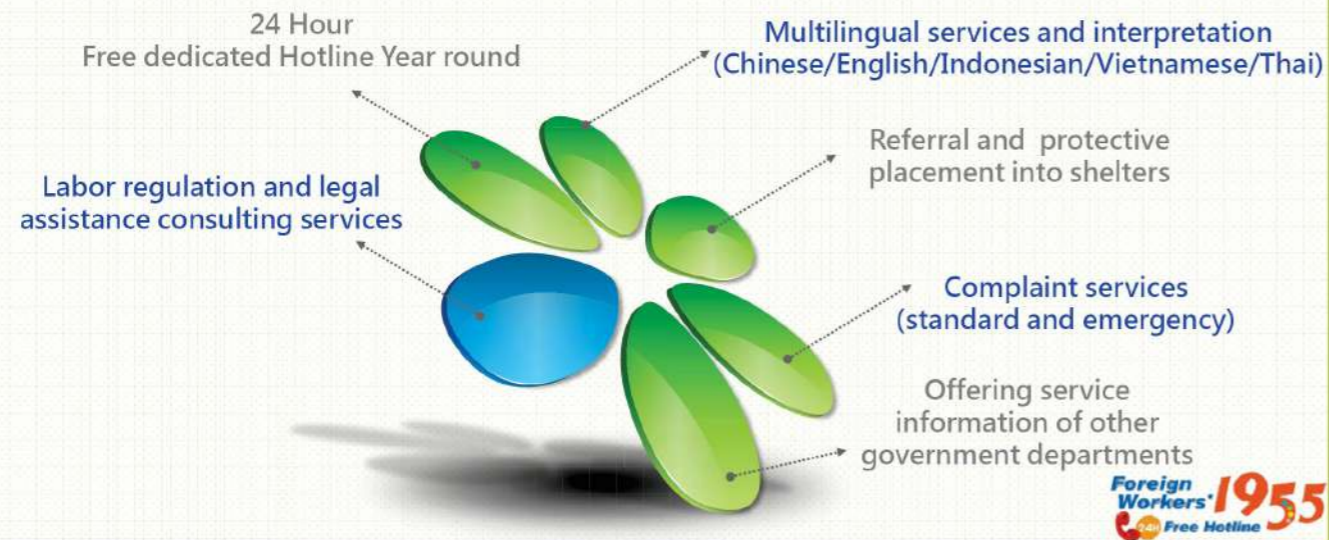
1955專線服務項目



申訴案件處理流程



1955 Hotline Services offered



Complaint Handling Procedures



① 計畫簡介 ② 申訴案處理 ③ 人口販運 ④ 執行成效

申訴案件之項目

一般申訴案件

處理一般勞資爭議，例如：工資、工時、契約、管理等事項

緊急申訴案件

處理緊急事項，例如：人身傷害、性騷擾、性侵害、疑似人口販運、強迫遣返、限制人身自由、醫療需求、膳宿需求、十人以上重大爭議、其它等。

Foreign Workers 1955 Free Hotline

① 計畫簡介 ② 申訴案處理 ③ 人口販運 ④ 執行成效

一般申訴派案流程

派案

接聽電話
↓
新增案件
↓
督導審核
↓
案件派送

須於當日內完成案件派送

提醒

電話通知
(案件派送隔日逐一通知提醒)

跟催

逾20日未結
↓
逾30日未結
↓
逾60日未結

報署
發函稽催
報署
2次函催

各縣市政府勞工局執行查處/回報結果

結案速度納入各地勞工局評鑑指標

Foreign Workers 1955 Free Hotline

① Program Overview ② Complaint Handling ③ Human Trafficking ④ Implementation Results

Complaint case contents

Standard complaints

Handle standard labor and employer disputes, including: wages, work hours, contract terms, and management issues

Emergency cases

Handle emergencies, including: personal injuries, sexual harassment, sexual assault crimes, suspected human trafficking, coerced self-deportation, restraints to personal freedom of movement medical needs, protective housing and meal requirements, and disputes with over 10 persons involved.

Foreign Workers 1955 Free Hotline

① Program Overview ② Complaint Handling ③ Human Trafficking ④ Implementation Results

Standard case assignment procedures

Assign case

Answer calls
↓
Add new case
↓
Screen by supervisor
↓
Case assignment

Complete same day case assignment

Reminders

Phone notice
(day after case assignment- case-by-case telephonic reminder)

Localities labor bureau investigation and enforcement/ reporting of results

Tracking & Accountability

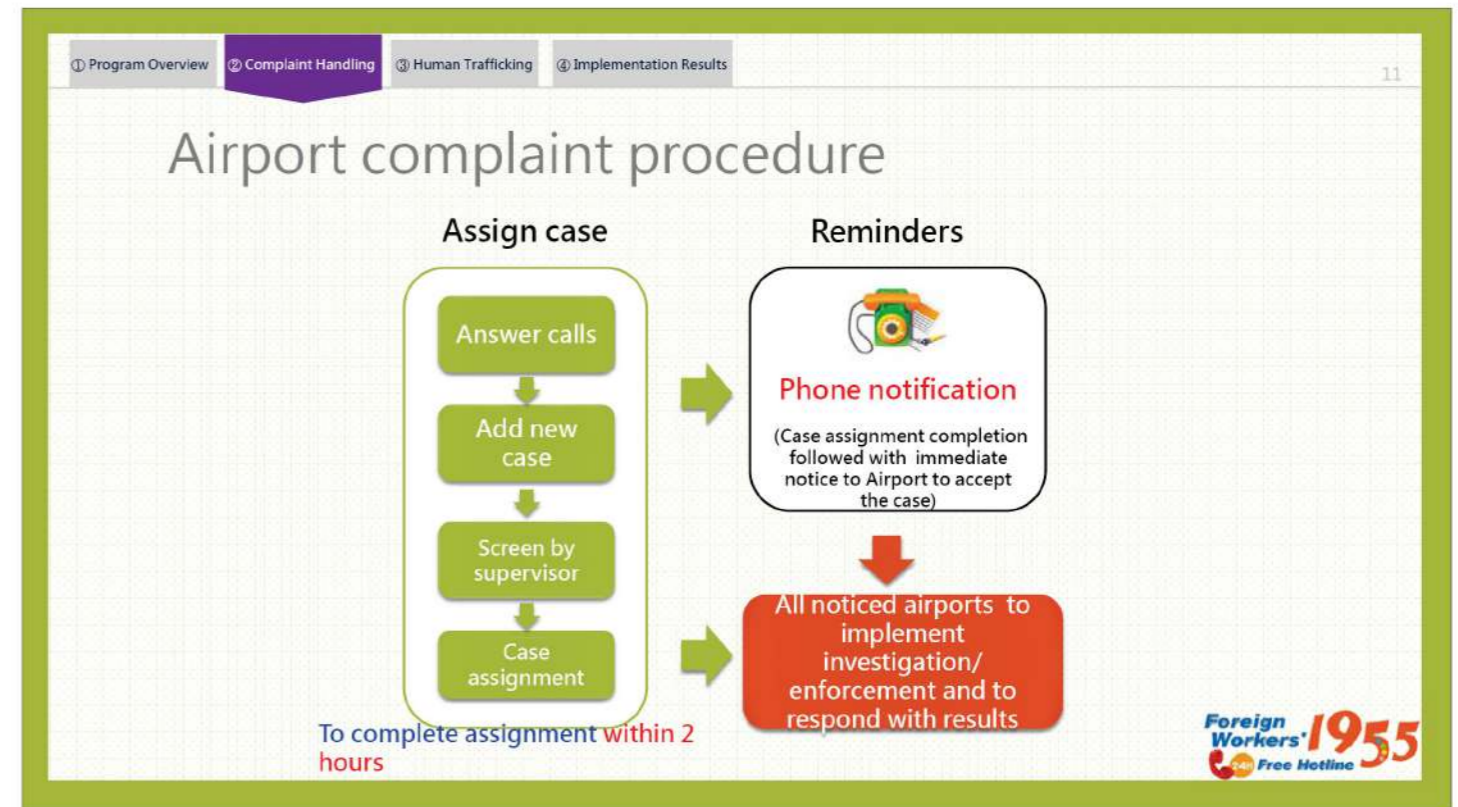
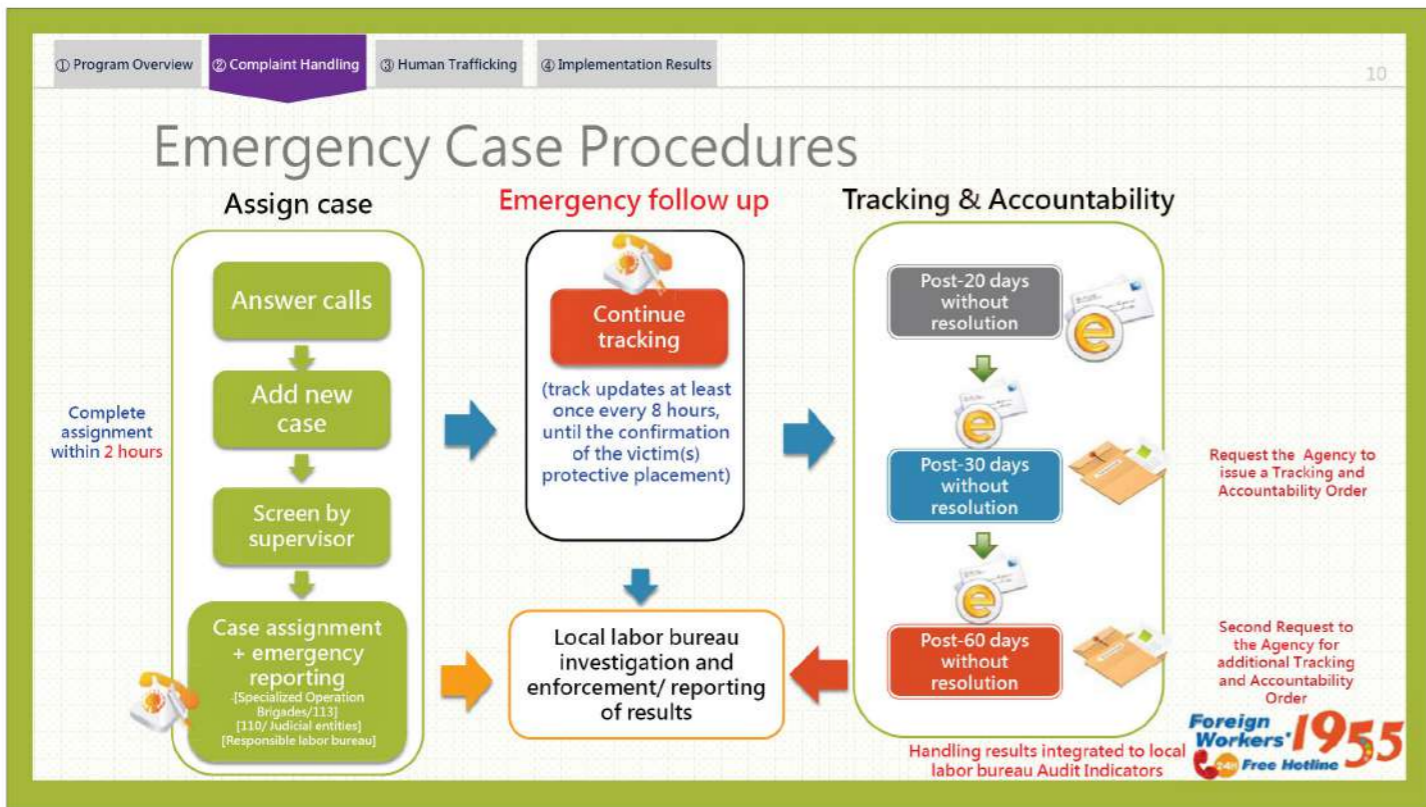
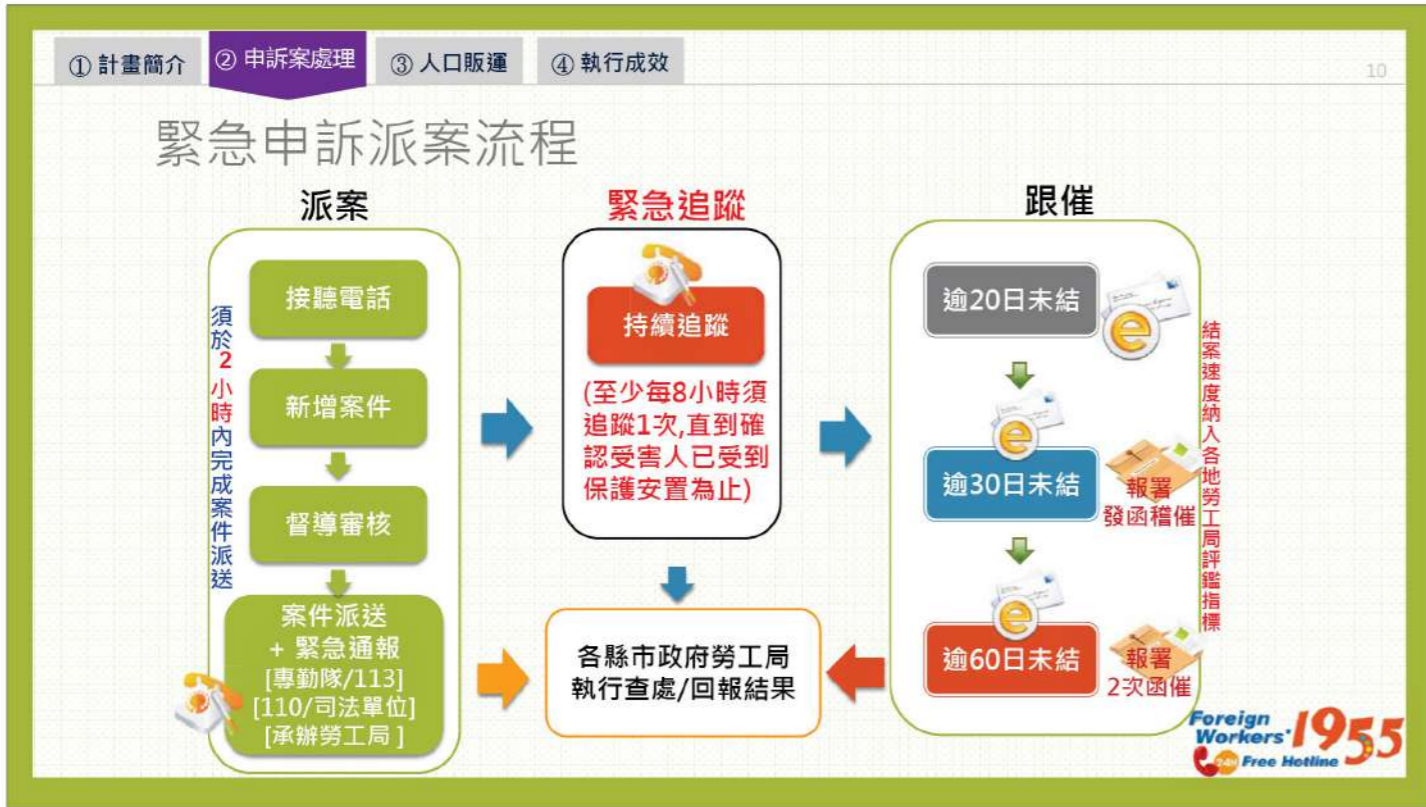
Post-20 days without resolution
↓
Post-30 days without resolution
↓
Post-60 days without resolution

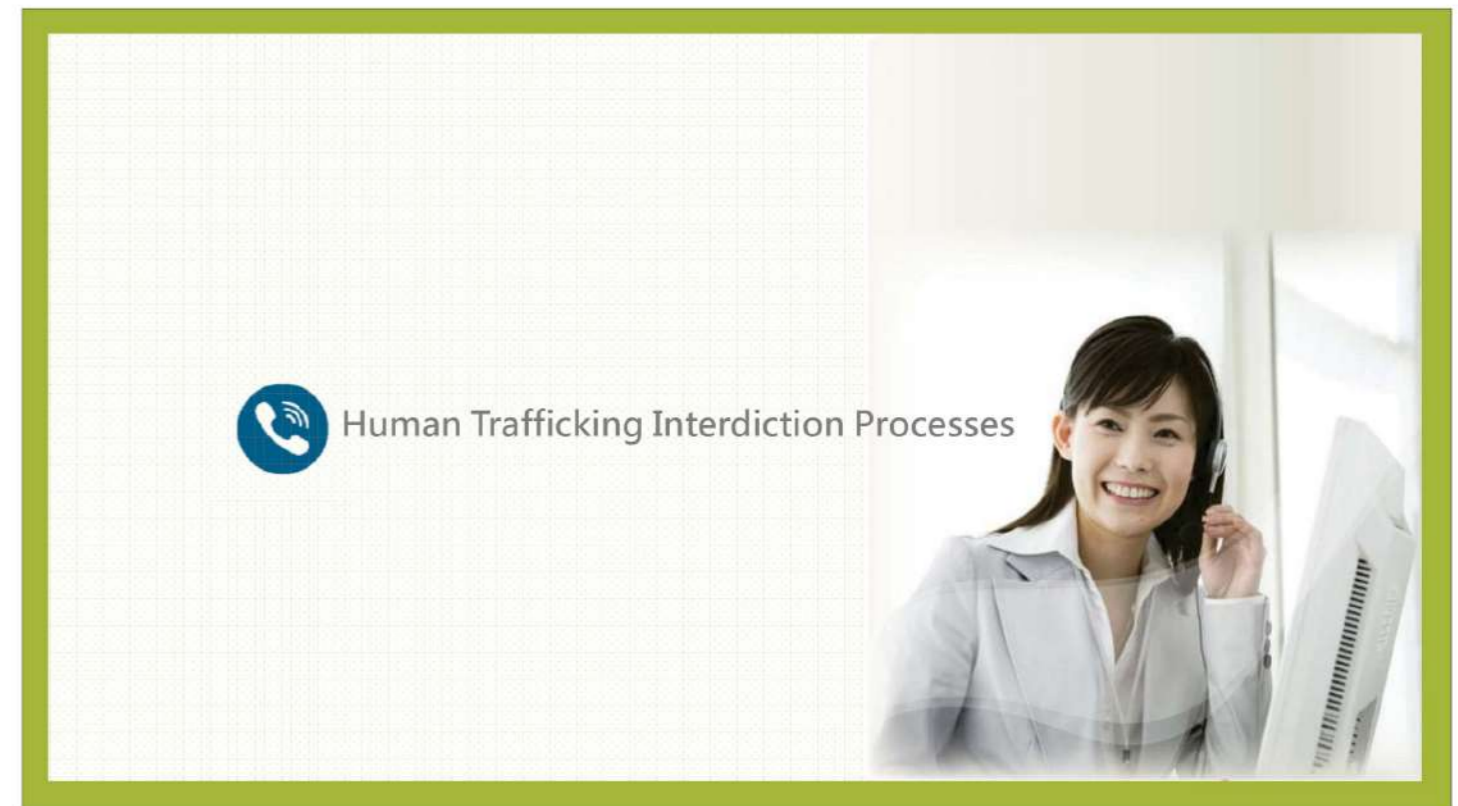
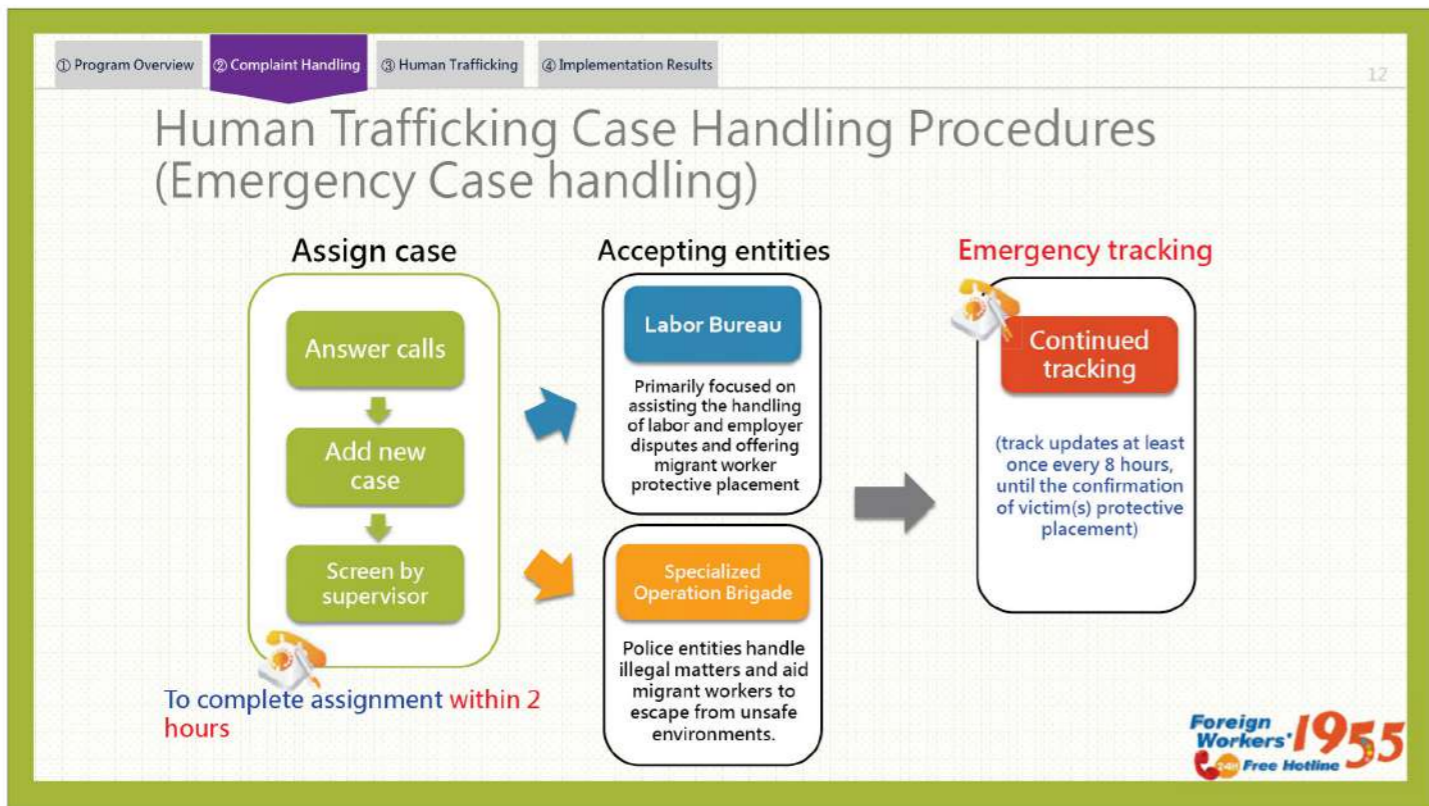
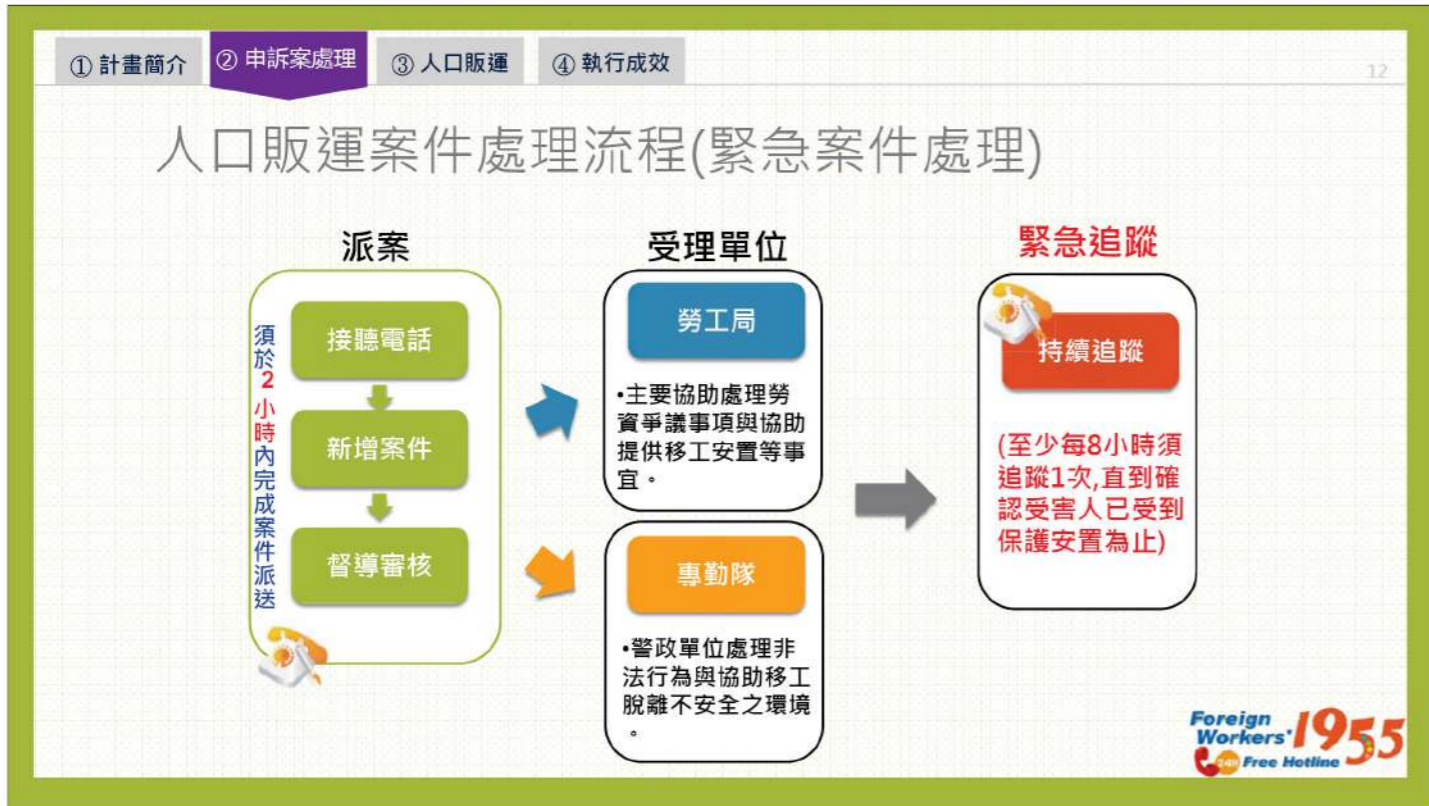
Request the Agency to issue a Tracking and Accountability Order

Second Request to the Agency for additional Tracking and Accountability Order

Handling rates are listed as local labor bureau Audit Indicators

Foreign Workers 1955 Free Hotline

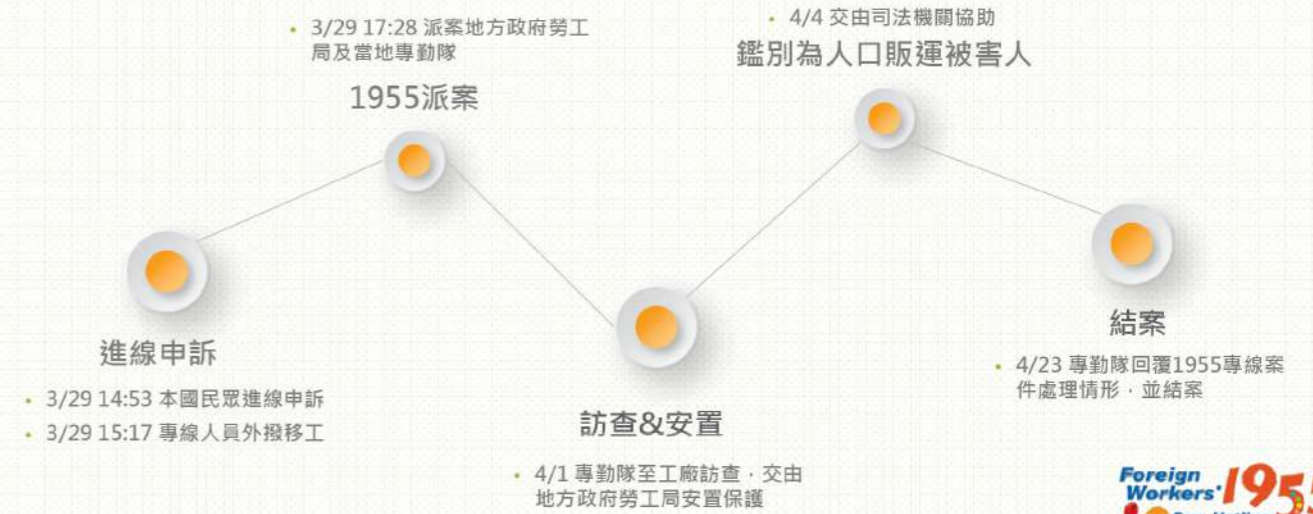




1955專線橫向聯繫單位



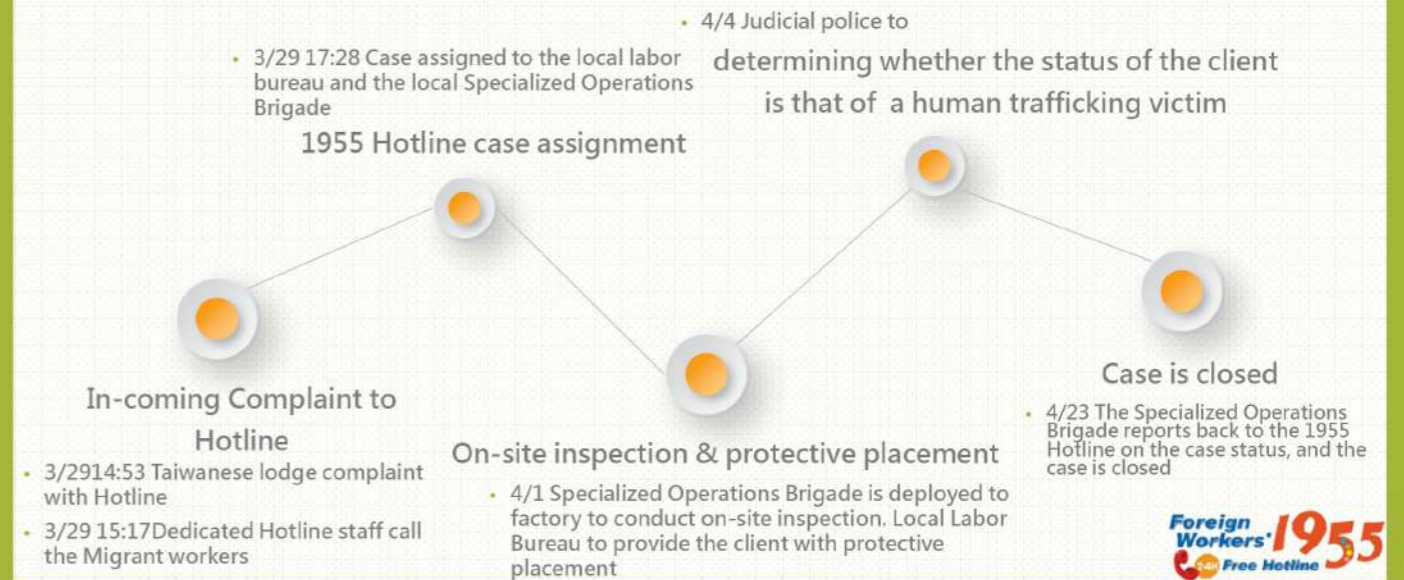
案例：本國民眾協助菲律賓籍移工申訴



1955 Hotline Horizontal Contact Entities



Case: Taiwanese people aids Philippine workers to lodge complaints



① 計畫簡介 ② 申訴案處理 ③ 人口販運 ④ 執行成效 16

案例：印尼籍移工申訴

進線申訴

- 11/19 02:31 移工進線申訴並逃至警察局

派案&通知

- 11/19 03:00 派案地方政府勞工局，並請警察局暫留移工1晚
- 11/19 06:33 確認專勤隊已收到人口販運事件通報表

安置

- 11/19 09:36 告知地方政府移工有安置需求
- 11/19 14:02 地方政府協助安置

結案

- 12/10 地方政府回覆1955專線，勞力剝削已進入司法途徑，並結案

Foreign Workers 1955 Free Hotline

① 計畫簡介 ② 申訴案處理 ③ 人口販運 ④ 執行成效 17

協助通報疑似人口販運案件

年份	件數
2010	13
2011	20
2012	16
2013	4
2014	8
2015	15
2016	5
2017	8
2018	6
2019	6
2020/6	2

Foreign Workers 1955 Free Hotline

① Program Overview ② Complaint Handling ③ Human Trafficking ④ Implementation Results 16

Case: Indonesian migrant workers complaint

Hotline complaint lodged

- 11/19 02:31 Migrant workers file a complaint via the Hotline and escape to the local Police Station (Department)

Case assigned & Notifications issued

- 11/19 03:00 The case is assigned to the local government's Labor Bureau, and the police are requested to provide temporary protection for one night to the foreign workers
- 11/19 06:33 To confirm that the Specialized Operations Brigade has received the notification of a suspected Human Trafficking incident

Protective Placement

- 11/19 09:36 Notice to local government of the need for protective placement
- 11/19 14:02 The local government assists in securing placement

Case is closed

- 12/10 The local government reports back to the 1955 Hotline. The labor abuse is prosecuted. Hotline case closed

Foreign Workers 1955 Free Hotline

① Program Overview ② Complaint Handling ③ Human Trafficking ④ Implementation Results 17

Assisting in notification of suspected Human Trafficking cases

年份	件數
2010	13
2011	20
2012	16
2013	4
2014	8
2015	15
2016	5
2017	8
2018	6
2019	6
2020/6	2

Foreign Workers 1955 Free Hotline

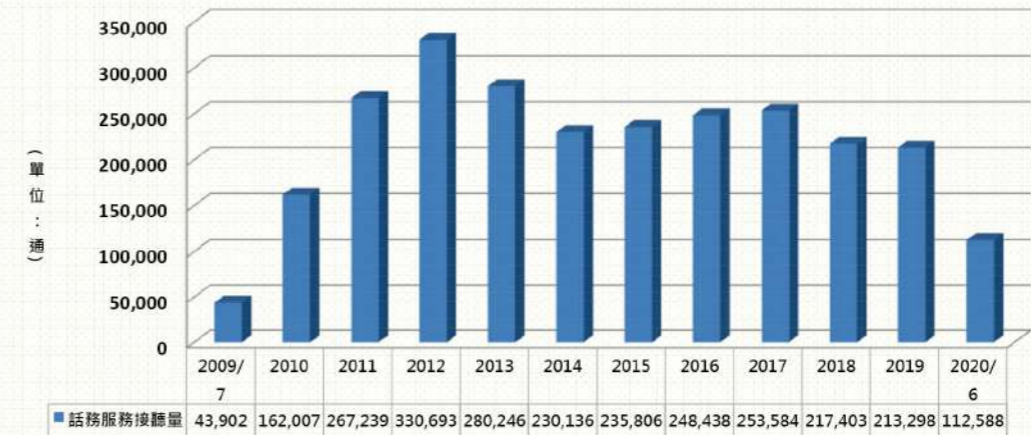


歷年計畫執行成效



話務接聽

• 累計超過「259萬通」話務接聽服務!

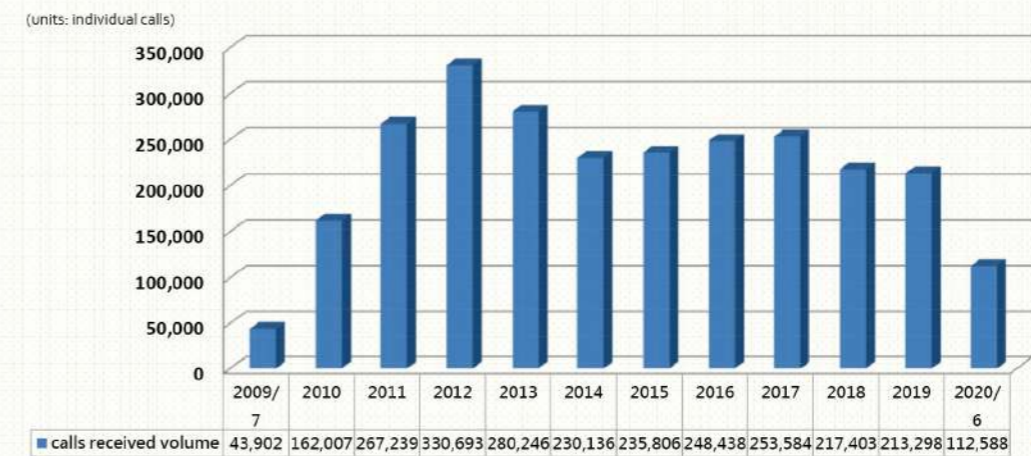


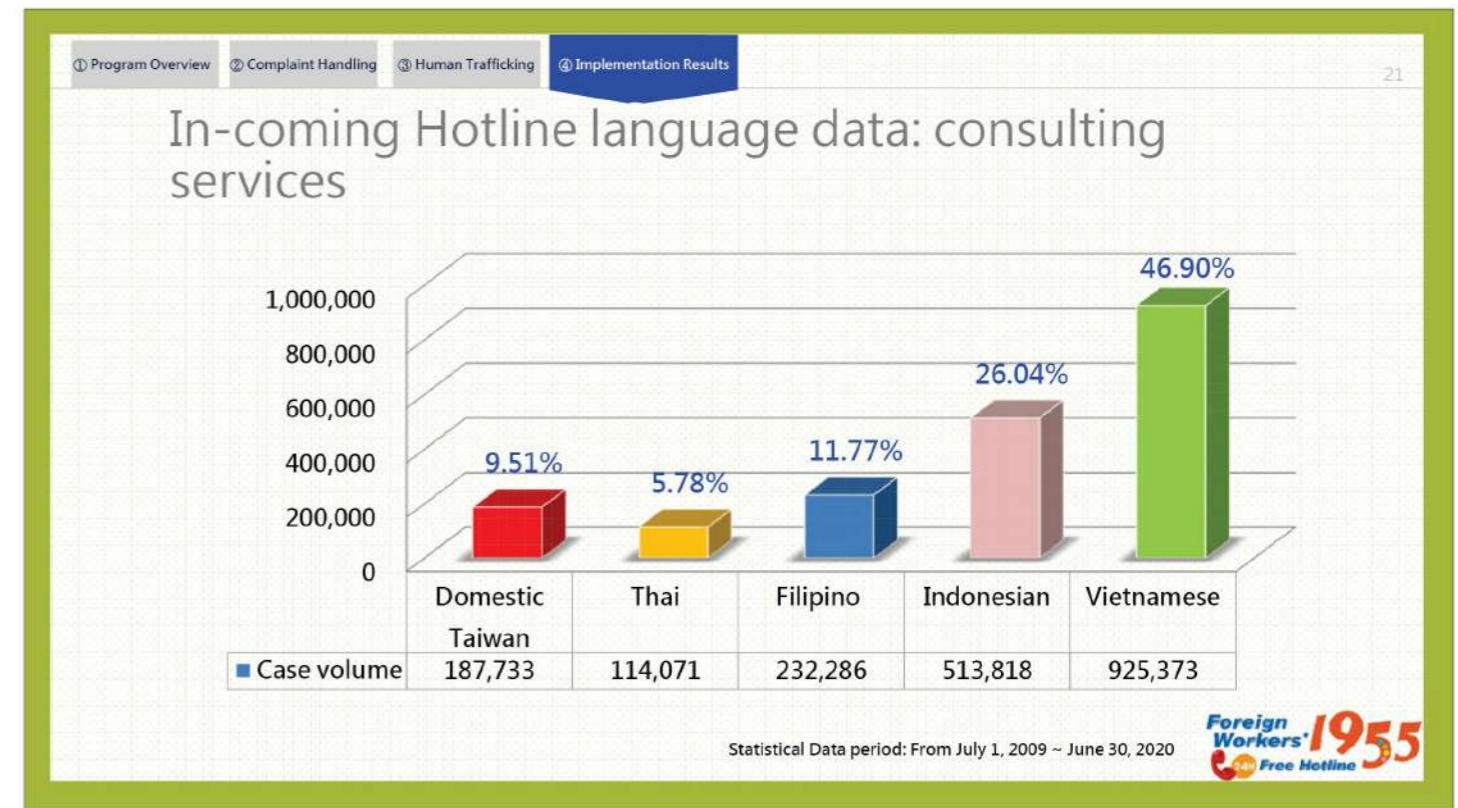
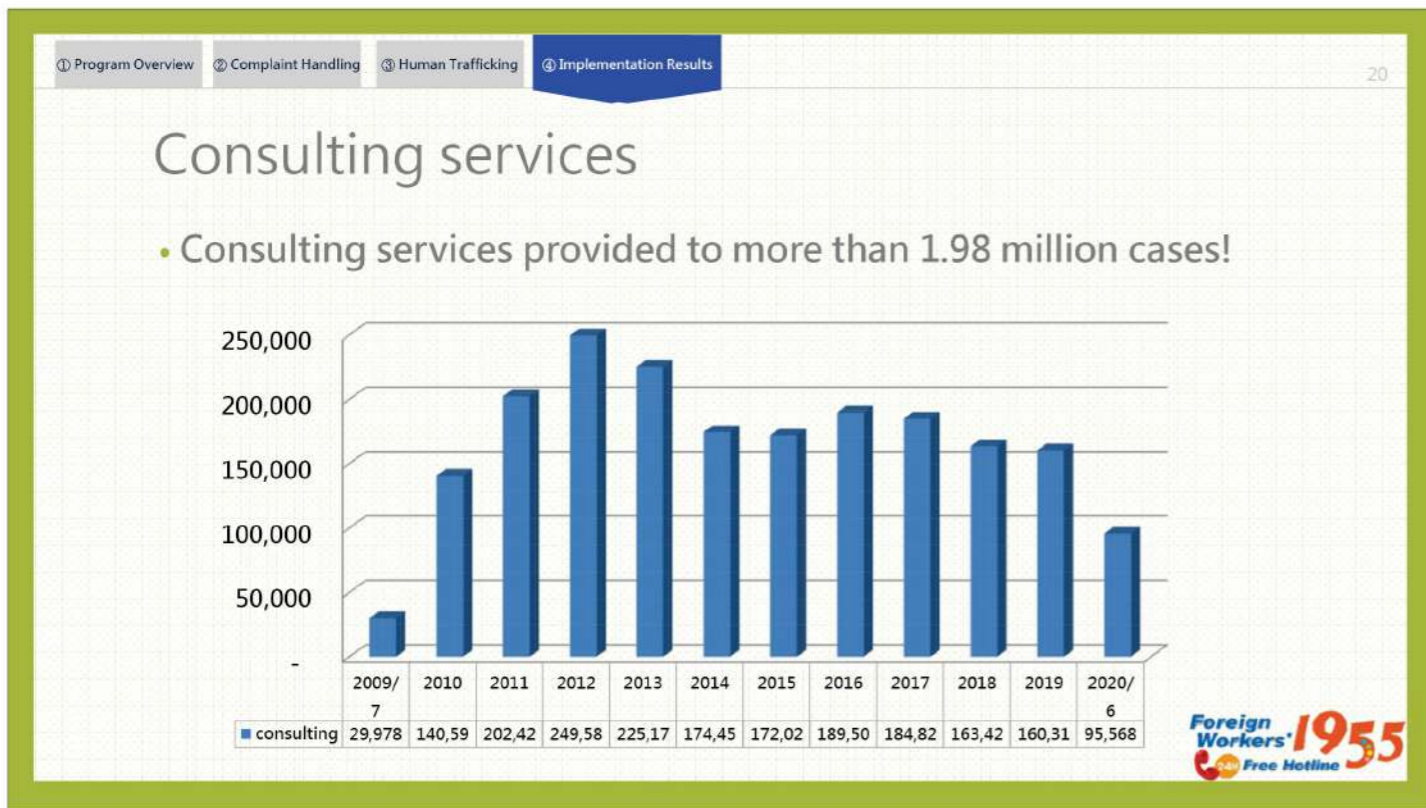
Previous Year's Program Implementation Results



Phone calls received

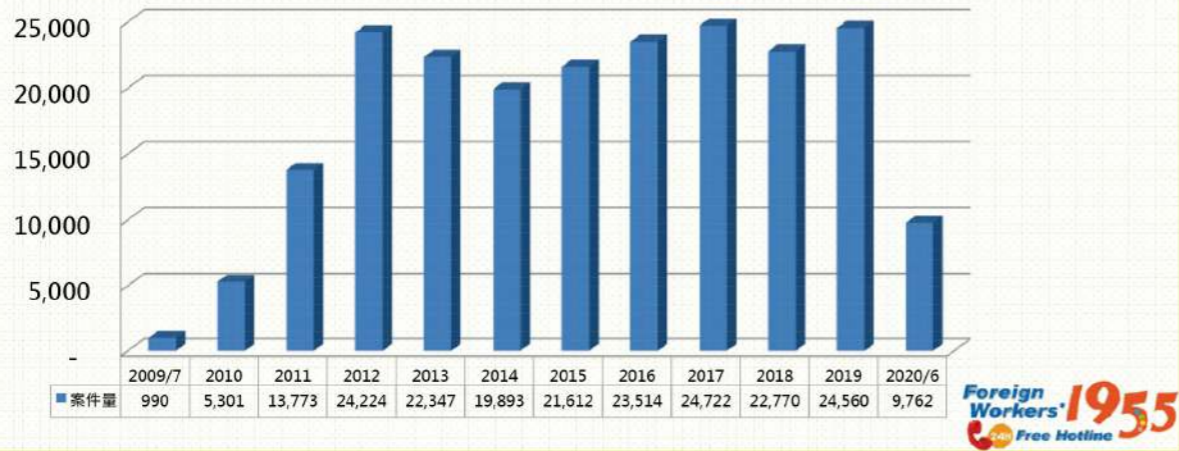
• A cumulative total of over 2.59 million calls have been received!



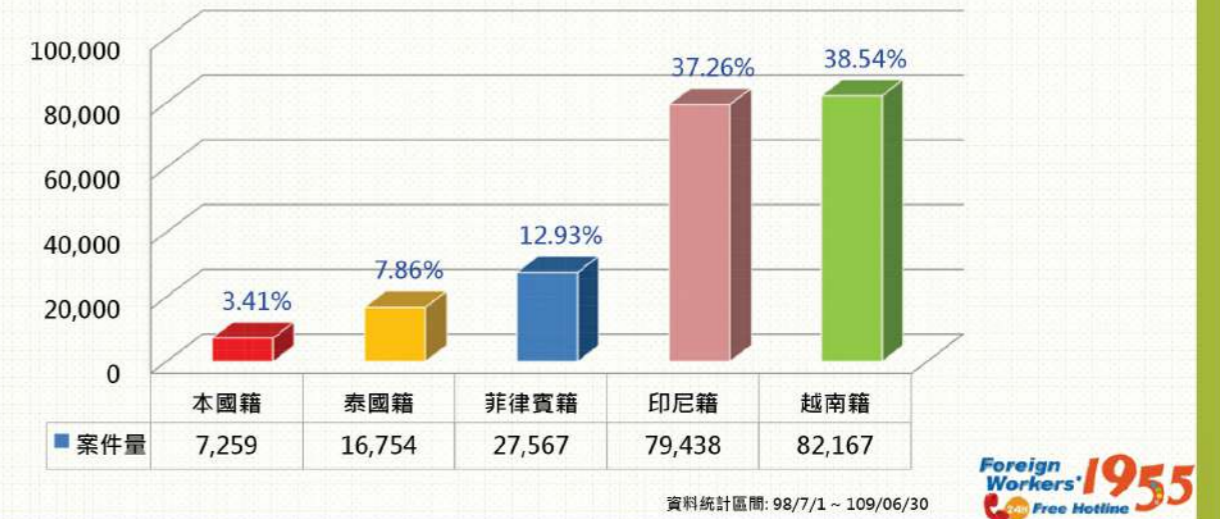


一般申訴服務

- 提供超過『21萬件』以上，一般申訴服務！

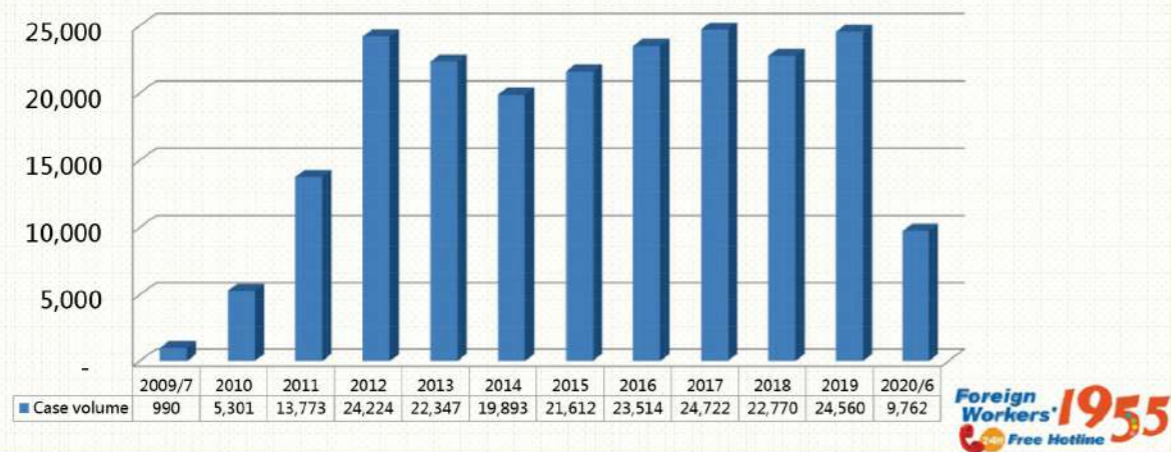


進線語系統計：一般案件

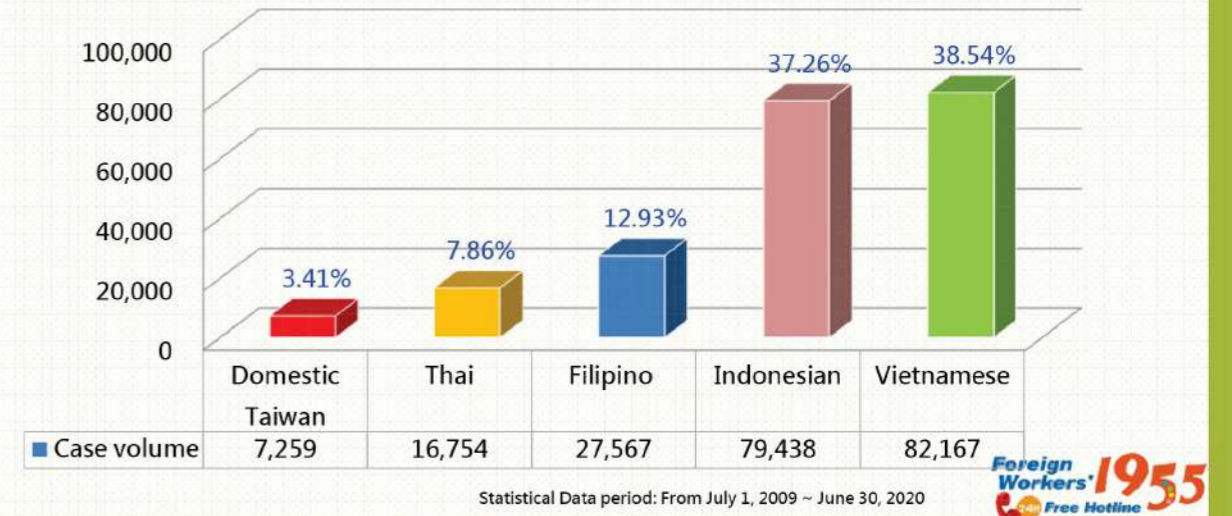


Standard complaint services

- Services provided to over 210,000 cases of standard complaint!

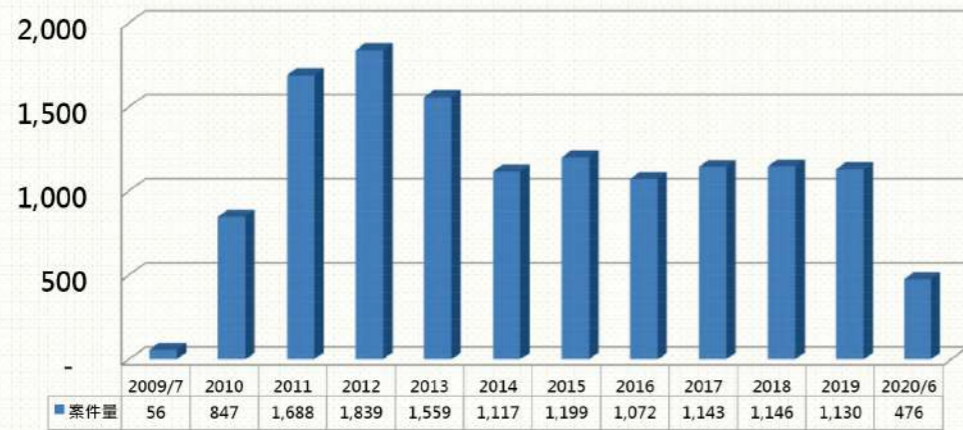


In-coming Hotline call language data: standard complaints

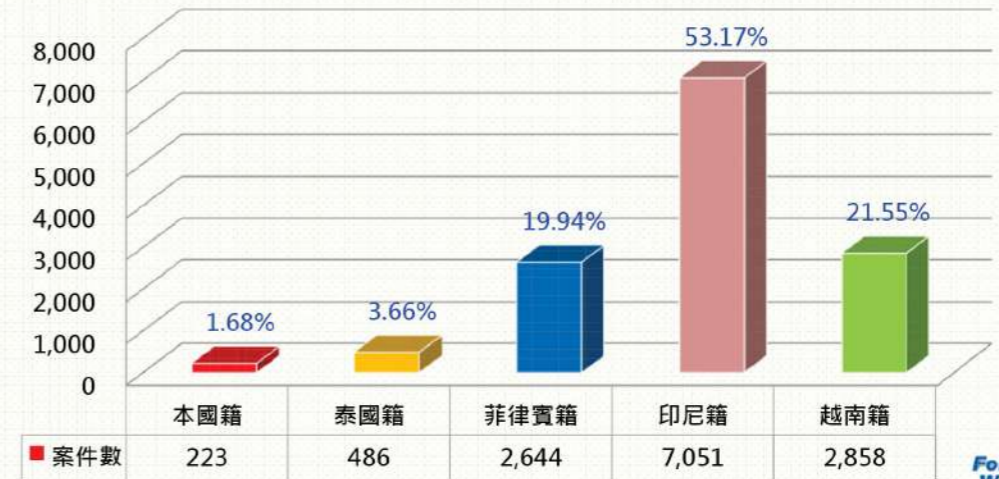


緊急申訴服務

• 提供超過『1萬3千件』以上，緊急申訴服務!



進線語系統計：緊急申訴

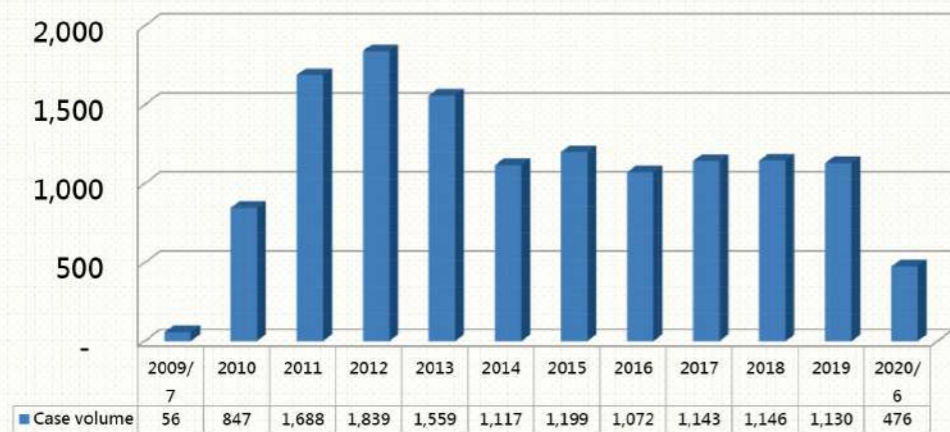


資料統計區間: 98/7/1 ~ 109/06/30

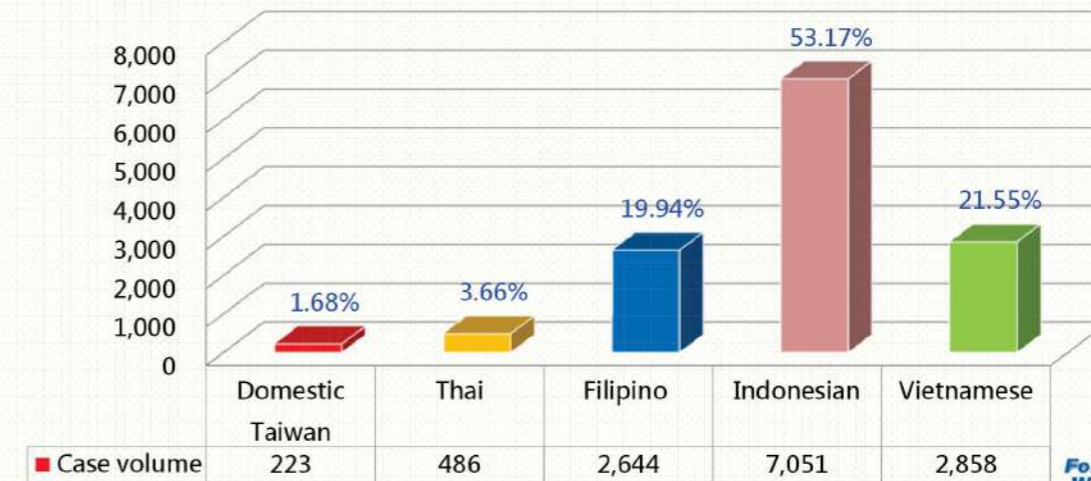


Emergency complaint services

• Services provided to over 13,000 cases of emergency complaint!



In-coming Hotline language data: Emergency complaint cases



Statistical Data period: From July 1, 2009 ~ June 30, 2020



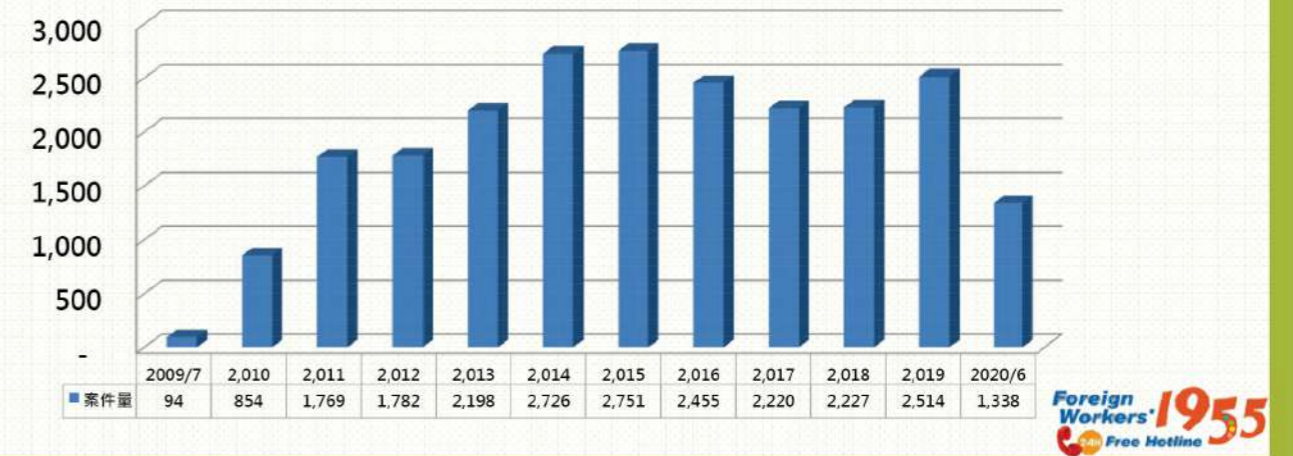
歷年協助取回薪資金額統計

- 協助取回薪資金額超過『15億5千萬元』以上!



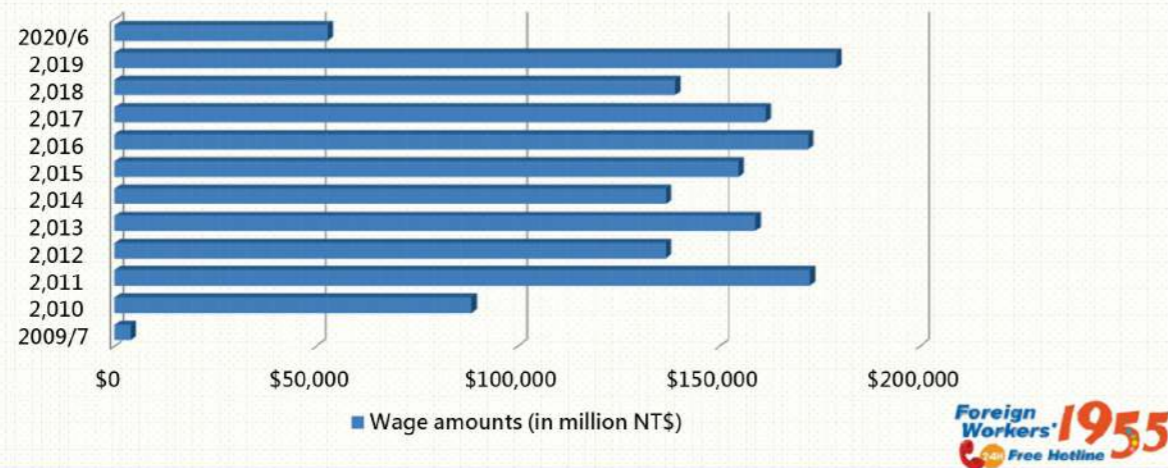
歷年協助轉換雇主統計數據

- 協助成功轉換雇主達『2萬1千件』以上!



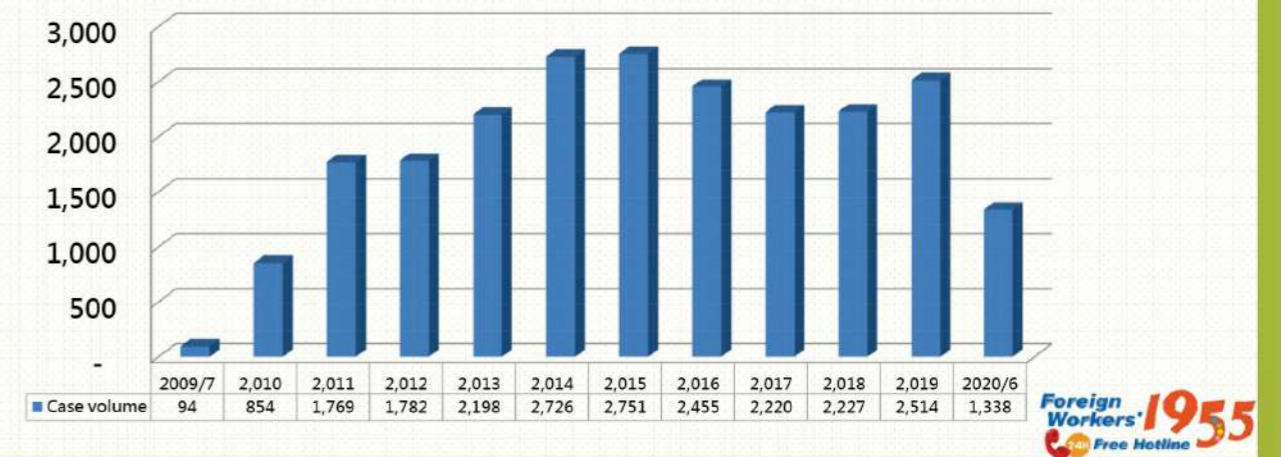
Accumulated Amounts of Prior Years' Assistance in recouping wages due

- Assistance in recovering over NT\$1.55 billion in wages!



Prior Years' Accumulated Count of Assistance in Changing/Transferring Employers

- Successful transfers to new employers for over 21,000 cases!





Thank you for listening!