

行政院所屬各機關因公出國人員出國報告書
(出國類別：其他)

民國 110 年 5 月

亞太經濟合作(APEC)
第二次資深官員會議(SOM2)期間
第 46 次「人力資源發展工作小組」(HRDWG)
相關會議
視訊會議報告

服務機關：國家發展委員會
姓名職稱：林至美處長
蔡瑞娟專門委員
劉珮君科員

服務機關：勞動部勞動力發展署
姓名職稱：黃哲上科長
席容專員
吳彥臻計畫經理

服務機關：勞動部
姓名職稱：林永裕專門委員
黃聖紘科長
高韶英專員

服務機關：教育部國際及兩岸教育司
姓名職稱：李彥儀司長
周慧宜教育副參事
郭玲如科長
廖婉婷助理

服務機關：明新科技大學
姓名職稱：劉國偉校長

服務機關：國立臺北科技大學
姓名職稱：楊韻華副教授
林彥良副教授
顏君倫助理

服務機關：國立臺灣師範大學
姓名職稱：邱美虹教授
游惠捷助理

服務機關：亞洲大學
姓名職稱：陳大正副校長

服務機關：中華民國管理科學學會
姓名職稱：陳厚任助理研究員
劉主強助理研究員

服務機關：婦女權益促進發展基金會
姓名職稱：陳羿谷研究員

服務機關：財團法人台灣經濟研究院
姓名職稱：何振生研究員
張鴻副研究員
杜修宇助理研究員

會議期間：110 年 5 月 20-21 日及 25-27 日

目錄

壹、目的	1
貳、過程	2
一、第 46 次人力資源工作小組會議（大會）	2
二、勞動與社會保障分組會議（LSPN）	12
三、教育分組會議(EDNET)	22
四、能力建構分組會議（CBN）	27
參、心得與建議	32
附錄	
一、議程	39
二、各會員經濟體更新勞動與社會保障進展資料	51

壹、 目的

亞太經濟合作會議(Asia Pacific Economic Cooperation，以下簡稱 APEC)現有 21 個會員經濟體，是亞太地區最重要的多邊官方經濟合作論壇之一。以成員涵蓋的地理範圍而言，其總人口占全球 4 成左右，會員體國內生產毛額占全球近 5 成 4，貿易總額占全球近 4 成 4。就整體經濟力量及經濟體貢獻度而言，APEC 是我國目前實際參與、且與各國平起平坐之重要多邊國際組織，APEC 所形成的共識，對區域經貿發展推動有相當影響力，參與 APEC 能展現我國拓展國際交流合作之貢獻以及增加國際能見度。

APEC 人力資源發展工作小組(Human Resources Development Working Group, HRDWG)成立於 1990 年，主要任務在分享知識、經驗與技術，以加強人力資源發展與促進永續經濟成長。其下分為 3 組：1.能力建構分組(Capacity Building Network, CBN)、2.勞動與社會保障分組(Labor and Social Protection Network, LSPN) 、3.教育分組(Education Network, EDNET)。HRDWG 主要宗旨為致力於發展相關人力資源，3 項工作目標分別為：發展 21 世紀全民技能、全球經濟整合，以及解決全球化的社會面向問題。本次(2021 年 5 月)為第 46 次會議，因為新冠肺炎疫情影響，主辦會員體紐西蘭決定改透過視訊會議方式召開。

貳、過程

一、第 46 次人力資源工作小組會議（大會）

（一）會議時間：2021 年 5 月 20 日、21 日及 27 日上午

（二）會議地點：視訊會議

（三）我國與會代表

國家發展委員會處長 林至美

國家發展委員會專門委員 蔡瑞娟

國家發展委員會科員 劉佩君

勞動部勞動力發展署科長 黃哲上

勞動部勞動力發展署專員 席容

勞動部勞動力發展署計畫經理 吳彥臻

勞動部專門委員 林永裕

勞動部科長 黃聖紘

勞動部專員 高韶英

教育部司長 李彥儀

教育部副參事 周慧宜

教育部科長 郭玲如

教育部助理 廖婉婷

明新科技大學校長 劉國偉

國立臺北科技大學副教授 楊韻華

國立臺北科技大學副教授 林彥良

國立臺北科技大學助理 顏君倫

國立臺灣師範大學教授 邱美虹

國立臺灣師範大學助理 游惠捷

亞洲大學副校長 陳大正

中華民國管理科學學會助理研究員 陳厚任

中華民國管理科學學會助理研究員 劉主強

婦女權益促進發展基金會研究員 陳羿谷
財團法人台灣經濟研究院研究員 何振生
財團法人台灣經濟研究院副研究員 張鴻
財團法人台灣經濟研究院助理研究員 杜修宇

(四) 會議內容(議程詳附錄 39 頁)

1. 開幕式

本次會議由 HRDWG 韓籍主席 Dong Sun Park 教授、勞工與社會保障分組(LSPN)國際協調人紐西蘭籍 Jessica Russell、能力建構分組(CBN)國際協調人菲律賓籍 Urdaneta Rosanna、教育分組(EDNET)國際協調人中國大陸籍王燕，以及主辦會員體紐西蘭籍 Mr. Michael Hobby 共同主持。

本次會議計澳洲、加拿大、智利、中國大陸、香港-中國、印尼、日本、韓國、馬來西亞、紐西蘭、墨西哥、巴布亞新幾內亞、秘魯、菲律賓、俄羅斯、中華台北、泰國、美國、越南共 19 個經濟體出席。其他與會代表包括 HRDWG 主席身心障礙議題顧問 You Liang 及 APEC 秘書處計畫主任(PD)劉衷真女士、婦女經濟政策夥伴關係工作小組(PPWE)代表、經濟委員會(EC)代表、環太平洋大學聯盟(APRU)代表、國際勞工組織(ILO)代表、經濟合作暨發展組織(OECD)代表、世界銀行(World Bank)代表、APEC 政策支援小組(PSU)、亞洲開發銀行(ADB)、紐西蘭生產力委員會(NZ Productivity Commission)等。

主席 Park 教授首先致詞，感謝紐西蘭主辦這次視訊會議，接著審視了工作小組在過去幾年的成就，稱讚過去的 APEC 會議主辦經濟體與會員經濟體在因應區域社會經濟變化的努力。他強調，HRDWG 的工作應呼應 2040 太子城願景的目標，以持續促進亞太地區的經濟繁榮。

共同主席 Michael Hobby 致歡迎辭，並概述紐西蘭 2021 年 APEC 的政策重點及主題「攜手協作，共同成長」，以及在此主題下的 3 大優先領域：「經濟與貿易政策」、「永續及包容性成長」、「數位創新疫情後復甦」。

2. 工作小組治理

(1) 行政事項更新及修改職權範圍(TOR)中有關共同提案人(co-sponsors)數量門檻之討論

有關修改 TOR 中有關概念文件(Concept Note)共同提案人(co-sponsors)數量門檻之討論，中國大陸籍 PD 自上任起即指出 HRDWG 為所有 APEC 論壇中申請 APEC 經費計畫所需 co-sponsors 數目最高之論壇，建議應減少 co-sponsors 數量，並明訂其職責。去年馬來西亞年會時各經濟體亦有針對此議題進行討論，惟會場上並無共識，主席爰建議各經濟體內部再討論，並於第 46 屆 HRDWG 大會時再行決議。

PD 於本次會前再次針對此議題進行調查，有鑑於我國持續深耕本論壇，各國對我國提案支持度高，高 co-sponsors 門檻反而提高了我國成功獲得 APEC 補助之機會，故我國回復表達支持既有之 co-sponsors 數目規範。

針對降低概念文件 co-sponsors 數量門檻之討論，由於美國和我國建議仍維持原數量門檻，以確保提案品質，因此工作小組將維持概念文件必須至少獲得 6 個 co-sponsors 的規定。另針對 co-sponsors 的職責，美國認為毋須加入新的規定，只要依照 APEC 既有的計畫指導手冊執行即可，惟 PD 建議仍保留鼓勵 co-sponsors 積極參與計畫(包含自費計畫)的發展及執行的相關文字。TOR 最後文字在會後將再提供各經濟體檢視。

(2) 日落條款(Sunset Clause)相關討論

PD 報告經濟暨技術合作指導委員會(SCE)對次級論壇(sub-fora)的評估作業與 HRDWG 的日落條款。本屆期的 HRDWG 自 2018 年起為期 4 年，依照 SCE 規定，在屆期將滿時，應檢視 HRDWG 的任務及其職責範圍，並將續期建議提交由資深官員批准。HRDWG 目前正在接受 SCE 的評估及調查。最終結果將在 2021 年 8 月舉行的 SCE3 提交。PD 提及對於論壇的評估 HRDWG 的各項數據看來是正向的：論壇在過去三年中並沒有出現法定人數不足的問題，而 HRDWG 是最積極申請 APEC 提案經費、尋求與其他 APEC 論壇及國際組織跨論壇合作的論壇之一。從性別來看，女性參與 HRDWG 活動的比例亦超過 50%。

(3) HRDWG 2021-25 策略計畫相關討論

主席邀請各經濟體共同審查 HRDWG 2021-25 策略計畫草案(下簡稱策略計畫)。自 2020 年第 45 屆 APEC HRDWG 大會起，該文件由 HRDWG 主席、主席諮詢委員會(LSAC)、APEC 秘書處 HRDWG PD、澳洲、中國大陸、韓國和菲律賓共同草擬。主席表示經本年 HRDWG 論壇評估後，將會在 2021 年 8 月啟動該策略計畫。

中國大陸代表提出策略計畫第五部分「優先執行計畫表(Prioritized Implementation Schedule)」列入過多執行倡議計畫及目標，考慮到項目已包含在年度工作計畫中，此處各經濟體應將重點放在個別項目的中長期策略行動上。我方勞動力發展署黃科長哲上建議仍臚列三分組所列各項計畫案執行成果，以利各經濟體瞭解 HRDWG 所推動之各項計畫案(其中多項為我方計畫案)。主席決議保留計畫案成果，惟請各經濟體再精簡文字。有關策略計畫第 13 頁最後一段所列之社會保障對象，黃科長哲上於會議留言板(Chat Box)建議增列弱勢團體(vulnerable groups)文字，以符

合 APEC 包容性成長(inclusive growth)目標。

加拿大及紐西蘭皆表示於會後將再檢視策略計畫內容，並提供意見，CBN 協調人則表示會將策略計畫納入 CBN 分組的會議議程並與會員討論。

(4) HRDWG 提案計畫

PD 首先報告上半年度在 PSI 提交的 7 個 HRDWG 概念文件(CNs)中有 4 個已獲得預算管理委員會(BMC)的批准。而這些 Cns 的計畫建議書(PP)必須在 6 月 3 日前提交。下半年度的提案經濟體則應在 6 月 21 日提交 CN。並請提案經濟體早日與其他經濟體聯繫，以在 6 月 28 日前獲得至少 6 個 co-sponsors。

3. 跨論壇合作

(1) 太平洋區域大學聯盟(APRU)

APRU 持續專注三大領域：(1)塑型高等教育、(2)培養學生領袖、(3)影響及參與亞太地區的政策以應對當前的挑戰。在數位經濟方面，APRU 與慶應義塾大學、聯合國亞太經社會和谷歌基金會合作完成「AI 與社會公益計畫第一階段」(The AI For Social Good Project Part I)。「AI 與社會公益計畫第二階段」(The AI For Social Good Project Part II)已於 2021 年啟動，旨在加強經濟體的能力和治理架構。面對全球疫情及線上學習及教學經驗，APRU 與俄勒岡大學全球 STEM 教育計畫合作，於南加州大學發展「APRU 全球健康計畫」。APRU 並設有虛擬交換學生計畫(VSE)，學生可在該計畫中培養領導力、文化知識、職涯和國際社區參與。

(2) 經濟委員會(EC)

EC 之紐西蘭代表介紹「APEC 經濟政策報告 (AEPR) 2021—結構改革和未來工作」(APEC Economic Policy Report (AEPR) 2021—Structural Reform and the Future of Work)。該報告旨在辨別、檢視和評估 COVID-19 疫情對 APEC 地區勞動力市場以及未來工作的挑戰。EC 代表請 HRDWG 經濟體在 6 月和 7 月協助審查該文件。AEPR 2021 將分別在 8 月及 9 月由經濟委員會 (EC) 及資深官員總結會議(CSOM) 中批准。

(3) 婦女及經濟政策夥伴(PPWE)

PPWE 共同主席發表「拉賽雷納婦女與包容性成長路徑圖：執行計畫」(La Serena Roadmap on Women and Inclusive Growth: Implementation Plan)，呼籲各經濟體共同努力，在 2030 年前提高女性的社會經濟參與度，並邀請 HRDWG 在 6 月 18 日之前協助起草關鍵行動框架(Key Actions Framework)。至 SCE 3，PPWE 將整合這些內容至拉賽雷納路徑圖。

美國詢問 PPWE 計畫如何收集 APEC 各工作小組的關鍵行動框架。PPWE 共同主席回應，於今年初，EC 主席已經收集各工作小組對 2040 太子城願景執行計畫的反饋。PPWE 計畫採用類似的矩陣方法來詢問各經濟體，以詳細說明與拉塞雷納路線圖的推案計畫的相關性。

4. 座談討論 COVID-19 下的未來工作及就業

本次政策座談的目的是辨別及討論 COVID-19 疫情帶來的衝擊，特別是工作和就業性質變化對經濟和社會的挑戰。在勞動力市場面臨持續的人口和結構性經濟變化，以及技術發展和數位轉型帶來的改變，COVID-19 更暴露了特定區域的脆弱性，並強化及放大一些既有的挑戰。

6 位國際專家參與本次座談，分別為 OECD 就業、勞工和社會事務局技能和就業能力司高級經濟學家 Stijn Broecke 先生；亞洲開發銀行區域合作與整合司司長 Cyn-Young Park 博士；國際勞工組織高級經濟學家 Sara Elder 女士；世界銀行印度尼西亞和東帝汶人類發展工作主席 Achim D. Schmillen 博士；經濟學教授兼 AUT 紐西蘭工作研究所所長、紐西蘭生產力委員會委員 Gail Pachero 女士；APEC 政策支持部門分析師 Emmanuel A. San Andres 先生。

首先討論 COVID-19 對全球、區域未來工作和就業的影響，推動變革的主要因素(人口、技術、新的就業模式)，以及對特定群體產生的影響。接著討論需要採取哪些政策和勞動力市場措施來因應挑戰，如可制定哪些經濟和社會政策？勞動力市場如何適應 COVID-19 帶來的風險及其對弱勢群體的影響？如何改進管制措施以趕上不斷變化的工作本質？

儘管具有破壞性，COVID-19 卻加速既有的趨勢，特別是線上平台和遠距工作的應用。然而，這些能力在勞動力市場上是分布不均的，因此要強化對技術、數位素養及技能投資。勞動法規還需要適應不斷變化的工作本質，並確保勞動保護不限於傳統的就業模式。

5.5 月 21 日座談會討論回饋

勞動部林專門委員永裕於會中分享我方因應疫情的政策措施，包含勞工紓困貸款及利息補貼、失業給付、延緩社會保險費繳納等；並分享數位時代下的人力資源發展策略，鼓勵各經濟體採用「APEC 數位時代人力資源發展架構，2017-2025 進度追蹤工具」檢視數位化政策推動的進程。國發會林處長至美亦於留言板中留言，分享我國雇主支付防疫照顧假薪資費用得享減稅的措施，這項政策不僅能夠在停課不停班的情況下支持家庭照顧者，亦能緩和性別不平等，避免女性因為家庭照顧假而喪失薪資或被解雇。

加拿大分享在 COVID-19 衝擊下支持弱勢群體（如婦女、青年及零工經濟者）的相關政策，該國已建立未來技能中心，以實現綠色和包容性的經濟復甦，讓人民為數位社會做好準備。

中國大陸提到以人為本的復甦政策及策略，例如免費線上培訓計畫，以重新培訓和提高勞工技能，緩解全球疫情帶來的挑戰。

菲律賓強調其在教育和培訓數位技能上的努力，如在 COVID-19 下重新培訓教師和推動課程改革。

智利與 EDNET 協調人皆建議經濟體可分享最佳政策和範例，為因應 COVID-19 創造可能的解決方案。

俄羅斯認為 HRDWG 提供了 APEC 的社會經濟趨勢及未來方向，並強調公私伙伴關係及以人為本的方法，以因應全球疫情的衝擊。

CBN 協調人強調 APEC 經濟體需要共同努力，以面對 COVID-19 疫後復甦的需要。HRDWG 是醞釀新思想和策略的好平台，經濟體可以相互幫助。

印尼介紹其在 COVID-19 期間調整和實施教育政策的經驗，並於 2020 年編制綜合政策報告及教育因應報告。

6. 泰國報告 APEC 2022 年初步規劃

泰國首先表示因疫情的關係，明年不擬主辦第七屆 APEC 教育部長會議(AEMM)，並徵求 AEMM 會議的主辦經濟體，目前尚無經濟體回應。泰國期待 2022 年可以舉辦實體會議，明年的議題將會聚焦在各經濟體疫情後的復甦，並持續關注數位化和綠色經濟及包容性成長等議題。

7. 討論 2021 下半年的工作及會議

紐西蘭將於 6 月 17 日主辦「數位福祉和數位公民」(Digital Wellbeing and Digital Citizenship)政策討論，此案已獲得各經濟體的認可。另由於 APEC 經費批准較晚，「2021 年 APEC 論壇：社會對話作為因應勞動力市場挑戰的工具」(2021 APEC Forum on Social Dialogue as a tool to address labour market challenges)將於 2022 年 2 月舉行。

勞動部林專門委員永裕於會中徵求我方下半年自費計畫「數位化與新興就業樣態的挑戰與回應」(Digitalization and Emerging Employment Patterns: Challenges and Responses)之 co-sponsors，請各經濟體支持。

PD 提醒各經濟體，HRDWG 2021-25 策略計畫及「拉賽雷納婦女與包容性成長路徑圖：執行計畫」是需要於 2021 年完成的重要文件。鑑於 HRDWG 的工作和 APEC 2021 的優先領域密切相關，對後疫情時期的經濟復甦具有重要意義，所以建議各經濟體寫出一段話來反映 HRDWG 對 APEC 的貢獻，可提交 SOM，並被納入部長宣言，或 2021 年 APEC 領袖聯合聲明。此外，APEC 秘書處將傳閱 HRDWG 傳單(Flyer)草案供會員經濟體審查和批准。傳單將作為 HRDWG 的背景資料，並發送給 HRDWG 活動的參與者。

8. 閉幕式

主席回顧本次大會的成果，感謝主辦國紐西蘭、會員經濟體、APEC 秘書處 PD、國際組織代表的熱情出席及參與。共同主席指出，儘管是虛擬環境，但 HRDWG 仍有效地完成會議，感謝分組協調人、主辦經濟體的工作人員及各經濟體的參與與合作。



國家發展委員會處長林至美、勞動部專門委員林永裕、勞動部勞動力發展署科長黃哲上、教育部司長李彥儀參與本次視訊大會情形



HRDWG 主席 Dong Sun Park 發言，與會長官視訊聆聽

二、 勞動與社會保障分組會議 (LSPN)

(一) 會議時間：2021 年 5 月 25 日及 26 日上午

(二) 會議地點：視訊會議

(三) 我國與會代表

國家發展委員會處長 林至美

國家發展委員會專門委員 蔡瑞娟

國家發展委員會科員 劉佩君

勞動部專門委員 林永裕

勞動部科長 黃聖紘

勞動部專員 高韶英

財團法人台灣經濟研究院研究員何振生

財團法人台灣經濟研究院副研究員 張鴻

財團法人台灣經濟研究院助理研究員 杜修宇

(四) 會議內容(議程詳附錄 44 頁)

1. 開幕式

本次會議由新任 APEC LSPN 國際協調人紐西蘭籍 Jessica Russell 主持，包括澳洲、加拿大、智利、中國大陸、印尼、日本、韓國、馬來西亞、墨西哥、紐西蘭、菲律賓、俄羅斯、新加坡、泰國、美國及我國代表，共有 16 個經濟體與會。會議首先由 Russell 協調人致歡迎詞及簡要介紹各經濟體代表，並確認本次會議議程。

2. APEC 2020 年成果回顧

由去(2020)年 APEC 主辦經濟體馬來西亞 Dr. Zaki Zakaria 報告。年第 1 次資深官員會議(SOM 1)期間之 LSPN 會議，探討 APEC 區域數位

化與未來工作(Future of Work)發展趨勢以及各經濟體的政策回應，並討論提升婦女勞動市場參與、青年就業、數位技能培力及勞動與社會保障措施強化等相關議題。

後因 COVID-19 疫情爆發，APEC 會議改採線上方式舉辦，LSPN 遂於 9 月 30 日召開「因應 COVID-19 線上特別會議」(Virtual HRDWG-LSPN Special Session on COVID-19)，邀請 APEC 政策支援小組(PSU)、國際勞工組織(ILO)與世界銀行(World Bank)專家，就疫情衝擊及數位化的發展趨勢進行報告。

目前 COVID-19 疫情仍然肆虐全球，馬來西亞期許各經濟體能響應 APEC 2021 年主題「攜手協作，共同成長」，共同合作應對疫情對勞動市場與社會保障措施的衝擊。

3. 勞動與社會保障進展更新

(1) 馬來西亞：報告該國推出新的勞工線上申訴機制及 APP Working for Workers，使勞工申訴更簡便，並獲得快速處理，有助後疫情時代勞動市場的包容性復甦。

(2) 我國國家發展委員會林處長至美報告我國勞動市場現況：2020 年失業率為 3.85%，已連續 7 年低於 4%；勞動力參與率為 59.14%，其中，女性勞參率已提升至 51.41%；外籍移工總人數下降，但跨境專業人士總人數提升至 36,852 人。目前我國持續推動就業金卡政策，受惠人數持續上升，未來將持續推動延攬外籍專業人才來臺之相關政策，為企業引進更多優秀人才，並為學界及教育界延攬更多優秀外籍專家學者與教師。

勞動部林專門委員永裕報告我國甫通過之《勞工職業災害保險及保護法》，盼透過本專法，以擴大納保範圍、提高給付金額、低額保費及強化職業災害預防與重建的方式，使我國勞動及社會安全保障措

施更臻完善健全，同時因應新型態就業，並呼應本年主辦經濟體紐西蘭提出包容性復甦成長的優先政策。

(3) 經濟體提供之書面更新資料詳見附錄(51 頁)，摘陳紐西蘭等 3 國資料如下：

A. 紐西蘭

- a. 2021 年 3 月失業率為 4.7%，勞動力參與率為 70.4%。最低工資時薪在 2021 年 4 月 1 日調升至 20 紐幣。
- b. 社會安全保障措施：自 2021 年 7 月 1 日起，主要社會安全給付每名成人每週將增加 20 紐幣。此外，紐西蘭政府、紐西蘭商會(BusinessNZ)及紐西蘭總工會(New Zealand Council of Trade Unions)將共同研議社會失業保險(Social Unemployment Insurance)方案，提供勞工在失業期間可領取 80%原有薪資之補助。
- c. 防範移工遭剝削及奴役：紐西蘭政府於 2020 年 7 月公布新修正之移工保障措施，包括提供受剝削的移工新種類之簽證、設置專線電話及擴大對勞雇之宣導等。

B. 美國

- a. 2021 年 4 月增加 26 萬 6 千個工作機會，失業率為 6.1%，勞動力參與率達到 2020 年 8 月以來的新高。
- b. 拜登政府於 2021 年 3 月提出美國援助計畫(American Rescue Plan)，將投入 1.9 兆美元，提供經濟補助予困頓家庭與社區及重新開放的學校。
- c. 美國經濟復甦程度將視疫情發展及疫苗接種情形而定。政府將持續創造優質工作機會，協助人民就業。

C. 馬來西亞

- a. 2021 年第 1 季失業率為 4.8%，就業人數為 1,524 萬，勞動生產力回升為 0.4%，其中以農業及製造業貢獻最多。

- b. 社會安全保障措施及勞動政策：「國家經濟復甦方案」(the National Economic Recovery Plan, PENJANA)包含三大重點：勞工培力、企業推進及經濟刺激；此外，實施「勞動重新校正計畫」(Labour Recalibration Programme)，協助產業及時僱用外籍移工，以因應短期缺工。另在 2021 年 3 月，透過就業保險制度，每 100 名失業勞工中，有 36 名得以成功再就業。

4. 計畫活動

由馬來西亞、我國、紐西蘭及美國等 4 個經濟體說明最近完成、正在進行或研擬中之倡議內容。

- (1) 已完成倡議：我國「數位時代下之區域整合對 APEC 經濟體跨國勞動力之社會安全保障影響及因應共同研究」

勞動部林專門委員永裕報告我國 2020 年倡議執行成果，包括共同研究及舉辦 APEC「數位時代下勞動市場衝擊與社會安全保障」研討會成果。整體而言，COVID-19 疫情已加速數位化發展進程，未來除應強化社會安全保障措施外，亦應積極強化職業訓練並同時提升數位技能，以因應產業智慧化及數位化發展進程。

- (2) 進行中計畫

- A. 紐西蘭「APEC 社會對話作為因應勞動市場挑戰之工具論壇」倡議 (APEC Forum on Social Dialogue as a Tool to Address Labour Market Challenges)

- a. 紐西蘭期待在後疫情時代，APEC 成員經濟體能藉由社會對話的方式，匯集各方意見，凝聚共識，共同因應疫情帶來的挑戰，攜手為實踐永續性及包容性復甦努力。紐西蘭將透過問卷調查，瞭解各成員經濟體運用社會對話之情形，於彙整及分析結果後，與其他經濟體分享。
- b. 美國對紐西蘭倡議表示支持，但建議紐西蘭未來在蒐集各界意見的部分，設計問題應謹慎。

- c. 勞動部林專門委員永裕表示，社會對話在紐西蘭是一項重要的政策工具，並有豐碩成果，臺紐雙方也曾在其他場域就此議題交流；此外，我國為本倡議的共同提案經濟體，未來也將積極參與倡議活動。
- B. 美國「APEC 縮短數位技能落差：聚焦評估及數位準備」倡議 (APEC Initiative on Closing the Digital Skills Gap: A Focus on Measurement and Digital Readiness)
- a. 整體而言，基於 2017 年執行該倡議對於數位化議題及數位技能培力的分析，美國將於本年邀請各會員經濟體，透過問卷的形式，共同檢視數位化及相關基礎建設與技能提升情形，並規劃於 10 月辦理國際研討會。
 - b. 我國勞動部林專門委員永裕對美國倡議表示支持，並期待未來雙方有機會合作。

(3) 新提計畫

- A. 馬來西亞「未來工作策略工具箱：彈性工作措施與數位科技在女性勞動力之角色」倡議(The Future of Work Strategies Toolkit: Flexible Work Arrangements (FWAs) and Role of Digital Technology for Woman Workforce)
- a. 馬來西亞盼透過數位科技及彈性工作措施，促進女性參與勞動市場，進而促進後疫情時代的經濟復甦，緩解 COVID-19 疫情對勞動市場的衝擊。
 - b. 美國肯定並歡迎馬來西亞的倡議，我國勞動部林專門委員永裕亦表示支持，並表示此與我國本年倡議關注重點相近。馬來西亞表達感謝美國及我國的支持，。
- B. 我國「數位化與新興就業樣態的挑戰與回應」倡議
- a. 勞動部林專門委員永裕說明，本計畫規劃就以下三項議題探討：
(1)因數位化趨勢，APEC 區域內出現的新興就業樣態(例如遠

距工作及零工工作)；(2)新興就業樣態對當前勞動政策及社會安全保障帶來的挑戰；(3)APEC 經濟體所採取的因應措施及政策。預定於 2021 年 11 月舉辦國際研討會，邀請各經濟體成員及專家學者與公、私部門代表參與。

- b. 美國對我國倡議表示讚賞與支持，並且認為我國倡議與美方刻正執行之「APEC 縮短數位技能落差」倡議相關，期待我國倡議後續產出成果。

5. 政策討論

- (1) 主題一：疫情對亞太區域弱勢群體的衝擊與勞動及社會安全保障的角色(The impact on vulnerable groups across the Asia-Pacific and the role of labour and social protections)

- A. ILO 社會安全保障專家 Markus Ruck 報告，目前疫情對於旅遊業及餐飲業，以及非典型僱用勞工、青年、婦女及弱勢群體皆帶來嚴重衝擊，但目前亞太區域社會安全保障措施涵蓋率僅達 44.1%。此外，疫情加速數位化發展，勞工就業機會正面臨衝擊。Russell 協調人建議，未來各經濟體在強化社會安全保障措施的同時，面對未來工作發展趨勢，需以「人」為核心，確保沒有勞工因未來工作出現而被淘汰。更重要的是，未來社會安全保障體系更要有能力應變如 COVID-19 疫情的突發事件。

- B. 聯合國亞洲及太平洋經濟社會委員會(UNESCAP)專家 Patrik Andersson 報告，現今疫情已使南亞經濟體陷入貧窮陷阱。同時，機會及所得不均、勞動市場非正式勞工(informal workers)型態增加且工作條件惡化，對於社會安全保障措施都是極大挑戰。然而，目前多數經濟體對於社會安全保障措施及勞工技能提升仍

顯有不足，Andersson 建議各經濟體應努力將社會安全保障措施變成普世價值，改善稅制、建構完善社會安全保障制度，並提升對婦女及非正式勞工的保障。UNESCAP 與 ILO 合作推出的「強化亞太地區社會保障的區域合作行動方案」(Action Plan to Strengthen Regional Cooperation on Social Protection in Asia and the Pacific)可供各經濟體參考。

- C. 澳洲國立大學(Australia National University)教授 Peter Whiteford 報告，COVID-19 疫情肆虐全球，不僅對勞動市場帶來衝擊，亦加速工作型態改變，對於弱勢群體家庭及生計造成嚴重衝擊。Whiteford 教授建議 APEC 經濟體應審慎評估 COVID-19 疫情的衝擊，也提醒目前經濟體的援助措施，如紓困等方案均為暫時性，短期看來確有成效，惟若要追求長期的效益，政府更需要訂定長期的社會安全保障措施，以保障勞工及弱勢群體的權益。
- D. 我國國家發展委員會蔡專門委員瑞娟，向 Russell 協調人提問有關提升非正式勞工的社會安全保障措施及具體建議作法。

Russell 協調人表示，目前各經濟體對於非正式勞工與一般勞工的規範確實存在落差，政府應該要對企業做出要求；而勞工本身也時常因缺乏誘因而未選擇向政府登記，政府應設法規範。此外，零工工作者及非正式勞工收入並不高，基於機會成本考量，可能會刻意迴避政府規範。因此，政府對於加入社會安全保障措施的規定可更有彈性，簡化行政程序，以鼓勵企業及勞工參與。

Andersson 補充，此問題是各國政府的共同課題，最根本的方法還是避免過多的非正式勞工。此外，多數非正式勞工並未繳稅，

最終政府可能仍需透過立法規範，要求勞工及企業向政府誠實登記及申報。

- E. 我國勞動部林專門委員永裕向 Russell 協調人及 Andersson 提問，區域經濟體皆同意應加強合作，強化社會安全保障措施，以因應疫情的衝擊。惟考量 APEC 成員經濟體社會安全保障發展程度及政策優先考量的差異，各經濟體應優先合作推動的建議項目為何？

Russell 協調人回覆，疫情爆發後，科技發展迅速，經濟發展也朝向綠色經濟邁進，社會及勞動市場皆發生重大轉變。建議未來可先朝失業救助、穩定就業以及推動職業災害預防及重建的方向著手，先達到復甦的目標，之後開始思考因應未來工作出現的政策。但長遠來看，還是需要訂定更長期之社會安全保障措施。

Andersson 回覆「強化亞太地區社會保障的區域合作行動方案」是很重要的區域合作指引。同時，經濟體間也應該彼此相互交流，進行經驗分享，處理區域共同面對的勞工問題，如跨境移工保障，這點也是 ILO 持續支持的合作途徑。

- (2) 主題二：亞太區域對於弱勢群體目前面臨的挑戰及衝擊做出哪些因應？為推動具包容性及韌性的復甦，需採取哪些政策及策略？(What have been the responses across the region to meet the challenges and effects on vulnerable groups? What policies and strategies are needed for an inclusive and resilient recovery?)

- A. 亞洲開發銀行區域合作及整合中心主任 Cyn-Young Park 博士報告，儘管亞洲經濟及公共衛生等領域之發展迅速，惟仍存在性別不平等現象，導致婦女處於弱勢。Park 指出，COVID-19 疫

情爆發，婦女就業機會及勞動市場參與受到衝擊，且因部分區域的社會觀念(social norms)，致女性較易因學校停學而輟學，並經常成為非正式勞工。此外，疫情期間酒精及藥物使用率攀升，女性也經常成為暴力受害者。Park 建議，為緩解疫情對女性的衝擊，政府必須強化社會保險措施，並且確保婦女受到教育、技能培力及健康照護。同時，政府應提供低收入家庭的孩童更多保障，並提升女性數位技能，幫助女性適應未來工作。

- B. 世界銀行資深經濟學家 Michael Weber 報告，當前疫情對全球勞動市場及價值鏈帶來巨大衝擊。依據世界銀行電話訪問數據顯示，34%受訪者因疫情而停止工作，20%受訪者薪資縮水，62%受訪者指出家庭收入變少，ILO 更預估全球有 1.14 億勞工失業。然而，與疫情剛爆發時相比，亞太區域經濟體的社會安全保障措施有顯著增加，但具體措施的品質則難以確認。鑑於疫情加速數位科技發展，提升勞工技能、強化社會安全保障措施，同時針對新型工作與僱傭型態訂立新規範，應為各經濟體努力方向。最後，Whiteford 指出，疫情是給予各國重新審視勞動與社會安全保障措施、稅制及勞動市場機制的機會，各經濟體應充分運用。



我國代表參與 LSPN 會議情形



國發會林處長至美及勞動部林專門委員永裕簡報我國勞動及社會安全保障進展

三、 教育分組會議(EDNET)

(一) 會議時間：2021 年 5 月 25 日及 26 日上午

(二) 會議地點：視訊會議

(三) 我國與會代表

教育部國際及兩岸教育司司長 李彥儀

教育部國際及兩岸教育司教育副參事 周慧宜

教育部國際及兩岸教育司科長 郭玲如

教育部國際及兩岸教育司助理 廖婉婷

明新科技大學校長 劉國偉

亞洲大學副校長 陳大正

國立臺灣師範大學教授 邱美虹

國立臺灣師範大學助理 游惠捷

國立臺北科技大學副教授 楊韻華

國立臺北科技大學副教授 林彥良

國立臺北科技大學助理 顏君倫

(四) 會議內容(議程詳附錄 47 頁)

1. 開幕式

第 38 屆 APEC EDNET 分組會議，與會者共計有澳洲、日本、秘魯、韓國、新加坡、我國、泰國、美國、馬來西亞、紐西蘭、菲律賓等 11 個經濟體。本次會議為 Covid-19 後本分組首次以全線上方式舉行，會議由教育分組國際協調人中國大陸王燕女士主持，紐西蘭教育部代表 Ms. Tara Thurlow-Rae 偕同主持，紐西蘭代表歡迎所有與會者參與 2021 年由紐西蘭主辦的 APEC 年會，並介紹本日議程。接續由協調人王燕女士發言，她感謝紐西蘭在全球因疫情影響且面臨諸多挑戰及不確定性下，仍以高品質讓今年會議順利舉行。

2. 優先領域回顧與更新

馬來西亞首先由 Mr. Mohammad Sanusi Bin Abdul Karim 報告 2020 年 APEC 會議主辦成果，包括 2040 太子城願景(Putrajaya Vision 2040)、2020 吉隆坡宣言 (Kuala Lumpur Declaration 2020) 及達成 8 項部長共同聲明，領域涵括貿易、健康、女性、中小企業、糧食安全等，並關注創新及教育的數位化。

接著，紐西蘭以影片方式介紹其多元文化背景下的教育體制及特色，同時強調原住民語言與文化的保存及傳承議題。本年主題為「攜手協作、共同成長」(Join, Work, Grow, Together)，包含「經濟與貿易政策」、「永續及包容性成長」、「數位創新疫情後復甦」等 3 大優先領域，將推動多邊貿易及區域整合、透過數位及創新科技加速後疫情時代的經濟與社會復甦等。

3. 計畫與倡議

- (1) 澳洲代表首先報告「APEC 研究健全計畫指導原則」(APEC Guiding Principles for Research Integrity project)，該計畫旨在提供 APEC 經濟體內研究學者、機構、或贊助者一套共通的學術研究指導原則，並進一步促進區域內學術及研究交流，同時邀請其他經濟體持續支持此計畫。
- (2) 接續由韓國簡報年度各項計畫的成果，包含「APEC 線上學習訓練計畫(APEC e-Learning Training Program (AeLT))」、「APEC 共享繁榮學習型社區計畫(APEC Learning Community for Shared Prosperity (ALCom))」、「APEC 未來教育集團計畫(APEC Future Education Consortium (AFEC))」、「APEC 教育創新社區計畫 APEC Community for Education Innovation (CEDI)」及「APEC 寓教於樂交流計畫(APEC Edutainment Exchange Program (AEEP))」等。今年韓國將舉辦「APEC 學校領導能力計畫(APEC School

Leadership Program, ASLP)活動，此計畫旨於提升學校領導者 (School Leader) 技能，鼓勵學校領導者使用科技設計創新課程，應用科技於課堂等，並歡迎 APEC 經濟體提名優秀學校領導者參與。印尼代表於韓國報告結束後發言，希望韓方分享 EDNET 成員該計畫之簡要成果報告。

4. 演講及討論

(1) 第一場

第一場次主題為「跨系統教育合作方式」，邀請聯合國教科文組織 (United Nations Education Scientific and Cultural Organization, UNESCO) 及經濟合作暨發展組織 (Organization for Economic Cooperation and Development, OECD) 代表針對線上教學新趨勢、線上學習品質及驗證與線上學習所遭遇之挑戰等議題進行報告並分組討論。

聯合國教科文組織(UNESCO)代表首先說明疫情嚴重影響聯合國永續發展目標第四項—「確保有教無類、公平以及高品質的教育，及提倡終身學習」，使原有的教育合作趨向零碎化，因此確有必要重新思考全球教育合作的新機制，也說明教育在疫後復甦扮演舉足輕重的角色。並於會中提倡建立全球教育合作機制，成立包含教育及健康議題的「全球教育聯盟」(Global Education Coalition)，強調成員間、區域間及國際組織間的相互協調合作。

接著由經濟合作暨發展組織(OECD)代表根據「國際學生能力評量計畫」(Programme for International Student Assessment, 簡稱 PISA) 相關執行成果，說明疫情下的線上或遠距教學對於老師及學生雙方均構成挑戰，並強調數位科技在未來教育的重要性：數位科技帶來的教育方式的轉變，未來工作型態在人工智慧、自動化及雲端應用等，都是教育重點領域。

(2) 第二場

第二場次邀請紐西蘭、澳洲、新加坡及聯合國教科文組織(UNESCO)代表針對線上學習及混成學習 (blended learning) 為主題報告。紐西蘭代表說明線上及混成學習在高等教育部分能夠提升學生學習成績、增加學生學習自主性、降低時間及通勤成本、提高註冊率、且表現與傳統面對面教學方式的學生並無明顯差異。

接著，聯合國教科文組織(UNESCO)代表提出鑒於數位科技的廣泛使用，線上及混成學習可能成為新常態 (New Normal)，另外提及線上學習的認證系統與數位基礎建設的重要性。澳洲代表接續針對線上學習評量的趨勢及新工具報告，並提及「微型證書」(micro-credential) 議題。新加坡代表則強調線上學習需有效與產業連結、並提出線上學習可能遇到的挑戰，包含教師如何因材施教、學校的社會性功能難以取代等。

後續進行分組討論，與會者分成三小組，針對「Covid-19 是否加速人們對於網路品質及線上認證的需求」為題討論，我方、智利、印尼、新加坡、馬來西亞及日本均發言。我方發言提及在線上教學這種有限制的方式下，教育跟實際工作所需能力的差距會更加明顯。如何改善或提供更有效的線上教育系統，進而建構友善的線上教育環境，邀請各經濟體分享意見及作法。

5. 明年主辦經濟體泰國報告

泰國報告 2022 年 APEC 會議主題將聚焦 Covid-19 疫情後復甦、貿易及投資、數位科技、智慧城市及包容性與永續性成長，並強調區域內各會員體間經濟差距所導致的數位科技可近用性也將列為討論議題。泰國列出三項優先順序：促進平等的貿易與投資、重啟旅遊及觀光之區域連結、在消弭不平等及保護環境前提下達成永續及包容性的成長，數位科技及創新將越來越重要。

6. 下半年預計舉辦之 EDNET 活動

我方報告預計於本年 10 月舉辦「APEC 青年數位創新創業論壇」，

同時邀請各經濟體參與，共同分享我國青年創新創業成果。紐西蘭於本年 6 月以線上方式舉行數位福祉政策對話 (Policy Dialogue on Digital Wellbeing)、韓國預計於本年 9 月舉辦 APEC 未來教育論壇(APEC Future Education Forum)、俄羅斯將主辦 APEC 高等教育合作會議 (APEC Conference on Education Cooperation in Higher Education) 等。

7. 下半年展望

由 EDNET 協調人王燕女士主持，首先討論第七屆 APEC 教育部長級會議，會中尚無經濟體表達主辦意願，另日本及智利同意 EDNET 會議應增加高階官員之參與。

接續討論「教育資訊知識平臺」(Knowledge Platform) 的建立及管理，此構想最初由美國、菲律賓及新加坡提出，希望設立一個 EDNET 成員間相互交流教育資訊且分享因應 Covid-19 教育措施的平臺，並將其定位為資訊交換中心 (clearing house) 或資料庫。目前的 APEC 共享系統 (APEC Collaboration System, ACS) 為 APEC 秘書處上傳文件分享使用，但無法上傳如簡報檔、影片等多樣化資料。美國、智利及中國大陸發言贊同此知識平臺設立之重要性，與會經濟體均同意未來將對此有更多討論。

最後紐西蘭也提到針對本次教育分組會議之討論，將出版成果文件 (outcome document) 並分享給各會員經濟體。



APEC 人力資源發展工作小組第 38 屆教育分組會議與會經濟體代表合影

四、 能力建構分組會議 (CBN)

(一) 會議時間： 2021 年 5 月 25 日及 26 日上午

(二) 會議地點：視訊會議

(三) 我國與會代表

勞動部勞動力發展署科長 黃哲上

勞動部勞動力發展署專員 席容

勞動部勞動力發展署計畫經理 吳彥臻

中華民國管理科學學會 陳厚任

中華民國管理科學學會 劉主強

婦女權益促進發展基金會 陳羿谷

(四) 會議內容(議程詳附錄 49 頁)

1. 開幕式

2021 CBN 年會因應疫情首次以線上會議模式舉辦，由主辦經濟體紐西蘭提供技術協助，計有澳洲、加拿大、中國大陸、印尼、韓國、馬來西亞、紐西蘭、秘魯、菲律賓、俄羅斯、泰國、美國、越南及我國 14 個經濟體參與，另有 APEC 秘書處出席與會。前經公開遴選，現由菲律賓技術教育暨技能發展局 (TESDA) 副局長 Rosanna Urdaneta 擔任 2021-2022 年任期之 CBN 國際協調人，並擔任第 46 屆 CBN 年會主席，另由紐西蘭商業創新與就業部資深官員 Rebekah Hood 擔任共同主席，以及 HRDWG 主席 Prof. Dong Sun Park 共同與會。

首先由 CBN 國際協調人菲律賓籍 Rosanna Urdaneta 致歡迎詞，感謝主辦經濟體紐西蘭提供行政及技術支援，並感謝所有 CBN 經濟體積極提出並執行各項計畫，期許 CBN 分組能夠延續良好發展動能，繼續為亞太區域人力資源發展盡一份心力。

接著由紐西蘭共同主席 Rebekah Hood 致開幕詞，揭示紐西蘭 2021 年度重點在於在疫情時代共同合作、邁向未來，期待看到 CBN 積極迎向數位時代機會及挑戰。

HRDWG 主席 Dong Sun Park 應邀致開幕詞，期許 CBN 分組持續推動能力建構及技能發展各項計畫及議題方面之交流合作。

CBN 前國際協調人我方勞動力發展署黃科長哲上報告「2020 回顧」；提及 2020 年 CBN 提案以極高比例獲 APEC 經費補助；另 CBN 於 2020 年共舉辦 6 場次 APEC 活動，感謝各主辦經濟體包括：韓國、馬來西亞、美國、越南與我國之貢獻。

APEC 秘書處計畫主任 Liu Zhongzhen 出席報告 2021 計畫申請流程及注意事項。

2. 2020 CBN 分組成果分享

(1) 澳洲報告「亞太職能基準先導計畫：旅遊及旅館產業 Sub-regional pilot of the APEC Occupational Standards in the Travel, Tourism and Hospitality Industry)」，現階段發展著眼於與有意願參與及合作執行試驗計畫(pilot program)之經濟體，實際應用職能基準架構。目前越南已經運用交通及物流職能基準發展相關訓練課程，而秘魯及我國也將運用澳洲觀光職能基準發展成為完整訓練課程。

(2) 我國報告二項計畫：

A. 勞動力發展署去年度獲 APEC 補助計畫「亞太技能建構聯盟(ASD-CBA)：健康照服員數位技能提升計畫」，將於本年第 3 季辦理國際研討會，邀請經濟體分享提升照服

員數位技能最佳實作。本計畫經多次與專家研討及盤點照服員可使用之數位輔具及訓練範圍，目前已鎖定被照顧者生命徵象量測及被照顧者日常生活記錄，做為切入點來開發職能基準品質認證訓練套件，訓練套件與業界所需技能接軌，打造業界優質照服員，訓練套件亦會與經濟體分享，為亞太地區做出貢獻。

B. 「新媒體培力促進女性賦能(WEDU)計畫」：本計畫響應 PPWE 女性經濟賦能五大支柱，包括：辨識有助於女性發揮潛力的綜合技能、連結在地與國際市場機會、發展知識以增進女性的經濟領導才能等。是項計畫於 2020 年發展焦點訪談與座談、工作坊及研討會、線上問卷、訓練套件等項目，積極梳理新媒體於數位商務環境的功能，理解女性較於男性雖更有可能在行銷領域開啟職業生涯，然而也更需要繼續強化數位技能的整合運用，以適應不斷變化的技能需求和職場條件，尤其應考慮到經濟和社會日益數位化的本質。另一方面，訓練套件將結合數位行銷和性別觀點的要素，有別於坊間類型的培訓，為企業培養中高階人才。

(3) 韓國報告「技能競賽能力建構線上研討會 (2020 Capacity Building Partnership Webinar on Skills Competitions)」，雖暫未獲 APEC 計畫經費補助，惟已於 2020 年 11 月舉辦線上研討會，探討各經濟體辦理技能競賽、產官學界鏈結、因應數位時代技能提升等議題。

(4) 越南報告「回應數位時代職場演變之嶄新領導能力開發計畫 (APEC symposium on developing new leadership capabilities in response to the work evolution in the digital age)」，此提案以辦理

研討會方式，邀集 APEC 經濟體及相關組織產官學界人士進行最佳案例分享與意見交流，共同思考如何透過開發組織新領導力，以因應未來工作型態。

3. 跨論壇交流

HRDWG 主席身心障礙議題顧問 You Liang 報告當前推動身障者能力建構之現況及展望。

4. CBN 發展路徑圖與重點領域

(1) 應菲律賓邀請，由我國代表中華經濟研究院李淳博士進行引言報告，表示國際機構皆預測後疫情恢復景況，亞太地區對世界經濟成長形成重要貢獻則是潛力無窮；新常態的建構，在於彈性、韌性、復甦等三項要素，連帶對於商業模式也形成衝擊。CBN 的未來，則建議就以下面向思考：A. 體認並加速變革的新思維；B. 數位能力的日常運用；C. 既有勞動力的技能提升與再造；D. 混合或多元的工作模式。

(2) 各經濟體意見回饋：

- A. 我國：納入搭建訓練機構聯盟概念，促進機構鏈結性，對於訓練內容與標準形成共識。
- B. 澳洲：職業訓練需及時回應業界需求，並提供對應技能訓練。
- C. 菲律賓：應考量包容性與脆弱群體，並建議蒐集最佳範例以分析如何實踐。
- D. 中國大陸：應與 HRDWG 策略計畫 2021-2025 內容及架構相呼應。
- E. 俄羅斯：新常態一詞需進一步定義，建議蒐集各界回應現況之最佳範例，並建立經濟體間相互分享機制。
- F. 紐西蘭：路徑圖應考量如何使 CBN 發揮更前端且跨領域連結

的角色，以因應未來挑戰。

- G. 韓國：建議將各類工作模式及需求列入考量，並為弱勢群體設想多元化的技能訓練。



CBN 會議與會經濟體代表合照



我國勞動部勞動力發展署黃科長哲上以 CBN 前國際協調人身分進行「2020 年 CBN 回顧」簡報



我國中華經濟研究院 WTO 及 RTA 中心副執行長李淳專題報

參、心得與建議

一、強調跨論壇合作

HRDWG 持續將跨論壇合作視為工作重點，今年會議亦邀請 APRU 資深政策及計畫主任、APEC PPWE 共同主席、EC 紐西蘭代表至大會進行報告，並鼓勵 HRDWG 各經濟體協助支持 APRU、PPWE、EC 推動相關計畫及草擬關鍵文件。

在正式會議外，PD 亦積極協助轉傳其他論壇之活動邀請，以促成 HRDWG 與其他論壇的對話及合作。如 2021 年 6 月服務業小組(GOS) 舉辦之「專業服務之數位證書與互認：推動數位證書路徑以支持互認制度」(Digital Credentials and the Mutual Recognition of Professional Services: A Pathway for Implementing the Increased Use of Digital Credentials to Support Recognition Practices)、APEC 企業諮詢委員會(ABAC)舉辦之「發展 APEC 區域包容性成長之社會經濟指標的 ABAC 公私對話」(ABAC Public Private Dialogue on the Development of Social and Economic Indicators for Inclusive Growth in the APEC Region)等。

二、深化討論 COVID-19 疫情下工作及就業本質的改變

由於 COVID-19 疫情對工作型態及全球區域勞動市場產生巨大的衝擊，HRDWG 大會及各分組皆針對此議題進行深入的討論與分享，並於大會邀請 OECD、ILO、世界銀行、亞洲銀行專家、奧克蘭理工大學教授、APEC 秘書處政策支援小組(PSU)就該議題進行報告。討論方向除闡述疫情對勞動力市場的衝擊外，亦進一步涉及相關的政策建議，特別是在社會安全保障，以及能力建構與教育層面。各經濟體針對因應 COVID-19 疫情的措施亦有許多討論和分享，以達成區域交流與互助的目的。

三、延續身心障礙議題的討論

本屆 HRDWG 延續去年對身心障礙議題的討論，並邀請到 HRDWG 主席身心障礙議題顧問 You Liang 與會分享對 HRDWG 在身心障礙議題的觀察。You Liang 表示各經濟體在促進身心障礙教育、培訓和就業方面都有很大的進展。在 COVID-19 疫情的衝擊下，身心障礙人士較一般的勞工又更為弱勢，提醒各經濟體在紓困的同時，也必須要格外關注身心障礙人士及其他弱勢族群的需求。

四、在改採視訊方式下，各經濟體仍積極參與 APEC 會議

考量 COVID-19 疫情影響，本年主辦國紐西蘭決定活動 APEC 活動皆改採視訊進行，HRDWG 會議亦配合主辦國整體會議規劃以視訊方式辦理，雖分屬不同時區，有明顯時差問題，此次與會經濟體仍有 19 個，較去年增加 1 個，且發言熱烈；另也因為採視訊方式，不受場地空間的限制，反而讓更多辦理 APEC 業務的人員亦能出席大會，瞭解 APEC 會議的運作。

五、人力資源部長會議(HRDMM)及教育部長會議(AEMM)後續發展尚待觀察

2022 年主辦國泰國考量疫情仍嚴峻，無辦理 AEMM 會議的急迫性，且無其他經濟體表達辦理意願，故明年將不辦理 AEMM；HRDMM 於本次會議中亦無經濟體提及相關辦理規劃，因此，部長層級會議之後續發展，仍需再密切觀察。

六、各分組觀察及進展

(一) LSPN—勞動與社會保障分組

1. 持續聚焦 COVID-19 疫情及數位化議題之相關討論

本次 LSPN 會議，循例由各經濟體進行倡議報告及更新勞動與社會安全保障之進展。因全球 COVID-19 疫情持續延燒，會議討論主題及各

經濟體的倡議，著重因應疫情的包容性復甦政策，以及因疫情加速發展之數位化對勞動市場的挑戰。

此外，因會議全面採視訊辦理，為配合各國時差，會議時間必須縮短，議程及各議題討論也儘可能精簡，事前準備作業更顯重要。例如，在更新勞動與社會安全保障進展部分，Russell 協調人於會前，請各經濟體填報書面資料，並請欲進行簡報的經濟體務必事先告知，以節省時間。我方國家發展委員會及勞動部亦配合規劃，在有限時間內，簡要說明我國勞動市場概況及《勞工職業災害保險及保護法》立法。

未來宜掌握當前數位化及疫情下之韌性復甦等議題趨勢，依照 HRDWG 及 LSPN 通過之政策文件，參與適合我國參與之經濟體倡議，探討可合作的議題，亦有助將來發展相關長期性議題時，尋求共同提案經濟體。

2. 強化參與 LSPN 能量及能力

LSPN 會議除分享各經濟體年度國內重要政策外，亦是互相瞭解近期所提倡議之交流平臺。我國得於此平台共享經濟體間之倡議目標；更有甚者，國內重大法案或政策之推動，亦能於此平臺進行國際比較及獲得建議，各相關單位應有效掌握 APEC 各經濟體當前面臨主要議題及重大政策推動的方向。

此外，我國應積極擔任其他經濟體所提倡議的共同提案經濟體，及參與其他經濟體舉辦之工作坊及研討會等活動，以強化我國 APEC 之參與，並鞏固友我人脈。

3. 會議安排輕鬆明快

本次係紐西蘭首次以視訊方式舉辦 HRDWG 及分組會議，在會議安排上添加許多巧思，例如，在會議開始前及中場休息，均播放輕音樂，使參與者放鬆心情；會議開始時，以活潑的特效進行倒數計時；此外，

會議主持人控場風格明快，減少視訊會議之枯燥感，加上有效掌握會議時程等，殊值參考。

4. 掌握重要經濟體政策走向，強化參與 APEC 工作

美國貿易代表戴琪大使在 APEC 貿易部長會議宣導拜登政府「以勞工為中心」之貿易政策(Worker-Centered Trade Policy)，並在許多場合呼籲提升勞工在 APEC 等國際組織之貿易政策之角色。我國宜觀察美國在 APEC 等領域之政策走向，以及其他重要經濟體之反應，研議適合我國參與之議題，強化工會之國際事務知能，以利未來擴大跨議題及跨論壇之參與。

(二) EDNET – 教育分組

1. 本年度相關計畫活動

本年度我方延續上年獲 APEC 秘書處補助計畫之規劃，持續就技職、青年創業、女性賦權等領域辦理活動，並加強與其他經濟體之合作，教育部本年辦理之 APEC 相關活動時程規劃如下：

- (1) 「APEC 跨域全球在地化科學素養之人才培育：女性 STEM-Plus 教育線上會議」3 月已於臺北舉辦。
- (2) 「APEC 技職產學合作典範工作坊」5 月已於臺北舉辦。
- (3) 「APEC 青年數位創新創業論壇」10 月將於臺北舉辦。

2. 積極和各經濟體合作並參與相關計畫活動

我方積極參與 EDNET 會議，續與 APEC 各會員體保持聯繫，以期具體深化會議成果，開拓 APEC 教育合作新模式，並持續發揮及提升我國在 APEC 的實質貢獻。

藉由積極參與 EDNET 會議及相關工作坊，輸出我國教育之最佳範例，不僅能提升我國教育成就於國際場域之能見度，吸引其他國家與我

共同合作之意願，更可把握會議契機，與各會員體教育資深官員接觸洽商，強化多邊或雙邊實質交流與建立國際教育合作網絡。

(三) CBN－能力建構分組

我國於去年底卸任 CBN 國際協調人，惟仍積極參與 HRDWG 相關會議，並刻正推動「健康勞動力賦能數位技能提升(ASD-CBA Project: Empowering the Health Workforce through Digital Upskilling)」計畫，未來 CBN 亦將持續強化與各年度主辦會員體之合作，如辦理國際研討會，以及強化跨論壇之合作。

菲律賓籍新任 CBN 國際協調人於會議中多次公開感謝我國提供之協助，以及多年擔任國際協調人之經驗傳承，並讚許我方 8 年主席任期對 CBN 之貢獻，希冀未來與我國展開實質合作。

七、強化我與 APEC 會員體之互動

APEC 為我國少數具有完全會員身分，且參與層級最高之政府間國際區域組織，應持續藉由積極參與 HRDWG 相關會議及工作坊，以強化與各經濟體間之交流，並將我國經驗分享至國際場域，藉由輸出及分享我相關成功經驗與作法，展現我國軟實力，並為亞太地區人力資源發展持續貢獻心力，促進區域經濟發展及永續成長。

(一) 國家發展委員會

國家發展委員會擔任本次線上會議總幕僚，協助相關部會辦理參與會議相關工作，本次會議期間與 HRDWG 韓籍主席、秘書處 PD、紐西蘭籍 LSPN 協調人保持良好互動；平時並積極參與其他經濟體或論壇辦理之線上活動，以期在疫情期間，與其他經濟體仍維持正向的關係。

未來國家發展委員會亦將持續積極與 APEC 秘書處、各經濟體及國際組織深化交流，並以總窗口角色強化我國跨部會及跨領域議題之合作、研析及協調，俾利發揮綜效，提高我國能見度。

(二)教育部

本次會議以全線上進行，第一日會議中我方提及在線上教學這種有限制的方式下，教育跟實際工作所需能力的差距會更加明顯，邀請各經濟體分享如何改善或提供更有效的線上教育系統，進而建構友善的線上教育環境的意見及作法。

另韓國報告「APEC 寓教於樂交換計畫」(APEC Edutainment Exchange Program, AEEP)及「APEC 學校領導能力計畫」(APEC School Leadership Program, ASLP)二計畫時，將我方列為共同提案經濟體，我方在韓國報告結束後，立即表達對二計畫之支持。

(三)勞動部

勞動部與馬來西亞、紐西蘭及美國在 LSPN 會議中，就各自進行中或研提中之倡議交換意見並表示支持，並於會後著手具體合作事項，例如，我國為紐西蘭「APEC 社會對話作為因應勞動市場挑戰之工具論壇」倡議之共同提案經濟體，紐西蘭於本年 6 月詢問我國對該倡議問卷之意見，並於 7 月送各成員經濟體填寫；另我國已允諾擔任馬來西亞「未來工作策略工具箱：彈性工作措施與數位科技在女性勞動力之角色」倡議之共同提案經濟體，並規劃參與馬國 8 月預計辦理之「數位平臺經濟社會保障工作坊」(Workshop on Social Protection for Digital Platform Economy)。

此外，勞動部本年「數位化與新興就業樣態的挑戰與回應」倡議，也規劃邀請上述友我經濟體參與，發揮互惠及擴大合作效果。

(四)勞動部勞動力發展署

本年 APEC 各項會議皆改為線上辦理，惟勞發署仍透過擔任主席諮詢委員會(LSAC)委員之機會，藉由出席 LSAC 線上會議與其他經濟體進

行雙邊與多邊交流。例如，菲律賓 CBN 團隊曾兩度邀請勞發署於 CBN 正式會議前進行線上雙邊交流，就會議議程安排徵詢意見，以汲取擔任分組主席相關經驗，並感謝我方擔任 CBN 主席 8 年以來對 CBN 之貢獻；勞發署亦持續透過 ASD-CBA 計畫平台與其他經濟體進行計畫對計畫之交流合作。

附錄

一、 議程

(一) 第 46 次人力資源工作小組會議 (大會)

The 46th APEC Human Resource and Development Working Group Meeting

20-21 (Thursday to Friday) and 27 (Thursday) May 2021

Day 1: Opening Plenary Meeting Agenda

Platform: Microsoft Teams

20 May (Thursday) 14:00-17:00, NZ Time	
Time	Item
Opening Session	
14:00 – 14:10 (NZ Time)	1. HRDWG Lead Shepherd’s Welcome and Opening Remarks – Prof. Dong Sun Park (HRDWG Lead Shepherd)
14:10 – 14:15	2. Adoption of the HRDWG 2021 Plenary Agenda – Prof. Dong Sun Park (HRDWG Lead Shepherd)
14:15 – 14:25	3. Welcome remarks and presentation by co-chair on APEC 2021 New Zealand’s themes and priorities – Mr. Michael Hobby (HRDWG Co-Chair)
14:25 – 14:45	4. Round table of introduction by head of each delegation – Head of Each Delegation will give self-introduction for 1 minute
HRDWG Governance	
14:45 – 15:00	5. ToR and project co-sponsorship – The draft ToR, which has the updated review process (2018) has been circulated among member economies via e-mail and is expected to be adopted at the meeting
15:00 – 15:10	6. Sunset Clause – update provided by the Secretariat – SOM3 (August 2021) will endorse the WGs continuity, based

	on individual economies' assessment
15:10 – 15:30	7. Discussion of the HRDWG 2021-25 Strategic Plan – HRDWG LS and APEC Secretariat
15:30 – 15:45	8. HRDWG Projects – Ms. Liu Zhongzhen (Program Director of APEC Secretariat) will give an update on APEC Project Session II and HRDWG Projects and Events in 2021 – Q&A *POs that have project events in 2021 are recommended to take part in this session and be ready to respond to members' questions on meeting arrangement if any.
Cross – Fora Collaboration	
15:45 – 16:30	9. Cross – Fora Collaboration 9.1 Association of Pacific Rim Universities (APRU) – Brief presentation about works and projects – Ms. Christina Schoenleber, Senior Director Policy and Programs 9.2 Economic Committee (EC) – 2021 AEPR on Structural Reform and the Future of Work – Ms. Nita Zodgekar, New Zealand 9.3 Policy Partnership on Women and Economy (PPWE) – update on the “La Serena Roadmap Implementation Plan” – Ms. Riripeti Reedy, PPWE Co-chair → HRDWG member economies are invited to provide inputs for 2021~23 WG plan to advance women’s economic and social participation in APEC
16:30 – 17:00	10. Other Business and Wrap up Day 1 Discussions

— Opening Plenary MEETING ENDS —

The 46th APEC Human Resource and Development

Working Group Meeting

Day 2: Panel Discussion Agenda

Topic: APEC HRDWG Panel Discussion on the Changing Nature of Work and Employment in the context of COVID-19

21 May (Friday) 14:00-16:30, NZ Time	
Time	Item
14:00 – 14:05 (NZ Time)	11. HRDWG Lead Shepherd’s Welcome Remarks – Prof. Dong Sun Park (LS)
14:05 – 14:10	12. Introduction of the Objectives and Structure of the discussion Speaker: Mr. Michael Hobby , HRDWG Co-chair (New Zealand)
14:10 – 14:50	13. [Session 1] Global and Regional Overview of the Labour Market Effects Global and regional overview of the labour market effects of the changing nature of work and employment in light of the ongoing impact of COVID-19. What have been and are the continuing key drivers of change (demographic, technological, new modes of employment)? Moderator: Mr. Gerald Minnee , Policy Director, Ministry of Business, Innovation and Employment, New Zealand Speakers <ul style="list-style-type: none">• Stijn Broecke, Senior Economist, OECD• Sara Elder, Senior Economist, International Labour Organisation• Achim D. Schmillen, Practice Leader for Human Development for Indonesia and Timor-Leste, World Bank
14:50 – 15:10	14. Questions from the virtual floor via the MS Teams chat box

<p>15:10 – 15:50</p>	<p>15. [Session 2] Economic and Social Policies responding to the COVID-19</p> <p>What economic and social policies have been developed to meet the challenges brought about by COVID-19? How have labour markets adapted to the risks brought about by COVID-19 and its effects on vulnerable groups? How can regulatory and other responses be improved to keep pace with the changing nature of work?</p> <p>Moderator</p> <p>Mr. Gerald Minnee, Policy Director, Ministry of Business, Innovation and Employment, New Zealand</p> <p>Speakers</p> <ul style="list-style-type: none"> • Emmanuel A. San. Andres, Analyst, APEC Policy Support Unit (PSU) • Dr. Cyn-Young Park, Asian Development Bank • Gail Pachero, Professor of Economics, Auckland University of Technology / Commissioner, NZ Productivity Commission
<p>15:50-16:25</p>	<p>16. Questions via MS teams chat box and open panel discussion</p>
<p>16:25 – 16:30</p>	<p>17. Summary of discussion from the moderator & closing remarks by HRDWG Co-Chair</p>

The 46th APEC Human Resource and Development

Working Group Meeting

Day3: Closing Plenary Meeting Agenda

Platform: MS Teams

27 May (Thursday) 14:00-15:45, NZ Time	
Item	Item
14:00 – 14:05 (NZ Time)	18. Welcome back – HRDWG LS and Co-chair
14:05 – 14:10	19. HRDWG Ministerial Meeting updates – LS calls for member economies to host the 7 th APEC Education Ministerial Meeting (AEMM) and/or the 7 th Human Resources Development Ministerial Meeting (HRDMM)
14:10 – 14:40	20. Add Reflections Session on the Panel Discussion Session (21 May) – Economies can provide up to 5-minute-long reflections on the Panel Discussion held on 21 May (Friday)
14:40 – 15:20	21 HRDWG Networks and related issues 21.1 Key outcomes of network meetings – CBN, EDNET, and LSPN Coordinators will provide highlights, major achievements and agreements of the network meetings 21.2 Disability work in HRDWG – Update provided by the HRDWG LS Advisor on Disability Issues
15:20 – 15:30	22. Presentation on APEC 2022 – Thailand as next host
15:30 – 15:40	23. Discussion on work and meetings for the rest of 2021 – HRDWG LS
15:40 – 15:45	24. Wrap up – Closing Remarks by HRDWG Lead Shepherd – Closing remarks by HRDWG Co-chair (New Zealand)
15:45	25. MEETING ENDS – The formal draft Meeting Summary will be circulated via e-mail after the meeting for intersessional discussion and endorsement

(二) 勞動與社會保障分組會議 (LSPN)

APEC Labour and Social Protection Network Meeting

25 May 2021

14.00hrs-15.35hrs (NZT)

AGENDA

DAY 1 20 MAY	
Time	Item
14:00 (NZ Time)	1. Welcome and Opening Remarks (LSPN Coordinator) Host economy representative (New Zealand)
14:10	2. General introductions (lead delegates of all economies)
Group photo	
14:30	3. Confirmation of meeting agenda (LSPN Coordinator)
14:35	4. Reflections on APEC 2020 outcomes (Malaysia – Dr. Zaki Zakaria)
14:45	5. Economy updates <i>Traditionally there is a sharing of general labour and social protection developments by each APEC member economy. It is proposed that given the limited time available virtually, economies provide their overviews to the LSPN coordinator prior to the meeting. These will be included in the write up on the meeting.</i> <i>If any economies would like to quickly discuss key issues on the minds of their economy, any significant policy changes, or their approach to one or more key issues for inclusive growth please let the coordinator know.</i> <i>Economies please email Jessica.Russell@mbie.govt.nz by COP Friday 21 May if you wish to share key issues from your economy during this session</i> <ul style="list-style-type: none">• Chinese Taipei presenting Presentation name: 5.1 Chinese Taipei economy update.pptx
Project activity <i>Delegates will discuss projects <u>recently completed</u>, <u>underway</u> or <u>proposed</u>. Economies are welcome to suggest ideas for new projects and workshop these with other delegates. Up to 10 minutes per presentation, followed by discussion.</i>	
14:55	6. Malaysia <ul style="list-style-type: none">• The Future of Work Toolkit: Flexible Work Arrangements (FWAs) and Role of Digital Technology for Women Workforce

	<p>Presentation name: 6.1 Project Update_Future of Work Strategies Toolkit_TC. pptx</p>
15:05	<p>7. New Zealand Social Dialogue as a Tool to Address Labour Market Challenges Presentation name: 7.1 New Zealand APEC Social Dialogue Project Update</p>
15:15	<p>8. Chinese Taipei</p> <ul style="list-style-type: none"> • APEC Conference on the Impact of Digital Age on Social Security Protection <p>Presentation name: 8.1 Chinese Taipei_APEC Conference on the Impact of Digital Skills on Social Security.pptx</p> <ul style="list-style-type: none"> • Self-funded proposal “Digitalization and Emerging Employment Patterns: Challenges and Responses” <p>Presentation name: 8.2 Chinese Taipei_Digitalization and Emerging Employment Patterns Challenge_pptx</p>
15:25	<p>9. United States</p> <ul style="list-style-type: none"> • APEC Initiative on Closing the Digital Skills Gap: A Focus on Measurement and Digital Readiness <p>Presentation name: 9.1 APEC Closing the Digital Skills Gap Forum – HRDWG LSPN_SOM2.PPTX</p>
15:35	<p>11. MEETING ENDS (tentative) LSPN Coordinator to wrap up meeting</p>

APEC Labour and Social Protection Network Meeting

26 May 2021

AGENDA

**Panel Discussion on The impact on vulnerable groups across the Asia-Pacific
and the role of labour and social protections**

Time: 14:00-16:30 (NZT)

Platform: MS Teams

TIME	AGENDA
14:00 – 14:10	12. Welcoming Remarks Labour and Social Protection Network Coordinator Ms Jessica Russell Introduction of the Objectives and Structure of the discussion Introduce moderator
14:10 – 14:50	13. Session 1 Regional overview of labour and social protection coverage and the situation of vulnerable groups across the region. Moderator: Mr. George Mason Speakers <ul style="list-style-type: none">• Mr Markus Ruck, International Labour Organization (presentation 13.1)• Patrik Andersson, Social Development Division, UNESCAP (presentation 13.2)• Prof. Peter Whiteford, Australia National University (presentation 13.3)
14:50 – 15:10	14. Questions from the virtual floor
15:10 – 15:50	15. Session 2 What have been the responses across the region to meet the challenges and effects on vulnerable groups? What policies and strategies are needed for an inclusive and resilient recovery? Moderator: Mr George Mason <ul style="list-style-type: none">• Dr Cyn-Young Park, Asian Development Bank (presentation 15.1)• Mr Michael Weber, World Bank (presentation 15.2)
15:50-16:25	16. Questions from the virtual floor and open panel discussion
16:25 – 16:30	17. Summary of discussion from the moderator Meeting ends

(三) 教育分組會議 (EDNET)

The 38th APEC Education Network Meeting

AGENDA

25 May 2021 - Tuesday	
Time	Item
2:00 PM (NZ Time)	1. Welcome and Opening Remarks <ul style="list-style-type: none">• EDNET Coordinator• New Zealand• Lead delegate to introduce delegations
2:20 PM	2. Presentation from APEC hosts <ul style="list-style-type: none">• Malaysia as previous host• New Zealand as current host
2:50 PM	3. HRDWG matters <ul style="list-style-type: none">• Discussion of the HRDWG 2021-25 Strategic Plan• Discussion of the HRDWG Terms of Reference
3:10 PM	4. EDNET Projects and Initiatives <ul style="list-style-type: none">• APEC Guiding Principles for Research Integrity project (Australia)• Institute of APEC Collaborative Education (Korea)
3:40 PM	5. Presentation and discussion on modality of education cooperation across systems <p>5.1 Update of approaches and strategies of other multilateral organizations during and after COVID-19</p> <ul style="list-style-type: none">• Mr. Andreas Schleicher, Director for Education and Skills and Special Advisor on Education Policy to the Secretary-General, OECD• Ms. Maki Katsuno-Hayashikawa, Director, Division for Education 2030 (Representing Ms. Stefania Giannini, Assistant Director-General for Education), UNESCO <p>5.2 Discussion: The trends in multilateral education cooperation and the future work of EDNET</p>
4:50 PM	6. Wrap up and preview of next session <ul style="list-style-type: none">• EDNET Coordinator• New Zealand

26 May 2021 - Wednesday	
Time	Item
2:00 PM (NZ Time)	7. Welcome <ul style="list-style-type: none"> • EDNET Coordinator • New Zealand
2:05 PM	8. Panel discussion: Has COVID-19 accelerated the need for better quality assurance and increased recognition of online qualifications? <ul style="list-style-type: none"> • Lead-in presentations - Prof Giselle Byrnes, Massey University of New Zealand and Dr Wang Libing, UNESCO (25 mins) • Panel presentations – Prof Chua Kee Chaing, Singapore Institute of Technology and Prof Michael Sankey, Charles Darwin University of Australia (25 mins) • Breakout discussion (15 mins): <ul style="list-style-type: none"> ○ Group A: Understanding the new trends of online learning ○ Group B: Ensuring the quality of new modes of delivery ○ Group C: Releasing the potential of online education for inclusive and quality education • Reporting back on key points from group discussions (30 mins) • Wrap up of key ideas and next steps (15 mins)
3:55 PM	9. Presentation on APEC 2022 Thailand as next host
4:05 PM	10. Announcements of Forthcoming EDNET Events <ul style="list-style-type: none"> • Policy Dialogue on Digital Wellbeing • Special Project Session • APEC Future Education Forum • APEC Conference on Education Cooperation in Higher Education Economies will announce their events to be held in the rest of 2021 and welcome EDNET members to attend.
4:20 PM	11. Looking into the rest of 2021 <ul style="list-style-type: none"> • The 7th APEC Education Ministerial Meeting • Knowledge Platform on Education Response to COVID-19 • Suggestions for other engagements for 2021 Participants will discuss the work of EDNET in the rest of 2021, including priorities, approaches and expected outcomes.
4:35 PM	Break (10 mins)
4:45 PM	12. Wrap up and Closing <ul style="list-style-type: none"> • EDNET Coordinator summarise highlights from the meeting for presentation at the HRDWG Plenary Meeting

(四) 能力建構分組會議 (CBN)

The 46th APEC HRDWG CAPACITY BUILDING NETWORK (CBN) MEETING
 Tuesday, 25 May 2021, 10:00 AM (Singapore Time, GMT+8)
 Virtual Meeting

Agenda (as of 24 May 2021)

Time	Agenda
9:00 – 10:00 AM	Check-in / Technical Preparations
10:00 - 10:45 AM	<p>Session 1: Opening and Introductions</p> <ol style="list-style-type: none"> 1. Remarks by CBN Coordinator (Philippines) and Co-Chair (New Zealand) - 10 mins 2. Remarks by HRDWG Lead Shepherd - 5 mins 3. Introduction of the Participant Economies (Head of Delegation) - 10 mins 4. Adoption of the Agenda - 5 mins 5. CBN 2020 Reflections – Chinese Taipei, 2020 CBN Coordinator - 5 mins 6. CBN 2021 Outlook – Philippines, 2021 CBN Coordinator - 5 mins 7. Group Photo (All) - 5 mins
10:45 AM - 11:50 PM	<p>Session 2: Achievements, Plans, Actions and New Directions <i>In response to the APEC theme of “Join, Work, Grow. Together. Haumi ē, Hui ē, Tāiki ē,” and the trends resulting from COVID-19 pandemic, CBN makes collective contributions to the following priority areas with joint efforts: Trade and Investment; Digital Economy and Technology; and Innovative Sustainability.</i></p> <p>Updating of projects completed and on-going implementation: (5 minutes each)</p> <ol style="list-style-type: none"> 8. Sub-regional pilot of the APEC Occupational Standards in the Travel, Tourism and Hospitality Industry (Australia) 9. APEC Skills Development Capacity building Alliance (ASD-CBA): Promoting APEC Innovative Caregiving through Digital Upskilling (Chinese Taipei) 10. Capacity Building Program for Skills Competition in Asia-Pacific Region (Korea) 11. APEC symposium on developing new leadership capabilities in response to the work evolution in the digital age (Viet Nam) 12. Women’s Economic Empowering, New Media Digital Upskilling (Chinese Taipei) <p>Economy Interventions</p> <p>Presentation of new project concepts / proposals and for implementation: (10 minutes each)</p>

	<p>13. Preparing Tomorrow's Workforce for Industry 4.0 through Promoting Vocational Skills Development (China)</p> <p>14. Promote Employment and Balance Development through Entrepreneurship to Mitigate the Impact of COVID-19 in the Digital Age (China)</p> <p>15. Recognition of Prior Learning in the New Normal (the Philippines)</p> <p>Economy Interventions</p>
11:50-12:00 PM	<p>Session 3: Cross-fora exchange and collaboration</p> <p>16. Capacity Building of Persons with Disabilities (Mr. You Liang, Advisor to the HRDWG Lead Shepherd on Disability Issues)</p>
12:00 - 12:20 PM	<p>Session 4: Wrap-up Session / Closing</p> <p>17. Confirmation of Record</p> <p>18. Closing Remarks by CBN Coordinator and Co-Chair (Philippines and New Zealand)</p>

The 46th APEC HRDWG CAPACITY BUILDING NETWORK MEETING
 Wednesday, 26 May 2021, 10:00 AM (Singapore Time, GMT+8)
 Virtual Meeting

Agenda (as of 24 May 2021)

Time	Agenda
10:00 – 10:15	Registration and arrival
10:15 – 10:25 (10 mins)	1. Opening and Welcome Remarks CBN Coordinator and Co-Chair, Philippines and New Zealand
10:25 - 10:40 (15 minutes)	2. Review of the HRDWG Strategic Plan 2021-2025 Ms. Liu Zhongzhen , Program Director, APEC Secretariat
10:40- 11:40 (60 minutes)	<p>3. Proposed CBN Roadmap</p> <ul style="list-style-type: none"> - 3A. Input presentation: Priorities for APEC CBN to consider for the New Normal beyond Covid-19 (15 minutes) Dr. Lee Chun, Deputy Director, Chung-Hua Institution for Economic Research - 3B. Discussion on the Proposed CBN Roadmap (45 minutes)
11:40 – 12:00 (20 mins)	Wrap-up Session / Closing

二、 各會員經濟體更新勞動與社會保障進展資料

Labour and Social Protection Network Economy updates 2021

Member Economy: AUSTRALIA

Labour and Social Protection developments

Economy

- Australia entered the COVID-19 pandemic from a position of economic and fiscal strength. Workforce participation was at a record high and welfare dependency was the lowest in a generation.
- A strong fiscal position allowed the Australian Government to respond decisively to the pandemic with \$A291 billion in economic support.
- Australia's health and economic outcomes compare favourably to international peers. Our economy outperformed all major advanced economies in 2020 and our labour market continues to recover quickly. Compared to major advanced economies, Australia is the first economy to have seen hours worked and employment recover to pre-pandemic levels.

Unemployment

- Before the onset of the pandemic crisis, Australia's unemployment rate was 5.2 per cent in March 2020. Our unemployment rate peaked at 7.5 per cent in July 2020 and is currently at 5.6 per cent.
- The unemployment rate is expected to fall to 5 per cent in mid-2022, before falling further to 4¾ per cent in mid-2023.

Female Employment

- Women were more likely to experience economic insecurity as a result of the COVID-19 pandemic. The initial economic impacts of COVID-19 hit women's employment harder than men's. At the height of the downturn in May 2020, female employment had fallen by around 470,000 or 7.7 per cent while male employment fell by around 400,000, or 5.9 per cent, over the same period. This is in contrast to previous recessions, which disproportionately impacted male employment.
- Women were also more likely than men to face reduced working hours. At the peak of the crisis, the decline in working hours for women was around 25 per cent larger than that for men.
- Female-dominated industries were also the most affected by health restrictions. Within these industries, women were also more likely to lose employment.
- Since the peak of COVID-19 restrictions, the labour market has recovered strongly with female employment now 1.2 per cent higher than it was in March 2020 and more women in work than ever before.
- Australia currently has a record high female participation rate of 61.8 per cent.

Australia's economic and policy settings to support job creation

In response to the pandemic:

- The JobKeeper Payment was the largest fiscal measure in Australia's history. The JobKeeper Payment was developed in the second half of March 2020 in response to a steep deterioration in economic activity and employment. The measure supported businesses and households through temporary and targeted payments, which kept businesses in business and individuals connected to their employer.
- The JobTrainer Fund is providing around 300,000 additional training places that are free or low fee, in areas of identified skills need such as health, aged and disability care, IT and trades for job seekers and young people, including school leavers.
- The Government established the temporary Coronavirus Supplement in April 2020 to provide additional financial assistance to Australians affected by the economic impacts of COVID-19. Between 27 April 2020 and 31 March 2021, the Government provided over \$20 billion in Coronavirus Supplement payments to over 3 million Australians on an income support payment. Around 54 per cent of Coronavirus Supplement recipients were women.
- The Government introduced the Pandemic Leave Disaster Payment for individuals unable to earn an income in the event that they were required to self-isolate, quarantine or care for someone with COVID-19.

Other policy responses:

- The Australian Government is helping young people become job ready, through the Youth Jobs PaTH Program by creating opportunities for young Australians to improve their job readiness, gain valuable work experience and get a job.
- The Transition to Work program helps young people aged 15-24 into work (including apprenticeships and training) or education. Transition to Work participants receive intensive, pre-employment support to develop practical skills to get a job, connect with education or training, find local job opportunities and connect with relevant local community services.
- ParentsNext is a program to support parents and carers who receive Parenting Payment to plan and prepare for work by the time their youngest child reaches school age. Support includes help with developing skills, training or work experience, help arranging financial support for job preparation skills, training and other work-related expenses or connecting to local support services such as counselling.
- The Local Jobs Program brings together expertise, resources and access to funding at a local level to help job seekers connect to employment, reskilling and upskilling opportunities.

The Australian Federal Budget 2021-22 has been recently released, and includes a focus on measures to create jobs and stimulate the Australian economy during the recovery from the pandemic. Further information can be found at <https://budget.gov.au/>

Member Economy: Canada

Labour and Social Protection developments

Before the pandemic, Canada's labour market was resilient. Job creation was strong, the employment rate had reached a historical high, and the unemployment rate was at a historical low. However, the Canadian labour market was not entirely inclusive and vulnerable groups faced challenges. The impact of the pandemic on workers was uneven. Women, youth, Indigenous people, low-wage employees, non-standard workers, and Black and racialized

Canadians are among those most affected, accounting for much of the workforce in some of the hardest-hit industries. The pandemic further widened the labour market gap for these vulnerable groups.

At the onset of the pandemic, the Government of Canada introduced a number of measures that sought to address the negative fallout of COVID-19 on Canadians and the economy.

In spring 2020, Canada introduced the Canada Emergency Response Benefit (CERB) that provided income support, of \$500 CAD per week, to support workers, including the self-employed, who stopped working due to COVID-19. The emergency response benefit was a critical lifeline for almost 9 million people between March and September 2020.

As part of Canada's COVID-19 Economic Response Plan, the Government transitioned from CERB to a simplified Employment Insurance program to provide income support to eligible workers who remain unable to work. The Government also introduced three temporary Recovery Benefits to provide income support to those Canadian workers who are not eligible for Employment Insurance and who require tailored support when their employment is affected by COVID-19. The Canada Recovery Benefit, provides a benefit of \$500 CAD per week, for up to 26 weeks, for those who are not eligible for Employment Insurance, and are not employed or self-employed due to COVID-19, or have had their income reduced by at least 50% due to COVID-19. The Canada Recovery Sickness Benefit supports workers who are sick or must self-isolate due to COVID-19, or have underlying conditions that make them more susceptible to COVID-19. The Canada Recovery Caregiving Benefit supports workers who need to take care of a family member affected by COVID-19 who needs supervised care. These benefit programs are set to expire on September 25, 2021.

The Government also implemented the Canada Emergency Wage Subsidy providing up to 75% of employee wages for up to 12 weeks to enable employers to re-hire workers previously laid off because of COVID-19. This program has helped protect over 3.9 million jobs since March 2020.

Canada has also put in place supportive measures for young people and students to ensure that they can continue their education and pursue employment opportunities during the pandemic. For example, the Youth Employment and Skills Strategy is a horizontal initiative that supports young people to acquire the skills, work experience and abilities they need to make a successful transition into the labour market. Under the COVID-19 emergency relief measures, new funding was announced in 2020 focusing in high-demand and critical sectors such as health, community services, and information technology. This program also prioritizes those disproportionately affected by COVID-19, including Indigenous youth, youth with disabilities, and visible minority and racialized youth.

Canada also supported families, under-represented groups and seniors, among others, by providing tax-free benefits to assist with extraordinary expenses incurred during the pandemic.

Canada would be happy to share additional information concerning these and additional measures with the LSPN.

Labour and Social Protection developments

In 2020, the Ministry of Human Resources and Social Security of China acted with firm resolve to implement decisions and plans of the CPC Central Committee and the State Council, fulfilled tasks and requirements of “ensuring stability on the six fronts and security in the six areas”. We acted proactively and surmounted difficulties to carry out the “10 actions in the field of human resources and social security to fight against COVID-19” in an all-round way, making solid progress in employment and social security.

Firstly, in 2020 the employment situation has been improved each quarter, featuring overall stability, and achieved better results than projected. A total of 11.86 million new urban jobs were created over the year, outperforming the annual goal. The surveyed unemployment rate in urban areas fell each quarter, standing at 5.2 percent in December 2020 and 5.6 percent on average for the whole year, lower than the projected target for macro regulation and control. Specifically, we have:

- 1) further enriched and improved the employment policy system,
- 2) used every feasible means to ensure employment of key group,
- 3) carried out solid work on poverty alleviation through employment,
- 4) conducted vocational skills training on a large scale,
- 5) ameliorated public employment services continuously.

Secondly, the coverage of social security has been gradually expanded, and breakthroughs have been made in the reform of the social security system. The number of people covered by the basic old-age insurance, unemployment insurance and work-related injury insurance reached 999 million, 217 million and 268 million respectively, an increase of 31.27 million, 11.47 million and 12.91 million over the figures at the end of 2019. Specifically:

- 1) the reform of social security system was actively advanced,
- 2) social security benefits were paid on time and in full,
- 3) poverty alleviation efforts were supported by social security policies to meet the basic needs of the poverty-stricken group,
- 4) steady progress was made in the development of investment and operation of social insurance funds,
- 5) public services on social security have been consistently improved.

Member Economy: JAPAN

Labour and Social Protection developments

We prioritize to protect peoples’ lives and employments. For this end some additional measures to mitigate the impact of COVID-19 are taken.

Employment adjustment subsidies which financed by the contribution from employers subsidizes part of the leave allowances that employers paid to the worker while maintaining employment despite difficult business conditions.

To implement this measures, we have spent 0.5 % of its GDP.

There are also new subsidy to cover those who are not covered by employment insurance, such as student working part-time.

We launched new fund to support workers who are forced to leave from work and could not receive leave allowances during its period. The workers can receive 80% of the wage paid before the leave directly from this fund.

On the occasion that the company transfers some of their employees to other companies due to temporary reduction of business, the new subsidy, which is launched last February, supports not only the original employers but also the employers who have accepted the employees.

In addition, we extended the number of days of unemployment benefits by up to 60 additional days in case workers lose their jobs regardless of job retention measures.

Also we offer special loan for people who are having trouble paying living expenses because of income reduction.

Economy Update for the LSPN meeting(Republic of Korea)

I. Changes in the labor market due to COVID-19

The COVID-19 pandemic has delivered unprecedented shocks to Korea's labor market. The employment rate and the number of employed people both sharply dropped. Recently, however, there has been remarkable rebound of the employment rate and the number of employed people.

As of April 2021, employment rate of population aged 15-64 stood at 66.2%, increasing 1%p from the previous year. The number of employed people (aged 15 and older) amounted to 27.2 million, increasing by 0.652 million from the previous year. The unemployment rate dropped. As of April 2021, the unemployment rate recorded 4%, which is 0.2%p lower than the unemployment rate of last year.

The country's vulnerable populations have been hit hardest by COVID-19, including temporary and daily workers, self-employed, service sector employees, women and the youth. The number of temporary workers and daily workers in wholesale and retail sector significantly decreased, and the number of self-employed displayed a sharp decline, especially those with employees. In addition, due to containment measures put in place such as social distancing and postponing of the school opening, employment declined largely in the service sector, including wholesale and retail, lodging, food, and education.

< Number of employed in different economic sectors >

(unit: 1,000 people, %, y-o-y)

	2019. 3			2020. 2			2020. 3			
		Proportion	+/-		Proportion	+/-		Proportion	+/-	Rate of Change
< Total >	26,805	100.0	250	26,838	100.0	492	26,609	100.0	-195	-0.7
o Agriculture and fisheries	1,265	4.7	79	1,194	4.4	80	1,399	5.3	134	10.6
o Manufacturing	4,446	16.6	-108	4,445	16.6	34	4,423	16.6	-23	-0.5
o Construction	1,980	7.4	0	1,951	7.3	-10	1,960	7.4	-20	-1.0
o Wholesale and retail	3,696	13.8	-27	3,573	13.3	-106	3,527	13.3	-168	-4.6
o Transportation and warehousing	1,410	5.3	-5	1,506	5.6	99	1,481	5.6	71	5.0
o Lodging and food	2,245	8.4	24	2,275	8.5	14	2,135	8.0	-109	-4.9
o Education service	1,870	7.0	35	1,828	6.8	-10	1,770	6.7	-100	-5.4
o Healthcare and social welfare service	2,179	8.1	172	2,275	8.5	202	2,260	8.5	82	3.7

Last year(2020), in the early days of the COVID-19 pandemic, cases of temporary closure of business or having employees take leave increased mainly among small businesses in the service sector. However, as demand continued to decline, SMEs as well as large businesses with more than 300 employees have also experienced a sales drop. In addition, employment slowdown was evident among women and young people, with the employment rate for women falling 1.0%p(2019: 57% → 2020: 56%) and the employment rate for young people as of March 2020 fell for the first time in 22 months.

The COVID-19 crisis is likely to have a more broad and lingering impact on employment as the aggregate supply and demand are shrinking and disruptions in the global supply chain continue. In particular, following the employment shock in the service sector, shrinking global supply can cause disruptions in component supply, leading to a cascading impact on the manufacturing industry. The Korean government established a set of measures for employment stability to actively respond to the worsening conditions of the labor market and is devoted to contain further spread of COVID-19.

Thanks to these efforts, the recent employment rate of population at all ages including the youth rebounded. As of April 2021, the employment rate of the youth was 2.6%p higher than that of the last year. Furthermore, the employment rate of the female as of April 2021 was 1.4%p higher than that of the previous year.

II. Employment and labor policies in response to COVID-19

Korea has been taking four approaches in its employment and labor policies to improve worsened employment situation and prevent further spread of COVID-19.

- A. First and foremost, to keep people in employment, the government is expanding measures to help employers ease the burden of labor costs and protect workers job security. It is also focusing its support on areas at greater risk of worsening employment. For instance, as part of this effort, the Korean government expanded “employee Retention Subsidy” and “Job Stability Funds Program”.
- B. Second, a wide array of income support is being strengthened as more people experience income reduction or job loss. Expanding “Job Search Promotion Subsidy”, easing requirements for “Livelihood Support Loan” are part of this

Labour and Social Protection developments

1. At the outset, Malaysia's GDP marginally decline 0.5 per cent in the first quarter of 2021, continues its recovery from a decrease of 3.4 per cent in the preceding quarter. The economic performance was supported by the expansion in manufacturing sector and the rebound of agriculture sector.
2. Throughout 2020, the global community faced the economic and social impact of COVID-19 including many jobs losses as well as reduction in working hours and source of income. Due to this pandemic, in 2020, Malaysia's unemployment rate had reached above 4% for the first time ever since the last three decades.
3. The labour market scenario in Q1 2021 has not returned to levels from pre-pandemic times although slower declines were observed. The number of employed persons recorded a slight decline by 7,000 persons to 15.24 million with the unemployment rate stood at 4.8 per cent, compared to 3.5 per cent in Q1 2020.
4. The labour productivity has rebounded to 0.4 per cent in the first quarter of 2021 after registering negative 0.8 per cent in the preceding quarter with agricultural, and manufacturing sector as the main contributor of productivity.
5. Key issues affecting labour and social protection in Malaysia:

5.1 During this pandemic, Malaysia is committed to helping its citizen who is in need, by introducing PENJANA (the National Economic Recovery Plan), which is an inclusive and holistic approach towards economic recovery through forty (40) initiatives for everyone. There are three main thrust under PENJANA, that are – Empower people; Propel Businesses; and Stimulate the Economy.

- In empowering people particularly in the labour market, PENJANA KERJAYA has been initiated with multiple financial incentives for the employers on hiring candidates from school-leavers and fresh graduates; unemployed persons; and disabled persons. Employers and candidates may register themselves on MYFutureJobs to explore on employment opportunities as this online portal works as a labour market supply and demand solution with skills profiling and occupation

taxonomies tailored to the Malaysian economy.

- Through this portal, employers and employees can explore on the training opportunities that involves reskilling and upskilling programme that matches the industries.
- Other than that, employees can get certified by joining the Place & Train program which to enable them to be re-employed within the same or different industries based on their qualification.
- Wage subsidy programme is launched in promoting employee retention and reducing layoffs. Through this programme, employers are given wage subsidy to retain their employees with a salary below RM 4,000.
- PENJANAGig is introduced to promote gig economy and provide a social safety net system for gig economy and informal sector workforce. Women and gig economy workers can now conduct their self-employed activities without having to worry about the livelihood and well-being.

5.2 Other significant efforts undertaken by Malaysia in addressing the issue of employment is also including foreign workers. The Labour Recalibration Programme is introduced as a short-term measure to overcome labour shortage in industries. This programme allows undocumented migrants in Malaysia to be regularized as foreign workers and can be legally employed by eligible employers in manufacturing, construction, agriculture and plantation sector.

5.3 Overall, based on Employment Insurance Scheme tracking by our agency, Social Security Organisation, there has been an improved labour placement rate. In March 2021, for every 100 people who lost their jobs, 36 successfully found employment, compared to 2Q2020 (immediately after MCO 1.0), when only 9 managed to find new jobs.

The efforts undertaken by Government in terms of social protection encompasses all aspects of prevention, protection, promotion and transformation in line with the Shared Prosperity Vision 2030 and the 12th Malaysian Plan.

- The economy has proved resilient in response to COVID-19, however there are still sectors and regions in New Zealand struggling with the impact of the pandemic.
- Unemployment dropped to 4.9% in December 2020, down from a peak of 5.3% in September 2020. In March 2021 the rate has further dropped to 4.7%.
- The labour force participation rate at March 2021 is 70.4%
- The minimum wage increased to NZ\$20 per hour on 1 April 2021. This change builds on the introduction of the \$5.5 billion Families Package, Winter Energy Payment and the \$25 per week main benefit rate rise in 2020.

In response to the pandemic:

- New Zealand undertook a sequenced, managed closing of the border to minimise the risk of introducing COVID-19. This traded off immediate economic impacts with the far more significant impacts of a major outbreak in New Zealand. A short but strict lockdown period, followed by further regionally isolated restrictions have enabled our domestic sectors to return to normal more quickly than might otherwise have been the case.
- Just as our public health response has been characterised as ‘going hard and going early’, we responded quickly to support inclusive labour market recovery and provide social support for workers as the impacts of COVID-19 became apparent. Announced in May 2020, the New Zealand Government’s Budget for 2020-2021 established a \$50 million COVID-19 Response and Recovery Fund. Further money was set aside for future initiatives to address any on-going economic impacts of COVID-19.
- A key feature of New Zealand’s COVID recovery, in the short-term, was the Wage Subsidy Scheme and proceeding Wage Subsidy Extension.
 - The objective of the wage subsidy and wage subsidy extension was to maintain employment attachment and incomes, including when people were unable to work.
 - The initial wage subsidy was necessarily broad-based, which reflected the economic uncertainty that we were operating in. Providing certainty was important to shore up confidence with both businesses, and consumers and workers. This was enabled by being a relatively strong fiscal position before COVID.
 - This scheme ended in March 2021.

Social protection for workers:

- In light of the pandemic, the Government provided income relief payments to people who lose their jobs due to COVID-19.
- Budget 2021 announced that on 1 July 2021 all main social security benefits will increase by \$20 per adult per week. On 1 April 2022, all main benefits will further increase to levels recommended by the Welfare Expert Advisory Group in 2019. Families with children get an additional top-up of \$15 per adult a week.
- The Government, BusinessNZ and the New Zealand Council of Trade Unions (NZCTU) are jointly designing a Social Unemployment Insurance scheme that would support workers to retain about 80 percent of their income for a period after they lose their jobs. This work has the support of social partners. In the coming months the Social Insurance Tripartite Working Group (Government, BusinessNZ and NZCTU) will be consulting targeted stakeholders on what the right settings could be, balancing the support needed for New Zealanders to find quality new jobs against the costs of running the scheme. There will be wider public consultation later this year.

Inclusive labour market recovery:

- A key area of focus remains ensuring that New Zealand’s most vulnerable populations are not left further behind as a result of this crisis, and that our labour market recovery is inclusive.
- In light of COVID-19, further focus is being given to how we can support these population groups through a coordinated cross-government effort. Many of the initiatives discussed in the report have been given increased funding through the Government’s targeted budget funding.
- We have invested heavily in skills and training, redeployment, matching and job creation – particularly in the regions.
- The Government is increasing the minimum sick leave entitlement to 10 days each year by passing the Holidays (Increasing Sick Leave) Amendment Bill, to help more people stay at home if needed. This change is part of wider changes being considered through reforms to the Holidays Act.

The Government is taking serious action to address temporary migrant worker exploitation and modern slavery.

- In July 2020, the Government announced legislative, policy and operational changes, and \$50 million over four years, to address migrant exploitation in New Zealand.
- Implementation of these changes is now underway and include:
 - A new visa to enable migrant workers to quickly leave exploitative situations.
 - A dedicated migrant exploitation 0800 phone line and online reporting, and a specialised migrant worker exploitation-focused reporting and triaging function.
 - Increased education activity so migrants and employers know their rights and responsibilities.
 - New infringement offences for non-compliant employers and increased investigation and enforcement capacity for Immigration New Zealand and Employment New Zealand.
 - A new duty on third parties, higher standards for some businesses and disqualifying exploitative employers from being directors of a company.
- It is expected that the 0800 reporting line and new visa will be in place by mid-2021, and new legislation will be introduced in 2021.
- New Zealand has also launched a new Plan of Action against Forced Labour, People Trafficking and Slavery outlining the all-of-government approach to responding to these practices. The Government also ratified the International Labour Organization’s Forced Labour Protocol in late 2019, and has announced a comprehensive plan to tackle migrant exploitation.

Member Economy: RUSSIA

Labour and Social Protection developments

Measures for recovery and reform to mitigate the impact of COVID-19 pandemic on labour and social sphere in 2020:

Benefits

- child care benefits for children up to 1.5 years were increased.
- additional payments for children under 3 years of age were extended automatically.

- special payments for children under 16 years of age were added to the permanent assistance measures.
- monthly allowances for children from 3 to 7 years inclusive have been paid since June 2020 in families with low-income.

Labour market

- the amount of support for the unemployed has been increased. Maximum benefit by one and a half times, the minimum benefit - by three times.
- an additional monthly payment has been introduced for all unemployed citizens raising minor children.
- the citizens who lost their job got access to social support measures regardless of the income at the previous place of work.

Urgent measures were taken to avoid a huge increase in unemployment during COVID-19 crisis:

- state subsidies were granted to cover the salaries of employees at the enterprises which were affected most by COVID-19 crisis. This measure helped to preserve the labour teams of these enterprises in the most difficult period:

- credit support measures has been organized:

1. 0% credit lines for the payment of wages was introduced.
2. a six-month grace period for taxes and insurance payments has been granted.
3. the rate of contributions to social funds for SMEs has been halved.
4. licensing and obtaining of permits for organizations has been simplified.

- the taxes paid in 2019 by the self-employed citizens are refunded.

- business rental rates for state and municipal property have been reduced for citizens.

- Organization of online monitoring of the labour market situation at the state portal "Work in Russia".

Where:

- enterprises in real time report data on employees being transferred to remote work and part-time work, as well as plans to reduce staff,

- database reflects information about hiring possibilities for employees.

- the data are analyzed by regions, industries, the number of employees at enterprises, forms of ownership and other factors.

This tool allowed us to see the real situation in the field of employment and promptly make decisions on business support.

At the moment, it is obvious that the decisions taken have had a positive effect:

- gradually, the growth rate of the number of unemployed citizens decreases.

- the number of employed citizens is growing.

Youth employment

- a unified service of internships is being created

- on its basis monitoring of the professional trajectories of graduates will also operate.

The service will provide students with the first professional experience, which will guarantee more successful employment and securing in the workplace after training.

Digitalization

Interaction between citizens and the state became digital.

- support measures, which were in effect before the pandemic, were assigned and extended proactively, without a request.

- the work of employment centers was restructured e.g. no obligation to visit employment centers in person, all operations – registration of the unemployed and granting benefits are carried out remotely on the basis of the digital portal "Work in Russia".

Remote work

A new Federal Law with amendments to the Labour Code was adopted in December 2020 and it has entered into force on January 1, 2021.

According to this Law, distant (remote) work is the performance of a labour function outside a permanent workplace, territory or facility, under the direct or indirect employer's control. It is used for performance this labour function and for interaction between the employer and worker on issues related to it. It is realized through information and telecommunication platforms including the Internet and public communication networks. The law expands the possibilities of organizing remote work in comparison with the current Labour Code. It is performed based on employment contract or additional agreement to employment contract and can be performed on an ongoing basis, either temporarily (continuously for up to 6 months), or periodically, when remote work is combined with work at the permanent workplace.

The interaction of workers and employers is regulated at the organization level: collective bargaining agreement, local normative act, adopted taking into account the opinion of professional organizations, employment contract. The time of interaction between workers and employers is included in working hours. When performing work remotely, wages do not decrease, workers' basic guarantees are preserved.

Member Economy: Chinese Taipei

Labour and Social Protection developments

During the first season of 2021, the labor market conditions of Chinese Taipei remained stable owing to its effective control of the COVID-19 pandemic. The unemployment rate in January, February, and March is 3.66%, 3.70, and 3.67%, respectively.

One of the most notable developments of labor and social protection in Chinese Taipei is the passage of the Labor Occupational Accident Insurance and Protection Act on April 23rd, 2021. The act was passed ahead of May 1 Labor Day, marking a milestone in Chinese Taipei's efforts to promote occupational safety and health as well as the social protection for workers of occupational accidents.

The act integrated occupational accident insurance under the Labor Insurance Act and the Act for Protecting Worker of Occupational Accidents, providing an overall protection system including prevention, compensation, and rehabilitation of occupational accidents. The key points of the act are as follows:

1. **Extension of the coverage:** Employers are required to sign their workers up for occupational accident insurance on their first day at work, regardless of the size of the company.
2. **Increase of the benefits level:** The maximum monthly insured salary would be raised from NT\$45,800 (≅US\$1,636) up to NT\$72,800 (≅US\$2,600); The payment of the injury or sickness benefits would be 100% of the average monthly insured salary in the first two months and 70% until the application ends.
3. **Expansion of the subsidies:** Care subsidy for hospitalized or disabled workers without self-care abilities; device subsidy for workers in need of assistive devices.
4. **Implementation of occupational accident prevention:** Health examination for occupational disease prevention and follow-up examination for workers engaged in harmful operations.
5. **Enhancement of rehabilitation:** Workers would receive tailor-made medical and vocational rehabilitation from case managers.

Member Economy: *The United States of America*

Labour and Social Protection developments

The American economy added 266,000 jobs in the month of April, and the unemployment rate was 6.1 percent, up marginally from 6.0 percent in March. Labor force participation is at its highest point since last August and the number of people expressing hesitancy about returning to work due to the coronavirus is at its lowest point in the pandemic.

Nationally, the United States has yet to recover roughly eight million jobs that existed prior to the pandemic. However, the United States is developing strong policies to help get people back to work. The American Rescue Plan, a \$1.9 trillion economic stimulus bill signed into law by President Joe Biden on March 11, 2021, has already provided economic relief to struggling families and communities, and reopened schools across the country.

The path of the economy will depend significantly on the course of the virus, including progress on vaccinations. Nonetheless, this year we see the effects of a historic investment in education, infrastructure and the American workforce. As Americans return to work, the government is helping to create good jobs, strengthen the middle class and empower workers to build an inclusive and robust recovery.