

從臺韓移工聘僱歷史 思索臺灣直接聘僱制度的改善之道

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摘 要

臺灣從 1989 年首次開放引進外籍勞力，至今 30 年。仲介競爭訂單的商業模式形塑了臺灣的移工市場，使得高額仲介費用一直是臺灣移工市場的重要問題。2007 年開始的直接聘僱聯合服務中心，企圖在既有的仲介制度之外提供另一個不同的管道。經過近 12 年直聘制度的實施與改變，但透過直接聘僱中心聘僱外籍移工的比例並不高，並且有下降趨勢。為何這麼少人願意直聘？本文試圖爬梳直聘制度的轉變，分析與直聘制度相關的關鍵行動者，並且比較韓國的聘僱許可制 EPS（Employment Permit System），以國對國方式引進外籍勞力的制度發展以及對於私人仲介制度的影響。原因在於目前的制度設計在於提供私人仲介之外的另一個管道，而非企圖取代仲介制度。因此

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本文提出三個建議：1.強化直聘中心平臺功能與在地服務的分布；2.強化企業社會責任，推廣直接聘僱；3.透過更多關鍵行動者，連結勞力輸出與接收國，官方、NGO 組織與學術界。

關鍵詞：直接聘僱、仲介費、政府對政府、企業社會責任、聘僱許可制
(EPS)

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Reflecting on the Historical Process of Foreign Workers Policies of Taiwan and South Korea — A Solution for Current Taiwan’s Direct Hiring System

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Abstract

Taiwan introduced foreign labor for the first time in 1989, and it has been 30 years. The business model of intermediary competition has shaped Taiwan’s migrant market, making high placement fees always an important issue. The direct hiring of joint service centers, which began in 2007, seeks to provide a different channel beyond the existing agency system. However, the proportion of foreign migrants hired through direct hiring is not high, and there is a downward trend.

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After the implementation and change of the direct hiring system in the past 12 years, the proportion of hiring foreign workers through direct hiring center is not high, and there is a downward trend. Why are so few people willing to hire directly? This article attempts to review the changes in the direct hiring system, analyze the key actors related to it, and compare the Korean Employment Permit System (EPS), which introduced foreign labor in a government to government manner, and Impacts on broker system in Korea. The reason is that the current system design is to provide another channel other than private agencies, rather than trying to replace it. Therefore, this article proposes three suggestions: 1. Strengthen the function of the direct hiring center platform and the distribution of local services. 2. Strengthen corporate social responsibility and promote direct hiring. 3. Link labor exporting and receiving countries with more key actors, local government, NGOs and academia.

Keywords: Direct Hiring, Placement Fee, Government to Government, Corporate Social Responsibility, Employment Permit System (EPS)