

# 08

## DECENT WORK AND ECONOMIC GROWTH



2020-2024  
Publications

**126**



2020-2024  
Percentage of all  
Taiwan Publications

**3.3%**



Course Units

**1,804**



Student Engagement  
with Units on SDG 8

**38,559**

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勞動部 中華民國勞動力發展署



## Research

### Building Age-Friendly Workplaces for Mid- to Older-Age Employees

Professor Kuo-Yang Kao of the Department of Management Science leads the Lab of Occupational Health and Safety (LOHAS) in collaboration with Global-wafers' Zhongde branch, delivering strong results through studies on arch-support insoles and sleeping quality improvement for operators, along with a job redesign initiative. The project received the Ministry of Labor's 2024 "Excellence Award for Employment of the Mature Workforce," and has been showcased at multiple industry and government academia exchanges as a benchmark case. The team helped the company embed age-friendly workplace and talent sustainability principles into policies and performance reviews, rolling out measures such as flexible scheduling, health management programs, education and on-the-job training, and crisis management planning. These actions consider employees' physiological status, physical load, and work-life balance, thereby lowering occupational injury risk, reducing stress, and fostering a diverse and inclusive work environment.

### Upgrading the Workforce through Technology Talent Development

NYCU Lightmed Laser System Research Center, working closely with the Taoyuan–Hsinchu–Miaoli Branch of the Workforce Development Agency, participates in multiple talent programs, including Industry New Vanguard, the Semiconductor Industry Professional Talent Development Base, and the Semiconductor & Key Technologies Talent Development Base. These initiatives address talent shortages in high-tech sectors while enhancing workforce quality and employability in the sector. In 2024, the Center received the National Talent Development Award — Outstanding Case Award, recognizing its exceptional achievements in cultivating technological talent.

# Social Impact

## Unlocking New Opportunities for Sustainable Development among Global Taiwanese Businesses

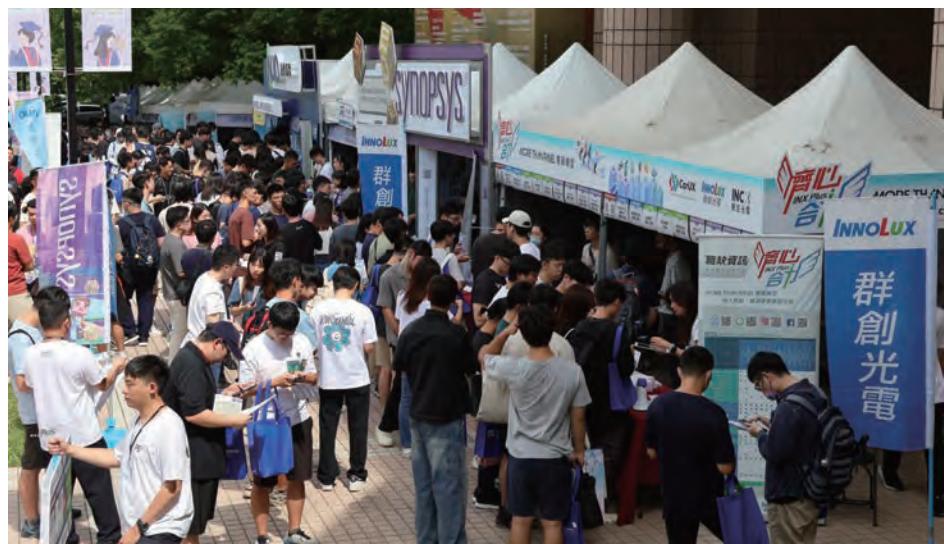
NYCU's Taiwan Business Center co-hosted the 2024 Summit on New Trends of Taiwanese Enterprise Globalization with the World Taiwanese Chambers of Commerce, drawing over 200 participants. In addition to attendees from Taiwan, the summit welcomed representatives from Mainland China, Japan, Vietnam, Singapore, Malaysia, Thailand, Uganda, North America, Sweden, Australia, and New Zealand, underscoring the community's extensive international network and influence. The discussions centered on three core themes: new strategies in economic diplomacy, emerging industry trends, and global operating strategies for Taiwanese enterprises. Through forums and exchanges, participants explored how to drive digital innovation and sustainable operations amid rapid global changes, leveraging academic insights to strengthen industrial strategy.





## Open House: Campus Recruitment on a National Scale

NYCU's OPEN HOUSE is Taiwan's largest campus recruitment program, held every spring and fall. In addition to job fairs, it features company information sessions, corporate site visits, and one-on-one mentoring with industry professionals, helping students clarify career paths while enabling employers to recruit top talent. The Fall 2024 Job Fair brought together 70 companies, giving students direct access to hiring managers to learn about industry trends, workplace culture, and role requirements. These face-to-face interactions help students plan concrete career steps while allowing companies to identify high-potential candidates.





## Education & Cultivation

### Linking New Career Opportunities in the Southern Taiwan Science Park

To help students seize opportunities in southern Taiwan's high-tech sector, the National Science and Technology Council's Southern Taiwan Science Park Bureau, the Tainan City Labor Affairs Bureau, and NYCU again joined forces in 2024 to host the forum "Chasing Dreams in STSP—Northern Youth 'Going South' (Part II)." The event brought leading STSP companies to northern Taiwan for on-site recruitment, and built a direct bridge between talent and the industry. A career coach from a major job bank delivered a "job-search essentials" session, and HR specialists from Novatek, AEMC, and KLA shared interview strategies and, from a coaching perspective, unpacked what employers look for—helping students sharpen their competitiveness.

### Strengthening Awareness of Labor Rights and Workplace Safety

In 2024, the University ran a series of education sessions on labor rights and workplace safety, including "A Panorama of Labor Rights" and "Operation: Safeguard Your Labor Rights." Expert instructors explained labor regulations, how to handle labor-management disputes, and the rights that student workers should know, enabling students to navigate workplace rules and protect themselves. Complementing these talks, the Workplace Unlawful Infringement Prevention Program invited legal experts to use real cases to discuss how to identify and address bullying, discrimination, and inappropriate treatment at the workplace. Together, these programs build practical knowledge of labor law and foster a culture of safety and dignity in the workplace.

# Stewardship

## **Reliable Childcare to Strengthen Workforce Stability**

In October 2024, the NYCU Affiliated Hospital officially opened an on-site infant daycare center for employees' children aged 0–2 years, providing a safe, high-quality childcare option that meaningfully supports healthcare professionals and their families. This family friendly measure enables staff to balance caregiving and careers, easing the transition back to work and enhancing the hospital's competitiveness in recruiting and retaining medical personnel, which are hallmarks of a responsible, top-tier employer. The center features well-equipped activity rooms, a lactation room, a kitchen, and an electronic home-school communication system. The caregiver-to-child ratio is maintained at 1:4, exceeding legal requirements to ensure attentive and individualized care. Fees are aligned with those of public childcare centers, thereby reducing the financial burden on employees' families.

## **Workplace Sexual Harassment Prevention Measures**

Our school upholds the principles of gender equality and a friendly workplace. In accordance with the Gender Equality in the Workplace Act and relevant regulations issued by the Ministry of Labor, we have formulated and publicly announced a "Statement Prohibiting Sexual Harassment in the Workplace." All faculty, staff, temporary personnel, and visitors on campus are expected to work together to maintain a work environment that is free from sexual harassment. Our school clearly establishes the following principles:

- Zero tolerance. Any form of sexual harassment is strictly prohibited, including words, behavior, or insinuations with sexual content or gender bias, as well as improper requests made by leveraging workplace relationships that impair another person's job performance or dignity.
- Reporting and support. Faculty, staff, or students who experience or suspect sexual harassment may report immediately to the Personnel Office or the Campus Security Center. The University will accept the complaint and initiate an investigation in accordance with the regulations.
- Protection and confidentiality. Complainants and those who assist them are protected from retaliation. All investigative procedures are conducted with strict confidentiality.
- Education and prevention. The University regularly conducts training on gender equality and workplace sexual harassment prevention. Participation of all faculty and staff is required to strengthen awareness and response capabilities.