

# Taiwan Country Report

August 13, 2012

## A. Taiwan Key Economic and Employment Indices

Data Reference Date: July 2012

Items	2008	2009	2010	2011	2012 (projection)
Economic Growth Rate <sup>(1)</sup>	0.73%	-1.81%	10.72%	<b>4.04%</b>	<b>2.08%</b>
Per Capita GNP (US\$) <sup>(1)</sup>	17833	16901	19,175	<b>20,713</b>	<b>20,862</b>
Consumer Price Index (%) <sup>(1)</sup>	3.53%	-0.87%	0.96%	<b>1.42%</b>	<b>1.61%</b>
Local Company Salary Increase (%) <sup>(1) (2)</sup>	0.24%	-2.56%	1.58%	- <b>0.15%</b>	<b>1.88%</b>
Government Employee Salary Increase (%) <sup>(1)</sup>	0%	0%	0%	<b>3%</b>	<b>0%</b>
Labor Force <sup>(1)</sup>	10.85M	10.92M	11.07M	<b>11.20M</b>	<b>11.29M</b>
Unemployment Rate <sup>(1)</sup>	4.14%	5.85%	5.21%	<b>4.39%</b>	<b>4.21%</b>

<sup>(1)</sup> Data source for Economic Indicators come from Directorate General of budget, Accounting & Statistics (as of June 2012)

<sup>(2)</sup> Data reference date as of July 23, 2012

## B. Major Taiwan HR events

1. Labor Affairs Council said on April 26th that 33,000 elderly people that suffer a certain degree of disability are expected to benefit from the planned relaxation of regulations governing the hiring of foreign caregivers.
2. The Department of Health said on April 3rd that the second national health care system will be implemented on Jan. 1, 2013. The premium fee rate will be decreased to 4.91 percent from 5.17 percent. It is estimated the Bureau of National Health Insurance will be able to collect NT\$20 billion (US\$667 million) of supplementary premium fees every year.
3. According to Fortune Magazine's report in May, employee engagement hits record low and one third of employees plan to leave current job by the end of 2012.
4. On May 18th, Council of Labor Affairs announced the modification to article 13 and 17 of "Enforcement Rules of the Labor Insurance Act". This is to simplify labor insurance procedure and respond to paperless policy.

## C. Major Accomplishment of CHRMA in 2011

1. The Chairman led a 15 member delegation to attend SHRM Annual Conference & Exposition 2012 in July in Atlanta, USA. Series constructive meetings with SHRM and HRCI were held for future cooperation.
2. The Chairman was interviewed by "Learning & Development Magazine" in July to talk about

“Returning to the basic: Satisfy employees’ needs and wants”.

3. CHRMA holds a series of SHRM & ASTD sharing conference from June 30<sup>th</sup> to August 17<sup>th</sup>.
4. The Chairman and Vice Chairman were interviewed by Career Magazine in May. The topic is on HR recruiting.
5. CHRMA donated NT\$92,000 earned from Auction to “World Vision Taiwan” in April.
6. In April ‘s “HR Movie theater” activity, CHRMA gathered lots of HR professionals to watch the movie and discuss Human Resources Management from the learning of “MoneyBall”.
7. The Vice Chairman Mr. David Hsueh and Consultant Mr. David Wang were invited by China Productivity Center, Ministry of Economic Affairs and Council for Economic Planning and Development, Executive Yuan to discuss “Labor force innovation to drive the development of high-value labor-intensive industries” and “Talent recruit, develop and retention”
8. CHRMA held several free sessions for members, such as:
  - A. March 14<sup>th</sup>- Performance Consulting – Conducted by Dr. Ronald Jacobs, Professor of University of Illinois
  - B. April 11<sup>th</sup>- How to become an influencing HR professional – Conducted by Ms. Dorothy Tao – Senior VP, HSBC and Ms. L. L. Huang – Sr. Manager, Chun Yuan Steel Co., Ltd.
  - C. May 18<sup>th</sup>- Assessment of Taiwan Managers’ competitiveness – Conducted Mr. Weber Chung, Group HR Director, Carewell Group Companies.