

最常詢問的 SHPT 直接聘僱問題 FREQUENTLY ASKED QUESTIONS on SHPT

1. 什麼是 SHPT? What is SHPT?

SHPT是專為台灣與菲律賓而設的直接聘僱計劃,讓台灣雇主有所選擇;能有另一種管道去僱用菲律賓海外勞工,而不必透過台灣及菲律賓兩地的人力仲介,雇主與菲律賓海外就業署(POEA)之間可以直接連結,雇主與家庭幫傭/家庭看護工或其他白領階級受僱者也可直接聯繫。

SHPT stands for the Special Hiring Program for Taiwan. It is another channel in the hiring of Overseas Filipino workers (OFW) by Taiwan employers. It is also an option given to employers so that they may employ FWs, without the participation of any manpower agency in both Taiwan and the Philippines. It is a direct linkage between the employer and the Philippine Overseas Employment Administration (POEA), or between the employer and the worker in the case of household workers, and other white-collar employees.

2. SHPT有什麼別的通用名稱? What are the other common names used for SHPT? 有些人稱 SHPT 為直接聘僱,或是指名聘僱,但是我們比較喜歡稱它為 SHPT, 因為它適用的範圍較廣而且定義明確。

Some people refer to SHPT as direct hiring or name hiring; however, we would prefer to call it as SHPT, because it has broader coverage and definition.

3. 直接聘僱(SHPT)適用於哪些種類的勞工? What is the coverage of SHPT?

a. 直接聘僱可適用於工廠勞工,建築工和療養院看護工,雇主可在 POEA 及馬尼拉經濟文化辦事處(MECO)提供的協助下,進行招募及挑選勞工。

SHPT may be utilized for factory workers, construction workers and nursing-aides for nursing institutions, provided that the employer does all the recruitment and selection process in POEA, in coordination with Manila Economic and Cultural Office (MECO).

b. 直接聘僱亦可適用在家庭幫傭的指名聘僱,雇主可透過他/她自己的來源招募及挑選。

SHPT may be utilized for the name hiring of household workers. The employer through his/her own resource does recruitment and selection.

c. 直接聘僱可適用在家庭幫傭/家庭看護工的續聘上,某些勞僱契約將到期,但人還在台灣,未來準備要回到原來雇主家的幫傭。

SHPT may be utilized for the re-hiring of household workers, who are still in Taiwan but are nearing contract completion and are coming back to the same employers.

4. 直接聘僱有什麼益處? What is the advantage of SHPT?

直接聘僱所推展的概念乃是提供雇主一種選擇;用以幫助海外就業的勞工減輕經濟上的負擔,並避免被一些不肖的人力仲介濫用榨取非法的費用。

The concept of SHPT is developed to provide employers a choice to help minimize the financial burden of the OFWs, and prevent the possible abuse and exaction of illegal fees by some unscrupulous manpower agencies.

5. 海外勞工如何從直接聘僱中得到裨益? How will an OFW avail of the SHPT?

勞工是否能從直接聘僱得到裨益將取決於雇主.假如雇主支持這項計劃;受僱勞工便不必遭受可能性的非法扣款,最好的設想情況是;雇主自行辦理手續並取得從勞委會批下來的聘僱外勞許可函,不需要假手任何人力仲介公司或第三者的協助或服務

The decision whether to avail of the SHPT lies with the employer. If the employer supports this program, the worker may be hired without being subjected to possible illegal deduction of fees. The best scenario would be for the employer to process and obtain on his/her own an approval from the Taiwan government to hire a foreign worker, without the assistance or services of any manpower agency or third person.

6. 有哪些政府機構與直接聘僱計畫有關聯? What offices are involved in the SHPT?

在台灣這一方是勞委會;當雇主具備所有的必要條件時給予核准,在菲律賓那一方由馬尼拉經濟文化辦事處將送往 POEA 的文件先予驗證,而 POEA 則負責勞工來台之前的程序處理及若干必要的招募手續。

In the Taiwan side, it is the Council of Labor Affairs (CLA) that issues the approval, after the employer has completed the requirements. In the Philippine side, it is MECO that verifies the documents to be processed in POEA. POEA takes care of the pre-deployment procedure, and if necessary the recruitment process.

7. 基本的程序有哪些? What is the basic procedure?

基本上;雇主先要向勞委會申請聘僱許可,一旦取得了聘僱許可函,雇主便可將聘僱契約書及相關文件拿到馬尼拉經濟文化辦事處(MECO)申請驗證,之後再把驗證過的文件寄去給勞工,讓他到 POEA 去辦手續,完成 POEA 的手續之後,勞工就可以到台北經濟文化辦事處(TECO)申請到台灣的簽證,等到一切就緒,勞工訂好機票,與他/她的雇主約好抵達的時間,就可以安然飛來台灣.若欲詳細了解這個計劃和程序,可以到以下的網址查詢: <http://www.meco.org.tw> 或

來電: 02-2741-9730, 02-2721-2689, 02-27787951 to 52 ; Fax # 02-2778-7953.

Basically, the employer applies for an approval from CLA. Once a letter of approval is issued, the employer goes to MECO to apply for verification of the employment contract and related documents. After verification, the document is sent to the worker, who in turn goes to POEA for processing. After POEA, the worker goes to the Taipei Economic and Cultural Office (TECO) to apply for a visa coming to Taiwan. The worker books for an airline, coordinates with his/her employer on arrival schedule and flies to Taiwan. For more detailed information on the program and procedure, you may go the following website address: <http://www.meco.org.tw> ; or call telephone # 02-2741-9730, 02-27212689, 02-27787951 to 52 ; Fax # 02-2778-7953.

8. **勞工抵達台灣之後有哪些重要的手續要辦?** What other important procedures should be done after arrival in Taiwan?

勞工在雇主的協助之下必須作總共四次的身體檢查,在連續三年的僱用期內,第一次必須在抵達後三天之內完成,第二次則是抵達後的半年,第三次是抵達後的第十八個月,第四次是抵達後第三十個月.

勞工必須申請外僑居留證(ARC),該證件必要時得以更新並延期

欲知申辦手續的詳細情形,請向勞委會或馬尼拉經濟文化辦事處索取他們印發的''GABAY''和''外籍勞工在台工作須知''手冊

你也可以到以下的網址查詢:

- a. <http://www.npa.gov.tw>
- b. <http://www.evta.gov.tw>

The worker, with the assistance of the employer should undergo a total of 4 medical examinations, in a three (3) year continuous employment. The first is done within three days upon arrival, the second is on the 6th month from arrival, the third is on the 18th month from arrival, and fourth is the 30th month from arrival.

The worker must apply for an Alien Resident Certificate (ARC), which may be renewed or extended as necessary.

For more detailed information of the procedure, please get hold of "GABAY" or "What Foreign Workers in Taiwan Need to Know". Both are handbooks issued by MECO and CLA, respectively.

You may also go to the following related websites:

- a. <http://www.npa.gov.tw>
- b. <http://www.evta.gov.tw>