

Regulations on Guidance and Incentives Provided by the National Communications Commission to Affiliated Companies of Business Entities under Supervision of National Communications Commissions for Hiring People with Disabilities

Promulgated on September 2, 2016

Article 1 These Regulations are hereby enacted pursuant to Paragraph 3, Article 38-1 of the People with Disabilities Rights Protection Act (hereinafter referred to as the Act).

Article 2 The Competent Authority mentioned in these Regulations is the National Communications Commission, and the Labor Competent Authority mentioned is the Ministry of Labor.

Article 3 The Business Entities mentioned in these Regulations refer to the entities whose operated business has been permitted or authorized by the Competent Authority, the Affiliated Companies mentioned refer to the other companies whose not less than one-third outstanding shares or capital with value not less than NT\$500,000 are hold by the Business Entities, and such other companies meet the qualification as prescribed in Paragraph 1, Article 38-1 of the Act.
When calculating the combined fixed employee number in accordance with Paragraph 1, Article 38-1 of the Act, Business Entities shall make application to the Labor Competent Authority of the special municipality, county, or city government for combined calculation of number of people with disabilities employed after the Competent Authority has recognized their Affiliated Companies in accordance with the regulations in the previous paragraph.

Article 4 Those Business entities and their Affiliated Companies meeting qualifications as prescribed in Paragraph 1 of the previous article which have employed or plan to employ a combination of at least three people with disabilities and have documents of proof, the Competent Authority may give guidance and incentives regularly or from time to time. The documents of proof in the previous paragraph refer to the disability proof or disability card, proof of labor insurance, and proof of employment of the people with disabilities who are employed.

Article 5 When the Business Entities and their Affiliated Companies meeting qualifications as prescribed in Paragraph 1, Article 3, apply for guidance from the Competent Authority according to law, the Competent Authority may give them priority.

Article 6 For the Business Entities and their Affiliated Companies meeting qualifications as prescribed in Paragraph 1, Article 3, the Competent Authority may forward them to the Labor Competent Authority to assess and provide guidance measures or subsidizations for getting to know the traits of the people with disabilities, work capability assessments, vocational trainings, employment matchmaking, supportive employment service, work analysis, the improvement of workplace environment, the improvement of working equipment or machines, employment aids, the improvement of working conditions, the adjustment of working methods, occupational safety and health, etc.
When the Commission forwards them to the Labor Competent Authority for assessment, it shall also notify said Business Entity or its Affiliated Companies.

Article 7 For the Business Entities and their Affiliated Companies meeting qualifications as prescribed in Paragraph 1, Article 3, the competent authority may give incentives, in which the incentive methods are as follows:

I. Award certificate, medal, or trophy.

II. For the Business Entities that have significant contributions in hiring people with disabilities, in conjunction with the Labor Competent Authority, the Competent Authority may give public praise.

The Competent Authority may in addition request other subordinate authorities of the Executive Yuan in writing to give substantive incentives.

Article 8 These Regulations shall take effect from the date of promulgation.