

※注意：Part I 題目請於試卷內之「選擇題作答區」依序作答，Part II 請作答於試卷內之「非選擇題作答區」。

Part I (40%): Reading Comprehension (閱讀並回答下列問題於試卷內之「選擇題作答區」):

Article 1: Excerpts of "Higher wage in store for foreign caregivers working in Taiwan," Taiwan News, August 28, 2015

Taipei, Aug. 28 (CNA) Foreign caregivers planning to work in Taiwan will receive a monthly wage of NT\$17,000 (US\$525) beginning on Sept. 1, Labor Minister Chen Hsiung-wen (陳雄文) announced on Friday. That represents an increase of NT\$1,160, or 7.32 percent, from the current monthly wage of NT\$15,840, which has been the fixed rate for the past 18 years. In contrast to the minimum monthly wage of NT\$20,008 for workers in Taiwan, which has increased 26 percent during the period, Chen said the 7.32 percent raise was reasonable. Foreign nationals working as domestic caregivers in Taiwan are not covered under Taiwan's Labor Standards Act and therefore not entitled to the statutory minimum wage...

Article 2: Excerpts of "A raw deal," by Joe Henley, Taipei Times, December 15, 2015

Aliw returned to the Philippines last month still owed NT\$600,000, which she fears she'll never see. The 31-year-old had worked in Taiwan for nine years — six as a caregiver — often putting in 12-hour days without any time off. But as it became increasingly obvious that her employer, a nursing home, was refusing to pay the overtime that she was owed, she sued. A judge found in her favor.

Her employer appealed the decision, and Aliw, not her real name, will not be present at the next trial because her work visa expired last month, forcing her to return to the Philippines. [...]

...The circumstances that led to Aliw's case are not unusual for the 13,600 migrant workers employed as caregivers at nursing homes throughout the nation. Borrowing money in their home country to find a job in Taiwan and, once here, forced to work long hours often without a day off to pay back the debt, Aliw has few rights under the Labor Standards Act (勞動基準法) to rectify the situation.

Misinformed about her rights from the manpower service that hired her, and afraid that she would lose the job that helps her family back home, she at first didn't speak up for fear of reprisals.

"[The manpower service] said that if you don't like your employer you will be sent home," says Aliw.

White collar workers from Western countries do not require a manpower agency for employment and are under no obligation to pay a service fee when they find employment in Taiwan. Moreover, the law protects these workers when they work overtime.

Aliw, like many of the 585,000 Southeast Asian migrant workers currently in Taiwan, on the other hand, borrowed money to pay a manpower agency to find a job and deal with her visa. To repay the sum, her wages, already less than the minimum wage (NT\$20,008 per month), were garnisheed by NT\$5,000 a month for nine months.

She says she was also docked between NT\$1,500 to NT\$1,800 per month for a "service fee," which was paid to the Taiwanese broker who acted as an intermediary between Aliw, the manpower agency in the Philippines and the Taiwanese employer. Over a three-year period — the maximum term migrant workers can sign on for at one time — the service fee totaled NT\$60,000.

Some migrant workers such as Aliw may negotiate the rate of pay they receive for overtime, but, already in debt and with no other legal job prospects, they have virtually no leverage. With the threat of being sent home, they are usually forced to accept whatever terms their employer dictates. [...]

Article 3: Excerpts of "Legal Servitude and Free Illegality: Migrant "Guest" Workers in Taiwan" by Pei-Chia Lan

What explains the emergence of exorbitant placement fees in Taiwan? [...] First, there is a supply-demand imbalance in the migrant labor market. Taiwan is one of the most attractive destinations for migrant workers because of its relatively attractive wages. [...]

The second and more crucial reason comes from the brokerage market in Taiwan. There are currently about six hundred licensed placement agencies competing to do business with a limited number of employers possessing quotas. [...]

見背面

To compete for job offers held by factory employers, placement agencies usually have to pay employers a kickback, estimated to be NT\$20,000 to NT\$30,000 for recruiting each migrant worker into Taiwan. In this way, it is the service provider, rather than the service user, who pays for the cost of labor recruitment (Tsai and Chen 1997:82). [...]

A Filipino agency in Manila offered a historical account of the rising placement fees in Taiwan. In 1991, there were only a limited number of Taiwanese agencies and the "service fee" collected from a worker basically complied with the amount stipulated by the Philippine government, 5,000 pesos (equivalent to US\$200 then). The situation changed after 1993 when Taiwan's brokerage market was opened to more participants:

Now there are more brokers and more competition. New brokers need to get niches in the market, so they develop new marketing strategies, which is, I am the broker, you are the employer, you are dealing with agency A, you pay them this much, but agency B said, "You don't have to pay me." The employer thinks, "Yes. Why do I have to deal with agency A, if I can get free service from agency B?" Then the third broker came in, "You don't even have to pay me, I will pay you, ..." [...]

The kickback practice emerged out of the supply-demand imbalance in Taiwan's brokerage market: there are more brokerage services than employers who want to buy (and so the prices to employers go down), while there are fewer job orders than workers who want to buy (and so the prices to workers go up). [...]

Placement agencies are willing to pay the kickback because they can still appropriate significant profits in the process of "converting job orders into money." Taiwanese agencies "buy" job orders from employers at the costs of the kickback and then "sell" these job orders to foreign recruiters. The profits [are] generate[d] from the placement fees collected from migrant workers. [...]

The reason that placement agencies hold different attitudes toward their two sets of clients (employers and workers) owes partly to Taiwan's migration policy. A migrant worker is allowed to work in Taiwan only once or twice, but the quotas used by employers are renewable. Quota, as an abstract capacity of recruiting and replenishing workers, becomes an even more valuable commodity than migrant workers themselves. Some business associations and employers who possess the privileges to distribute or monopolize the limited number of quotas can make extra profits by selling the quotas or subcontracting migrant workers to other employers. In favor of quota-owning employers, labor brokers burden migrant workers with most of the recruitment cost. [...]

Answer the following questions. For each of Questions 1-4, select one answer choice:

1. (5%) The brokerage agencies usually have to pay factory employers a kickback fee around:
 - a. 10,000 NTD.
 - b. 25,000 NTD.
 - c. 40,000 NTD.
2. (5%) According to Article 2, the nursing home owed Aliw for overtime work in total of:
 - a. 0 to 250,000 NTD.
 - b. 250,000 to 500,000 NTD.
 - c. 500,000 to 750,000 NTD.
3. (5%) The number of licensed placement agencies per southeast Asian migrant worker is approximately:
 - a. 1 : 10,000
 - b. 1 : 1,000
 - c. 1 : 100
4. (5%) The net pay of an average foreign caregiver is
 - a. Above the minimum monthly wage for Taiwanese workers.
 - b. Above the foreign caregiver's monthly wage set by Taiwan's Ministry of Labor.
 - c. Equal to the foreign caregiver's monthly wage set by Taiwan's Ministry of Labor.
 - d. Below the foreign caregiver's monthly wage set by Taiwan's Ministry of Labor.

For the following questions, consider each of the choices separately and select all that apply:

5. (10%) Migrant workers need to pay a placement fee because:
- There is not enough competition in the brokerage market.
 - The brokerage agencies burden the migrant workers with the recruitment cost.
 - The transaction costs of placements are low.
 - The Taiwanese minimum wage is too low.
 - The employers demand a kickback from brokerage agencies.
6. (10%) True or False:
- Most migrant workers are well-informed about their rights before they come to Taiwan.
 - Most migrant workers are employed as caregivers.
 - Most migrant workers are not covered under Taiwan's Labor Standards Act.
 - All Taiwanese employers can freely hire migrant workers.
 - Most migrant workers use a manpower agency to look for employment.

Part II (60%): Analytical Writing (分析寫作；作答於試卷內之「非選擇題作答區」)

Plan and compose a response to the particular issue below. Responding to any other issue will receive a score of zero. Be sure to respond according to the specific instructions and support your position on the issue with reasons and examples drawn from such areas as your reading, experience, observations, and/or academic studies.

"To increase the net pay of migrant workers, we should raise their nominal wages to the minimum monthly wage for Taiwanese workers."

Write a response in which you discuss the extent to which you agree or disagree with this claim **AND** the reason on which that claim is based.

You should write no less than 300 words, but no more than 1000 words. Your response will be evaluated for its overall quality based on how well you:

- Respond to the specific task instructions
- Consider the complexities of the issue
- Organize, develop, and express your ideas
- Support your ideas with relevant reasons and/or examples
- Control the elements of standard written English

Before beginning writing, you may want to think for a few minutes and then plan your response. Use the bottom of this page to plan your response, and then write your response in the answer sheets (試卷內之「非選擇題作答區」). Be sure to develop your positions completely and organize it coherently, but spare some time to proof-read what you have written to make any revisions you deem necessary.

Plan Your Response Here -- Write Your Essay in the Answer Sheets (試卷內之「非選擇題作答區」)

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