

紡拓會與臺灣紡織企業攜手國際組織及品牌商
推動移工盡責招聘接軌國際

臺灣紡織產業長期致力於機能性與環保型紡織品的創新及研發，已成為國際品牌的堅實合作夥伴。為應對本地勞動力短缺，在符合臺灣政府法規下，紡織業者引進外籍勞工，以維繫臺灣紡織產業的生產及營運，為品牌商及供應商創造雙贏。

近期 Transparentem 指控若干臺灣紡織廠對移工有違反勞動規範情形，要求臺灣政府與企業改善並強化移工權益。紡拓會作為臺灣紡織產業的重要推廣機構，針對 Transparentem 頃於 2 月 11 日發布的報告內容，作以下聲明：

1. 受調查紡織業者積極配合品牌及第三方稽核，並提出改善行動方案且已開始落實
臺灣紡織業者均遵守臺灣政府所訂的勞動法規，並積極配合國際品牌及國際規範對移工盡責招聘的要求。本次受調查的供應商已積極配合第三方稽核建議，提出改善行動方案(Corrective Action Plans, CAPs)。如同 Transparentem 發布的報告所述，除了一家供應商正接受第三方機構稽核，其餘全部的供應商皆已制定 CAPs，大多數的改善措施也已在買主和供應商的合作下開始落實。
2. 臺灣政府加強宣導移工盡責招聘及直接聘僱，致力提升勞動權益
保障勞工權益是全球共同追求的普世價值，臺灣政府規定產業移工與臺灣本勞同享最低工資之保障，並同受勞動基準法之保護。為回應 Transparentem 及品牌商對移工權益保障的建議，臺灣勞動部已請經濟部共同向雇主加強宣導移工盡責招聘及直接聘僱，以符合國際勞動基準之趨勢。另，臺灣法令已明定若雇主委任仲介招聘移工，仲介僅能向雇主收取招募所需登記介紹費，不得向移工收取。
3. 紡拓會搭建國際合作平台，期促進臺灣紡織業移工聘僱接軌國際
紡拓會於 2024 年 3 月接獲美國服裝暨鞋類協會(AAFA)、美國公平勞動協會(FLA)通知後，即邀集臺灣紡織企業研商如何推動移工盡責招聘，並於去年 12 月 5 日與 AAFA、FLA 及國際品牌商代表，與臺灣政府部門及紡織企業代表溝通，台、美雙方並決議籌組工作小組推動後續工作。目前已完成邀請品牌商代表及供應商代表參加工作小組，並預計於 2 月底召開第一次工作小組會議，以展開推動移工盡責招聘相關工作。

針對 Transparentem 發布的報告，紡拓會特別指出以下兩點，籲請各界支持：

1. 國際買主與臺灣供應商應共同推動及落實移工盡責招聘

本次 Transparentem 發布的報告，詳述了臺灣受調查供應商所提出的 CAPs 及買主所做的努力，亦呼籲買主不要和受調查的供應商「切割及脫離(cut and run)」，而是應與供應商共同合作解決問題，亦建議若供應商要返還移工以前所支付的仲介費時，買方應根據需要向供應商提供財務支持。對此，紡拓會表示認同，而此亦為 AAFA、FLA 及紡拓會共同籌組工作小組，以推動相關工作之目的。

2. 移工為來臺灣工作所支付之仲介費有賴政府間協商解決

臺灣勞動部指出，移工來臺前於其母國支付給當地仲介公司之招募或仲介費用，係各移工來源國所訂定。為減輕移工負擔，臺灣勞動部已向各移工來源國建議相關費用以移工 1 個月薪資為限，並持續透過臺灣與移工來源國之雙邊會議提出。因此，紡拓會認同 Transparentem 報告之建議，買主及供應商採取改善措施之外，亦應透過政府間的協商，以解決系統性的問題。

紡拓會與臺灣紡織產業將透過與國際組織及買主的共同對話與努力，並參酌國際勞工標準規範及臺灣紡織企業的實務經驗，制定適合臺灣紡織企業依循的移工聘僱指引，亦將持續與臺灣政府部門溝通，透過公私合力來推動移工盡責招聘，並與國際勞動基準接軌。

Promote Responsible Recruitment Practices for Migrant Workers in Taiwan
-Taiwan Textile Federation and Textile Enterprises Work Jointly with AAFA, FLA and Brands
to Align with Global Labor Standards

Taiwan's textile industry has long been committed to innovation in functional and eco-friendly textiles, becoming a strong partner for international brands. To address domestic labor shortages, textile companies have recruited foreign workers to sustain the industry's production and operations, creating a win-win situation for brands and suppliers.

Recently, Transparentem accused several Taiwanese textile factories engaging in labor abuses concerning migrant workers. In response to Transparentem's report released on February 11, the Taiwan Textile Federation (TTF), as a key promotional body in Taiwan's textile industry, makes the following statement:

1. Be investigated textile mills actively collaborate with brands and third-party audits, proposing corrective action plans and commencing implementation

Taiwanese textile enterprises comply with labor laws set by Taiwan's government and actively align with international brands' and global standards' responsible recruitment requirements for migrant workers. The suppliers under investigation have actively cooperated with the third-party audits and have proposed Corrective Action Plans (CAPs). As stated in the report published by Transparentem, apart from one supplier currently undergoing a third-party audit, all other suppliers have already developed CAPs. Most of the corrective measures are implementing through collaboration between buyers and suppliers.

2. Taiwan's government strengthens advocacy for responsible recruitment and direct hiring to advance labor rights

In Taiwan, Foreign workers have the same minimum wage rates as domestic workers, and are equally protected by Taiwan's Labor Standards Law. In response to Transparentem and brands, The Taiwan Ministry of Labor has requested the Ministry of Economic Affairs to jointly strengthen employer advocacy for responsible recruitment and direct hiring of migrant workers to align with international labor standards. In addition, Taiwanese law has stipulated that if an employer entrusts an agency to recruit migrant workers, the agency can only collect the registration and introduction fees required for recruitment from the employer, but not from the migrant workers.

3. TTF builds an international platform to facilitate the alignment of Taiwan's textile industry's migrant worker recruitment practices with global standards

For promoting responsible recruitment of migrant workers, TTF invited textile enterprises to hold several meetings last year. On December 5, 2024, TTF engaged in discussions with representatives from the American Apparel & Footwear Association (AAFA), Fair Labor Association (FLA), brands as well as representatives of Taiwan government and textile enterprises. The meetings resolved to establish a joint working group to actively discuss matters related to responsible recruitment. Currently, representatives from brands and suppliers have been invited to participate in the working group, and the first meeting is scheduled to be held at the end of February.

Regarding the report released by Transparentem, TTF highlights the following two points and calls for support:

1. Joint Efforts by International Buyers and Taiwanese Suppliers to Promote and Implement Responsible Recruitment of Migrant Workers

The report released by Transparentem details the Corrective Action Plans (CAPs) proposed by the investigated Taiwanese suppliers and the efforts made by buyers. It also suggest buyers not to "cut and run" from the investigated suppliers but rather to collaborate with them to resolve the issues. Additionally, the report suggests that if suppliers are required to reimburse migrant workers for previously paid recruitment fees, buyers should consider to provide financial support to suppliers as needed. TTF expresses agreement with this perspective. This aligns with the purpose of the working group jointly formed by AAFA, FLA and TTF to drive related initiatives.

2. Resolving Recruitment Fees Paid by Migrant Workers to Their Home Country Agents Requires Government-to-Government Negotiations

Taiwan's Ministry of Labor has pointed out that the recruitment fees paid by migrant workers to local agencies in their home countries before coming to Taiwan are determined by each migrant-sending country. To alleviate the financial burden on migrant workers, the Ministry of Labor has recommended to these countries that such fees be capped at one month's salary. Taiwan continues to raise this issue through bilateral meetings with migrant-sending countries. Therefore, TTF agrees with Transparentem that intergovernmental negotiations are essential to address this systemic issues.

TTF and the Taiwanese textile industry, through joint dialogue and efforts with international organizations and buyers, will develop guidelines for the employment of migrant workers suitable for Taiwan's textile companies to follow by referencing international labor standards and the practical experience of Taiwanese textile companies. TTF will also continue to engage with Taiwan's government agencies to align with international labor standards through public-private partnerships.

The Taiwan Textile Federation (TTF) was established on November 25, 1975 with government guidance and support from the textile industry itself.

TTF has aimed to provide a versatile range of services, including market promotion, industrial development, market information, and help with the improvement of design capability, production, and management, to Taiwan textile companies to ensure their continuing development, up-grading, and future prosperity.