

Abstract

Unemployment is an unavoidable problem of industrial society. It affects not only individual laborer, but also their whole family. In order to ensure the basic life of laborers and their raising family during unemployment period, most countries have set up unemployment compensation system, such as unemployment insurance 、unemployment assistance 、public provident funds and severance pay ,etc.. Among these system unemployment insurance was adopts by most countries.

In recent years, the domestic unemployment rate raises up. As the unemployment problem become seriously day by day, the demand of establishing unemployment insurance system becomes more strongly. 1999, the Government finally enforce “Labor Insurance Unemployment Benefit Implementation Procedures.” In order to combine unemployment benefit, vocational training and employment service, the Council of Labor Affairs invited relevant units to plan the draft of Employment Insurance Act which was passed by Legislative Yuan in 2002 and enforced since New Year's Day of 2003.

The purpose of this dissertation is to get closer understanding of the Employment Act of our country, and comparing it with convention No.168 of ILO and the unemployment /employment insurance system of U.S and Canada, expecting to learn something from other countries’ experiences and avoid mistakes. This dissertation brings up some suggestions below :

1. According to the convention and the system of U.S and Canada, expand the scope of application progressively.
2. Conditions on application : (1)Redefine “involuntarily left work” ; (2) According to the convention, increase the considerations of the job placement ; (3)Considering the efficiency of the job placement to

revise the waiting period ; (4) Strengthen the verifying affairs of unemployment re-certification.

3. Adopt elastic payment grade system. Offering the low income labor higher benefit to ensure their basic life and reach the purpose of income re-distribution.
4. Delete “early reemployment awards”.
5. Improve the vocational training and employment service system, and popularize one-stop service system.
6. Strengthen the verifying affairs of insurable wages, let benefits meet the need of unemployment labor.
7. Adopt the method of unemployment benefits and severance pay atone for each other, let unemployment benefits take care of labor who really need it and avoid wasting resources.

keywords : Unemployment, Unemployment Insurance, Employment Insurance, Employment Security,