

## **Discussion on Labor Activation in the Important Agricultural Industry in Taitung Area**

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### **Abstract**

The seasonal labor shortage is a serious problem in Taitung area, and it is necessary to rely on a large amount of manpower support during the busy period of agriculture. In order to solve the problem of labor shortage, the Ministry of Labor promoted the “Encourage Nationals to Work in Employment Awards for Agricultural Work” program in 2015, and establish a Farm Service Group in rural area, assisted by Farmers' Association. In addition, the Council of Agriculture Executive Yuan launched the “Measures for Improving the Seasonal labor shortage in Agriculture 2.0” in 2016, and assigned the Prison Open Supervisory Agricultural Service Group to assist in the work of agriculture to solve the problem of seasonal shortage of agriculture. This study is to do in-dept interviews and qualitative analysis of the operation mode and working conditions of the Farm Service Group and the Prison Open Supervisory Agricultural Service Group, to understand the benefits of policy promotion and implementation and to provide suggestions for improvement. The research results show that the Farm Service Group policy section, although the human resources agency or Farmers' Association consider that the dispatchable manpower is sufficient, the employer still feel the problem of lack of manpower, because the labor and employment parties are not closely linked, resulting the human resources can't be used effectively. In addition, the most concern for employers is human resource practicality and scheduling flexibility in order to solve the seasonal shortage problem effectively. In the policy part of the Prison Open Supervisory Agricultural Service Group, although most employers are satisfied with their performance, they have limited effect due to the number of members of the service group and the working mode, so they can't be used as the main force to solve the seasonal labor shortage. It is recommended that establish a wide human resources platform, integrating all the human resources, and planning a perfect education and training model, controlling the quality of personnel strictly, establishing a good map of agricultural competence to solve the problem of seasonal shortages effectively.

**Keywords:** Seasonal labor shortage, Labor activation, Labor dispatch, Human resource

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