

Wen-Chi Grace Chou

周玟琪

Full Professor · Department of Labor Relations

National Chung Cheng University, Taiwan

✉ labchou@ccu.edu.tw · chouwenchi2012@gmail.com

☎ 05-272-0411 ext. 32360 · 📍 No. 168, University Rd., Minhsiung, Chiayi County 621, Taiwan



25 yrs+

Academic
Experience

SSCI ×4

Peer-Reviewed
Articles

Book Ch.

×8

Int'l Book Chapters

25+

Research
Projects

44

M.A. Theses Supervised

◆ Current Positions

- ▶ Full Professor (2012–present), Dept. of Labor Relations, National Chung Cheng University

◆ Research Interests

- ▶ Ageing Society & Labor
- ▶ Gender & Labor
- ▶ Globalization & Labor
- ▶ Employment Security Policy & Practice
- ▶ Job Redesign & Labor in the AI Era

◆ Professional Memberships

- ▶ Taiwan Society of Gerontology and Geriatrics
- ▶ Taiwan Sociological Association
- ▶ Taiwan Association of Social Welfare
- ▶ Taiwan Social Policy Association

◆ Education

Ph.D. · University of Bristol, UK (2000)

Sociology · MOE Government Scholar

M.A. · National Taiwan University (1994)

Sociology (Applied Sociology)

Graduate internships: Taiwan Labor Front (inaugural intern); Awakening Foundation

B.A. · National Taiwan University (1991)

Sociology (Social Work)

Undergraduate internships: Eden Social Welfare Foundation; Consumers' Foundation; Community Development Center Executive Secretary, NTU Social Work Service Association (President: Prof. Wang Pei-Hsun); featured in NTU Motto interview report

Member, NTU Ci-You Community Service Corps: winter/summer service trips to Yi-Lan Toucheng and other communities

High School · Taipei First Girls' High School

Band; performed clarinet in Johannesburg, South Africa

I. Academic & Professional Experience

▶ Academic Career

1. Full Professor (2012–), Associate Professor (2004–), Assistant Professor (2000–), Dept. of Labor Relations, National Chung Cheng University
2. Principal Investigator, 14 MOST/NSC research projects; Convener of a 6-year integrated project sub-group (qualifies for faculty evaluation exemption)

3. Convener, Ageing Employment & Human Resources Group, CCU Ageing Research Center (2016–2018)
4. Director, Office of Alumni & Overseas Student Affairs, CCU Student Affairs Office (career development role) (2007)

▶ Government Advisory & Consultancy

5. Review Advisory Member, MOE Government Scholarship, Ministry of Education (2023–2024)
6. Committee Member, Executive Yuan Social Welfare Committee (2016–2020)
7. Legislative Task Force Member, Ministry of Labor — Act for the Promotion of Employment of Middle-Aged and Elderly Persons (2017–2019)
8. Committee Member, Executive Yuan Youth Commission (2006)
9. Committee Member, Executive Yuan Expanded Public Service Employment Committee (2004)
10. Committee Member, Employment Stabilization Fund Committee, Council of Labor Affairs (2000–2004)
11. Examination Question Setter & Grader, National Civil Service Examinations, Ministry of Examination
12. Senior Staff (Recommended Grade), Bureau of Labor, Taipei County Government (1994–1996)
13. Committee Member, Tainan City Women's Rights Promotion Committee (2004)
14. Committee Member, Kaohsiung City Women's Rights Promotion Committee (2003)

▶ Civil Society & Professional Service

15. President (1st & 2nd Terms), Taiwan Silver Talent Intergenerational Cooperation Association (2018–2022)
16. Advisory Committee Member, Youth Platform Foundation (2022–2024)
17. Consultant, Elder Talent Re-employment Program, Taiwan Elder Welfare League (2020–2021)
18. Consultant, Labor Division, Awakening Foundation (2020)
19. Founding Board Director (1st Session), Taiwan Society of Gerontology and Geriatrics (2008)
20. Senior Silver Economy Development Strategy Consultant, Industrial Economics & Knowledge Center (IEK), Industrial Technology Research Institute (ITRI) (2007–2008)
21. Service Project Chair, Fu-Chi Rotary Club, Rotary International District 3482 (2019)

II. Teaching

- ▶ Introduction to Ageing Society (undergraduate); Ageing Society: Joyful Labor & Intergenerational Cooperation (graduate seminar)
- ▶ Employment Security Systems; Employment Security Topics (undergraduate and graduate)
- ▶ Research Methods (undergraduate and graduate); Academic / Thesis Writing (undergraduate)
- ▶ Globalization and Labor Policy (graduate seminar); Gender, Labor and the Global Economy (graduate seminar)
- ▶ Gender and Work (undergraduate); Industrial Sociology (undergraduate); Social Stratification (undergraduate)

III. Awards & Honors

- ▶ MOE Deep-Root Program — Outstanding Teaching Performance Flexible Salary Award (2018)
- ▶ NSC Principal Investigator Award & Type-A Research Award (2000–2012; 14 consecutive times)
- ▶ Exempted from faculty performance evaluation, National Chung Cheng University (since 2012)
- ▶ Listed in Who's Who in Asia and Marquis Who's Who (2007, 2012)
- ▶ Second Place (榜眼), Senior Civil Service Exam — Social Administration Category (1994)
- ▶ Member, Phi Tau Phi Scholastic Honor Society (1991)
- ▶ Ministry of Education Post-Graduate Government Scholarship, United Kingdom (1996–2000)

IV. International Exchange & Service

1. Interviewed by Singapore's national broadcaster (MediaCorp) on "The Mass Retirement Wave and Workforce Utilization Strategies in Taiwan's Super-Aged Society" (2025)

2. Invited keynote speaker (English), Pan-Pacific Southeast Asia Women's Association International Conference (PPSEAWA 27th) (2019)
3. Invited contributor, East Asia Forum, Australian National University — "Ageing and Labor in Taiwan" (2019)
4. Invited participant, NUS–EU International Forum on Active Ageing and Intergenerational Solidarity, Singapore (2011)
5. Representing Taiwan, Asian Productivity Organization (APO) Cross-National Study on Ageing Society (2009–2011)
6. Representing Taiwan, Pacific Economic Cooperation Council (PECC) — Report on Active Labor Market Policy and Social Resilience (2010; co-authored with Prof. Ke-Jeng Lan)
7. British Academy–NSC Bilateral Research Project: "Opportunities and Barriers for Women Employees in Organizations in East Asian Cities with Chinese Culture" — collaborated with Prof. Patricia Fosh, Cardiff University
8. Invited paper presenter, ILO International Conference: "The Disappearance of the 'Golden Tale': Employment Relations in a Japanese Joint Venture — White Goods Production in the Global Economy of Taiwan"; Cardiff School of Social Sciences, UK; fully funded by ILO & ESRC; Project Director: Prof. Theo Nichols (2003)
9. Led the Taipei First Girls' High School Band & Honor Guard on a two-week performance tour to Johannesburg, South Africa; commended by Ambassador Yang Hsi-kun as a successful act of citizen diplomacy. (Documented in "The Spirit of the Band," published by the TFGHS Band & Honor Guard Sustainable Development Association)

V. Policy Advocacy & Social Impact

1. Led research for the Ministry of Labor's "White Paper on Labor Policy for an Ageing Society" (2007); condensed version published as the official White Paper (2008)
2. Key advocate for the Act for the Promotion of Employment of Middle-Aged and Elderly Persons, passed by the Legislative Yuan on 16 November 2019; currently advocating for a "caregiving leave" policy to support non-resignation caregiving
3. Championed community employment models at the Xigang Granary Restaurant and Shanhua Restaurant (Tainan); recognized in an AARP international report as a successful community-based innovative economic organization; stories covered by United Daily News, Liberty Times, and China Daily
4. Invited lecturer, Da Ai TV Humanities Salon — "Silver-Collar Brilliant Second Life" (2016)
5. Invited interviewee, Da Ai TV Classic Magazine — "Redefining Elder Care" (2017)
6. Invited guest, Public Television Service "Theme Night" — dialogue with host Tsai Shih-Ping on ageing issues and "Shrinking Japan" (2020)
7. Completed cross-ministry action plan: Transforming Ageing and Promoting Mutual Prosperity: A Cross-Ministry Proposal for Silver Talent Community Innovation Employment and Intergenerational Cooperation (Draft, 2022)
8. Assisted Chiayi County Government in completing the "Silver Talent Service Hub Feasibility Study for an Age-Friendly City"; guided establishment of the first Silver Talent Service Hub in Chiayi County; Chiayi County ranked No. 1 nationally in employment growth rate among persons aged 65+; received the Sustainable Urban Governance Award (2025)
9. Guided establishment of Taiwan's first regional Silver Talent Teaching & Service Labor Cooperative (Yunlin–Chiayi–Tainan); membership has exceeded 100 (2022–)
10. Founded Taiwan Silver Talent Intergenerational Cooperation Association and served as President for the 1st and 2nd terms (2017); subsequently facilitated establishment of Tainan and Chiayi All-Age Intergenerational Cooperation Associations (2018, 2022)
11. Served as advisory consultant for the Mustard Seed Mission "Point, Line, Face" community feature reporting project; won the Silver Influence News Network Annual Feature Reporting Award — Excellence Prize (2021)
12. Selected as No. 1 in the Executive Yuan Youth Commission 'Pilot Program to Enhance Youth Employability' (2007); served as campus project Executive Director and concurrently as Director of the Office of Alumni & Overseas Student Affairs
13. Invited guest lecturer, Social Gerontology Course, College of Medicine, National Cheng Kung University — "The Meaning of Productivity: Social Capital and Social Participation in Later Life" (2018)
14. Invited speaker, National Federation of Women's Groups — "Realizing Elder Employment: A New Blueprint for Women's Labor"; Public Deliberation on Gender Perspectives in the Silver Tsunami (2018)
15. Panelist, Central Election Commission Hearing on "Equal Pay for Equal Work" — How Large Is Taiwan's Gap between Gender Equality Legislation and Policy Implementation? (2018)
16. Discussant, International Conference on Human Rights Practice in Ageing Society — "Elder Labor Rights: Autonomy and Work"; Academic Excellence Program, College of Law, National Taipei University (2017)

17. Invited speaker, Doctoral Program in Human Resource Development Policy, National Taiwan Normal University — “Policy Concepts and Social Practice of Elder Talent Utilization” (2017)
18. Invited speaker, Labor Education Program, National Federation of Civil Servants’ Unions — “Ageing Society and Labor Trends” (2017)

VI. Selected Publications

Peer-Reviewed Journal Articles (SSCI / Scopus)

1. Chou, Wen-Chi Grace (to submit). Job Redesign, Inclusive Employment and Population Ageing in the Age of AI: Evidence from Taiwan. *Work, Employment and Society*. [SSCI (to submit)]
2. Chou, Wen-Chi Grace (2011). Implications of Population Ageing on the Labor Market and Productivity in Taiwan. *Journal of Comparative Social Welfare*, 27(1), 3–15. [Scopus]
3. Chou, Wen-Chi Grace, Fosh, P., & Foster, D. (2005). Female Managers in Taiwan: Opportunities and Barriers. *Asia Pacific Business Review*, 11(2), 1–16. [SSCI]
4. Nichols, T., Cam, S., Chou, Wen-Chi Grace, et al. (2004). Factory Regimes and the Dismantling of Established Labour in Asia. *Work, Employment and Society*, 18(4), 663–685. [SSCI]
5. Chou, Wen-Chi Grace (2002). Transformation of Industrial Authority and Paternalistic Capitalism. *International Journal of Human Resource Management*, 13(3), 550–568. [SSCI]
6. Chou, Wen-Chi Grace (2002). High Tech and High Heels [Book Review]. *Gender, Work and Organization*, 9(4), 470–472. [SSCI]
7. Chou, Wen-Chi Grace (2000). *Work, Organisation and Industry: The Asian Experience* [Book Review]. *Work, Employment and Society*, 14(4), 807–809. [SSCI]
8. Chou, Wen-Chi Grace (1999). *The Asian Financial Crisis: The Challenge for Social Policy* [Book Review]. *Work, Employment and Society*, 13(3), 759–760. [SSCI]

Chinese-Language Journal Articles & Commentaries

1. Chou, Wen-Chi Grace (2024). New Thinking on Mid- to Late-Career Employment and ESG Sustainable Enterprise Development: Building an Inclusive, Friendly and Equal Workplace. *National Lawyers Monthly (Special Issue on Law and Ageing Society)*, July, pp. 26–46.
2. Chou, Wen-Chi Grace (2021). Silver Employment and Old-Age Economic Security in Taiwan under the Waves of Globalization and Population Ageing. *Old-Age Economic Security System Special Issue*, 5, 160–189.
3. Chou, Wen-Chi Grace (2020). Challenges and Responses to Employment in an Ageing Society, Labor Shortage, and the AI Era. *Employment Security*, June issue.
4. Chou, Wen-Chi Grace (2018). A Warning from Quicksand Mid-Career: How Much of Taiwan's Ageing Society Labor Policy Has Been Fulfilled? *The Reporter* (commentary article).
5. Chou, Wen-Chi Grace (2012). Labor Is Not Only a Path out of Poverty but a Contribution to Society: A New Awareness of Workforce Utilization in Taiwan's Low-Fertility, Ageing Society. *Employment Security*, 11(1), 23–30.
6. Chou, Wen-Chi Grace (2012). Pursuing a Vigorous and Contributing Old Age: A Multi-Year Research Plan and Social Practice Journey on Decent Work for Older Persons in Taiwan. *NSC Humanities and Social Science Newsletter*, 13(3), 97–106.
7. Chou, Wen-Chi Grace (2008). Legislative Reform and Implementation of Job Redesign in Japan from the Perspective of Ensuring Employment Opportunities for Middle-Aged and Older Workers. *Employment Security*, 7(2), 10–19.
8. Chou, Wen-Chi Grace (2007). An Exploration of International Definitions of "Older Persons" and "Middle-Aged and Older Persons". *Employment Security*, 6(1), 21–32.
9. Chou, Wen-Chi Grace (2006). Employment Policy for Older Persons in Taiwan in the Era of an Ageing Society. *Employment Security*, 5(2), 1–17.
10. Chou, Wen-Chi Grace & Tsai, Jui-Ming (2006). Postponing the Retirement Age and Promoting Employment among Older Workers. *Taiwan Labor*, 3, 76–88.
11. Chou, Wen-Chi Grace (2003). Myths, Paradoxes, Dilemmas and Solutions: Future Trends of Employment Promotion Policy in Taiwan. *Employment Security*, 2(1), 21–32.
12. Chou, Wen-Chi Grace (2002). The Impact of the Globalized Economy on the Labor Market and Workers, and Possible Responses. *Lifelong Learning*, 35, 1–8.
13. Lin, Wan-Yi, Chou, Wen-Chi Grace & Wang, Chia-Hui et al. (2002). Report on the Review and Prospects of Social Welfare Policy, Subgroup Report. 2002 National Social Welfare Conference. Taipei: Ministry of the Interior, Executive Yuan.
14. Chou, Wen-Chi Grace (1996). A Comparative Study of Maternity Protection Legislation in Taiwan and Sweden from the Perspective of Working-Class Mobilization. *Labor-Management Relations Review*, 4, 131–170.
15. Chou, Wen-Chi Grace (1994). The Spirit and Positioning of National Health Insurance from a Social Welfare Perspective. *Labor Monthly*. September 18.

16. Chou, Wen-Chi Grace (1993). Working-Class Mobilization and the Welfare State. *Labor Monthly*, 62.

International Book Chapters

1. Chou, Wen-Chi Grace (2021). Fear of Job Loss. In F. Maggino (Ed.), *Encyclopedia of Quality of Life and Well-Being Research*. Springer, Netherlands.
2. Chou, Wen-Chi (2011). The Impact of Population Ageing on the Labor Market: The Case of the Republic of China. In *Population Ageing and Productivity in Asian Countries*. Asian Productivity Organization, Tokyo.
3. Lan, Ke-Jeng & Chou, Wen-Chi Grace (2010). Employment Insurance and Active Labor Market Policies in Chinese Taipei. Pp. 197–244, *Towards a More Resilient Society*. PECC-APEC Social Resilience Project Team. Tokyo: JIIA.
4. Chou, Wen-Chi Grace, et al. (2009). The Changing Face of Women Managers in Taiwan. In C. Rowley & V. Yukongdi (Eds.), *The Changing Face of Women Management in Asia*. Routledge, London.
5. Lin, Wan-I & Chou, Wen-Chi Grace (2007). Globalization, Regime Transformation and Social Policy Development in Taiwan. In *The Crisis of Welfare in East Asia*. Lexington Books, Plymouth.
6. Chou, Wen-Chi Grace, Fosh, P., & Foster, D. (2006). Female Managers in Taiwan. In V. Yukongdi & J. Benson (Eds.), *Women in Asian Management*. Routledge, New York.
7. Chou, Wen-Chi Grace, Nichols, T., & Cam, S. (2005). Taiwan: The Disappearance of the 'Golden Tale' — White Goods in a Changing Global Economy. Pp. 120–144, in T. Nichols & S. Cam (Eds.), *Labor in a Global World*. Palgrave Macmillan, New York.
8. Chou, Wen-Chi Grace (2003). Management and Culture in Taiwan. Pp. 210–227, in M. Warner (Ed.), *Management and Culture in Asia*. RoutledgeCurzon, London.
9. Chou, Wen-Chi Grace (2000). *Changing Employment Relations in the Global Economy: Case Studies of Taiwan Textile Industries*. Department of Sociology, University of Bristol, UK. **[Ph.D. Dissertation]**

Chinese-Language Monographs & Book Chapters

1. Chou, Wen-Chi Grace (2022). "Finding the Employment Disadvantaged: Light and Shadow of Special Employment Promotion Programs." In *Employment and Human Rights: A New Vision of Labor Rights in Taiwan's Next Stage*. Taipei: Taiwan Labor Front.
2. Chou, Wen-Chi Grace (2010). Unemployment in Taiwan. In Chyu, Hai-Yuan & Chang, Li-Yun (Eds.), *Social Problems in Taiwan 2010* (2nd ed.), Chapter 7, pp. 204–245. Taipei: Chuliu.
3. Chou, Wen-Chi Grace (2005). Trends, Causes, Impacts and Policy Analysis of Unemployment in Taiwan. In Chyu, Hai-Yuan & Chang, Li-Yun (Eds.), *Social Problems in Taiwan 2005*, pp. 212–247. Taipei: Chuliu.
4. Chou, Wen-Chi Grace, Yeh, Hsiu-Shan et al. (trans.); Lin, Wan-Yi (ed.) (1995). *Contemporary Social Work Theory: A Critical Introduction*. Taipei: Wu-Nan. (Trans. of Malcolm Payne, *Modern Social Work Theory: A Critical Introduction*. London: Macmillan.)
5. Chou, Wen-Chi Grace (1994). *Factors Influencing the Division of Household Labor in Taiwan*. M.A. Thesis, Applied Sociology Group, Graduate Institute of Sociology, National Taiwan University.

Consulting Presentations (ITRI Industrial Economics & Knowledge Center)

1. Chou, Wen-Chi Grace (2008). Active Social Welfare and Labor Market: Human Resource Activation, Productive Ageing and the Promotion of the Silver Economy. Presented at the "Silver Economy — New Thinking for an Ageing Society" Symposium. ITRI Industrial Economics & Knowledge Center (IEK). Taipei: Howard Civil Service International House.
2. Chou, Wen-Chi Grace (2007). Promoting the Silver Economy through Productive Ageing. Keynote remarks at ITRI IEK Mid-Term Expert Forum. Taipei: Lide NTU Tzun-Hsien Conference Center.

Academic Presentations & Professional Service

3. Invited to NTUT University Social Responsibility (USR) Team — "Creative Community Ageing, Intergenerational Employment and Social Enterprise in Taiwan: The Xigang Sesame Oil Granary Restaurant" (2019)
4. Discussant, Symposium on "The Present and Future of Family Caregiver Support Networks," Family Caregiver Alliance of the Republic of China (2018)
5. Guest Lecturer, Social Gerontology Course, College of Medicine, National Cheng Kung University — "The Meaning of Productivity: Social Capital and Social Participation in Later Life" (2018)
6. Invited speaker, Humanities and Social Sciences Center, National Cheng Kung University — "Community Creative Ageing Employment: The Case of Xigang Sesame Oil Granary Restaurant" (2016)
7. Roundtable panel discussant: "From Social Isolation to Social Participation: Forward-Looking Ageing Policy Planning — Creating Happiness through Labor and Mutual Care Cooperation," 3rd Annual Conference & International Symposium, Taiwan Society of Gerontology (2015)
8. Invited consultation, National Development Council meeting on "Policy Planning to Enhance Middle-Aged Women's Labor Participation (Draft)" (2014)

9. Discussant, “30th Anniversary of the Labor Standards Act” Symposium, Chung-Hua Institution for Economic Research (2014)
10. Panelist, Taiwan Law Association — “Intergenerational Justice II: Youth Employment” (2014)

VII. Major Research Projects (MOST / NSC / Government-Commissioned)

Recent Projects (2021–2024)

1. Silver Talent Service Hub Feasibility Study for an Age-Friendly City under Super-Ageing Society Trends (Chiayi County Government, 2023–2024)
2. Reversing Ageing and Poverty: Cross-Ministry Collaborative Experiment on Taiwan's Silver Talent Community Innovation Employment Service Model (MOST, 2021–2022)
3. Silver Talent Local Employment Measures and Practices (Ministry of Labor, 2021)

Ageing Employment & Active Ageing Series (2005–2012)

4. Creating a Healthy, Fulfilling Old Age: Research on Decent Work for Older Persons in an Ageing Society (NSC101, 2012)
5. Integrated Project — The Coming of an Ageing Society: Planning for Taiwan's Society in 2025: Sub-project: Employment, Retirement and Volunteer Participation in an Ageing Society — Community-Based Action Research (NSC97, three-year project, 2008–2011)
6. Integrated Project — The Coming of an Ageing Society: Planning for Taiwan's Society in 2025: Sub-project IV: Ageing, Employment & Human Resources — Building and Developing the Institutional Environment to Promote Employment and Volunteerism among Older Persons in Taiwan (NSC95, 2006–2008)
7. Job Redesign Research for Middle-Aged and Older Workers in Taiwan, Vocational Training Bureau, Council of Labor Affairs (2008)
8. White Paper on Labor Policy for an Ageing Society (Ministry of Labor, 2007)
9. Planning Research on Employment and Human Resources in an Ageing Society (NSC94, integrated project — sub-group convener, 2005–2006)
10. Founding of the Xigang Silver Talent and Intergenerational Cooperation Center: Granary Restaurant and Silver Workforce Activation Plan (Tainan City Public Welfare Lottery Fund, voluntary/pro-bono, 2011)
11. Community Action Research Plan for the Xigang Silver Talent and Intergenerational Cooperation Center (Tainan County Public Welfare Lottery Fund, voluntary/pro-bono, 2010)

Youth Employment & Social Policy Series (2002–2007)

12. A Marginalized and Socially Excluded Generation: International Comparative Longitudinal Study of Youth Employment Issues (NSC94–95, 2005–2007)
13. Pilot Program to Strengthen Career Guidance and Enhance Youth Employability (Co-PI & Executive Director, Ministry of Labor, Sep 2007–Jun 2008)
14. Effectiveness Evaluation of the Youth Workplace Experience Program (Co-PI, Executive Yuan Youth Commission, Aug 2006–Mar 2007)
15. National Vocational Training Vision Workshop (Co-PI, Council of Labor Affairs Vocational Training Bureau, Sep–Dec 2005)
16. Medium-Term Youth Employment Promotion Project (93-A53) (Co-PI, Council of Labor Affairs, Sep–Dec 2004)
17. Short-Term Youth Employment Promotion Project in Taiwan (92-A55) (PI, Council of Labor Affairs, Oct–Dec 2003)

Gender, Globalization & Labor Relations Series (2000–2005)

18. Research on the Impact of Globalization on Women's Socioeconomic Status, Dept. of Social Affairs, Ministry of the Interior (2003)
19. Short-Term Women's Employment Promotion Project in Taiwan (92-A56) (PI, Council of Labor Affairs, Oct–Dec 2003)
20. Beyond the Binary Opposition Framework: Research on Taiwan's Sex Industry Regulatory System and Its Politics (Women's Rights Promotion Development Foundation, 2002)
21. Historical Transformation of Management Strategies and Employment Relations in the Global Economy: Taiwan's Automobile Industry (NSC92–93, 2003–2005)
22. Historical Transformation of Labor Relations in Taiwan's Globalized Economy: Electronics Industry (NSC90–91, 2001–2003)
23. Historical Transformation of the Nature of Labor Relations in Taiwan: Textile and Garment Industry (NSC89, 2000–2001)

VIII. Master's Thesis Supervision (2000–2026; 43 Students Total)

Research topics span: elder employment and active ageing, gender and employment, persons with disabilities employment, employment promotion policy, globalization and labor relations, occupational safety and industrial accidents, youth employment, and related fields.

#	Student	Enrol.	Thesis Title	Status
1	Huang Yi-Chiao	2002	Labor Rights and Changes in Taiwan under the Trend of Globalization	Graduated
2	Liao Fu-Chung	2002	The Process and Determinants of Occupational Accident Compensation Claims in Taiwan Enterprises	Graduated
3	Ho Chia-Hao	2002	Ethnicity, Gender and Class: Employment Dilemmas of Urban Aboriginal People	Graduated
4	Liu Wen-Hao	2003	A Preliminary Exploration of Long-Term Unemployment and Employment Policy in Taiwan	Graduated
5	Wu Yi-Wei	2003	Golden Bowl, Iron Bowl, or Broken Bowl? — Formation of Job Insecurity in Taiwan under Globalization	Graduated
6	Chang Kung-Pin	2003	Labor Rights Protection for Part-Time Workers in Taiwan	Graduated
7	Chen Kuang-Ming	2004	Youth Unemployment in Taiwan and Preliminary Proposals for Employment Services	Graduated
8	Yan Ching-Wen	2005	Youth Employment Policy in Taiwan: Exploring the School-to-Work Transition Process	Graduated
9	Hsu Chang-Hui	2005	The Impact of Economic Globalization on Taiwan's Automobile Industry and Trade Union Development	Graduated
10	Tsai Hsiu-Chao	2006	Taiwan's Employment Security System from the Perspective of Active Labor Markets	Graduated
11	Wang Che-Yuan	2006	Women's Employment and Child Care Policy in Taiwan	Graduated
12	Li Wen-Hui	2006	Comparative Study of Parental Leave Systems and Women's Employment in Various Countries	Graduated
13	Wang Li-Chiao	2006	Employment Policies for Older Workers in OECD Countries	Graduated
14	Chang Shu-Ya	2006	Formulation and Enforcement of Labor Standards Policy in Branded International Subcontractors: The Case of Nike (China, Indonesia, Vietnam)	Graduated
15	Lu Pei-Shan	2007	Re-Employment Issues and Strategies for Retired Workers in Taiwan under Ageing Society Trends	Graduated
16	Chen Dai-Feng	2008	Labor Experience and Process of Professional Pub Bartenders: A Case Study of Taipei City	Graduated
17	Chang Hsieh-Ting	2010	Vocational Rehabilitation for Workers with Disabilities Caused by Occupational Accidents	Graduated
18	Huang Deng-Wei	2010	Current Status and Changes in Age Discrimination in Employment under Population Ageing in Taiwan	Graduated
19	Liu Yu-Wei	2011	Current Status and Characteristics of Age Discrimination in the Labor Market: An Analysis of Recruitment Advertisements	Graduated
20	Cheng Wei-Min	2011	Analysis of the Retirement Income Replacement Gap and Contents of Retirement Preparation Education for Workers in Taiwan	Graduated
21	Fan Fu-Yin	2011	Effects of Postponing the Mandatory Retirement Age on Human Resource Utilization in State-Owned Enterprises	Graduated
22	Lin Wan-Ju	2011	Comparative Analysis of the Labor Demand for Care Service Workforce Sources in Taiwan under Ageing Society Trends	Graduated
23	Huang Yi-Tzu	2011	Empirical Analysis of Factors and Trends of Active Ageing among Older Persons in Taiwan	Graduated
24	Hung Hsiang-Ting	2012	Unemployment and Employment Promotion Issues for College Students from Economically Disadvantaged Families Entering the Labor Market	Graduated
25	Chen Chia-Yu	2013	Who Is Taking Care of Our Elders? Policy Analysis and Employment Trajectory of Home Care Services	Graduated
26	Yang Chao-Feng	2013	Examining Taiwan's Labor Insurance Pension Reform from Active Ageing and Intergenerational Solidarity Perspectives	Graduated
27	Chang Ching-Chin	2013	Gender Differences in Labor Participation and Economic Security for Middle-Aged and Older Persons in Taiwan	Graduated

28	Lin Pei-Yun	2014	Comparison of Women's Re-Employment Behavior and Employment Promotion Policies in Taiwan, South Korea, and Japan	Graduated
29	Weng Nai-Hsin	2015	A Preliminary Exploration of Intergenerational Employment Restructuring under Population Ageing in Taiwan	Graduated
30	Li Hui-Yu	2018	Institutional Construction of Employment Participation and Active Ageing for Middle-Aged and Elderly Persons in Taiwan: A Comparative Analysis	Graduated
31	Lin Hsiao-Yi	2020	Occupational Safety Prevention of Workplace Violence in Psychiatric Medical Settings and Occupational Disease Recognition	Graduated
32	Huang Li-Yu	2020	Exploring Silver Talent Local Active Ageing and Employment Opportunity Development in Taiwan: A Study of Community Care Stations in New Taipei	Graduated
33	Tai Hai-Jou	2020	Decision-Making Process and Influencing Factors for Re-Employment Types among Middle-Aged and Elderly Persons after Retirement	Graduated
34	Chen Yu-Hsuan	2020	Care without Resignation: Research on Supporting Workers in Balancing Family Care Needs	Graduated
35	Li Ling-Hua	2020	Analysis of the Introduction Process of Job Redesign for Middle-Aged and Elderly Workers in Enterprises	Graduated
36	Chung Hsin-Ying	2021	Care Workforce Gap Solutions? Current Status and Development Challenges of Taiwan's Care Service Labor Cooperatives	Graduated
37	Lo Chu-Lien	2024	Family Caregivers' Employment Difficulties and Old-Age Economic Risks in Taiwan (Taiwan Labor Studies Association M.A. Thesis Award)	Graduated
38	Hsueh Yu-Cheng	2025	Examining Middle-Aged and Elderly Workers' Employment Difficulties through ESG and Age-Friendly Workplace Trends: A Case Study of National Chain Convenience Stores	Graduated
39	Huang Shu-You	2026	Exploring the Prospects of Reasonable Accommodation for Persons with Disabilities from a Sustainable Inclusion Perspective	Graduated
40	Chang Yu-Chen	—	(In progress)	In Progress
41	Li Cheng-Ju	—	(In progress)	In Progress
42	Luo Sheng-Hong	—	(In progress)	In Progress
43	Liao Yen-Chen	—	(In progress)	In Progress
44	Tseng Wen-Ching	—	(In progress)	In Progress

* Advised department students Tseng Ching-Tang and Chen Shu-Yu in the Taiwan–Japan Cultural and Economic Association's "Japanese Studies Thesis Award Competition for Universities and Colleges," winning first place in the undergraduate group

IX. Media Coverage & Public Engagement

Television Interviews & Lectures

1. Interviewed by Singapore's MediaCorp national broadcaster on "The Mass Retirement Wave and Workforce Utilization Strategies in Taiwan's Super-Aged Society" (2025)
2. Invited guest, Public Television Service "Theme Night" — dialogue with host Tsai Shih-Ping on ageing issues and "Shrinking Japan" (2020)
3. Invited interviewee, Da Ai TV Classic Magazine — "Redefining Elder Care" (2017)
4. Invited lecturer, Da Ai TV Humanities Salon — "Silver-Collar Brilliant Second Life" (2016)
5. Featured in Formosa TV News: "Granary Transformed into Restaurant" — Silver Employment Innovation Report (2015)
6. Featured in FFTV "Discovery": "Cooking with Heart — Tainan Community Restaurant" — Silver Employment (2014)

Radio & Online Media

7. News98 "Morning Finance" Program: Featured interview on "Encore Career — New Thinking for Mid-Life Employment" (2015/04/03)

8. Asia Social Forum: Panel speaker on "Challenges of Aging Workforce, Gender and Poverty for Unions in Eastern Asia" (2016/11/21)
9. Taiwan Employment Service Information Network: "Building New Workplace Thinking for Active Silver Careers" (2016/08/01)

Print & Digital Media Coverage

10. The Reporter: Commentary article — "Warning from Quicksand: How Much of Taiwan's Ageing Labor Policy Has Been Fulfilled?" (2018/04/28)
11. Liberty Times: "Super-Aged Society Approaching — Scholar Urges Community Employment for Silver Talent" (2018/04/30)
12. Business Today Weekly, Issue 994: "The Challenge Across Generations: Super-Aged Awakening" (2016/01/07)
13. CommonHealth Magazine: "Still Love to Work in Old Age — Shining Once More" (December 2016)
14. China Times: "Scholar: Elder Welfare Act Lacks Employment Provisions" and "Silver Talent Job Applications Surge 20% in Three Years in Taipei" (2016/05/22)
15. China Times: "Job Redesign — Utilizing Silver Workforce" (Dec 2014); "Over 50% Willing to Continue Working after Retirement" (Dec 2014)
16. United Daily News Active Ageing Series: "Age Discrimination — The Employment Glass Ceiling Must Come Down", "Elderly Employment — South Korea and Japan Have Senior Banks", "Granary Restaurant: Elders Take Charge" (2014/02/17)
17. Liberty Times: "Elders Take Charge — Farmers' Association Granary Becomes Restaurant" (2010); "Granary Restaurant's Rice Grain Wall Draws Attention" (2014)
18. Chiayi County Government Economic Development Bureau: Feature Report on the Xigang Granary Restaurant Community Employment Model
19. CommonHealth Magazine 2014 Healthy City Survey: Expert commentator — "Cities Should Support Elders to Go Out Safely"

Book Foreword / Endorsement

20. Featured in National Language Daily (Guoyu Ribao) "Time Forum" column and Public Television documentary "Daughter of the Miracle" — On recovering core values of humanity, gender and labor behind Taiwan's economic miracle (2018)
21. Featured interview, Little Da Vinci Magazine — "Prof. Chou Wen-Chi: Helping Older Persons Find a Second Career" (2016)
22. Chou, Wen-Chi Grace. "Globalization and Active Social Welfare Policy — Innovative Approaches in European Countries and Taiwan's Policy Choices." Taiwan Think Tank Newsletter, 4, pp. 11–13 (2002)
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