

**A study on the self-adjustment of marriage immigrants integrating into workplaces  
~ Challenges and adaption of cultural differences ~**

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## Abstract

Taiwan has actively encouraged marriage immigration over the past 30 years, and thus Taiwanese society has become enriched through cultural diversity and family stability. However, this has promoted reflection through ongoing re-examination of this system and mechanism by domestic society and the workplace. These reflections have focused on the types of problems that marriage immigrants often encounter in workplaces, and how people deal with them. This research focuses on comprehensively understanding the self-mediation and re-conceptualization of marriage immigrants in the work environment, further discussing the role of local society and the phenomenon of primitive family culture. By adopting a qualitative research method, five marriage immigrants who have worked in Taiwan for one year were interviewed to evaluate their actual circumstances of working in Taiwan, the difficulties they faced and their related needs. The results were verified through triangular verification methods. The conclusion of this study highlighted that: (1) Foreign caregivers, generally based on the requirement to support the family economy, actively master the long-term care of their work at the grassroots level. (2) Foreign caregivers are content with their income and gain a certain level of status within their family or even in society, along with a recognition of self-worth. (3) This group of grassroots employees generally have good jobs and remain enthusiastic, and they are highly respected for their efforts, by patients, their families and society. (4) These grassroots long-term caregivers are humble, serious and sincere, and gain affirmation and respect from family members for their diligent efforts. Taiwan must take on the challenge of integrating its society. Social policy evaluation and planning should be used to strengthen capacity training, transcend the limitations of ethnicity, language and life experience, and shape a new ethnic integration society through the practice of joint participation, employment promotion, partnership and social identity.

Keywords: marriage immigration, workplace, self-adjustment

## 1. Introduction

According to data from the Ministry of Labor (2020), the number of migrant workers in Taiwan rose 2.14 times over a 15-year period, from 327,396 in December 1994, to 699,218 in September 2020. The majority of migrants worked in manufacturing industries (428,502), healthcare services (253,770) and food industries (29,584). The jobs currently open to migrant workers in Taiwan are in the following areas: domestic help and home care work, institutional care work, manufacturing, construction, marine fishing and meat production. Migrant workers must be at least 16 years old when they come to Taiwan, and be at least 20 years old (inclusive) to be employed as family care workers and domestic helpers. According to Article 52 of the Employment Service Law, the cumulative period of migrant workers working in Taiwan shall not exceed 12 years. However, foreign family care workers who have permission for special positions through professional training or self-study, and who hold the qualifications and meet the conditions set by the Ministry, are able to submit an application, with supporting documents, for an extension of their working period to 14 years (Labor Development Agency, Ministry of Labor, 2020). As increasing numbers of foreign workers enter Taiwan, immigration issues gradually surface, which include: cultural adaptation and working conditions, social lives, discrimination and stigma, etc. due to labor conditions (Xia, 2005). Related rights protection issues have also received increasing attention, with employment rights being the most important. With the rapid development of internationalization, globalization, and regional economic and cultural exchanges, cross-border marriages and cross-strait marriages between Chinese nationals have become increasingly common. Taiwan is a society composed of multiple ethnic groups, which can be roughly classified into five major ethnic groups: Minnan, Hakka, Aboriginal, Mainlander and new immigrants. Li, Shen, Liao, & Lin

(2006) Taiwan is an immigrant society. Immigrants from various countries bring their unique cultures, languages and living habits to Taiwan, creating a rich and diverse culture. Over the past two decades or so, the large number of immigrants has motivated Taiwan to present a more diverse culture and ethnic appearance than before (Wu, 2018). Most marriage immigrant women believe that Taiwan is not a difficult place to adapt to, as they get quickly become accustomed to the food and climate. The rational actions of marriage immigration illustrates their proactive nature (Gong, 2019). The immigration of Southeast Asian women to Taiwan by marriage has become an important phenomenon. This immigration phenomenon formed by marriage immigration has created a new composition of Taiwanese families and stimulated the impetus for production, through childbirth, family care, and labor input. The migrant workers play their roles of family carers by taking care of the parents-in-law, husbands and children in the family; in addition to housekeeping, there has been a gradual shift from the family to the labor market over the course of their career development, which is one of the important labor forces. On the one hand, such transformations provide workers with the means of supplementing their family's living expenses; on the other hand, they rely on their own labor income to send back to their home country to support their native families. Their contribution to the family economy increases day by day, and has become an important supporter of the family economy (Yang & Chen, 2020).

In summary, as Taiwan has had a prominent increase in marriage immigration over the past 30 years, Taiwanese society has become enriched with cultural diversity and family stability. However, this also reflects the re-examination of the original system and mechanism by domestic society and the workplace environment. In order to address the problems that migrant workers encounter in the workplace, along with the types of problems and how they're dealt with, through work organization factors, etc., we need to pay attention to the rights of workers, and standardize and manage work and workplace problems. Furthermore, work organization factors relate to occupational injuries, loss of jobs and workers' actions. When immigrant workers encounter difficulties, they will try to address the problems. The pattern of the experience of immigrant workers shows that personal complaints and requirements for work, social culture, personal characteristics, etc. can affect the organizational culture and personal workplace environment, and length of employment (Castro, Fujishiro, Sweitzer, & Oliva, 2006). We should consider the life and work experience of marital immigrants in Taiwan, through self-adjustment and responses to the workplace. This research aims to comprehensively understand the self-mediation and reconceptualization of marital immigrants in the workplace environment, and further explore the phenomenon of expanding the nature of local society and primitive family culture.

## **2.Literature review**

### **2.1 Marital immigrants**

Marriage immigration is not a new issue; it is a phenomenon that has existed since ancient times. It has only recently attracted the attention of the native population. In 1992, the implementation of regulations allowing mainland spouses to reside and settle in Taiwan, and the rise of marriage intermediaries among Southeast Asian countries, led to a rapid increase in marriage immigration. This formed the largest immigration wave for at least half a century. This massive immigration wave changed Taiwan's population and structure, along with its views on marriage, family and other phenomena. Besides, it will also affect every ongoing aspect of politics, the economy, society, culture, lifestyle, and values for the foreseeable future (Chai, 2005). Marital immigrants: "Immigration", also known as "Migration" (Liao, 1988), refers to the permanent change of place of residence between specific administrative or statistical regions. If the

immigration types are classified according to the reasons of migration, they can be roughly divided into skilled immigration, economic immigration and family dependent or marriage immigration. "Marriage immigration" refers to the migration behavior of foreigners entering the country for the purpose of long-term residence with relatives after they get married. From the above, we can see that marriage immigration refers to people who live in Taiwan after coming to Taiwan to get married.

## 2.2 Factors affecting the work of marriage immigrants

The National Development Commission (2020) has seen an increase in the number of migrant workers over the past 10 years. By the end of 2019, the number had grown from 351,000 in 1998 to 718,000; among them, 457,000 are industrial migrant workers. By the end of 2019, Vietnamese nationals accounted for the largest number of industrial migrants, about 196,000, which amounted to 43% of the total number of industrial migrants. This was followed by the Philippines with 127,000 (28%), Indonesia with 75,000 (16%), and Thailand with 60,000 (13%). The Immigration Department of the Ministry of the Interior (2020) recorded 125,490 foreign female spouses between January 1976 and the end of December 2019, with 349,132 (62.63%) originating from mainland China, 108,997 (19.55%) from Vietnam and 30,483 (5.47%) from Indonesia.

The factors that affect the employment opportunities of marriage immigrants include: language communication, economic, cultural identity, unequal treatment and lack of social support:

2.2.1. Factors of language communication: In addition to language barriers, language communication difficulties are commonly encountered by new immigrant women who use the existing care system in Taiwan (Tian, Zeng, Li, 2010). Since new residents speak different languages and have different cultural backgrounds, verbal barriers may affect the acquisition of relevant information or cause difficulties with using health care (Wu, 2018). Language communication problems can affect the acquisition, application and judgment of health knowledge, and may cause obstacles in the use of health care (Lin, 2012). Transnational marriages of new immigrant women often result in many adjustment problems, due to differing lifestyles, customs, language and culture. From the perspective of immigrants, most immigrants are prone to maladjustment due to poor language communication. Therefore, new immigrant women may suffer from language barriers and cognitive gaps, which may cause psychological, interpersonal and behavioral adaptation problems.

2.2.2. Economic factors: New residents who come to Taiwan for marriage as a spouse of a national often have relatively weak family finances. Therefore, the government provides subsidies and counseling measures for them, to cover their differing needs through the provision of subsidies to reduce the burden of family caregivers and participants (Xu, 2018). Marriage immigrants mostly marry from relatively disadvantaged households, and due to restrictions on language and academic qualifications, marriage immigrants' rights to choose employment is heavily restricted. Marriage immigration has changed Taiwan's demographic structure, but has also brought with it the need to develop multiculturalism in Taiwanese society.

2.2.3. Cultural identity: New immigrant women often feel that people have cultural prejudices and discriminate against them, and are more likely to show impatience towards them, which makes them prone to frustration and feelings of impotence (Tian, et al., 2010). Under the impact of multiculturalism, contradictions, conflicts and pressures are interpreted as healthy behaviors, due to

their care being affected by cultural and social adaptations, causing the family to provide information and influence healthy behaviors and a culture that will affect their healthy behaviors (Chen, & Tang, 2017).

2.2.4. Unequal treatment: Many immigrants encounter unequal treatment in work organizations, such as: extended working hours, lack of reasonable salaries, neglected working environments, etc., which contribute to workplace injuries, illnesses, and loss of jobs. Attention needs to be paid to the health of immigrants working in the workplace (Castro, Fujishiro, Sweitzer, & Oliva, 2006). Marriage immigrants are discriminated against in the labor market (Spencer & Charsley, 2016).

2.2.5. Lack of social support: The biggest dilemma of new immigrant women living in Taiwan is the difficulty in integrating into Taiwanese society. This is because their situation in Taiwan is often affected by social exclusion factors, such as asymmetric marriage, low social acceptance, weak social support networks and difficulties in adapting to life (Ye, 2006).

From the above factors, language communication, economy, cultural identity, unequal treatment and lack of social support factors are common obstacles to new residents in the workplace.

### **3. Research method**

#### **3.1 Research design**

This research adopts a qualitative research method and conducted interviews with marriage immigrants who are currently working as caregivers to establish how they are treated in the workplace. The research data comprising information on the interaction between marriage immigrants and colleagues, as well as the cognitive feelings and reactions of marriage immigrants, aims to identify the main factors that cause conflict in the work and workplace of marriage immigrants, methods of self-response adjustment, and deep inner feelings. The conceptual architecture diagram of this research is shown in Fig. 1:

#### **3.2 Research participants**

The researcher is a senior clinical nurse who has been working for more than 22 years (The researcher is a Head of nurse and work at the Regional Teaching Hospital). The subjects of the study are 5 marriage immigrants with at least one year of work experience. The detailed information is as Table 1. It can be seen from the above table, that after marriage immigrants come to Taiwan to work as caregivers, they settle into a stable job. Once established in this profession, it is not easy to change occupation. The salary received is costly in terms of time and physical labor. The accumulated experience can be shared with newly arrived marriage immigrants, making it easier to integrate into the local culture and life. On average, caregivers work five days a week, for more than 10 hours a day, and undertake about 15 hours of overtime per month. Care work has become the focus of a caregiver's daily life. The long hours of work reduce the amount of personal rest time, and contributes to a limited work-life balance (Cai, Chen, Lin, Liang, 2013).

#### **3.3 Qualitative research**

The researcher translated the audio recordings into verbatim manuscripts, then conducted a qualitative analysis verbatim, and summarized themes and concepts for each topic. When logging in, each participant was assigned a code (first respondent: C1, second respondent: C2, third respondent: C3, fourth respondent: C4 and fifth Interviewee: C5) When using content analysis, emerging themes were identified in the records and transcriptions and correlations were made between the themes.

3.3.1. Research methods: In order to understand the situation faced by marriage immigrants in the workplace in Taiwan, qualitative research methods were adopted. In-depth interviews, observations and interviews, and face-to-face interviews were used to collect detailed, rich and interview-centric information. The psychological mindset of the interviewee was investigated, to understand their inner thoughts and interpretations in order to obtain information regarding their state of mind.

3.3.2. For the purpose of research and implementation, this project invited five immigrants who were married and working in Taiwan for at least a year. Interviews were conducted and verified through triangular methodologies, to address the main topics of the study:

- (1) How are marriage immigrants treated in the workplace?
  - (2) What are the perceptions and reactions to the marriage immigrants colleagues' attitudes?
  - (3) The main factors that cause conflict in the workplace and the methods of self-adjustment?
- The actual situation of marriage immigrants in Taiwan's workplace was discussed, to identify the difficulties they faced along with their related needs. The research data expected to obtain the deep feelings of married immigrants.

### 3.3.3. Interview outline

In order to make qualitative interviews more precise and address the research questions, the following interview outline was planned in advance based on the research purpose and research questions;

- (1) What is your current work situation in the workplace?
- (2) How have you been treated in the workplace?
- (3) Could you please share your experience or feelings about employment in the workplace?
- (4) Could you please talk about the main cause of conflict in the workplace?
- (5) Could you please talk about how you deal with or adjust to workplace problems or pressures?

Semi-structured questionnaire interviews were used to interview five marriage immigrants. Observations and in-depth interviews were conducted. At the beginning of the interview, the researcher first explained the purpose and process of the research. After obtaining the consent of the subjects, the whole process was recorded, and lasted between 40 minutes and 1 hour.

### 3.3.4. Data collation and analysis

Data processing and analysis was first conducted after the interview, and the verbatim manuscript was transcribed. All the spoken data from the interview, the emotional reaction throughout and the relevant interview situation were recorded, and a complete and detailed manuscript was documented. The principles for establishing verbatim manuscripts ensured they were both detailed and accurate. A complete verbatim manuscript allows the analysis of qualitative data to be as close to the original interview as possible, and better understand the interviewee's ideas. The process of transcription of a verbatim manuscript: After the interview, the researcher listened to the audio file repeatedly, then transcribed the manuscript verbatim as a computer file and on paper, then recorded the observations and experiences during the interview as a text file.

The manuscript content was repeatedly read through, to explore the meaning of the themes, and code the data: this involved reading the text data repeatedly, looking for relevant words according to the research purpose and research questions, exploring the meaning that the researcher wanted to express, and integrating these important messages into codes. The materials belonging to the same observations were classified and abstracted, and the same concepts were grouped by type, allowing important meanings and phenomena to be classified, and then categorized by the



researchers as a whole. Throughout the process, the researcher continued to review the dialogue by comparing the data and the literature. This helped to analyze the data and clarify the concepts, so that the research results and other research parts became more relevant to the objectives of the research report. The qualitative research process is shown in Fig. 2:

#### 4. Research findings

According to the basic information from the interviewees, it is common for marriage immigrants to become caregivers, and does not require particularly high qualifications. Marriage immigrants will choose jobs that they can do, and as long as they have a job, they will do it without special training, expertise or education. They can enter the workplace for employment and have obtain a stable income to sustain their lifestyle. Care attendants account for a large proportion of the workforce of healthcare providers, and their numbers are expected to grow. Female care attendants can earn a meager salary from their work to support family expenses and meet the needs of their families (Walton & Rogers, 2017).

4.1 Marriage immigrants come to Taiwan alone, in order to benefit their family, children through their work income. They are very committed and hardworking and do their part in order to obtain a stable income to maintain their lifestyle. The work and workplace treatment of marriage immigrants ranges from non-friendly to friendly. The rational actions of marriage immigrants show that they are active subjects. Most marriage immigrant women think that Taiwan is not a difficult country to adapt to. With patience and study, they can gradually adapt to the Taiwanese workplace. Most female foreign nationals and mainland spouses hope to enter the job market as soon as possible after they marry in Taiwan, and earn an income to improve the lives of their transnational married and native families in their home countries. *I feel that when we were newly arrived in Taiwan, people were not very good to the newcomers, as they were not easy to get along with. They continually found fault with our work, which is not productive. I felt very frustrated and stressed. I was heavily discriminated against as a mainland girl and they were very unkind to us(C1).*

*Some colleagues in the workplace were good and some were bad. Good colleagues, those who would help and cooperate with us sometimes understood the pain of leaving our hometowns and our inner feelings, and the difficulties of working in the workplace; bad colleagues mostly bullied people. When I first arrived, I was very badly bullied(C2).*

Marriage immigrants will encounter pressure, ostracism, discrimination, bullying, etc. in their initial work in Taiwan, but after interacting and integrating, they will further understand and support each other, and work together to help and cooperate with each other in the workplace.

The old term "foreign bride" or the more contemporary one, "foreign spouse", is a specific discriminatory term with stigmatizing effects (Ye, 2006). Marriage immigration is a better term. It is a kind of discriminatory term used to stigmatize foreigners and land distribution. Married immigrant women more often face discrimination and surveillance from the state, the media, the general public, and even their own families and neighbors (Xia, 2005). Among the mainland spouses who have legal work rights in Taiwan, up to 75% are engaged in cleaning and nursing work. In the workplace environment, inequality and discrimination exist. The impact of cross-cultural adaptation, such as customs, differences in life values, and language barriers need to be addressed in order to fully integrate marriage immigrants into Taiwanese society. There is a need to build an inclusive and respectful immigrant society, where the

foreign caregiver cherishes their income from their work and obtains status and self-worth from their families and even society.

- 4.2 Self-mediation and reconceptualization of marriage immigrants in the workplace environment is required for integration into the cross-cultural Taiwanese society. In addition, marriage immigrants have replaced the original hard workers in Taiwan and have become a strong driving force in the family. A big challenge for immigrant workers is for them to use their past work experience and education to find a career. When immigrants come to a new country, they will face financial problems and have to find work, and hope that the work can sustain them, despite their reduce social class or ability, and employment being less selective, more dangerous and hard (Tiagi, 2016).

*I used to take care of elderly people in mainland China. After I came to Taiwan, I would do whatever I could. People must be patient, and do their job well, improve their attitude and behavior to gain approval. What is important is having a well-paid job(C3).*

*As long as the newcomers are fresh, they will be bullied, regardless of nationality. Although I am very introverted and don't display my anger, I can often feel considerable anger. I will be calm and patient, to achieve my money through my work(C5).*

Marriage immigrants in the workplace are engaged in hard work at the grassroots level in Taiwan and bear the burden of family finances. Marriage immigrants stay away from their home countries. When they first arrived in Taiwan for work, they would work hard mainly for life, reputation and other purposes, in order to stabilize the family and the native family.

Marriage immigrant caregiver's needs are generally based family finances, and actively master the long-term basic-level care work. Most foreign spouses are engaged in labor as unpaid family members, and they undertake almost all of the housework, taking care of their in-laws and husbands; they are often engaged as farm laborers, service industry helpers, factory production process workers, domestic maids, hospital caregivers and other relatively basic labor jobs. The average working time is longer than that of Chinese people, and their pay is lower (Chai, 2005). Self-challenges, personal self-worth and goals were powerful motivations for marriage immigrants to overcome workplace conflicts or difficulties. Assistance should be provided for marriage immigrants to adapt to life and socially integrate into Taiwan (Ye, 2006).

- 4.3 Marriage immigrants who have newly entered the workplace will have a stable job and income after cross-cultural integration and mediation to successfully integrate into the Taiwanese culture and workplace. The common pattern of the life story of marriage immigrants is as follows: Work hard to adapt to the new country ; Support the family ; Integrate into society ; Struggle for a better future. This will nurture the people's concept of respect for the coexistence of multiple cultures to promote the realization of a harmonious and diverse society (Gong, 2019). At first, colleagues in the workplace had a non-friendly attitude towards marriage immigrants. After becoming more acquainted, marriage immigrants would change their outlooks and adapt accordingly, and their perceptions and feelings would transform from being rejected to being accepted.

*People who have just arrived will be bullied in the first week. After a week, they can usually overcome it. That's difficult, it's hard to adapt at the beginning, you have to remember that you're there for work and to make money. I will change to studying and slowly integrate into*



*Taiwan's cultural workplace and lifestyle. Fortunately, the support of my family has made me perform better at work and with affirmation and recognition, I'll gradually fit into a group(C3). As a caregiver, we have to do things well and work for the patients. We must think about how to take photos of them, take care of them, and do everything like this. When you encounter problems at work, you have to solve the problems yourself and find ways to overcome them. If there is a problem, I will talk about it once, take notes and pay attention to what I can do differently next time, so I will remember and learn. When facing the challenges of work, we must find ways to solve and adapt, to living here(C4).*

Social integration is a dynamic relationship. Difficulties in cross-cultural practices, differences in life styles, and negative workplace environments have shaped the experiences of attitudes and discrimination against married immigrant women. The rational actions of marriage immigrants show that they are active subjects, able to integrate and adapt to the life and culture in Taiwan.

Due to established stereotypes in Taiwanese society, there is often some unnecessary discrimination in our lives (Chai, 2005). With regard to marriage immigration and integration, there is a growing need to explore the perspective of integration and its value, in order to understand the social and structural complexities of these processes more widely, and to understand the meaning of specific results (Spencer & Charsley, 2016). Marriage immigrants can successfully integrate into Taiwan's social lifestyle and workplace. Not only can they be recognized, accepted and supported, but they can also feel good about themselves. Emphasis on teamwork in the workplace will bring increased benefits. It also highlights how marriage immigrants are part of Taiwan, and more like a close knit family.

- 4.4 The main factors that cause conflicts in the workplace and the methods of self-adjustment. It is important to discuss and analyze how the problems or difficulties faced by marriage immigrants who enter the workplace in Taiwan, ranging from the circumstances and treatment they will face, how they stand up to difficulties and conflict, face challenges and how they respond affect their ability to integrate into Taiwanese Society. Ming (2017) pointed out that caregivers are proud of their work, and this is seen by the value and significance displayed by professional service personnel at work, who strive to strengthen their professional image and improve service quality.

*Sometimes when I can't read something, they will help me and my colleagues to help each other. At work, there are many things that I don't understand, so I'll become nervous and stressed. With the help of my colleagues, I will learn slowly. Through habit and understanding, I will work with colleagues or nurses to slowly resolve my problems. We, develop our sub-group with our peers, we will help together(C1).*

*Regarding people from Vietnam, whose communication method is unlike ours in Taiwan, they will be more gentle, but will become increasingly loud around family members. This will make me angry and upset the residents, so I will speak clearly and then listen and learn from senior staff. Don't worry about it, don't take it to heart, it's not easy because they are all human beings, and everyone here needs to understand each other's work. To understand and tolerate each other, you can't look down on her just because she is from Vietnam and he is from the mainland. People will all encounter difficulties Please be patient with me. When there is conflict, he will think about his own problems and make amends(C5).*

Marriage immigrants will form a self-help group in the workplace, share their work experience and be mutually tolerant. This will transform conflict at work and promote it into a harmonious relationship.

The main reasons for conflicts in workplace work arise from cultural and language communication, unfamiliarity with the business, the amount of work assigned, and different opinions and ideas. The methods of self-adjustment include: thinking about one's own problems, colleagues helping each other to develop a cohesive team spirit, finding the senior nursing staff to deal with problems, having the patience to find solutions, reflecting on conflict factors and religious beliefs, etc. In the personal workplace, the more you can better show your work ability and value, the more it will help to integrate you into the local culture and lifestyle.

## 5. Research results

It is very important for immigrants to integrate into the workplace. If they often get along and become friends with people of their own nationality, it is easier for them to integrate into groups in the workplace. Desegregation will enhance the integration of immigrants in the workplace and allow them to better enjoy the benefits of working in the workplace (Stromgren, Marcinczak, Stjernstrom & Lindgren, 2014). Taiwan is a multicultural country, which has harmoniously integrated marriage immigrants, who have found a new life after coming to and settling down in Taiwan. This allows them to expand their original family culture, and combine and integrate it into Taiwanese culture to enhance and innovate their lives, thereby enriching their work experience in Taiwan, making it more conducive to self-adjustment and effectively responding to the workplace. Marriage immigrants work as caregivers, who find their job both competent and enjoyable. They find value and meaning in their work. After adjusting and crossing cultural and language barriers, they can devote themselves to benefitting others. This research aims to comprehensively understand the self-mediation and reconceptualization of marriage immigrants in the workplace environment, and further explore the phenomenon of expanding the nature of local society and primitive family culture. Fig. 3 demonstrates:

Many diligent foreign spouses have become the main economic force of many disadvantaged families in the country, and their hard-working and highly cooperative work ethic is often the best source of filling the basic labor force in the country when the basic labor force is deficient and hard to maintain. The jobs of marriage immigrants are mostly low-level, low-paid, labor-intensive, and long-term occupations. However, due to the fact that they are not afraid of hardship, they often overcome difficulties, support their family members, and practice their beliefs, thereby affirming the personal professional values to achieve professional recognition and respect. This has been demonstrated by the following:

5.1 Marriage immigrants working in the workplace are both focused and passionate, with serious and positive work attitudes. Regardless of whether the environment is friendly or hostile, they adapt their own understanding and interpretation to find ways to overcome and resolve problems, both effectively and responsibly. Due to this, they can fully and seamlessly integrate into their work and workplace and be both competent and happy.

5.2 Devotion to work through self-identification and self-affirmation. The recognition of marriage immigrants, through their learning, enthusiasm, sense of accomplishment and inner joy are important reasons why marriage immigrants love their professional jobs.

5.3 The rational proactivity of marriage immigrants show that they are active subjects. The role of remittance is used to explain the impact and initiative of transnational marriages on the emigre's families and society, along with their contribution to their original families (Gong, 2019). After understanding the work and workplace, as well as their work and time experience, a marriage immigrant's attitude towards work and its value through the pursuit of self-interest and beneficial life experience reflects the value and meaning of the work and why they continue to strive for constant improvement.

5.4 Marriage immigrants often come from poor families in poor areas. Marriage immigrants become part of Taiwanese society and this will continue to increase in future. Therefore, it is important to address how prejudice and discrimination can be resolved to create a friendly workplace through increased understanding. Education will help Taiwanese society to accept marriage immigrants and establish a welfare society (Chai, 2005).

## **6. Conclusions**

This article focuses on the meanings of their jobs to personal values, the crucial functions of their jobs to their family, the contributions of their jobs to these people's affiliation with clients, and to their in-group social connection with peers. Taiwan must meet the challenge of integrating workers into its society. It is the joint responsibility of the government and society to ensure that the construction of social capital and reproduction of social cohesion become necessary driving forces behind the promotion of social integration of marriage immigration. Social policy evaluation and planning should be used to form a new ethnically integrated society through the promotion of social capital construction ability training, beyond the limitations of ethnicity, language and life experience, and through the practice of joint participation, employment promotion, partnership and social identity.

6.1 The meanings of this job to foreign caregivers: Foreign caregivers are generally motivated by the needs of family finances and actively master the work of long-term care at the basic level.

6.2. The benefits of this job to their family: Foreign caregivers welcome the income of their job as it provides them with status and affirms their self-worth through their family and society.

6.3. Connecting with their clients: This group of grassroots employees generally work hard and are enthusiastic, and are widely recognized by patients and family members for their efforts, which feedback through their social recognition as family members.

6.4 Developing their sub-group with their peers: The humble, earnest and sincere attitudes of these long term grassroots care workers, combined with the recognition and respect they received from their family members, compensate them for their efforts.

## **7. Suggestions**

7.1 By teaching all kinds of workers in the workplace to respect marriage and immigrant workers through forming new culturally integrated groups in the workplace and society, it will be possible to mutually work together to advance their career development.

7.2 The government should train marriage immigrants by providing institutions with substantial subsidies and rewards, and establishing a system of employment and salary payment to strengthen workplace literacy and career development, thereby shaping their professional background and recognition to nurture their self-identification and awareness.

- 7.3 A friendly workplace and environment needs to be established at the social environment level, to provide opportunities for emotional expression, and positive communication to nurture more meaningful workplace values.
- 7.4 References and reflections on Taiwan's formulation of relevant policies are needed for it to become a truly multicultural society. The government must take responsibility to integrate these marriage immigrants into Taiwanese society as soon as possible, and treat the new Taiwan immigrants with multicultural attitudes.
- 7.5 The focus of Taiwanese society appears to help them adapt to Taiwan's culture after they marry in Taiwan. The government's educational measures related to life adaptation counselling have found that education and cultural adaptation courses have helped them "understand" Taiwan's culture, so they can "adapt" and "integrate" into Taiwan's society.

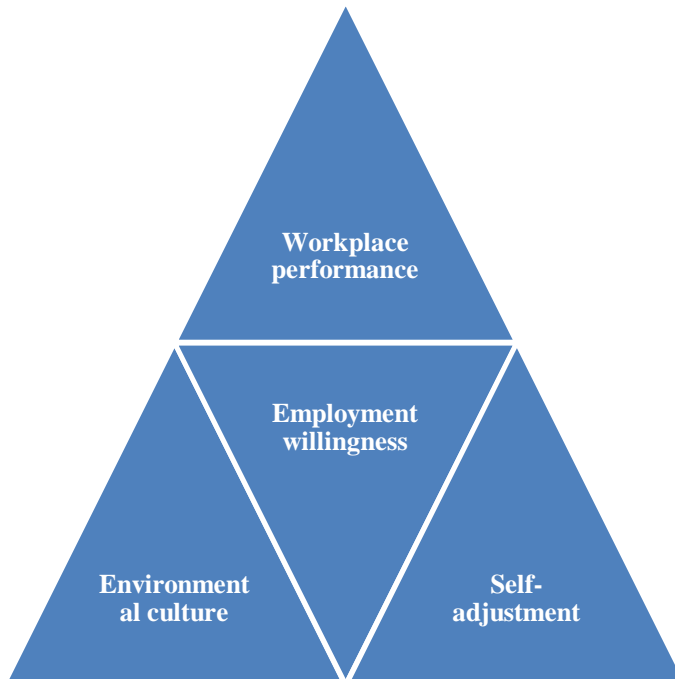


Fig. 1 Conceptual architecture diagram

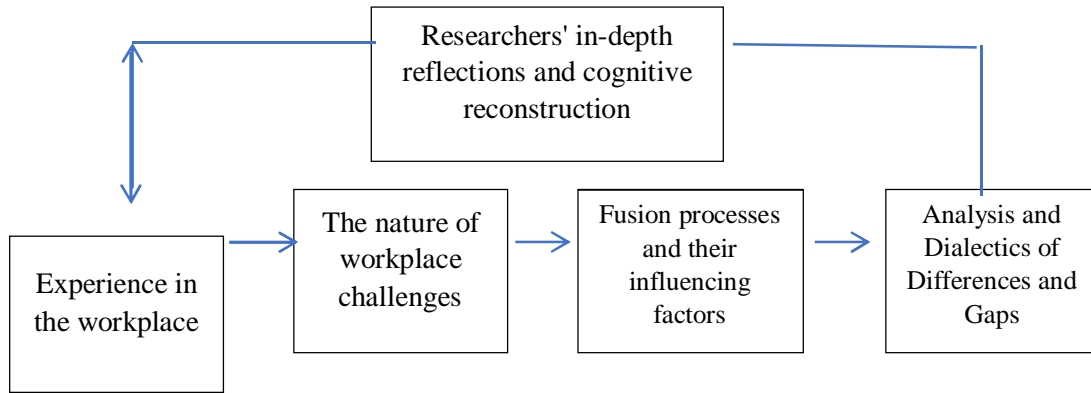


Fig. 2 Qualitative research process

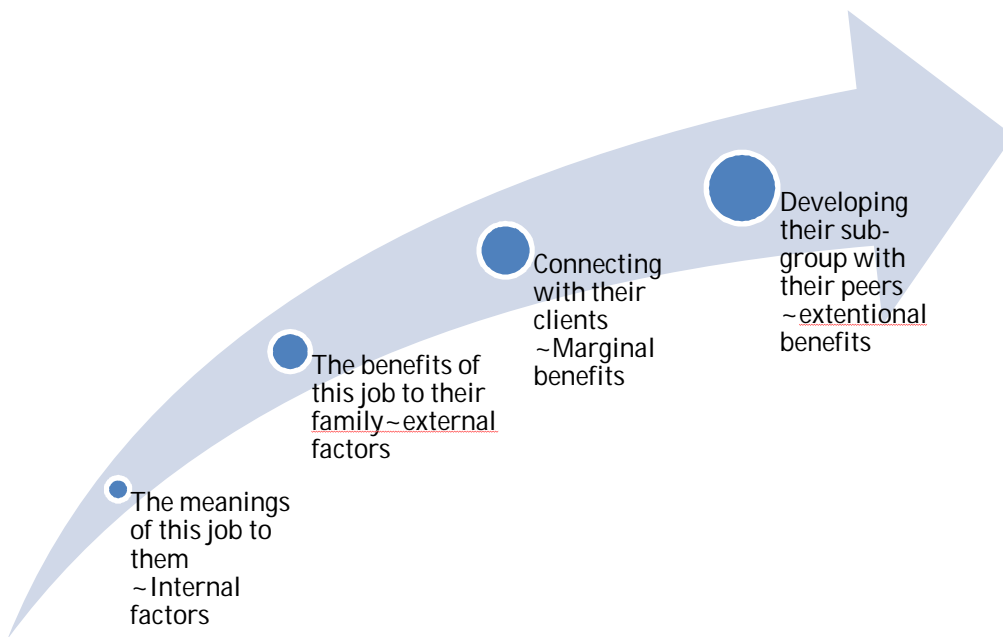


Fig. 3 Conclusion of the study



Table 1 Research participants detailed information

	First respondent	Second respondent	Third respondent	Fourth respondent	The fifth respondent
nationality	Chian	Indonesia	Vietnam	Chian	Macao
Gender/age	Female/55 Y/O	Female/45 Y/O	Female/48 Y/O	Female/53 Y/O	Female/50 Y/O
Education	senior high school	Secondary school	Secondary school	Secondary school	Secondary school
marriage	married	married	married	married	married
children	No children	Has 1 child	Have 2 children	No children	Have 2 children
Working years	Over 14 years	Over 16 years	Over 4 years	Over 10 years	Over 23 years
Time to Taiwan	for 17 years	for 17 years	for 10 years	for 12 years	for 28 years
Nature of the work	Nursing Assistant	Nursing Assistant	Nursing Assistant	Nursing Assistant	Nursing Assistant
Salary	12 hours/month /32000NT	12 hours/month /49260NT	8 hours/month 24000NT	12 hours/month /34000NT	12 hours/month /38000NT

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