

Highlights for the First Quarter of 2025 (January to March)

- Jan 01, 2025 In line with the minimum wage adjustment effective today, the minimum monthly wage has been increased from NT\$27,470 to NT\$28,590. Accordingly, the first tier of the "Table of Grades of Labor Insurance Salary" and the "Table of Grades of Labor Occupational Accident Insurance Salary" has been revised to NT\$28,590. In addition, the 24th tier of the "Monthly Contribution Classification of Labor Pension" has been revised to NT\$28,590, with the revisions taking effect immediately.
- Jan 03, 2025 Amended and promulgated the "Operation Directions of Handling the Approval, Subsidies and Supervision and Management of Occupational Injury and Disease Service Medical Institutions by the Ministry of Labor." The amendments align with the practical operations of occupational injury and disease service medical institutions and address subsidy application requirements, while enhancing the quality of services and expanding the care and support provided to workers affected by occupational accidents.
- Jan 06, 2025 Amended and promulgated partial articles of the "Enforcement Rules of the Labor Insurance Act," introducing the following revisions: the insured salary may not be adjusted during periods when an employee is on injury or sick leave, or when a respondent to a sexual harassment complaint is suspended from duty during an investigation; labor unions that collect insurance premiums in advance but are in arrears for two cumulative months may no longer continue advance collection; and for individuals without household registration in Taiwan, a certificate of kinship may be submitted in place of a household registration transcript or household registration book when applying for various insurance benefits.
- Jan 06, 2025 Promulgated the "Guidelines to Protect the Rights of Female Foreign Workers and Their Children," covering four major stages (pre-pregnancy, pregnancy, post-childbirth, and child-rearing) and providing detailed information and protection measures. The guidelines are available in five languages (Chinese, English, Thai, Vietnamese, and Indonesian) and are supplemented with easy-to-understand pamphlets and infographics to facilitate reference and use by migrant workers, employers, employment agencies, and local governments, thereby safeguarding the rights and interests of both labor and management and promoting workplace harmony.

- Jan 07 – Feb 12, 2025 Implemented the "2025 Labor Inspection Implementation Program during the Lunar New Year Safety Campaign," urging businesses to strengthen disaster prevention measures for high-risk operations and to comply with regulations related to the prevention of overwork. A total of 9,628 business establishments were inspected, resulting in 276 work suspensions and 802 fines, with total penalties amounting to NT\$64.36 million.
- Jan 17, 2025 Convened the 1st Liaison Meeting of National Labor Inspection Agency Directors for 2025, chaired by Minister of Labor Hung Sun-han. Together with directors of labor inspection agencies and personnel from the Occupational Safety and Health Administration, Minister Hung reviewed past performance and discussed future key initiatives. He emphasized that workplace safety must never be compromised and reaffirmed that the MOL will continue to serve as a strong support for frontline inspection agencies, working jointly to create a safer and healthier working environment for all workers.



Image 1: Minister of Labor Hung Sun-han and labor inspection agency directors and personnel review past performance and discuss future direction.

- Jan 24, 2025 Amended and promulgated the "Required Documents for Employers to Hire Type A Foreign Worker(s)" in accordance with the "Qualifications and Criteria Standards for Foreigners Undertaking the Jobs Specified Under Subparagraphs 1 to 6 of Paragraph 1 of Article 46 of the Employment Service Act." The amendments revise Item 16 of Subparagraph 1 under Point 2, adding the required supporting documents that employers and foreign professionals must submit when hiring foreign nationals to engage in bartending work.

Feb 12, 2025 The Deputy Prime Minister of the Kingdom of Eswatini paid a courtesy visit to the Workforce Development Agency, Ministry of Labor, to exchange views on vocational training and employment measures for persons with disabilities, middle-aged and elderly individuals. Deputy Prime Minister H.E. Thulisile Dladla expressed the hope that Taiwan could assist Eswatini in establishing a vocational training center for persons with disabilities that would serve all age groups, and also looked forward to Taiwan dispatching an expert team to Eswatini to provide assistance and guidance.



Image 2: Deputy Prime Minister of the Kingdom of Eswatini, H.E. Thulisile Dladla, visiting the Workforce Development Agency of the Ministry of Labor.



Image 3: Group photo of the Eswatini delegation with the Workforce Development Agency representatives

- Feb 18, 2025 The Bureau of Labor Funds of the Ministry of Labor announced the public solicitation of asset managers for the management of the "Global Climate Action Passive Equity" mandate for the Labor Pension Fund (New Scheme) in 2025. A total of four asset managers will be selected through a competitive process, with each mandate valued at US\$400 million, totaling US\$1.6 billion. This mandate centers around the theme of climate transition, aiming not only to ensure the long-term and stable returns of the Fund, but also to leverage the influence of institutional investors in the capital markets to encourage companies to prioritize and implement sustainable development practices.
- Feb 24, 2025 Amended and promulgated certain provisions of the Employment Service Program for Drug Users to align with the "New Generation Anti-Drug Strategy Action Plan (Phase III, 2025–2028)" approved by the Executive Yuan, as well as the amendments to the "Minimum Wage Act" and the "Gender Equality in Employment Act." The revisions also review and refine the scope of similar subsidies that may not be duplicated and adjust the eligibility requirements for part-time workers applying for employment incentives. The implementation period of the Program is from January 1, 2025, to December 31, 2028.
- Feb 24, 2025 Promulgated the "2025 Ministry of Labor Guidelines for Subsidizing Civil Organizations in the Promotion of Workplace Sexual Harassment Prevention Activities," which subsidize civil organizations that have long been engaged in issues such as gender equality, women's rights, and the prevention of gender-based violence, to organize workplace sexual harassment prevention initiatives. By fostering public-private partnerships and utilizing diverse promotional resources, the initiative aims to achieve comprehensive outreach and awareness. Applications are accepted until April 30, 2025. For those approved through the review process, a maximum subsidy of NT\$250,000 will be granted.
- Feb 27, 2025 The government allocated NT\$130 billion (including a special budget of NT\$10 billion for post-epidemic measures) in 2025 to supplement the Labor Insurance Fund to increase fund income. As of February, a total of NT\$60 billion was disbursed (including NT\$30 billion disbursed on January 10).
- Mar 03, 2025 Completed the disclosure of income distribution for the Labor Pension Fund (New Scheme) for 2024, and provided various channels for individuals to inquire about the distribution amount of their personal accounts and the cumulative amount in their accounts.

- Mar 10, 2025 Promulgated the "Flowchart for Major Injury and Illness Support Services for Migrant In-home Caregivers," consolidating assistance measures for migrant workers and support mechanisms for employers to apply for substitute caregivers, helping employers access social support when a household migrant care worker is unable to work due to major injury or illness.
- Mar 13, 2025 Amended and promulgated partial provisions of the "Regulations for Start-up Assistance for the Unemployed under Employment Insurance," adding new provisions for interest subsidies for businesses resuming operations after closure, expanding circumstances under which subsidies may be revoked or annulled, and adjusting related regulations based on practical implementation needs to improve administrative mechanisms.
- Mar 14, 2025 Promulgated the amended "Directions of the Ministry of Labor for Subsidizing Municipality and County (City) Governments in Implementing Assistance Measures for Workers Suffering from Occupational Accidents," increasing the number of eligible academic disciplines for professional service personnel and administrative support staff assisting workers injured in occupational accidents with rehabilitation, and raising the salary points for professional case service personnel and service supervisors, with the aim of encouraging long-term retention of personnel.
- Mar 20, 2025 Launched the "2025 Labor Insurance Insured Relief Loan" for the period from December 26, 2024 to January 10, 2025. A total of 104,712 workers benefited from the loan program, with disbursements amounting to NT\$10.458 billion.
- Mar 20, 2025 Amended and promulgated the "Directions Governing Type Verification of Machinery, Equipment, and Tools" to align with international standards, enhance the type verification process, and strengthen the source management mechanism for machinery, equipment, and tools.
- Mar 21 – Mar 22, 2025 The Ministry of Labor, in collaboration with the Taiwan Labor Law Association, co-hosted the two-day "Seminar on Legal Frameworks for the Prevention of Workplace Bullying," featuring keynote speeches and practical exchanges on the prevention of workplace bullying based on the legal systems of advanced countries such as those in Europe, the United States, and Japan, as well as Taiwan.



Image 4: Minister of Labor Hung Sun-han delivering the opening remarks at the "Seminar on Legal Frameworks for the Prevention of Workplace Bullying"



Image 5: Group photo of Minister Hung Sun-han (sixth from right), Chairperson of the Civil Service Protection and Training Commission Tsai Hsiu-chuan (fifth from right), President of the Taiwan Labor Law Association Hsu Wan-ning (fourth from right), and keynote speakers

Mar 24, 2025 Announced the implementation of Employment Stability Measures for the rubber products manufacturing industry, machinery and equipment manufacturing industry, and other transportation equipment and parts manufacturing industry from March 1, 2025, to August 31, 2025. These measures aim to mitigate the impact of reduced working hours due to economic fluctuations on workers' livelihoods and to stabilize labor-management relations.

- Mar 24 – Mar 29, 2025 The Workforce Development Agency's Taoyuan-Hsinchu-Miaoli Regional Branch, Central Taiwan Regional Branch, and Yunlin-Chiayi-Tainan Regional Branch jointly organized the 55th Regional Skills Competition, featuring 56 skill categories in the youth division and 13 skill categories in the junior division, with a total of 3,704 participants.
- Mar 28, 2025 The Institute of Labor, Occupational Safety and Health, Ministry of Labor, held the "Presentation on the Survey and Analysis Results of Proper Sizing for Taiwan-Specific Personal Protective Clothing," inviting representatives from the Science Park Administration, industrial park associations, and enterprises to participate. The event presented the findings of a 2024 study on the suitability of protective clothing and its impact on operational efficiency. Deputy Minister Lee Chien-hung delivered the opening remarks, encouraging the promotion and application of Taiwan-specific chemical protective clothing to advance the policy vision of "Dignified Labor and a Friendly Workplace."



Image 6: Presentation on the Survey and Analysis Results of Proper Sizing for Taiwan-Specific Personal Protective Clothing



Image 7: Deputy Minister Lee Chien-hung posing with a model wearing personal protective clothing