

臺灣勞工

簡訊



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行政院卓院長出席全國模範勞工表揚典禮，
向全國勞工朋友們獻上最高敬意

Premier Cho Jung-tai Attends the National Model Worker Award Ceremony to Express the Highest Respect for Workers Nationwide

取得永居之外國專業人才等3類人員，自115年起可參加就業保險

Three Categories of Foreign Professionals with Permanent Residency Eligible for Employment Insurance Starting 2026

翻轉3K產業工作環境，職安署攜手產業公會啟動改善行動，打造安全健康職場

Transforming the Work Environment in 3D Industries: Occupational Safety and Health Administration Partners with Industry Associations to Launch Improvement Initiative and Build Safe, Healthy Workplaces

No.
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中英文版本內容如有出入，以中文版本為準。

The Chinese version rules if any contradiction in meaning exists between the Chinese version and English version.

Three Categories of Foreign Professionals with Permanent Residency Eligible for Employment Insurance Starting 2026

To attract the professional talent that Taiwan's economic development needs, foreign professionals, foreign specialist professionals, and foreign senior professionals who are employed to engage in work in Taiwan from the effective date (January 1, 2026) and have been approved for permanent residency are eligible to enroll in employment insurance and claim the associated benefits.

The Ministry of Labor (MOL) stated that, in line with the National Development Council's (NDC) talent attraction and retention policy, Article 25 of the amended Act for the Recruitment and Employment of Foreign Professionals to allow foreign professionals, foreign specialist professionals, and foreign senior professionals who are employed to engage in work in Taiwan and have been approved for permanent residency by the National Immigration Agency of the Ministry of the Interior (NIA) will be governed by the Employment Insurance Act, except as otherwise provided in that Act for the Recruitment and Employment of Foreign Professionals. Insured units are reminded to enroll these employees in employment insurance when they join the enterprise or when they have been approved for permanent residency, to ensure they can access the benefits they are entitled to. Additionally, when handling enrollment procedures, industry establishments are requested to note the phrase "permanent resident foreign professionals" on the enrollment form and attach supporting documents, including a photocopy of the employee's Alien Permanent Resident Certificate (APRC) and proof of employment or a declaration confirming the individual qualifies as a professional under Article 25 of the Act for the Recruitment and Employment of Foreign Professionals, to facilitate review and enrollment by the Bureau of Labor Insurance (BLI).

The MOL further explained that the primary legislative purpose of Employment Insurance is to enhance workers' employability, promote employment, and safeguard workers' basic livelihoods during periods without income due to involuntary unemployment or unpaid parental leave for raising children. Once the three categories of foreign professionals have enrolled in Employment Insurance in accordance with applicable regulations, they may apply for relevant insurance benefits when they meet the eligibility conditions for each type of benefit. However, an individual whose permanent residency permit is subsequently revoked or rescinded by the National Immigration Agency (NIA) of the Ministry of the Interior will lose their right to receive employment insurance benefits.

For more information on joining or withdrawing the enterprise from employment insurance, or to learn about the eligibility requirements for specific benefits, the MOL reminds the public to visit the BLI website (Chinese: <https://www.bli.gov.tw/0000100.html>; English: <https://www.bli.gov.tw/en/0000062.html>).



MOL Clarifies, 6 Categories of Actual Persons in Charge Are Subject to the Same Responsibilities as the Highest-Ranking Official Under the Gender Equality in Employment Act for Sexual Harassment of Employees; Statistics on Workplace Sexual Harassment Complaints Against Highest-Ranking Official to Be Newly Published

On April 8, 2026, the Ministry of Labor (MOL) amended and promulgated Article 4-2 of the Enforcement Rules of Gender Equality in Employment Act, providing a supplementary interpretation of the "highest-ranking official" as defined under the Gender Equality in Employment Act. The amendment expressly lists six categories of persons whose positions are equivalent to that of the highest-ranking official. If any of these individuals engage in sexual harassment against an employee, the victim is not required to wait for the company's internal investigation process, and may file a complaint directly with the local competent authority. If sexual harassment behavior is found, a fine of no less than NT\$10,000 and no more than NT\$1,000,000 may be imposed.

In practice, when an employee is sexually harassed by a person who is not the company's registered representative — such as the spouse of the chairperson, a director, or an individual holding an important position within the organization — the company can hardly be expected to investigate and verify the sexual harassment incident in an objective, impartial, and professional manner. Furthermore, under the Gender Equality in Employment Act, in cases where persons other than the industry establishment's registered representative, specifically those "whose positions are equivalent to that of the representative," commit sexual harassment against an employee, the determination of whether such persons hold a position equivalent to that of the representative is made on a case-by-case basis by the local government.

Article 4-2 of the Enforcement Rules of Gender Equality in Employment Act clearly defines "persons whose positions are equivalent to that of the representative" as those who substantively carry out the duties of the representative or who substantively control the organization's personnel, finances, or business operations. The article expressly lists 6 categories of such persons, including: (I) Is currently serving or has previously served as a director (trustee) or supervisor. (II) Holds twenty percent (20%) or more of the shares. (III) Has been identified by a labor union, shareholder, cooperating vendor, or complainant in a sexual harassment case as a person equivalent to the representative, with specific supporting evidence. (IV) Is the spouse or former spouse of the representative; a blood relative within the fourth degree of kinship; the spouse of a blood relative within the third degree of kinship; a blood relative of the spouse within the third degree of kinship; or the spouse thereof. (V) Where the representative has been re-elected or replaced but the registration has not yet been completed. (VI) Occupies a specially important position. If an employee is sexually harassed by any of the above persons, they may, pursuant to the law, file a complaint directly with the local competent authority, thereby safeguarding the rights and interests of employees and job applicants.

The MOL publishes an annual overview of workplace sexual harassment complaint cases. In 2025, local competent authorities received a total of 621 cases. This publication newly adds a statistical category for cases in which "the respondent is the highest-ranking official or the employer," totaling 109 cases and accounting for 17.6% of all cases. Female complainants accounted for the majority at 83.9%, and complainants aged 25 to 44 made up the largest age group at 53.4%.



Implementing Sexual Harassment Prevention in the Workplace —
Amending and Promulgating the Enforcement Rules of Gender
Equality in Employment Act

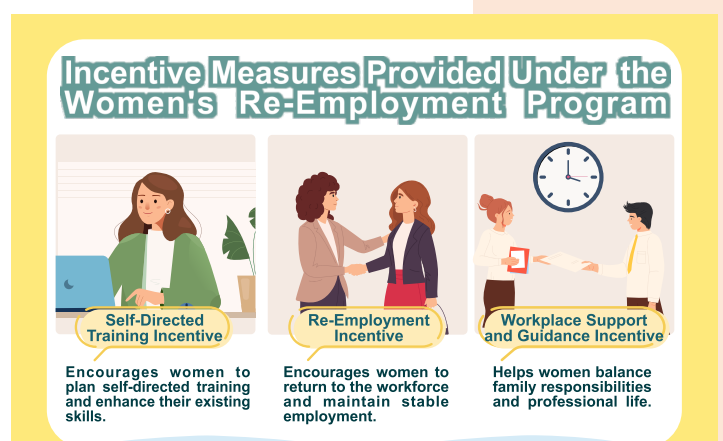
**Clarifying 6 Categories of Actual Persons
in Charge Who Must Bear the Same
Responsibilities as the Highest-Ranking Official**

More Incentives, Better Support! Back to Work, We've Got Your Back — Women's Re-Employment Program Gets an Upgrade!

With industries facing labor shortages and Taiwan's population continuing to age, the Ministry of Labor (MOL) has updated the incentive structure of the Women's Re-Employment Program to help women who have been out of the workforce re-enter with confidence. Through three incentives, namely the Self-Directed Training Incentive, the Re-Employment Incentive, and the Workplace Support and Guidance Incentive, the program aids in professional skill building, the creation of friendly workplaces, and achievement of long-term, stable employment.

The MOL has been promoting the Women's Re-Employment Program since 2023. In order to better align the relevant incentive measures with the practical needs of women, the "Implementation Guidelines for Women's Re-Employment Incentives" have been amended. Key changes include expanding the eligible target group to include reasons not related to family — all women who have been away from the workforce for 180 days or more are now eligible. Women who register for job placement services at a public employment service agency and enroll in this program may claim the Re-Employment Incentive regardless of whether they are placed by the public employment service agency or find employment on their own, as long as they have been employed for at least 30 days. Additionally, in consideration of women's adjustment needs in the early stages of returning to work, if a woman resigns before completing 90 days of employment and changes jobs within 60 days from the day following her resignation, and the new period of employment meets the eligibility conditions for the Re-Employment Incentive, she remains eligible to claim the incentive. The incentive structure has also been amended so that NT\$10,000 may be claimed for every 30 days of employment completed, with a raised maximum payout of NT\$60,000. On the employer side, the Employer Working Hours Adjustment Incentive has been renamed the Workplace Support and Guidance Incentive, encouraging employers to provide working hours adjustments along with at least one additional workplace support measure, such as family care assistance or subsidies, employee assistance programs, or on-the-job education and training. The incentive amount has been increased from NT\$3,000 to NT\$5,000 per person per month, for a maximum period of 12 months. The amendment also requires participants in the Women's Self-Directed Training Incentive to complete at least 8 hours of training courses. Upon completion of training, an incentive of up to NT\$30,000 will be granted to help women hone their vocational competencies and return to the workforce.

The MOL encourages women who wish to return to the workforce, as well as employers interested in recruiting female talent, to visit the MOL Workforce Development Agency (WDA) website to learn more about the Women's Re-Employment Program (<https://gov.tw/CBW>), or to call the toll-free customer service hotline at 0800-777-888, where dedicated staff are available to provide consultation services.



Premier Cho Jung-tai Attends the National Model Worker Award Ceremony to Express the Highest Respect for Workers Nationwide

Premier Cho Jung-tai attended the 2026 National Model Worker Award ceremony hosted by the Ministry of Labor (MOL) on April 29, 2026, and personally presented awards to 61 model workers and foreign workers for their efforts and contributions to national development, society, and the economy. This year's 61 award recipients came from a wide range of fields, including defense and high-tech industries, finance, healthcare, transportation, consumer service, and the food and beverage industry, as well as hairstylists, childcare workers and nannies, film, television, and photography professionals, union leaders and administrative staff who advocate for workers' rights, and foreign workers contributing to industry, social welfare, and family care, demonstrating the outstanding contributions made by workers across different industries.

In his address, Premier Cho expressed gratitude to the model workers from various fields for their dedication to the nation from their respective posts, noting that workers are the ones who drive economic growth. He also extended his appreciation to the relatives and friends who have offered their support and sacrifice behind the scenes. Premier Cho commended the MOL team led by Minister Hung Sun-Han for their efforts to advance labor rights, including raising the minimum wage for ten consecutive years to protect workers' economic well-being, promoting the new Flexible Parental Leave System to foster a family-friendly environment, and continuing to secure funding supplements for the Labor Insurance Fund. To ensure the sound operation of the Labor Insurance system, amendments to the Labor Insurance Act were promulgated on January 21 of this year, formally enshrining the government's obligation to provide fund supplements and bear ultimate payment responsibility into law, while also incorporating a regular financial review mechanism to support the long-term development of the system. Premier Cho stated that the government will continue to build a dignified and secure working environment so that every worker can pursue their livelihood with peace of mind and together create brilliant economic achievements.

The MOL stated that this year's national model workers were scheduled to visit the Presidential Office, accompanied by Minister Hung, to meet with President Lai on April 30, 2026. In addition to expressing the highest respect for this year's national model workers, the MOL also expressed its deepest gratitude to the workers from all walks of life across Taiwan. In the future, the MOL will continue its efforts to promote laws and policies that meet the needs of workers, as it serves as the strongest partner for workers across the country.

Premier Cho Jung-tai (center) of the Executive Yuan and Minister Hung Sun-Han (12th from right) of the MOL pose for a commemorative photo with 59 National Model Workers in attendance



Transforming the Work Environment in 3D Industries: Occupational Safety and Health Administration Partners with Industry Associations to Launch Improvement Initiative and Build Safe, Healthy Workplaces

To improve occupational health and safety in designated 3D industries (industries characterized as dirty, dangerous, and demanding) and encourage domestic employment, the Ministry of Labor (MOL) held the Launch of Cooperative Partners for Improving Work Environments in Specific Process Industries event on May 4, 2026, at the National Taiwan University Hospital International Convention Center. Witnessed by MOL Minister Hung Sun-Han, Director-General Lin Yu-Tang of the Occupational Safety and Health Administration (OSHA) jointly launched the cooperative initiative alongside the chairpersons of six major industry associations: the casting products, surface treatment, rubber and elastomer, plastic products, fluid power, and adhesive tape industries. The Industrial Development Administration (IDA) of the Ministry of Economic Affairs (MOEA) and the Chinese National Federation of Industries (CNFI) were also invited to participate, demonstrating the commitment of both government agencies and industry groups to jointly improve working environments and promote industrial upgrading and transformation.

In his address, Minister Hung stated that traditional 3D industries are facing multiple challenges including international competition, supply chain restructuring, labor shortages, and an aging workforce. Many businesses must simultaneously strive to secure orders and manage costs while confronting high-risk occupational hazard issues in their workplace — such as high temperatures, dust, noise, chemical exposure, manual handling and physical strain, and aging equipment. They also face the challenges of sustainable upgrading and transformation, as well as reducing occupational accidents. Minister Hung emphasized that since taking office, he has set two major work objectives: the first is to significantly reduce occupational accidents and protect worker safety; the second is to help businesses fill workforce gaps and promote and stabilize domestic employment. He noted that strengthening occupational safety and health cannot rely on labor inspections and penalties alone; rather, we should provide guidance, technical assistance, and subsidy resources at the front end to assist industries in upgrading and transforming. Industry associations best understand industry dynamics and are closest to and most familiar with their member companies. Through the support of associations and the establishment of industry networks, the MOL can more precisely identify industry needs and direct government resources to where they are truly needed. The improvement experience of one factory can also serve as a reference for others in the same industry, achieving the effect of "large enterprises leading smaller ones," model cases can drive broader adoption, and guided support can help build capacity. These efforts will help businesses identify risks, improve on-site conditions, and establish the capacity for autonomous occupational safety and health management.



Flexible Parental Leave Applications Exceed 10,000! Men Account for Nearly 50%; MOL Studies Expanding Eligibility

In order to build a childcare-friendly workplace environment, the Ministry of Labor (MOL) has continued to actively promote related support policies. The "day-based parental leave application" system, long advocated by civic groups, has also been in effect since the beginning of this year. Since the new system took effect on New Year's Day, the overall implementation results have been outstanding — not only has the number of applicants continued to rise, but the proportion of men participating in childcare has also increased significantly.

I. First Quarter Highlights: Applications Surpass 10,000; Proportion of Dads as Dedicated Co-Parents Surges

According to statistics, the number of flexible parental leave applications has shown a clear upward trend in the three months since the system was introduced. The cumulative number of applications from January to March 2026 has already exceeded 10,000, growing from over 2,000 in January to over 4,000 in March in a consistent month-by-month upward trend. This indicates that the new "day-based parental leave application" system better meets the immediate childcare needs of modern families. Furthermore, among the day-based applications, over 60% were submitted by accumulating multiple days and applying at once, reflecting that the simplified application process is also able to meet the public's need for a more convenient application experience.

Male participation in childcare has also increased notably. Over the past year (2025), the overall male application rate was 27.8%. Since the new "day-based parental leave application" system launched this year, the rate rose to 43.4% in January, and in March alone reached 49.6%, with nearly half of all applicants being male. This indicates that the flexible policy has effectively encouraged fathers to devote themselves to family childcare, enabling more fathers to become truly supportive co-parents.

II. Policy Outlook: Legislative Amendments to Be Initiated in the Second Half of the Year to Strengthen Family-Friendly Workplaces

Minister Hung Sun-Han stated that, based on current data, the "day-based parental leave application" system has effectively responded to societal needs, and parents' expectations for balancing work and childcare are now quite clear. To further improve the system, the MOL is actively studying proposals to expand the eligible scope of the flexible parental leave program, with legislative amendments expected to be put forward in the second half of the year. The MOL is aware that many parents have high expectations for the system. We will work diligently to promote it, in order to create a more flexible and childcare-friendly workplace environment that allows workers to work with peace of mind and raise their children without worry.

