

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

Highlights for the Second Quarter of 2025 (April to June)

Apr 1 – In response to the implementation of new U.S. tariff policies, Minister of Labor Hung
Jun 13, 2025 Sun-han conducted cross-regional visits to Taichung, Taoyuan, Changhua, New Taipei, Yunlin, and Hsinchu. A total of 108 labor unions were visited, and Minister Hung personally met with 170 union officials to explain the MOL's support measures. Upholding the principle of being “proactive and responsive,” he continued to listen to the concerns and recommendations of the labor sector.



Image 1: Minister of Labor Hung Sun-han explains the MOL's “Stable Employment” policies and support measures to union representatives.

Apr 5, 2025- Representatives from the Institute of Labor, Occupational Safety and Health (ILOSH)
Apr 14, 2025 participated in the 2025 WindEurope Annual Event and visited Maersk Training. The delegation observed occupational safety and health practices related to offshore wind turbine installation and operations and maintenance. The experience provided valuable insights into the latest international developments and promoted international exchanges.

Apr 09, 2025 Promulgated the “Administrative Guidelines on Reasonable Accommodation in the Workplace for Persons with Disabilities,” to take effect on July 1, 2025. The guidelines clarify the definition and scope of reasonable accommodation and provide practical direction for implementation across all stages of employment for workers with disabilities, assisting both employers and employees in ensuring inclusive workplace practices.

Apr 09, 2025 The Workforce Development Agency (WDA) held the 2024 Talent Quality-management System (TTQS) Gold Medal Award Ceremony, with 18 organizations honored. The event encourages domestic enterprises and training institutions to strengthen their efforts in talent development and cultivation.



Image 2: WDA Director-General Lydia Huang (then Deputy Director-General) delivers remarks at the 2024 TTQS Gold Medal and Pre-employment Training Five-Star Awards Ceremony.



Image 3: WDA Director-General Lydia Huang (then Deputy Director-General) (front row, fifth from left) with recipients of the 2024 TTQS Gold Medal and Pre-employment Training Five-Star Awards.

Apr 21, 2025 The Occupational Safety and Health Administration (OSHA), in collaboration with the Center for Occupational Accident Prevention and Rehabilitation (COAPRE), hosted the launch ceremony for the 2025 National Workplace Safety and Health Week. In alignment with the International Labour Organization's (ILO) advocacy, Taiwan has designated the week of April 28, recognized as the World Day for Safety and Health at Work, as National Workplace Safety and Health Week. The goal is to highlight the importance of protecting occupational safety and health and promoting the physical and mental well-being of workers among employers, employees, and the general public.



Apr 21 –
May 23,
2025

Image 4: Deputy Minister Lee Chien-hung and attending guests at the launch ceremony. To demonstrate the determination to defend labor rights and interests, Minister of Labor Hung Sun-han personally attended the graduation ceremony of the "48th Labor Inspector Pre-Service Training" for new members of labor inspection agencies across Taiwan. During the training, he encouraged the inspectors to be courageous in their duties and hoped that they would continuously enhance their professional knowledge, maintain integrity, and work together to fight for the rights and welfare of workers.



Apr 25, 2025

Image 5: Minister Hung Sun-han (third from right) and Director-General of OSHA Lin Yu-tang (second from left) with graduates of the 48th Labor Inspector Pre-Service Training. The Occupational Safety and Health Administration (OSHA), in collaboration with the Taiwan Occupational Hygiene Association, the Taiwan Environmental and Occupational Medicine Association, and Chung Hwa University of Medical Technology, co-hosted the 2025 International Conference on Occupational Hygiene and Occupational Medicine. The event featured international experts from the U.S., Australia, South Korea, and Japan, and brought together participants from government, industry, and academia in Taiwan. Through experience sharing and professional dialogue, the conference fostered collaboration aimed at creating safer, healthier, and more human-centered working environments.



Image 6: Chief Secretary of the MOL Tzou Tzu-lien with international experts and representatives from government, industry, and academia.

Apr 28, 2025 Amended and promulgated the “Regulations Governing Employment Enhancement of Unemployed Middle-Aged Persons and Elderly Persons,” in alignment with the implementation of the Minimum Wage Act on January 1, 2024. The amendments also clarify the eligibility of business types for start-up loans, applicable loan interest rates, and interest subsidies.

Apr 29, 2025 In celebration of Labor Day, the MOL held the "2025 Labor Day National Model Worker Award Ceremony" at the Sheraton Grand Taipei Hotel to recognize the efforts and contributions of workers (including migrant workers) to national development and socio-economic progress. The ceremony aimed to raise public awareness of labor rights and promote a more friendly and inclusive working environment.



Image 7: Secretary-General of the Executive Yuan Kung Ming-hsin (center) and Minister of Labor Hung Sun-han (center right) in a group photo with 61 National Model Workers and Migrant Workers.



Image 8: Minister Hung Sun-han delivering remarks at the 2025 Labor Day and National Model Worker Award Ceremony.



Image 9: Secretary-General Kung Ming-hsin presenting an award to Model Worker Ku Hsin-chiao.



Image 10: National Model Migrant Worker Representative Trinh Thi Anh delivering a speech at the Office of the President.



Image 11: Secretary-General Kung Ming-hsin (second from right) with Outstanding Migrant Worker Representative Le Van Loc (first from right) and his family members.

- May 06, 2025 Amended and promulgated certain articles of the “Regulations on Aids for Legal Service and Living Expenses of Labor-Management Disputes.” The amendments expand the scope of assistance to include labor disputes that, following successful mediation, enter provisional seizure or compulsory enforcement proceedings, thereby reducing legal barriers for workers. In addition, the duration of living expense subsidies for economically disadvantaged workers has been extended, further ensuring that more workers are able to safeguard their rights through legal proceedings.
- May 07, 2025 Amended the attached tables of the “Review Standards and Employment Qualifications for Foreign Workers Engaging in Work Specified in Subparagraphs 8 to 11, Paragraph 1, Article 46 of the Employment Service Act.” In line with the Executive Yuan’s 5+2 Industrial Innovation Plan, the amendments recognize the circular economy as a key sector and aim to ease labor shortages in manufacturing, agriculture, and the waste and resource recycling industries. As a result, recycling and waste treatment entities without factory registration, including both public and private waste treatment facilities, are now eligible to apply for migrant workers to meet basic labor demands.
- May 09, 2025 Amended certain provisions and attachments of the “Selection and Commendation Plan for National Talent Development Awards.” The revisions increase the fixed cash reward amount to attract more high-quality organizations to participate in talent development. A new evaluation dimension titled “Sustainability and Diversity in Talent Development” has also been introduced to encourage participating entities to incorporate strategies that promote gender equality and ESG development, ensuring alignment with industry trends and societal expectations.
- May 12, 2025 The APEC 7th Human Resources Development Ministerial Meeting (HRDMM) was convened in Jeju Island, South Korea, marking the first such meeting in 11 years and drawing significant international attention. Minister of Labor Hung Sun-han led Taiwan’s delegation and delivered remarks on two key topics: “Resilient and Dynamic Labor Markets” and “Future of Work and Active Labor Market Policies.” He shared Taiwan’s labor protection strategies in response to growing labor market flexibility, and highlighted efforts to foster a workplace environment that is inclusive and supportive of both women and middle-aged and older workers.



Image 12: Minister of Labor Hung Sun-han with the Chair of the APEC Human Resources Development Ministerial Meeting, Acting Minister of Employment and Labor of the Republic of Korea, Kim Min-suk.

- May 15, 2025 A delegation from the university affiliated with the Federal Employment Agency of Germany visited the Workforce Development Agency (WDA) of the Ministry of Labor.

The delegation was received by Deputy Director-General Shih Shu-Huei (then Secretary-General). The two sides exchanged views on the current status and regulations concerning employment services for specific target groups.



Image 13: Delegates from the university affiliated with the Federal Employment Agency of Germany with staff from the WDA.



Image 14: WDA Deputy Director-General Shih Shu-Huei (then Secretary-General) presents a gift to the visiting delegates from the university affiliated with the Federal Employment Agency of Germany.

May 26, 2025 Amended and promulgated Article 25 and the attached table of Article 18 of the “Regulations of the Examination of Injuries and Diseases Resulting from the Performance of Duties by the Insured Persons of the Labor Occupational Accident Insurance.” The revisions include updates to certain occupational disease names, applicable job categories, work environments, and operational types to reflect actual conditions and ensure the benefit rights of insured workers.

- May 28, 2025 Amended and promulgated Point 4 of the “Common Principle of Calculation of Fines for Violations of Labor Standards Act.” The amendment designates hospitals accredited by the Ministry of Health and Welfare as “medical centers” or “regional hospitals” as subjects to stricter penalties. The revision will take effect on August 1, 2025.
- May 29, 2025 Amended and promulgated certain articles of the “Enforcement Rules of the Labor Occupational Accident Insurance and Protection Act.” The revisions specify that employers who have obtained employment permits in accordance with the Employment Service Act, as approved by the central competent authority, are considered mandatory insured units under the Act. Additional provisions were added to prohibit adjustments to the insured salary during periods when the insured party—accused under the Gender Equality in Employment Act or the Gender Equity Education Act—is temporarily suspended by the employer pending investigation. These amendments aim to safeguard the insurance rights of insured individuals.
- May 29, 2025 Amended and promulgated the “Guidelines for Employers and Employees on Negotiated Reduction of Working Hours in Response to Economic Conditions” and the “Guidelines for Local Labor Authorities on Notification and Handling of Business Entities Implementing Negotiated Reduction of Working Hours.” The amendments include new provisions requiring employers to submit contact information of employees placed on furlough, enabling timely provision of employment stabilization assistance measures.
- June 01, 2025 Promulgated the “Directions of Fines in the Labor Pension Act” to provide consistent standards for handling cases subject to penalties in accordance with Articles 48, 49, and 52 of the Labor Pension Act.
- June 05, 2025 In official letter Lao-Bao-2-Zi No. 1140157666, the Ministry of Labor clarified that when an insured individual dies due to an occupational accident, if the beneficiary or the person who paid for the funeral expenses is eligible to claim both occupational accident insurance and labor insurance death benefits (or if the insured individual had already met the requirements and applied for a one-time labor insurance old-age benefit prior to death), only one type of benefit may be claimed. If two or more beneficiaries of the same priority level separately apply for occupational accident insurance and labor insurance death benefits arising from the same incident, the Bureau of Labor Insurance will notify all applicants to reach a mutual agreement on which benefit to claim, and the claim will be processed according to the agreed decision.
- June 09, 2025 Launched the “Pilot Program to Enhance Employability of Sheltered Workers,” aimed at helping individuals in sheltered employment improve their job skills. The program includes enhanced training and employment incentives, strengthened workplace support, and increased employer subsidies to promote their transition and long-term integration into the general workforce.
- June 11, 2025 Amended and promulgated Article 26 of the “Regulations for Start-Up Assistance for the Unemployed of Employment Insurance.” To support the operational stability of micro-entrepreneurs, the revision adds provisions allowing those affected by major socio-economic events, as determined by the Workforce Development Agency, to apply for repayment deferral measures.
- June 11, 2025 The Institute of Labor, Occupational Safety and Health (ILOSH) was granted a utility model patent in Taiwan (Patent No. M671247) for its Onboard Personnel Overboard Monitoring System. The patent is valid from June 11, 2025, through November 3, 2034. This innovation is scheduled to be exhibited in the Invention Competition Section of the 2025 Taiwan Innotech Expo.
- June 12, 2025 The interest rate for the loan period for the 2023, 2024, and 2025 Labor Insurance Insured Relief Loan was announced to be 2.165% per annum starting from the first business day in July 2025 (July 1, 2025).
- June 12, 2025 The Bureau of Labor Funds completed the selection process for the “2025 First Overseas

Discretionary Investment of Labor Pension Fund - Global Climate Action Passive Equity.” Four asset management institutions were awarded contracts, each with a mandate amount of USD 400 million, totaling USD 1.6 billion. In pursuit of long-term and stable returns, the investment mandates were designed with consideration for long-term asset allocation strategies and diversified investments across multiple currencies and asset classes to mitigate risk and stabilize returns. The mandates were awarded to international asset managers with distinct investment styles, leveraging their professional expertise and extensive research capabilities to enhance overall investment performance.

June 16, 2025 Organized an inspection visit by the “Social Welfare and Environmental Hygiene Committee, Legislative Yuan, to review the safety status of public works in the Chiayi area.” Legislators Wang Yu-min and Wang Cheng-hsu, along with Deputy Minister Lee Chien-hung, attended the visit in person to gain firsthand understanding of the construction progress and safety management of the Chiayi Railway Elevation Project. The project, officially titled “Contract C612 – Chiayi North Elevated Station, Chiayi Elevated Station, and Tropic of Cancer Station,” is overseen by the Central Region Engineering Branch Office of the Railway Bureau, MOTC, and represents a major undertaking in the Chiayi railway elevation initiative.



Image 15: Group photo from the visit by the Social Welfare and Environmental Hygiene Committee, Legislative Yuan, to review the safety status of public works in the Chiayi area.

June 23, 2025 The MOL’s Occupational Safety and Health Administration (OSHA) hosted a “Observation and Demonstration Session on Heat Prevention in High-Temperature Outdoor Work” at the construction site of the Jincheng Interchange on National Freeway No. 3. The event was presided over by Minister of Labor Hung Sun-han. On site, various sunshade, cooling, and rest facilities, as well as personal protective equipment, were showcased. In addition, OSHA introduced four major strategies for preventing heat hazards in high-temperature operations and outlined six key amendments to the “Guidance for the Prevention of Heat Hazards in High-Temperature Outdoor Work.” These updates expand applicability across multiple industries and work types, aligning with regulatory revisions and diverse operational conditions, and assisting employers in implementing effective heat hazard prevention measures and protecting worker health.



Image 16: Minister Hung Sun-han urges employers to proactively implement the updated Guidance for the Prevention of Heat Hazards in High-Temperature Outdoor Work.

June 30, 2025

The government allocated a total of NT\$130 billion (including NT\$10 billion from a special post-pandemic budget) in 2025 to supplement the Labor Insurance Fund. The full amount has been disbursed in three installments: NT\$30 billion on January 10, NT\$30 billion on February 27, and NT\$70 billion on June 30.