

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 – Jun 13, 2025 In response to the implementation of new U.S. tariff policies, Minister of Labor Hung 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- Apr 14, 2025 Representatives from the Institute of Labor, Occupational Safety and Health (ILOSH) 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.

Highlights for the Third Quarter of 2025 (July to September)

- Jul 01 – Dec 31, 2025 To ensure that tour bus and freight transport operators comply with labor and traffic regulations, and to safeguard both drivers' labor rights and public safety, the MOL collaborated with the Ministry of Transportation and Communications (MOTC) to conduct joint inspections. The MOTC selected 35 tour bus operators and 42 freight companies with repeated or serious violations. These inspections were jointly carried out by the Motor Vehicle Offices under the MOTC's Highway Bureau, labor inspection agencies, labor affairs authorities of municipalities and county (city) governments, and the MOL's local offices of the Bureau of Labor Insurance.
- Jul 14, 2025 In response to the government's energy-saving and paper-reduction policy, and to enable unemployed insured persons to receive timely notifications, starting from this date, the Bureau of Labor Insurance began sending text messages to notify claimants of unemployment benefit approvals on the next business day after payment authorization, replacing traditional mailed notices, provided that a mobile phone number was supplied during the application process at a public employment service agency.
- Jul 14, 2025 "The 4th Taiwan–EU Occupational Safety and Health Cooperation Meeting" was inaugurated by Minister of Labor Hung Sun-Han. Participants included Mr. William Cockburn, Executive Director of the European Agency for Safety and Health at Work (EU-OSHA), Ms. Charlotte Grevfors Ernoult, Head of Unit for Occupational Safety and Health at the European Commission's Directorate-General for Employment, and Mr. Lin Yu-Tang, Director-General of the Occupational Safety and Health Administration (OSHA), along with colleagues from both sides. The meeting focused on three major topics: "Digitalization and Occupational Safety and Health," "Psychosocial Risks and Mental Health at Work," and "Work-related Cardiovascular Diseases." By learning from the EU's latest strategies and research findings, Taiwan can further refine its policies and systems, thereby enhancing its overall occupational safety and health standards.



Image 1: Group photo of participants at the 4th Taiwan–EU Occupational Safety and Health Cooperation Meeting.

Jul 14, 2025 The MOL and the European Commission’s Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL) jointly convened the 6th Taiwan–EU Labor Consultation. DG EMPL Director-General Mr. Mario Nava led the EU delegation—marking the first time since the meeting’s establishment in 2018 that it was attended by a Director-General, and the first visit to Taiwan by an EU Director-General since 2015. Minister of Labor Hung Sun-Han emphasized during the high-level dialogue that, beyond maintaining existing cooperation platforms and projects, the MOL looks forward to strengthening exchanges with the EU on combating forced labor. Director-General Nava acknowledged the fruitful results achieved through years of cooperation and expressed willingness to continue using the Taiwan–EU Labor Consultation mechanism to regularly exchange views on topics of mutual concern, such as corporate due diligence and the prevention of forced labor. The meeting centered on “Dignified Work in Fisheries” and “Promoting Social Dialogue.” DG EMPL specially invited European social partners from the fisheries sector to Taiwan, while the MOL invited domestic NGOs that have long been dedicated to protecting migrant fishermen’s rights and promoting social dialogue—facilitating open communication and mutual understanding between Taiwan and the EU’s social partners.



Image 2: Group photo at the opening ceremony of the 6th Taiwan–EU Labor Consultation.

Jul 16 – Jul 20, 2025 The 55th National Skills Competition was held, featuring 56 skill categories in the Youth Division and 13 in the Junior Division, with a total of 1,168 participants. President Lai Ching-Te attended the closing and awards ceremony to deliver remarks, while Premier Cho Jung-Tai, Minister Hung Sun-Han, and senior officials from various ministries attended the opening ceremony. The event encouraged all contestants to take the competition as a source of growth, to keep honing their skills, and to bravely pursue their dreams, becoming a driving force for Taiwan’s future.



Image 3: Premier Cho Jung-Tai (center), Minister of Labor Hung Sun-Han (fifth from left), and senior officials at the opening ceremony.



Image 4: Oath-taking led by the athlete representative at the 55th National Skills Competition.



Image 5: Minister Hung Sun-Han delivering remarks at the closing and awards ceremony of the 55th National Skills Competition.

Jul 21, 2025 The “2025 International Conference on Sustainable Occupational Health and Safety” was convened, featuring U.S. expert Michelle Garner-Janna, who shared insights on global ESG trends, and domestic enterprises that presented best practices. The conference deepened understanding of how ESG governance can enhance corporate attention to workplace health and safety.



Image 6: Group photo of participants at the “2025 International Conference on Sustainable Occupational Health and Safety.”

Jul 22, 2025 The Workforce Development Agency (WDA) under the Ministry of Labor organized the “Empowering a Green Future: AI and Inclusive Talent Development International Forum.” The forum brought together public and private sector representatives and international partners to explore the potential and challenges of artificial intelligence (AI) in the context of green industries and talent development, offering valuable policy insights for cross-border and cross-sector training and innovation cooperation.



Image 7: Deputy Director-General Chen Shih-Chang of the Workforce Development Agency (front row, fourth from left) in a group photo with forum speakers and guests.

Jul 23, 2025 The MOL amended and promulgated partial provisions of the “Implementation Directions of MOL Study Subsidies for Involuntarily Unemployed Workers’ Children,” expanding eligibility, raising subsidy standards, and removing the “means-testing clause.” The revision aims to provide timely assistance to workers who have suddenly lost their jobs and income, thereby easing the educational burden on their children.

Jul 26, 2025 In response to potential asbestos hazards during post-disaster demolition and cleanup, the MOL established the Post-Disaster Reconstruction Protection Command Center to coordinate with local governments and allocate necessary resources. Protection stations were successively set up in Qigu, Xinying, Houbi, and Baihe Districts of Tainan City to distribute protective kits, offer consultations, and assist workers. An Occupational Safety and Health Advisory Team was also formed to conduct on-site inspections and provide safety guidance in affected areas.



Image 8: Minister of Labor Hung Sun-Han personally inspecting the Post-Disaster Reconstruction Protection Command Center and service stations.

- Jul 29, 2025 The Bureau of Labor Insurance (BLI) completed the 2025 annual review of insured salary and labor pension contributions based on financial and tax income data. Circulars and adjustment rosters were issued to affected units on Jun 26 and Jul 29, respectively. Effective from Jul 1 and Aug 1, labor insurance, employment insurance, and occupational accident insurance premiums, as well as labor pension contributions, were recalculated based on the adjusted salary levels.
- Jul 30 – Jul 31, 2025 In line with the amendment to Article 46 of the “Employment Service Act,” the MOL relaxed restrictions for employers hiring foreign nationals as family caregivers. Under the revised provisions, care recipients aged 80 and above, or 70 to 79 years old and diagnosed with stage II or above cancer, are now exempt from the requirement for a professional assessment by a medical institution. The amendment also revised and promulgated 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” (partial articles and appendices), the “Directions of the Employment Transfer Regulations and Employment Qualifications for Foreigners Engaging in the Jobs Specified in Subparagraph 8 to 11 of Paragraph 1 of Article 46 of the Employment Service Act” (partial articles and Appendices 1, 2, and 3 of Articles 13, 22, and 29), the "Documents, Validity Period, Application Procedures, and Other Documents for Employers Applying to Recruit Type 2 Foreigners as Stipulated by the Central Competent Authority," as well as "Documents, Validity Period, Application

Procedures, and Other Documents for Employers Applying to Recruit Type 3 Foreigners as Stipulated by the Central Competent Authority." These complementary amendments established a streamlined application system and priority review mechanism for families with critically ill patients applying for foreign family caregivers, expanded the criteria for determining eligible care recipients, introduced a priority undertaking order for critically ill families allowing cross-industry transfers, extended the processing period for foreign worker transfers, and adjusted relevant application procedures for the recruitment and employment of foreign and mid-level technical caregivers.

Aug 04 – Sep 19, 2025 The Institute of Labor, Occupational Safety and Health (ILOSH) under the Ministry of Labor implemented the project “A Study on Professional Competency and Management of Onshore Heavy Lift Operations in Offshore Wind Energy.” To assist professionals in entering the offshore wind energy job market and to enhance technical and safety standards for lifting operations, the institute organized three sessions of the DNV-Appointed Person for Lifting Operations International Certification Training Program. Each session consisted of five days of intensive training, with a total of 15 participants successfully completing the program and receiving certification. This initiative effectively improved the safety and professionalism of domestic heavy-lift operations, supporting the long-term development of Taiwan’s offshore wind industry.



Image 9: Training session for the DNV-Appointed Person for Lifting Operations International Certification Program organized by the Institute of Labor, Occupational Safety and Health.

Aug 06, 2025 The 12th ANZTEC Trade and Labor Committee Meeting was convened to discuss and exchange views on labor developments, occupational safety and health, the green economy, labor market policies, and vocational and technical training between Taiwan and New Zealand. Both countries committed to transforming the discussion outcomes into practical policy actions.



Image 10: Group photo of participants at the Taipei venue of the 12th ANZTEC Trade and Labor Committee Meeting.



Image 11: Group photo of participants at the Wellington venue of the 12th ANZTEC Trade and Labor Committee Meeting.

Aug 06, 2025 The MOL amended and promulgated Points 2, 7, and 21 of the “Operation Directions of Employment Promotion Subsidies for New Immigrants,” expanding eligibility from new immigrants who are married to citizens and legally residing or holding long-term residency in Taiwan to also include those who have been naturalized and registered as household residents.

Aug 13, 2025 In response to international developments such as U.S. reciprocal tariffs, fluctuations in the New Taiwan dollar exchange rate, and adjustments in import tariff policies that may affect Taiwan’s economy, industries, and labor market, the Ministry of Labor promulgated the “Regulations for Supporting Stable Employment for Workers in Response to International Developments.” Based on these regulations, several initiatives were launched, including the “Program for the Furloughed Laborer Training in Response to Reciprocal Tariff Policy of the U.S.A.” (Jul 04, 2025), the Enhanced “Employment stability measures” (Aug 13, 2025), the “Youth Employment Support Program” (Sep 01, 2025), and the “Integrated Employment Services Plan” (Sep 30, 2025). These measures aim to help employed workers maintain job stability, assist affected workers in reemployment, and support youth in successfully entering the workforce.

Aug 18 – The Workforce Development Agency (WDA) organized a study and exchange program
Aug 23, in Singapore for winners of the “2024 National Talent Development Awards.” A total of
2025 12 award-winning organizations participated, visiting institutions such as Motorist.sg and the Hyundai Motor Group Innovation Center Singapore, where they engaged in experience sharing and exchanges. The program also included thematic workshops and practical exercises, combining theory with hands-on learning. Through this in-depth exchange, participants were inspired to cultivate innovative thinking in talent development and contribute to the advancement of Taiwan’s overall talent cultivation environment.



Image 12: WDA Deputy Director-General Chen Shih-Chang (front row, fifth from left) with award-winning organizations visiting Motorist.sg in Singapore.



Image 13: WDA Deputy Director-General Chen Shih-Chang (second from right) with award-winning organizations visiting the Singapore City Gallery.

Aug 20, 2025 The MOL amended and promulgated the “Multiple Employment Promotion Program” and the “Empowering Employment Program,” while abolishing the “Operational Guidelines for Subsidies under the Multi-Employment Promotion Program.” The amendment redefined the scope of private organizations eligible for subsidies, revised the target groups for social-oriented projects under the Multi-Employment Program, raised the subsidy standards for project managers, and stipulated that individuals receiving similar allowances or subsidies may not simultaneously participate in the Empowerment Employment Program.

Aug 20, 2025 The Institute of Labor, Occupational Safety and Health (ILOSH) held the Symposium on Future Labor Market Trends in the Coming Decade, addressing topics such as labor challenges amid overlapping regional economic shifts and technological revolutions, the restructuring of global supply chains and Taiwan’s new talent strategy, the reshaping of labor structures through digital transformation and AI competencies, and the just transition of high-carbon industries and the rise of green-collar talent. The event attracted participation from corporate representatives, workers, experts, and scholars from various sectors.



Image 14: Group photo at the opening of the Symposium on Future Labor Market Trends in the Coming Decade organized by ILOSH.

- Aug 25, 2025 The MOL issued an interpretive order clarifying Paragraph 4, Article 27 of the “Gender Equality in Employment Act,” specifying that the term “legal proceedings” includes mediation procedures conducted in accordance with the “Labor Incident Act,” “Code of Civil Procedure,” and “Code of Criminal Procedure,” as well as those referred to the courts or mediation committees of townships, cities, or districts. During the mediation period, employers are required to grant official leave to victims who attend such mediation sessions.
- Aug 27, 2025 The MOL amended and promulgated the “Pilot Program to Enhance Employability of Sheltered Workers” to clarify the division of responsibilities among vocational rehabilitation professionals involved in the program. The amendment specifies the work duties of vocational rehabilitation personnel designated by local governments when implementing the program.
- Aug 27, 2025 Members of the Legislative Yuan’s Social Welfare and Environmental Hygiene Committee visited the Ministry of Labor to review its operations and the management of related funds. The on-site meeting was co-chaired by Committee Convener Su Ching-Chuan and Minister of Labor Hung Sun-Han, followed by a comprehensive discussion session.



Image 15: Committee Convener Su Ching-Chuan and Minister of Labor Hung Sun-Han co-chairing the discussion session.

Sep 04, 2025 The Flexible Parental Leave without Pay Policy was approved at the 3,968th Executive Yuan Meeting and is scheduled to take effect on Jan 1, 2026.

Sep 04 – Sep 05, 2025 The MOL organized the “2025 Labor Education Promotion Workshop – Trade Unions and Worker Directors.”

The event explored topics such as the potential impact of reciprocal tariffs on Taiwan’s industries and labor market, corporate governance, directors’ responsibilities, and financial oversight. It also introduced new sessions on sustainability, net zero, and just transition. Participants visited Aerospace Industrial Development Corporation’s Shalu Plant to gain insights into the company’s practical experience in corporate sustainability (ESG) development.



Image 16: Group photo at the dinner banquet of the 2025 Labor Education Promotion Workshop – Trade Unions and Worker Directors.

- Sep 08, 2025 The MOL preannounced amendments to the “Regulations for Implementing Unpaid Parental Leave for Raising Children” and the “Regulations of Leave-Taking by Workers.” Under the proposed amendments, workers may apply for unpaid parental leave on a daily basis within the existing two-year maximum leave period, for a total not exceeding 30 days. In addition, family care leave may be applied for on an hourly basis, and employers may not withhold full-attendance bonuses due to such leave.
- Sep 19, 2025 Through official interpretation Letter No. Lao-Dong-Fu-3-1140153238, the MOL clarified that workers who meet the self-initiated retirement conditions stipulated in Article 53 of the Labor Standards Act possess both the right to terminate the employment contract and the entitlement to retirement benefits. This vested right may be exercised upon the termination of the labor contract. Therefore, if a worker who meets the self-initiated retirement conditions passes away, their heirs are entitled to inherit the right to claim the retirement payment from the employer. Consequently, the previous interpretation issued by the Council of Labor Affairs of the Executive Yuan on Oct 8, 1987 (Letter Tai-Lao-Dong No. 5012), along with subsequent inconsistent interpretations, were declared no longer applicable as of this date.
- Sep 25, 2025 To ensure that insured units accurately report employees’ monthly insured salary for labor insurance, employment insurance, and occupational accident insurance, as well as monthly contribution wages for labor pensions, the Bureau of Labor Insurance (BLI) announced that starting Oct 1, 2025, if the reported insured salary is lower than the corresponding pension contribution wage, the BLI will automatically adjust the insured salary upward to match the pension contribution wage and issue official notifications to the insured units. This measure aims to protect the rights and interests of insured workers.
- Sep 26, 2025 The Ministry of Labor convened the 2025 Minimum Wage Review Committee Meeting, at which it was resolved that effective Jan 1, 2026, the monthly minimum wage will be adjusted from NT\$28,590 to NT\$29,500, an increase of NT\$910 or 3.18%, and the hourly minimum wage will be raised from NT\$190 to NT\$196, reflecting the same rate of adjustment. Upon approval and public announcement by the Executive Yuan, the adjustment is expected to benefit approximately 2.47 million workers nationwide.

Highlights for the Fourth Quarter of 2025 (October to December)

Oct 07, 2025 The MOL amended and promulgated certain provisions of the “Recharge and Restart Program in Response to International Developments.” The revisions extend the allowable training period for participating workers and remove the minimum enrollment requirement for participating enterprises. These measures encourage workers subject to reduced working hours and their employing enterprises to make greater use of the program, with the aim of enhancing professional skills and stabilizing employment.

Oct 07, 2025 The MOL held the 2025 Award Ceremony for the Evaluation of Occupational Injury Assistance Services by Municipal and County Governments, recognizing labor administration authorities that demonstrated outstanding performance in supporting occupational injury workers in returning to the workforce. The awards aim to encourage agencies to pursue greater innovation and continuous improvement, thereby delivering more comprehensive and effective services for workers affected by occupational injuries.



Image 1: Group photo of Deputy Minister Lee Chien-Hung, Deputy Director-General Lee Wen-Jinn of the Occupational Safety and Health Administration, and event participants.

Oct 13, 2025 Minister Hung Sun-Han convened the “Roundtable on Simplified Application Procedures for Flexible Parental Leave without Pay Allowances and Continued Labor Insurance Coverage,” bringing together human resources executives from various enterprises for in-depth exchanges.

During the meeting, the Bureau of Labor Insurance of the MOL presented a briefing on the streamlined application procedures already implemented in support of the flexibilization of parental leave without pay. Participants also offered valuable recommendations based on corporate operational practices, including suggestions for further simplifying application processes and continuously enhancing service quality in the future.



Image 2: Minister Hung Sun-Han presiding over the Roundtable on Simplified Application Procedures for Flexible Parental Leave without Pay Allowances and Continued Labor Insurance Coverage.



Image 3: Briefing on the flexible parental leave without pay policy and measures to simplify application procedures.

- Oct 14, 2025 The MOL amended and promulgated Article 5 of the Regulations Governing the Organization of the Supervisory Committee of Labor Retirement Reserve of a Business Entity. In response to the practical reality that the number of workers covered under the Labor Standards Act retirement pension system (the former labor retirement scheme) has been steadily declining, the amendment appropriately relaxes the cap on the proportion of labor representatives eligible for consecutive terms on the supervisory committee.
- Oct 20, 2025 The 2025 National Occupational Safety and Health Awards ceremony was held, with Premier Cho Jung-Tai personally presenting the awards. A total of two enterprises received the Large Enterprise Benchmark Award, two enterprises received the Small and Medium Enterprise Benchmark Award, two enterprises received the Labor Health Special Award, and three individuals were honored with the Individual Contribution Award.



Image 4: Premier Cho Jung-Tai and Minister Hung Sun-Han with all award-winning enterprises and individual recipients at the 2025 National Occupational Safety and Health Awards Ceremony.

- Oct 21, 2025 Announced amendments of the monthly minimum wage to NT\$29,500 and the hourly minimum wage to NT\$196, effective from Jan 1, 2026.
- Oct 30, 2025 To strengthen the recruitment of foreign technical professionals, the MOL established the Overseas Workforce Recruitment Center. The Center is responsible for assessing foreign technical workforce needs proposed by competent industry authorities, determining eligible industries, job openings, and skill requirements, and overseeing the planning of institutional frameworks, procedures, administrative resources, staffing, and budgets for overseas recruitment and skills testing. The Center also works with source countries through the signing of cooperation MOUs to jointly advance the recruitment of foreign technical professionals.
- Oct 31, 2025 To better understand the implementation and effectiveness of the MOL's occupational safety and health policies, the Social Welfare and Environmental Hygiene Committee of the Control Yuan, led by Convener Hsiao Tzu-Yu and accompanied by eight Control Yuan members, conducted an inspection visit to the Occupational Safety and Health Administration of the MOL. The visit included on-site construction inspections, briefings on operational practices, and a roundtable discussion on related policies and implementation outcomes.



Image 5: Deputy Minister Lee Chien-Hung, Director-General Lin Yu-Tang of the Occupational Safety and Health Administration, and Section Chief Huang Kuo-Chan of the Taipei City Labor Inspection Office briefing Control Yuan members on on-site safety measures and implementation practices.

Oct 31,
2025-
Nov 01,
2025

The MOL held the “Award Ceremony for Evaluation of the Accredited Specialized Hospital for the Diagnosis and Treatment of Occupational Diseases and Injuries, and Occupational Rehabilitation,” recognizing designated hospitals for occupational injury and disease treatment, designated hospitals for occupational rehabilitation, and network hospitals with outstanding performance in occupational injury and disease reporting. The event aimed to encourage medical institutions to proactively invest resources to deliver high-quality medical services for workers affected by occupational injuries.



Image 6: Vice Minister Chen Ming-Jen with award recipients from designated hospitals and network hospitals recognized for outstanding evaluation performance.

Nov 03,
2025

Minister Hung Sun-Han received a delegation of five labor administration officials from the United States at the federal and state levels, including representatives from Virginia, Montana, North Carolina, and North Dakota. During the delegation’s visit to Taiwan, a Taiwan–U.S. Labor Affairs Symposium was held, featuring exchanges on the themes of “The Impact of Emerging Technologies on Employment” and “Vocational Training and Employment Promotion.” The program also included visits to various departments of the MOL, the Bureau of Labor Insurance of the MOL, the Taichung–Changhua–Nantou Regional Branch of the Workforce Development Agency, the Institute of Labor, Occupational Safety and Health, MOL, as well as a site visit to the Taiwan Light of Love Association, a nonprofit organization. These visits provided insights into Taiwan’s initiatives supporting local employment for persons with visual impairments, with the aim of enhancing U.S. counterparts’ understanding of Taiwan’s labor policy development and implementation outcomes, and further strengthening Taiwan–U.S. partnership in labor affairs.



Image 7: Minister Hung Sun-Han with members of the U.S. federal and state labor administration delegation, Director-General Chuang Mei-Chuan of the Department of General Planning, and Secretary Cheng Yu-Chun of the Taipei Economic and Cultural Representative Office in the United States.

Nov 04,
2025

The MOL issued an official interpretive ruling clarifying the scope of “total monthly wages” as stipulated in Article 56, Paragraph 1 of the Labor Standards Act. The ruling specifies that wages paid to four categories of designated personnel within enterprises are excluded from the calculation. The ruling will take effect on April 1, 2026.

Nov 14,
2025

The Bureau of Labor Funds of the MOL announced a public solicitation for entrusted domestic investment management (absolute return strategy) for the Labor Pension Fund (new system) and the National Pension Insurance Fund for the fiscal year 2025. A total of five entrusted institutions are expected to be selected, with each institution managing NT\$9 billion from the Labor Pension Fund (new system) and NT\$1 billion from the National Pension Insurance Fund, amounting to NT\$10 billion per institution and a total entrusted amount of NT\$50 billion. Following a comprehensive assessment, the target rate of return is set at the average dividend yield of the Taiwan Stock Exchange’s centralized market over the past five year-ends (approximately 3.33%), plus 300 basis points, resulting in a target return of 6.33%. Through the professional investment management capabilities of entrusted institutions, the MOL aims to continue generating stable investment returns and maintain the long-term, sound performance of the funds.

Nov 17,
2025

The MOL amended and promulgated the “Insured Salary Category Chart of Labor Occupational Accident Insurance.” In response to the adjustment of the minimum wage for 2026, Level 1 was amended from NT\$28,590 to NT\$29,500, with the amendment taking effect on January 1, 2026.

Nov 20,
2025

The MOL held the awards ceremony for the "MOL Recognizes 2025 Outstanding OSH Government Agencies and Five-Star Award Enterprises," recognizing outstanding local government agencies and enterprises for their efforts in promoting occupational safety and health. The award winners were commended for their achievements and encouraged to continue enhancing their practices to create a safer working environment together with the MOL.



Image 8: Deputy Minister Lee Chien-Hung and Director-General Lin Yu-Tang of the Occupational Safety and Health Administration with award-winning agencies and enterprises.

Nov 21,
2025

The MOL amended and promulgated certain provisions of the Regulations for Implementing Unpaid Parental Leave for Raising Children, allowing workers to apply for parental leave without pay on a daily basis, with flexible applications of up to 30 days. The amendment will take effect on January 1, 2026.

Nov 21,
2025

The MOL amended and promulgated the “Table of Grades of Labor Insurance Salary.” In response to the adjustment of the minimum wage for 2026, Level 1 was amended from NT\$28,590 to NT\$29,500, with the amendment taking effect on January 1, 2026.

Nov 24,
2025

The MOL amended and promulgated the “Monthly Contribution Classification of Labor Pension” to reflect the adjustment of the minimum wage from NT\$28,590 to NT\$29,500,

effective January 1, 2026. The amendment is estimated to result in automatic contribution adjustments for approximately 1.259 million workers, thereby strengthening the protection of workers' labor pension rights.

Nov 21, 2025-
Nov 28, 2025

The MOL announced for public consultation the draft “Delivery Workers’ Rights Protection and Delivery Platform Management Act.” In collaboration with the Ministry of Transportation and Communications, the Ministry of Economic Affairs, and other relevant agencies, the draft legislation seeks to institutionalize regulatory oversight by clearly defining the four-party rights and obligations among delivery platform operators, delivery workers, consumers, and partner merchants. The proposed Act aims to safeguard the legitimate rights and interests of delivery workers, consumers, and partner merchants, while promoting the healthy and sustainable development of the delivery platform industry.

Nov 26, 2025

The MOL held the 2025 19th Construction Golden Safety Awards Recognition Ceremony, recognizing award-winning project teams and outstanding personnel for their exemplary performance in occupational safety and health within the construction industry. The event also underscored the importance of continued collaboration among industry, government, and academia to further elevate safety and health standards in the construction sector, ensuring that all workers can perform their duties in safer and healthier working environments.



Image 9: Minister Hung Sun-Han with the award-winning project team receiving the High Distinction Award.

Nov 25,
2025

The Institute of Labor, Occupational Safety and Health of the MOL held the 4th Labor Policy and Occupational Safety and Health Conference, strengthening labor cooperation between Taiwan and Belgium through in-depth discussions with HIVA - Research Institute for Work and Society at KU Leuven on the two key themes of youth employment and job quality, with the aim of enhancing research capacity and collaboration on both sides.



Image 10: Group photo of participants at the 4th Labor Policy and Occupational Safety and Health Conference.

Nov 26,
2025

The APEC Workshop on “Advancing Human-centered Artificial Intelligence (AI) Workplace: Transparency and Welfare” was organized by the MOL, with the opening ceremony presided over by Deputy Minister Lee Chien-Hung. The workshop brought together government representatives from economies including Korea, Japan, Thailand, and the Philippines, as well as representatives and experts from international and domestic labor and employer organizations, including the International Trade Union Confederation (ITUC), IndustriALL Global Union, WCC Group, the Chinese Federation of Labor, the Taiwan Confederation of Trade Unions, the Chinese National Federation of Industries, and the Taiwan Artificial Intelligence Association. Participants exchanged best practices and experiences on emerging privacy risk trends and corresponding response measures in the promotion of AI-enabled workplaces.



Image 11: Deputy Minister Lee Chien-Hung with APEC delegates, Acting Representative Koh Sangwook of the Korean Mission in Taipei, and Director-General Jonathan C.Y. Yuan of the Department of International Organizations, Ministry of Foreign Affairs.

Nov 26,
2025-
Nov 30,
2025

The MOL hosted the 2025 3rd WorldSkills Asia Competitions, featuring 38 skills categories in the Youth Division (including two demonstration events) and six skills categories in the Junior Division. The competition attracted 1,200 delegation members from 30 countries, with total visitor attendance reaching nearly 130,000. President Lai Ching-Te and Premier Cho Jung-Tai delivered remarks at the opening and closing ceremonies, respectively, underscoring the government's strong commitment to skills education and international exchange. Taiwan's delegation comprised 49 competitors participating in 44 skills categories. The Youth Division achieved an outstanding medal haul of 17 gold, 9 silver, and 5 bronze medals, along with two Medallions for Excellence, while the Junior Division secured five gold medals. Among the 30 participating countries, Taiwan once again claimed the Overall Team Champion, achieving a second consecutive title. These results powerfully demonstrate the strength, depth, and international competitiveness of Taiwan's technical and vocational education and skills training system



Image 12: Minister Hung Sun-Han and Director General Lydia Huang of the Workforce Development Agency presenting the competition flag to Taiwan's gold medalists at the "Gold Medal Launch Ceremony" of the 2025 3rd WorldSkills Asia Competitions.



Image 13: President Lai Ching-Te delivering remarks at the opening ceremony of the 2025 3rd WorldSkills Asia Competitions.



Image 14: Premier Cho Jung-Tai delivering remarks at the closing ceremony of the 2025 3rd WorldSkills Asia Competitions.



Image 15: Group photo of all participating delegations at the closing ceremony of the 2025 3rd WorldSkills Asia Competitions.



Image 16: Group photo of the Taiwan delegation at the 2025 3rd WorldSkills Asia Competitions.

Nov 27,
2025

The MOL released the findings of the “National Survey on Women’s Sense of Safety in Pregnancy-Friendly Workplaces.” A press conference was jointly attended by Minister without Portfolio Chen Shih-Chung, Minister Hung Sun-Han, and representatives from NGOs and pregnancy-friendly enterprises. The event reaffirmed the government’s and enterprises’ shared commitment to eliminating pregnancy discrimination in the workplace through coordinated efforts across regulatory frameworks and workplace culture.



Image 17: Group photo of Minister without Portfolio Chen Shih-Chung, Minister Hung Sun-Han, Director-General Huang Chi-Ya of the Department of Labor Standards and Equal Employment Opportunity, and representatives from 104 Corporation, Chia Hsin Cement Group, Aten International Co., Ltd., the Legal Aid Foundation, and the Birth Empowerment Alliance of Taiwan.

- Dec 01, 2025 The MOL issued an official interpretive ruling on Article 20 of the Gender Equality in Employment Act regarding family care leave, allowing such leave to be applied for on an hourly basis. Employers are also expressly prohibited from withholding full attendance bonuses as a result. The ruling will take effect on January 1, 2026.
- Dec 02, 2025 The MOL promulgated the Directions Governing Maternity Subsidies for Workers, under which female workers of ROC nationality (including foreign spouses married to ROC nationals) who give birth on or after January 1, 2026 will be eligible to receive a supplementary maternity benefit in addition to Labor Insurance maternity benefits, amounting to NT\$100,000 per child. For multiple births, the benefit will be increased on a proportional basis. The Directions will take effect on January 1, 2026.
- Dec 02, 2025 The MOL amended and promulgated certain provisions of the Enforcement Rules of the Employment Insurance Act. In line with the implementation of daily-based applications for parental leave without pay, the method for disbursing parental leave allowances was revised from a full-month calculation for periods of less than one month to pro rata payment. In addition, following amendments to the Act for the Recruitment and Employment of Foreign Professionals, new provisions were introduced governing insurance enrollment and documentation requirements for foreign professionals and related personnel newly covered under the Employment Insurance Act. These amendments will take effect on January 1, 2026.
- Dec 02, 2025 The MOL amended and promulgated Point 10 of the Guidelines for Labor–Management Consultation on Reduced Working Hours in Response to Economic Conditions and Point 5 of the Guidelines for Local Labor Authorities on the Notification and Handling of Reduced Working Hours Implemented through Labor–Management Consultation. The amendments strengthen reporting mechanisms for reduced working hours by expanding eligible reporting subjects to include workers themselves. For workers unable to obtain a written labor–management agreement on reduced working hours, mediation records may be used as a substitute for the written agreement for reporting purposes. These measures are intended to safeguard workers’ rights to employment assistance and eligibility for related subsidies when reduced working hours are implemented.
- Dec 02, 2025 The MOL announced for public consultation a proposed amendment to Article 4-2 of the Enforcement Rules for Act of Gender Equality in Employment, clarifying that the term “highest responsible person” of the respondent in sexual harassment complaints also includes the “de facto person in charge.”

Dec 04, 2025 To encourage organizations to enhance the quality of industry talent development and strengthen human capital, the MOL held the 2025 National Talent Development Awards (NTDA) Ceremony, with Premier Cho Jung-Tai personally presenting the awards. The ceremony highlighted the government’s strong commitment to talent development and reaffirmed its expectation to continue working hand in hand with enterprises, organizations, and society to cultivate talent, enabling Taiwan to shine and remain competitive on the global stage.



Image 18: Premier Cho Jung-Tai delivering remarks at the 2025 National Talent Development Awards Ceremony.



Image 19: Premier Cho Jung-Tai, Executive Yuan Spokesperson Michelle Lee, Vice Minister Chen Ming-Jen, and Deputy Director-General Shih Shu-Huei of the Workforce Development Agency with representatives of 11 award-winning large enterprises, SMEs, public institutions, organizations, and nonprofit entities.



Image 20: Premier Cho Jung-Tai, Executive Yuan Spokesperson Michelle Lee, Vice Minister Chen Ming-Jen, and Deputy Director-General Shih Shu-Huei of the Workforce Development Agency with representatives of five award-winning recipients of the Outstanding Case Award.

Dec 05, 2025 The 10th Taiwan–Philippines Joint Labor Conference convened, with the Philippine delegation led by the Undersecretary of the Department of Migrant Workers and representatives from the Manila Economic and Cultural Office. The Taiwan delegation comprised representatives from the Ministry of Labor, Ministry of Foreign Affairs, National Development Council, Ministry of Education, Ministry of the Interior, Ministry of Agriculture, and Taiwan’s Representative Office in the Philippines. During the conference, Taiwan and the Philippines held substantive discussions on key labor cooperation issues of mutual concern and reached multiple important consensuses, including: (1) jointly promoting direct government-to-government recruitment of Filipino technical professionals; (2) establishing a framework for the overseas recruitment of technical professionals; (3) deepening bilateral labor cooperation mechanisms; and (4) strengthening the protection of migrant workers’ rights and interests, further solidifying and reinforcing the Taiwan–Philippines labor partnership.



Image 21: Group photo of deputy ministers and representatives from Taiwan and the Philippines at the 10th Taiwan–Philippines Joint Labor Conference (from left: Taiwan’s Ambassador to the Philippines Wallace Minn-Gan Chow, Vice Minister Chen Ming-Jen, Philippine Department of Migrant Workers Undersecretary Jainal T. Rasul, Jr., and Chairperson and Representative to Taiwan Corazon A. Padiernos of the Manila Economic and Cultural Office).



Image 22: Taiwan and the Philippines engaging in discussions on key labor cooperation issues of mutual concern at the 10th Taiwan–Philippines Joint Labor Conference.



Image 23: Group photo of the Taiwan and Philippine delegations at the 10th Taiwan–Philippines Joint Labor Conference.

- Dec 05, 2025 The Bureau of Labor Insurance of the MOL announced the implementation of the "2026 Labor Insurance Insured Relief Loan", the maximum loan amount for each eligible applicant is NT\$100,000, and the application period is from Dec. 15, 2025 to Jan. 2, 2026.
- Dec 09, 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 January 2026 (January 2, 2026).
- Dec 09, 2025 The MOL amended and promulgated the Directions of Ministry of Labor for Subsidizing the Administrative Agencies in Implementing Legal Aid for the Labor-Management Dispute, with the amendments to take effect on January 1, 2026. The revisions remove the previous eligibility condition requiring occupational injury cases to involve claims exceeding NT\$10,000, and newly provide assistance measures for workers affected by occupational injuries and migrant workers, including the assignment of attorneys by administrative agencies to offer legal consultation prior to mediation meetings, as well as the provision of interpreters to assist with translation and communication.
- Dec 09, 2025 The MOL amended certain provisions of the Regulations of Leaves for Workers. The amendments allow workers who take personal leave to personally care for family members to apply for leave on an hourly basis. Employers are prohibited from treating such leave as absenteeism or using it as grounds to withhold full attendance bonuses. In addition, provisions were introduced specifying that deductions from full attendance bonuses for

ordinary injury or sickness leave must be calculated on a pro rata basis according to the number of leave days taken. Employers are also prohibited from taking adverse action against workers who take no more than 10 days of ordinary injury or sickness leave within a year. Once a worker establishes facts indicating that an adverse action has occurred, the burden of proof rests with the employer. The amendments further stipulate that employer performance evaluations must be based on reasonable and comprehensive considerations. These revisions will take effect on January 1, 2026.

Dec 10, 2025 The MOL promulgated the Implementation Directions for Encouraging Employers to Provide Parental Leave in Friendly Workplaces. To encourage employers to accommodate workers' flexible caregiving needs, the government will provide financial support to small and micro-sized enterprises. Employers will receive a fixed incentive of NT\$1,000 for each day of parental leave without pay taken by a worker. The Directions will take effect on January 1, 2026.

Dec 11, 2025 The MOL held the final event of the 2025 “Embedding Labor Awareness – Campus Touring Program.” Minister Hung Sun-Han joined more than 500 teachers and students from Mailiao Senior High School in Yunlin County in watching the labor-awareness stage production *The Ultimate Guide to Part-Time Work*. During the event, the Minister shared his own part-time work experiences and reflections from his high school years, while reminding students to safeguard their rights, avoid exploitation, and stay away from hazardous work. Through the stage performance, students were able to naturally develop a correct understanding of labor rights and responsibilities while enjoying a lively and engaging theatrical experience.



Image 24: Minister Hung Sun-Han with participants at the Campus Touring Program event.

Dec 15, 2025 The MOL amended and promulgated the Regulations on Aids for Legal Service and Living Expenses of Labor-Management Disputes, further advancing the objectives of labor legal aid. The revisions waive the means-testing requirement for cases involving serious injury or death resulting from occupational accidents, expand the scope of assistance to include necessary expenses for criminal litigation, and raise the ceiling for subsidies covering necessary labor litigation expenses. These measures are intended to reduce litigation barriers and ensure that more workers are able to safeguard their rights through judicial processes.

Dec 19, 2025 The MOL held a press conference to announce the Action Plan for Strengthening Workplace Accident Prevention, emphasizing comprehensive safety oversight through cross-ministerial collaboration, spanning from project planning to on-site construction, to reinforce safety management. The Action Plan sets out three key measures: requiring project owners to conduct risk assessments at the planning stage; establishing an “Occupational Safety and Health Resume” platform to publicly disclose contractors’ safety performance; and promoting “engaging all employees in workplace safety” by expanding participation in “Taiwan Occupational Safety and Health Card” training programs and enhancing workers’ safety knowledge and competencies. In addition, the Plan broadens the public disclosure of major occupational accident cases to strengthen social oversight.



Photo 25: Minister Hung Sun-Han (second from right) with Secretary-General Lee Pin-Chan of the National Federation for the Promotion of Occupational Safety and Health in the Construction Industry (far left), Director-General Wu Hsin-Hsiu of the National Land Management Agency (second from left), and Director-General Lin Yu-Tang of the Occupational Safety and Health Administration (far right).

- Dec 19, 2025 The MOL issued an official interpretive ruling clarifying Paragraphs 1 and 2 of Article 32-3 of the Gender Equality in Employment Act, specifying that where a civil servant is subjected to sexual harassment and the alleged perpetrator is the highest responsible person of a municipality or county (city) government, the competent supervisory authority shall be the relevant autonomous oversight authority, namely the Executive Yuan or the Ministry of the Interior, respectively.
- Dec 22, 2025 The MOL held the 2025 Friendly Employment Excellence Awards Ceremony, recognizing 22 outstanding organizations and five individual advocates. The event also promoted intergenerational collaboration and advocated for the creation of age-friendly workplaces that support the employment of middle-aged and older workers.



Image 26: Minister Hung Sun-Han delivering remarks at the 2025 Friendly Employment Excellence Awards Ceremony.



Image 27: Minister Hung Sun-Han (seventh from right) and Director-General Lydia Huang of the Workforce Development Agency (seventh from left) with representatives of the 12 award-winning organizations in the Workplace Leadership category of the 2025 Friendly Employment Excellence Awards.



Image 28: Minister Hung Sun-Han (center, front row) visiting the award exhibition panels and posing for a group photo with award recipients at the 2025 Friendly Employment Excellence Awards Ceremony.

Dec 25, 2025 To align with the minimum wage increase from NT\$28,590 to NT\$29,500, effective January 1, 2026, the "Table of Grades of Labor Insurance Salary", the "Insured Salary Category Chart of Labor Occupational Accident Insurance", and the "Monthly

Contribution Classification of Labor Pension" have been simultaneously revised and implemented. For full-time insured workers whose insured salary (or labor pension contribution salary) under labor (employment) insurance was NT\$28,590 or NT\$28,800, as well as for all insured persons whose monthly insured salary under occupational injury insurance was NT\$28,590 or NT\$28,800, the insured salary (or labor pension contribution salary) will be automatically adjusted to NT\$29,500 effective January 1, 2026.

Notification of this adjustment will be included in the payment statements sent to insured and contributing units.

Dec 30, 2025 The MOL amended and promulgated the Career Evaluation Program for Youth, relaxing eligibility requirements to allow youth engaged in long-term part-time employment to participate. The revision also removes the restriction that previously disqualified youth employed by state-owned enterprises from receiving incentive payments, thereby expanding employment options for young people.

Dec 30, 2025 The MOL promulgated the Regulations on the Work Eligibility, Permission and Administration of Skilled Foreign Workers. As part of the MOL's initiative to enhance transnational workforce development, and in response to rapid changes in domestic industrial development and the labor market, the Regulations establish a dedicated management framework for project-based positions requiring specific technical expertise that are clearly distinct from the migrant worker system. The Regulations integrate provisions governing work qualifications, permit applications, and employment management for foreign technical professionals. Relevant accompanying regulations were also amended accordingly. All related measures will take effect on January 1, 2026.