



*Happy Labor Day*

## Taiwan Prioritizes

- *Labor Standard Enhancement*
- *Occupation Safety and Protection*
- *Workplace Equality*

# Taiwan's Actions to Improve Labor Standards and Workplace Safety and Equality



1. Increasing minimum wage regularly

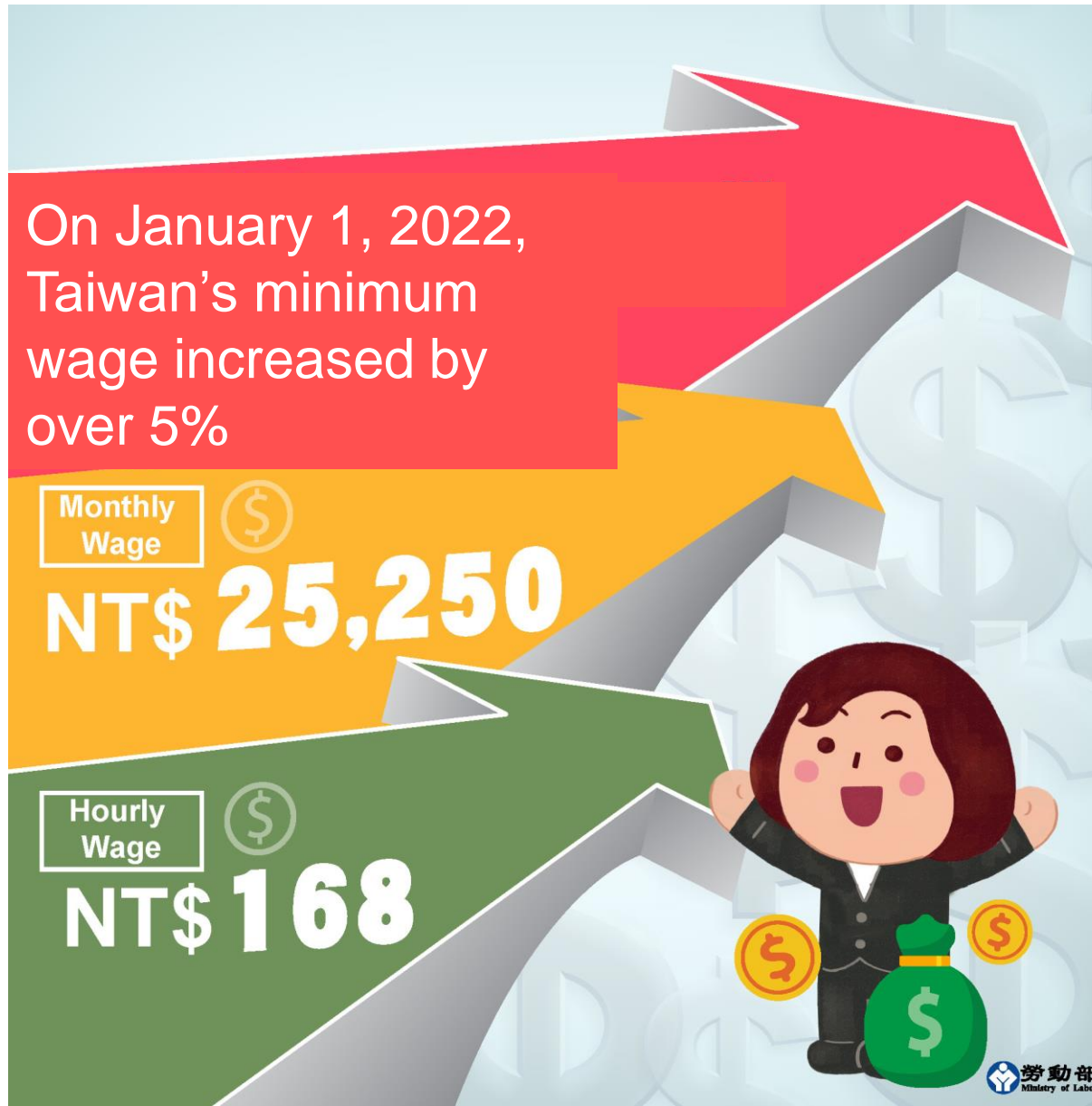


2. Enhancing occupation safety and protection



3. Promoting work equality for working parents

# 1. Increasing minimum wage regularly



## 2. Enhancing occupation safety and protection (1/4)

### The Labor Occupational Accident Insurance and Protection Act became law on May 1, 2022.

#### Purpose of Legislation

Available to all workers.  
Protection in the event of  
occupational accidents.

Participating employers  
share risk in accident  
compensation.

Expanded  
scope of  
coverage

Apportionment  
of employer  
liabilities

Enhances  
overall  
protection

Integrates  
prevention and  
rehabilitation  
measures

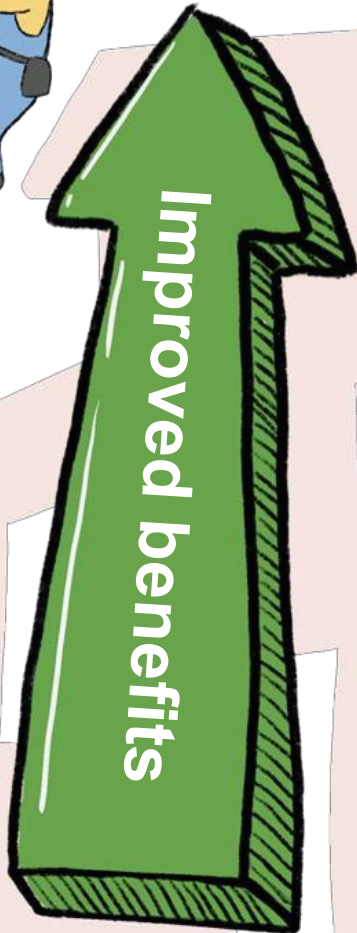
Increase in benefit  
entitlements.  
Enhanced protection for  
workers and their families  
affected by occupational  
accidents.

Realizes front-end  
prevention, enhances  
back-end rehabilitation  
service capabilities, and  
improves the protection  
system.

## 2. Enhancing occupation safety and protection (2/4)

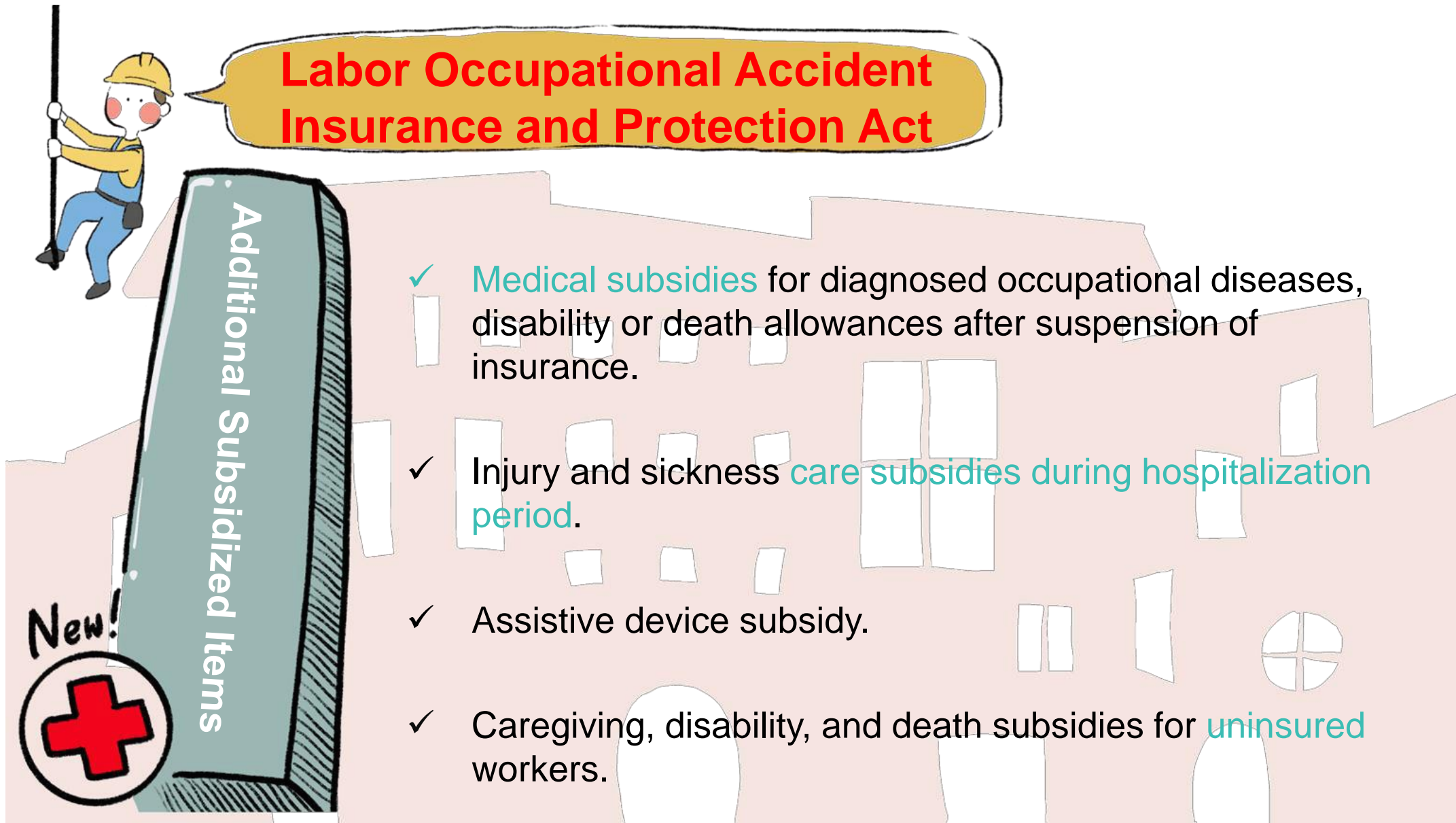


### Labor Occupational Accident Insurance and Protection Act



- ✓ Insured Salary: Lower limit NT\$25,250, upper limit NT\$72,800.
- ✓ Sickness and Injury Benefits: 100% of the insured salary for the first two months and 70% of the insured salary thereafter.
- ✓ Disability Annuity: 70%, 50%, or 20% of the insured salary according to the degree of disability.
- ✓ Survivor Annuity: 50% of the insured salary.

## 2. Enhancing occupation safety and protection (3/4)



The illustration shows a worker in a yellow shirt and blue pants climbing a black pole. To the right is a pink building with several windows. A large green sign with a red cross and the word 'New!' is positioned next to a list of subsidized items. A speech bubble from the worker contains the title of the act.

**Labor Occupational Accident Insurance and Protection Act**

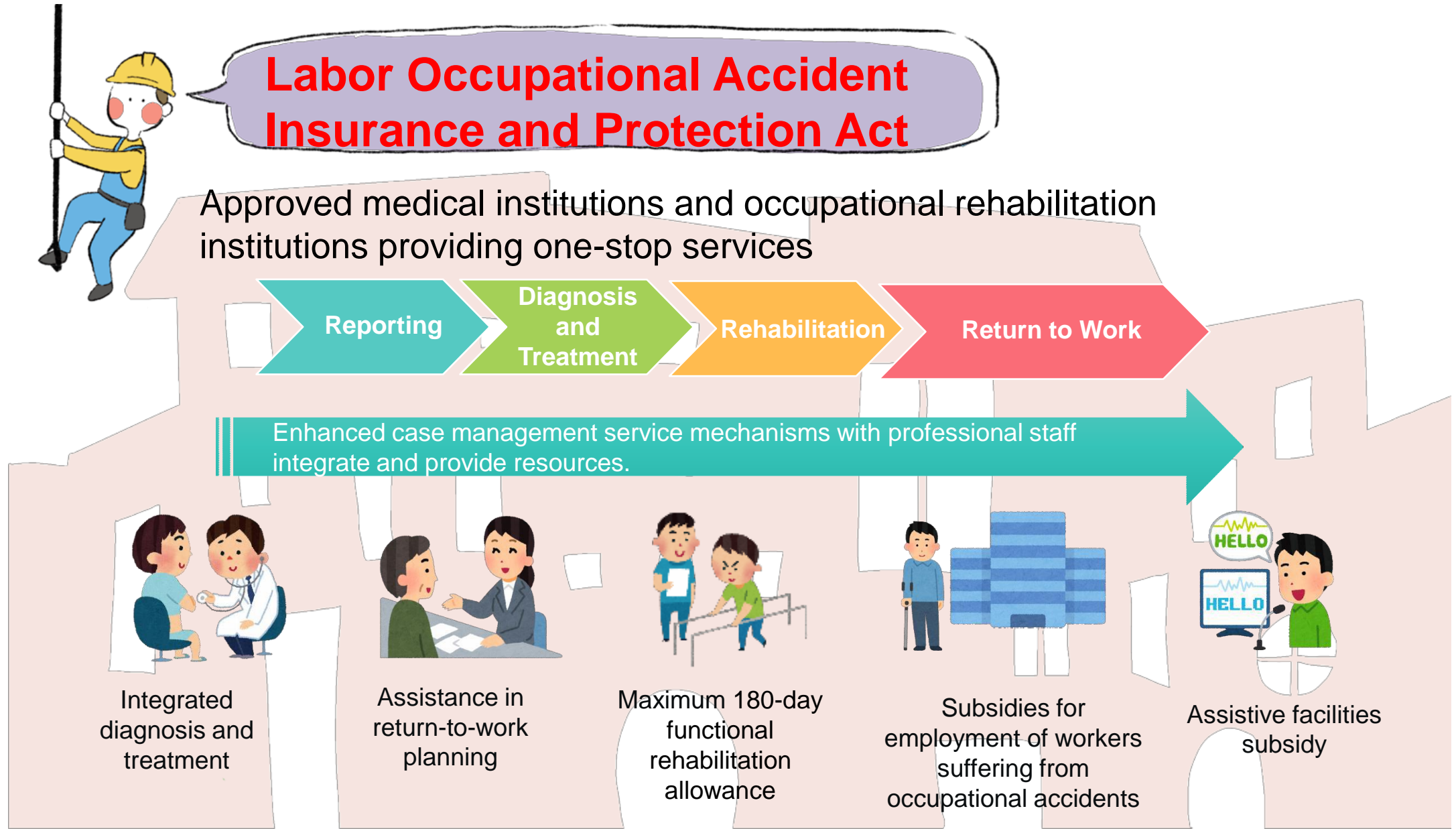
**New!**

**Additional Subsidized Items**

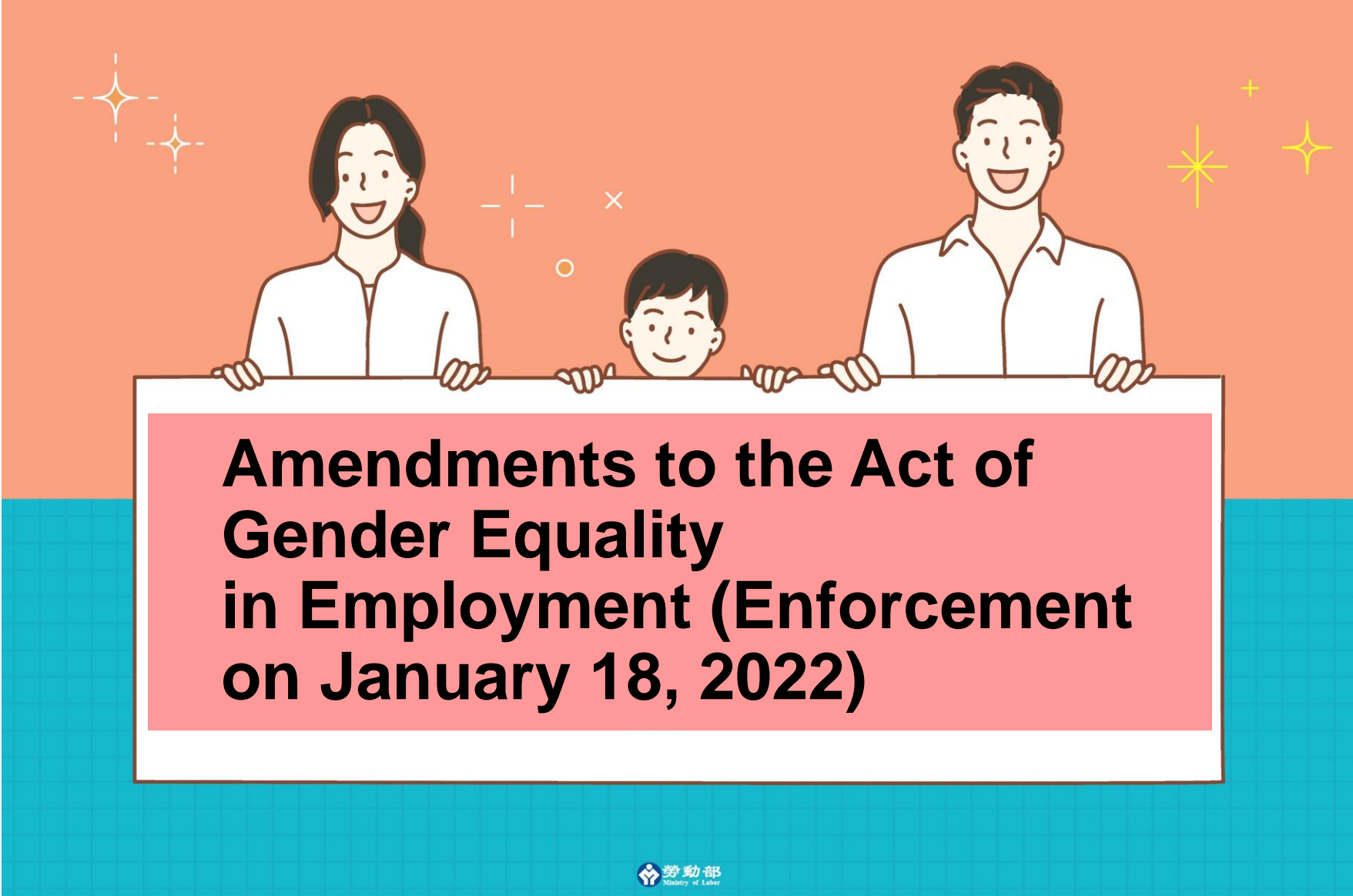
- ✓ Medical subsidies for diagnosed occupational diseases, disability or death allowances after suspension of insurance.
- ✓ Injury and sickness care subsidies during hospitalization period.
- ✓ Assistive device subsidy.
- ✓ Caregiving, disability, and death subsidies for uninsured workers.



## 2. Enhancing occupation safety and protection (4/4)



### 3. Promoting work equality for working parents (1/3)



**Amendments to the Act of  
Gender Equality  
in Employment (Enforcement  
on January 18, 2022)**



### 3. Promoting work equality for working parents (2/3)

## Mom-to-be

- Leave of absence for tocolysis and recuperation (30 days at half pay)
- Maternity leave for miscarriage (4 weeks or more at full pay)

- 8 weeks of paid maternity leave
- 60 days of paid maternity leave, increased in proportion to the number of births for those who have two children or more (paid by the Labor Insurance Fund)

- 2 years of parental leave without pay before children turns 3
- Monthly allowance for up to 6 months per child (based on 80% of the average monthly insured salary and financed by the Employment Insurance Fund and the government budget)

During  
Pregnancy

Giving  
Birth

Childcare

- 7 days of paid pregnancy checkup leave



- Reduced or flexibly adjusted working hours
- 60 minutes of breastfeeding/breast milk collection time per day
- Family care leave (unpaid)

### 3. Promoting work equality for working parents (3/3)

