

Taiwan

Holidays

Workers recognize between 10 and 15 public holidays per year. Workers must be allowed a day of rest in recognition of the holiday, but payment is not required. If a Worker is required to work on a public holiday, a different day off must be provided in lieu.

Vacation

In Taiwan, Workers accrue annual leave based on length of service: 6 months – 1 year: 3 days; 1 – 2 years: 7 days; 2 – 3 years: 10 days; 3 – 5 years: 14 days; 5 – 10 years: 15 days; 10+ years: one additional day for each year of service up to a maximum of 30 days. Accrued but unused leave may be carried over year to year if the employer and Worker agree. Any remaining accrued but unused annual leave must be paid out at the end of the second year or upon completion of the employment contract.

Sick Leave

Workers are entitled to ordinary sick leave up to 30 days during which time the employer must issue half pay. If hospitalized, Workers are entitled to up to one year of unpaid sick leave.

Working Hours

A regular workweek is eight hours per day and 40 hours per week.

Overtime

Overtime is considered any hours worked in excess of the regular workweek. Overtime is paid at 134% of a Worker's regular wage for the first two overtime hours and at 167% for every hour thereafter. Workers must have at least two days of rest every seven days with one mandatory day off and one flexible rest day. Workers can agree to work on the flexible rest day only, but an overtime premium will be due ranging from 134% to 267% of the Worker's pay with minimum pay requirements irrespective of actual hours worked. Overall working hours cannot exceed 12 hours per day and Workers are limited to 46 overtime hours per month.

Termination

Workers may be terminated only for the reasons specifically prescribed by law and in accordance with the procedures outlined therein. All terminations must be reported to the competent authority at least 10 days in advance. In most situations, Workers are entitled to notice between 10 and 30 days depending on the length of service in addition to severance calculated based on 50% of one month's average wages for each year of service up to a maximum of six months of pay.