

1. Weekly Holidays: Saturday and Sunday
2. Traditional Holidays:

An employee is entitled to listed public holidays below:

Employees are entitled to a minimum of **12 national holidays** per year, as designated by the Ministry of Interior. If a national holiday falls on a weekend, the following working day is usually its substitution. If an employee works on a national holiday, they are entitled to double their daily salary or a compensatory day off.

Key national holidays include:

- New Year's Day
- Lunar New Year's Eve
- Chinese New Year
- 228 Peace Memorial Day
- Children's Day
- Tomb-Sweeping Day
- Labor Day
- Dragon Boat Festival
- Mid-Autumn Festival
- National Day

Annual Vacation

An employee's annual leave entitlement is based on their length of service. Unused annual leave must be paid out at the end of the year or can be carried over to the next year if both the employee and employer agree.

- **More than 6 months but less than 1 year:** 3 days
- **More than 1 year but less than 2 years:** 7 days
- **More than 2 years but less than 3 years:** 10 days

- **More than 3 years but less than 5 years:** 14 days
 - **More than 5 years but less than 10 years:** 15 days
 - **Over 10 years:** One additional day per year, up to a maximum of **30 days**.
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Leave

Sick Leave

Employees are entitled to two types of sick leave:

- **Non-hospitalization:** Up to **30 days per year** with half-pay.
- **Hospitalization:** Up to **one year** in any two-year period, also with half-pay.
- **Menstrual Leave:** Female employees can take **one day per month** of menstrual leave, which is counted within the 30 days of sick leave and paid at half the regular rate.
- **Work-related injury or illness:** Employees are entitled to paid sick leave for as long as they require medical treatment or recuperation.

Other Types of Leave

- **Maternity Leave:** Female employees are entitled to **8 weeks** of maternity leave. Those who have worked for more than six months receive full pay, while those who have worked for less than six months receive half-pay.
- **Paternity Leave:** Male employees are entitled to **7 days** of paid paternity and pregnancy check-up leave.
- **Marriage Leave:** Employees get **8 days** of paid marriage leave.
- **Bereavement Leave:** Employees can take **3 to 8 days** of paid leave, depending on their relationship to the deceased.
- **Personal Leave:** Employees can take up to **14 days** of unpaid leave per year.
- **Parental Leave:** Employees who have worked for more than six months can apply for unpaid parental leave to care for a child under three years old, for a period of up to two years. They may be eligible for a government allowance.
- **Military Service Leave:** Military service is considered "official business leave" and is a paid leave.

Welfare and Fringe Benefits

Medical Welfare

Taiwan has a **National Health Insurance (NHI)** system, which is a universal healthcare program.

- Employers must enroll all full-time employees.
- The premium is shared among the employee (typically 30%), the employer (typically 60%), and the government (typically 10%).
- The NHI covers a wide range of services, including doctor visits, hospitalization, prescription drugs, and preventive care. Many companies offer supplemental private health insurance as an additional benefit.

Life and Accident Insurance

Taiwan's **Labor Insurance (LI)** program provides a range of benefits, including coverage for occupational accidents, general sickness, and disability. Many employers offer supplementary group life and accident insurance to provide extra financial protection.

Other Benefits

Employers often provide a variety of fringe benefits to be competitive, which may include:

- **Yearly physical check-ups.**
- **Meal and transportation allowances.**
- **Bonuses** for holidays like the Dragon Boat Festival and Mid-Autumn Festival.
- A **13th and 14th-month salary** is also common.

Social Security

Taiwan's social security system is composed of several mandatory programs.

- **Labor Insurance Program (LIP):** Covers maternity, injury, sickness, disability, old-age, and death benefits.
- **National Health Insurance Program (NHIP):** Provides universal healthcare coverage.

- **Labor Pension Program (LPP):** Employers must contribute at least **6%** of an employee's monthly salary to an individual pension account, which is portable if the employee changes jobs. Employees can also make voluntary contributions.