



CHIEN YEH LAW OFFICES

COVID-19 and Labour Regulations

Taiwan – Chien Yeh Law Offices

1. OBLIGATION TO WORK

The obligation to work remains unchanged under the COVID-19 situation unless tested positive or restricted by the competent authority. If a worker was infected with COVID-19 due to occupational causes, that worker shall be entitled to take occupational sick leave during the period of medical treatment or recuperation. The employer shall pay compensation to workers. The employer shall provide disease prevention isolation leave during the isolation or quarantine period and may not treat them as absent without a reason. In order to take care for family members who suffered COVID-19, a worker may request family care leave.

2. RIGHT TO REMOTE WORK

Unless there is lock down in the territory of working place or mutual agreement between worker and employer, the COVID-19 situation does not grant a right to work remotely – this is still subject to the employer's discretion.

3. HEALTH AND SAFETY

There are guidelines advising employers to adopt certain methods to keep the workplace healthy and safe, such as checking temperature of employee, disinfection and regular sterilization of equipment, and keeping records of all visitors to the company etc....; however, such guideline is not mandatory.

4. FURLOUGH BENEFITS

In response to COVID-19 that causes an economic impact, both employers and employees can negotiate to reduce working hours or wages. Wages after the negotiation shall not less than the basic wage. Written agreement between the employee and employer to implement short time working or reduce wages is required. The period during which



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the employer implements the reduction of working hours and wages shall not exceed three months in principle. If it is necessary to extend the period, the laborer's consent shall be obtained again. A company which negotiates with workers to reduce working hours and wages should notify the local labor administrative authority.

5. COVID AND HEADCOUNT REDUCTION

COVID-19 does not automatically justify terminations; moreover, the company needs to justify a termination for operational reasons the same way as without COVID-19.

Contact:

Emily Lee – [LinkedIn](#)

Email: emilylee@chienyeh.com.tw

www.chienyeh.com.tw ([LinkedIn](#))

www.plg.eu.com ([LinkedIn](#))