



## **TAIWAN ENACTS HIRING INCENTIVES AND PROTECTIONS FOR OLDER WORKERS**

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Taiwan's parliament has passed measures aimed at increasing the employment rate among older workers. The law's effective date will be announced in 2020. The Middle-Aged and Seniors Employment Protection Law aims to increase the protection of older workers aged 45–65 years (middle-aged workers) and those over age 65. Government data forecasts that elderly individuals will exceed 20% of the population by 2026.

### **HIGHLIGHTS**

- Older workers must be treated equally with regard to recruitment, promotion, salary, benefits, retirement issues, dismissal, employee performance evaluation and the allocation of roles.
- Employers are encouraged to increase their hiring of older workers (for example, by offering fixed-term contracts and job redesign).
- The government will offer subsidies to employers that hire previously retired workers, and local labor authorities will offer training opportunities, job-matching services for workers and employers, and legal advice.
- Workers who believe they have experienced discrimination will be allowed to file a complaint with the local labor authority and will be protected from dismissal, transfer or any other type of retribution.
- Employers that breach the act could be fined up to NT\$1.5 million for a discriminatory act or between NT\$20,000 and NT\$300,000 if they fire or transfer a worker who has filed a complaint.
- Employers that breach the act could be “named and shamed” by the ministry of labor and ordered to make improvements within a set timeframe.

## RELATED RESOURCES

- [Government Announcement](#) (Chinese) (Ministry of Labor, 15 Nov 2019)
- [Government Announcement and Law Details](#) (Chinese) (Ministry of Labor, 4 Dec 2019)

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