**Q: What is the purpose of this Act as stated in Article 1?**

**A:** The Act is enacted to provide minimum standards for working conditions, protect workers' rights and interests, strengthen employee-employer relationships, and promote social and economic development. If matters are not provided for in this Act, they shall be governed by other applicable statutes. Importantly, the terms and conditions of any agreement between an employer and a worker cannot fall below the minimum standards set forth in this Act.

**Q: How does the Act define key terms as mentioned in Article 2?**

**A:** The Act defines several key terms:

1. **Worker:** A person hired by an employer to work for wages.
2. **Employer:** A business entity that hires workers, including the responsible person of business operations or the representative handling labor matters.
3. **Wage:** Remuneration for services rendered, encompassing wages, salaries, bonuses, allowances, and other regular payments, regardless of their computation basis (hourly, daily, monthly, piecework) or payment form (cash or kind).
4. **Average wage:** Calculated as the total wages for the six months preceding an event divided by the total number of days in that period. If service is under six months, the total wages of the service period are divided by the total days of that period. For daily, hourly, or piecework wages, if the average wage is less than 60% of the actual computation, the 60% figure is used.
5. **Business entity:** Any entity engaged in activities governed by the Act and employing workers.
6. **Labor contract:** An agreement establishing an employee-employer relationship with subordination to authority.
7. **Dispatching entity:** An entity involved in labor-dispatched business.
8. **Dispatch-requiring entity:** An entity supervising and managing a dispatched worker under a dispatch-requiring contract.
9. **Dispatched worker:** A worker employed by a dispatching entity but working for a dispatch-requiring entity.
10. **Dispatch-requiring contract:** An agreement concerning labor-dispatched matters between a dispatch-requiring and dispatching entity.

**Q: Which industries are applicable under the Act as specified in Article 3?**

**A:** The Act applies to the following industries:

1. Agriculture, forestry, fishery, and animal husbandry
2. Mining and quarrying
3. Manufacturing
4. Construction
5. Water, electricity, and gas supply
6. Transportation, warehousing, and telecommunications
7. Mass communication
8. Other industries designated by the Central Competent Authority

Designations under item 8 may apply to a portion of workplaces or workers in a business entity. While the Act generally applies to all employer-employee relationships, exceptions are made if its application causes undue hardship due to management types, administrative systems, or job characteristics. Such exemptions must be designated and publicly announced by the Central Competent Authority. The exempted workers shall not exceed one-fifth of the total workforce outside the industries listed in items 1 to 7.

**Q: What does Article 4 specify regarding the "competent authority"?**

**A:** The term "competent authority" refers to:

* The Ministry of Labor at the central level
* The municipal government at the municipal level
* The county or city government at the county or city level

**Q: What prohibitions are imposed on employers in Article 5?**

**A:** Employers are prohibited from using force, coercion, detention, or any other illegal means to compel a worker to perform work.

**Q: What does Article 6 state about interference in labor contracts?**

**A:** No person may interfere in the labor contracts of others to obtain illegal benefits.

**Q: What are the requirements for worker record cards as stated in Article 7?**

**A:** Employers must maintain a worker record card for each employee, which includes details such as:

* Name, sex/gender, birth date, place of ancestral origin
* Educational background, address, and national identification card number
* Employment starting date, wage, labor insurance starting date
* Merits and demerits, injury and disease records, and other significant facts

These records must be kept on file for at least five years after a worker ceases employment.

**Q: What are the obligations of employers regarding occupational safety and welfare under Article 8?**

**A:** Employers must take precautions for the safety and benefit of workers against occupational hazards, establish proper working conditions, and provide welfare facilities. All related safety, sanitation, and welfare matters are governed by applicable statutes.

ORIGIN: ALL

DESTINATION: TAIWAN