

## **Guidelines for Subsidy for Employers to Pay for Wages for the Periods of Pregnancy Checkups, Pregnancy Checkup Accompaniment, and Paternity Leaves**

1. Enacted and promulgated a total ten articles of the Guidelines by the Order of Ministry of Labor No.1100130415 on July 1, 2021
  2. Amended and promulgated title and a total ten articles of the Guidelines by the Order of Ministry of Labor No.1100131649 on January 18, 2022
- I. The Ministry of Labor (hereinafter referred to as the Ministry) promulgates these Guidelines governing the subsidy for employers to pay for wages for the periods of pregnancy checkups, pregnancy checkup accompaniment, and paternity leaves to implement Paragraphs 6 and 7 of Article 15 of the Act of Gender Equality in Employment (hereinafter referred to as the Act).
- II. The responsible unit for these Guidelines is the Ministry, and its tasks are as follows:
- (1) The formulation, amendment, and interpretation of these Guidelines.
  - (2) Coordination, supervision, and budget control of these Guidelines.
  - (3) Other matters that require to be handled in accordance with these Guidelines.
- III. The executive authority of these Guidelines is the Bureau of Labor Insurance of the Ministry (hereinafter referred to as the BLI), and its tasks are as follows:
- (1) Promotion, application acceptance, review, issuance, and appeal processing of the subsidy.
  - (2) Planning and establishment of the information operating system for the subsidy.
  - (3) Statistics and analysis of the subsidy.
  - (4) Other matters that require to be handled in accordance with these Guidelines.
- IV. After paying the wages for the periods of pregnancy checkups, pregnancy checkup accompaniment, and paternity leaves in accordance with the provisions of Paragraphs 6 and 7 of Article 15 of the Act, the employer may apply for the subsidy for the paid wages on the sixth and seventh days during the above periods.

The provisions of the preceding Paragraph shall not apply to employers who, in accordance with other laws and regulations, shall grant pregnancy checkups, pregnancy checkup accompaniment, and paternity leaves for more than five days each and pay the full wages accordingly.

V. The subsidy is granted according to the total wages paid by the employer for the sixth and seventh days of the periods of pregnancy checkups, pregnancy checkup accompaniment, and paternity leaves.

VI. The employer shall submit the following documents and data to the BLI to apply for the subsidy after the employee takes the pregnancy checkups, pregnancy checkup accompaniment, or paternity leaves or terminates the contract before the expiry of the leaves, and the employer pays the wages for pregnancy checkups, pregnancy checkup accompaniment, and paternity leaves:

- (1) An application form.
- (2) A photocopy of the cover of the employer's passbook of the domestic financial institution or post office.

If the documents and data that the employer shall submit are incomplete and the employer fails to make correction within the period stipulated in the notification by the BLI, the application by the employee will not be accepted.

The employer shall be responsible for the authenticity of the submitted documents and data in accordance with the principle of good faith, and shall be held responsible for any inaccuracy or false contents.

VII. After the application for subsidy is approved by the BLI, the subsidy will be granted at the end of the next month.

VIII. To facilitate the granting of the subsidy, the BLI may dispatch staff to inspect the relevant information, and the employer and other relevant personnel shall not evade, obstruct, or refuse to cooperate.

IX. If the employer has any of the following circumstances, the BLI will not grant the subsidy, and issue a written administrative order to request the return of the already granted subsidy (if any) within a time limit upon revocation or abolishment.

- (1) Fraudulent application and reception.
- (2) Evading, obstructing, or refusing the inspection.
- (3) Other regulations that violate these Guidelines.

X. The funds required for these Guidelines shall be provided by the official budget.