

National Development Council Press Release

Revisions to Act for the Recruitment and Employment of Foreign Professionals Coming into Effect to Build a Global Talent Retention Program in Taiwan

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In response to intense global competition for talent and the demands of domestic industrial development, the National Development Council (NDC) has proposed amendments to the Act for the Recruitment and Employment of Foreign Professionals. The draft revisions were passed by the Legislative Yuan during its third reading on August 29, 2025. The NDC is currently working with relevant ministries to revise sub-laws and supporting measures to enable implementation as soon as possible. By relaxing regulations on work and residency, the revisions aim to enhance Taiwan's competitiveness in attracting talent and strengthening the social security system.

Six Key Highlights of the Revision:

1. Removing Barriers to Stay and Work in Taiwan for Overseas Chinese and International Students After Graduation

The NDC stated that previously, overseas Chinese and international students needed to meet multiple requirements in areas such as salary threshold (NT \$47,971/month), education background, language skills, and job qualifications to work in Taiwan; the process was complicated and restrictive. Under the new revision, overseas Chinese or international students with an associate degree or higher from Taiwanese universities can stay and work in Taiwan during a 2-year post-graduation extension period without needing to apply for a work permit. This will facilitate the development of their careers in Taiwan.

2. Welcoming Talented Youths from Around the World – Working in Taiwan Just Got Easier

The NDC explained that in order to actively attract graduates from top global universities, the revision eases regulations by: allowing graduates from the top 200 universities worldwide to apply for individual work permits in Taiwan and providing them with the freedom to engage in professional work.

Additionally, under current regulations, foreigners intending to work in “specialized or technical fields” in Taiwan are generally required to have 2 years of work experience. This requirement was previously waived for graduates of the top 500 universities; the current revision further extends the exemption to graduates of the top 1,500 universities, which is expected to help attract young professionals, especially those from New Southbound countries and others that are closely connected to Taiwan’s economy and trade.

3. Digital Nomad Visas Extended! Stay in Taiwan for 2 Years

Taiwan currently allows foreign nationals to apply for digital nomad visas, permitting stays of 3+3 months. To further attract digital nomads, the revision extends the maximum stay of 6 months to 2 years. Hopefully, these digital nomads can serve as bridges between Taiwan and the international community while also promoting Taiwan as a tourism destination.

4. Easing Regulations on Permanent Residence – Instant Permanent Residence is No Longer a Fantasy

Under current laws, those who graduate in Taiwan with a master’s degree or higher can deduct 1 to 2 years from the continuous residency requirement when applying for permanent residence. The revision expands this to include overseas Chinese graduates with an associate degree or higher from a Taiwanese universities, allowing deductions of 1 to 3 years, further boosting Taiwan’s efforts to attract and retain talent.

Moreover, current rules require foreign special professionals to reside in Taiwan for 3 years in order to apply for permanent residence. This is far less attractive compared to Japan's J-Skip, which allows for permanent residence applications after just 1 year. The new revision eases restrictions by allowing certain foreign special professionals (global elites, such as those with annual income of over NT \$6 million) to apply for permanent residence after 1 year, making Taiwan a more appealing offer for top global talent.

5. Change Jobs with Ease! Comprehensive Upgrades to Protections for Labor Pension and Employment Insurance

The revision allows foreign professionals with permanent residence to enroll in employment insurance, which includes: (1) unemployment benefits; (2) living expense allowance during vocational training; (3) parental leave subsidies. This ensures protections and much needed support during transitions, further strengthening job security.

Also, under current laws, only foreign professionals with permanent residence are eligible for the new labor pension system. Those without permanent residence are only eligible for the old system where employers pay lump-sum pension upon retirement. The revision allows foreign professionals without permanent residence to also join the new labor pension system, enabling the accumulation of pension contributions even when changing jobs. This further strengthens financial security in old age and incentivizes foreign professionals to work in Taiwan until retirement.

6. Availability of Disability and Long-term Care Services – Added Security for Aging Foreign Professionals

The revision introduces provisions for foreign professionals who have obtained permanent residence and have lived in Taiwan for over ten years. Those who have been assessed as physically or

mentally disabled will be eligible for certain disability care services such as home care, day care, and respite services; those with permanent residence who are over 65 or disabled and have resided in Taiwan for 10 years can apply for services such as home-based care, day care centers, and transportation assistance if they have been evaluated and meet criteria. These revisions allow foreign professionals permanently residing in Taiwan to enjoy care equal to that of citizens, thereby reducing the burden on their families.

The NDC stated that these revisions passed by the Legislative Yuan on August 29, 2025 at the third reading are awaiting promulgation by the President. The implementation date will be set by the Executive Yuan at a later time; also, initial inventory has found approximately 30 sub-laws and supporting measures that need to be revised in coordination with the new law. The NDC will continue working closely with other relevant ministries to complete these revisions with the goal of having the main law and all sub-laws come into effect simultaneously in the first quarter of 2026. The goal of these reforms is to create a comprehensive system that not only attracts global talent to work in Taiwan, but also encourages them to stay and live here, truly establishing Taiwan as "a second home for global talent."

Table – Continuous Residence Period Requirement for Foreign Professionals and Foreign Special Professionals Applying for Permanent Residence

Target	Before Revision	After Revision
Foreign Special Professionals	1. Rule: 3 years 2. Obtain PhD from Taiwanese university: 2 years	1. Rule: 3 years 2. Obtain master’s degree from Taiwanese university: 2 years 3. Obtain PhD from Taiwanese university: 1

		year
		<p>Those meeting specific criteria (global elites)</p> <ol style="list-style-type: none"> 1. Rule: 1 year 2. Obtain master's or PhD degree from Taiwanese university: immediate permanent residence
Foreign Professionals	<ol style="list-style-type: none"> 1. Rule: 5 years 2. Obtain master's degree from Taiwanese university: 4 years 3. Obtain PhD from Taiwanese university: 3 years 	<ol style="list-style-type: none"> 1. Rule: 5 years 2. Obtain associate's or bachelor's degree from Taiwanese university: 4 years 3. Obtain master's degree from Taiwanese university: 3 years 4. Obtain PhD from Taiwanese university: 2 years

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