

Regulations for foreign professionals applying to work in Taiwan

Workforce Development Agency,
Ministry of Labor

Amendments to the “**Act for the Recruitment and Employment of Foreign Professionals,**” promoted by the National Development Council (NDC), were officially promulgated by the President on September 24, 2025, to enhance national competitiveness and in response to fierce global competition for talent. These amendments target key groups including top international professionals and overseas Chinese and foreign students, by relaxing regulations on working in Taiwan, residency, permanent residency, social security, and retirement benefits, with the goal of creating a more internationally competitive legal environment and attracting more global talent.

New upgrades to the Act for the Recruitment and Employment of Foreign Professionals

Highlight 1	<p>Retaining talent familiar with Taiwan</p> <ul style="list-style-type: none">✓ Extended two-year residence period for overseas Chinese and foreign students who graduate with an associate degree or higher, during which there is no requirement to apply for a work permit.✓ Overseas Chinese and foreign graduates can remain in Taiwan after graduation and search for work, try out job opportunities and be matched with employers, increasing the probability they will stay and develop careers in Taiwan.
Highlight 2	<p>More proactive recruitment of international talent</p> <ul style="list-style-type: none">• Foreign graduates from the top 1,500 universities in the world engaged in specialized or technical work are exempt from the two-year work experience requirement.• Foreign graduates from the top 200 universities in the world can apply directly to the Ministry of Labor for an individual work permit to engage in professional work in Taiwan, eliminating the need for an employer to apply and making the process more convenient.
Highlight 3	<p>Enhanced incentives for high-level talent to come to Taiwan</p> <p>The foreign spouses of foreign senior professionals and designated foreign professionals can apply directly to the Ministry of Labor for an individual work permit.</p>

New upgrades to the Act for the Recruitment and Employment of Foreign Professionals

Highlighted amendment 1

Overseas Chinese and foreign graduates can remain in Taiwan after graduation with zero barriers to working in the country

As students	Post graduation
Part-time work is permitted	<ul style="list-style-type: none">• Before the law was amended continuing to work part-time was not permitted and individuals were required to apply to the Ministry of Labor for a work permit based on a points-based system and other regulations.• Under these amendments, the period of residence is extended (for a maximum of two years) for overseas Chinese and foreign students who have graduated with an associate degree or higher, during which time they can work freely, including part-time work, without employers having to apply for a work permit.

New upgrades to the Act for the Recruitment and Employment of Foreign Professionals

Highlighted amendment 2

Making it easier for top foreign university graduates to work in Taiwan – continued

Relaxation of regulations governing foreign students with a Bachelor's degree or higher qualification from one of the top universities in the world engaging in professional work in Taiwan

Article 6, Act for the Recruitment and Employment of Foreign Professionals

Top 1,500 universities in the world

Individuals hired by an employer in Taiwan to engage in specialized or technical work are **exempt from the two-year work experience requirement**

(Based on Subparagraphs 1 to 6, Paragraph 1, Article 46 of the Employment Service Act).

Article 11, Act for the Recruitment and Employment of Foreign Professionals

Top 200 universities in the world

- Foreign nationals can **apply directly to the Ministry of Labor for a permit** to engage in professional work in Taiwan
- In establishing “**Regulations for the Application and Administration of Permits for Foreign Nationals in Article 11 of the Act for the Recruitment and Employment of Foreign Professionals,**” the Ministry of Labor has created a clearer and more convenient application process.

New upgrades to the Act for the Recruitment and Employment of Foreign Professionals

Highlighted amendment 2

Making it easier for top foreign university graduates to work in Taiwan – continued

Relaxed work experience limits for graduates from the top universities in the world (Article 6, Act for the Recruitment and Employment of Foreign Professionals)

Pre-amendment

“Top 500 universities in the world”

- White-collar review standards: Individuals who obtained a Master’s degree or higher from a related local or foreign university, or a bachelor’s degree in a related field and have **a minimum of 2 years relevant work experience**.
- Foreign nationals who have obtained a Master’s degree or higher from a local or foreign university, **or a bachelor’s degree or higher from one of the top universities in the world as announced by the Ministry of Education**, are not required to have a specific period of work experience.

Post-amendment

“**Top 1,500** universities in the world”

- To increase talent recruitment, the definition of “top universities in the world” has been expanded from the top 500 to **the top 1,500 universities in the world**.
- A list of the top 1,500 universities in the world is announced by the Ministry of Education. For more details see the Ministry of Education website or contact the ministry for confirmation.

New upgrades to the Act for the Recruitment and Employment of Foreign Professionals

Highlighted amendment 2

Making it easier for top foreign university graduates to work in Taiwan – continued

Graduates from the top 200 universities in the worldwide can apply for individual work permits

(the Ministry of Labor established the “Regulations for the Application and Administration of Permits for Foreign Nationals in Article 11 of the Act for the Recruitment and Employment of Foreign Professionals” on December 26, 2025).

Application eligibility (Article 3)	<ul style="list-style-type: none">Foreign nationals who have obtained a Bachelor’s degree or higher over the past five years from one of the top 200 universities in the world, as announced by the Ministry of Education, can submit the relevant documents detailed in Article 5 and apply directly to the Ministry for a permit to engage in professional work in TaiwanThe permit is valid for a maximum of two years and cannot be extended or a re-application filed.
Ineligibility criteria (Article 4)	The foreign national applicant must not have engaged in any of the following behavior in the three years prior to the application: <ol style="list-style-type: none">Worked without a permit.Refused to provide information as required by regulations or provided false information.Seriously violated other laws in the Republic of China.
Required documentation (Article 5)	<ol style="list-style-type: none">Application formPhotocopy of the foreign national’s passport or Alien Resident Certificate (ARC)Photocopy of the foreign national’s Bachelor’s degree or higher certificateOriginal review fee receipt
Method of application (Article 8)	In principle, all submissions should be done online .

Highlighted amendment 3

The spouses of high-level talent individuals can apply for individual work permits

Pre-amendment	Post-amendment (Article 15, Act for the Recruitment and Employment of Foreign Professionals)
<p>Able only to engage in part-time specialized or technical work, or apply for professional work through the general system based on the status of the spouse. They are not permitted to take on more flexible work such as freelance projects, which indirectly reduces the willingness of foreign senior professionals and designated foreign professionals to come to (or reside in) Taiwan.</p>	<ul style="list-style-type: none">• The spouses of foreign senior professionals and designated foreign professionals can apply directly to the Ministry of Labor for an individual work permit, without requiring employers to apply on a case-by-case basis, and there is no restriction on the categories of work in which they can engage.• If the work engaged in requires professional certification or registration under other laws (such as doctors), the spouses of designated or senior foreign professionals are required to obtain the relevant qualifications in accordance with those laws.

Highlighted amendment 3

The spouses of high-level talent individuals can apply for individual work permits

- Required application documentation includes **an application form, passport photocopy, certified documentation attesting to marital relationship, photocopy of an Alien Resident Certificate (ARC) issued for dependent residency, certified documentation showing the spouse is a designated foreign professional or senior foreign professional** (this requirement is waived if the ministry can access the information online from other government agencies) and the original review fee receipt.
- There is no fixed validity period for the work permit of the spouses of designated or senior foreign professionals **residing in Taiwan as dependents**. However, **the permit cannot exceed the duration of their dependent residence**, and if said dependent residence is lost the work permit automatically becomes invalid.