

促進性別工作平等規定

Regulations Promoting Gender Equality in Employment

假別 Type of Leave	請假原因 Reason for Leave	請假日數 Leave Day(s)	說明 Description
生理假 Menstruation Leave	生理日致工作困難 Work difficulty due to menstruation.	每月1日 1 day per month	不需醫生證明 Medical certificate is not required.
	妊娠未滿2個月流產 Miscarriage under 2 months of pregnancy.	5日 5 days	\$15
產假 Maternity Leave 	妊娠2個月以上未滿3個月流產 Miscarriage in 2-3 months of pregnancy.	7日 7 days	\$15
	妊娠3個月以上流產 Miscarriage over 3 months of pregnancy.	4星期 4 weeks	任職6個月以上給付全新 年資未達6個月者減半發給 (勞動基準法\$50) Full pay for those employed for more than 6 months; half pay for those employed for less than 6 months. (Labor Standards Act \$50)
	分娩 childbirth	8星期 8 weeks	
安胎假 Tocolysis Leave	醫師診斷有安胎休養之必要 Diagnosed by a physician as needing to recuperate.	2年內不超過1年 No more than 1 year in 2 years	醫師診斷(\$15) Physician's diagnosis
陪產假 及陪產檢假 Paternity Leave/Pregnancy checkup accompaniment leave.	配偶分娩 During pregnancy 陪產檢	7日 7 days	應給付全新(\$15-6) Full pay should be given.
產檢假 Pregnancy Checkup Leave	妊娠期間 During pregnancy	7日 7 days	應給付全新(\$15-6) Full pay should be given.
哺(集)乳期間 Breastfeeding Time 	親自哺(集)乳 Breastfeeding in person	每日60分鐘 60 minutes per day	哺(集)乳時間視為工作時間(\$18) The breastfeeding time is considered work time. 子女未滿2歲(\$18) Children are under 2 years old.
家庭照顧假 Family Leave	須親自照顧家庭成員 Need to take care of family members personally.	每年7日 7 days per year	請假日數併入事假計算(\$20) The number of leave days should be counted towards the personal leave.
育嬰留職停薪 Parental leave without payment	每一子女滿3歲前 Before each child reaches 3 years old.	不得逾2年 No more than 2 years	需任職滿6個月(\$16) Must be employed for more than 6 months.
育兒減少工時 或調整工時 Reduced or adjust working time for raising child.	撫育未滿3歲子女 Rearing children under 3 years old.	每天減少1小時或調 整工作時間 1 hour less per day or adjusted work hours	\$19