



### The Exception of Validity of Contract

- ➔ A party causes the other party to conclude a Employment contract that is contrary to a party's true intention by means such as deception, coercion or taking advantage of the other party's, difficulties;
- ➔ The employer disclaims its statutory liabilities or denies employee's rights in the employment contract;
- ➔ Any mandatory provision of laws or administrative statutes is violated by the employment contract.



### Confidentiality and Non-competition

- ➔ Employees with responsibility of non-competition shall be limited to the senior officers, senior technical employees and other employees with a duty of confidentiality.
- ➔ The period of non-competition may be during the period of the employment and for up to 2 years after the termination of the employment contract.
- ➔ In addition, the employer shall pay the employee compensation during the non-competition period on a monthly basis.




### Probation Period

Contract Term	Maximum Probation Period
Less than 3 months	None
3 months to less than 1 year	1 month
1-3 years	2 months
3+ years or non-fixed term contract	6 months



### Working Hours

- ➔ Standard Working Hour System
- ➔ Flexible Working Hour System
- ➔ Comprehensive Working Hour System

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### Rescission of the Employment Contract

- Rescission by the Employee
- Rescission by the Employer
- Rescission for the Employee's Fault
- Rescission for Non-fault
- Economic Lay Off

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# Thank you.

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