Regulations on the Permission and Administration of the Employment of Foreign Workers

Chapter I General Provisions

Article 1 The Regulations are prescribed in accordance with Paragraph 2 of Article 48 of the Employment Service Act (hereinafter “the Act”).

For the purposes of the Regulations:
1. The term “type A foreign worker(s)” means those foreign person(s) who are employed to engage in jobs as referred to in Subparagraphs 1 to 6 of Paragraph 1 of Article 46 of the Act;
2. The term “type B foreign worker(s)” means those foreign person(s) who are employed to engage in jobs as referred to in Subparagraphs 8 to 11 of Paragraph 1 of Article 46 of the Act;
3. The term “type C foreign worker(s)” means those foreign person(s) who engage(s) in jobs in accordance with Subparagraphs 1 or 2 of Article 50 of the Act;
4. The term “type D foreign worker(s)” means those foreign person(s) who engage(s) in jobs as referred to in Subparagraphs 1 to 4 of Paragraph 1 of Article 51 of the Act.

Article 2 The Central Competent Authority, after evaluating the conditions of the supply and demand of labors in terms of the circumstances of the domestic economic development and the employment market, may announce the number and proportion of, and the categories of occupations engaged in by the type A foreign workers as referred to in Article 2 to be domestically recruited by employers.

Article 3 The entry visa held by a foreign worker shall be deemed as a work permit, should such visa be granted on the basis of an international written agreement specifying the foreign work permit, the number of people and the period of residence (stay) although the primary purpose of such agreement is not to enter the Republic of China to work.

The period deemed as work permit referred to in Paragraph 1 of this article shall not be longer than one year.

Article 4 The entry visa held by a foreign worker who engages in occupations as referred to below shall be deemed as a work permit and the period of stay allowed by the visa shall be within thirty days:
1. To engage in the work mentioned in the Paragraph 3, Article 51 of the Act.
2. To help assist in the solution of emergency cases and related problems.
for the purpose of public welfare and to engage in the works regulated in the Subparagraph 1, Paragraph 1, Article 46 of the Act.

3. To be recognized as well-known experts by the agencies mainly responsible for the speech or commercial technical advisory work regulated in Subparagraph 1, Paragraph 1, Article 46 of the Act.

4. Those who are invited by the central competent authority in charge of the target business at the Central Government level and who are going to be engaged in non-profit art performances or sports events.

A foreigner who obtains an Academic and Business Travel Card issued by the immigration authority, and is engaged in speeches or technical business guidance work provided in the Subparagraph 1, Paragraph 1, Article 46 of the Act, shall be deemed as being given a work permit in the event that the period of stay permitted by the visa is within ninety days.

**Article 6**

Unless otherwise provided for in the Act or in the Regulations, an employer shall apply with the Central Competent Authority for a permit to recruit foreign worker(s) to engage in occupations in the Republic of China.

Prior to granting the permit as referred to in Paragraph 1 of this Article, the Central Competent Authority may consult with the Central Competent Authority administering the occupations in question for reviewing their opinions and comments thereon.

Where an employer engages a foreigner in such occupations as those provided in Subparagraph 2, Paragraph 1, Article 48 of the Act, he/she shall verify the original Alien Resident Certificate and joint-family household registration data of such foreign.

**Article 6-1** An employer can apply for employment of foreign workers through the Internet as indicated by the Central Competent Authority following its announcement.

**Article 6-2** If the employer obtains a certificate of the employment of foreign workers which is issued by government institutions or state-owned enterprises and is available for search on the Internet, additional attachment of the stated certificate is not required.

The above-mentioned document shall be announced by the Central Competent Authority.

**Chapter II Application for the Permit to Employ the Type A Foreign Workers**

**Article 7** In applying for the permit to employ the type A foreign worker(s), an employer shall submit the following documents:

1. Application form(s).


4. Name list of the employed foreign worker(s), and photocopy of their passport(s) and diploma(s). But foreign worker(s) who is employed to engage in jobs as referred to in Subparagraphs 2, 5 and 6 of Paragraph 1 of Article 46 of the Act is exempted of photocopy of diploma(s).

5. Original of the receipt for examination fee.

6. Other documents as may be required by the Central Competent Authority.

In applying to employ foreign worker(s) to engage in jobs as referred to in Paragraph 3 of Article 51 of the Act, in addition to the required documents specified in the Subparagraphs 1, 5 and 6 of the preceding paragraph, shall submit the following documents:

1. Photocopy of the contracts related to construction, sale or technology cooperation.

2. Business registration documents of domestic and foreign legal persons under the contracts.

3. Evidence document(s) of the contract(s) undertaking appointment issued by foreign legal persons.

4. Photocopy of the certificates of the company registration or business registration of the applicant company, and photocopy of the national identity card or passport of the person in charge of the applicant company.

5. Name list of the foreign worker(s) undertaking the contracts, and photocopy of their passport(s) and diploma(s). But foreign worker(s) whose total duration of previous work permit in the one year prior to the date of application and the one for the current application is not over 90 days is exempted of photocopy of diploma(s).

Where a submitted document in the preceding two paragraphs was made/issued in a foreign country, the Central Competent Authority may require the official verification thereof by the Republic of China’s embassy or consulate to that foreign country.

Where the applicant employer is a civil organization, in addition to the required documents specified in Subparagraphs 1, 3 and 6 of Paragraph 1,
personal identification document of the person in charge of the organization and photocopy of the registration certificate of the organization shall be submitted as well.

**Article 8**

Should an employer find it necessary to continue the employment of the type A foreign worker(s), the employer shall, within four months prior to the expiration of the employment permit, apply for extension of the employment permit with the documents as referred to in Subparagraph 1, Subparagraphs 3 to 6 of Paragraph 1 of Article 7 to the Central Competent Authority. But those whose duration of employment permit is less than six months may only apply their extension after two-third of the duration of employment permit.

**Article 9**

Should the period of stay of foreign worker(s) as referred to in Article 5 be thirty-one days or more but not over ninety days, the employer(s) may apply pursuant to Article 7 for permit to employ such foreign worker(s) within thirty days following such foreign worker(s)’ entry into the Republic of China.

**Article 10**

Whenever granting the permit or the extension thereof to employ the type A foreign worker(s), the Central Competent Authority shall also notify the Ministry of Foreign Affairs of such grant.

**Article 11**

Should any of the following events occur, the Central Competent Authority shall not grant all or part of employment permit(s), nor the extension thereof, for employment of type A foreign worker(s):

1. To provide false or expired information.
2. The foreign worker to be recruited fails the health examination conducted in accordance with regulations administering health examinations of employed foreign workers prescribed by the Central Competent Health Authority.
3. The application so filed is not made in conformity with the relevant requirements, and the employer fails to make necessary supplements and/or rectifications thereof within the specified period.

**Article 11-1**

Employers of the type A foreign worker(s) shall provide written notice to the Central Competent Authority within three days if the foreign worker(s) had the event of leaving without making payment according to the law.

**Article 11-2**

The application and administration after entry of foreign worker(s) who enter the Republic of China to work in accordance with Paragraph 3 of Article 51 shall apply, except specified otherwise in the Act, to the
specifications of the type A foreign worker(s) referred to Subparagraph 1 of Article 2.

**Article 11-3**

In the event where a foreign worker works in the territories of the Republic of China in accordance with Subparagraph 1 or 2, Paragraph 1, Article 46 of the Act for business lines which are open under a documented international pact, the business entity which executes the agreement shall apply for a permit according to the requirements for Type A foreign worker(s) unless otherwise prescribed in the Act or these Regulations.

In the event where the business entity in the preceding paragraph is a business entity located in the Free Economic Pilot Zones ("FEPZs") and is engaged in a business listed in Subparagraph 1 or 2, Paragraph 1, Article 46 of the Act in FEPZs, it needs not be restricted to the contract for the business lines allowed under international treaties.

The provisions for management of Type A foreign worker(s) shall be applicable to the foreign worker specified under the two preceding paragraphs.

The following documents shall be provided when applying for a permit under Paragraph 1 or 2 in addition to those documents required as specified under Subparagraphs 1, 5, 6, Paragraph 1 and Subparagraph 4, Paragraph 2 of Article 7:

I. The photocopy of the Agreement in photocopy.

II. The Photocopies of the roster of foreign worker(s), passports in photocopies, certificates of graduation (diplomas) or photocopies of the supporting certificates in photocopies. In a case where a foreign worker is engaged in the job under the Subparagraph 2, Paragraph 1, Article 46 of the Act, nevertheless he/she may be exempted from presenting, the certificate of graduation (diploma) or the other supporting certificates may be exempted.

In the event that the qualification requirements to be obtained for a foreign worker to allow him/her to engage in the jobs under Paragraph 1 or 2 are consistent with certain methods and conditions of professional practice, such foreign worker shall additionally satisfy the requirements by the laws and regulations promulgated by the competent authorities in charge of the target business at the Central Government level.

**Chapter V Application for Permit(s) to Employ Type D Foreign Workers**

**Article 36** In applying for permit(s) to employ the type D foreign worker(s), an employer shall submit the following documents:

1. Application form(s).
2. Photocopy of applicant or the person-in-charge-of-corps’ personal identification document, the certificates of the company registration, business registration, factory registration, and that of the license for specially permitted businesses. The requirement of the photocopy of the certificates of factory registration or that of the license for specially permitted businesses is exempted if so provided for in other laws or regulations.
3. Photocopy of employment contract(s) or labor contract(s).
4. Photocopy of the passport(s) of the employed type D foreign worker(s).
5. Photocopy of the employed type D foreign worker(s)’s Residence Permit(s) for Foreigners or his/her Permanent Residence Permit(s).
6. Original of the receipt for examination fee.
7. Other documents as may be required by the Central Competent Authority.

Where the applicant employer is an organized body of people, in addition to the documents as referred to in subparagraph 1 and subparagraphs 3 to 7 of paragraph 1 of this article, the applicant employer shall also submit the photocopy of personal identification document of the person in charge of such organization and that of the certificate of such organization’s registration.

**Article 37**

Should an Employer find it necessary to continue the employment of type D foreign worker(s) within the period of sixty days prior to the expiration of the Employment Permit(s), the Employer shall apply, with the documents as referred to in Subparagraph 1, Subparagraphs 3 to 7 of Paragraph 1 of Article 36, with the Central Competent Authority for extension of the Employment Permit(s) within the said period.

**Article 38**

In order to file application for the grant of employment permit with the Central Competent Authority directly in accordance with Paragraph 2 of Article 51 of The Act, a type D foreign worker shall submit the documents as referred to in Subparagraph 1, Subparagraphs 4 to 7 of Article 36.

**Article 39**

The Central Competent Authority shall not grant employment permit(s) or the extension thereof for employment of type D foreign worker(s) as filed by the employer or directly by the type D foreign worker(s), should any of the following events occur:

1. False information found in the application filed by the Employer for a permit to employ foreign worker(s) or for the extension thereof;
2. The filing application is not made in conformity with the relevant requirements, and the applicant employer or applicant type D foreign worker(s) fail(s) to make necessary supplements and/or rectifications thereof within the specified period.
Chapter VI Management of Foreign Workers after their Entry

Article 45 Where an employed foreign worker acts in the manner as referred to in Article 56 of The Act, in additional to notifying the local authorities and police authorities of such situation in accordance with the said Article, his/her employer shall also notify the Central Competent Authority of the same. But if the reason of notification for such employed type B foreign workers is terminating employment relationship, then the local competent authority shall explore and verify the foreign workers’ genuine willingness after it has received the notification; the verification procedure will be promulgated by the Central Competent Authority.

The notification as referred to in Paragraph 1 of this article shall contain the name of the employed foreign worker, his/her sex, age, nationality, date of entry into the Republic of China, term of employment, the document number of his/her recruitment or employment permit, and the photocopy of his/her Residence Permit(s) for Foreigner.

Where the said employed foreigner has not departed from the territory of the Republic of China, the police authorities shall make a collective report to the National Police Administration, Ministry of the Interior, Republic of China and fortify the search for such missing employed foreign worker.

Article 46 An employer shall, prior to the expiration of the validity of the employment permit(s) of any employed foreign worker(s), go through the necessary procedures on behalf of the employed foreign worker(s) with a view to facilitating the employed foreign worker(s)’s departure from the Republic of China.

Should the employed foreign worker(s) be ordered to depart from the Republic of China due to any of the following reasons, the employer shall, within the specified period, go through the necessary procedures on behalf of the employed foreign worker(s) with a view to facilitating his/her departure. In any case, however, the period, if any, specified by the Entry/Exit Authorities in accordance with the applicable laws and regulations, shall be strictly observed without delay.

1. Employment permit(s) has/have been abolished.
2. The result of the health examination(s) has indicated that the employed foreign worker(s) has/have failed some items in the health examination.
3. The employer has not applied for employment permit(s) in accordance with the applicable laws and regulations or such application has already been rejected.

Within thirty days following the departure of the employed foreign worker
as referred to in Paragraphs 1 and 2 of this article, the employer shall submit the name list of the foreign worker(s) who has/have departed and the documents certifying such departure to notify the Central Competent Authority to that effect.

**Article 46-1**

An employer who cannot observe the requirements of notification or application within the specified periods set forth in the Regulations may, after approval by the Central Competent Authority, complete said notification or application.

To complete notification or application in the preceding paragraph is limited to once for the same case of notification or application.
Qualifications and Criteria Standards for foreigners undertaking the jobs specified under Article 46.1.1 to 46.1.6 of the Employment Service Act

Chapter I General Provisions

Article 1 The Standards set herewith are based on the stipulations of Article 46.2 of the Employment Service Act (the Act herewith).

Article 2 To be employed for the jobs specified in Article 46.1.1 to 46.1.6 of the Act. Foreigners have to comply with the Standards stipulated herewith.

Article 2-1 Where an employer applies for a permit to hire a foreigner for the latter to perform the work specified in the preceding Article, the foreigner may not be found to be engaged in any of the following circumstances within three (3) years prior to the application date:

1. He or she has ever engaged in work without obtaining an Employment Permit;
2. He or she has ever worked or is currently working for an employer other than the employer who applied for a permit for him or her;
3. Without the employer’s designation, he or she has ever engaged in work not specified in the Employment Permit;
4. He or she was absent from work without leave or a justifiable reason for three (3) consecutive days, and he or she and the employer lost contact;
5. He or she has ever refused to undergo a health examination or provided a false specimen;
6. He or she has ever been found significantly violating Articles 48.2 and 48.3, or 49 of this Act;
7. He or she has ever been found significantly violating laws and regulations of the Republic of China; or
8. He or she has ever refused to submit any information as required by laws and regulations, or has submitted false information in violation of the laws and regulations.

Article 3 To protect the working rights of the citizens in this country and to provide equal opportunities to foreigners in this country in a fair and reciprocal manner, the central competent authorities will decide along with specific industry authorities the quota of foreign employees based on the evaluation of the employment market, employers’ industries, scale, employment plan, operation performance and the contributions to the economic and social development of this country.
Chapter 2 Special Professions or Technical Assignments

Article 4  “Specialized or technical work” mentioned in Article 46.1.1 of this Act refers to the following work that requires specialized knowledge, expertise, or techniques for which a foreigner is hired to perform:

1. Civil engineering or practice of architecture;
2. Communications and transportation;
3. Tax and financial services;
4. Practice of real estate agency;
5. Immigration services;
6. Practice of attorneys, or of patent attorneys;
7. Practice of technicians;
8. Health care;
9. Environmental protection;
10. Culture, sports, and recreation services;
11. Academic research;
12. Practice of veterinarians;
13. Manufacturing;
14. Wholesales; or
15. Other work designated as per the joint consultation of the central governing authority and the central competent authorities.

Article 5  Other than meeting with other criteria specified in the Standards, foreign employees have to acquire one of the following qualifications before undertaking the jobs/assignments specified here above:

1. Acquire certificates or operation qualifications through the procedures specified in the Examinations of Specific Profession and Technician Guidelines.
2. Acquire credentials of Master degree or above from universities in the ROC or in foreign countries or acquire Bachelor degree and with more than two years working experiences in the specific field.
3. Expatriates to the ROC that have been employed in multi-national companies for more than one year.
4. Specialists who have been trained professionally or self-taught in the specific field and have more than five years experiences in related skills and have demonstrated outstanding performances.

Article 5-1 Other than meeting with other criteria specified in the Standards, foreign students, overseas Chinese students and ethnic Chinese students who have graduated from a public or private accredited college or university in the
Republic of China and have accumulated a minimum of 70 points derived from the criteria in the attached table, may be employed to undertake the jobs with exemption from the limitations in the preceding Article.

The Central Competent Authorities shall announce the quota, application period, documents for approval and the procedure for issuing the employment permit.

Article 6

Central competent authorities along with the specific industry authorities at the central government level can have Article 5.2 exempted in coping with the need of hiring special professionals and technical personnel during the change of industry environment.

The startup businesses recognized as capable of innovation by the agreement with the central competent authorities in consultation with the central industry competent authorities are not subject to the limitation of five-year related experience as stated under Article 5.4.

Article 7

Whereas the execution of contract(s) of construction, sale, technical cooperation, or so requires a foreign legal entity to designate its employee of a foreign nationality to engage in work specified in Article 4 in the Republic of China, the employment eligibility of the foreign employee will not be bound to Article 5, provided that the period for the employee to engage in such work does not exceed ninety (90) days. However, if the number of days when the foreign employee has worked to perform the said contract(s) within one (1) year prior to the application date, and the number of days that the employer applies currently such work, total more than ninety (90) days, the foreign employee shall still be bound to Subparagraphs 1, 2, and 4 of Article 5.

Article 8

The wages or remuneration for foreign employees who, or foreigners who, according to the contract for the business lines allowed under international treaties, undertake the jobs specified in Article 4 should not be lower than the amount published by the central competent authority.

Article 8-1

If foreigners are employed to engage in architecture or civil engineering, the content of their work shall be the construction technical guidance and/or quality control in architecture; or planning, design, supervision, and/or technical consultations in civil engineering.

Article 9

Employers who hire the foreigners mentioned in the preceding Article shall be qualified for one of the following:
1. Construction enterprises that have obtained permits and have registered with the competent governing authorities.
2. Architects who have obtained operation certificates and have more than 2 (two) years' experiences in the construction field.
Article 10  Job descriptions for foreigners to be employed in the transportation industry should be within the following categories:

1. Land Transportation:
   (1) Planning, designing, implementation & supervision, consulting & operation and maintenance work for railways, highways and mass rapid transit systems (MRT).
   (2) Installations, maintenance, technical supervision, testing and operations of the facilities for passenger and cargo carriages for railways, highways and MRT that are either imported from foreign countries or manufactured domestically by foreign companies.
   (3) Examination and testing of instruments purchased overseas and R&D work that can help upgrade land transportation techniques.

2. Sea Transportation:
   (1) Planning, designing, implementation & supervision and evaluations of harbors and piers.
   (2) Management of commercial harbor facilities and salvage work, the construction, maintenance, installations, technical supervision, testing and operations of the facilities, and R&D work that can help upgrade harbor operation techniques.
   (3) Constructing and maintenance of ships and containers and the R&D work that can help upgrade related techniques.
   (4) Training and management of personnel in the sea-transportation industry and other work that can help upgrade the development of sea-transportation businesses.
   (5) Planning and construction of civil aviation terminals and supporting facilities.
   (6) Maintenance, purchasing of aircraft that can help upgrade air transportation techniques, civil aviation facility check and technical supervision.
   (7) Personnel training, operational management, transportation of aircrafts, test flies, training of pilots and co-pilots, commercial aviation and other R&D work that helps to upgrade air transportation development.

3. Postal Industry:
   (1) Planning, designing, examination, implementation & supervision of postal machinery and facility systems.
   (2) Verification and production supervision of instruments purchased overseas and R&D work that can help upgrade postal techniques.
   (3) Research, designing, technical supporting, maintenance of postal
machinery and facilities and personnel training.

4. Telecommunications:
(1) Planning, designing, implementation & supervision of telecommunication engineering and techniques.
(2) Examination, manufacturing, technical supervision of instruments purchased overseas and R&D work that can help upgrade telecommunication techniques.
(3) Research, designing, technical supporting, technical supervision and maintenance of telecommunication facilities.
(4) Telecommunication personnel training.
(5) Designing and technical supports for telecommunication value-added network.
(6) Planning, designing, implementation & supervision of radio wave techniques used in radio and television broadcasting.

5. Tourism Industry:
(1) Operational management of tourist hotels and travel industries, tour guides, tour leaders and other R&D work that helps upgrade the tourism industry.
(2) Tourist hotel, hotel operation and food & beverage techniques that are lacking in this country.
(3) Planning, developing and operational management of tourist attractions or recreation areas.

6. Meteorology industry:
(1) Collection, evaluation, management, supplying and information exchange of the international meteorology, earthquakes, and marine meteorology.
(2) Technical research and supervision of meteorology, earthquakes, and marine meteorology.
(3) Testing and maintenance supervision of instruments purchased overseas and R&D work that can help upgrade meteorology, earthquakes, and marine meteorology techniques.
(4) Incubation and training of personnel related to meteorology, earthquakes, and marine meteorology and the recognition and verification of meteorology, earthquakes, marine meteorology, volcano and seismic sea wave.

7. Planning and management jobs related to 10.1 to 10.6.

Article 11
The employers of the foreigners referred to in the preceding Article shall acquire the business license issued by the authority concerned at the central government level.

Foreigners to be employed as tour guides, tour leaders, or travel agency
managers in the tourism industry, as specified in Article 10.5, should respectively obtain a tour guide license, tour leader license, or travel agency management certificate issued by the authority concerned at the central government level.

**Article 12** Qualifications for foreigners to be employed for air-transportation or test-fly include the following:
1. Pilots have the qualification for transporting or test-flying the aircraft model(s) that required by the employer(s).
2. Pilots have the valid certificate of the aircraft model(s) required by the employer(s).
3. Pilots have passed the physical examination and obtain the valid documents.

**Article 13** Qualifications for foreigners to be employed for pilot training include the following:
1. Pilots are qualified for aircraft training.
2. Pilots have the valid certificate of the aircraft model(s) required by the employer(s).
3. Pilots have passed the physical examination and obtain the necessary documents to prove it.

**Article 14** Qualifications for foreigners workers who are employed for commercial aircraft flying include the following:
1. Pilots have the qualification for civil aircraft flying and transportation.
2. Pilots have the valid certificate of the aircraft model(s) required by the employer(s).
3. Pilots have passed the physical examination from the civil aviation medical center and obtain the necessary documents to prove it.

In the case that, for some aircraft models, if there are no qualified pilots for those models domestically or internationally, employers may hire foreign pilots who have not acquired the valid certificates of the aircraft models to give them due trainings. Only when they have acquired the valid certificates of the aircraft models are they allowed to be employed the work prescribed in this Article. However, our national qualified aircraft pilots shall be trained in the first priority.

**Article 15** An employer who hires foreign pilots, as specified in the preceding Article, shall also train domestic pilots. The total number of foreign pilots hired by the employer may not exceed two point five (2.5) times of the sum of the total number of domestic pilots trained by the employer within seven (7) years prior to the application date, and the planned number of domestic pilots
who are being or to be trained by the employer in the year of the application.

**Article 16**  
Employers who employ foreign workers specified in Article 12 to Article 14 should obtain civil aviation transportation permit issued by the industry authority at the central government level.

**Article 17**  
Qualifications for foreigners to be employed for domestic commercial (aircraft) flying include the following:
1. Pilots have to be qualified for captains* in aviation system.
2. Pilots have the valid certificate of the aircraft model(s) required by the employer(s).
3. Pilots have passed the physical examination and obtain the necessary documents to prove it.

**Article 18**  
Employers have to be qualified for one the following when hiring foreigners for the work stipulated in the previous Article:
1. Obtain the permit from the ROC general aviation issued by the authority concerned at the central government level.
2. Foreign pilot employed for aircraft operation and training can only be assigned for aircraft models that have yet been initiated in this country. However, for those existing aircraft models which have yet to be operated by local pilot trainers are exempted from abovementioned restriction. On-job training (re-training) for international pilots who have already operated the said aircraft model(s) should also be exempted from the abovementioned restriction.

**Article 19**  
Employers' application plans have to be qualified for one the following when hiring foreigners for the work stipulated in the previous Article:
1. Employers can assign pilots to operate either single-seat or double-seat aircraft model. In the first year of operating (an aircraft), either model can be operated fully by foreign pilots; from the second year onward, double-seated aircraft model must have at least one pilot with the ROC nationality.
2. At least half of the total flying hours of single-seat aircraft models need to be assigned to the ROC pilot from the second year of operation, with the exception of cases where special nature or techniques are required for the job and are approved by the central competent authorities along with authority concerned at the central government level.

**Article 20**  
Foreigners to be employed in the aircraft engine, fuselage or electronic communication visa related field shall acquire the valid certificates and 5 years aircraft maintenance or related technical field working experience.

**Article 21**  
Job descriptions for foreigners to be employed in the tax & financial service
field should be within the following categories:
1. Securities & Future Trading
   (1) Planning, research, analysis, management, and new technique initiation
   work on securities and marketable securities.
   (2) Future trading, investment, analysis, auditing in the financial and
   business sectors, or new techniques initiation.
2. Financial industry: depositing, crediting, investing, trusting, foreign
   exchange, other financial businesses recognized by the central competent
   authorities, along with authority concerned at the central government level
   and the planning, research & analysis, management & consulting work of
   these business sectors.
3. Insurance industry: Claims for life or property insurance, approval of
   insurance policy, actuary, investment, information, re-insurance, insurance
   brokerage, insurance agent, training, notarization, engineering, risk
   management or new techniques initiation.
5. Assisting businesses or services specified by the CPA Guidelines.

The employers of the foreigners referred to in the subparagraphs 1 to 4 of the
preceding paragraph shall acquire the business license about securities,
futures trading, financial industry, or insurance industry issued by the
authority concerned at the central government level.

The employers of the foreigners referred to in the subparagraph 5 of the
paragraph 1 shall acquire the CPA's practice registration.

Article 22 Job descriptions for foreigners to be employed in the real estate agencies
should be brokerage or selling of real estates.
Foreign workers in this category should obtain a real estate broker certificate
issued by the municipality or county (city) competent authority, or a real
estate broker certificate issued by the organization or association designated
by the authority concerned at the central government level.

Article 23 Job descriptions for foreigners to be employed in the immigration service
organizations should be within the following categories:
1. Consultation of immigration fund and brokerage services related to
   investment immigrating. The idea is to protect the rights of the immigrants.
2. Other consultation services related to immigration.
Foreigners workers specified in the previous Article should be qualified for
one of the following:
1. Have more than two-year experience in the immigration business specified
   in Article 22.
2. Worked as immigration officer and has been responsible for immigration visa issuance for more than one year.
3. Qualified as attorney and has been working on immigration-related business for more than one year.

**Article 24**

Foreigners to be employed for attorney's assignments should be qualified with one of the following:
2. Lawyers/attorneys specialize in foreign laws.

**Article 25**

Employers have to be qualified for one the following when hiring foreigners for the work stipulated in the previous Article:
2. Lawyers/attorneys specialize in foreign laws.

**Article 25-1**

Foreigners to be employed to engage in the practice of patent attorneys shall qualify as patent attorneys.
The employer which is to hire foreign patent attorneys as set forth in the preceding Paragraph shall be a firm that operates and handles patent business, and satisfies one of the following conditions:
1. Patent attorneys of the Republic of China;
2. Attorneys of the Republic of China;

**Article 26**

Foreigners to be employed to practice business as professional engineers should obtain the license issued by the central competent authority as defined in the Professional Engineers Act.
The employers of the foreigners referred to in the preceding paragraph shall acquire one of the following documents:
1. Professional engineering consulting firm registration certificate;
2. Business license issued by the authority concerned.

**Article 27**

A foreigner to be employed to engage in healthcare in a medical institution to shall qualify for one of the following:
1. A physician who has obtained a medical professional certificate issued by any of the concerned central governing authorities, traditional Chinese medical practitioner, dentist, pharmacist, medical technologist, medical radiation technologist, physical therapist, licensed nurse, nutrition specialist, clinical psychologist, counseling psychologist, respiratory therapist, speech pathologist, dental technician, licensed midwife, an occupational therapist, or audiologist; or
2. Other than the professionals as set forth in the preceding Paragraph, any other medical specialist or technician whom is recognized as necessary in
healthcare business by the joint consultation of the central governing authority and central competent authorities.

**Article 28**  
Medical organizations specified in the previous Article should be within the following categories:  
1. medical organizations.  
2. health-care organizations.  
3. pharmacists and pharmacies.  
4. non-profit healthcare organizations.  
5. Other organizations allowed for foreigner-recruitment that recognized by the central competent authorities along with the specific authorities concerned at the central government level.

**Article 29**  
The job descriptions for foreigners to be employed in the environmental protection work should be within the following:  
1. personnel training.  
2. research and development of techniques.  
3. installations, operations and maintenances of pollution-prevention instruments.

**Article 30**  
When hiring foreigners for the work stipulated in the previous Article, employers have to be within the following categories:  
1. Environment examination and examination organizations.  
2. Waste (sewage) water disposal operators.  
3. Cleaning agencies that handle the sewage-water disposal facilities for (office and apartment) buildings.  
4. Garbage disposal agencies.  
5. Other work / industries allowed for foreigner-recruitment recognized by the central competent authorities along with the specific industry authorities at the central government level.

**Article 31**  
The job descriptions for foreigners to be employed in the cultural, sports, and recreation service industries should be within the following categories:  
1. Publication Industry: management, foreign-language scriptwriting, editing, translation or compilation for newspapers, magazines or books; management, production or music composing, new facilities & techniques initiation for audio publication.  
2. Motion picture industry: motion picture production, screenplay writing, art designing, promotion, direction, or new techniques initiation.  
3. Wireless, cable, and satellite broadcasting (radio and television) industries: program designing and production, foreign-language scriptwriting, translation & editing, announcing & dubbing, directing & program hosting.
management or new techniques initiation.
4. Service industry related to arts, culture and sports: literary work, commentary, operation and management of arts & culture activities, agents for art talents and models, operation & management of sports venues, judges (referees) for sports competition, sports (training) instructor, or organizer for sports events.
5. Library and archive preserving industries: data collecting and maintaining, transformation of data into photographs, maps, audio tapes, video tapes and other preservation or management format.
6. Museums, historical heritages and other organizations dedicated to preserving cultural assets: preservation, maintenance, display and demonstration, education or management of various cultural assets or other cultural assets worthy of preservation.
7. Recreation & service industries: operation and management of theme parks or playgrounds.

The employers of the foreigners referred to in the subparagraphs 5 and 6 of the preceding paragraph shall acquire the publication industry license, archive preservation industry license, museum license or historical heritages license issued by the authority concerned.

Article 32 Where a foreigner is to be hired to perform research work, his or her employer shall be a college or above, or an academic research institution or teaching hospital whose registration is approved by the central governing authorities pursuant to laws.

Article 33 Foreign employees who are hired by veterinarian clinic or other organizations recognized by the central competent authorities along with authority concerned at the central government level should obtain the veterinarian certificate issued by the latter.

Article 34 The job descriptions for foreigners to be employed in the manufacturing industry should include: operational management, research, analysis, design, planning, maintenance, consultation, instrument installation and technical supervision.

Article 35 The job descriptions for foreigners to be employed in the wholesale business should include: operational management, design, planning and technical supervision.

Article 36 An employer who is to hire a foreigner as set forth in Subparagraph 15 of Article 4, Articles 22, 23, 29, Subparagraphs 1 to 4 and 7 of Article 31, Articles 34 or 35 shall meet one of the following requirements:
1. Domestic company:
(1) Established for less than one (1) year, and its paid-up capital has reached five million (5,000,000) New Taiwan Dollars and above, or average turnover, actual import and export revenue, or commission has reached ten million (10,000,000) New Taiwan Dollars and above, one million (1,000,000) United States dollars and above, or four hundred thousand (400,000) United States dollars and above, respectively.

(2) Established for more than one (1) year, and its average turnover, actual import and export revenue, or commission in the most recent year or for the past three (3) years has reached no less than ten million (10,000,000) New Taiwan Dollars, one million (1,000,000) United States dollars, or four hundred thousand (400,000) United States dollars, respectively.

2. Foreign branch company established in the Republic of China or Mainland China branch company established in the Republic of China:

(1) Established for less than one (1) year, and its working capital, turnover, actual import and export revenue, or commission has reached five million (5,000,000) New Taiwan Dollars and above, ten million (10,000,000) New Taiwan Dollars and above, one million (1,000,000) United States dollars and above, or four hundred thousand (400,000) United States dollars and above, respectively.

(2) Established for more than one (1) year, and its average turnover, actual import and export revenue, or commission in the most recent year or for the past three (3) years has reached no less than ten million (10,000,000) New Taiwan Dollars, one million (1,000,000) United States dollars, or four hundred thousand (400,000) United States dollars, respectively.

3. The employer is a representative office of a foreign company or a Mainland China company approved by the authority concerned at the central government level specially, and has actual performance records in Taiwan.

4. The employer is a research and development center, or a corporate operation headquarter, and its establishment has been approved by the authority concerned at the central government level.

5. The employer has made substantial contribution to the domestic economic development. Alternatively, he, she, or it has a special circumstance that is treated as a special case by the central competent authority after consultation with the authority concerned at the central government level.

Article 37

Whereas an employer which is to hire a foreigner to engage in the work as set forth in Article 4 is a juridical person, a juridical association, an administrative juridical person, or a non-government organization, it shall meet one of the following requirements:
1. Juridical person: Established for less than one (1) year, and its total funding has reached no less than ten million (10,000,000) New Taiwan Dollars; alternatively, established for more than one (1) year, and its average operating expenditure in the most recent year or for the past three (3) years has reached no less than five million (5,000,000) New Taiwan Dollars.

2. Juridical association: it has no less than fifty (50) members.

3. Administrative juridical person: the administrative juridical person established pursuant to laws.

4. Non-government organization: a representative office, secretariat, headquarter, or branch in Taiwan of a non-government organization, and its establishment was or is approved by the authority concerned at the central government level.

Chapter 3 Management work in a business entity invested by overseas Chinese or foreigners

Article 38

A foreigner to be hired to serve as a director or manager of a business invested or established by overseas Chinese or foreigner(s) and approved by the Government of the Republic of China, as set forth in Article 46.1.2, shall qualify for one of the following conditions:

1. The foreigner has ever acted as a manager of a company invested in by overseas Chinese or foreigner(s), pursuant to the Statute for Investment by Overseas Chinese, or Statute for Investment by Foreign Nationals, whereas the amount of shares held by or the capital contributed by the overseas Chinese or foreigner(s) exceeds one third (1/3) of the total amount of shares, or the total capital of the business, respectively.

2. The foreigner has ever acted as a manager of a foreign branch company.

3. The foreigner has ever acted as a representative of a representative office, approved by the authority concerned at the central government level.

If the number of foreigners to be hired by the employer pursuant to the preceding Paragraph exceeds one (1), the qualifications of the foreigners and the employer, or other qualifications thereof shall conform to provisions set forth in Chapter 2.

4. The foreigner has ever acted as the deputy director or manager or the equivalent position in the start-up business recognized as capable of innovation in accordance with the Article 6.2.

If the number of expatriates to be hired by the employer pursuant to the preceding Paragraph 1 to 3 exceeds one (1), the qualifications of the expatriates and the employer, or other qualifications thereof shall conform to
provisions set forth in Chapter 2.

If the number of expatriates to be hired by the employer pursuant to the preceding Paragraph 4 exceeds one (1), the wages or remuneration of the expatriates shall not be lower than the amount published by the central competent authority set forth in the Article 8.

The provisions referred to in the preceding three paragraphs shall apply to a foreigner to be hired by a Mainland China branch company or representative office to act as a manager of the company.

Article 39

The employer who is to hire a foreigner specified in the preceding Article shall meet one of the following requirements:

1. Established for less than one (1) year, and its paid-up capital or working capital in Taiwan has reached five hundred thousand (500,000) New Taiwan Dollars and above, or average turnover, actual import and export revenue, or commission has reached three million (3,000,000) New Taiwan Dollars, five hundred thousand (500,000) United States Dollars and above, or two hundred thousand (200,000) United States dollars and above, respectively.

2. Established for more than one (1) year, and its average turnover, actual import and export revenue, or commission in the most recent year or for the past three (3) years has reached no less than three million (3,000,000) New Taiwan Dollars, five hundred thousand (500,000) United States dollars, or two hundred thousand (200,000) United States dollars, respectively.

3. Whereas the employer is a representative office of a foreign company, whose establishment has been approved by the authority concerned at the central government level, with actual performance records, provided that no such performance records are needed, if it has been established for less than one year.

4. The employer has made substantial contribution to the domestic economic development. Alternatively, he, she, or it has a special circumstance that is treated as a special case by the central competent authority after consultation with the authority concerned at the central government level.

Chapter 4 Teaching Work

Article 40

A foreigner to be hired to engage in teaching as set forth in Article 46.1.3(1) shall obtain a teacher certificate pursuant to the Regulations Governing the Screening of Qualification on Teachers of Junior Colleges and Higher Levels. Alternatively, he or she shall be reviewed by the eligible faculty of the school or college to determine his or her qualifications. An exception is the foreigner who is to work as a teacher at a school meant for foreign residents, or as a foreign language teacher at a foreign language center...
affiliated to a college or above.
The foreigner who is to work as a foreign language teacher at a foreign
language center affiliated to a college or above, as set forth in the preceding
Paragraph, shall obtain a degree from a domestic or foreign university, or an
independent college recognized by the central governing authorities. In
addition, the language courses taught by the foreigner shall also be in the
official language of the nationality specified in the passport of the foreigner,
and approved by the central governing authorities.

**Article 41**
Foreigners to be hired for teaching work specified in Article 46.1.3.2 &
46.1.3.3 of this Act should acquire formal degrees in colleges or universities
either in this country or overseas that are recognized by the authority
concerned at the central government level as well as the teaching
qualification for the subjects they will be teaching.

**Article 41-1**
The quota for foreigners to be hired for teaching work specified in Article
46.1.3.2 of the Act shall be no more than the outcome after the total number
of school classes authorized by the authority concerned multiplies by the
number of foreign language studies sessions per class per week defined in
the course syllabus, plus the total number of language studies sessions per
class per week in the school exceeding that defined in the course syllabus
and then divided by the maximum weekly working hours of each subject
teacher authorized by the authority concerned, except the senior high schools
which are approved to organize the second foreign language studies session.

**Article 42**
Foreigners to be employed as foreign language teachers as specified in
Article 46.1.4 in the Act shall have the following qualifications, and their
weekly working hours in teaching-related work shall be no less than 14
(fourteen) hours:
1. Be 20 (twenty) years old or above.
2. Be graduated from colleges or above.
3. The language to be taught by the foreign teacher is the official language
used in the country specified in the passport of the teacher.
The foreigners mentioned in the preceding Paragraph shall have qualification
certificates for language teaching if they have not obtained bachelor ‘s
degrees.
When the foreigners mentioned in Paragraph 1 are hired by 2 (two) and more
employers within the valid periods of their Employment Permits according to
Article 53.1 of the Act, their weekly working hours in teaching-related work
for each of the employers shall not be less than 6 (six) hours.
For the foreigners mentioned in Paragraph 1 and the preceding Paragraph,
their total weekly working hours in teaching-related work shall not exceed 32 (thirty-two) hours.

Chapter 5 Sports, Arts and Performing Arts

Article 43 A foreigner to be hired to engage in sports coaching as set forth in Article 46.1.5 shall qualify for one of the following conditions:
1. He or she holds a National Coaching Certificate issued by a national sports association.
2. He or she has ever had practical working experience as a coach for more than two (2) years, and has been recommended by a national sports association or an international sports federation.

Article 44 Foreigners workers to be employed in the sports assignments as specified in Article 46.1.5 in the Act should be qualified with one of the following:
1. Athletes that have been participating in international or national sports competitions and can present relevant documents.
2. Athletes that have had practical working experience for more than one year and have been recommended by national or international sports associations or organizations.

Article 45 The employers have to be qualified for one the following when hiring foreign workers for the work stipulated in the previous two Articles:
1. Schools.
3. Non-profit sports groups.
4. Companies that are involved in physical educations, sports and related businesses
5. Companies or organizations that participate in the sports competitions and games organized by national sports federations or associations, with certificate evidencing the participation.

Article 46 Foreigners who are employed in engaging in arts and/or performing arts occupations as specified in Article 46.1.6 in the Act shall present documents supporting said specialties, or recommendations or certificates issued by the official organs of their countries of origin.

Article 47 Employers who or which hire the foreigners mentioned in the preceding Article shall be qualified for one of the following:
1. Schools, or public organizations in the social, educational and/or cultural sector.
2. International tourist hotels.
3. Tourism and recreation enterprises.
4. Show business enterprises.
5. Cultural and educational entities.
6. Performing, academic and cultural, or artistic groups.
7. Publication enterprises.
8. Motion picture enterprises.
9. Wireless, cable or satellite broadcasting and television enterprises.
11. Foreign consulates or institutions in Taiwan, or international organizations in the same nation.

When the employers mentioned in the preceding Paragraph hire foreigners to engage in arts and/or performing arts occupations, their working places are limited to the following:
1. Schools, social, educational and/or cultural organizations, parks, stadia (gymnasia), exhibition places (exhibition buildings), or other similar places;
2. International tourist hotels;
3. Scenic, or tourist and recreation areas.
4. Places where the employers mentioned in the subparagraphs 7 to 9 of the preceding paragraph hire foreigners to produce publications, films, or video with recorded programs, or to broadcast television programs.
5. Places where the employers mentioned in the subparagraphs 7 to 9 of the preceding paragraph market and sell works produced as a result of the performing arts occupations mentioned in the preceding subparagraph.
6. Other places approved by the competent authority to be dedicated to arts & performing arts.

Chapter 6 Attachments

Article 48 These Standards, except for Article 15 amended on January 29, 2010 and to take effect from January 29, 2015, shall take effect from the day of promulgation.
<table>
<thead>
<tr>
<th>Item</th>
<th>Content/Level</th>
<th>Points</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>PhD</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Master degree</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bachelor degree</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td><strong>Employment Salary</strong></td>
<td>Monthly average above 47,971 New Taiwan Dollars</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monthly average above 40,000 New Taiwan Dollars and no more than 47,971</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New Taiwan Dollars</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monthly average above 35,000 New Taiwan Dollars and no more than 40,000</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New Taiwan Dollars</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monthly average above 31,520 New Taiwan Dollars and no more than 35,000 New</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Taiwan Dollars</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Work Experience</strong></td>
<td>More than two years</td>
<td>20</td>
<td>Full time work experience in the Republic of China or abroad.</td>
</tr>
<tr>
<td></td>
<td>More than 1 year and no more than 2 years</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td><strong>Job Qualifications</strong></td>
<td>Demonstrated capabilities and talents towards the company and job position</td>
<td>20</td>
<td>Demonstrated special talents and capabilities towards the job position requirements, such as</td>
</tr>
<tr>
<td></td>
<td>requirements</td>
<td></td>
<td>professional training, certification of skills, awards obtained from creative competitions, etc.</td>
</tr>
<tr>
<td><strong>Chinese Language proficiency</strong></td>
<td>Scored “fluency” and above in Test of Chinese as a Foreign Language</td>
<td>30</td>
<td>Certifications of Chinese proficiency tests, transcripts for Chinese language courses taken, or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>documentation of hours of Chinese study.</td>
</tr>
<tr>
<td></td>
<td>Scored “high-level” and above in the Test of Chinese as a Foreign Language</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Scored “mid-level” and above in the Test of Chinese as a Foreign Language</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td><strong>Foreign Language Proficiency</strong></td>
<td>Proficiency in 2 or more other language other than Chinese</td>
<td>20</td>
<td>Certifications of Foreign language proficiency test or documentation of hours of foreign</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>language study.</td>
</tr>
<tr>
<td></td>
<td>Proficiency in one foreign language other than Chinese</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td><strong>Overseas Experience</strong></td>
<td>Continuous residence in a foreign country for at least six straight years</td>
<td>10</td>
<td>Documentation issued by the University Entrance Committee for Overseas Chinese Students or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Overseas Community Affairs Council, or school that the applicant student earned academic</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>degree or diploma from.</td>
</tr>
<tr>
<td><strong>Cooperation with</strong></td>
<td>Employment by an enterprise following</td>
<td>20</td>
<td>Documentation or letter of proof issued by the Central Competent Authorities</td>
</tr>
<tr>
<td>Item</td>
<td>Content/Level</td>
<td>Points</td>
<td>Notes</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------------------</td>
<td>--------</td>
<td>-------</td>
</tr>
<tr>
<td>government policy</td>
<td>governmental industrial development policies</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Permit Applications:

1. Q: Who are “foreign professional workers”?

A: Foreign professional workers” refer to those foreigners working in the following fields
   I. Specialized or technical work.
   II. Executive for an investment project or business conducted by an overseas Chinese or foreigner and approved by the authorities concerned.
   III. Foreign teachers at schools.
   IV. Full time foreign language teachers at cram schools.
   V. Sports coaches and athletes.
   VI. Religious, art and entertainment jobs.
   VII. Seafarers or ship workers of commercial ships, working ships and other ships exclusively permitted by the Ministry of Transportation.

2. Q: What are the laws and regulations for hiring foreign professional workers in Taiwan? Where can the information be found?

A: The laws and regulations include “Employment Service Act”, “Measures of Employment Permission and Supervision for Foreign Persons”, and “Job Requirements and Review Standards for Foreigners specified in Subparagraph 1 to 6, Paragraph I, Article 46, employment Service Act”; the above information can be found on the website of WDA (web address: www.wda.gov.tw).

3. Q: How to apply for a work permit for foreign professional worker?

A: Application can be submitted in person, or be sent by registered mail to the following address: 10F., No.39, Sec. 1, Zhonghua Rd., Zhongzheng Dist., Taipei City 100, Taiwan (R.O.C).  Attention: Cross-Border Workforce Affairs Center, WDA (application for hiring foreign professional workers).

4. Q: Where are application forms available?

28
A: Application forms can be downloaded from the website www.wda.gov.tw, or be picked up at a service desk in WDA, MOL.

5. Q: How long to process the application for hiring foreign professional workers?

A: Standard timeframe for processing application is 7 to 10 days if all the documents are complete and correct; it may take longer if insufficient required documents or applications requiring approval of other concerned authorities.

6. Q: Who should apply for a work permit?

A: Employer may apply for a work permit in person, or authorize a private employment service agency to apply with the power of attorney.

7. Q: What are the fines for hiring foreigners without authorization?

A: Employers will face punitive fines of NT$ 150,000 up to NT$ 750,000 for hiring foreigner without authorization; or will be sentenced to jail for up to 3 years, or be fined up to NT$1,200,000 in the case of second offense within 5 years. The foreigners will be fined NT$ 30,000 up to NT$ 150,000 and be deported from Taiwan.

8. Q: How to apply for a work permit in case of incomplete documents?

A: CLA will inform employers either by phone or an official letter. Employers shall submit all necessary documents within a week, or applications will be returned if overdue.

9. Q: How to collect a work permit in person?

A: A work permit will only be ready for collection in person with a “Form of Personal Pickup”, and the work permit shall be claimed within designated time at a service
The work permit will be delivered by a registered mail to the employers if the pickup is overdue.

10. Q: Do copies of certificates for schools, working experience, and training received need special notes?

A: Copies of certificates in foreign languages may require official ratification by ROC Representative Offices, and must have “Same as Original” stamps and the seals of the ratified offices and the authorized signatures.

11. Q: When should the employer apply for extension?

A: The employer should apply for extension within 4 months of current employment expiry date. However, if the employment contract is less than 6 months, extension can only be applied after two-third of employment duration has been sewed.

12. Q: What are the average monthly salaries for professionals in industrial and service businesses?

A: According to Report on Salaries Basing on Occupation Classifications released by Ministry of Labor, average monthly salaries for professionals in industrial and service businesses are NT$ 47,971.

13. Q: What to do in case of termination of employment contract?

A: Employers shall process the departure of foreign workers before termination of employment contract.

14. Q: Who should apply for a work permit if foreign legal persons dispatch foreigners to work in Taiwan for fulfilling contracts, business transactions, and technical cooperation?
A: Local branches of foreign legal persons applications shall do or the contracted business organizations or any authorized agents of foreign legal persons without local branches shall make applications.

15. Q: What are the regulations for foreign legal persons dispatching foreigners to work in Taiwan for fulfilling contracts, business transactions, and technical cooperation?

A: A work permit is not required if the working time are less then 30 days; or application for work permit can be made after 30 days of entry if the working time are more than 31 days but less than 90 days. Meanwhile, there is no restriction on salary and qualification for foreigners. For foreigners with working time more than 91 days, the regulations for application of a work permit are the same as those for general professional workers.

16. Q: How to apply for visas and alien resident cards (A.R.C.) for foreign professional workers?

A: Upon receiving a work permit issued by Ministry of Labor, foreigners who stay outside the territory of Taiwan shall apply for a work visa from the ROC representative offices, while those who stay in the territory of Taiwan shall apply for a work visa through Bureau of Consular Affairs, Ministry of Foreign Affairs. As for the alien resident cards (A.R.C.), applications shall be made to local police authorities.

17. Q: Can I call to inquire about issues related to hiring foreign professional workers by phone?

A: Yes, please dial 886-2-89956000 for further information.

18. Q: When to process in case of termination of contract and departure?

A: According to Article 56 of Employment Service Act and Article 45 of Regulations on the Permission and Administration of the Employment of Foreign Workers.
employers shall inform local authorities, the entry and exit administrative authority and police if foreign workers are to terminate employment contract or leave the country. In addition, the employers shall notify MOL.

19. Q: Can foreign professional workers moonlight part-time jobs while they are employed in Taiwan?

A: According to Article 53 of the Employment Service Act, if two or more employers hire the same foreign professional worker at the same time, each employer needs to present an individual application. Hence, if foreign workers intend to have part-time work, they shall have separate application applied by prospective employer and to be granted separately.

20. Q: What is the definition of Intra-corporate transfers with working experience of 1 year and above?

A: Any corporations having more than three business branches around the world, and their employees work at any one of their foreign branches for at least one year, and being assigned by their Parent company to work at business branch in Taiwan. (For instance, IBM, Hitachi, etc.)

21. Q: Other than signatures by employer and worker, what other information is required in the employment contract?

A: The contract should state the name, nationality, job title, job requirement, salary, and employment period of the foreigner.

21. Q: How to enable the consultation mechanism for determine whether the foreigner with bachelor degree engaging in specialized or technical work may be employed without the restriction of 2-year working experience?

A: To enable the consultation mechanism, the employer may submit the application together with the related copies of support documents, specifying the reason of lack of
such specialist in the domestic labor market and business necessity to retain the service of such specialists. **MOL shall conduct a case-specific consultation with competent agencies in determining whether this foreigner may be employed without the restriction of 2-year working experience**