

Attachment 10: Regular checks on the foreign employees introduced by the employer according to Articles 19-1 and 19-3

1. Foreigners hired by the employer (not including foreign employees introduced according to Article 19-3 yet others under the same labor insurance number) must comply with the regulations of the first paragraph of Article 19-5. The Central Authority will check the ratio of foreign employees hired by the employer, and the formula comes as follows:

Maximum of foreign employees = total number of employees x (ratio depicted in Article 19-5-I)

A note to the above-said formula: total number of employees should be calculated from the average number of employees insured by the employer for three months (three months prior to the reference month, which is two months prior to the check date). But the number should not include foreigners introduced by Article 19-3.

2. For the foreigners hired by employer (including those foreign employees who are using the same labor insurance and those who are employed under Articles 19-1,19-2 and 19-3, the Central Competent Authority will check the ratio of foreign employees. And the formula is:

Maximum number of foreign employees = total number of employees x [(ratio depicted in Article 19-5-I) + (the increased percentage in Article 19-3)]

A note to the formula:

- (1) Calculation of total number of employees should be based on the average number of employees insured by the employer for three months (three months prior to the reference month, which is two months prior to the check date.)
- (2) The increased percentage in Article 19-3: Limited to foreign employees who have been actually introduced by the employer based on Article 19-3-I and have been checked regularly. Its raised ratio should not exceed the highest value regulated for the foreign employees who are under regular checks.