

就業服務法宣導

EMPLOYMENT SERVICES ACT ANNOUNCEMENT

第五條：為保障國民就業機會平等，雇主對求職人或所僱用員工，不得以種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座、血型或以往工會會員身分為由，予以歧視；其它法律有明文規定者，從其規定。

Article 5: For the purpose of ensuring national's equal opportunity in employment, Employer is prohibited from discriminating against any Job Applicant or Employee on the basis of race, class, language, thought, religion, political party, place of origin, birthplace, sex, sexual affinity, age, marital status, appearance, facial features, disability, constellation, blood type or past membership in any labor union. Other law provides, follow its provision.

雇主招募或僱用員工，不得有下列情事：

When recruiting or employing Employee(s), Employer shall not engage in any of the following acts:

一、為不實之廣告或揭示。

1. Making false advertising or disclosure.

二、違反求職人或員工之意思，留置其國民身分證、工作憑證或其他證明文件，或要求提供非屬就業所需之隱私資料。

2. Detaining the jobseeker's ID card, work permit or any other identification documents against his or her will, or requesting other irrelative private information.

三、扣留求職人或員工財物或收取保證金。

3. Withholding Job Applicant's belongings or collecting bond from Job Applicant.

四、指派求職人或員工從事違背公共秩序或善良風俗之工作。

4. Assigning any Job Applicant to engage in any work that is in violation of the public orders or the descent morals.

五、辦理聘僱外國人之申請許可、招募、引進或管理事項，提供不實資料或健康檢查檢體。

5. Submitting false information or fake health examination sample(s) when applying for Permit(s) to employ Foreign Worker(s), or dealing with recruitment, import, or management thereof.

六、提供職缺之經常性薪資未達新臺幣四萬元而公開揭示或告知其薪資範圍。

6. Regular earnings of position not up to NT40,000 is not disclosed or informed of the salary range.

第五十四條：雇主聘僱外國人從事第四十六條第一項第八款至第十一款規定之工作，有下列情事之一者，中央主管機關應不予核發招募許可、聘僱許可或展延聘僱許可之一部或全部；其已核發招募許可者，得中止引進：

Article 54: Should any of the following circumstances have arisen or existed with respect to the employment of Foreign Worker(s) to engage in work as referred to in Subparagraphs 8 to 11 of Paragraph 1 of Article 46, the Central Competent Authority shall not issue one or all of the Permit for recruitment, employment, or the extension thereof; in case the Permit for recruitment has already been issued, the Central Competent Authority may halt the introduction of Foreign Workers:

一、於外國人預定工作之場所第十條規定之罷工或勞資爭議情事。

1. The work place in which the Foreign Worker(s) is designated to engage in work once employed has been subject to a legal strike or industrial dispute as referred to in Article 10.

二、於國內招募時，無正當理由拒絕聘僱公立就業服務機構所推介之人員或自行前往求職者。

2. During the domestic recruitment, the Employer has unjustifiably refused to employ Worker(s) referred by Public Employment Services Agency(s) or Job Applicant(s) appeared on his/her/their own initiative(s).

三、聘僱之外國人行蹤不明或藏匿外國人達一定人數或比例。

3. The number of Foreign Workers whose whereabouts are untraceable or who are deliberately hidden by the Employer has reached a certain figure or percentage as prescribed by the Central Competent Authority.

四、曾非法僱用外國人工作。

4. The Employer has ever illegally employed Foreign Worker(s) to engage in work.

五、曾非法解僱本國勞工。

5. The Employer has ever illegally laid off/discharged national worker(s).

六、因聘僱外國人而降低本國勞工勞動條件，經當地主管機關查證屬實。

6. The local Competent Authority(s) has/have investigated and proven that the employment of Foreign Worker(s) has undermined the labor terms in the employment contract(s) with national worker(s).

七、聘僱之外國人妨害社區安寧秩序，經依社會秩序維護法裁處。

7. The employed Foreign Worker(s) has/have disturbed the tranquility and public orders of the local community and has/have been adjudicated upon and punished on that account in accordance with the Social Order Maintenance Act.

八、曾非法扣留或侵占所聘僱外國人之護照、居留證件或財物。

8. The Employer has ever illegally withheld passport(s)/ residence certificate(s) of Foreign Worker(s), or embezzled belongings of Foreign Worker(s).

九、所聘僱外國人遣送出國所需旅費及收容期間之必要費用，經限期繳納屆期不繳納。

9. The Employer has failed to pay within the prescribed period the travel expenses required for dispatching the employed Foreign Worker(s) out of the territory of the Republic of China or the necessary expenses for the detention of his/her employed Foreign Worker(s) prior to the departure.

十、於委任招募外國人時，向私立就業服務機構要求、期約或收受不正利益。

10. When entrusting Private Employment Services Agency(s) with recruiting Foreign Worker(s), the Employer has demanded, agreed to be paid at a later stage, or accepted unjust interests from such Agency(s).

十一、於辦理聘僱外國人之申請許可、招募、引進或管理事項，提供不實或失效資料。

11. The Employer has submitted false or unvalid information when processing the application for the employment of Foreign Worker(s) or matters regarding the recruitment, introduction, or administration thereof.

十二、刊登不實之求才廣告。

12. The Employer has made false recruitment advertisement(s).

十三、不符申請規定經限期補正，屆期未補正。

13. The Employer's application has not been made in conformity with the relevant requirements and he/she has failed to make necessary supplements and/or rectifications thereof within the specified period of time.

十四、違反本法或依第四十八條第二項、第三項、第四十九條所發布之命令。

14. The Employer has violated the provision(s) of the present Act or the regulations promulgated pursuant to Paragraphs 2 or 3 of Article 48 or Article 49.

十五、違反職業安全衛生法規定，致所聘僱外國人發生死亡、喪失部分或全部工作能力，且未依法補償或賠償。

15. The employer has violated Occupational Safety and Health Act that causes foreign worker's death, disability, or incapacity during the employment and no provide compensation according to the act.

十六、其他違反保護勞工之法令情節重大者。

16. Other than the above, the Employer has been in serious violation of applicable laws and regulations protecting labor

前項第三款至第十六款規定情事，以申請之日前二年內發生者為限。

For the purpose of this Article, the circumstances as referred to in Subparagraphs 3 to 16 of Paragraph 1 of this Article shall be limited to those have arisen or existed within the two (2)-year period prior to the day of application.

第一項第三款之人數、比例，由中央主管機關公告之。

The Central Competent Authority shall promulgate the figure or percentage of number as referred to in Subparagraph 3 of Paragraph 1 of this Article.

第五十五條：雇主聘僱外國人從事第四十六條第一項第八款至第十款規定之工作，應向中央主管機關設置之就業安定基金專戶繳納就業安定費，作為加強辦理有關促進國民就業、提升勞工福祉及處理有關外國人聘僱管理事務之用。

Arict 55 : Where employing Foreign Worker(s) to engage in work as referred to in Subparagraphs 8 to 10 of Paragraph 1 of Article 46, the Employer shall pay Employment Security Fees into the specific account for Employment Security Fund as established by the Central Competent Authority to be utilized for the purposes of processing matters regarding promotion of employment of nationals, enhancement of labor welfare, and handling the employment and administration of Foreign Workers.

前項就業安定費之數額，由中央主管機關考量國家經濟發展、勞動供需及相關勞動條件，並依其行業別及工作性質會商相關機關定之。

雇主或被看護者符合社會救助法規定之低收入戶或中低收入戶、依身心障礙者權益保障法領取生活補助費，或依老人福利法領取中低收入生活津貼者，其聘僱外國人從事第四十六條第一項第九款規定之家庭看護工作，免繳納第一項之就業安定費。

第一項受聘僱之外國人有連續曠職三日失去聯繫或聘僱關係終止之情事，經雇主依規定通知而廢止聘僱許可者，雇主無須再繳納就業安定費。

Such employment stability fee in the preceding paragraph is collected for the purposes of developing national economy, promoting national employment, improving labor welfare, and legislated by relevant authority according to their industry and nature of work.

The owner or caretaker comply with the Social Assistance Services Act, low-income families or low-income households, receive subsistence allowance in accordance with disabilities Protection Act, or receive a living allowance of low-income elderly persons in accordance with the welfare law, the hiring of foreign people engaged in the first paragraph of Article 46 of the ninth paragraph of home care work, shall be exempt from the first paragraph of Employment Security Fees.

The aforementioned employed foreign worker who is absent at work for 3 consecutive days without pre-notice or expires work contract and is revoked work permission, the employer may be exempted from paying the employment stability fee.

雇主未依規定期限繳納就業安定費者，得寬限三十日；於寬限期滿仍未繳納者，自寬限期滿之翌日起至完納前一日止，每逾一日加徵其未繳就業安定費 0.3% 滯納金。但以其未繳之就業安定費 30% 為限。

Where Employer fails to pay off the Employment Security Fees within the specified period, an extension thereof for thirty (30) days may be granted; where Employer fails to pay off the said Fees within the grace period, a late payment fine of 0.3% of the outstanding accrued Fees shall be levied per day from the day following the expiration of the grace period until the day prior to the complete payment thereof; the aggregate sum of such fine shall not exceed 30% of the outstanding accrued Employment Security Fees.

加徵前項滯納金三十日後，雇主仍未繳納者，由中央主管機關就其未繳納之就業安定費及滯納金移送強制執行，並廢止其聘僱許可之一部或全部。

Should Employer fail to pay off the said Fees by the end of thirty (30) days after the late payment fine was levied daily as referred to in Paragraph 3 of this Article, the Central Competent Authority shall thereafter seek legal compulsory proceedings to collect the then unpaid Fees as well as the late payment fine levied but yet paid, and annul in whole or in part his/her Employment Permit.

主管機關並應定期上網公告基金運用之情形及相關會議記錄。

The Central Competent Authority shall bulletin utilization of the Employment Security Fund and the related recorded of meeting regularly on website.

第五十七條：雇主聘僱外國人不得有下列情事：

Article 57: As for employment of Foreign Worker(s), Employer shall not engage in any of the following:

一、聘僱未經許可、許可失效或他人所申請聘僱之外國人。

1. Employing a Foreign Worker without Permit or after the expiration of Permit therefore, or a Foreign Worker that has been permitted to be employed at the same time by a third party.

二、以本人名義聘僱外國人為他人工作。

2. Employing in the name of the Employer a Foreign Worker, but in reality causing that Foreign Worker engage in work for a third party.

三、指派所聘僱之外國人從事許可以外之工作。

3. Appointing the employed Foreign Worker to engage in work that is not within the sphere of the Permit.

四、未經許可，指派所聘僱從事第四十六條第一項第八款至第十款規定工作之外國人變更工作場所。

4. Commanding, without permission therefore, an Foreign Worker who is employed to engage in the work as referred to in Subparagraphs 8 to 10 of Paragraph 1 of Article 46 to change his/her work place;

五、未依規定安排所聘僱之外國人接受健康檢查或未依規定將健康檢查結果函報衛生主管機關。

5. Failing to arrange for the employed Foreign Worker to undergo health examinations or failing to submit the health examinations report(s) to the Competent Health Authority(s) in accordance with the applicable laws and regulations;

六、因聘僱外國人致生解僱或資遣本國勞工之結果。

6. Dismissing or laying off national worker(s) as a result of having employed Foreign Worker(s) by the Employer;

七、對所聘僱之外國人以強暴脅迫或其他非法之方法，強制其從事勞動。

7. Exerting coercion, threat, or any other illegal means upon the employed Foreign Worker(s) to enforce him/her/them to engage in work contrary to his/her/their free will;

八、非法扣留或侵占所聘僱外國人之護照、居留證件或財物。

8. Illegally withholding the passport(s)/ residence certificate(s) of Foreign Worker(s) or embezzling belongings of Foreign Worker(s);

九、其他違反本法或依本法所發布之命令。

9. Having violated, other than the above, the provision(s) of the present Act or the regulations promulgated pursuant to the present Act.

第七十三條：雇主聘僱之外國人，有下列情事之一者，廢止其聘僱許可：

Article 73: Where any of the following circumstances has arisen or existed with respect to a Foreign Worker, the Employment Permit therefore shall be annulled:

一、為申請許可以外之雇主工作。

1. The employed Foreign Worker has engaged in work for an Employer who is not stated in the Permit;

二、非依雇主指派即自行從事許可以外之工作。

2. The employed Foreign Worker has engaged, without being appointed by his/her Employer, in work on his/her own initiative that is not within the sphere of the Permit;

三、連續曠職三日失去聯繫或聘僱關係終止。

3. The employed Foreign Worker has been unjustifiably absent from his/her work and not in contact for three (3) consecutive days or the employment has been terminated;

四、拒絕接受健康檢查、提供不實檢體、檢查不合格、身心狀況無法勝任所指派之工作或罹患經中央衛生主管機關指定之傳染病。

4. The employed Foreign Worker has refused to undergo health examinations, submitted fake health examination sample(s), or failed health examinations, or his/her mental and/or physical condition(s) are/is not qualified for the assigned work, or he/she has been infected with any of the contagious diseases that have been listed and published by the Central Competent Health Authority(s);

五、違反依第四十八條第二項、第三項、第四十九條所發布之命令，情節重大。

5. The employed Foreign Worker has been in serious violation of the regulations promulgated pursuant to Paragraph 2 or 3 of Article 48 or Article 49;

六、違反其他中華民國法令，情節重大。

6. Other than the above, the employed Foreign Worker has been in serious violation of applicable laws and regulations in the Republic of China;

七、依規定應提供資料，拒絕提供或提供不實。

7. The employed Foreign Worker has refused to submit any information as required by applicable laws and regulations, or has submitted false information in violation of the applicable laws and regulations;

『動物保護法』法令宣導

WHAT YOU SHOULD KNOW ABOUT 『ANIMAL PROTECTION ACT』

第 6 條:任何人不得騷擾、虐待或傷害動物。

Article 6 :No one should harass, abuse or harm animal.

第 6-1 條:任何人不得以動物進行展演。但申請經直轄市、縣（市）主管機關許可，或屬中央主管機關公告免經許可之展演動物類型、條件、方式或場所者，不在此限。

Article 6-1:No one can perform an animal show. However, if the application is approved by the competent authority of the municipality, county (city), or the type, condition, method or place of the animal that is announced by the central competent authority without permission, it is not limited.

前項申請人，以具有社會教育機構、休閒農場、觀光遊樂業或其他經主管機關指定之資格者為限；且申請人或其僱用之相關人員曾因違反第二十五條、第二十五條之一第一項之規定經有罪判決確定者，直轄市、縣（市）主管機關應不予許可前項之申請。

The applicant in the preceding paragraph is limited to a social education institution, a leisure farm, a sightseeing amusement industry or other qualifications designated by the competent authority; and the applicant or the person employed by him has violated the Article 25 If the provisions of the first item of Article 25 and Article 25 are determined by a guilty verdict, the municipal or county (city) competent authority shall not grant the application of the preceding paragraph.

第一項申請人應依直轄市、縣（市）主管機關之通知繳納保證金、投保責任保險或以其他方式擔保展演動物未獲得妥善飼養、照護或安置時，直轄市、縣（市）主管機關得以保證金、保險給付或擔保金額使用於妥善飼養、照護、安置或其他相關用途。

The first applicant shall pay the deposit according to the notice of the municipal or county (city) competent authority, or guarantee the insurance, or otherwise guarantee that the animals in the municipality or county (city) can obtain the deposit when the animals are not properly reared, cared for or resettled. The insurance benefit or guarantee amount is used for proper feeding, care, placement or other related purposes.

展演動物者應具備適當設施、專任人員、向主管機關申報展演動物相關資訊並接受主管機關之評鑑。評鑑不合格者，主管機關應令其限期改善；屆期未改善者，主管機關得廢止其許可。

The exhibiting animals shall have appropriate facilities, full-time personnel, report to the competent authority the information related to the animals and accept the evaluation of the competent authority. If the assessment is unqualified, the competent authority shall make it improve within a time limit; If the period is not improved, the competent authority may revoke its permit.

第一項展演動物之申請條件、程序、應檢附文件、許可條件、許可期間、第二項申請人、相關人員資格、第三項繳納保證金、投保責任保險或其他擔保之方式、金額、用途、前項專任人員、設施、申報資訊、動物飼養照護、評鑑、廢止及其他應遵行事項之辦法，由中央主管機關定之。本法中華民國一百零七年五月二十二日修正之條文施行前已展演動物者，得於修正施行之日起一年內繼續展演，不受第一項規定之限制。

The first application conditions, procedures, documents to be attached, permit conditions, permit period, The second applicant, the relevant personnel qualification, the third payment of the deposit, the insurance liability insurance or other guarantees, the amount, the purpose, the former staff, facilities, reporting information, animal feeding photos,

The central competent authority shall determine the methods for the protection, evaluation, abolition and other matters to be complied with.

Those who have performed animals before the implementation of the provisions of the Law of the Republic of

China on May 22, 107 may continue to perform within one year from the date of implementation of the amendment, and are not subject to the provisions of the first provision.

第 6-2 條:各政府部門之檢疫犬、緝毒犬、警犬、搜救犬或國防軍犬，其每周工時、服務年限、終老送養與其他應遵行事項，由中央主管機關定之。

Article 6-2:The quarantine dogs, drug dogs, police dogs, search and rescue dogs or national defense dogs of various government departments shall be determined by the central competent authority for their weekly working hours, service years, final old care and other matters to be complied with.

第 12 條:對動物不得任意宰殺。但有下列情事之一者，不在此限：

Article 12: Animals should not be slaughtered except on the following circumstances:

一、為肉用、皮毛用，或餵飼其他動物之經濟利用目的。

For the use of meat, fur and economic purposes of feeding to other animals.

二、為科學應用目的。

For scientific purposes.

三、為控制動物群體疾病或品種改良之目的。

For the purpose of controlling animal disease or breeding improvement.

四、為控制經濟動物數量過賸，並經主管機關許可。

For the purpose of controlling the growth of animal population but with the permission of the competent authority.

五、為解除動物傷病之痛苦。

For the relieve of animals suffering from injuries.

六、為避免對人類生命、身體、健康、自由、財產或公共安全有立即危險。

In order to prevent any immediate danger to the human life, body, health, freedom, property or public safety.

七、收容於動物收容處所或直轄市、縣（市）主管機關指定之場所，經獸醫師檢查患有法定傳染病、重病無法治癒、嚴重影響環境衛生之動物或其他緊急狀況，嚴重影響人畜健康或公共安全。
Animals in the animals shelters designated or approved by local municipalities are diagnosed by the veterinarian as suffering from infectious disease, incurable disease, or gravely affecting environmental hygiene, or posing grave threat to health of human beings and other animals or public safety.

八、其他依本法規定或經中央主管機關公告之事由。

In accordance with the provisions of this law or other causes announced by competent authority of the Central Government.

中央主管機關得公告禁止宰殺前項第一款之動物。

The Central government may announce the banning of slaughtering animals as mentioned in the first paragraph of the preceeding items.

任何人不得因第一項第一款所定事由，有下列行為之一：

No one should commit the following acts due to any reason indicated in Item 1, Paragraph 1:

一、宰殺犬、貓或販賣、購買、食用或持有其屠體、內臟或含有其成分之食品

Killing dogs, cats, or selling, buying, eating or having its carcasses, internal parts or containing with the food ingredients.

二、販賣經中央主管機關公告禁止宰殺動物之屠體。

Trafficking of the carcasses of the slaughtered animals is prohibited by the Central government.

依第十四條第二項規定准許認領、認養之動物，不包括依第八條公告禁止飼養或輸入之動物。但公告前已飼養或輸入，並依第三十六條第一項辦理登記者，准由原飼主認領。

本法中華民國一百零四年一月二十三日修正之條文施行之日起二年內，收容於動物收容處所或直轄市、縣（市）主管機關指定之場所，經通知或公告超過十二日而無人認領、認養或適當處置之動物，得予以宰殺，不適用第一項規定。

In accordance with Item 2, Article 14, some animals are permitted to be adopted. Animals as specified in Article 8 shall not be adopted or imported, but those which were adopted or imported prior to the announcement of Article 8 and subsequently registered are still permitted for adoption. Within two years after implementation of

this Act revised on January 23, 2015 animals which are placed in the shelters approved by the local municipalities can be slaughtered if they are not adopted or settled properly in 12 days.

第 25 條:有下列情事之一者，處二年以下有期徒刑或拘役，併科新臺幣二十萬元以上二百萬元以下罰金：

Article 25: Anyone who has committed any of the following offenses shall be sentenced to imprisonment or detention with labor of not more than 2 years plus a fine of NT\$ 200,000.00 to NT\$ 2,000,000.00.

一、違反第五條第二項、第六條或第十二條第一項規定，宰殺、故意傷害或使動物遭受傷害，致動物肢體嚴重殘缺或重要器官功能喪失。

Violation of Article 5, Paragraph 2, Article 6 or Article 12, paragraph 1, slaughter, intentional injury or damage to animals, causing animal body serious or incomplete organ dysfunction.

二、違反第十二條第二項或第三項第一款規定，宰殺犬、貓或經中央主管機關公告禁止宰殺之動物。

Slaughtering dogs, cats or other animals prohibited as announced by authority the Central Government as stipulated in Item 2, Article 12 or Paragraph 1, Item 3.

第 25-1 條:違反第五條第二項、第六條、第十二條第一項、第二項或第三項第一款規定，使用藥物、槍械，致複數動物死亡情節重大者，處一年以上五年以下有期徒刑，併科新臺幣五十萬元以上五百萬元以下罰金。

Article 25-1: In violation of Article 5, Paragraph 2, Article 6, Article 12, Paragraph 1, Paragraph 2 or Paragraph 3, the provisions of the use of drugs, firearms, caused by a large number of animal deaths, more than one year imprisonment and a fine of NT \$ 500,000 to NT \$ 5,000,000.

有前條或前項情形之一者，主管機關得公布其姓名、照片及違法事實。

The competent authority may publish its name, photograph and illegal facts if it has any of the preceding articles or any of the preceding circumstances.

第 25-2 條:違反第二十二條第一項規定，未經直轄市或縣（市）主管機關許可，擅自經營特定寵物之繁殖場、買賣或寄養業者，處新臺幣十萬元以上三百萬元以下罰鍰，並令其停止營業；拒不停止營業者，按次處罰之。

Article 25-2: Violation of the provisions of Paragraph 1 of Article 22, without the permission of the competent authority of the municipal or county (city), unauthorized operation of the specific pet breeding grounds, trading or foster care workers, at NT\$ 100,000 to NT\$ 3,000,000 And cease to operate; refuses to stop the business and punishes it on time.

前二條之行為人所飼養之動物、前項供繁殖或買賣之特定寵物，直轄市、縣（市）主管機關得沒入之。The first two of the animals, the first term for the breeding or sale of a particular pet, municipality, county (city) authorities have not entered.

第 27 條:有下列情事之一者，處新臺幣五萬元以上二十五萬元以下罰鍰，並得公布其姓名、照片及違法事實，或限期令其改善；經限期令其改善，屆期未改善者，得按次處罰之：

Article 27: Anyone who has committed any of the following violations shall be subject to a fine of NT\$ 50,000.00 to NT\$ 250,000.00. The names and photographs of perpetrators and their illegal acts may be published or they may be given time for correction of behavior. If they fail to correct themselves, they shall face the penalty for every act of violation.

一、違反第十條第一款規定，驅使動物之間或人與動物搏鬥。

Inciting the animal-to-animal or animal-to-human fights, in violation of Paragraph 1 of Article 10.

二、違反第十條第一款規定，與動物搏鬥。

Fighting with animals, in violation of Paragraph 1 of Article 10.

三、違反第十條第二款規定，以直接、間接賭博為目的，利用動物進行競技。

Engaging the animals in a fight for direct or indirect gambling, in violation of Paragraph 1 of Article 10.

四、違反第十條第三款規定，以直接、間接賭博或其他不當目的，進行動物交換與贈與。

Engaging in exchange of animals or giving as presents for the purpose of direct or indirect gambling or other illegal purposes, in violation of Paragraph 3 of Article 10.

五、違反第十條第六款規定，其他有害社會善良風俗之利用動物行為。

Manipulating the animals in other immoral activities, in violation of Paragraph 6 of Article 10.

- 六、違反第十二條第三項規定，販賣、購買、食用或持有犬、貓之屠體、內臟或含有其成分之食品或經中央主管機關公告禁止宰殺動物之屠體。

Violation of Article 12, paragraph 3, the sale, purchase, consumption or possession of dogs, cat carcasses, internal organs or food containing its ingredients or by the central authorities announced the ban on slaughter of animal's carcasses.

- 七、寵物繁殖業者違反中央主管機關依第二十二條第二項所定辦法中有關寵物繁殖作業之規定。

Pet breeders violate the provisions of the procedures for the reproduction of pets in accordance with the provisions of Article 22, paragraph 2, of the Central Competent Authority.

- 八、違反第二十二條第三項規定，未為寵物絕育且未申報及提出繁殖管理說明，或未申報繁殖需求而繁殖寵物。

Violation of the provisions of Article 22, paragraph 3, not for the pet sterilization and not declared and put forward reproductive management instructions, or did not declare the reproductive needs of breeding pets

- 九、製造、加工、分裝、批發、販賣、輸入、輸出、贈與或意圖販賣而公開陳列 有第二十二條之四第一項第一款或第二款情形之一之寵物食品。

Manufacturing, processing, dispensing, wholesale, trafficking, importation, export, gift or intent to sell and display a pet food of one of the circumstances of Paragraph 1 or Paragraph 2 of Article 22-4.

- 十、違反第二十三條之二規定，未於直轄市或縣（市）主管機關所定期限內回收、銷毀或為其他適當處置。

In violation of the provisions of Article 23, not in the municipal or county (city) within the authority within the time limit recovery, destruction or other appropriate disposal.

第 27-1 條：散布、播送或販賣違反第六條、第十條或第十二條第一項之文字、圖畫、聲音、影像、電磁紀錄或其他物品，或公然陳列，或以他法供人觀賞、聽聞者，處一年以下有期徒刑、拘役或科或併科三萬元以下罰金。但為供學術研究或公益用途者，不在此限。

Article 27-1: Distribute, broadcast or sell text, pictures, sounds, images, electromagnetic fields that violate Article 6, Article 10 or Article 12 Item 1 Recorded or other items, or publicly displayed, or for others to watch, hear, will be sentenced to less than one year in prison, detention, or A fine of less than 30,000NT dollar will be imposed. But for academic research or public welfare purposes, it is not limited to this.

「向毒品說不」TFDA 防治宣導

1. 毒品濫用不僅有違法之虞，還會傷害您的身心健康，危害您的工作和生活，而且戒治不易，容易陷於精神恍惚、嚴重危急的境地，並且潛藏致命性，最後常以死亡收場，您絕不可貪一時之快持有或吸食毒品，或對新興毒品之第三級毒品 K 他命 (Ketamine)、FM2、一粒眠 (Nimetazepam) 或第四級毒品安定 (Diazepam)、蝴蝶片 (Alprazolam) 及其他鎮靜安眠劑掉以輕心。
2. 預防毒害六招：
 - (1) 保持生活作息正常。
 - (2) 絕對不好奇試用毒品。
 - (3) 建立正確情緒抒解方法。
 - (4) 不靠藥物提神或減重。
 - (5) 遠離複雜場所。
 - (6) 不接受陌生人的飲料、香菸。
3. 衛生福利部食品藥物管理署網站(<https://consumer.fda.gov.tw/>)已公告符合指定藥癮戒治機構醫療院所名單，提供個案門診、急診、住院與出院後之追蹤與轉介等服務，另民戒癮輔導團體或機構亦有提供戒毒諮詢、安置輔導及追蹤輔導。若需要專人服務，請撥打免費諮詢專線 0800-770-885。

Say no to drugs [TFDA]

1. Not only is drug abuse illegal, but it will also harm your physical and moral integrity, and endanger your work and life. Moreover, it is hard to stop and you can easily sink into a mental stupor, cause irreversible bodily harm. It is also potentially lethal; very commonly drug abuse ends in death. You must never try nor possess illegal drugs, and must refrain from third grade drugs such as Ketamine. Long-term smoking Ketamine, chronic inflammation of the urinary tract, Nimetazepam, FM2 and cannot take new emerging drug.
2. Six ways to avoid drugs:
 - (a) Have a normal life and rest.
 - (b) Never try drugs due to curiosity
 - (c) Find ways to relieve stress and develop good mood
 - (d) Do not rely on drugs to have good mood or loose weight.
 - (e) Avoid complicated places.
 - (f) Never accept any drinks and cigarette from strangers.
3. Health and Welfare Ministry of Food and Drug Administration website (<https://consumer.fda.gov.tw/>) has been announced that meet the specified list of medical institutions drug addiction Rehabilitation Institution agency, to provide case-patient, emergency, hospitalization and after discharge of the track and turn referral services, and the other people addiction counseling groups or agencies also provide drug counseling, placement counseling and tracking counseling. If you need personalized service, call toll-free advice line 0800-770-885.

毒品危害防制宣導

Narcotics Hazard Prevention advocacy

第一、勇敢拒絕毒品 Say No to Drugs with Courage

預防六招：Six prevention tips		拒絕六招：Six Rejection Tips	
第一招 生活作息正常	1.Maintain a regular and healthy daily routine.	第一招 表明態度，堅持拒絕	1.State your position clearly and insist on rejection.
第二招 絕對不好奇試用毒品	2.Never try drugs out of curiosity	第二招 道德勸說，回頭是岸	2.Give moral persuasion. It's never too late to start doing the right thing.
第三招 建立正確情緒紓解方法	3.Find a good way to relieve emotional stress	第三招 肯定友誼，但做自己	3.Acknowledge the friendship but always be true to yourself.
第四招 不靠藥物減肥	4.Do not rely on drugs to boost energy or lose weigh	第四招 自我解嘲，幽默一下	4.Be humorous and allow yourself to be laughed at.
第五招 遠離是非場所	5.Keep away from the dodgy places.	第五招 轉移話題，移開注意	5.Change the subject to distract attention.
第六招 不接受陌生人的飲料、香菸	6.Do not accept drinks or cigarettes from strangers.	第六招 逃之夭夭，走為上策	6.If necessary, and an excuse to leave

第二、認識毒品與違法行為 Get to Know Narcotics and Illegal acts

★ 毒品危害防制條例將毒品分為四級，施用毒品害人害己，請勿以身試法！

**Narcotics are classified into four categories according to the Narcotics Hazard Prevention Act.
Drug abuse causes harm to oneself and others. Do not break the law !**

違反「毒品危害防制條例」相關罰責一覽表 Fines and Terms of Imprisonment for Violations of the Narcotics Hazard Prevention Act				
分級 Categories	第一級 Categories One Narcotics	第二級 Categories Two Narcotics	第三級 Categories Three Narcotics	第四級 Categories Four Narcotics
常見濫用藥物 Commonly Abused Drugs	1.海洛因(Heroin) 2.嗎啡(Morphine) 3.鴉片(Opium) 4.古柯鹼(Cocaine)	1.安非他命 (Amphetamine) 2.MDMA(搖頭丸、快樂丸 (Ecstasy, Happy 5) 3.大麻(Marijuana) 4.LSD(搖頭丸、一粒沙) LSD(Acid, Elisa) 5.西洛西賓(Psilocybine)	1.K 他命(Ketamine) 2.FM2 3.小白板(Triazolam) 4.丁基原啡因 (Buprenorphine) 5.Nimetazepam (一粒眠、K5、紅豆)	1.Alprazolam(蝴蝶片) 2.Diazepam(安定、煩寧) 3.Lorazepam 4.Tramadol(特拉嗎竇)
違法行為 Illegal acts				
1.製造、運輸、販賣 Manufacturing, transporting, selling	死刑或無期徒刑(2000 萬) Death sentence or life imprisonment (NT\$20,000,000)	無期徒刑或 7 年以上 (1000 萬) Life imprisonment or a minimum seven-year fixed-term imprisonment (NT\$10,000,000)	5 年以上(700 百萬) A minimum five-year fixed term imprisonment (NT\$7,000,000)	3 年以上 10 年以下(300 萬) maximum ten-year fixed-term imprisonment (NT\$3,000,000)
2.意圖販賣而持有 Possession with intention to sell	無期徒刑或十年以上(700 萬) Life imprisonment or a minimum ten-year fixed-term imprisonment (NT\$7,000,000)	5 年以上(500 萬) A minimum five-year fixed-term imprisonment (NT\$5,000,000)	3 年以上或 10 年以下(300 萬) A minimum three-year to a maximum ten-year fixed-term imprisonment (NT\$3,000,000)	1 年以上 7 年以下(100 萬) A minimum one-year to a maximum seven-year fixed-term Imprisonment (NT\$1,000,000)
3.強暴、脅迫、欺瞞或 其他非法之方法使人 使用 Compelling others to use narcotics by means of violence, coercion, deception or other illegal methods.	死刑、無期徒刑或 10 年以 上(1000 萬) Death sentence, life imprisonment or a minimum ten-years fixed-term imprisonment. (NT\$10,000,000)	無期徒刑或 7 年以上 (700 萬) Life imprisonment or a minimum seven-year fixed-term imprisonment (NT\$7,000,000)	5 年以上(500 萬) A minimum five-year fixed-term imprisonment (NT\$500,000)	3 年以上 10 年以下(300 萬) A minimum three-year to a maximum ten-year fixed-term imprisonment (NT\$300,000)
4.引誘他人施用 Seducing others to use narcotics	3 年以上 10 年以下(300 萬) A minimum three-year to a maximum ten-year fixed-term imprisonment (NT\$7,000,000)	1 年以上或 7 年以下 (100 萬) A minimum one-year to a maximum seven-year fixed-term imprisonment (NT\$1,000,000)	6 月以上 5 年以下(70 萬元) A minimum six-month to a maximum five-year fixed-term imprisonment (NT\$700,000)	3 年以下(50 萬元)) A maximum three-year fixed-term imprisonment (NT\$500,000)

5.轉讓 Transferring	1 年以上 7 年以下(100 萬) A minimum one-year to a maximum seven-year fixed-term imprisonment (NT\$1,000,000)	6 個月以上或 5 年以下(70 萬) A minimum six-month to a maximum five-year fixed-term imprisonment (NT\$700,000)	3 年以下(30 萬元) A maximum three-year fixed-term imprisonment (NT\$300,000)	1 年以下(10 萬元) A maximum one-year fixed-term imprisonment (NT\$100,000)
6.施用 Consumption	6 個月以上 5 年以下 A minimum six-month to a maximum five-year fixed-term imprisonment	3 年以下 A maximum three-year fixed-term imprisonment	1 萬元以上 5 萬元以下罰鍰，並接受 4 至 8 小時之毒品危害講習 A fine of more than NT\$10,000 and less than NT\$50,000, and attend narcotics hazard seminars for four to eight hours	1 萬元以上 5 萬元以下罰鍰，並接受 4 至 8 小時之毒品危害講習 A fine of more than NT\$10,000 and less than NT\$50,000, and attend narcotics hazard seminars for four to eight hours
7.持有 Possession	1 年以下、拘役或 5 萬元以下罰金 A maximum three-year fixed-term imprisonment, detention, or a fine of no more than NT\$50,000	2 年以下、拘役或 3 萬元以下罰金 A maximum two-year fixed-term imprisonment, detention, or a fine of no more than NT\$30,000	1 萬元以上 5 萬元以下罰鍰，並接受 4 至 8 小時之毒品危害講習 A fine of more than NT\$10,000 and less than NT\$50,000, and attend narcotics hazard seminars for four to eight hours	1 萬元以上 5 萬元以下罰鍰，並接受 4 至 8 小時之毒品危害講習 A fine of more than NT\$10,000 and less than NT\$50,000, and attend narcotics hazard seminars for four to eight hours
	*純質淨重達 10 公克以上 1 年以上 7 年以下(100 萬元) More than 10g pure category one narcotics: A minimum one-year to a maximum seven-year fixed-term imprisonment (NT\$1,000,000)	*純質淨重達 20 公克以上 6 個月以上 5 年以下(70 萬元) More than 20g pure category two narcotics: A minimum six-month to a maximum five-year fixed-term imprisonment (NT\$700,000)	*純質淨重達 20 公克以上 More than 20g pure category three/four narcotics	
			三年以下(30 萬元) A maximum three-year fixed-term imprisonment (NT\$300,000)	一年以下(10 萬元) A maximum one-year fixed-term imprisonment (NT\$100,000)
			*純質淨重達 20 公克以下 Less than 20g pure category three/four narcotics	
			罰鍰 1-5 萬，並接受 4 至 8 小時之毒品危害講習 A fine of more than NT\$10,000 and less than NT\$50,000, and attend narcotics hazard seminars for four to eight hours.	

第三、藥物濫用者外型之特徵 Signs and Symptoms of Drug Abusers

身體部位 Parts of body	特 徵 Signs and Symptoms
鼻部 Nose:	鼻孔發紅、破皮(古柯鹼、安非他命)、流鼻水(古柯鹼、嗎啡、海洛因) Red nostrils with scrapes (cocaine, amphetamine), running nose (cocaine, morphine, heroin)
眼部 Eyes:	瞳孔擴大(安非他命、幻覺劑)、瞳孔縮小(海洛因)、眼睛發紅、流淚(吸膠)、眼睛出血(安非他命) Dilated pupils (amphetamine, hallucinogen), contracted pupils (heroin), red and watery eyes (glue sniffing), and bloodshot eyes (amphetamine).
口部 Mouth:	持續性口乾舌燥(安非他命)、說話含糊不清、散漫(安非他命、安眠鎮定劑) Persistent dry mouth (amphetamine), slurred speech, difficulty concentrating (amphetamine, tranquilizer).
手部 Hands:	手部顫抖(安非他命) Shaking hands (amphetamine)
體重 Weight:	食慾下降、體重急速減輕(安非他命、海洛因、古柯鹼) Decreased appetite, rapid weight loss (amphetamine, heroin, cocaine).
其他 Others:	失眠、作息改變、緊張(安非他命、古柯鹼)、大量出汗、體臭、汗液有藥味(安非他命)、嗜睡、精神恍惚(安眠鎮定劑) Insomnia, change of daily routines, anxiety (amphetamine, cocaine), excessive sweating, body odor, sweat with drug smells (amphetamine), sleepiness, absent-mindedness (tranquilizer).

提醒：

上開，違法行為之處罰外，依就業服務法第 73 條規定，略以雇主所聘僱之外國人，六、違反其他中華民國法令，情節重大，將廢止其聘僱許可，依同法第 74 條第 1 項規定，經廢止聘僱許可之外國人，除本法另有規定者外，應即令其出國，不得再於中華民國境內工作。

Reminder: Violations of the punishment, according to the Employment Service Law Article 73 stipulates that the employer hiring of foreigners, 6. Republic of China in violation of other laws and regulations, if the circumstances are serious, it will abolish its hiring License. Accordance with the provisions of subparagraph 74 the provisions of Article 1 After the abolition hiring foreigners permitted, except as otherwise provided by this Act shall be immediately repatriated, may no longer work in the territory of the Republic of China.

外勞合法匯款資訊宣導

Foreign worker's legal remittances information propaganda

包含薪資及一般匯兌之合法匯款管道資訊

Legitimate remittance information system comprising salary and general exchange

匯款管道：銀行有貼「指定外匯」即可

Remittance system: Back with "Designated Foreign Exchange" posted

中央銀行的外匯指定銀行 Central Bank foreign exchange designated banks：

中央銀行網站『全國金融機構查詢系統』

The central bank's website, "all financial institutions Enquiry System"

http://www.cbc.gov.tw/sp.asp?xdURL=bankexam/cbc/finlist_index.asp&ctnode=389

勾選外匯業務別→勾選指定外匯業務，即可出現所有的外匯指定銀行（也可勾選國內縣市名稱，即出現該縣市有外匯指定的銀行）

Check Exchange business → Check Designated foreign exchange business, can appear all designated foreign exchange banks (Can also check domestic county names, will appear county cities with Foreign exchange designated banks)

因為符合資料共 3 千多筆，故無法一一列舉，請自行參照。

Due to conforming to 3 thousand informations, we can not list them all, Please reference by your own.

國泰世華銀行 Bank Cathay United

● 免付費電話 Toll free：0800-818001

中國信託商業銀行 Bank China Trust Commercial

● 免付費電話 Toll free：0800-024365

彰化銀行 Bank Changhua

● 免付費電話 Toll free：0800-356889



外籍勞工匯款回國千萬不要找黑市匯兌非法管道冒險

Foreign workers remittance to the home country please do not look for risk to exchange currency with black market illegal system

- 地下匯兌暗藏風險／貪快 外勞 200 多萬被「吃掉」曾有兼營外勞小吃部的地下匯兌業者，收了多名外勞的匯款，金額高達 200 多萬元，隔天鐵門拉下就捲款逃逸。

There's hidden risk / greed in underground remittance had misappropriated foreign workers money more than 2 million. Once there was a restaurant store concurrently underground remittance for foreign workers exchange, received a lot of foreign workers remittance transactions that amounts up to 2 million or more, the next day the store closed the business and run away.

- 外籍勞工朋友，千萬不要為節省那一點點匯款手續費而冒險，若被查獲，錢就沒有了，是得不償失的，國內印尼外勞多達 20 多萬人，每年自國內匯回印尼的薪資所得高達數十億元；目前人力仲介業協助外勞到銀行合法辦理薪資匯兌，或是銀行等合法管道可供匯款。

Foreign worker companions, do not be risky saving the little transfer fee, if has seized, the money will gone, it is not worth, in Taiwan there are more than 200 thousand Indonesian workers remit their income up to several billion NT dollars every year; currently Manpower agency assisting foreign workers to legally handle payroll bank remittance, or banks and other legal ways for remittance.

若有匯款需求，務必要尋求合法且可查證的正當管道，才能確保匯款安全。天下沒有白吃的午餐，切勿因小失大，造成被騙求償無門的下場！

If you need to remit money, be sure to seek proper legal and verifiable ways, to ensure your remittances are safe. There is no such things as free lunch, do not lose the greater, result being cheated and nowhere to claim in the end.

非法地下通匯行為涉及銀行法相關條文

Illegal underground remittance involving the relevant provisions of the Banking Act of The Republic of China

銀行法 The Banking Act of The Republic of China

第 29 條 除法律另有規定者外，非銀行不得經營收受存款、受託經理信託資金、公眾財產或辦理國內外匯兌業務。

違反前項規定者，由主管機關或目的事業主管機關會同司法警察機關取締，並移送法辦；如屬法人組織，其負責人對有關債務，應負連帶清償責任。

執行前項任務時，得依法搜索扣押被取締者之會計帳簿及文件，並得拆除其標誌等設施或為其他必要之處置。

Article 29 Unless otherwise provided by law, any organization other than a Bank shall not Accept Deposits, manage Trust Funds or public property under mandate or handle domestic or foreign remittances. Upon a violation of Paragraph 1 of this Article, remedial action shall be taken by the Competent Authority or the competent authority in charge of the particular enterprise, together with the juridical police authority, and the case shall be referred to the court for action.

If the organization concerned is a juristic person, the responsible person shall be jointly and severally liable for repayment of the relevant obligations. In performing the duties stipulated above, a suspected party's accounting books and documents may be searched and detained in accordance with the law, facilities including signs may be torn down and/or other necessary actions may be taken.

第 125 條 違反第二十九條第一項規定者，處三年以上十年以下有期徒刑，得併科新臺幣一千萬元以上二億元以下罰金。其犯罪所得達新臺幣一億元以上者，處七年以上有期徒刑，得併科新臺幣二千五百萬元以上五億元以下罰金。

經營銀行間資金移轉帳務清算之金融資訊服務事業，未經主管機關許可，而擅自營業者，依前項規定處罰。

法人犯前二項之罪者，處罰其行為負責人。

Article 125 Those who violate Article 29, Paragraph 1, of this Act shall be punished by imprisonment for not less than three (3) years and not more than ten (10) years, and may be fined a criminal fine of not less than Ten Million New Taiwan Dollars (NT\$10,000,000) and not more than Two Hundred Million New Taiwan Dollars (NT\$200,000,000). Those who thereby obtain criminal income of One Hundred Million New Taiwan Dollars (NT\$100,000,000) or more shall be punished by imprisonment for more than seven (7) years, and may also be fined a criminal fine of not less than Twenty Five Million New Taiwan Dollars (NT\$25,000,000) and not more than Five Hundred Million New Taiwan Dollars (NT\$500,000,000).

A financial information service business which operates inter-bank funds transfer and account clearing without obtaining the approval of the Competent Authority shall be punished in accordance with the preceding Paragraph.

Should a juristic person commit the offenses prescribed in the preceding two paragraphs, its responsible person shall be punished.

第 125-4 條 犯第一百二十五條、第一百二十五條之二或第一百二十五條之三之罪，於犯罪後自首，如有犯罪所得並自動繳交全部所得財物者，減輕或免除其刑；並因而查獲其他正犯或共犯者，免除其刑。

犯第一百二十五條、第一百二十五條之二或第一百二十五條之三之罪，在偵查中自白，如有犯罪所得並自動繳交全部所得財物者，減輕其刑；並因而查獲其他正犯或共犯者，減輕其刑至二分之一。

犯第一百二十五條第一項、第一百二十五條之二第一項及第一百二十五條之三第一項、第二

項之罪，其犯罪所得利益超過罰金最高額時，得於所得利益之範圍內加重罰金；如損及金融市場穩定者，加重其刑至二分之一。

Article 125-4 For those who have turned themselves in after committing crimes stipulated in Article 125, Article 125-2 or Article 125-3, if there are gains from such crimes and they have delivered all gains out at their free will, their sentences can be reduced or exempted. If their acts of turning themselves in have led to the capture of other principal criminals or accomplices, their sentences shall be exempted.

For those who have committed crimes stipulated in Article 125, Article 125-2 or Article 125-3 and confessed during investigation, if there are gains from such crimes and they have delivered all gains out at their free will, their sentences can be reduced. If their acts of confession have led to the capture of other principal criminals or accomplices, their sentences shall be reduced by one-half.

For those who have committed crimes stipulated in Paragraph 1 of Article 125-1, Paragraph 1 of Article 125-2 or Paragraphs 1 and 2 of Article 125-3, if their gains from such crimes is exceeded the highest level of fines, more fines can be added within the range of their illegal gains. Should their criminal acts have jeopardized the stability of the financial market, their sentences shall be increased by one-half.

國際金融業務條例 International financial services regulations

第七條 國際金融業務分行，辦理外匯存款，不得有左列行為：

- 一、收受外幣現金。
- 二、准許以外匯存款兌換為新臺幣提取。

Article 7 An offshore banking branch accepting foreign currency deposits shall not:

- 1. accept foreign currency in cash ; and
- 2. allow the withdrawal of foreign currency deposits in New Taiwan Dollars.

第八條 國際金融業務分行，非經中央銀行核准，不得辦理外幣與新臺幣間之交易及匯兌業務。

Article 8 Unless approved by the CBC, an offshore banking branch shall not conduct exchanges or other transactions between foreign currencies and New Taiwan Dollars.

雇主簽章：

移工簽名 Signature：

中華民國

年

月

日 Date(YYYY/MM/DD)