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Regulations on the Administration of Overseas Labor Cooperation

(Adopted at the 203rd Executive Meeting of the State Council on May 16, 2012, promulgated by Decree No. 620 of the State Council of the People's Republic of China on June 4, 2012, and effective as of August 1, 2012)

Chapter I General Provisions

Article 1 These Regulations are formulated for the purpose of regulating overseas labor cooperation, protecting the lawful rights and interests of contract workers, and promoting the healthy development of overseas labor cooperation.

Article 2 The term "overseas labor cooperation" in these Regulations means commercial activities which organize contract workers to work in other countries or regions for foreign enterprises or institutions (hereinafter collectively referred to as foreign employers).

Foreign enterprises, institutions or individuals shall not recruit contract workers within the territory of China to work abroad.

Article 3 The State encourages and supports overseas labor cooperation developed in accordance with law, improves the quality of overseas labor cooperation, and safeguards the lawful rights and interests of contract workers.

The relevant departments of the State Council formulate and improve policies and measures to promote the development of overseas labor cooperation and establish and improve the systems of overseas labor cooperation service, and the mechanism for guarding against and coping with risks.

Article 4 The competent commerce department of the State Council is responsible for the supervision and administration of overseas labor cooperation throughout the country. The departments of foreign affairs, public security, human resources and social security, transport, housing and urban-rural development, fishery, industry and commerce administration and other relevant departments of the State Council are responsible for the supervision and administration of the work related to

overseas labor cooperation within their respective functions and duties.

Local people's governments at or above the county level conduct the unified leadership, organization and coordination in the supervision and administration of overseas labor cooperation within their respective administrative areas. The competent commerce departments of the local people's governments at or above the county level are responsible for the supervision and administration of overseas labor cooperation within their respective administrative areas, and other relevant departments are responsible for the supervision and administration of the work related to overseas labor cooperation within their respective functions and duties.

Chapter II Enterprises Engaged in Overseas Labor Cooperation and Contract Workers

Article 5 An entity that is to engage in overseas labor cooperation shall, in accordance with the provisions of the people's government of the province, autonomous region, or municipality directly under the Central Government, obtain qualifications for overseas labor cooperation operation upon approval of the competent commerce department of the people's government at the province level or at the level of a city divided into districts.

Article 6 An entity that applies for qualifications for overseas labor cooperation operation shall meet the following conditions:

- (1) meeting the conditions for an enterprise legal person;
- (2) having a registered paid-in capital of not less than RMB 6,000,000 yuan;
- (3) having at least 3 managerial persons who are familiar with overseas labor cooperation business;
- (4) having a sound internal management system and an emergency response system; and
- (5) the legal representative has no record of committing an intentional crime.

Article 7 An enterprise that applies for qualifications for overseas labor cooperation operation shall submit the materials of proof that it meets the conditions

specified in Article 6 of these Regulations to the competent commerce department of the local people's government at the province level or at the level of a city divided into districts (hereinafter referred to as the competent commerce department responsible for examination and approval). The competent commerce department responsible for examination and approval shall, within 20 working days from the date of receiving the materials of proof, examine the same and decide to approve or not to approve the application and, if deciding to approve the application, issue a certificate of qualifications for overseas labor cooperation operation or, if deciding not to approve the application, notify the applicant in writing and give the reasons therefor.

The applicant shall, in accordance with law, register with the administrative department for industry and commerce by presenting the certificate of qualifications for overseas labor cooperation operation.

The competent commerce department responsible for examination and approval shall submit the list of the enterprises that have obtained the certificates of qualifications for overseas labor cooperation operation and registered in accordance with law (hereinafter referred to as enterprises engaged in overseas labor cooperation) to the competent commerce department of the State Council, which shall promptly notify Chinese embassies and consulates in foreign countries.

Enterprises that fail to obtain the certificates of qualifications for overseas labor cooperation operation and to register in accordance with law shall not engage in overseas labor cooperation.

Article 8 An enterprise engaged in overseas labor cooperation shall not permit any other entity or individual to organize in its name any contract worker to work abroad.

No entity or individual shall, in the name of business, tourism, study, etc., organize contract workers to work abroad.

Article 9 An enterprise engaged in overseas labor cooperation shall, within 5 working days from the date of registration with the administrative department for industry and commerce, open a special account in the bank designated by the competent commerce department responsible for examination and approval and pay

an imprest against risks in overseas labor cooperation amounting to RMB 3,000,000 yuan (hereinafter referred to as the imprest). The imprest may be paid in the form of a banker's letter of guarantee of the equal amount to the competent commerce department responsible for examination and approval.

The competent commerce department responsible for examination and approval shall make public the list of enterprises engaged in overseas labor cooperation that have paid the imprest.

Article 10 The imprest shall be used to cover the following expenses which an enterprise engaged in overseas labor cooperation refuses or is unable to bear:

(1) service charges that have been collected by the enterprise engaged in overseas labor cooperation from contract workers in violation of the provisions of the State and that should be refunded to them;

(2) labor remuneration that the enterprise engaged in overseas labor cooperation should pay contract workers in accordance with law or the agreement between the two parties;

(3) expenses that, in accordance with law, are needed for compensations for the losses suffered by contract workers; or

(4) expenses that are needed for contract workers who return to China or receive urgent aid due to an emergency.

An enterprise engaged in overseas labor cooperation shall, after using the imprest, restore the imprest to the original amount within 20 working days from the date of use.

Specific measures for payment, use, supervision and management of imprests shall be formulated by the competent commerce department of the State Council jointly with the finance department of the State Council.

Article 11 An enterprise engaged in overseas labor cooperation shall not organize contract workers to work abroad in gambling or pornographic activities.

Article 12 An enterprise engaged in overseas labor cooperation shall arrange for contract workers to receive training in vocational skills, safety precautions and languages that they will need when working abroad, and in knowledge of the relevant

laws, religious beliefs, customs and habits, etc. of the country or region where the worker employing project is located; and the enterprise that has not arranged such training shall not organize contract workers to work abroad.

Contract workers shall receive training so as to master the skills and knowledge needed for working abroad, adapt themselves to the positions they are assigned to and improve their abilities to protect themselves.

Article 13 An enterprise engaged in overseas labor cooperation shall buy personal accident insurance for contract workers during the period of their work abroad, except where such insurance is covered by the foreign employer as agreed between the enterprise and the employer.

Article 14 An enterprise engaged in overseas labor cooperation shall go through the exit formalities for contract workers and assist them in application for their residence and work permits abroad.

Upon organizing contract workers to leave the territory of China, the enterprise engaged in overseas labor cooperation shall, in a timely manner, report relevant information to the Chinese embassy and consulate in the country where the worker employing project is located.

Article 15 Both an enterprise engaged in overseas labor cooperation and contract workers shall observe the laws of the country or region where the worker employing project is located and respect local religious beliefs, customs and habits and cultural traditions.

An enterprise engaged in overseas labor cooperation and contract workers shall not engage in any activity detrimental to the national security and interests.

Article 16 An enterprise engaged in overseas labor cooperation shall keep track of the working and living conditions of contract workers abroad, assist them to solve their difficulties and problems in both work and life, and inform the foreign employer of reasonable requests of the contract workers in a timely manner.

Where an enterprise engaged in overseas labor cooperation assigns more than 100 contract workers to the same country or region, it shall appoint accompanying managerial persons and submit the name list of the accompanying managerial persons

to the Chinese embassy and consulate in the country or region where the worker employing project is located for the record.

Article 17 An enterprise engaged in overseas labor cooperation shall formulate a preparedness plan responding to emergencies. In case an emergency arises in a foreign country, the enterprise engaged in overseas labor cooperation shall deal with it in a timely and proper manner and report it promptly to the Chinese embassy and consulate in the country where the worker employing project is located and to the relevant departments in China.

Article 18 In case of war, riot, major natural disaster, or other emergency in the country or region where the worker employing project is located, both the enterprise engaged in overseas labor cooperation and contract workers shall comply with the security arrangements made by the Chinese government in response to such emergency and render cooperation.

Article 19 An enterprise engaged in overseas labor cooperation that stops overseas labor cooperation shall make proper arrangements for assigned contract workers who are still in the foreign country and submit its arrangements to the competent commerce department responsible for examination and approval for the record. The department shall then submit the arrangements to the competent commerce department of the State Council, which shall promptly notify the Chinese embassy and consulate in the country where the worker employing project is located.

Article 20 Contract workers have the right to file a complaint with the competent commerce department and other relevant departments for any breach of the contract or any other conduct by the enterprise engaged in overseas labor cooperation that infringes upon their lawful rights and interests. Upon accepting such complaints, the department shall, in accordance with law, handle them in a timely manner in accordance with its functions and duties, and give the complainant the feedback about the handling.

Chapter III Contracts Related to Overseas Labor Cooperation

Article 21 An enterprise engaged in overseas labor cooperation shall conclude a written labor cooperation contract with the foreign employer and shall not organize contract workers to work abroad if not concluding a written labor cooperation contract with the foreign employer.

The labor cooperation contract shall specify the following items concerning the protection of rights and interests of contract workers:

- (1) job description, location, working hours, free hours and holidays for contract workers;
- (2) contract period;
- (3) labor remuneration for contract workers and modes of payment;
- (4) payment of social insurance contributions for contract workers;
- (5) working conditions, labor protection, vocational training and protection against occupational hazards for contract workers;
- (6) benefits and living conditions of contract workers;
- (7) procedures for application for residence and work permits for contract workers abroad;
- (8) payment of personal accident insurance for contract workers;
- (9) financial compensations for contract workers due to the termination of the contract on the part of the foreign employer;
- (10) assistance and aid for contract workers in emergencies; and
- (11) liability for breach of the contract.

Article 22 An enterprise engaged in overseas labor cooperation shall, before concluding a labor cooperation contract with a foreign employer, obtain sufficient information about the employer, the worker employing project, and relevant laws in the country or region where the worker employing project is located.

Where the law in the country or region where the worker employing project is located provides that employment of overseas labor by an enterprise or institution needs to be subject to approval, the enterprise engaged in overseas labor cooperation shall only conclude a labor cooperation contract with the authorized enterprise or institution.

An enterprise engaged in overseas labor cooperation shall not conclude a labor cooperation contract with a foreign individual.

Article 23 Except in the circumstances specified in the second paragraph of this Article, an enterprise engaged in overseas labor cooperation shall conclude a written service contract with contract workers and shall not organize contract workers to work abroad if not concluding a written service contract with contract workers. The service contract shall specify items concerning the protection of rights and interests of contract workers which are specified in the labor cooperation contract, as well as service items, service charges and way of collection, and liability for breach of the contract.

Where an enterprise engaged in overseas labor cooperation organizes contract workers with whom it has established a labor relationship to work abroad, items concerning the protection of rights and interests of contract workers which are specified in the labor cooperation contract shall also be specified in the labor contract between the enterprise and contract workers, and the enterprise shall not organize contract workers to work abroad if not concluding a labor contract with contract workers.

Article 24 When concluding a service contract or labor contract with contract workers, the enterprise engaged in overseas labor cooperation shall truthfully inform contract workers of items concerning the protection of rights and interests of contract workers which are specified in the labor cooperation contract, and other information which contract workers request, and shall clearly point out to them the risks involved in working in a foreign country including personal safety and shall not conceal relevant information from or provide false information to contract workers.

An enterprise engaged in overseas labor cooperation has the right to know sufficiently about the basic personal information of contract workers which is directly related to conclusion of a service contract or labor contract, and the contract workers shall give truthful information.

Article 25 Service charges collected by an enterprise engaged in overseas labor cooperation from contract workers with whom it has concluded a service contract

shall conform with the provisions formulated by the competent pricing department of the State Council jointly with the competent commerce department of the State Council.

An enterprise engaged in overseas labor cooperation shall not collect service charges from contract workers with whom it has concluded a labor contract.

An enterprise engaged in overseas labor cooperation shall not, in any name, collect deposits from contract workers or require them to provide property guarantee.

Article 26 An enterprise engaged in overseas labor cooperation shall, within 10 working days from the date of concluding a service contract or labor contract with contract workers, submit the copy of the service contract or labor contract and labor cooperation contract, and the name list of contract workers to the competent commerce department responsible for examination and approval for the record. The competent commerce department responsible for examination and approval shall then submit information on the worker employing project and the foreign employer and the name list of contract workers to the competent commerce department of the State Council.

When discovering that the essential items are not specified in the service contract or labor contract and labor cooperation contract in accordance with the provisions of these Regulations, the competent commerce department shall require the enterprise engaged in overseas labor cooperation to supplement those items in the contract.

Article 27 An enterprise engaged in overseas labor cooperation is responsible for assisting contract workers to conclude a contract with the foreign employer in which to define the labor relationship, seeing that the terms concerning the protection of rights and interests of contract workers which are specified in such contract are consistent with the corresponding terms in the labor cooperation contract.

Article 28 An enterprise engaged in overseas labor cooperation and contract workers shall abide by the contract and fully fulfill their respective obligations which are specified in the contract.

Article 29 Where the rights and interests actually enjoyed by contract workers abroad do not conform with those agreed upon in the contract, the enterprise engaged

in overseas labor cooperation shall assist contract workers in protecting their lawful rights and interests and request the foreign employer to fulfill the obligations agreed upon and compensate them for losses; contract workers who are not given due compensation have the right to request the enterprise engaged in overseas labor cooperation to bear the liability of corresponding compensation. Contract workers may directly claim for compensation from the enterprise engaged in overseas labor cooperation that does not assist them in claiming compensation from the foreign employer.

Where the rights and interests actually enjoyed by contract workers abroad do not conform with the law of the country or region where the worker employing project is located, the enterprise engaged in overseas labor cooperation shall assist contract workers in protecting their lawful rights and interests and request the foreign employer to fulfill its obligations and compensate them for losses in accordance with law.

Where the rights and interests actually enjoyed by contract workers abroad do not conform with those agreed upon in the contract due to concealment of relevant information or provision of false information by the enterprise engaged in overseas labor cooperation, the enterprise shall bear the liability of compensation.

Chapter IV Governmental Service and Administration

Article 30 The competent commerce department of the State Council shall, jointly with the relevant departments of the State Council, establish a system for collection and notification of information on overseas labor cooperation and provide free information service for enterprises engaged in overseas labor cooperation and contract workers.

Article 31 The competent commerce department of the State Council shall, jointly with the relevant departments of the State Council, establish a mechanism for monitoring and assessing the risks in overseas labor cooperation, publish the assessment results of security conditions in relevant countries and regions in time,

provide early warning and give guidance to enterprises engaged in overseas labor cooperation in guarding against risks; for countries and regions where security conditions are not stable enough to ensure the personal safety of contract workers, the enterprises engaged in overseas labor cooperation shall not organize contract workers to work in those countries or regions.

Article 32 The competent commerce department of the State Council shall, jointly with the statistics department of the State Council, establish a statistical system for overseas labor cooperation to collect, summarize and analyze the progress of overseas labor cooperation in time.

Article 33 The State finance shall provide financial support needed for the training of contract workers.

The competent commerce department of the State Council shall, jointly with the human resources and social security department of the State Council, strengthen the guidance and supervision of the training of contract workers.

Article 34 Local people's governments at or above the county level shall, based on the actual local conditions for overseas labor cooperation and in accordance with the provisions of the competent commerce department of the State Council and the relevant departments of the State Council, establish overseas labor cooperation service platforms (hereinafter referred to as service platforms) to provide free service for enterprises engaged in overseas labor cooperation and for contract workers and encourage and guide the enterprises to recruit contract workers through the service platforms.

The competent commerce department of the State Council shall, jointly with the relevant departments of the State Council, strengthen the guidance and supervision of the service platforms.

Article 35 Chinese embassies and consulates in foreign countries shall provide the enterprises engaged in overseas labor cooperation with necessary assistance in obtaining sufficient knowledge on foreign employers, the worker employing projects and the laws in the countries or regions where the worker employing projects are located, safeguard the legitimate rights and interests enjoyed by both the enterprises

and contract workers abroad in accordance with their functions and duties, and promptly notify the competent commerce department of the State Council and the relevant people's governments of the provinces, autonomous regions, or municipalities directly under the Central Government of violations of these Regulations.

Contract workers may reflect their claims to Chinese embassies and consulates in foreign countries in a lawful and orderly fashion without disrupting the routine work of those embassies and consulates.

Article 36 The relevant departments of the State Council and the relevant local people's governments at or above the county level shall establish and improve a mechanism for the early warning and protection against and response to emergencies in overseas labor cooperation and formulate preparedness plans responding to emergencies.

The people's governments of the provinces, autonomous regions, or municipalities directly under the Central Government where the entities and individuals that organize contract workers to work abroad are located shall be responsible for dealing with emergencies in overseas labor cooperation, and the people's governments of the provinces, autonomous regions, or municipalities directly under the Central Government where the contract workers' permanent residences are registered shall cooperate.

Chinese embassies and consulates in foreign countries shall assist in dealing with emergencies in overseas labor cooperation.

Article 37 The competent commerce department of the State Council shall, jointly with the relevant departments of the State Council, establish a system for recording and publication of bad credit in respect of overseas labor cooperation, and make public the failures on the part of enterprises engaged in overseas labor cooperation and foreign employers to fulfill the contracts and their infringements upon the lawful rights and interests of contract workers, as well as penalty decisions on enterprises engaged in overseas labor cooperation.

Article 38 Any entity or individual has the right to report the acts of organizing

contract workers to work abroad in violation of the provisions of these Regulations and other violations of the provisions of these Regulations to the departments of commerce, public security, industry and commerce administration and other relevant departments. The departments that receive the reports shall handle them within the scope of their functions and duties without delay.

The competent commerce department of the State Council shall, jointly with the departments of public security, industry and commerce administration and other relevant departments of the State Council, establish and improve related management systems to prevent and stop the acts of illegally organizing contract workers to work abroad.

Chapter V Legal Liability

Article 39 Where any entity is engaged in overseas labor cooperation without obtaining qualifications for overseas labor cooperation operation in accordance with law, the competent commerce department shall request the administrative department for industry and commerce to investigate and ban it in accordance with the provisions of the Measures for Investigating, Dealing with and Banning Unlicensed Business Operations; if the violation constitutes a crime, criminal liability shall be investigated for in accordance with law.

Article 40 Where an enterprise engaged in overseas labor cooperation is found in any of the following circumstances, the competent commerce department shall revoke its certificate of qualifications for overseas labor cooperation operation and confiscate the illegal income, if any:

- (1) organizing contract workers to work abroad in the name of business, tourism, study, etc.;
- (2) permitting any other entity or individual to organize contract workers to work abroad in the name of the enterprise; or
- (3) organizing contract workers to work abroad in gambling or pornographic activities.

Article 41 Where an enterprise engaged in overseas labor cooperation fails to pay the imprest or restore the imprest to the original amount in accordance with the provisions of these Regulations, the competent commerce department shall order it to make corrections, and shall revoke its certificate of qualifications for overseas labor cooperation operation if the enterprise refuses to make corrections.

Article 42 Where an enterprise engaged in overseas labor cooperation is found in any of the following circumstances, the competent commerce department shall order it to make corrections; if the enterprise refuses to make corrections, the said department shall impose on it a fine of not less than 50,000 yuan but not more than 100,000 yuan, and impose on the principal responsible person of the enterprise a fine of not less than 10,000 yuan but not more than 30,000 yuan:

(1) organizing contract workers to work abroad without providing them with training;

(2) failing to buy personal accident insurance for contract workers during the period of their work abroad in accordance with the provisions of these Regulations; or

(3) failing to appoint accompanying managerial persons in accordance with the provisions of these Regulations.

Article 43 Where an enterprise engaged in overseas labor cooperation is found in any of the following circumstances, the competent commerce department shall order it to make corrections, impose on it a fine of not less than 100,000 yuan but not more than 200,000 yuan and impose on the principal responsible person of the enterprise a fine of not less than 20,000 yuan but not more than 50,000 yuan; if the enterprise has caused major labor disputes, emergencies or other serious consequences abroad, the said department shall revoke its certificate of qualifications for overseas labor cooperation operation:

(1) organizing contract workers to work abroad without concluding a labor cooperation contract with the foreign employer;

(2) organizing contract workers to work abroad without concluding a service contract or labor contract with contract workers in accordance with the provisions of these Regulations;

(3) concluding a labor cooperation contract with an unauthorized foreign employer or a foreign individual for organizing contract workers to work abroad in violation of the provisions of these Regulations;

(4) concealing relevant information from or providing false information to contract workers when concluding a service contract or labor contract with them;

(5) failing to deal with an emergency in a timely manner in case it arises in a foreign country; or

(6) failing to make arrangements for the assigned contract workers who are still in a foreign country when the enterprise has stopped overseas labor cooperation.

Where any of the circumstances specified in subparagraph (4) of the preceding paragraph occurs and the act constitutes a crime, criminal liability shall be investigated for in accordance with law.

Article 44 Where an enterprise engaged in overseas labor cooperation collects service charges from contract workers, with whom it has concluded a service contract, in violation of the relevant provisions of the State, or collects deposits from contract workers or requires them to provide property guarantee, the competent pricing department shall impose a penalty on it in accordance with the provisions of laws and administrative regulations on pricing.

Where an enterprise engaged in overseas labor cooperation collects charges from contract workers with whom it has concluded a labor contract, it shall be given a penalty in accordance with the provisions of the Labor Contract Law of the People's Republic of China.

Article 45 Where an enterprise engaged in overseas labor cooperation is found in any of the following circumstances, the competent commerce department shall order it to make corrections; if the enterprise refuses to make corrections, the said department shall impose on it a fine of not less than 10,000 yuan but not more than 20,000 yuan and impose on the principal responsible person of the enterprise a fine of not less than 2,000 yuan but not more than 5,000 yuan:

(1) failing to submit the copy of the service contract, labor contract or labor cooperation contract, or the name list of contract workers to the competent commerce

department for the record;

(2) failing to report relevant information to the Chinese embassy and consulate in the country where the worker employing project is located after organizing contract workers to leave the territory of China, or failing to submit the name list of the accompanying managerial persons to the competent commerce department responsible for examination and approval for the record in accordance with the provisions of these Regulations;

(3) failing to formulate a preparedness plan responding to emergencies; or

(4) failing to submit the arrangements for contract workers to the competent commerce department for the record when the enterprise stops overseas labor cooperation.

Where an enterprise engaged in overseas labor cooperation refuses to submit the copy of the service contract, labor contract or labor cooperation contract to the competent commerce department for the record, and fails to specify the essential items in the contract as prescribed in these Regulations, or refuses to supplement the essential items of the contract as required by the competent commerce department after such submission, it shall be given a penalty in accordance with the provisions of Article 43 of these Regulations.

Article 46 Where, in the course of investigating and handling a violation of these Regulations, the competent commerce department or other relevant department suspects that the violation constitutes a crime, it shall, in a timely manner, transfer the case to the judicial organ in accordance with law.

Article 47 Where a staff member of the competent commerce department or other relevant department commits any of the following acts in the supervision and administration of overseas labor cooperation, he shall be given a sanction in accordance with law; if the act constitutes a crime, criminal liability shall be investigated for in accordance with law:

(1) approving the application for qualifications for overseas labor cooperation operation which does not meet the conditions specified in these Regulations;

(2) failing to cancel the original approval of an enterprise engaged in overseas

labor cooperation that no longer meets the conditions specified in these Regulations;

(3) failing to investigate and handle, in accordance with law, the acts of organizing contract workers to work abroad and other acts in violation of the provisions of these Regulations; or

(4) abusing power, neglecting duty, committing illegalities for personal gain or by fraudulent means or failing to perform his supervisory and administrative duties in accordance with law.

Chapter VI Supplementary Provisions

Article 48 The chambers of commerce related to overseas labor cooperation shall carry out activities in accordance with their lawfully established articles of association, provide services to their members and exercise self-regulation.

Article 49 Administration of sending persons to work abroad under foreign contracting engineering projects shall be governed in accordance with the Regulations on the Administration of Contracting for Overseas Projects and the provisions of the competent commerce department of the State Council and the competent housing and urban-rural development department of the State Council.

Measures for administration of sending seamen abroad (excluding fishery seafarers) in overseas labor cooperation shall be separately formulated by the competent transport department of the State Council in accordance with the relevant provisions of the Regulations of the People's Republic of China on Seafarers and the relevant provisions of these Regulations.

Article 50 Organization of contract workers to work in the Hong Kong Special Administrative Region, the Macao Special Administrative Region or Taiwan region shall be governed with reference to the provisions of these Regulations.

Article 51 Where an enterprise engaged in overseas labor cooperation organizes contract workers to work in specific countries or regions determined by the competent commerce department of the State Council jointly with the foreign affairs department and other relevant departments of the State Council, the matter shall be

subject to approval by the competent commerce department of the State Council jointly with the relevant departments of the State Council.

Article 52 The enterprises that have obtained approval for engaging in overseas labor cooperation in accordance with the relevant provisions of the State before these Regulations come into force but do not meet the conditions specified in these Regulations shall meet the conditions specified in these Regulations within the period of time specified by the competent commerce department of the State Council, and those enterprises that fail to meet the conditions specified in these Regulations at the expiration of the period of time shall not continue overseas labor cooperation.

Article 53 These Regulations shall be effective as of August 1, 2012.

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