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Regulations on Administration of Chinese National Employees in Foreign Diplomatic and Consular Missions in China

(Adopted at the 65th Executive Meeting of the State Council on July 31, 2025,
promulgated by Decree No. 815 of the State Council of the People's Republic of
China on August 23, 2025, and effective as of January 1, 2026)

Article 1 These Regulations are formulated in accordance with the Law on Foreign Relations of the People's Republic of China for the purpose of facilitating the performance of the duties of foreign diplomatic and consular missions in China and safeguarding the lawful rights and interests of Chinese national employees.

Article 2 The term “foreign diplomatic and consular missions in China” in these Regulations means the diplomatic missions and consular posts of foreign countries in China.

The term “Chinese national employees” in these Regulations means Chinese citizens engaged in auxiliary and service-related work at foreign diplomatic and consular missions in China.

Article 3 The Chinese government provides facilitation, in accordance with law, for foreign diplomatic and consular missions in China in employing Chinese national employees.

Foreign diplomatic and consular missions in China shall respect the laws and regulations of China and guarantee the lawful rights and interests of Chinese national employees.

Article 4 The employment of Chinese national employees by foreign diplomatic and consular missions in China shall be subject to unified administration by the designated authorities.

The Ministry of Foreign Affairs is responsible for guiding and coordinating the administration of Chinese national employees throughout the country.

The authority entrusted by the Ministry of Foreign Affairs and the competent foreign affairs departments of the people's governments of provinces, autonomous regions, and municipalities directly under the Central Government (hereinafter

collectively referred to as the competent foreign affairs services authorities) shall be respectively responsible for the administration of Chinese national employees in foreign diplomatic missions in China and of Chinese national employees in foreign consular posts in China located within their respective administrative areas.

The departments of human resources and social security, taxation, market regulation, public security, national security, and other relevant departments shall, within their respective functions and duties, cooperate in the administration of matters related to Chinese national employees.

Article 5 Foreign diplomatic and consular missions in China shall publish job requirements through the Chinese national employees human resources platform established by the Ministry of Foreign Affairs, and thereby select prospective Chinese national employees according to needs.

Article 6 Foreign diplomatic and consular missions in China shall sign a service agreement with the foreign affairs services institution designated by the local competent foreign affairs services authority, specifying the protection of Chinese national employees' rights and interests, the application of law, dispute resolution, foreign affairs services charges, and other matters; the foreign affairs services institution shall enter into a labor contract with the Chinese national employees, specifying the auxiliary and service-related duties to be performed at foreign diplomatic and consular missions in China, the remuneration, and other matters.

The competent foreign affairs services authorities and the foreign affairs services institutions shall improve their management standards and service quality.

Article 7 Upon signing a labor contract between the foreign affairs services institution and a Chinese national employee, the competent foreign affairs services authority shall issue to the employee a Chinese national employee's certificate as his work credential.

The format of the Chinese national employee's certificate shall be uniformly specified by the Ministry of Foreign Affairs.

Article 8 Chinese national employees shall comply with the laws and regulations of China and fulfill the obligations stipulated in their labor contracts, and they shall not engage in any acts of endangering national security and undermining

the public interest, nor shall they conduct activities in the capacity of a diplomatic agent or consular officer.

Article 9 Disputes relating to a service agreement referred to in the first paragraph of Article 6 of these Regulations shall be resolved through the means stipulated in the service agreement; disputes relating to a labor contract shall be handled in accordance with the provisions of the Law of the People's Republic of China on Labor-Dispute Mediation and Arbitration.

Article 10 Except for the institutions prescribed in these Regulations, no organization or individual shall provide employment services involving Chinese national employees to foreign diplomatic and consular missions in China. Chinese citizens shall not privately accept employment with foreign diplomatic and consular missions in China without following the procedures prescribed in these Regulations.

Any act in violation of the provisions of these Regulations shall be handled by the relevant departments in accordance with law, under the coordination of the competent foreign affairs services authorities.

Article 11 The Ministry of Foreign Affairs shall formulate the specific measures for the administration of Chinese national employees in accordance with these Regulations.

Article 12 These Regulations shall be effective as of January 1, 2026.

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