



Introduction to Tiger Consulting Taiwan (Legal name-Tiger Consulting Taiwan Limited)

Tiger Consulting Taiwan Limited

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Key Country Facts

Official Language

Mandarin is the official national language and is spoken by the vast majority of the population of Taiwan. It has been the primary language of instruction in schools since the Japanese rule ended. As in Hong Kong and Macau, Traditional Chinese is used as the writing system in Taiwan.

Currency: New Taiwan Dollar (NT\$)

Time Zone: UTC +8

Capital City: Taipei is the Capital of Taiwan.

Laws and Customs: The political and legal statuses of Taiwan are contentious issues. The People's Republic of China (PRC) claims that the Republic of China government is illegitimate, referring to it as the "Taiwan Authority". The ROC, however, with its own constitution, independently elected president and armed forces, continues to view itself as a sovereign state. The present territory of the state has never been controlled by the PRC. Internationally, there is controversy on whether the ROC still exists as a state or a defunct state per international law due to the loss of membership/recognition in the United Nations and lack of wide diplomatic recognition. In a poll of Taiwanese aged 20 and older taken by the TVBS in March 2009, a majority of 64% opted for the status quo, while 19% favoured independence and 5% unification.

Cultural observations The aboriginal cultures of Taiwan represent 2% of the population of the island. There are 12 aboriginal tribes- the Amis, Atayal, Bunun, Paiwan, Puyuma, Rukai, Thao, Saisiyat, Tsou, Kavalan, Truku, and Yami. Traditional culture has been greatly influenced by the predominant Chinese culture of the island, but due to a relatively

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small number of intermarriages and a pride in tradition and ritual, the tribes have remained relatively homogenous and culturally pure.

The best places to encounter aboriginal culture are Wulai, Orchid Island, the areas surrounding Taroko Gorge, Wutai, and at the Shunyi Aboriginal Museum in Taipei.

Establishing a company/legal entity in Country

Employment: Locals may work at will. Foreign workers and expatriates must possess valid work visas prior to commencing work.

Working Hours: 9-6 Mon-Fri

Banking and payments: Government-owned banks are tightly regulated in Taiwan and there are also independent banks. As well as numerous foreign banks, there are 37 domestic banks. With more than 3,000 bank branches in the country, it is easy to access banking services such as withdrawals, deposits, loans, remittances, and a large range of financial products. Most banks have some staff who speak English.

Visa's & work permits: Employers who wish to hire foreign nationals to come and work in Taiwan are required to first apply with the Council of Labour Affairs to obtain a work permit for the foreign nationals they wish to hire. A work permit application form must be submitted in Chinese and requires recent passport photos of the person and supporting documentation such as photocopies of the candidate's CV, passport (picture page), employment contract, health certificate from a pre-approved hospital, proof of education, and proof of previous work experience. Please note that certified Chinese translations are usually required for all foreign-language documents. The work permit application review process takes approximately two weeks. Once the application is approved, the work permit -- a formal government-issued letter of approval -- is sent by registered mail to the employer. The letter, which serves as proof of permission for the prospective employee to undertake employment in Taiwan, is required for the resident visa application.

Public Holidays

- New Year's Day 1 January
- Chinese New Year (date will move slightly each year)
- Lantern Festival (date will move slightly each year)
- Peace Memorial Day 24 February
- Tomb Sweeping Festival (date will move slightly each year)
- Children day 4 April
- Labour Day 1 May
- Dragon Boat Festival (date will move slightly each year)
- Mid Autumn Festival (date will move slightly each year)
- Nation Holiday 10 October
- Double Ninth day (date will move slightly each year)

Tax & Social Security

For any alien having income from sources in the Republic of China, individual income tax shall be levied on the income derived from such sources in accordance with the Income Tax Act of the ROC. The alien taxpayers are divided into "Non-Residents of the ROC" and "Residents of the ROC" based on their length of stay. The following are the different ways for aliens to file income tax returns.

- 1-1 "Non-Residents" of the Republic of China a. For an individual who stays in the Republic of China not more than 90 days within a taxable year (Jan. 1 to Dec. 31), the income derived from sources in the Republic of China shall be withheld according to the withholding rate and paid at the respective sources. The taxpayer need not file an income tax return. b. For an individual who stays in the Republic of China over 90 days but less than 183 days within the same taxable year, individual income tax shall be declared and computed according to the withholding rate on his or her remunerations derived within or outside the Republic of China for his or her services rendered in the ROC.
- 1-2 "Residents" of the Republic of China. An individual who stays in the Republic of China for 183 days or more within a taxable year is regarded as a resident and the individual income tax shall be declared and assessed by a progressive rate on the amount of his or her net consolidated income (taxable income) which shall be the annual gross consolidated income (including the various incomes derived within the ROC and the remunerations derived outside the ROC for service rendered in the ROC) minus the exemptions and deductions.

Reporting requirements

Monthly:	Payroll
Yearly:	Accounting/Audit
Starters & Leavers:	Taxpayer's original passport or ARC (Alien Resident Card)
MPF:	Monthly filing 10 th of the next month
Annual Tax Filing:	Employers to file income tax return by 31 st January of the year Employees to file income tax return by 31 st January of the year

Employment Law

Most employment law in Taiwan is covered in the Labour Standards Act (LSA). Some occupations and industries are not covered by the LSA; the Civil Code covers terms and conditions in individual contracts not covered by the LSA.

There are two types of employment contract recognized by the LSA: fixed-term and non-fixed-term employment. Fixed-term employment can be:

1. Temporary or short-term work of up to six months.
2. Seasonal work, of no more than nine months duration.
3. Special work, the duration of which is specified; approval is needed if such employment will last longer than a year.

Employees

Payslips:	Monthly available on web-site, pdf or paper
Payslip requirements:	(sample payslip)

Payslip - Tiger consulting Limited, Taiwan Branch
 Payment Date: 27 February 2013 Prepared By: Grant Thornton Taiwan Payroll Division

Employee No:	001	Department:	
Employee Name:	James	ID No:	A126216634
PTO Hours Taken:		PTO Hours Left:	

Additions	Amount	Deductions	Amount
Basic Salary	111,150	Labor Insurance Premium	(237)
Meal Allowance	1,350	Health Insurance Premium	(2,210)
Expense Reimbursement	25,199	Withholding Tax	(5,920)
Taxable Amount:	111,150	Total Amount:	112,500
Non Taxable Amount:	1,350	Net Adjustment:	16,832
		Net Payment:	129,332

Bank Name	Bank Branch	Account No	Amount
Chinatrust Commercial Bank	Ying Yeh Pu	90XXXXXXXX51	129,332

LPA Employer Contribution: 6,900

Holiday allowance:	Full-time employees are paid for public holidays.
Maternity:	In case an insured person has childbirth occurring more than 280 days after she participates in the program or has premature labour occurring more than 181 days after she participates in the program, she is entitled to claim one lump sum of maternity benefits equivalent to one month of her average monthly insurance salary.
Annual Leave:	0 days (from 0 to 1 year), 7 days (from 1 to 3 years), 10 days (3 to 5 years), 14 days (5 to 10 years), add one day per year until 30 days (10+ years).
Sickness:	In case an insured person is not receiving salary payment on account of an injury or sickness for which he is under medical treatment, he is entitled to claim injury or sickness benefits beginning from the fourth day on which he is incapacitated for work. The inpatient hospitalization benefits of ordinary injury/sickness shall be payable at the rate of 50% of the average monthly insurance salary of an insured person for the maximum period of six months. In case the insured person has at least one full year of insurance coverage prior to the occurrence of the injury or sickness, such benefits shall be payable for an additional six months

Benefits to the employee in country

Bureau of Labor Insurance (BLI)

Labor insurance benefits payment is divided into two main categories: ordinary risk insurance and occupational accident insurance. Ordinary risk insurance includes five kinds of cash benefits: maternity, injury or sickness, disability, old-age and death benefits, while occupational accident insurance provides three types of benefits payable in cash, which are injury or sickness, disability and death benefits, plus medical benefits.

National Health Insurance (NHI)

All foreigners working in Taiwan must join both the National Health Insurance (NHI) and Labor Insurance schemes. Full time employees get labor insurance through their company while part time employees must join a union, through which they can be insured. The costs of labor insurance premiums are split as follows: employer 70 percent, government subsidy 10 percent, and employee 20 percent. The insurance covers death, injuries and illness, childbirth, loss of daily functional abilities, medical costs from occupational hazards, and a pension.

Expatriates:

Accommodation

Depending upon your budget, you can opt for a variety of accommodations ranging from hotels, hostels, home stays, and rental accommodations. Though apartments are expensive, splitting costs with a roommate may be an economical option. The prices can range anywhere from NT\$3000 for a single room with a shared bath to NT\$10,000 in cities like Taipei and Taichung. For your own studio apartment, or apartment with one, two, or three bedrooms the prices will start from around NT\$10,000 per month to whatever your budget can afford.

Transportation

The Ministry of Transportation and Communications of the Republic of China is the cabinet-level governing body for the transportation network in Taiwan. Highways in Taiwan can be classified into five levels: national highways, provincial highways, county routes, township routes, and special routes, with the first four being common. Taiwan has an extensive rail network, which is managed by the Taiwan Railway Administration with the exception of the high-speed rail line, which is run by the Taiwan High Speed Rail Corporation. Taipei Metro and the Kaohsiung Mass

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Rapid Transit serve the Taipei metropolitan area and the city of Kaohsiung, respectively, and Taichung Metro is currently under construction. Major airports include Taiwan Taoyuan International Airport, Taipei Songshan Airport, Kaohsiung International Airport, and Taichung Airport. The four international seaports are the Port of Keelung, the Port of Kaohsiung, the Port of Taichung, and the Port of Hualien.

Food

Taiwan has its own cuisine, but has also embraced the best of mainland Chinese cooking. Visitors to Taiwan can experience Chinese food from all of the regions of China, from the roast duck, smoked chicken, lamb hotpot, fish in wine sauce, beef with green peppers, and scallop and turnip balls of the north to the camphor-tea duck, salty fried chicken with spices, honey ham, stir-fried shrimp, dry-fried eggplant, and spicy bean curd of the south.

As the island's economy has developed rapidly in recent years, its culinary culture has expanded beyond the traditional Chinese foods to Chinese-style fast-food chains and other Asian cuisines.

Taiwan has also developed an interest in international cuisine and there are now restaurants offering every imaginable global meal throughout the country.