

Taiwan Background Checks

Privacy, Compliance & Employer Guide

Understanding employment screening, privacy obligations, candidate consent, and workforce integrity requirements in Taiwan.

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Executive Summary



Privacy-Led Approach

Taiwan is one of Asia's most privacy-conscious jurisdictions. Employers must prioritize candidate consent and data protection at every step.



Consent Is Central

Unlike database-driven markets, Taiwan relies heavily on consent-based verification, document validation, and active candidate participation.



Risk-Based Framework

Employers should adopt proportionate, role-appropriate screening rather than applying identical requirements to all employees.

Taiwan background screening requires a structured, proportionate, and privacy-first approach. Candidate engagement and proper consent documentation are essential to compliance.

Taiwan Background Check Framework

Screening Component	Commonly Used	Typical Turnaround
Identity Verification	✓	1–3 Business Days
Employment Verification	✓	3–10 Business Days
Education Verification	✓	5–12 Business Days
Professional Licence Verification	Role Dependent	3–10 Business Days
Reference Checks	✓	2–7 Business Days
Criminal Record Certificate Review	Role Dependent	Candidate Dependent
Court Record Search	Role Dependent	1–3 Business Days
Directorship Record Search	Senior Management	1–3 Business Days
Bankruptcy Record Search	Senior Management / Finance	1–3 Business Days
Sanctions & PEP Screening	Regulated Industries	1–2 Business Days

Employers should adopt a risk-based approach rather than applying identical screening requirements to all employees.

Legal Framework Governing Background Checks in Taiwan

Personal Data Protection Act (PDPA)

- Specific Purpose:** Explain why information is collected and how it supports hiring.
- Proportionality:** Collect only information relevant to the role and screening purpose.
- Transparency:** Inform candidates what checks will be conducted.
- Security:** Apply controlled access, secure storage, and retention controls.
- Candidate Rights:** Support access, correction, and deletion requests.

Employment & Anti-Discrimination

Screening must be directly relevant to the role. Collecting unrelated information may create compliance and reputational risks.

Entry-Level	Identity, Education, Employment Verification
Financial Roles	+ Bankruptcy Search, Court Records, Sanctions
Senior Executives	+ Directorship, Litigation, Regulatory Screening

Why Taiwan Is Different From Other Asian Markets

Area	Taiwan	Singapore	Hong Kong
Criminal Record Access	Candidate obtains certificate	Candidate obtains certificate	Candidate obtains certificate
Privacy Expectations	High 	High	Moderate to High
Employer Verification	Largely manual 	Moderate	Moderate
Data Protection Requirements	Strong 	Strong	Strong
Reliance on Candidate Cooperation	High 	Moderate	Moderate

 = Taiwan-specific considerations requiring particular attention from employers.

Key Challenges in Taiwan Background Checks

01

Limited Employer Access to Official Records

Employers generally cannot directly access criminal records or certain government databases. Candidate cooperation is essential.

02

Strong Privacy & Consent Requirements

Taiwan's PDPA mandates clear, written, informed consent before any personal data collection or processing for screening purposes.

03

Heavy Reliance on Candidate Cooperation

Key checks such as Police Criminal Record Certificates and credit reports require the candidate to obtain and supply documents.

04

Cross-Border Verification Complexity

Candidates with multi-country work histories require coordinated verification across jurisdictions with different legal requirements.

05

Multilingual Verification Requirements

Educational and employment records are often in Traditional Chinese. Mandarin-speaking verification specialists and document review capability are essential.

06

Candidate & Recruiter Engagement Gaps

Delays most often stem from late document submission, incomplete histories, or limited recruiter follow-up — not the verification process itself.


Additional Verification Checks in Taiwan



Education Verification

Taiwanese universities confirm academic credentials:

- Institution attended
- Degree awarded & major
- Dates of attendance
- Graduation status

 Records primarily in Traditional Chinese — Mandarin-speaking specialists essential.



Professional Licence

Verify for regulated professions:

- Professional registrations
- Industry licences
- Membership status
- Certification validity

Applies to:

Financial services

Healthcare · Engineers

Legal · Accountants



Identity & Right-to-Work

Objectives:

- Identity confirmation
- Right-to-work assessment
- Fraud detection
- Document authenticity

Documents:


- TW National ID Card
-  Alien Resident Cert.
- Passport / Work Auth.



Bankruptcy, Directorship & Litigation

Public record screening for senior positions:

- Senior leadership
- Finance & treasury
- Compliance roles
- Fiduciary positions

 Results must always be interpreted carefully and in context.



Credit & Financial Integrity

Where applicable:

- Financial institutions
- Treasury functions
- Investment management
- Senior finance roles

Employer obligations:

- Relevant to the role
- Candidate consent met
- PDPA compliant use

Data Privacy & Consent Requirements

Consent Requirements

- Obtain clear written authorization
- Explain the full scope of checks
- Identify the specific purpose of screening
- Limit collection to necessary information
- Maintain appropriate retention controls
- Support candidate access and correction rights

Cross-Border Data Transfer

Additional considerations arise when sending data outside Taiwan, using overseas screening providers, consolidating HR records regionally, or storing information in cloud environments.

Over-Collection Risk

Collecting excessive personal information creates unnecessary PDPA compliance risk. Taiwan screening must be designed around necessity, proportionality, and candidate transparency.

Consent remains one of the most important aspects of background screening in Taiwan. Documented, informed, written consent is non-negotiable.

Best Practices for Employers



Obtain Informed Written Consent

Ensures compliance with Taiwan PDPA requirements and transparency obligations.



Apply Risk-Based Screening

Align screening depth with role risk, business necessity, and regulatory expectations.



Use Authoritative Sources

Verify directly from authoritative sources whenever possible to improve accuracy and audit defensibility.



Use Official Documentation

Support checks where direct access may be restricted by using candidate-provided official documents.



Maintain Data Protection Controls

Protect personal information and reduce compliance and reputational risks.



Align With Regional Frameworks

Maintain consistency across jurisdictions while adapting to Taiwan's local legal requirements.



Maintain Clear Audit Trails

Supports governance, documentation standards, regulatory review, and defensible hiring decisions.



Avoid Over-Collection

Support PDPA data minimization principles and reduce unnecessary privacy exposure.

Final Takeaway



Taiwan is NOT a database-driven jurisdiction — background checks cannot rely solely on automated record lookups.



Candidate consent and active cooperation are fundamental requirements, not optional formalities.



Structured workflows, local expertise, and multilingual verification capability are critical success factors.



Taiwan screening should integrate into broader Asia-Pacific governance frameworks for consistent standards.

For organizations hiring in Taiwan, background screening is a critical component of workforce risk management, governance, regulatory compliance, and organizational trust.