

Industry and Service Sector Earnings Statistics in December 2019

I. Abstract

- i. At the end of December, the total payroll employees were 8,019 thousand, increased by 7 thousand or 0.08% from the end of last month. In 2019, the average total employees were 7,967 thousand, increased by 90 thousand or 1.14% than last year.
- ii. In December, the average regular earnings of full-time employees in Taiwan nationality (excluding foreign nationality and part-time employees) was NT\$44,788, increased by 2.76% more than last December. After plus on the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$57,612, increased 7.33% more than last December. In 2019, the average regular earnings and the average total earnings were NT\$44,114 and NT\$56,652, respectively.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in December was NT\$42,495, increased by 2.70% more than last December. Adding up the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$54,433, increased by 7.01% more than last December. Over the year, the average regular earnings was NT\$41,883, increased by 2.26% more than last year. Also, the average total earnings was NT\$53,667, increased by 2.40% more than last December.
- iv. The average total working hours in December were 177.9 hours, increased by 6.7 hours than last December. In 2019, the average total monthly worked hours were 169.1, decreased by 0.3 hours.

Summary of employees, earnings, and working hours of the Industrial and Services sector

							Jan.~ Dec. in 2019㉔	changes from Jan.~ Dec. 2018	
		Dec. 2019 ㉔	changes from the previous month		changes from last Nov.				
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	57 612	7 169	14.21%	3 935	7.33%	56 652	1 437	2.60%
	Regular earning (NT\$)	44 788	471	1.06%	1 203	2.76%	44 114	980	2.27%
All Employees	Employee (thousand)	8 019	7	0.08%	86	1.08%	7 967	90	1.14%
	Average total earnings (NT\$)	54 433	6 503	13.57%	3 564	7.01%	53 667	1 260	2.40%
	Regular earnings (NT\$)	42 495	397	0.94%	1 117	2.70%	41 883	924	2.26%
	Overtime pay (NT\$)	1 961	63	3.32%	150	8.28%	1 840	20	1.10%
	Average working hours (hour)	177.9	6.3	3.67%	6.7	3.91%	169.1	-0.3	-0.18%
	Overtime (hour)	8.3	0.2	2.47%	0.5	6.41%	7.9	-0.2	-2.47%
Part-time Employees	Average total earnings (NT\$)	19 814	396	2.04%	1 432	7.79%	19 209	614	3.30%
	Regular earning (NT\$)	18 956	123	0.65%	1 416	8.07%	18 232	687	3.92%

Note: (1) Full-time employees with Taiwan nationality and part-time employee statistics started in July 2017.

(2) Ⓢ denotes preliminary data

(3) Since January 2019, time series data has been revised using the "Results of 2016 Industry and Service Census" and the "Standard Industrial Classification System of Republic of China (Rev.10, 2016)". All tables below are the same.

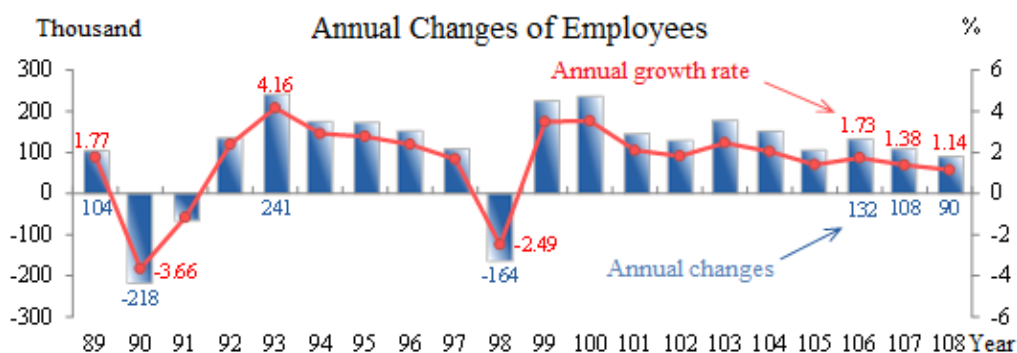
II. Statistical Results

i. Employees

- (i) At the end of December, the total payroll employees were 8,019 thousand, increased by 7

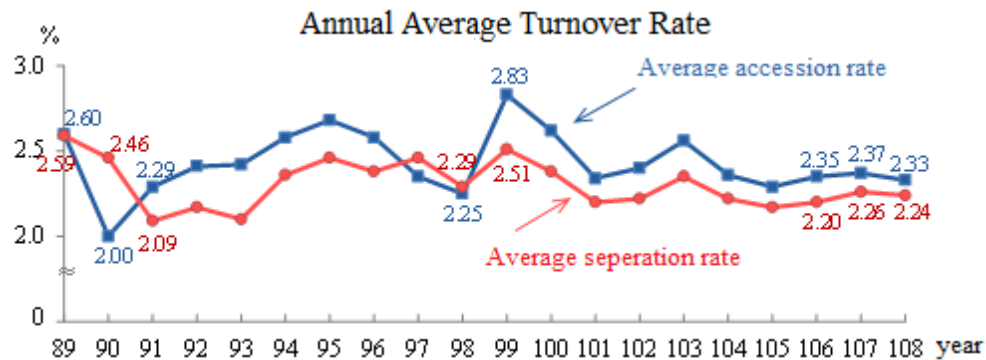
thousand (or 0.08%) more than the end of last month and increased by 86 thousand (or 1.08%) more than the same month of last year.

- (ii) **In 2019, the average payroll employees were 7,967 thousand**, increased by 90 thousand (or 1.14%) more than the same period of last year. The industrial sector increased by 0.52%, and the service sector increased by 1.61%. Observing the industries, Manufacturing increased by 10 thousand. Furthermore, the Manufacture of Computers, Electronic and Optical Products increased by 5 thousand, Manufacture of Machinery and Equipment increased by 2 thousand, while Manufacture of Electronic Parts and Components decreased by 4 thousand. Moreover, Human Health Activities increased by 13 thousand and Accommodation and Food Service Activities increased by 11 thousand. Both Retail Trade and Support Service Activities increased by 10 thousand.



ii. Turnover

- (i) **In December, there were 7 thousand employees net increasing than the previous month.** The accession with newly hired or recalled reasons was 142 thousand, 23 thousand less than the previous month. Among all industries, Wholesale and Retail Trade decreased the most of 7 thousand, followed by Support Service Activities of 6 thousand decreasing. The separation with quit, layoff, or retire reasons was 135 thousand, 15 thousand less than last month. Wholesale and Retail Trade decreased by 6 thousand, and Accommodation and Food Service Activities decreased by 5 thousand. After separation and accession offset in all industries, the employees showed a net increase of 7 thousand.
- (ii) **In December, the accession rate was 1.77%**, 0.29 percentage points less than the previous month and 0.09 percentage points more than last December. Meanwhile, **the separation rate was 1.69%**, 0.19 percentage points less than last month and 0.07 percentage points more than last December.
- (iii) **The average accession rate since January 2019 was 2.33%, the average separation rate was 2.24%.** There were 0.04 and 0.02 percentage points decreasing over the same period of the previous year, respectively.



iii. Average monthly earnings

- (i) In December, the average regular earnings of full-time employees with Taiwan nationality was NT\$44,788, 1.06% more than the previous month and 2.76% more than last December. Due to the early releases of year-end bonuses and performance bonuses by some companies in December, after plus on the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$57,612, increased by 14.21% from the previous month and 7.33% from the same month of last year.
- (ii) The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in December was NT\$42,495, 0.94% more than last month and 2.70% more than the same month of last year. The irregular earnings in December was NT\$11,938, increased by 1.5 times more than the previous month and 25.78% more than the last December. After compiling the regular and irregular earnings, the total earnings came to NT\$54,433, increased by 13.57% more than the previous month and 7.01% more than last December.
- (iii) In 2019, The regular earnings of full-time employees with Taiwan nationality was \$44,114, increased by 2.27% more than the previous month. The average total earnings was \$56,652, increased by 2.60% more than last year. These results resulted from the firms raised salaries, released bonuses and employee rewards. After removing the price factors, the real regular earnings increased 1.69% than last year, and the real total earnings increased 1.84% than last year.
- (iv) The average regular earnings of all employees since January 2019 was NT\$41,883, increased by 2.26% more than the same period of last year. The average total earnings was \$53,667, increased by 2.40% than the same period of last year. After removing the price factors, the real regular earnings and real total earnings increased by 1.69% and 1.84%, respectively.
- (v) In 2019, the gap of total earnings between the full-time employees with Taiwan nationality and total employees was \$2,985. Observing the industries, the largest gap than the others was \$4,894 in Manufacturing since it has more foreign workers. The gap was \$3,723 in

Accommodation and Food Activities due to more proportions of part-time employees.

- (vi) Since with fewer working hours, the average regular earnings of part-time employees in December was NT\$18,956. The regular hourly earnings was NT\$179 on average, increased by 0.56% less than last month and 2.29% more than last December. After plus on the bonuses, and the overtime pay, the average total earnings was NT\$19,814, increased by 2.04% more than the previous month and 7.79% more than last December. The average regular earnings was NT\$19,209, which accounted for around 35.8% for the total employees.

**Summary of earnings, and working hours of the Industrial and Services sector
By employment type**

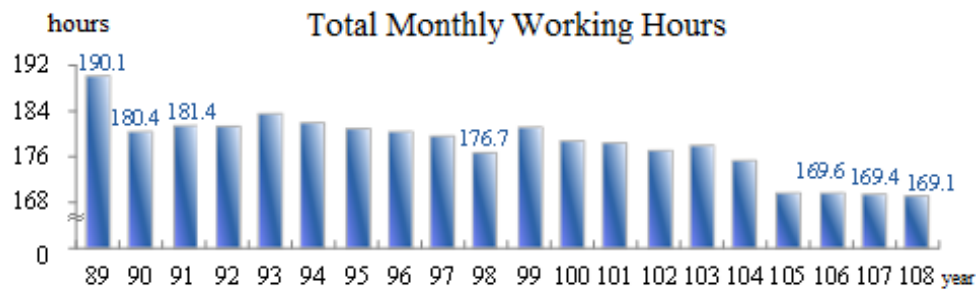
	July 2019	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019 Ⓡ	Dec. 2019 Ⓟ	change from last month (%)	change from last Dec. (%)
Full-time employees with Taiwan								
Person (thousand)	7 143	7 150	7 152	7 159	7 173	7 169	-0.06	0.95
Average total earnings (NT\$)	55 924	53 744	52 000	49 363	50 443	57 612	14.21	7.33
Regular earnings (NT\$)	44 238	44 373	44 139	44 322	44 317	44 788	1.06	2.76
All employees								
Person (thousand)	7 990	7 994	7 990	7 998	8 012	8 019	0.08	1.08
Average total earnings (NT\$)	53 133	50 956	49 325	46 865	47 930	54 433	13.57	7.01
Regular earnings (NT\$)	41 953	42 102	41 872	42 075	42 098	42 495	0.94	2.70
Average working hours (hour)	182.9	175.2	163.2	176.4	171.6	177.9	3.67	3.91
Part-time employees								
Person(thousand)	386	382	374	374	374	383	2.62	2.53
Total earnings (NT\$)	18 627	19 011	18 173	19 010	19 418	19 814	2.04	7.79
Regular earnings (NT\$)	17 995	18 304	17 436	18 294	18 833	18 956	0.65	8.07
Total working hours (hour)	103.8	104.5	98.5	103.3	106.5	107.0	0.47	5.21
Total hourly earnings (NT\$)	179	182	184	184	182	185	1.65	2.21
Regular hourly earnings (NT\$)	176	178	180	180	178	179	0.56	2.29

Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓡ: revised; Ⓟ: preliminary

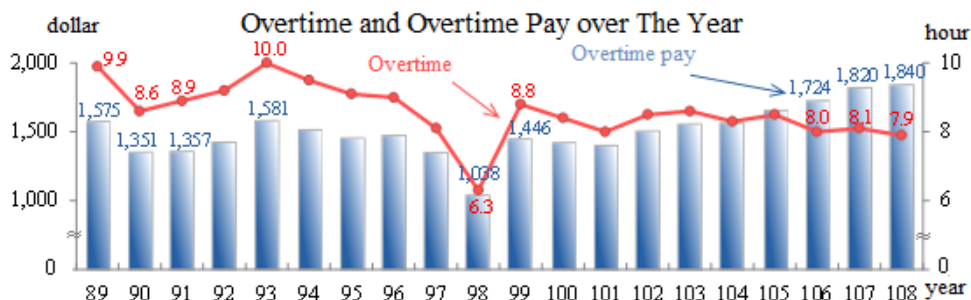
iv. Hours of work

- (i) The average total working hours of all employees in December were 177.9 hours, increased by 6.3 hours than the previous month and increased by 6.7 hours than the same month last year.
- (ii) The average total working hours since January 2019 were 169.1 hours, decreased by 0.3 hours less than the same period last year. The regular working hours and the overtime decreased by 0.1 and 0.2 hours, respectively.



v. Overtime and overtime pay

- (i) **The average overtime of all employees in December was 8.3 hours**, increased by 0.2 hours more than the previous month and increased by 0.5 hours than the same month last year. **The average overtime over since January 2019 was 7.9 hours**, decreased by 0.2 hours than the same period of last year.
- (ii) **The overtime pay in December was NT\$1,961**, increased by 3.32% than the previous month and increased by 8.28% more than last December. **The average overtime pay since January 2019 was NT\$1,840**, increased by 1.10% more than the same period last year.



Summary of Earnings Statistics in Taiwan Area

Year and month	Employees on payrolls			Industry & services											
	Industry & Services	Industry	Services	Accessions		Separations		Monthly working hours of each employee			Total monthly earnings of each employee				
				(thousand person)	(%)	(thousand person)	(%)	Overtime		(NT\$)	Regular earnings		Overtime pay		
								(hour)	Changes		(NT\$)	Annual growth rate	(NT\$)	Annual growth rate	
(thousand person)	(thousand person)	(thousand person)	(thousand person)	(%)	(thousand person)	(%)	(hour)	(hour)	(hour)	(NT\$)	(NT\$)	(%)	(NT\$)	(%)	
Average 2010	6 694	2 991	3 703	189	2.83	167	2.51	181.1	8.8	2.5	44 646	36 233	1.71	1 446	39.31
Average 2011	6 930	3 100	3 831	181	2.62	165	2.38	178.7	8.4	-0.4	45 961	36 735	1.39	1 421	-1.73
Average 2012	7 075	3 138	3 937	165	2.34	155	2.20	178.4	8.0	-0.4	46 109	37 193	1.25	1 399	-1.55
Average 2013	7 204	3 172	4 032	172	2.40	160	2.22	177.1	8.5	0.5	46 174	37 552	0.97	1 506	7.65
Average 2014	7 381	3 238	4 144	188	2.56	173	2.35	177.9	8.6	0.1	47 832	38 218	1.77	1 556	3.32
Average 2015	7 532	3 279	4 253	177	2.36	167	2.22	175.3	8.3	-0.3	49 024	38 712	1.29	1 562	0.39
Average 2016	7 637	3 294	4 343	174	2.29	165	2.17	169.6	8.5	0.2	49 266	39 213	1.29	1 656	6.02
Average 2017	7 769	3 337	4 432	182	2.35	171	2.20	169.6	8.0	-0.5	50 480	39 928	1.82	1 724	4.11
Average 2018	7 877	3 376	4 500	186	2.37	178	2.26	169.4	8.1	0.1	52 407	40 959	2.58	1 820	5.57
Nov.	7 925	3 393	4 532	158	2.00	145	1.83	177.0	7.8	-0.3	46 937	41 239	2.60	1 798	1.99
Dec.	7 933	3 394	4 539	147	1.86	139	1.76	171.2	7.8	-0.3	50 869	41 378	2.09	1 811	2.20
Average 2019 ^㉔	7 967	3 394	4 573	186	2.33	179	2.24	169.1	7.9	-0.2	53 667	41 883	2.26	1 840	1.10
Jan.	7 941	3 392	4 550	164	2.07	156	1.96	181.8	7.6	-0.5	94 136	41 694	2.31	1 737	-2.03
Feb.	7 919	3 382	4 537	149	1.88	172	2.16	128.8	7.2	-0.2	54 259	41 235	1.98	1 735	3.89
Mar.	7 927	3 387	4 541	204	2.58	196	2.47	166.5	7.9	-0.4	46 432	41 659	2.21	1 837	-1.02
Apr.	7 931	3 387	4 544	184	2.32	180	2.27	165.6	8.1	-0.2	47 766	41 751	2.55	1 885	3.06
May	7 937	3 387	4 550	172	2.17	167	2.10	178.6	8.1	-0.2	50 299	41 888	2.46	1 895	2.88
June	7 942	3 389	4 552	183	2.30	178	2.24	159.2	7.9	-0.3	48 595	41 762	2.33	1 867	1.30
July	7 990	3 404	4 586	249	3.14	201	2.53	182.9	7.5	-0.7	53 133	41 953	2.49	1 755	-4.88
Aug.	7 994	3 400	4 594	220	2.75	216	2.70	175.2	7.7	-0.4	50 956	42 102	2.14	1 801	-1.85
Sept.	7 990	3 396	4 594	211	2.64	215	2.68	163.2	7.7	-0.5	49 325	41 872	1.78	1 827	-1.93
Oct.	7 998	3 398	4 599	186	2.32	178	2.23	176.4	8.0	-0.2	46 865	42 075	2.05	1 883	0.16
Nov. ^㉕	8 012	3 402	4 610	165	2.06	150	1.88	171.6	8.1	0.3	47 930	42 098	2.08	1 898	5.56
Dec. ^㉖	8 019	3 403	4 616	142	1.77	135	1.69	177.9	8.3	0.5	54 433	42 495	2.70	1 961	8.28
The change compared with the last month(value)	7	1	6	- 23	-0.29	- 15	-0.19	6.3	0.2		6 503	397		63	
The change compared with the same month of last year(value)	86	9	77	- 5	-0.09	- 4	-0.07	6.7	0.5		3 564	1 117		150	
The change compared with the same period (Jan. ~ Dec.) of last year(value)	90	18	73	0	-0.04	1	-0.02	-0.3	-0.2		1 260	924		20	
The change compared with the last month(rate)	0.08	0.02	0.12	-14.08		-10.01		3.67	2.47		13.57	0.94		3.32	
The change compared with the same month of last year(rate)	1.08	0.25	1.70	-3.75		-2.87		3.91	6.41		7.01	2.70		8.28	
The change compared with the same period (Jan. ~ Dec.) of last year(rate)	1.14	0.52	1.61	-0.20		0.13		-0.18	-2.47		2.40	2.26		1.10	

Notes: 1. Total monthly earnings of all employees are the total of regular (basic salary, monthly bonus, fixed subsidy and good attendance reward) and irregular (over-time, annul bonus, flexible bonus not paid by month) earnings of employees on payroll, but exclude the non-working reward such as insurance and pension.

2. Number of employees at the end of this month = Number of employees at the end of last month + Number of accession in this month - Number of separation in this month. However, the formula above does not apply on annual average data since the annual employees number is mean of a year not the number at the end of a year.

3. Both Industry & Services and Services Sectors statistics covered Education Industry (only other education and educational support activities are included).

4. [Ⓔ] denotes revised data, [Ⓕ] denotes preliminary data.

5. Since January 2019, time series data has been revised using the "results of 2016 Industry and Service Census" and the "Standard Industrial Classification System of Republic of China (Rev.10 , 2016)".