

# Industry and Service Sector Earnings Statistics in November 2019

## I. Abstract

- i. At the end of November, the total payroll employees was 8,012 thousand, increased by 14 thousand or 0.18% from the end of last month.
- ii. In November, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$44,356, 2.05% more than last November. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$50,525, 2.33% more than last November.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in November was NT\$42,130, 2.16% more than last November. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$47,998, 2.26% more than last November.
- iv. The average total working hours in November was 171.7 hours, decreased by 5.3 hours than previous November.

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

		Nov. 2019 ㉔	changes from the previous month		changes from last Nov.		Jan.~ Nov. in 2019㉔	changes from Jan.~ Nov. 2018	
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	50 525	1 162	2.35%	1 151	2.33%	56 573	1 218	2.20%
	Regular earning ( NT\$ )	44 356	34	0.08%	890	2.05%	44 057	964	2.24%
All Employees	Employee ( thousand )	8 012	14	0.18%	87	1.10%	7 962	91	1.15%
	Average total earnings (NT\$)	47 998	1 133	2.42%	1 061	2.26%	53 603	1 055	2.01%
	Regular earnings ( NT\$ )	42 130	55	0.13%	891	2.16%	41 829	909	2.22%
	Overtime pay ( NT\$ )	1 897	14	0.74%	99	5.51%	1 829	8	0.44%
	Average working hours (hour )	171.7	-4.7	-2.66%	-5.3	-2.99%	168.2	-1.0	-0.59%
	Overtime (hour )	8.1	0.1	1.25%	0.3	3.85%	7.8	-0.3	-3.70%
Part-time Employees	Average total earnings (NT\$)	19 284	274	1.44%	936	5.10%	19 141	527	2.83%
	Regular earning ( NT\$ )	18 828	534	2.92%	1 092	6.16%	18 165	620	3.53%

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

(2) Ⓢ denotes preliminary data

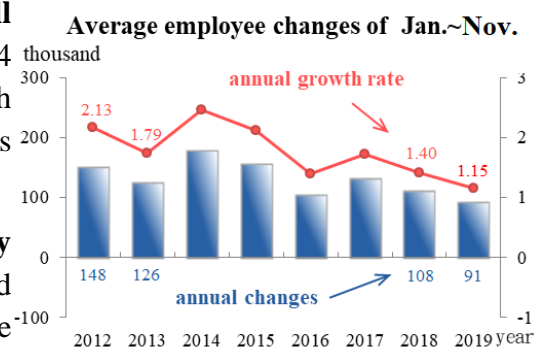
(3) Since January 2019, time series data has been revised using the "Results of 2016 Industry and Service Census" and the "Standard Industrial Classification System of Republic of China (Rev.10, 2016)". All tables below are the same.

## II. Statistical Results

### i. Employees

- (i) At the end of November, the total payroll employees was 8,012 thousand, increased by 14 thousand (or 0.18%) from the end of last month while increased by 87 thousand (or 1.10%) as against the same month last year.

- (ii) The average payroll employees since January 2019 was 7,962 thousand, increased by 91 thousand (or 1.15%) than the same period of last year. The

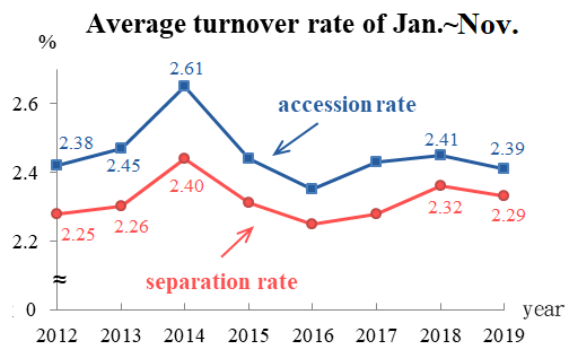


industrial sector increased by 0.55%, and the service sector increased by 1.60%. Observing by industries, the Manufacturing increased 10 thousand, among it, the Manufacture of Computers, Electronic and Optical Products increased by 5 thousand, Manufacture of Machinery and Equipment increased by 2 thousand, while the Manufacture of Electronic Parts and Components reduced 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 November, there were 14 thousand employees net increasing than the previous month.** The accession with newly hired or recalled reasons was 164 thousand, 22 thousand less than the previous month. Among all industries, the Manufacturing decreased the most of 6 thousand, followed by Wholesale and Retail Trade of 5 thousand decreasing. The separation with quit, layoff, or retire reasons was 150 thousand, 28 thousand less than last month. Wholesale and Retail Trade, and Manufacturing decreased by 9 and 6 thousand, respectively. After separation and accession offset in all industries, the employees showed a net increase of 14 thousand.

- (ii) **In November, the accession rate was 2.06%,** 0.26 percentage points less than the previous month and 0.06 percentage points more than last November. Meanwhile, **the separation rate was 1.87%,** 0.36 percentage points less than last month and 0.04 percentage points more than last November.



- (iii) **The average accession rate since January 2019 was 2.39%, the average separation rate was 2.29%.** There were 0.02 and 0.03 percentage points decreasing over the same period of the previous year, respectively.

## iii. Average monthly earnings

- (i) **In November, the average regular earnings of full-time employees with Taiwan nationality was NT\$44,356,** 0.08% more than the previous month and 2.05% more than last November. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$50,525, increased by 2.35% from the previous month and increased by 2.33% 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 November was NT\$42,130,** 0.13% more than last month and 2.16% more than the same month of last year. The irregular earnings in November was NT\$5,868, 22.51% more than the previous month and 2.98% more than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT\$47,998, 2.42% more than the previous month and 2.26% more than last November.

(iii) The average regular earnings of all employees since January 2019 was NT\$41,829, 2.22% more than the same period of last year. The total earnings increased by 2.01% compared with the same period of last year. After deflating the price factor, the real regular earnings and real total earnings increased by 1.70% and 1.49%, respectively.

(iv) Since with fewer working hours, the average regular earnings of part-time employees in November was NT\$18,828. The regular hourly earnings were NT\$179 on average, 0.56% less than last month and 2.29% more than last November. Plus onto by bonuses, and overtime pay, the average total earnings was NT\$19,284, 1.44% more than the previous month and 5.10% more than last November, about 40.2% of all employees. The average regular earnings since January 2019 was NT\$18,165.

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

	June 2019	July 2019	Aug. 2019	Sept. 2019	Oct. 2019 Ⓡ	Nov. 2019 Ⓟ	change from last month (%)	change from last Oct. (%)
<b>Full-time employees with Taiwan</b>								
Person (thousand)	7 103	7 143	7 150	7 152	7 159	7 172	0.18	1.07
Average total earnings (NT\$)	51 299	55 924	53 744	52 000	49 363	50 525	2.35	2.33
Regular earnings (NT\$)	44 037	44 238	44 373	44 139	44 322	44 356	0.08	2.05
<b>All employees</b>								
Person (thousand)	7 942	7 990	7 994	7 990	7 998	8 012	0.18	1.10
Average total earnings (NT\$)	48 595	53 133	50 956	49 325	46 865	47 998	2.42	2.26
Regular earnings (NT\$)	41 762	41 953	42 102	41 872	42 075	42 130	0.13	2.16
Average working hours (hour)	159.2	182.9	175.2	163.2	176.4	171.7	-2.66	-2.99
<b>Part-time employees</b>								
Person(thousand)	379	386	382	374	374	374	0.15	0.79
Total earnings (NT\$)	18 151	18 627	19 011	18 173	19 010	19 284	1.44	5.10
Regular earnings (NT\$)	17 455	17 995	18 304	17 436	18 294	18 828	2.92	6.16
Total working hours (hour)	97.1	103.8	104.5	98.5	103.3	106.4	3.00	2.90
Total hourly earnings (NT\$)	187	179	182	184	184	181	-1.63	2.26
Regular hourly earnings (NT\$)	182	176	178	180	180	179	-0.56	2.29

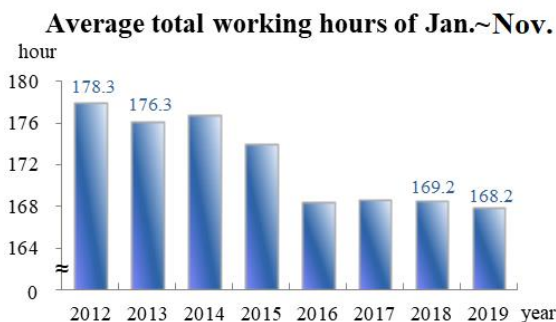
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓡ: revised; Ⓟ: preliminary

#### iv. Hours of work

(i) The average total working hours of all employees in November was 171.7 hours, decreased by 4.7 hours than the previous month and decreased by 5.3 hours than the same month last year.

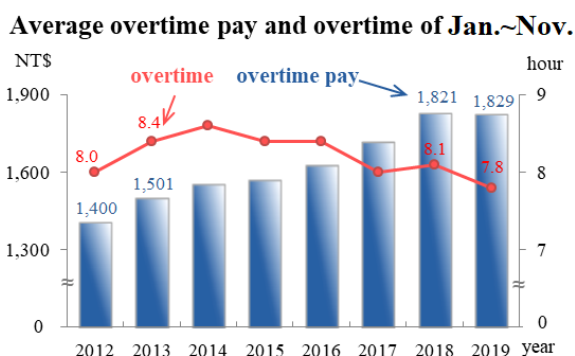
- (ii) **The average total working hours since January 2019 was 168.2 hours**, decreased by 1.0 hours as against the same period last year. The regular working hours and the overtime decreased by 0.7 and 0.3 hours, respectively.



#### v. Overtime and overtime pay

- (i) **The average overtime of all employees in November was 8.1 hours**, increased by 0.1 hours more than the previous month and increased by 0.3 hours than the same month last year. **The average overtime over since January 2019 was 7.8 hours**, decreased by 0.3 hours than the same period of last year.

- (ii) **The overtime pay in November was NT\$1,897**, increased by 0.74% than the previous month and increased by 5.51% as against last November. **The average overtime pay since January 2019 was NT\$1,829**, increased by 0.44% as against 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)	(%)	(hour)	Overtime		(NT\$)	Regular earnings		Overtime pay	
									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
Oct.	7 912	3 388	4 524	183	2.32	172	2.18	177.5	8.2	0.0	45 933	41 229	2.62	1 880	6.64
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
2019(Jan.~ Nov.)Ⓟ	7 962	3 393	4 569	190	2.39	182	2.29	168.2	7.8	-0.3	53 603	41 829	2.22	1 829	0.44
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.Ⓟ	8 012	3 402	4 610	164	2.06	150	1.87	171.7	8.1	0.3	47 998	42 130	2.16	1 897	5.51
The change compared with the last month(value)	14	4	11	- 22	-0.26	- 28	-0.36	-4.7	0.1		1 133	55		14	
The change compared with the same month of last year(value)	87	9	78	6	0.06	5	0.04	-5.3	0.3		1 061	891		99	
The change compared with the same period (Jan. ~ Nov.) of last year(value)	91	18	72	0	-0.02	0	-0.03	-1.0	-0.3		1 055	909		8	
The change compared with the last month(rate)	0.18	0.12	0.23	-11.38		-15.87		-2.66	1.25		2.42	0.13		0.74	
The change compared with the same month of last year(rate)	1.10	0.26	1.73	4.02		3.56		-2.99	3.85		2.26	2.16		5.51	
The change compared with the same period (Jan. ~ Nov.) of last year(rate)	1.15	0.55	1.60	0.03		0.30		-0.59	-3.70		2.01	2.22		0.44	

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)".