

Earnings and Productivity Statistics in March 2019

I. Abstract

- i. At the end of March, the total payroll employees was 7,927 thousand, increased by 8 thousand or 0.10%.
- ii. In March, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$43,832, 2.37% more than last March. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$49,031, 0.21% more than last March.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in March was NT\$41,674, 2.25% more than last March. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$46,530, 0.10% less than last March.
- iv. The average total working hour in March was 166.4 hours. Because the working day was less than last March, the working hour decreased by 16.8 hours.

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

		March 2019 ㉔	changes from previous month		changes from last March		Jan.~ March in 2019㉔	changes from Jan.~ March 2018	
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	49 031	-8 094	-14.17%	102	0.21%	68 768	826	1.22%
	Regular earning (NT\$)	43 832	418	0.96%	1 013	2.37%	43 720	951	2.22%
All Employees	Employee (thousand)	7 927	8	0.10%	91	1.16%	7 929	92	1.18%
	Average total earnings (NT\$)	46 530	-7 729	-14.24%	-48	-0.10%	64 997	611	0.95%
	Regular earnings (NT\$)	41 674	439	1.06%	917	2.25%	41 535	887	2.18%
	Overtime pay (NT\$)	1 819	84	4.84%	-37	-1.99%	1 763	-3	-0.17%
	Average working hours (hour)	166.4	37.6	29.19%	-16.8	-9.17%	159.1	-4.7	-2.87%
	Overtime (hour)	7.8	0.6	8.33%	-0.5	-6.02%	7.6	-0.3	-3.80%
Part-time Employees	Average total earnings (NT\$)	18 932	-361	-1.87%	41	0.22%	19 691	125	0.64%
	Regular earning (NT\$)	18 372	1 017	5.86%	281	1.55%	17 961	676	3.91%

Note: (1) Full-time employees with Taiwan nationality and part-time employee statistics started in August 2017, while released since March 2018.

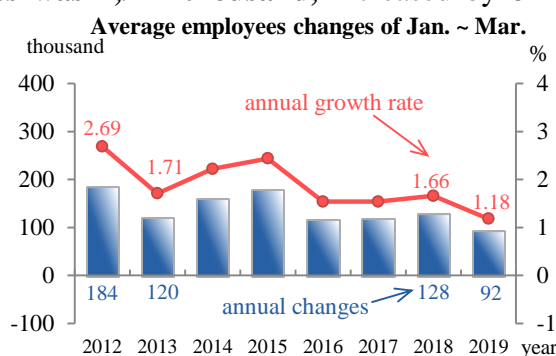
(2) ㊟ denotes preliminary data

(3) Since March 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)".

II. Statistical Results

i. Employees

- (i) At the end of March, the total payroll employees was 7,927 thousand, increased by 8 thousand (or 0.10%) from last month and increased by 91 thousand (or 1.16%) over the past year.
- (ii) The average payroll employees since January 2019 was 7,929 thousand, increased by 92 thousand (or 1.18%) than the same period of last year. The industrial sector increased by 0.82%, while the service sector increased by 1.44%. Observing by industries, the Manufacturing



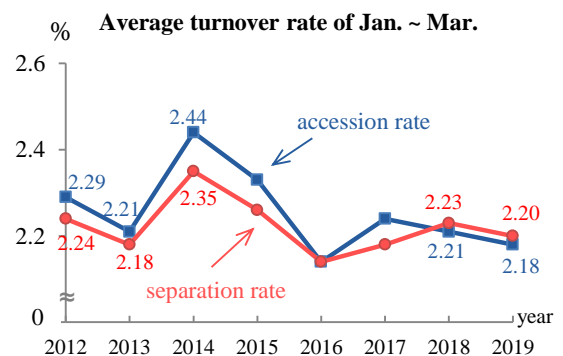
increased 22 thousand, among it, the Manufacture of Machinery and Equipment increased by 6 thousand, Manufacture of Electronic Parts and Components remained the same. Besides, Human Health Activities increased by 12 thousand, Support Service Activities increased by 11 thousand, and the Retail Trade increased by 10 thousand.

ii. Turnover

(i) **In March, there were 8 thousand employees net increasing than previous month.** The accession employees with newly hired or recalled reasons were 204 thousand, 55 thousand more than previous month. Among all industries, the Manufacturing increased the most of 24 thousand, followed by Wholesale and Retail Trade of 15 thousand increasing. The separation employees with quit, layoff, or retire reasons were 196 thousand, 24 thousand more than last month. Both Manufacturing and Wholesale and Retail Trade increased the most of 11 thousand. After separation and accession offset in all industries, the employees showed a net increase of 8 thousand.

(ii) **In March, the accession rate was 2.58%,** 0.70 percentage points more than previous month and 0.08 percentage points less than the same month of last year. Meanwhile, **the separation rate in March was 2.48%,** 0.32 percentage points more than last month and 0.04 percentage points less over the past year.

(iii) **The average accession rate since January 2019 was 2.18%, and the average separation rate was 2.20%,** both decreased by 0.03 percentage points than the same period of last year.



iii. Average monthly earnings

(i) **In March, the average regular earnings of full-time employees with Taiwan nationality was NT\$43,832,** 0.96% more than previous month and 2.37% more than last March. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$49,031, 14.17% less than previous month and 0.21% more than the same month of last year. Mainly affected by companies paid the year-end bonuses and performance bonuses in February of this year. The average regular earnings since January was NT\$43,720, 2.22% more than the same period of last year.

(ii) **The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in March was NT\$41,674,** 1.06% more than last month and 2.25% more than the same month of last year. The irregular earnings in March was NT\$4,856, 62.71% less than previous month and 16.58% less than the same month of last year. After regular and irregular earnings combination, the total earnings came

to NT\$46,530, 14.24% less than previous month and 0.10% less than last March.

(iii) **The average regular earnings of all employees since January 2019 was NT\$41,535,** 2.18% more than the same period of last year. The total earnings increased by 0.95% compared with the same period of last year. After removing the price factor, the real regular earnings increased by 1.85% and the real total earnings grew 0.62%.

(iv) Observing by industries, the gap of total earnings between full-time employees with Taiwan nationality and all employees in first quarter was NT\$3,771, of which the Manufacturing employed more foreign workers, the difference between them was the most in all industries of NT\$5,800, and the Accommodation and Food Service Activities with higher portion of part-time workers, the gap was NT\$4,762.

(v) **Since with fewer working hours, the average regular earnings of part-time employees in March was NT\$18,372. The regular hourly earnings was NT\$180 on average,** 2.17% less than last month and 6.51% more than last March. **Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,932,** 1.87% less than previous month and 0.22% more than last March, about 40.7% of all employees'. The average regular earnings since January 2019 was NT\$17,961.

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

	October 2018	Nov. 2018	Dec. 2018	Jan. 2019	Feb. 2019 Ⓡ	Mar. 2019 Ⓟ	change from last month (%)	change from last Mar. (%)
Full-time employees with Taiwan Nationality								
Person (thousand)	7 087	7 096	7 102	7 108	7 095	7 109	0.19	0.85
Average total earnings (NT\$)	48 349	49 374	53 677	100 129	57 125	49 031	-14.17	0.21
Regular earnings (NT\$)	43 459	43 466	43 585	43 914	43 414	43 832	0.96	2.37
All employees								
Person (thousand)	7 912	7 925	7 933	7 941	7 919	7 927	0.10	1.16
Average total earnings (NT\$)	45 933	46 937	50 869	94 136	54 259	46 530	-14.24	-0.10
Regular earnings (NT\$)	41 229	41 239	41 378	41 694	41 235	41 674	1.06	2.25
Average working hours (hour)	177.5	177.0	171.2	181.8	128.8	166.4	29.19	-9.17
Part-time employees								
Person(thousand)	369	371	374	380	370	364	-1.50	3.47
Total earnings (NT\$)	18 100	18 348	18 382	20 807	19 293	18 932	-1.87	0.22
Regular earnings (NT\$)	17 526	17 736	17 540	18 156	17 355	18 372	5.86	1.55
Total working hours (hour)	103.7	103.4	101.7	103.3	97.2	103.9	6.89	-3.97
Total hourly earnings (NT\$)	175	177	181	202	198	182	-8.08	4.00
Regular hourly earnings (NT\$)	172	175	175	179	184	180	-2.17	6.51

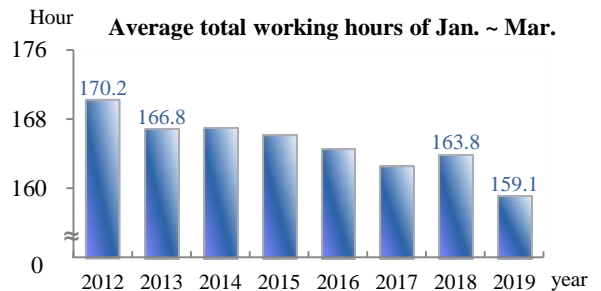
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓡ: revised; Ⓟ: preliminary

iv. Hours of work

- (i) Affected by Lunar New Year holiday of last month, **the average total working hour of all employees in March was 166.4 hours**, an increase of 37.6 hours from the previous month. Also, because the working day was less than last March, the working hour decreased by 16.8 hours than previous March.

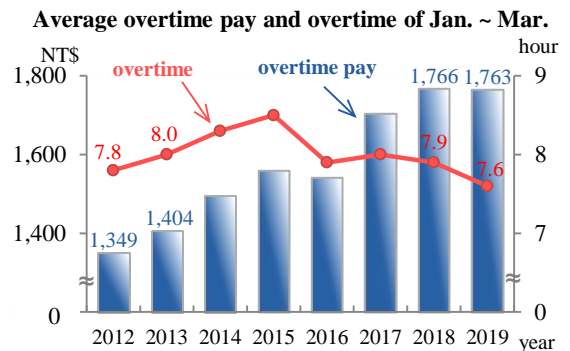
- (ii) **The average total working hour since January 2019 was 159.1 hours**, 4.7 hours less than the same period of last year. The regular working hours decreased by 4.4 hours, while the overtime decreased by 0.3 hours.



v. Overtime and overtime pay

- (i) **The average overtime of all employees in March was 7.8 hours**, 0.6 hours more than previous month and 0.5 hours less than last March. **The average overtime since January 2019 was 7.6 hours**, 0.3 hours less than the same period of last year.

- (ii) **The overtime pay in March was NT\$1,819**, 4.84% more than previous month and 1.99% less than last March. **The average overtime pay since January 2019 was NT\$1,763**, 0.17% less than the same period of last year.



Summary of Earnings and Productivity 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				
								Overtime				Regular earnings	Annual growth rate	Overtime pay	
									Changes						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
Feb.	7 825	3 353	4 472	145	1.85	171	2.18	129.6	7.4	-0.3	87 048	40 433	2.77	1 670	-0.36
Mar.	7 836	3 362	4 474	208	2.66	197	2.52	183.2	8.3	0.2	46 578	40 757	2.52	1 856	8.98
Apr.	7 837	3 363	4 475	185	2.37	184	2.35	153.8	8.3	0.1	46 039	40 714	2.30	1 829	5.42
May	7 845	3 369	4 475	172	2.20	165	2.11	179.0	8.3	0.1	48 139	40 882	2.56	1 842	5.50
June	7 849	3 370	4 479	185	2.36	180	2.30	165.5	8.2	0.4	48 501	40 810	2.43	1 843	8.22
July	7 899	3 389	4 510	250	3.19	200	2.55	176.1	8.2	0.4	51 710	40 935	2.72	1 845	9.30
Aug.	7 908	3 388	4 520	222	2.81	214	2.71	181.6	8.1	0.1	49 714	41 220	2.97	1 835	6.44
Sept.	7 900	3 382	4 518	209	2.64	216	2.74	159.4	8.2	0.4	48 102	41 139	2.63	1 863	11.09
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. ~ Mar.)Ⓟ	7 929	3 388	4 541	173	2.18	175	2.20	159.1	7.6	-0.3	64 997	41 535	2.18	1 763	-0.17
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	3 389	4 538	204	2.58	196	2.48	166.4	7.8	-0.5	46 530	41 674	2.25	1 819	-1.99
The change compared with the last month(value)	8	7	1	55	0.70	24	0.32	37.6	0.6		-7 729	439		84	
The change compared with the same month of last year(value)	91	27	64	- 4	-0.08	- 1	-0.04	-16.8	-0.5		- 48	917		- 37	
The change compared with the same period (Jan. ~ Mar.) of last year(value)	92	28	64	0	-0.03	0	-0.03	-4.7	-0.3		611	887		- 3	
The change compared with the last month(rate)	0.10	0.19	0.04	37.02		14.15		29.19	8.33		-14.24	1.06		4.84	
The change compared with the same month of last year(rate)	1.16	0.79	1.44	-1.78		-0.43		-9.17	-6.02		-0.10	2.25		-1.99	
The change compared with the same period (Jan. ~ Mar.) of last year(rate)	1.18	0.82	1.44	-0.49		-0.16		-2.87	-3.80		0.95	2.18		-0.17	

- 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, annual 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) since January 2009.
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)".