

Earnings and Productivity Statistics in May 2019

I. Abstract

- i. At the end of May, the total payroll employees was 7,937 thousand, increased by 6 thousand or 0.08%.
- ii. In May, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$44,043, 2.39% more than last May. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$52,543, 3.76% more than last May.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in May was NT\$41,865, 2.40% more than last May. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$49,815, 3.48% more than last May.
- iv. The average total working hour in May was 178.8 hours, decreased by 0.2 hours than previous May.

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

		May 2019 Ⓟ				Jan.~ May in 2019Ⓟ			
		changes from previous month		changes from last May		changes from Jan.~ May 2018			
		value	rate	value	rate	value	rate	value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	52 543	2 178	4.32%	1 903	3.76%	61 822	1 245	2.06%
	Regular earning (NT\$)	44 043	120	0.27%	1 030	2.39%	43 826	994	2.32%
All Employees	Employee (thousand)	7 937	6	0.08%	92	1.18%	7 931	92	1.18%
	Average total earnings (NT\$)	49 815	2 049	4.29%	1 676	3.48%	58 492	1 027	1.79%
	Regular earnings (NT\$)	41 865	114	0.27%	983	2.40%	41 641	933	2.29%
	Overtime pay (NT\$)	1 890	5	0.27%	48	2.61%	1 817	23	1.28%
	Average working hours (hour)	178.8	13.2	7.97%	-0.2	-0.11%	164.3	-0.6	-0.36%
	Overtime (hour)	8.1	0.0	0.00%	-0.2	-2.41%	7.8	-0.3	-3.70%
Part-time Employees	Average total earnings (NT\$)	19 931	310	1.58%	1 462	7.92%	19 675	693	3.65%
	Regular earning (NT\$)	19 288	562	3.00%	1 445	8.10%	18 320	951	5.48%

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

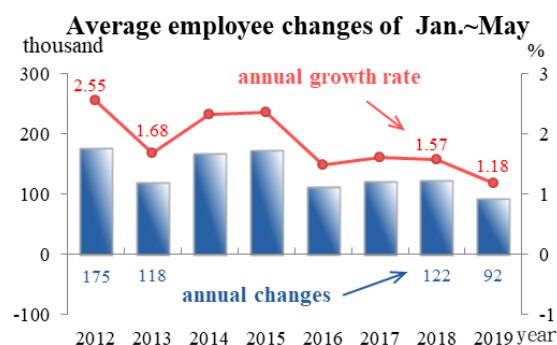
(2) Ⓟ denotes preliminary data

(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 May, the total payroll employees was 7,937 thousand, increased by 6 thousand (or 0.08%) from last month and increased by 92 thousand (or 1.18%) over the past year.
- (ii) The average payroll employees since January 2019 was 7,931 thousand, increased by 92 thousand (or 1.18%) than the same period of last year. The industrial sector increased by 0.73%, while the service sector increased by 1.52%.

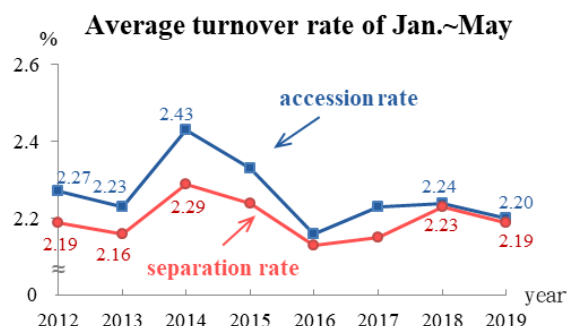


Observing by industries, the Manufacturing increased 18 thousand, among it, the Manufacture of Machinery and Equipment increased by 4 thousand, while the Manufacture of Electronic Parts and Components reduced by 3 thousand. Besides, Human Health Activities increased by 12 thousand, Support Service Activities increased by 11 thousand, and Retail Trade increased by 10 thousand.

ii. Turnover

- (i) **In May, there were 6 thousand employees net increasing than previous month.** The accession employees with newly hired or recalled reasons were 172 thousand, 12 thousand less than previous month. Among all industries, the Support Service Activities decreased the most of 4 thousand, followed by Manufacturing, Wholesale and Retail Trade, and Real Estate of 2 thousand decreasing. The separation employees with quit, layoff, or retire reasons were 166 thousand, 14 thousand less than last month. Manufacturing, Wholesale and Retail Trade, Support Service Activities all decreased the most of 3 thousand. After separation and accession offset in all industries, the employees showed a net increase of 6 thousand.

- (ii) **In May, the accession rate was 2.17%, 0.15 percentage points less than previous month and 0.03 percentage points less than last May.** Meanwhile, **the separation rate in May was 2.09%, 0.18 percentage points less than last month and 0.02 percentage points less than last May.**



- (iii) **The average accession rate since January 2019 was 2.20%, the average separation rate was 2.19%, both decreased by 0.04 percentage points from the same period of the previous year.**

iii. Average monthly earnings

- (i) **In May, the average regular earnings of full-time employees with Taiwan nationality was NT\$44,043, 0.27% more than previous month and 2.39% more than last May.** After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$52,543, 4.32% more than previous month and 3.76% more than the same month of last year. The average regular earnings since January was NT\$43,826, 2.32% 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 May was NT\$41,865, 0.27% more than last month and 2.40% more than the same month of last year.** The irregular earnings in May was NT\$7,950, 32.17% more than previous month and 9.55% more than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT\$49,815, 4.29% more than previous month and 3.48% more than last May.
- (iii) **The average regular earnings of all employees since January 2019 was NT\$41,641, 2.29% more than the same period of last year.** The total earnings increased by 1.79% compared with the same period of last year. After removing the price factor, the real regular

earnings increased by 1.77% and the real total earnings grew 1.27%.

(iv) Since with fewer working hours, the average regular earnings of part-time employees in May was NT\$19,288. The regular hourly earnings was NT\$182 on average, 0.55% less than last month and 6.43% more than last May. Plus onto by bonuses, and overtime pay, the average total earnings was NT\$19,931, 1.58% more than previous month and 7.92% more than last May, about 40.0% of all employees'. The average regular earnings since January 2019 was NT\$18,320.

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

	Dec. 2018	Jan. 2019	Feb. 2019	Mar. 2019	Apr. 2019 (R)	May 2019 (P)	change from last month (%)	change from last Mar. (%)
Full-time employees with Taiwan Nationality								
Person (thousand)	7 102	7 108	7 095	7 109	7 105	7 103	-0.04	0.84
Average total earnings (NT\$)	53 677	100 129	57 125	48 925	50 365	52 543	4.32	3.76
Regular earnings (NT\$)	43 585	43 914	43 414	43 831	43 923	44 043	0.27	2.39
All employees								
Person (thousand)	7 933	7 941	7 919	7 927	7 931	7 937	0.08	1.18
Average total earnings (NT\$)	50 869	94 136	54 259	46 432	47 766	49 815	4.29	3.48
Regular earnings (NT\$)	41 378	41 694	41 235	41 659	41 751	41 865	0.27	2.40
Average working hours (hour)	171.2	181.8	128.8	166.5	165.6	178.8	7.97	-0.11
Part-time employees								
Person(thousand)	374	380	370	365	370	377	2.01	5.21
Total earnings (NT\$)	18 382	20 807	19 293	18 675	19 621	19 931	1.58	7.92
Regular earnings (NT\$)	17 540	18 156	17 355	18 056	18 726	19 288	3.00	8.10
Total working hours (hour)	101.7	103.3	97.2	103.3	104.2	107.6	3.26	1.80
Total hourly earnings (NT\$)	181	202	198	181	188	185	-1.60	5.71
Regular hourly earnings (NT\$)	175	179	184	178	183	182	-0.55	6.43

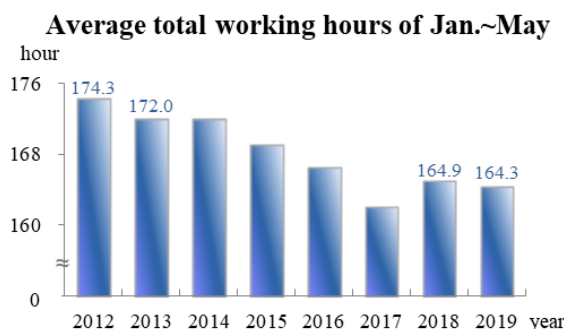
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) (R): revised; (P): preliminary

iv. Hours of work

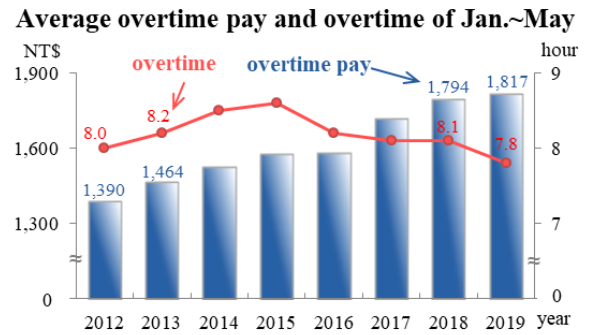
(i) The average total working hour of all employees in May was 178.8 hours, an increase of 13.2 hours from the previous month, mainly due to working days was more than previous month. The working hour decreased by 0.2 hours than previous May.

(ii) The average total working hour since January 2019 was 164.3 hours, 0.6 hours less than the same period of last year. The regular working hours decreased by 0.3 hours, while the overtime also decreased by 0.3 hours.



v. Overtime and overtime pay

- (i) **The average overtime of all employees in May was 8.1 hours**, which remained the same as last month and 0.2 hours less than last May. **The average overtime since January 2019 was 7.8 hours**, 0.3 hours less than the same period of last year.
- (ii) **The overtime pay in May was NT\$1,890**, 0.27% more than previous month and 2.61% more than last May. **The average overtime pay since January 2019 was NT\$1,817**, 1.28% more 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				
				(thousand person)	(%)	(thousand person)	(%)	(hour)	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
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. ~ May)Ⓟ	7 931	3 387	4 544	175	2.20	174	2.19	164.3	7.8	-0.3	58 492	41 641	2.29	1 817	1.28
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	166	2.09	178.8	8.1	-0.2	49 815	41 865	2.40	1 890	2.61
The change compared with the last month(value)	6	0	6	- 12	-0.15	- 14	-0.18	13.2	0.0		2 049	114		5	
The change compared with the same month of last year(value)	92	18	75	0	-0.03	1	-0.02	-0.2	-0.2		1 676	983		48	
The change compared with the same period (Jan. ~ May) of last year(value)	92	25	68	- 1	-0.04	- 1	-0.04	-0.6	-0.3		1 027	933		23	
The change compared with the last month(rate)	0.08	0.01	0.13	-6.24		-7.77		7.97	0.00		4.29	0.27		0.27	
The change compared with the same month of last year(rate)	1.18	0.53	1.67	0.01		0.48		-0.11	-2.41		3.48	2.40		2.61	
The change compared with the same period (Jan. ~ May) of last year(rate)	1.18	0.73	1.52	-0.47		-0.45		-0.36	-3.70		1.79	2.29		1.28	

- 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)".