

Industry and Service Sector Earnings Statistics in August 2019

I. Abstract

- i. At the end of August, the total payroll employees was 7,993 thousand, increased by 3 thousand or 0.04% from the end of last month.
- ii. In August, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$44,411, 2.22% more than last August. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$53,837, 2.82% more than last August.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in August was NT\$42,135, 2.22% more than last August. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$51,040, 2.67% more than last August.
- iv. The average total working hours in August was 175.2 hours, decreased by 6.4 hours than previous August.

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

| | | Aug. 2019 ㊦ | changes from previous month | | changes from last Aug. | | Jan.~ Aug. in 2019㊦ | changes from Jan.~ Aug. 2018 | |
|---|-------------------------------|----------------|--------------------------------|--------|---------------------------|--------|---------------------------|---------------------------------|--------|
| | | | value | rate | value | rate | | value | rate |
| Full-time Employees with Taiwan Nationality | Average total earnings (NT\$) | 53 837 | -2 087 | -3.73% | 1 476 | 2.82% | 58 827 | 1 249 | 2.17% |
| | Regular earning (NT\$) | 44 411 | 173 | 0.39% | 966 | 2.22% | 43 980 | 1 014 | 2.36% |
| All Employees | Employee (thousand) | 7 993 | 3 | 0.04% | 85 | 1.08% | 7 947 | 91 | 1.16% |
| | Average total earnings (NT\$) | 51 040 | -2 093 | -3.94% | 1 326 | 2.67% | 55 706 | 1 059 | 1.94% |
| | Regular earnings (NT\$) | 42 135 | 182 | 0.43% | 915 | 2.22% | 41 760 | 947 | 2.32% |
| | Overtime pay (NT\$) | 1 792 | 37 | 2.11% | - 43 | -2.34% | 1 813 | 1 | 0.06% |
| | Average working hours (hour) | 175.2 | -7.7 | -4.21% | -6.4 | -3.52% | 167.4 | -1.0 | -0.59% |
| | Overtime (hour) | 7.7 | 0.2 | 2.67% | -0.4 | -4.94% | 7.8 | -0.3 | -3.70% |
| Part-time Employees | Average total earnings (NT\$) | 18 978 | 351 | 1.88% | 141 | 0.75% | 19 256 | 475 | 2.53% |
| | Regular earning (NT\$) | 18 299 | 304 | 1.69% | 122 | 0.67% | 18 157 | 618 | 3.52% |

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

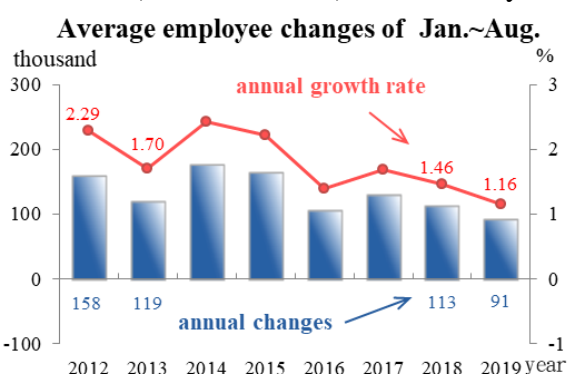
(2) Ⓢ denotes preliminary data

(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 August, the total payroll employees was 7,993 thousand, increased by 3 thousand (or 0.04%) from the end of last month and increased by 85 thousand (or 1.08%) over the past year.
- (ii) The average payroll employees since January 2019 was 7,947 thousand, increased by 91 thousand (or 1.16%) than the same period of last year. The industrial sector increased by 0.63%, while the service sector increased by 1.56%.

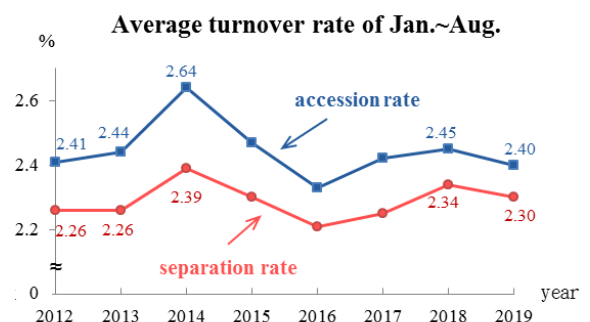


Observing by industries, the Manufacturing increased 14 thousand, among it, the Manufacture of Machinery and Equipment increased by 4 thousand, Manufacture of Food Products and Prepared Animal Feeds increased by 3 thousand, while the Manufacture of Electronic Parts and Components reduced by 4 thousand. Besides, Human Health Activities increased by 13 thousand, Support Service Activities increased by 11 thousand, Retail Trade and Accommodation and Food Service Activities increased by 10 thousand respectively.

ii. Turnover

- (i) **In August, there were 3 thousand employees net increasing than previous month.** The accession employees with newly hired or recalled reasons were 218 thousand, 31 thousand less than previous month. Among all industries, the Manufacturing decreased the most of 11 thousand, followed by Wholesale and Retail Trade of 10 thousand decreasing. The separation employees with quit, layoff, or retire reasons were 215 thousand, 14 thousand more than last month. Construction increased the most of 6 thousand, followed by Manufacturing of 4 thousand increasing. After separation and accession offset in all industries, the employees showed a net increase of 3 thousand.
- (ii) **In August, the accession rate was 2.73%,** 0.41 percentage points less than previous month and 0.08 percentage points less than last August. Meanwhile, **the separation rate in August was 2.69%,** 0.16 percentage points more than last month and 0.02 percentage points less than last August.

- (iii) **The average accession rate since January 2019 was 2.40%, the average separation rate was 2.30%,** decreased by 0.05 and 0.04 percentage points over the same period of the previous year respectively.



iii. Average monthly earnings

- (i) **In August, the average regular earnings of full-time employees with Taiwan nationality was NT\$44,411,** 0.39% more than previous month and 2.22% more than last August. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$53,837, decreased 3.73% from the previous month and increased 2.82% from the same month of last year. The average regular earnings since January was NT\$43,980, 2.36% 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 August was NT\$42,135,** 0.43% more than last month and 2.22% more than the same month of last year. The irregular earnings in August was NT\$8,905, 20.35% less than previous month and 4.84% more than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT\$51,040, 3.94% less than previous month and 2.67% more than last August.
- (iii) **The average regular earnings of all employees since January 2019 was NT\$41,760,** 2.32% more than the same period of last year. The total earnings increased by 1.94%

compared with the same period of last year. After removing the price factor, the real regular earnings increased by 1.78% and the real total earnings grew 1.40%.

(iv) Since with fewer working hours, the average regular earnings of part-time employees in August was NT\$18,299. The regular hourly earnings was NT\$178 on average, 1.14% more than last month and 4.09% more than last August. Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,978, 1.88% more than previous month and 0.75% more than last August, about 37.2% of all employees. The average regular earnings since January 2019 was NT\$18,157.

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

| | Mar. 2019 | Apr. 2019 | May 2019 | June 2019 | July 2019 Ⓡ | Aug. 2019 Ⓟ | change from last month (%) | change from last Aug. (%) |
|--|--------------|--------------|-------------|--------------|-------------------|-------------------|-------------------------------------|------------------------------------|
| Full-time employees with Taiwan | | | | | | | | |
| Person (thousand) | 7 109 | 7 105 | 7 104 | 7 103 | 7 143 | 7 149 | 0.09 | 0.99 |
| Average total earnings (NT\$) | 48 925 | 50 365 | 53 046 | 51 299 | 55 924 | 53 837 | -3.73 | 2.82 |
| Regular earnings (NT\$) | 43 831 | 43 923 | 44 068 | 44 037 | 44 238 | 44 411 | 0.39 | 2.22 |
| All employees | | | | | | | | |
| Person (thousand) | 7 927 | 7 931 | 7 937 | 7 942 | 7 990 | 7 993 | 0.04 | 1.08 |
| Average total earnings (NT\$) | 46 432 | 47 766 | 50 299 | 48 595 | 53 133 | 51 040 | -3.94 | 2.67 |
| Regular earnings (NT\$) | 41 659 | 41 751 | 41 888 | 41 762 | 41 953 | 42 135 | 0.43 | 2.22 |
| Average working hours (hour) | 166.5 | 165.6 | 178.6 | 159.2 | 182.9 | 175.2 | -4.21 | -3.52 |
| Part-time employees | | | | | | | | |
| Person(thousand) | 365 | 370 | 376 | 379 | 386 | 382 | -1.04 | 1.17 |
| Total earnings (NT\$) | 18 675 | 19 621 | 19 899 | 18 151 | 18 627 | 18 978 | 1.88 | 0.75 |
| Regular earnings (NT\$) | 18 056 | 18 726 | 19 211 | 17 455 | 17 995 | 18 299 | 1.69 | 0.67 |
| Total working hours (hour) | 103.3 | 104.2 | 107.1 | 97.1 | 103.8 | 104.7 | 0.87 | -2.88 |
| Total hourly earnings (NT\$) | 181 | 188 | 186 | 187 | 179 | 181 | 1.12 | 3.43 |
| Regular hourly earnings (NT\$) | 178 | 183 | 182 | 182 | 176 | 178 | 1.14 | 4.09 |

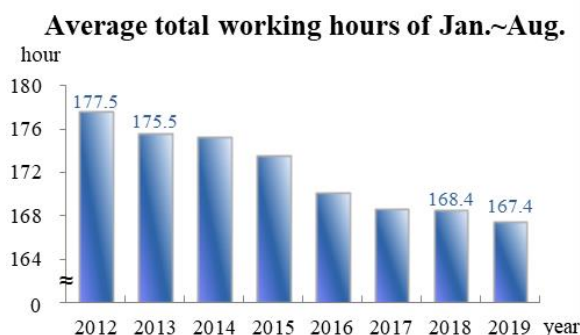
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓡ: revised; Ⓟ: preliminary

iv. Hours of work

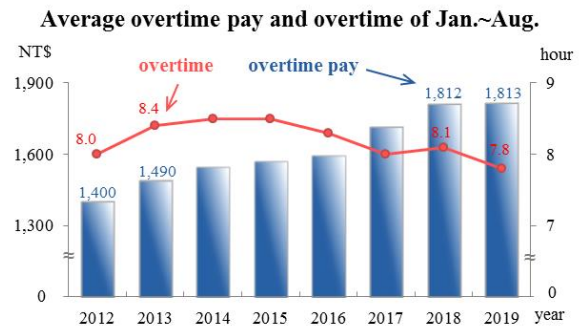
(i) The average total working hours of all employees in August was 175.2 hours, a decrease of 7.7 hours from the previous month, decreased by 6.4 hours than previous August.

(ii) The average total working hours since January 2019 was 167.4 hours, 1.0 hours less than the same period of last year. The regular working hours decreased by 0.7 hours, while the overtime decreased by 0.3 hours.



v. Overtime and overtime pay

- (i) **The average overtime of all employees in August was 7.7 hours**, 0.2 hours more than last month and 0.4 hours less than last August. **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 August was NT\$1,792**, 2.11% more than previous month and 2.34% less than last August. **The average overtime pay since January 2019 was NT\$1,813**, 0.06% more than the same period of 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 | | | | |
| | | | | | | | | Overtime | | (NT\$) | Regular earnings | | Overtime pay | | |
| | | | | | | | | | Changes | | | Annual growth rate | | 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 |
| 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. ~ Aug.)㉔ | 7 947 | 3 391 | 4 556 | 190 | 2.40 | 183 | 2.30 | 167.4 | 7.8 | -0.3 | 55 706 | 41 760 | 2.32 | 1 813 | 0.06 |
| 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 |
| July㉕ | 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.㉖ | 7 993 | 3 401 | 4 592 | 218 | 2.73 | 215 | 2.69 | 175.2 | 7.7 | -0.4 | 51 040 | 42 135 | 2.22 | 1 792 | -2.34 |
| The change compared with the last month(value) | 3 | - 3 | 6 | - 31 | -0.41 | 14 | 0.16 | -7.7 | 0.2 | | -2 093 | 182 | | 37 | |
| The change compared with the same month of last year(value) | 85 | 13 | 72 | - 4 | -0.08 | 1 | -0.02 | -6.4 | -0.4 | | 1 326 | 915 | | - 43 | |
| The change compared with the same period (Jan. ~ Aug.) of last year(value) | 91 | 21 | 70 | - 2 | -0.05 | 0 | -0.04 | -1.0 | -0.3 | | 1 059 | 947 | | 1 | |
| The change compared with the last month(rate) | 0.04 | -0.11 | 0.15 | -12.54 | | 6.86 | | -4.21 | 2.67 | | -3.94 | 0.43 | | 2.11 | |
| The change compared with the same month of last year(rate) | 1.08 | 0.38 | 1.61 | -2.02 | | 0.49 | | -3.52 | -4.94 | | 2.67 | 2.22 | | -2.34 | |
| The change compared with the same period (Jan. ~ Aug.) of last year(rate) | 1.16 | 0.63 | 1.56 | -0.78 | | -0.30 | | -0.59 | -3.70 | | 1.94 | 2.32 | | 0.06 | |

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)".