

Industry and Service Sector Earnings Statistics in July 2019

I. Abstract

- i. At the end of July, the total payroll employees was 7,988 thousand, increased by 46 thousand or 0.59% from the end of last month.
- ii. In July, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$44,209, 2.46% more than last July. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$55,831, 2.80% more than last July.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in July was NT\$41,927, 2.42% more than last July. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$53,017, 2.53% less than last July.
- iv. The average total working hours in July was 183.0 hours, increased by 6.9 hours than previous July.

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

		July 2019 Ⓢ	changes from previous month		changes from last July		Jan.~ July in 2019Ⓢ	changes from Jan.~ July 2018	
			value	rate	value	rate		value	rate
		Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	55 831	4 532	8.83%	1 520	2.80%	59 531
	Regular earning (NT\$)	44 209	172	0.39%	1 061	2.46%	43 914	1 016	2.37%
All Employees	Employee (thousand)	7 988	46	0.59%	89	1.13%	7 941	92	1.17%
	Average total earnings (NT\$)	53 017	4 422	9.10%	1 307	2.53%	56 360	1 003	1.81%
	Regular earnings (NT\$)	41 927	165	0.40%	992	2.42%	41 702	947	2.32%
	Overtime pay (NT\$)	1 760	-107	-5.73%	-85	-4.61%	1 816	8	0.44%
	Average working hours (hour)	183.0	23.8	14.95%	6.9	3.92%	166.3	-0.2	-0.12%
	Overtime (hour)	7.6	-0.3	-3.80%	-0.6	-7.32%	7.8	-0.3	-3.70%
Part-time Employees	Average total earnings (NT\$)	18 423	272	1.50%	-125	-0.67%	19 267	494	2.63%
	Regular earning (NT\$)	17 960	505	2.89%	154	0.86%	18 131	686	3.93%

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

(2) Ⓢ denotes preliminary data

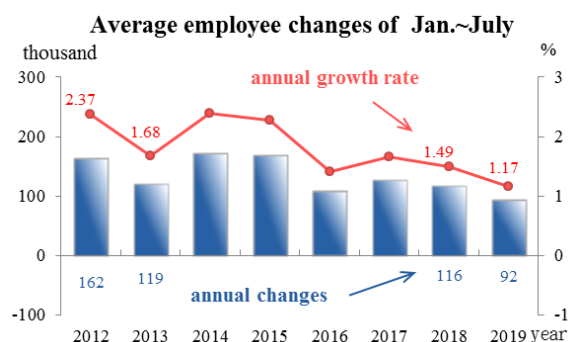
(3) Since January 2019, time series data has been revised using the "results of 2016 Industry and Service Census" and the "Standard Industrial Classification System of Republic of China (Rev.10, 2016)". All tables below are the same.

II. Statistical Results

i. Employees

- (i) At the end of July, the total payroll employees was 7,988 thousand, increased by 46 thousand (or 0.59%) from the end of last month and increased by 89 thousand (or 1.13%) over the past year.

- (ii) The average payroll employees since January 2019 was 7,941 thousand, increased by 92 thousand (or 1.17%) than the same period of last year. The industrial sector increased by 0.66%, while the service sector increased by 1.56%. Observing by industries, the Manufacturing

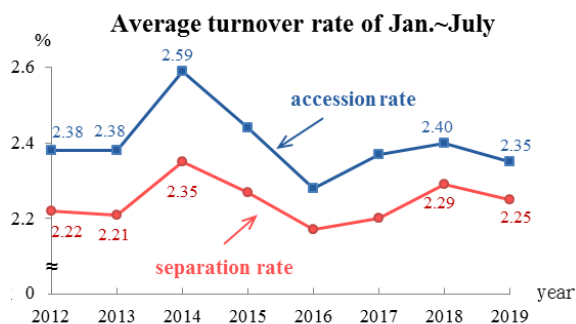


increased 15 thousand, among it, the Manufacture of Food Products and Prepared Animal Feeds increased by 4 thousand, Manufacture of Machinery and Equipment increased by 3 thousand, while the Manufacture of Electronic Parts and Components reduced by 4 thousand. Besides, Human Health Activities increased by 12 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 July, there were 46 thousand employees net increasing than previous month.** The accession employees with newly hired or recalled reasons were 247 thousand, 64 thousand more than previous month. Among all industries, the Wholesale and Retail Trade increased the most of 16 thousand, followed by Manufacturing of 14 thousand increasing. The separation employees with quit, layoff, or retire reasons were 201 thousand, 23 thousand more than last month. Accommodation and Food Service Activities increased the most of 7 thousand, followed by Wholesale and Retail Trade of 6 thousand increasing. After separation and accession offset in all industries, the employees showed a net increase of 46 thousand.
- (ii) **In July, the accession rate was 3.11%**, 0.81 percentage points more than previous month and 0.08 percentage points less than last July. Meanwhile, **the separation rate in July was 2.53%**, 0.29 percentage points more than last month and 0.02 percentage points less than last July.

- (iii) **The average accession rate since January 2019 was 2.35%**, the average separation rate was **2.25%**, decreased by 0.05 and 0.04 percentage points over the same period of the previous year, respectively.



iii. Average monthly earnings

- (i) **In July, the average regular earnings of full-time employees with Taiwan nationality was NT\$44,209**, 0.39% more than previous month and 2.46% more than last July. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$55,831. The total earnings increased 8.83% from the previous month and increased 2.80% from the same month of last year, due to the partial companies grant bonuses in this month. The average regular earnings since January was NT\$43,914, 2.37% 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 July was NT\$41,927**, 0.40% more than last month and 2.42% more than the same month of last year. The irregular earnings in July was NT\$11,090, 62.30% more than previous month and 2.92% more than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT\$53,017, 9.10% more than previous month and 2.53% more than last July.

(iii) The average regular earnings of all employees since January 2019 was NT\$41,702, 2.32% more than the same period of last year. The total earnings increased by 1.81% 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 1.27%.

(iv) Since with fewer working hours, the average regular earnings of part-time employees in July was NT\$17,960. The regular hourly earnings was NT\$177 on average, 2.75% less than last month and 4.73% more than last July. Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,423, 1.50% more than previous month and 0.67% less than last July, about 34.7% of all employees. The average regular earnings since January 2019 was NT\$18,131.

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

	Feb. 2019	Mar. 2019	Apr. 2019	May 2019	June 2019 Ⓔ	July 2019 Ⓔ	change from last month (%)	change from last July (%)
Full-time employees with Taiwan								
Person (thousand)	7 095	7 109	7 105	7 104	7 103	7 144	0.56	1.02
Average total earnings (NT\$)	57 125	48 925	50 365	53 046	51 299	55 831	8.83	2.80
Regular earnings (NT\$)	43 414	43 831	43 923	44 068	44 037	44 209	0.39	2.46
All employees								
Person (thousand0)	7 919	7 927	7 931	7 937	7 942	7 988	0.59	1.13
Average total earnings (NT\$)	54 259	46 432	47 766	50 299	48 595	53 017	9.10	2.53
Regular earnings (NT\$)	41 235	41 659	41 751	41 888	41 762	41 927	0.40	2.42
Average working hours (hour)	128.8	166.5	165.6	178.6	159.2	183.0	14.95	3.92
Part-time employees								
Person(thousand)	370	365	370	376	379	385	1.48	1.40
Total earnings (NT\$)	19 293	18 675	19 621	19 899	18 151	18 423	1.50	-0.67
Regular earnings (NT\$)	17 355	18 056	18 726	19 211	17 455	17 960	2.89	0.86
Total working hours (hour)	97.2	103.3	104.2	107.1	97.1	103.2	6.28	-3.19
Total hourly earnings (NT\$)	198	181	188	186	187	179	-4.28	2.87
Regular hourly earnings (NT\$)	184	178	183	182	182	177	-2.75	4.73

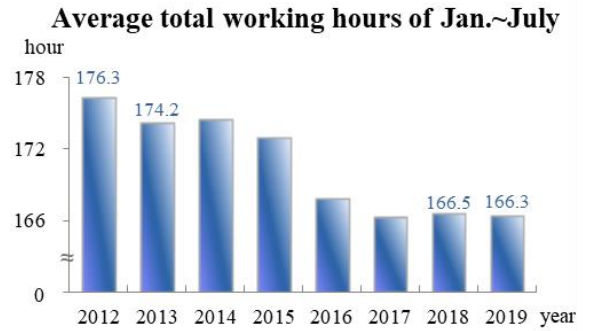
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓔ: revised; Ⓕ: preliminary

iv. Hours of work

(i) The average total working hours of all employees in July was 183.0 hours, an increase of 23.8 hours from the previous month, mainly due to more working days this month. The working hour increased by 6.9 hours than previous July.

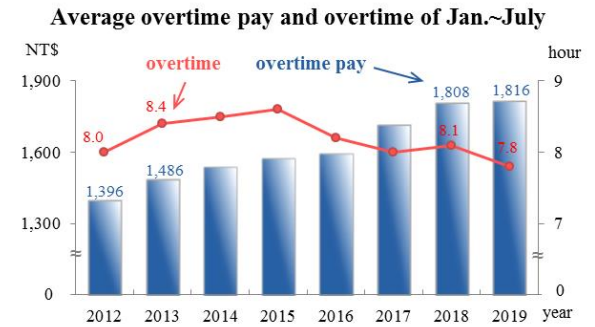
(ii) **The average total working hours since January 2019 was 166.3 hours**, 0.2 hours less than the same period of last year. The regular working hours increased by 0.1 hours, while the overtime decreased by 0.3 hours.



v. Overtime and overtime pay

(i) **The average overtime of all employees in July was 7.6 hours**, 0.3 hours less than last month and 0.6 hours less than last July. **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 July was NT\$1,760**, 5.73% less than previous month and 4.61% less than last July. **The average overtime pay since January 2019 was NT\$1,816**, 0.44% 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		Regular earnings	Annual growth rate	Overtime pay	Annual growth rate	
									(hour)	Changes					(NT\$)
(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
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. ~ July)Ⓟ	7 941	3 390	4 551	186	2.35	178	2.25	166.3	7.8	-0.3	56 360	41 702	2.32	1 816	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Ⓟ	7 988	3 404	4 585	247	3.11	201	2.53	183.0	7.6	-0.6	53 017	41 927	2.42	1 760	-4.61
The change compared with the last month(value)	46	15	33	64	0.81	23	0.29	23.8	-0.3		4 422	165		-107	
The change compared with the same month of last year(value)	89	15	75	-3	-0.08	1	-0.02	6.9	-0.6		1 307	992		-85	
The change compared with the same period (Jan. ~ July) of last year(value)	92	23	70	-2	-0.05	-1	-0.04	-0.2	-0.3		1 003	947		8	
The change compared with the last month(rate)	0.59	0.42	0.72	35.24		12.96		14.95	-3.80		9.10	0.40		-5.73	
The change compared with the same month of last year(rate)	1.13	0.43	1.66	-1.19		0.15		3.92	-7.32		2.53	2.42		-4.61	
The change compared with the same period (Jan. ~ July) of last year(rate)	1.17	0.66	1.56	-0.69		-0.46		-0.12	-3.70		1.81	2.32		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, 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).

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)".

