

# Earnings and Productivity Statistics in December 2016

## I. Abstract

- i. At the end of December, the total nonagricultural payroll employees, at 7,496 thousand, increased by 9 thousand or 0.12% from last month. The average payroll employees in 2016 was 7,449 thousand, increased by 64 thousand or 0.86% than the same period of last year.
- ii. The average monthly regular earnings per employee within the Industrial and Services sector in December 2016 was NT\$39,729, 0.67% more than last month. The average monthly regular earnings in 2016 was NT\$39,238, 1.35% more than previous year.
- iii. The total monthly earnings (including regular and irregular earnings) in December was NT\$47,728, affected by year-end bonus and performance bonus granted earlier in this month, increased by 8.78% from last month and increased by 2.12% from last December. The total monthly earnings in 2016 was NT\$ 48,790, 0.62% more than previous year.
- iv. In 2016, the regular earnings excluding foreign workers and part-time employees was NT\$ 41,074, 1.43% more than previous year. The total earnings was NT\$ 51,241, 0.72% more than previous year.
- v. The average working hour in December was 176.4 hours, 0.1 hours less than previous month. The average working-hour per employee in 2016 was 169.5 hours, 5.8 hours less than previous year.

## II. Statistical Results

### i. Employees

- (i) At the end of December 2016, total nonagricultural payroll employees, at 7,496 thousand, increased by 9 thousand (or 0.12%) from last month. Among all industries, the service sector shared 56.48%. Comparing to the same month of last year, the payroll employees increased 69 thousand (or 0.92%).

- (ii) The average payroll employees since January 2016 was 7,449 thousand, increased by 64 thousand (or 0.86%) than the same period of last year. The Industrial sector increased 0.21%, while the service sector increased by 1.37%. Among all industries, the largest increasing in payroll employees was Wholesale and Retail Trade (16 thousand), followed by Accommodation and Food Service Activities (13 thousand) and Human Health Activities (8 thousand).



### ii. Turnover Rate

- (i) There was a net accession of 9 thousand employees in December 2016. The total accession employment in Industrial and Services sector was 137 thousand, which was 15 thousand less than last month. Meanwhile, there was 129 thousand employees separation, 10 thousand less

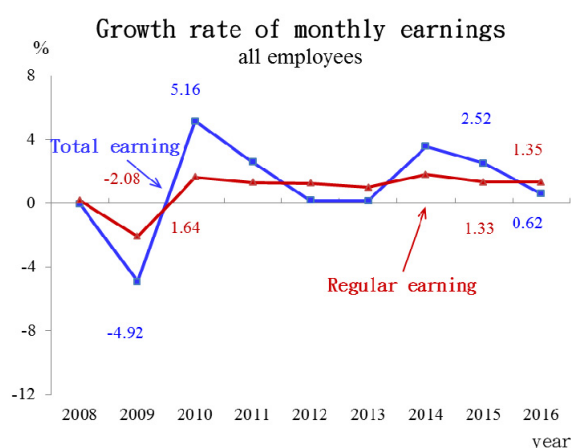
than last month, showed a net accession of 9 thousand employees.

- (ii) **The average accession rate within the Industrial and Services sector in December 2016 was 1.84%**, decreased by 0.19 percentage points from last month and increased by 0.02 percentage points from last December.
- (iii) **The separation rate of December was 1.72%**, decreased by 0.13 percentage points from last month and decreased by 0.02 percentage points than last December.
- (iv) **The average accession rate in 2016 was 2.27%, and the separation rate was 2.18%**, down by 0.06 and 0.05 percentage point than last year, respectively.

### iii. Earnings

- (i) **The average monthly regular earnings per employee within the Industrial and Services sector in December 2016 was NT\$39,729.** Comparing with last month and a year ago they were 0.67% and 1.53% increasing respectively.

- (ii) **The total monthly earnings (including regular and irregular earnings) in December was NT\$47,728**, affected by year-end bonus and performance bonus granted earlier in this month, increased by 8.78% from last month and increased by 2.12% from last December.



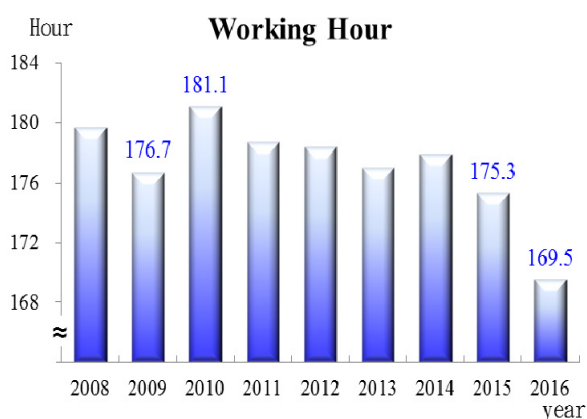
- (iii) **The average monthly regular earnings was NT\$39,238 and the total monthly earnings was NT\$ 48,790**, both reached the highest level in record. Compared with the previous year, there were 1.35% and 0.62% increasing respectively.

- (iv) After deflating by the consumer price index increasing rate of 1.40%, the average real regular earnings in 2016 was reduced 0.05% and the real total earnings was reduced 0.77%.

### iv. Hours of work

- (i) **The average monthly working hour in December was 176.4 hours**, decreased by 0.1 hours from last month. Comparing with the same month of last year, affected by working days reduced, the working hour was reduced by 11.7 hours.

- (ii) **The average working-hour in 2016 was 169.5 hours**, 5.8 hours less than previous year. The regular working-hour reduced by 6.0 hours while the overtime increased 0.2 hours.



### v. Earnings after deduction of foreign worker and part-time employee

- (i) In order to present the earnings growing situation of the full-time employees, since the foreign workers and part-time employees increased gradually, we estimated the earnings excluded foreign workers and part-time employees for the first time.

(ii) This statistical result was prepared by public administration statistical data, ‘Survey on Foreign Workers Management and Utilization’ hold by Ministry of Labor, and ‘Employee Turnover and Movement Survey’ hold by DGBAS. In order to accommodate the periodicity of those surveys above, this statistical data will be released yearly from this year.

**(iii) Earning statistics after deduction of foreign worker and part-time employee**

1. **After deducting the foreign workers and part-time employees, the average monthly regular earnings was NT\$41,074 and the total monthly earnings was NT\$ 51,241.** There were 1.43% and 0.72% increasing than last year, respectively.

2. In the past 9 years, the regular earnings excluding foreign workers and part-time employees had increased by NT\$ 3,434 or 9.12%, which was higher than the increasing of NT\$ 2,919 or 8.04% for all employees in the same period. The total earnings excluding foreign workers and part-time employees had increased by NT\$ 5,197 or 11.29%, higher than the increasing of NT\$ 4,398 or 9.91% for all employees in the same period.

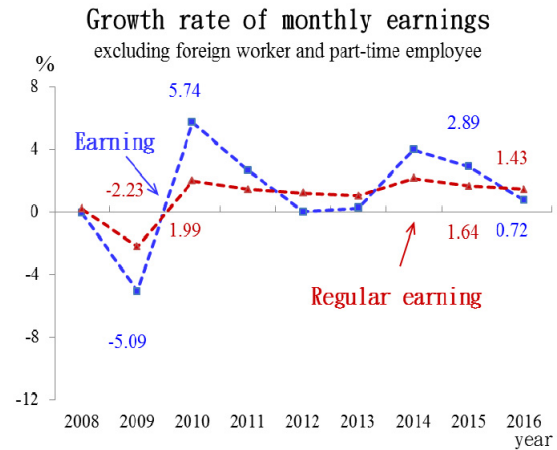


Table 1 Summary of Earnings and Productivity Statistics in Taiwan Area

Year and month	Employees on payrolls			Industry & services								Manufacturing			
	Industry & Services (thousand person)	Industry (thousand person)	Services (thousand person)	Accessions		Separations		Monthly working hours of each employee (hour)	Total monthly earnings of each employee (NT\$)			Employees on payrolls (thousand person)	Monthly earnings of each employee (NT\$)	Index of labor productivity (2011=100)	Index of unit output labor cost (2011=100)
				(thousand person)	(% )	(thousand person)	(% )		Regular earnings (NT\$)	Annual growth rate (%)					
Average 2002	5 650	2 762	2 888	129	2.28	118	2.07	181.4	41 530	34 746	0.75	2 319	38 435	64.23	135.84
Average 2003	5 785	2 808	2 977	139	2.39	125	2.15	181.3	42 065	34 804	0.17	2 373	39 549	68.56	130.53
Average 2004	6 026	2 901	3 125	145	2.40	126	2.08	183.5	42 680	35 096	0.84	2 461	40 657	71.83	126.56
Average 2005	6 201	2 933	3 268	159	2.57	146	2.34	181.9	43 159	35 382	0.81	2 479	41 858	74.40	127.30
Average 2006	6 373	2 979	3 395	170	2.67	157	2.44	180.9	43 488	35 724	0.97	2 510	42 393	77.43	124.89
Average 2007	6 524	3 024	3 501	168	2.58	155	2.38	180.4	44 392	36 319	1.67	2 541	43 178	83.03	118.64
Average 2008	6 632	3 045	3 587	155	2.35	164	2.46	179.7	44 367	36 387	0.19	2 557	43 121	82.93	120.42
Average 2009	6 466	2 873	3 593	145	2.25	148	2.28	176.7	42 182	35 629	-2.08	2 395	39 125	83.87	111.31
Average 2010	6 691	2 990	3 701	189	2.83	167	2.50	181.1	44 359	36 214	1.64	2 494	42 300	96.88	98.84
Average 2011	6 926	3 097	3 829	181	2.61	165	2.38	178.7	45 508	36 689	1.31	2 593	43 316	100.00	100.00
Average 2012	7 049	3 129	3 919	160	2.27	153	2.18	178.4	45 589	37 151	1.26	2 619	43 689	99.34	102.25
Average 2013	7 138	3 152	3 986	167	2.34	158	2.21	177.0	45 664	37 527	1.01	2 635	43 829	99.37	102.53
Average 2014	7 275	3 207	4 068	182	2.51	171	2.35	177.9	47 300	38 208	1.81	2 687	45 207	103.46	101.09
Average 2015	7 385	3 239	4 147	171	2.33	165	2.23	175.3	48 490	38 716	1.33	2 717	46 781	102.52	107.38
Dec.	7 427	3 243	4 185	135	1.82	129	1.74	188.1	46 736	39 129	1.04	2 717	43 879	96.60	100.15
Average 2016	7 449	3 246	4 204	168	2.27	163	2.18	169.5	48 790	39 238	1.35	2 723	47 258	108.40	106.62
Jan.	7 431	3 240	4 191	149	2.00	145	1.95	173.8	75 321	39 141	1.54	2 717	74 735	101.37	176.78
Feb.	7 412	3 231	4 181	136	1.82	155	2.08	132.9	59 508	38 636	1.28	2 712	56 609	113.76	158.60
Mar.	7 417	3 235	4 182	186	2.52	182	2.45	186.3	43 880	39 208	1.78	2 714	40 798	101.25	89.59
Apr.	7 418	3 234	4 184	164	2.21	163	2.20	162.3	43 560	39 241	1.68	2 712	40 694	109.45	95.15
May	7 423	3 237	4 186	159	2.14	154	2.07	175.9	45 828	39 260	1.61	2 715	43 107	106.64	95.14
June	7 429	3 239	4 190	165	2.22	159	2.14	172.1	44 998	39 151	0.82	2 717	42 883	108.49	95.10
July	7 464	3 254	4 210	213	2.86	177	2.38	170.1	46 919	39 205	0.86	2 730	47 881	110.66	105.47
Aug.	7 472	3 254	4 218	198	2.64	190	2.54	185.3	45 713	39 318	1.40	2 729	45 835	103.60	98.78
Sept.	7 467	3 249	4 218	191	2.56	196	2.62	162.0	45 205	39 135	0.99	2 726	43 749	113.78	97.99
Oct.	7 474	3 251	4 223	171	2.29	164	2.19	160.5	43 069	39 362	1.08	2 728	41 927	116.93	92.04
Nov.	7 487	3 261	4 226	152	2.03	139	1.85	176.5	43 876	39 464	1.62	2 736	43 377	108.45	93.38
Dec.	7 496	3 262	4 234	137	1.84	129	1.72	176.4	47 728	39 729	1.53	2 738	45 572	109.66	97.56
The change compared with the last month(%)	0.12	0.04	0.18	-9.32	(-0.19)	-7.19	(-0.13)	(-0.1)	8.78	0.67		0.09	5.06	1.12	4.48
The change compared with the same month of last year(%)	0.92	0.60	1.16	1.60	(0.02)	-0.21	(-0.02)	(-11.7)	2.12	1.53		0.78	3.86	13.52	-2.59
The change compared with the same period (Jan. ~ Dec.) of last year(%)	0.86	0.21	1.37	-1.82	(-0.06)	-1.23	(-0.05)	(-5.8)	0.62	1.35		0.24	1.02	5.74	-0.71

Notes: 1. Numbers in quotation are time-increased, time-decreased or percentage.

2. 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.

3. 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.

4. Both Industry &amp; Services and Services Sectors statistics covered Education Industry (only other education and educational support activities are included) since January 2009.

5. Refer to the revision of industrial production indexes of the Ministry of Economic Affairs, the labor productivity indexes and unit output labor cost indexes of 2016 were adjusted.

Unit of compiled: DGBAS, EXECUTIVE YUAN  
Date of compiled: Feb. 24, 2017

Table 2 Non-agricultural payroll employee's January to December accumulated earnings statistics

Year	(A)		(B)		(A)/(C)×100		(B)/(C)×100		(C)	
	Total monthly earnings of each employee (NT\$)	Annual Growth rate (%)	Regular earnings of each employee (NT\$)	Annual Growth rate (%)	Real earnings of each employee, at 2011 price (NT\$)	Annual Growth rate (%)	Real regular earnings of each employee, at 2011 price (NT\$)	Annual Growth rate (%)	CPI (2011=100)	Annual Growth rate (%)
1997	38 489	4.88	30 979	4.09	44 195	3.94	35 571	3.16	87.09	0.90
1998	39 673	3.08	31 989	3.26	44 798	1.36	36 121	1.55	88.56	1.69
1999	40 842	2.95	33 068	3.37	46 040	2.77	37 277	3.20	88.71	0.17
2000	41 861	2.49	33 953	2.68	46 605	1.23	37 801	1.41	89.82	1.25
2001	41 960	0.24	34 489	1.58	46 716	0.24	38 398	1.58	89.82	0.00
2002	41 530	-1.02	34 746	0.75	46 330	-0.83	38 762	0.95	89.64	-0.20
2003	42 065	1.29	34 804	0.17	47 058	1.57	38 935	0.45	89.39	-0.28
2004	42 680	1.46	35 096	0.84	46 989	-0.15	38 639	-0.76	90.83	1.61
2005	43 159	1.12	35 382	0.81	46 447	-1.15	38 078	-1.45	92.92	2.30
2006	43 488	0.76	35 724	0.97	46 521	0.16	38 216	0.36	93.48	0.60
2007	44 392	2.08	36 319	1.67	46 650	0.28	38 166	-0.13	95.16	1.80
2008	44 367	-0.06	36 387	0.19	45 038	-3.46	36 937	-3.22	98.51	3.52
2009	42 182	-4.92	35 629	-2.08	43 193	-4.10	36 483	-1.23	97.66	-0.86
2010	44 359	5.16	36 214	1.64	44 989	4.16	36 728	0.67	98.60	0.96
2011	45 508	2.59	36 689	1.31	45 508	1.15	36 689	-0.11	100.00	1.42
2012	45 589	0.18	37 151	1.26	44 726	-1.72	36 448	-0.66	101.93	1.93
2013	45 664	0.16	37 527	1.01	44 446	-0.63	36 526	0.21	102.74	0.79
2014	47 300	3.58	38 208	1.81	45 494	2.36	36 749	0.61	103.97	1.20
2015	48 490	2.52	38 716	1.33	46 782	2.83	37 353	1.64	103.65	-0.31
2016	48 790	0.62	39 238	1.35	46 422	-0.77	37 334	-0.05	105.10	1.40

Note: same table 1

Unit of compiled: DGBAS, EXECUTIVE YUAN  
Date of compiled: Feb. 24, 2017

Table 3 The employee earnings statistics of Industrial and Services sector – excluding foreign workers and part-time employees

Year	(A)		(B)		(A)/(C)×100		(B)/(C)×100		(C)	
	Total monthly earnings of each employee (NT\$)	Annual Growth rate (%)	Regular earnings of each employee (NT\$)	Annual Growth rate (%)	Real earnings of each employee, at 2011 price (NT\$)	Annual Growth rate (%)	Real regular earnings of each employee, at 2011 price (NT\$)	Annual Growth rate (%)	CPI (2011=100)	Annual Growth rate (%)
2007	46 044	-	37 640	-	48 386	-	39 554	-	95.16	1.80
2008	46 017	-0.06	37 716	0.20	46 713	-3.46	38 286	-3.21	98.51	3.52
2009	43 677	-5.09	36 875	-2.23	44 724	-4.26	37 759	-1.38	97.66	-0.86
2010	46 184	5.74	37 610	1.99	46 840	4.73	38 144	1.02	98.60	0.96
2011	47 409	2.65	38 146	1.43	47 409	1.21	38 146	0.01	100.00	1.42
2012	47 423	0.03	38 604	1.20	46 525	-1.86	37 873	-0.72	101.93	1.93
2013	47 546	0.26	38 999	1.02	46 278	-0.53	37 959	0.23	102.74	0.79
2014	49 444	3.99	39 840	2.16	47 556	2.76	38 319	0.95	103.97	1.20
2015	50 873	2.89	40 493	1.64	49 082	3.21	39 067	1.95	103.65	-0.31
2016	51 241	0.72	41 074	1.43	48 755	-0.67	39 081	0.04	105.10	1.40

Notes: 1. same table 1.

Unit of compiled: DGBAS, EXECUTIVE YUAN  
Date of compiled: Feb. 24, 2017

- The excluding foreign workers and part-time employees' earnings statistics is compiled by adopting 'Survey on Foreign Workers Management and Utilization' held by Ministry of Labor and administration data as a standard of deduction of foreigner's employees and earnings. The part-time employees' deduction adopted the statistics of 'Employee Turnover and Movement Survey' held by DGBAS.
- The data only traced to 2007, since the full-time and part-time questions in the 'Employee Turnover and Movement Survey' began in 2007.