

Earnings Statistics in August 2018

I. Abstract

- i. At the end of August, the total payroll employees was 7,696 thousand, increased by 10 thousand (or 0.13%) from last month.
- ii. In August, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$43,540, 3.07% increased than last August. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$52,522, 7.45% increased 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\$41,241, 2.95% increased than last August. If plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$49,816, increased by 7.44% than last August, mainly due to a number of companies grant more bonuses than the same period of last year. The average regular earnings of all employees since January 2018 was NT\$40,830, 2.61% increased than the same period of last year. The total earnings increased by 4.39% over the past year.
- iv. The average total working hour of all employees in August was 181.7 hours, 2.5 hours less than last August.

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

		August 2018 Ⓟ	changes from previous month		changes from last August		Jan.- August 2018	changes from Jan.- August 2017	
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	52 522	-1 485	-2.75%	3 641	7.45%	57 178
	Regular earning (NT\$)	43 540	305	0.71%	1 298	3.07%	43 050
All Employees	Employee (thousand)	7 696	10	0.13%	99	1.30%	7 645	111	1.48%
	Average total earnings (NT\$)	49 816	-1 552	-3.02%	3 448	7.44%	54 215	2 280	4.39%
	Regular earnings (NT\$)	41 241	289	0.71%	1 183	2.95%	40 830	1 037	2.61%
	Overtime pay (NT\$)	1 817	-18	-0.98%	109	6.38%	1 798	101	5.95%
	Average working hours (hour)	181.7	5.7	3.24%	-2.5	-1.36%	168.5	0.0	0.00%
	Overtime (hour)	8.1	0.0	0.00%	0.2	2.53%	8.1	0.1	1.25%
Part-time Employees	Average total earnings (NT\$)	18 761	246	1.33%	637	3.51%	18 772
	Regular earning (NT\$)	18 111	337	1.90%	731	4.21%	17 530

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

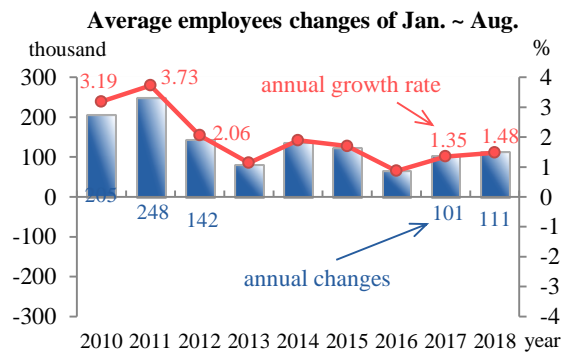
(2) Ⓟ denotes preliminary data

II. Statistical Results

i. Employees

- (i) At the end of August, the total payroll employees was 7,696 thousand, increased by 10 thousand (or 0.13%) from last month and increased by 99 thousand (or 1.30%) from the same month of last year.

(ii) **The average payroll employees since January 2018 was 7,645 thousand, increased 111 thousand (or 1.48%) than the same period of last year.** The industrial sector increased by 1.32%, while the service sector increased by 1.60%. Observing by industries, the Manufacturing increased 39 thousand, among it, the Manufacture of Electronic Parts & Components increased by 14 thousand, Manufacture of Machinery and Equipment increased by 6 thousand. Wholesale Trade increased by 13 thousand, Accommodation and Food Service Activities increased by 12 thousand, and the Human Health Activities increased 11 thousand.

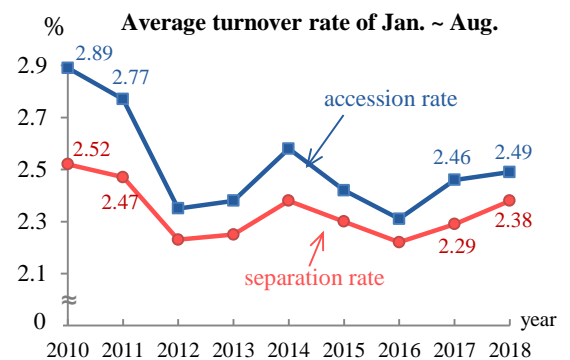


ii. Turnover

(i) **There were 10 thousand employees net increasing in August.** The accession based on newly hired or recalled reasons in August was 218 thousand, 29 thousand less than previous month. Among all industries, the Manufacturing decreased the most of 8 thousand, followed by Wholesale and Retail Trade of 5 thousand. The separation with quit, layoff, or retire reasons was 208 thousand, 9 thousand more than previous month. Among all industries, mostly increased in Manufacturing of 6 thousand, followed by Construction of 5 thousand. After separation and accession offset in every industries, the employees showed a net increase of 10 thousand.

(ii) **The accession rate in August was 2.84%, 0.39 percentage points less than previous month and increased by 0.02 percentage points than last August.** Meanwhile, **the separation rate was 2.71%, 0.11 percentage points more than previous month and 0.03 percentage points more than the same month of last year.**

(iii) **The average accession rate since January 2018 was 2.49%, and the average separation rate was 2.38%.** Compared with the same period of last year, they were 0.03 and 0.09 percentage points increase respectively.



iii. Average monthly earnings

(i) **In August, the average regular earnings of full-time employees with Taiwan nationality was NT\$43,540, 0.71% more than previous month and 3.07% more than last August. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$52,522, 2.75% less and 7.45% more than previous month and last August, respectively.** The average regular earnings since January was NT\$43,050.

(ii) **The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in August was NT\$41,241, 0.71% more than**

previous month and 2.95% more than the same month of last year. The irregular earnings in August was NT\$8,575, 17.67% less than last month and **35.90% more than last August, mainly due to a number of companies grant more bonuses than the same period of last year.** After combined regular and irregular earnings, the total earnings came to NT\$49,816, decreased by 3.02% than previous month and increased by 7.44% than last August.

(iii) **The average regular earnings of all employees since January 2018 was NT\$40,830,** increased 2.61% than the same period of last year. The total earnings increased by 4.39% compared with the same period of last year, mainly related to the economic steady growth, the earnings adjustment, and bonuses payment. After removing the price factor, the real regular earnings increased 0.95% and the real total earnings grew by 2.70%.

(iv) **Since with fewer working hours, the average regular earnings of part-time employees in August was NT\$18,111. The hourly regular earnings was NT\$170 on average,** increased 0.59% than previous month and increased 7.59% than last August. **Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,761,** 1.33% more than previous month and 3.51% more than last August, about 37.7% of all employees. The average regular earnings since January 2018 was NT\$17,530.

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

	March 2018	April 2018	May 2018	June 2018	July 2018 Ⓜ	August 2018 Ⓟ	change from July (%)	change from last August (%)
Full-time employees with Taiwan Nationality								
Person (thousand)	6 840	6 834	6 834	6 830	6 860	6 868	0.12	1.00
Average total earnings (NT\$)	48 501	47 958	50 133	50 579	54 007	52 522	-2.75	7.45
Regular earnings (NT\$)	42 899	42 917	43 093	43 059	43 235	43 540	0.71	3.07
All employees								
Person (thousand)	7 626	7 627	7 634	7 638	7 686	7 696	0.13	1.30
Average total earnings (NT\$)	46 132	45 559	47 619	47 959	51 368	49 816	-3.02	7.44
Regular earnings (NT\$)	40 775	40 726	40 897	40 824	40 952	41 241	0.71	2.95
Average working hours (hour)	183.3	153.6	179.0	165.6	176.0	181.7	3.24	-1.36
Part-time employees								
Person(thousand)	351	355	358	362	378	377	-0.31	1.36
Total earnings (NT\$)	18 897	17 726	18 476	17 978	18 515	18 761	1.33	3.51
Regular earnings (NT\$)	18 095	17 155	17 849	17 445	17 774	18 111	1.90	4.21
Total working hours (hour)	108.2	100.0	105.8	102.8	106.3	107.6	1.22	-3.15
Total hourly earnings (NT\$)	175	177	175	175	174	174	0.00	6.75
Regular hourly earnings (NT\$)	169	174	171	172	169	170	0.59	7.59

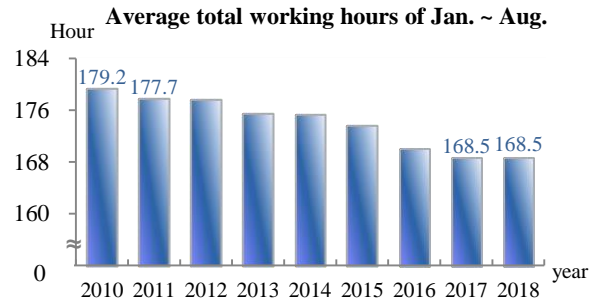
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓜ: revised; Ⓟ: preliminary

iv. Hours of work

(i) **The average total working hour of all employees in August was 181.7 hours, 5.7 hours more than previous month and 2.5 hours less than last August.**

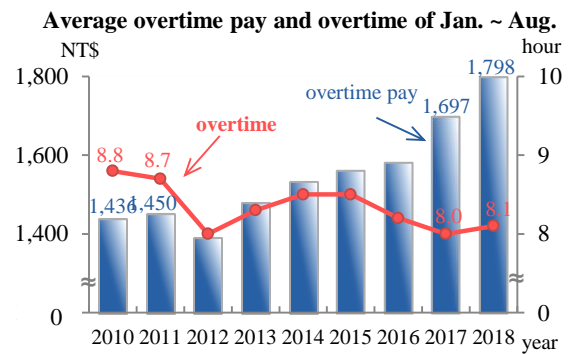
(ii) **The average total working hour since January 2018 was 168.5 hours, same as the same period of last year.** The regular working hours decreased by 0.1 hours, while the overtime increased by 0.1 hours.



v. Overtime and overtime pay

(i) **The average overtime of all employees in August was 8.1 hours, same as last month and 0.2 hours more than last August.** **The average overtime since January 2018 was 8.1 hours, 0.1 hours more than the same period of last year.**

(ii) **The overtime pay in August was NT\$1,817, 0.98% less than previous month and 6.38% more than last August.** **The average overtime pay since January 2018 was NT\$1,798, 5.95% 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							Total monthly earnings of each employee				
	Industry & Services	Industry	Services	Accessions		Separations		Monthly working hours of each employee			Regular earnings	Annual growth rate	Overtime pay		
				(thousand person)	(%)	(thousand person)	(%)	(hour)	Overtime				(NT\$)	(NT\$)	Annual growth rate
									(hour)	Changes					
(thousand person)	(thousand person)	(thousand person)	(thousand person)	(%)	(thousand person)	(%)	(hour)	(hour)	(hour)	(NT\$)	(NT\$)	(%)	(NT\$)	(%)	
Average 2009	6 466	2 873	3 593	145	2.25	148	2.28	176.7	6.3	-1.9	42 182	35 629	-2.08	1 037	-23.13
Average 2010	6 691	2 990	3 701	189	2.83	167	2.50	181.1	8.8	2.5	44 359	36 214	1.64	1 442	39.05
Average 2011	6 926	3 097	3 829	181	2.61	165	2.38	178.7	8.4	-0.4	45 508	36 689	1.31	1 414	-1.94
Average 2012	7 049	3 129	3 919	160	2.27	153	2.18	178.4	8.0	-0.4	45 589	37 151	1.26	1 389	-1.77
Average 2013	7 138	3 152	3 986	167	2.34	158	2.21	177.0	8.4	0.4	45 664	37 527	1.01	1 494	7.56
Average 2014	7 275	3 207	4 068	182	2.51	171	2.35	177.9	8.6	0.2	47 300	38 208	1.81	1 544	3.35
Average 2015	7 385	3 239	4 147	171	2.33	165	2.23	175.3	8.3	-0.3	48 490	38 716	1.33	1 548	0.26
Average 2016	7 449	3 246	4 204	168	2.27	163	2.18	169.5	8.5	0.2	48 790	39 238	1.35	1 642	6.07
Average 2017	7 560	3 285	4 275	181	2.39	169	2.24	169.6	8.0	-0.5	49 989	39 953	1.82	1 709	4.08
July	7 587	3 300	4 287	240	3.18	193	2.56	171.0	7.8	-0.7	48 333	39 878	1.72	1 678	2.76
Aug.	7 597	3 302	4 296	214	2.82	203	2.68	184.2	7.9	-0.4	46 368	40 058	1.88	1 708	7.62
Sept.	7 596	3 299	4 296	202	2.66	204	2.69	176.2	7.7	-0.5	45 814	40 116	2.51	1 664	4.79
Oct.	7 604	3 302	4 302	178	2.34	169	2.22	161.0	8.1	-1.6	44 517	40 197	2.12	1 746	-6.28
Nov.	7 621	3 308	4 313	159	2.09	143	1.88	177.7	8.0	-1.3	45 133	40 219	1.91	1 751	-3.90
Dec.	7 630	3 310	4 320	144	1.90	136	1.78	172.2	8.1	-1.0	49 083	40 557	2.08	1 761	-1.40
2018(Jan. ~ Aug.) [Ⓔ]	7 645	3 318	4 327	190	2.49	182	2.38	168.5	8.1	0.1	54 215	40 830	2.61	1 798	5.95
Jan.	7 638	3 313	4 326	164	2.16	156	2.04	178.8	8.1	0.0	59 093	40 774	2.76	1 764	3.34
Feb.	7 614	3 301	4 313	145	1.90	170	2.22	129.5	7.4	-0.3	86 304	40 451	2.77	1 653	-0.06
Mar.	7 626	3 310	4 315	207	2.72	195	2.56	183.3	8.3	0.3	46 132	40 775	2.50	1 841	8.74
Apr.	7 627	3 311	4 316	184	2.41	182	2.39	153.6	8.2	0.1	45 559	40 726	2.26	1 816	5.64
May	7 634	3 317	4 317	171	2.25	164	2.15	179.0	8.3	0.2	47 619	40 897	2.54	1 828	5.60
June	7 638	3 318	4 320	183	2.40	179	2.35	165.6	8.2	0.4	47 959	40 824	2.40	1 832	8.47
July [Ⓔ]	7 686	3 337	4 350	247	3.23	199	2.60	176.0	8.1	0.3	51 368	40 952	2.69	1 835	9.36
Aug. [Ⓔ]	7 696	3 337	4 359	218	2.84	208	2.71	181.7	8.1	0.2	49 816	41 241	2.95	1 817	6.38
The change compared with the last month(value)	10	0	9	-29	-0.39	9	0.11	5.7	0.0		-1 552	289		-18	
The change compared with the same month of last year(value)	99	35	63	4	0.02	5	0.03	-2.5	0.2		3 448	1 183		109	
The change compared with the same period (Jan. ~ Aug.) of last year(value)	111	43	68	5	0.03	9	0.09	0.0	0.1		2 280	1 037		101	
The change compared with the last month(rate)	0.13	0.01	0.22	-11.65		4.68		3.24	0.00		-3.02	0.71		-0.98	
The change compared with the same month of last year(rate)	1.30	1.07	1.47	2.04		2.46		-1.36	2.53		7.44	2.95		6.38	
The change compared with the same period (Jan. ~ Aug.) of last year(rate)	1.48	1.32	1.60	2.40		5.14		0.00	1.25		4.39	2.61		5.95	

- 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.