

Earnings Statistics in October 2018

I. Abstract

- i. At the end of October, the total payroll employees was 7,701 thousand, increased by 13 thousand (or 0.16%) from last month.
- ii. In October, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$43,528, 2.73% increased than last October. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$48,077, 2.57% increased than last October.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in October was NT\$41,228, 2.56% increased than last October. If plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$45,632, increased by 2.50% than last October. The average regular earnings of all employees since January 2018 was NT\$40,906, 2.61% increased than the same period of last year. The total earnings increased by 4.08% over the past year.
- iv. The average total working hour of all employees in October was 177.1 hours, 16.1 hours more than last October. Mainly affected by the Mid-Autumn vacations occurred in October of last year and took more days-off.

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

		October 2018 Ⓟ	changes from previous month		changes from last October		Jan.~ October 2018	changes from Jan.~ October 2017	
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	48 077	-2 059	-4.11%	1 206	2.57%	55 502	-	-
	Regular earning (NT\$)	43 528	75	0.17%	1 156	2.73%	43 140	-	-
All Employees	Employee (thousand)	7 701	13	0.16%	97	1.27%	7 655	108	1.43%
	Average total earnings (NT\$)	45 632	-1 938	-4.07%	1 115	2.50%	52 632	2 061	4.08%
	Regular earnings (NT\$)	41 228	60	0.15%	1 031	2.56%	40 906	1 041	2.61%
	Overtime pay (NT\$)	1 865	11	0.59%	119	6.82%	1 811	112	6.59%
	Average working hours (hour)	177.1	17.8	11.17%	16.1	10.00%	168.4	0.0	0.00%
	Overtime (hour)	8.2	0.1	1.23%	0.1	1.23%	8.1	0.2	2.53%
Part-time Employees	Average total earnings (NT\$)	18 124	50	0.28%	403	2.27%	18 639	-	-
	Regular earning (NT\$)	17 572	155	0.89%	654	3.87%	17 524	-	-

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

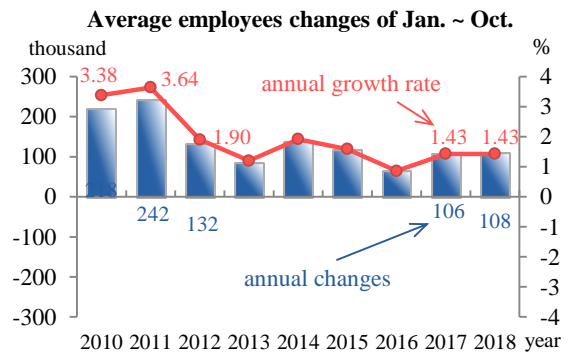
(2) Ⓟ denotes preliminary data

II. Statistical Results

i. Employees

- (i) At the end of October, the total payroll employees was 7,701 thousand, increased by 13 thousand (or 0.16%) from last month and increased by 97 thousand (or 1.27%) from the same month of last year.

(ii) **The average payroll employees since January 2018 was 7,655 thousand, increased by 108 thousand (or 1.43%) than the same period of last year.** The industrial sector increased by 1.25%, while the service sector increased by 1.57%. Observing by industries, the Manufacturing increased 38 thousand, among it, the Manufacture of Electronic Parts & Components increased by 12 thousand, Manufacture of Machinery and Equipment increased by 5 thousand. Both Wholesale Trade and Human Health Activities increased by 12 thousand. The Accommodation and Food Service Activities increased by 10 thousand.

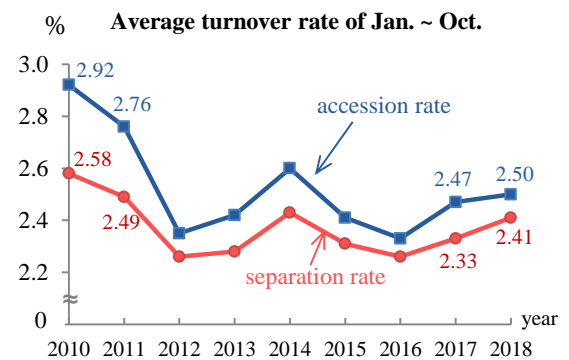


ii. Turnover

(i) **There were 13 thousand employees net increasing in October.** The accession based on newly hired or recalled reasons in October was 183 thousand, 25 thousand less than previous month. Among all industries, the Wholesale and Retail Trade decreased the most of 7 thousand, followed by Construction, Accommodation and Food Service Activities, both reduced 4 thousand. The separation with quit, layoff, or retire reasons was 170 thousand, 44 thousand less than previous month. Among all industries, the Wholesale and Retail Trade decreased the most of 12 thousand, followed by the decreasing of 9 thousand of Manufacturing. After separation and accession offset in every industries, the employees showed a net increase of 13 thousand.

(ii) **The accession rate in October was 2.38%,** 0.32 percentage points less than previous month and increased by 0.04 percentage points than last October. Meanwhile, **the separation rate was 2.21%,** 0.57 percentage points less than previous month and 0.01 percentage points less than the same month of last year.

(iii) **The average accession rate since January 2018 was 2.50%, and the average separation rate was 2.41%.** Compared with the same period of last year, they were 0.03 and 0.08 percentage points increase respectively.



iii. Average monthly earnings

(i) **In October, the average regular earnings of full-time employees with Taiwan nationality was NT\$43,528,** 0.17% more than previous month and 2.73% more than last October. **After plus onto by irregular earnings such as bonuses and overtime pay,** the total earnings came to NT\$48,077. Since the Mid-Autumn Festival bonus issued by some companies last month, it showed 4.11% less than last month and 2.57% more than the same month of last year. The average regular earnings since January was NT\$43,140.

(ii) **The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in October was NT\$41,228,** 0.15% more than previous month and 2.56% more than the same month of last year. The irregular earnings in

October was NT\$4,404, 31.21% less than last month and 1.93% more than last October. After regular and irregular earnings combination, the total earnings came to NT\$45,632, 4.07% less than previous month and 2.50% more than last October.

(iii) **The average regular earnings of all employees since January 2018 was NT\$40,906**, increased by 2.61% than the same period of last year. The total earnings increased by 4.08% compared with the same period of last year, mainly related to the earnings adjustment by employers and bonuses payment. After removing the price factor, the real regular earnings increased by 1.00% and the real total earnings grew by 2.44%.

(iv) **Since with fewer working hours, the average regular earnings of part-time employees in October was NT\$17,572. The hourly regular earnings was NT\$174 on average**, decreased by 0.57% than previous month and increased by 6.10% than last October. **Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,124**, 0.28% more than previous month and 2.27% more than last October, about 39.7% of all employees. The average regular earnings since January 2018 was NT\$17,524.

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

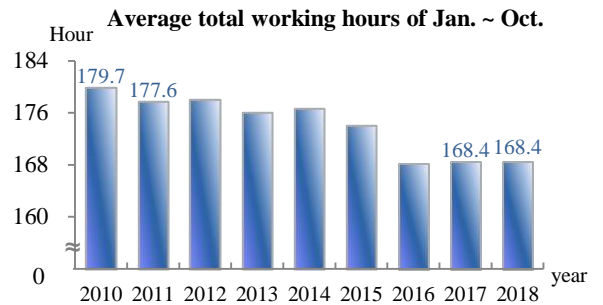
	May 2018	June 2018	July 2018	August 2018	Sept. 2018 Ⓜ	October 2018 Ⓟ	change from last month (%)	change from last October (%)
Full-time employees with Taiwan Nationality								
Person (thousand)	6 834	6 830	6 860	6 867	6 871	6 875	0.07	0.81
Average total earnings (NT\$)	50 133	50 579	54 007	51 970	50 136	48 077	-4.11	2.57
Regular earnings (NT\$)	43 093	43 059	43 235	43 553	43 453	43 528	0.17	2.73
All employees								
Person (thousand)	7 634	7 638	7 686	7 695	7 688	7 701	0.16	1.27
Average total earnings (NT\$)	47 619	47 959	51 368	49 293	47 570	45 632	-4.07	2.50
Regular earnings (NT\$)	40 897	40 824	40 952	41 256	41 168	41 228	0.15	2.56
Average working hours (hour)	179.0	165.6	176.0	181.8	159.3	177.1	11.17	10.00
Part-time employees								
Person(thousand)	358	362	378	377	365	370	1.48	4.62
Total earnings (NT\$)	18 476	17 978	18 515	18 787	18 074	18 124	0.28	2.27
Regular earnings (NT\$)	17 849	17 445	17 774	18 124	17 417	17 572	0.89	3.87
Total working hours (hour)	105.8	102.8	106.3	107.5	101.2	102.4	1.19	-2.01
Total hourly earnings (NT\$)	175	175	174	175	179	177	-1.12	4.12
Regular hourly earnings (NT\$)	171	172	169	171	175	174	-0.57	6.10

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

(2) Ⓜ: revised; Ⓟ: preliminary

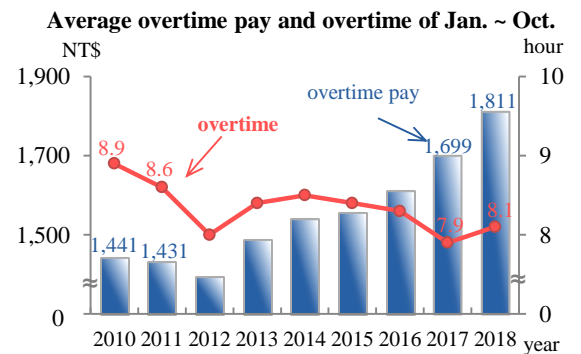
iv. Hours of work

- (i) **The average total working hour of all employees in October was 177.1 hours.** Affected by Mid-Autumn long vacations (this year in September, last year in October), the working hours was 17.8 hours more than previous month and 16.1 hours more than last October.
- (ii) **The average total working hour since January 2018 was 168.4 hours,** unchanged from the same period of last year. The regular working hours decreased by 0.2 hours, while the overtime increased by 0.2 hours.



v. Overtime and overtime pay

- (i) **The average overtime of all employees in October was 8.2 hours,** 0.1 hours more than last month and 0.1 hours more than last October. **The average overtime since January 2018 was 8.1 hours,** 0.2 hours more than the same period of last year.
- (ii) **The overtime pay in October was NT\$1,865,** 0.59% more than previous month and 6.82% more than last October. **The average overtime pay since January 2018 was NT\$1,811,** 6.59% 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		Overtime pay		
				(thousand person)	(%)	(thousand person)	(%)	(hour)	Overtime		(NT\$)	(NT\$)	Annual growth rate (%)	(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
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. ~ Oct.) [Ⓓ]	7 655	3 321	4 334	191	2.50	184	2.41	168.4	8.1	0.2	52 632	40 906	2.61	1 811	6.59
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.	7 695	3 336	4 359	221	2.87	212	2.76	181.8	8.1	0.2	49 293	41 256	2.99	1 824	6.79
Sept. [Ⓔ]	7 688	3 331	4 357	208	2.70	214	2.78	159.3	8.1	0.4	47 570	41 168	2.62	1 854	11.42
Oct. [Ⓓ]	7 701	3 336	4 365	183	2.38	170	2.21	177.1	8.2	0.1	45 632	41 228	2.56	1 865	6.82
The change compared with the last month(value)	13	5	8	-25	-0.32	-44	-0.57	17.8	0.1		-1 938	60		11	
The change compared with the same month of last year(value)	97	34	63	5	0.04	1	-0.01	16.1	0.1		1 115	1 031		119	
The change compared with the same period (Jan. ~ Oct.) of last year(value)	108	41	67	5	0.03	9	0.08	0.0	0.2		2 061	1 041		112	
The change compared with the last month(rate)	0.16	0.15	0.18	-11.90		-20.49		11.17			-4.07	0.15		0.59	
The change compared with the same month of last year(rate)	1.27	1.00	1.47	3.01		0.99		10.00			2.50	2.56		6.82	
The change compared with the same period (Jan. ~ Oct.) of last year(rate)	1.43	1.25	1.57	2.64		4.97		0.00			4.08	2.61		6.59	

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.