

Earnings Statistics in November 2018

I. Abstract

- i. **At the end of November, the total payroll employees was 7,713 thousand, increased by 13 thousand (or 0.16%) from last month.**
- ii. **In November, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$43,560, 2.80% increased than last November. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$48,995, 3.14% increased than last November.**
- iii. **The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in November was NT\$41,249, 2.56% increased than last November. If plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$46,542, increased by 3.12% than last November. The average regular earnings of all employees since January 2018 was NT\$40,939, 2.61% increased than the same period of last year. The total earnings increased by 3.97% over the past year.**
- iv. **The average total working hour of all employees in November was 177.1 hours, 0.6 hours less than last November.**

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

| | | November 2018 Ⓟ | changes from previous month | | changes from last November | | Jan.~ November 2018 | changes from Jan.~ November 2017 | |
|---|-------------------------------|-----------------------|--------------------------------|--------|-------------------------------|--------|---------------------------|-------------------------------------|-------|
| | | | value | rate | value | rate | | value | rate |
| | | | | | | | | | |
| Full-time Employees with Taiwan Nationality | Average total earnings (NT\$) | 48 995 | 1 098 | 2.29% | 1 490 | 3.14% | 54 892 | - | - |
| | Regular earning (NT\$) | 43 560 | 7 | 0.02% | 1 187 | 2.80% | 43 181 | - | - |
| All Employees | Employee (thousand) | 7 713 | 13 | 0.16% | 92 | 1.21% | 7 660 | 106 | 1.41% |
| | Average total earnings (NT\$) | 46 542 | 1 076 | 2.37% | 1 409 | 3.12% | 52 059 | 1 986 | 3.97% |
| | Regular earnings (NT\$) | 41 249 | -4 | -0.01% | 1 030 | 2.56% | 40 939 | 1 040 | 2.61% |
| | Overtime pay (NT\$) | 1 803 | -72 | -3.84% | 52 | 2.97% | 1 811 | 107 | 6.28% |
| | Average working hours (hour) | 177.1 | -0.4 | -0.23% | -0.6 | -0.34% | 169.3 | 0.0 | 0.00% |
| | Overtime (hour) | 7.9 | -0.3 | -3.66% | -0.1 | -1.25% | 8.1 | 0.1 | 1.25% |
| Part-time Employees | Average total earnings (NT\$) | 18 241 | 140 | 0.77% | 380 | 2.13% | 18 600 | - | - |
| | Regular earning (NT\$) | 17 663 | 137 | 0.78% | 296 | 1.70% | 17 532 | - | - |

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

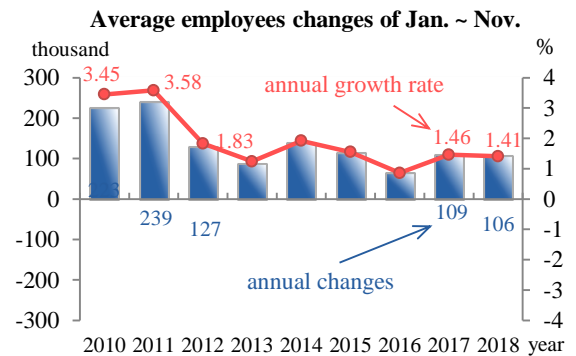
(2) Ⓟ denotes preliminary data

II. Statistical Results

i. Employees

- (i) **At the end of November, the total payroll employees was 7,713 thousand, increased by 13 thousand (or 0.16%) from last month and increased by 92 thousand (or 1.21%) from the same month of last year.**

(ii) **The average payroll employees since January 2018 was 7,660 thousand, increased by 106 thousand (or 1.41%) than the same period of last year.** The industrial sector increased by 1.23%, while the service sector increased by 1.55%. Observing by industries, the Manufacturing increased 37 thousand, among it, the Manufacture of Electronic Parts & Components increased by 11 thousand, Manufacture of Machinery and Equipment increased by 5 thousand. Besides, The Human Health Activities increased by 12 thousand, Wholesale Trade increased by 11 thousand, and the Accommodation and Food Service Activities increased by 10 thousand.

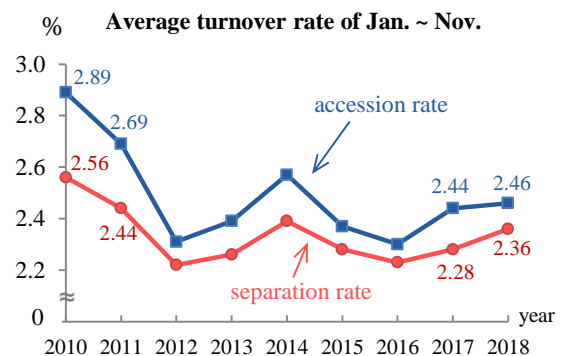


ii. Turnover

(i) **There were 13 thousand employees net increasing in November.** The accession based on newly hired or recalled reasons in November was 158 thousand, 25 thousand less than previous month. Among all industries, the Wholesale and Retail Trade decreased the most of 9 thousand, followed by Manufacturing of 5 thousand decreasing. The separation with quit, layoff, or retire reasons was 146 thousand, 25 thousand less than previous month. Among all industries, the Wholesale and Retail Trade decreased the most of 8 thousand, followed by Manufacturing and Support Service Activities, both decreased by 4 thousand. After separation and accession offset in every industries, the employees showed a net increase of 13 thousand.

(ii) **The accession rate in November was 2.05%, 0.33 percentage points less than previous month and decreased by 0.04 percentage points than last November.** Meanwhile, **the separation rate was 1.89%, 0.33 percentage points less than previous month and 0.01 percentage points more than the same month of last year.**

(iii) **The average accession rate since January 2018 was 2.46%, and the average separation rate was 2.36%.** Compared with the same period of last year, they were 0.02 and 0.08 percentage points increase respectively.



iii. Average monthly earnings

(i) **In November, the average regular earnings of full-time employees with Taiwan nationality was NT\$43,560, 0.02% more than previous month and 2.80% more than last November.** After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$48,995, 2.29% more than last month and 3.14% more than the same month of last year. The average regular earnings since January was NT\$43,181.

(ii) **The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in November was NT\$41,249, 0.01% less than**

previous month and 2.56% more than the same month of last year. The irregular earnings in November was NT\$5,293, 25.63% more than previous month and 7.71% more than last November. After regular and irregular earnings combination, the total earnings came to NT\$46,542, 2.37% more than previous month and 3.12% more than last November.

- (iii) **The average regular earnings of all employees since January 2018 was NT\$40,939**, 2.61% more than the same period of last year. The total earnings increased by 3.97% 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 1.10% and the real total earnings grew by 2.44%.
- (iv) **Since with fewer working hours, the average regular earnings of part-time employees in November was NT\$17,663. The hourly regular earnings was NT\$175 on average**, increased by 1.74% than previous month and increased by 6.71% than last November. **Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,241**, 0.77% more than previous month and 2.13% more than last November, about 39.2% of all employees. The average regular earnings since January 2018 was NT\$17,532.

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

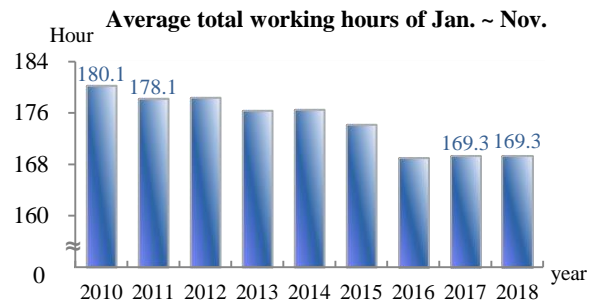
| | June 2018 | July 2018 | August 2018 | Sept. 2018 | October 2018 Ⓜ | Novem- ber 2018 Ⓟ | change from last month (%) | change from last Novem- ber (%) |
|--|--------------|--------------|----------------|---------------|----------------------|----------------------------|--|---|
| Full-time employees with Taiwan Nationality | | | | | | | | |
| Person (thousand) | 6 830 | 6 860 | 6 867 | 6 871 | 6 877 | 6 882 | 0.07 | 0.71 |
| Average total earnings (NT\$) | 50 579 | 54 007 | 51 970 | 50 136 | 47 897 | 48 995 | 2.29 | 3.14 |
| Regular earnings (NT\$) | 43 059 | 43 235 | 43 553 | 43 453 | 43 553 | 43 560 | 0.02 | 2.80 |
| All employees | | | | | | | | |
| Person (thousand) | 7 638 | 7 686 | 7 695 | 7 688 | 7 700 | 7 713 | 0.16 | 1.21 |
| Average total earnings (NT\$) | 47 959 | 51 368 | 49 293 | 47 570 | 45 466 | 46 542 | 2.37 | 3.12 |
| Regular earnings (NT\$) | 40 824 | 40 952 | 41 256 | 41 168 | 41 253 | 41 249 | -0.01 | 2.56 |
| Average working hours (hour) | 165.6 | 176.0 | 181.8 | 159.3 | 177.5 | 177.1 | -0.23 | -0.34 |
| Part-time employees | | | | | | | | |
| Person(thousand) | 362 | 378 | 377 | 365 | 368 | 373 | 1.51 | 5.46 |
| Total earnings (NT\$) | 17 978 | 18 515 | 18 787 | 18 074 | 18 101 | 18 241 | 0.77 | 2.13 |
| Regular earnings (NT\$) | 17 445 | 17 774 | 18 124 | 17 417 | 17 526 | 17 663 | 0.78 | 1.70 |
| Total working hours (hour) | 102.8 | 106.3 | 107.5 | 101.2 | 103.7 | 103.0 | -0.68 | -3.74 |
| Total hourly earnings (NT\$) | 175 | 174 | 175 | 179 | 175 | 177 | 1.14 | 5.99 |
| Regular hourly earnings (NT\$) | 172 | 169 | 171 | 175 | 172 | 175 | 1.74 | 6.71 |

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

(2) Ⓜ: revised; Ⓟ: preliminary

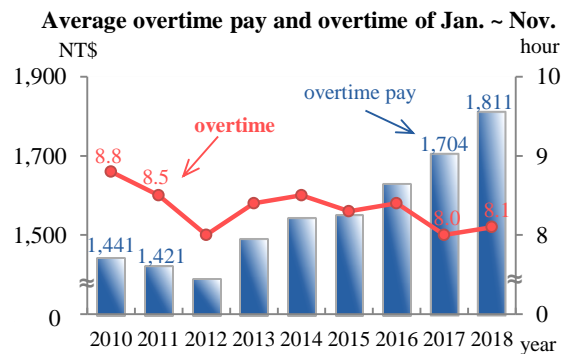
iv. Hours of work

- (i) **The average total working hour of all employees in November was 177.1 hours**, 0.4 hours less than previous month and 0.6 hours less than last November.
- (ii) **The average total working hour since January 2018 was 169.3 hours**, unchanged from 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 November was 7.9 hours**, 0.3 hours less than previous month and 0.1 hours less than last November. **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 November was NT\$1,803**, 3.84% less than previous month and 2.97% more than last November. **The average overtime pay since January 2018 was NT\$1,811**, 6.28% 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 |
| 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. ~ Nov.)Ⓟ | 7 660 | 3 323 | 4 337 | 188 | 2.46 | 181 | 2.36 | 169.3 | 8.1 | 0.1 | 52 059 | 40 939 | 2.61 | 1 811 | 6.28 |
| 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.Ⓡ | 7 700 | 3 337 | 4 364 | 183 | 2.38 | 171 | 2.22 | 177.5 | 8.2 | 0.1 | 45 466 | 41 253 | 2.63 | 1 875 | 7.39 |
| Nov.Ⓟ | 7 713 | 3 342 | 4 371 | 158 | 2.05 | 146 | 1.89 | 177.1 | 7.9 | -0.1 | 46 542 | 41 249 | 2.56 | 1 803 | 2.97 |
| The change compared with the last month(value) | 13 | 5 | 7 | -25 | -0.33 | -25 | -0.33 | -0.4 | -0.3 | | 1 076 | -4 | | -72 | |
| The change compared with the same month of last year(value) | 92 | 34 | 58 | -1 | -0.04 | 3 | 0.01 | -0.6 | -0.1 | | 1 409 | 1 030 | | 52 | |
| The change compared with the same period (Jan. ~ Nov.) of last year(value) | 106 | 40 | 66 | 4 | 0.02 | 9 | 0.08 | 0.0 | 0.1 | | 1 986 | 1 040 | | 107 | |
| The change compared with the last month(rate) | 0.16 | 0.16 | 0.16 | -13.61 | | -14.62 | | -0.23 | -3.66 | | 2.37 | -0.01 | | -3.84 | |
| The change compared with the same month of last year(rate) | 1.21 | 1.03 | 1.34 | -0.80 | | 1.95 | | -0.34 | -1.25 | | 3.12 | 2.56 | | 2.97 | |
| The change compared with the same period (Jan. ~ Nov.) of last year(rate) | 1.41 | 1.23 | 1.55 | 2.37 | | 4.75 | | 0.00 | 1.25 | | 3.97 | 2.61 | | 6.28 | |

- 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.