

# Industry and Service Sector Earnings Statistics in September 2019

## I. Abstract

- i. At the end of September, the total payroll employees was 7,991 thousand, decreased by 3 thousand or 0.04% from the end of last month.
- ii. In September, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$44,112, 1.75% more than last September. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$51,657, 1.97% more than last September.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in September was NT\$41,845, 1.72% more than last September. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$48,984, 1.83% more than last September.
- iv. The average total working hours in September was 163.1 hours, increased by 3.7 hours than previous September.

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

		Sept. 2019 Ⓢ	changes from previous month		changes from last Sept.		Jan.~ Sept. in 2019Ⓢ	changes from Jan.~ Sept. 2018	
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	51 657	-2 087	-3.88%	1 000	1.97%	58 017	1 210	2.13%
	Regular earning (NT\$)	44 112	- 261	-0.59%	757	1.75%	43 991	981	2.28%
All Employees	Employee (thousand)	7 991	- 3	-0.04%	91	1.15%	7 952	91	1.16%
	Average total earnings (NT\$)	48 984	-1 972	-3.87%	882	1.83%	54 946	1 030	1.91%
	Regular earnings (NT\$)	41 845	- 257	-0.61%	706	1.72%	41 766	916	2.24%
	Overtime pay (NT\$)	1 826	25	1.39%	- 37	-1.99%	1 815	- 2	-0.11%
	Average working hours (hour)	163.1	-12.1	-6.91%	3.7	2.32%	166.9	-0.5	-0.30%
	Overtime (hour)	7.7	0.0	0.00%	-0.5	-6.10%	7.8	-0.3	-3.70%
Part-time Employees	Average total earnings (NT\$)	18 182	- 829	-4.36%	114	0.63%	19 140	438	2.34%
	Regular earning (NT\$)	17 468	- 836	-4.57%	56	0.32%	18 080	555	3.17%

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

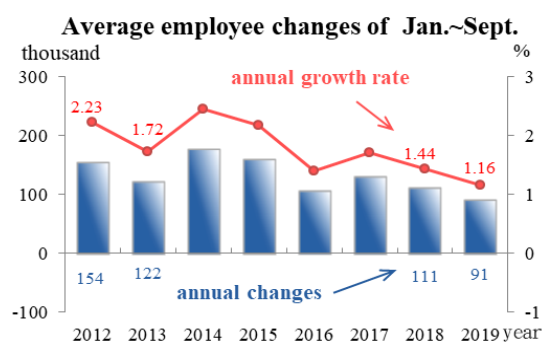
(2) Ⓢ denotes preliminary data

(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 September, the total payroll employees was 7,991 thousand, decreased by 3 thousand (or 0.04%) from the end of last month while increased by 91 thousand (or 1.15%) over the past year.
- (ii) The average payroll employees since January 2019 was 7,952 thousand, increased by 91 thousand (or 1.16%) than the same period of last year. The



industrial sector increased by 0.61%, and the service sector increased by 1.58%. Observing by industries, the Manufacturing increased 13 thousand, among it, the Manufacture of Computers, Electronic & Optical Products increased by 5 thousand, Manufacture of Machinery & Equipment increased by 2 thousand, while the Manufacture of Electronic Parts and Components reduced by 4 thousand. Besides, Human Health Activities increased by 13 thousand, Accommodation and Food Service Activities and Support Service Activities increased by 11 thousand respectively, and Retail Trade increased by 10 thousand.

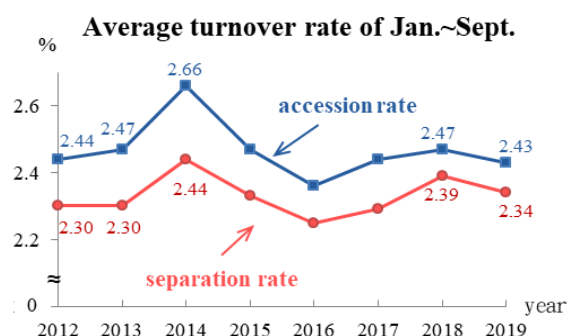
## ii. Turnover

### (i) In September, there were 3 thousand employees net decreasing than previous month.

The accession employees with newly hired or recalled reasons were 209 thousand, 11 thousand less than previous month. Among all industries, the Manufacturing, Wholesale & Retail Trade and Human Health Activities all decreased the most of 5 thousand. The separation employees with quit, layoff, or retire reasons were 212 thousand, 4 thousand less than last month. Manufacturing decreased the most of 6 thousand, followed by Human Health Activities of 3 thousand decreasing. After separation and accession offset in all industries, the employees showed a net decrease of 3 thousand.

### (ii) In September, the accession rate was 2.62%, 0.13 percentage points less than previous month and 0.02 percentage points less than last September. Meanwhile, the separation rate in September was 2.65%, 0.05 percentage points less than last month and 0.09 percentage points less than last September.

### (iii) The average accession rate since January 2019 was 2.43%, the average separation rate was 2.34%, decreased by 0.04 and 0.05 percentage points over the same period of the previous year respectively.



## iii. Average monthly earnings

### (i) In September, the average regular earnings of full-time employees with Taiwan nationality was NT\$44,112, 0.59% less than previous month and 1.75% more than last September. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$51,657, decreased 3.88% from the previous month and increased 1.97% from the same month of last year. The average regular earnings since January was NT\$43,991, 2.28% 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 September was NT\$41,845, 0.61% less than last month and 1.72% more than the same month of last year. The irregular earnings in September was NT\$7,139, 19.37% less than previous month and 2.53% more than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT\$48,984, 3.87% less than previous month and 1.83% more than last September.

(iii) The average regular earnings of all employees since January 2019 was NT\$41,766, 2.24% more than the same period of last year. The total earnings increased by 1.91% compared with the same period of last year. After removing the price factor, the real regular earnings increased by 1.72% and the real total earnings grew 1.39%.

(iv) Observing by industries, the gap of total earnings between full-time employees with Taiwan nationality and all employees was NT\$3,071 since January 2019, of which the Manufacturing employed more foreign workers, the difference between them was the most in all industries of NT\$5,005, and the Accommodation and Food Service Activities with higher portion of part-time workers, the gap was NT\$4,009.

(v) Since with fewer working hours, the average regular earnings of part-time employees in September was NT\$17,468. The regular hourly earnings was NT\$180 on average, 1.12% more than last month and 2.86% more than last September. Plus onto by bonuses, and overtime pay, the average total earnings was NT\$18,182, 4.36% less than previous month but 0.63% more than last September, about 37.1% of all employees. The average regular earnings since January 2019 was NT\$18,080.

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

	Apr. 2019	May 2019	June 2019	July 2019	Aug. 2019 Ⓡ	Sept. 2019 Ⓢ	change from last month (%)	change from last Sept. (%)
<b>Full-time employees with Taiwan</b>								
Person (thousand)	7 105	7 104	7 103	7 143	7 150	7 152	0.02	0.99
Average total earnings (NT\$)	50 365	53 046	51 299	55 924	53 744	51 657	-3.88	1.97
Regular earnings (NT\$)	43 923	44 068	44 037	44 238	44 373	44 112	-0.59	1.75
<b>All employees</b>								
Person (thousand)	7 931	7 937	7 942	7 990	7 994	7 991	-0.04	1.15
Average total earnings (NT\$)	47 766	50 299	48 595	53 133	50 956	48 984	-3.87	1.83
Regular earnings (NT\$)	41 751	41 888	41 762	41 953	42 102	41 845	-0.61	1.72
Average working hours (hour)	165.6	178.6	159.2	182.9	175.2	163.1	-6.91	2.32
<b>Part-time employees</b>								
Person(thousand)	370	376	379	386	382	375	-1.68	2.71
Total earnings (NT\$)	19 621	19 899	18 151	18 627	19 011	18 182	-4.36	0.63
Regular earnings (NT\$)	18 726	19 211	17 455	17 995	18 304	17 468	-4.57	0.32
Total working hours (hour)	104.2	107.1	97.1	103.8	104.5	98.3	-5.93	-2.77
Total hourly earnings (NT\$)	188	186	187	179	182	185	1.65	3.35
Regular hourly earnings (NT\$)	183	182	182	176	178	180	1.12	2.86

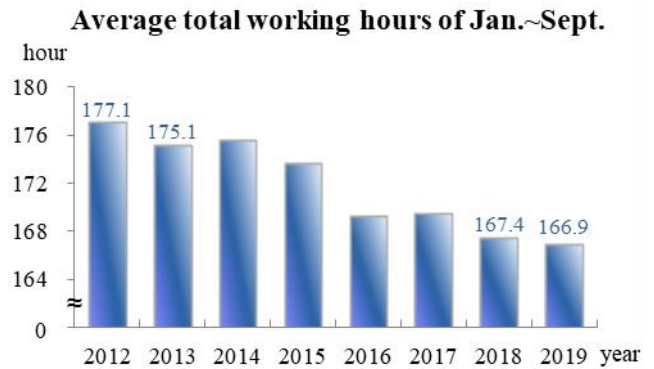
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓡ: revised; Ⓢ: preliminary

**iv. Hours of work**

(i) **The average total working hours of all employees in September was 163.1 hours, a decrease of 12.1 hours from the previous month, increased by 3.7 hours than previous September.**

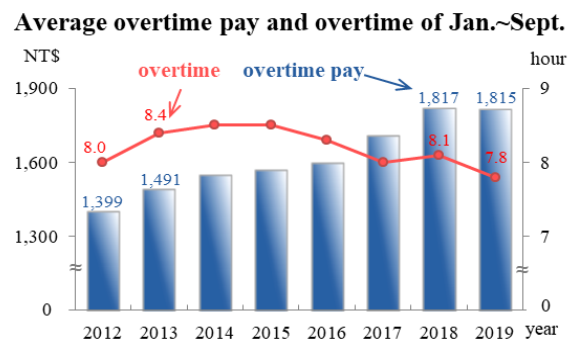
(ii) **The average total working hours since January 2019 was 166.9 hours, 0.5 hours less than the same period of last year. The regular working hours decreased by 0.2 hours, and the overtime decreased by 0.3 hours.**



**v. Overtime and overtime pay**

(i) **The average overtime of all employees in September was 7.7 hours, the same as last month and 0.5 hours less than last September. 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 September was NT\$1,826, 1.39% more than previous month and 1.99% less than last September. The average overtime pay since January 2019 was NT\$1,815, 0.11% less 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				
				Overtime	Changes	Regular earnings	Annual growth rate	Overtime pay	Annual growth rate						
	(thousand person)	(thousand person)	(thousand person)							(thousand person)	(%)	(thousand person)	(%)	(hour)	(hour)
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
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.~ Sept.) <sup>Ⓔ</sup>	7 952	3 392	4 561	193	2.43	186	2.34	166.9	7.8	-0.3	54 946	41 766	2.24	1 815	-0.11
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	7 990	3 404	4 586	249	3.14	201	2.53	182.9	7.5	-0.7	53 133	41 953	2.49	1 755	-4.88
Aug. <sup>Ⓔ</sup>	7 994	3 400	4 594	220	2.75	216	2.70	175.2	7.7	-0.4	50 956	42 102	2.14	1 801	-1.85
Sept. <sup>Ⓔ</sup>	7 991	3 397	4 594	209	2.62	212	2.65	163.1	7.7	-0.5	48 984	41 845	1.72	1 826	-1.99
The change compared with the last month(value)	- 3	- 3	0	- 11	-0.13	- 4	-0.05	-12.1	0.0		-1 972	- 257		25	
The change compared with the same month of last year(value)	91	15	76	0	-0.02	- 4	-0.09	3.7	-0.5		882	706		- 37	
The change compared with the same period (Jan. ~ Sept.) of last year(value)	91	21	71	- 1	-0.04	- 1	-0.05	-0.5	-0.3		1 030	916		- 2	
The change compared with the last month(rate)	-0.04	-0.10	0.01	-4.86		-1.79		-6.91	0.00		-3.87	-0.61		1.39	
The change compared with the same month of last year(rate)	1.15	0.42	1.69	0.04		-2.00		2.32	-6.10		1.83	1.72		-1.99	
The change compared with the same period (Jan. ~ Sept.) of last year(rate)	1.16	0.61	1.58	-0.56		-0.46		-0.30	-3.70		1.91	2.24		-0.11	

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. <sup>Ⓔ</sup> denotes revised data, <sup>Ⓕ</sup> 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)".