Industry and Service Sector Earnings Statistics in October 2019

I. Abstract

i. **At the end of October, the total payroll employees was 7,997 thousand,** increased by 7 thousand or 0.08% from the end of last month.

ii. **In October, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT$44,320, 1.98% more than last October.** After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT$49,169, 1.70% more 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$42,060, 2.02% more than last October.** Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT$46,666, 1.60% more than last October.

iv. **The average total working hours in October was 176.2 hours,** decreased by 1.3 hours than previous October.

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

		Oct. 2019 Ⓟ	changes from previous month		changes from last Oct.		Jan.~ Oct. in 2019Ⓟ	changes from Jan.~ Oct. 2018	
			value	rate	value	rate		value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT$)	49 169	-2 831	-5.44%	820	1.70%	57 162	1 205	2.15%
	Regular earning（NT$）	44 320	181	0.41%	861	1.98%	44 027	972	2.26%
All Employees	Employee（thousand）	7 997	7	0.08%	85	1.08%	7 957	91	1.15%
	Average total earnings (NT$)	46 666	-2 659	-5.39%	733	1.60%	54 148	1 035	1.95%
	Regular earnings（NT$）	42 060	188	0.45%	831	2.02%	41 798	910	2.23%
	Overtime pay（NT$）	1 880	53	2.90%	0	0.00%	1 822	- 2	-0.11%
	Average working hours (hour)	176.2	13.0	7.97%	-1.3	-0.73%	167.8	-0.6	-0.36%
	Overtime (hour)	8.0	0.3	3.90%	-0.2	-2.44%	7.8	-0.3	-3.70%
Part-time Employees	Average total earnings (NT$)	18 477	304	1.67%	377	2.08%	19 074	433	2.32%
	Regular earning（NT$）	17 955	519	2.98%	429	2.45%	18 065	540	3.08%

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

(2) Ⓟ denotes preliminary data

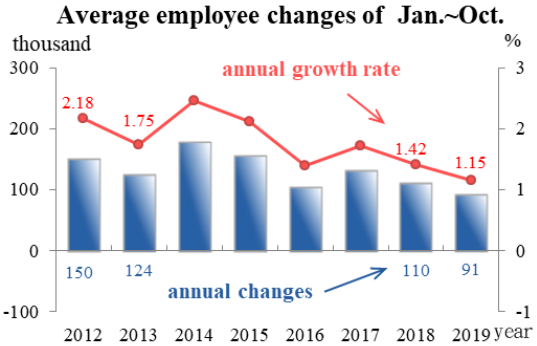
(3) **Since January 2019, time series data has been revised using the "Results of 2016 Industry and Service Census" and the "Standard Industrial Classification System of Republic of China (Rev.10 , 2016)". All tables below are the same.**

II. Statistical Results

i. Employees

(i) At the end of October, the total payroll employees was 7,997 thousand, increased by 7 thousand (or 0.08%) from the end of last month while increased by 85 thousand (or 1.08%) over the past year.

(ii) The average payroll employees since January 2019 was 7,957 thousand, increased by 91 thousand (or 1.15%) than the same period of last year. The



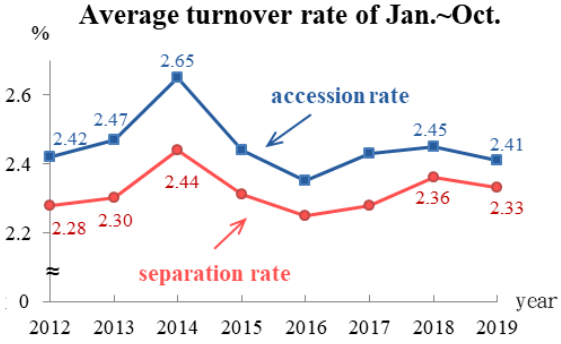
industrial sector increased by 0.58%, and the service sector increased by 1.59%. Observing by industries, the Manufacturing increased 12 thousand, among it, the Manufacture of Computers, Electronic & Optical Products increased by 5 thousand, Manufacture of Machinery & Equipment increased by 2 thousand, 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 9 thousand.

ii. Turnover

(i) In October, there were 7 thousand employees net increasing than previous month. The accession employees with newly hired or recalled reasons were 183 thousand, 28 thousand less than previous month. Among all industries, the Accommodation and Food Service Activities decreased the most of 8 thousand, followed by Wholesale and Retail Trade of 6 thousand decreasing. The separation employees with quit, layoff, or retire reasons were 177 thousand, 38 thousand less than last month. Manufacturing, Wholesale & Retail Trade and Accommodation and Food Service Activities decreased 10 thousand, respectively. After separation and accession offset in all industries, the employees showed a net increase of 7 thousand.

(ii) In October, the accession rate was 2.29%, 0.35 percentage points less than previous month and 0.03 percentage points less than last October. Meanwhile, **the separation rate in October was 2.21%,** 0.47 percentage points less than last month and 0.03 percentage points more than last October.

(iii) The average accession rate since January 2019 was 2.41%, the average separation rate was 2.33%. There were 0.04 and 0.03 percentage points decreasing over the same period of the previous year, respectively.



iii. Average monthly earnings

(i) In October, the average regular earnings of full-time employees with Taiwan nationality was NT$44,320, 0.41% more than previous month and 1.98% more than last October. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT$49,169, decreased 5.44% from the previous month and increased 1.70% from the same month of last year. The average regular earnings since January was NT$44,027, 2.26% 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 October was NT$42,060, 0.45% more than last month and 2.02% more than the same month of last year. The irregular earnings in October was NT$4,606, 38.20% less than previous month and 2.08% less than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT$46,666, 5.39% less than previous month and 1.60% more than last October.

(iii) The average regular earnings of all employees since January 2019 was NT$41,798, 2.23% more than the same period of last year. The total earnings increased by 1.95% 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 1.44%.

(iv) Since with fewer working hours, the average regular earnings of part-time employees in October was NT$17,955. The regular hourly earnings was NT$181 on average, 0.56% more than last month and 5.23% more than last October. **Plus onto by bonuses, and overtime pay, the average total earnings was NT$18,477,** 1.67% more than previous month and 2.08% more than last October, about 39.6% of all employees. The average regular earnings since January 2019 was NT$18,065.

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

	May 2019	June 2019	July 2019	Aug. 2019	Sept. 2019 Ⓡ	Oct. 2019 Ⓟ	change from last month (%)	change from last Oct. (%)
Full-time employees with Taiwan								
Person (thousand)	7 104	7 103	7 143	7 150	7 152	7 159	0.09	1.01
Average total earnings（NT$）	53 046	51 299	55 924	53 744	52 000	49 169	-5.44	1.70
Regular earnings（NT$）	44 068	44 037	44 238	44 373	44 139	44 320	0.41	1.98
All employees								
Person (thousand0)	7 937	7 942	7 990	7 994	7 990	7 997	0.08	1.08
Average total earnings（NT$）	50 299	48 595	53 133	50 956	49 325	46 666	-5.39	1.60
Regular earnings（NT$）	41 888	41 762	41 953	42 102	41 872	42 060	0.45	2.02
Average working hours（hour）	178.6	159.2	182.9	175.2	163.2	176.2	7.97	-0.73
Part-time employees								
Person(thousand)	376	379	386	382	374	373	-0.34	1.20
Total earnings（NT$）	19 899	18 151	18 627	19 011	18 173	18 477	1.67	2.08
Regular earnings（NT$）	19 211	17 455	17 995	18 304	17 436	17 955	2.98	2.45
Total working hours（hour）	107.1	97.1	103.8	104.5	98.5	100.9	2.44	-2.70
Total hourly earnings（NT$）	186	187	179	182	184	183	-0.54	4.57
Regular hourly earnings（NT$）	182	182	176	178	180	181	0.56	5.23

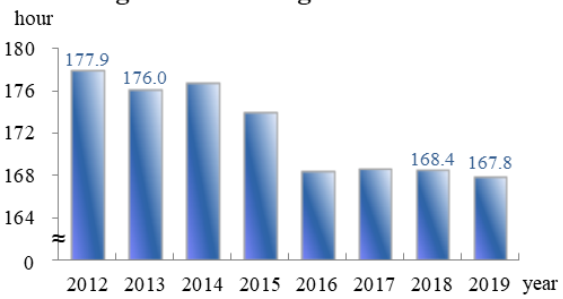
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .
(2) Ⓡ: revised; Ⓟ: preliminary

iv. Hours of work

(i) The average total working hours of all employees in October was 176.2 hours, an increase of 13.0 hours from the previous month, decreased by 1.3 hours than previous October.

(ii) The average total working hours since January 2019 was 167.8 hours, 0.6 hours less than the same period of last year. The regular working hours and the overtime decreased by 0.3 hours respectively.

Average total working hours of Jan.~Oct.

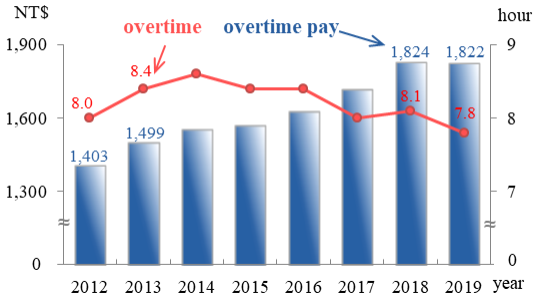


v. Overtime and overtime pay

(i) The average overtime of all employees in October was 8.0 hours, 0.3 hours more than last month and 0.2 hours less than last October. **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 October was NT$1,880, 2.90% more than previous month and the same as last October. **The average overtime pay since January 2019 was NT$1,822,** 0.11% less than the same period of last year.

Average overtime pay and overtime of Jan.~Oct.



Released on 10 th of every month

Summary of Earnings and Productivity Statistics in Taiwan Area

Year and month	Employees on payrolls			Industry & services											
				Accessions		Separations		Monthly working hours of each employee			Total monthly earnings of each employee				
									Overtime			Regular earnings		Overtime pay	
	Industry & Services	Industry	Services							Changes			Annual growth rate		Annual growth rate
	(thousand person)	(thousand person)	(thousand person)	(thousand person)	(%)	(thousand person)	(%)	(hour)	(hour)	(hour)	(NT$)	(NT$)	(%)	(NT$)	(%)
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
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.~ Oct.)Ⓟ	7 957	3 392	4 564	192	2.41	186	2.33	167.8	7.8	-0.3	54 148	41 798	2.23	1 822	-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.	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.Ⓡ	7 990	3 396	4 594	211	2.64	215	2.68	163.2	7.7	-0.5	49 325	41 872	1.78	1 827	-1.93
Oct.Ⓟ	7 997	3 398	4 598	183	2.29	177	2.21	176.2	8.0	-0.2	46 666	42 060	2.02	1 880	0.00
The change compared with the last month(value)	7	2	4	- 28	-0.35	- 38	-0.47	13.0	0.3		-2 659	188		53	
The change compared with the same month of last year(value)	85	10	74	0	-0.03	5	0.03	-1.3	-0.2		733	831		0	
The change compared with the same period (Jan. ~ Oct.) of last year(value)	91	19	71	- 1	-0.04	0	-0.03	-0.6	-0.3		1 035	910		- 2	
The change compared with the last month(rate)	0.08	0.06	0.10	-13.08		-17.68		7.97	3.90		-5.39	0.45		2.90	
The change compared with the same month of last year(rate)	1.08	0.32	1.65	-0.07		2.65		-0.73	-2.44		1.60	2.02		0.00	
The change compared with the same period (Jan. ~ Oct.) of last year(rate)	1.15	0.58	1.59	-0.42		-0.03		-0.36	-3.70		1.95	2.23		-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, annul 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. Ⓡ denotes revised data,Ⓟ 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)".