Earnings and Productivity Statistics in January 2019

I. Abstract

i. **At the end of January, the total payroll employees was 7,941 thousand,** increased by 8 thousand or 0.11%.

ii. **In January, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT$43,916, 2.39% more than last January.** After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT$100,021, 59.08% more than last January. Mainly because more companies paid the year-end bonuses and performance bonuses in January this year (last year, most bonuses were given in the Lunar New Year's holidays of February.).

iii. **The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in January was NT$41,714, 2.36% more than last January.** If plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT$94,152, increased by 58.05% than last January.

iv. **The average working hour in January was 182.0 hours,** 3.3 hours more over the past year.

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

		January 2018 Ⓟ	changes from previous month		changes from last January	
			value	rate	value	rate
Full-time Employees with Taiwan Nationality	Average total earnings (NT$)	100 021	46 342	86.33%	37 147	59.08%
	Regular earning（NT$）	43 916	326	0.75%	1 024	2.39%
All Employees	Employee（thousand）	7 941	8	0.11%	91	1.16%
	Average total earnings (NT$)	94 152	43 283	85.09%	34 580	58.05%
	Regular earnings（NT$）	41 714	336	0.81%	961	2.36%
	Overtime pay（NT$）	1 752	-59	-3.26%	-21	-1.18%
	Average working hours (hour）	182.0	10.8	6.31%	3.3	1.85%
	Overtime (hour）	7.6	-0.2	-2.56%	-0.5	-6.17%
Part-time Employees	Average total earnings (NT$)	20 001	1 619	8.81%	246	1.25%
	Regular earning（NT$）	18 169	629	3.59%	592	3.37%

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

(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)".

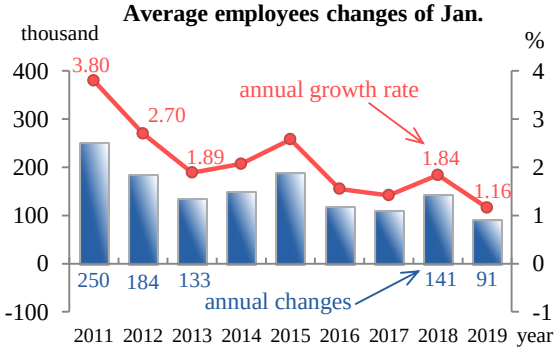
II. Statistical Results

i. Employees

(i) At the end of January, the total payroll employees was 7,941 thousand, increased by 8 thousand (or 0.11%) from last month.

(ii) The average payroll employees increased by 91 thousand (or 1.16%) over the past year. The industrial sector increased by 0.84%, while the service sector increased by 1.41%. Observing by industries, Manufacturing increased 22 thousand, among all industries in Manufacturing, the

Average employees changes of Jan.

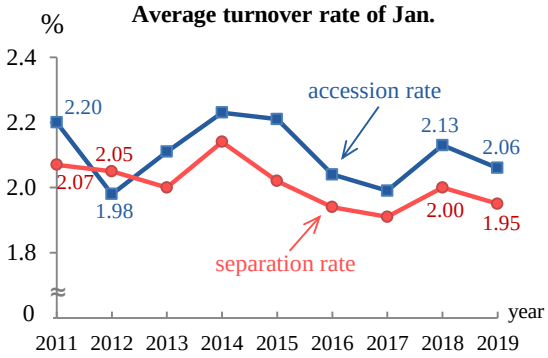


Manufacture of Machinery and Equipment increased 5 thousand, Manufacture of Electronic Parts and Components increased 1 thousand. Besides, Human Health Activities increased by 12 thousand, Support Service Activities increased by 11 thousand, and Retail Trade increased 9 thousand.

ii. Turnover

(i) In January, there were 8 thousand employees net increasing than previous month. The accession with newly hired or recalled was 163 thousand, 16 thousand more than last month. Among all industries, the Wholesale and Retail Trade increased the most of 11 thousand, followed by Accommodation and Food Service Activities of 6 thousand increasing. The separation employees with quit, layoff, or retire reasons were 155 thousand, 16 thousand more than last month. The Wholesale and Retail Trade increased the most of 11 thousand, followed by Accommodation and Food Service Activities of 4 thousand increasing. After separation and accession offset in every industry, the employees showed a net increase of 8 thousand.

(ii) In January, the accession rate was 2.06%, 0.20 percentage points more than last month and 0.07 percentage points decreased over last year. Meanwhile, **the separation rate was 1.95%,** 0.19 percentage points more than last month and 0.05 percentage points less than the same month of last year.



iii. Average monthly earnings

(i) In January, the average regular earnings of full-time employees with Taiwan nationality was NT$43,916, 0.75% more than previous month and 2.39% more than last January. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT$100,021, 86.33% more than last month and 59.08% more than the same month of last year. Mainly because more companies paid the year-end bonuses and performance bonuses in January this year (last year, most bonuses were given in the Lunar New Year's holidays of February.)

(ii) The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in January was NT$41,714, 0.81% more than previous month and 2.36% more than the same month of last year. The irregular earnings in January was NT$52,438, affected by more companies gave year-end bonuses and performance bonuses in this month, 4.53 times than last month and 1.79 times than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT$94,152, 85.09% more than previous month and 58.05% more than last January. After removing the price factor, the real regular earnings increased by 2.18% and the real total earnings grew by 57.77%.

(iii) Since with fewer working hours, the average regular earnings of part-time employees in January was NT$18,169. The regular hourly earnings was NT$175 on average, same as previous month and increased by 4.17% than last January. **Plus onto by bonuses, and overtime pay, the average total earnings was NT$20,001,** 8.81% more than previous month and 1.25% more than last January, about 21.2% of all employees.

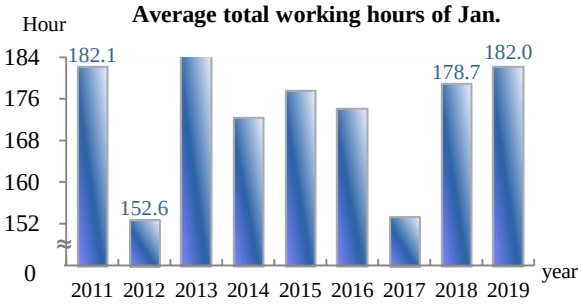
Summary of earnings, and working hours of the Industrial and Services sector
By employment type

	August 2018	Sept. 2018	October2 018	Nov. 2018	Dec. 2018 Ⓡ	Jan. 2019 Ⓟ	change from last month (%)	change from last Jan. (%)
Full-time employees with Taiwan								
Person (thousand)	7 079	7 082	7 087	7 096	7 104	7 117	0.18	0.97
Average total earnings (NT$)	52 361	50 657	48 349	49 374	53 679	100 021	86.33	59.08
Regular earnings (NT$)	43 445	43 355	43 459	43 466	43 590	43 916	0.75	2.39
All employees								
Person (thousand)	7 908	7 900	7 912	7 925	7 933	7 941	0.11	1.16
Average total earnings (NT$)	49 714	48 102	45 933	46 937	50 869	94 152	85.09	58.05
Regular earnings (NT$)	41 220	41 139	41 229	41 239	41 378	41 714	0.81	2.36
Average working hours (hour)	181.6	159.4	177.5	177.0	171.2	182.0	6.31	1.85
Part-time employees								
Person(thousand)	377	366	369	371	374	373	-0.27	1.38
Total earnings (NT$)	18 837	18 068	18 100	18 348	18 382	20 001	8.81	1.25
Regular earnings (NT$)	18 177	17 412	17 526	17 736	17 540	18 169	3.59	3.37
Total working hours (hour)	107.8	101.1	103.7	103.4	101.7	105.7	3.93	-0.28
Total hourly earnings (NT$)	175	179	175	177	181	189	4.42	1.61
Regular hourly earnings (NT$)	171	175	172	175	175	175	0.00	4.17

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

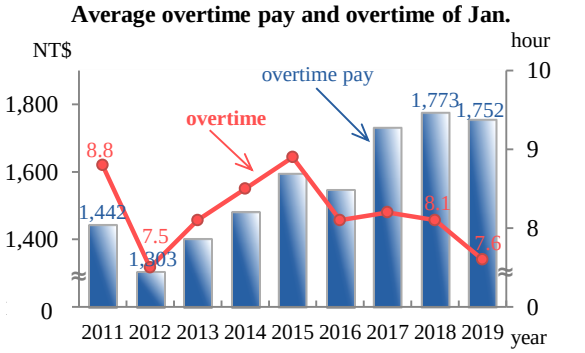
The average working hour in January was 182.0 hours, 10.8 hours more than last month, mainly affected by the adjustment of the January working day for the Lunar New Year holidays in February. If compared with the same month of last year, it increased by 3.3 hours, of which the regular working hours increased by 3.8 hours and the overtime reduced by 0.5 hours.



v. Overtime and overtime pay

(i) The average overtime in January was 7.6 hours, 0.2 hours less than previous month and 0.5 hours less than last January.

(ii) The overtime pay in January was NT$1,752, 3.26% less than previous month and 1.18% less than the same month of last year.



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
Dec.	7 840	3 362	4 479	146	1.86	137	1.75	172.1	8.1	-1.0	49 458	40 530	2.10	1 772	-1.45
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
Jan.	7 850	3 365	4 485	167	2.13	157	2.00	178.7	8.1	-0.1	59 572	40 753	2.78	1 773	2.43
Feb.	7 825	3 353	4 472	145	1.85	171	2.18	129.6	7.4	-0.3	87 048	40 433	2.77	1 670	-0.36
Mar.	7 836	3 362	4 474	208	2.66	197	2.52	183.2	8.3	0.2	46 578	40 757	2.52	1 856	8.98
Apr.	7 837	3 363	4 475	185	2.37	184	2.35	153.8	8.3	0.1	46 039	40 714	2.30	1 829	5.42
May	7 845	3 369	4 475	172	2.20	165	2.11	179.0	8.3	0.1	48 139	40 882	2.56	1 842	5.50
June	7 849	3 370	4 479	185	2.36	180	2.30	165.5	8.2	0.4	48 501	40 810	2.43	1 843	8.22
July	7 899	3 389	4 510	250	3.19	200	2.55	176.1	8.2	0.4	51 710	40 935	2.72	1 845	9.30
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.Ⓟ	7 941	3 393	4 549	163	2.06	155	1.95	182.0	7.6	-0.5	94 152	41 714	2.36	1 752	-1.18
The change compared with the last month(value)	8	- 1	10	16	0.20	16	0.19	10.8	-0.2		43 283	336		- 59	
The change compared with the same month of last year(value)	91	28	64	- 4	-0.07	- 2	-0.05	3.3	-0.5		34 580	961		- 21	
The change compared with the last month(rate)	0.11	-0.04	0.22	10.81		11.14		6.31	-2.56		85.09	0.81		-3.26	
The change compared with the same month of last year(rate)	1.16	0.84	1.41	-2.03		-1.19		1.85	-6.17		58.05	2.36		-1.18	

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) since January 2009.
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)".