

Earnings and Productivity Statistics in April 2019

I. Abstract

- i. At the end of April, the total payroll employees was 7,931 thousand, increased by 4 thousand or 0.05%.
- ii. In April, the average regular earnings of full-time employees with Taiwan nationality (excluding foreigners and part-time employees) was NT\$43,932, 2.55% more than last April. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$50,478, 4.24% more than last April.
- iii. The average regular earnings of all employees (including full-time or part-time employees with Taiwan nationality or foreigners) in April was NT\$41,767, 2.59% more than last April. Plus onto by the irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$47,868, 3.97% more than last April.
- iv. The average total working hour in April was 166.3 hours, increased by 12.5 hours than previous April, mainly because last April with more days-off.

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

		April 2019						Jan.~ April in 2019		
		April 2019 Ⓟ	changes from previous month		changes from last April		Jan.~ April in 2019 Ⓟ	changes from Jan.~ April 2018		
			value	rate	value	rate		value	rate	
Full-time Employees with Taiwan Nationality	Average total earnings (NT\$)	50 478	1 553	3.17%	2 054	4.24%	64 169	1 107	1.76%	
	Regular earning (NT\$)	43 932	101	0.23%	1 091	2.55%	43 774	987	2.31%	
All Employees	Employee (thousand)	7 931	4	0.05%	94	1.19%	7 929	92	1.18%	
	Average total earnings (NT\$)	47 868	1 436	3.09%	1 829	3.97%	60 689	890	1.49%	
	Regular earnings (NT\$)	41 767	108	0.26%	1 053	2.59%	41 589	925	2.27%	
	Overtime pay (NT\$)	1 885	48	2.61%	56	3.06%	1 798	16	0.90%	
	Average working hours (hour)	166.3	-0.2	-0.12%	12.5	8.13%	160.9	-0.4	-0.25%	
	Overtime (hour)	8.1	0.2	2.53%	-0.2	-2.41%	7.7	-0.3	-3.75%	
Part-time Employees	Average total earnings (NT\$)	19 664	989	5.30%	1 944	10.97%	19 621	511	2.67%	
	Regular earning (NT\$)	18 818	762	4.22%	1 668	9.73%	18 097	846	4.90%	

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

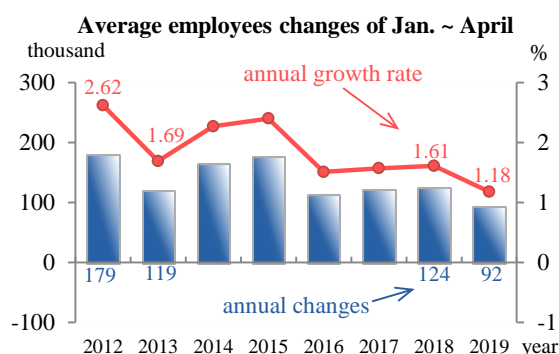
(2) Ⓟ denotes preliminary data

(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)". All tables below are the same.

II. Statistical Results

i. Employees

- (i) At the end of April, the total payroll employees was 7,931 thousand, increased by 4 thousand (or 0.05%) from last month and increased by 94 thousand (or 1.19%) over the past year.
- (ii) The average payroll employees since January 2019 was 7,929 thousand, increased by 92 thousand (or 1.18%) than the same period of last year. The industrial sector increased by 0.78%, while the service sector increased by 1.48%. Observing by industries, the Manufacturing

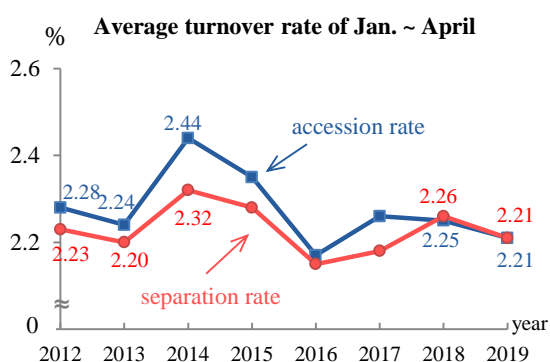


increased 19 thousand, among it, the Manufacture of Machinery and Equipment increased by 5 thousand, while the Manufacture of Electronic Parts and Components reduced by 2 thousand. Besides, Human Health Activities increased by 12 thousand, both Retail Trade and Support Service Activities increased by 10 thousand.

ii. Turnover

(i) **In April, there were 4 thousand employees net increasing than previous month.** The accession employees with newly hired or recalled reasons were 183 thousand, 21 thousand less than previous month. Among all industries, the Wholesale and Retail Trade decreased the most of 8 thousand, followed by Manufacturing of 6 thousand decreasing. The separation employees with quit, layoff, or retire reasons were 179 thousand, 17 thousand less than last month. Both Manufacturing and Wholesale and Retail Trade decreased the most of 5 thousand. After separation and accession offset in all industries, the employees showed a net increase of 4 thousand.

(ii) **In April, the accession rate was 2.30%**, 0.28 percentage points less than previous month and 0.07 percentage points less than last April. Meanwhile, **the separation rate in April was 2.26%**, 0.21 percentage points less than last month and 0.09 percentage points less than last April.



(iii) **The average accession rate since January 2019 was 2.21%**, the average separation rate was **2.21%**, decreased by 0.04 and 0.05 percentage points than the same period of last year, respectively.

iii. Average monthly earnings

(i) **In April, the average regular earnings of full-time employees with Taiwan nationality was NT\$43,932**, 0.23% more than previous month and 2.55% more than last April. After plus onto by irregular earnings such as bonuses and overtime pay, the total earnings came to NT\$50,478, 3.17% more than previous month and 4.24% more than the same month of last year. The average regular earnings since January was NT\$43,774, 2.31% 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 April was NT\$41,767**, 0.26% more than last month and 2.59% more than the same month of last year. The irregular earnings in April was NT\$6,101, 27.82% more than previous month and 14.57% more than the same month of last year. After regular and irregular earnings combination, the total earnings came to NT\$47,868, 3.09% more than previous month and 3.97% more than last April.

(iii) **The average regular earnings of all employees since January 2019 was NT\$41,589**, 2.27% more than the same period of last year. The total earnings increased by 1.49%

compared with the same period of last year. After removing the price factor, the real regular earnings increased by 1.86% and the real total earnings grew 1.08%.

(iv) Since with fewer working hours, the average regular earnings of part-time employees in April was NT\$18,818. The regular hourly earnings was NT\$183 on average, 2.81% more than last month and 5.17% more than last April. Plus onto by bonuses, and overtime pay, the average total earnings was NT\$19,664, 5.30% more than previous month and 10.97% more than last April, about 41.1% of all employees'. The average regular earnings since January 2019 was NT\$18,097.

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

	Nov. 2018	Dec. 2018	Jan. 2019	Feb. 2019	Mar. 2019 Ⓜ	April 2019 Ⓟ	change from last month (%)	change from last Mar. (%)
Full-time employees with Taiwan Nationality								
Person (thousand)	7 096	7 102	7 108	7 095	7 109	7 106	-0.04	0.88
Average total earnings (NT\$)	49 374	53 677	100 129	57 125	48 925	50 478	3.17	4.24
Regular earnings (NT\$)	43 466	43 585	43 914	43 414	43 831	43 932	0.23	2.55
All employees								
Person (thousand)	7 925	7 933	7 941	7 919	7 927	7 931	0.05	1.19
Average total earnings (NT\$)	46 937	50 869	94 136	54 259	46 432	47 868	3.09	3.97
Regular earnings (NT\$)	41 239	41 378	41 694	41 235	41 659	41 767	0.26	2.59
Average working hours (hour)	177.0	171.2	181.8	128.8	166.5	166.3	-0.12	8.13
Part-time employees								
Person(thousand)	371	374	380	370	365	369	1.32	3.92
Total earnings (NT\$)	18 348	18 382	20 807	19 293	18 675	19 664	5.30	10.97
Regular earnings (NT\$)	17 736	17 540	18 156	17 355	18 056	18 818	4.22	9.73
Total working hours (hour)	103.4	101.7	103.3	97.2	103.3	105.0	1.65	5.00
Total hourly earnings (NT\$)	177	181	202	198	181	187	3.31	5.65
Regular hourly earnings (NT\$)	175	175	179	184	178	183	2.81	5.17

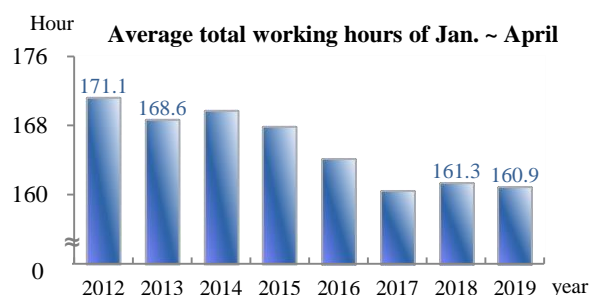
Note: (1) Total hourly earnings = total earnings / total working hours; Regular hourly earnings = regular earnings / regular working hours .

(2) Ⓜ: revised; Ⓟ: preliminary

iv. Hours of work

(i) The average total working hour of all employees in April was 166.3 hours, a decrease of 0.2 hours from previous month. The working hour increased by 12.5 hours than previous April, mainly because last April with more days-off.

(ii) The average total working hour since January 2019 was 160.9 hours, 0.4 hours less than the same period of last year. The regular working hours decreased by 0.1 hours, while the overtime

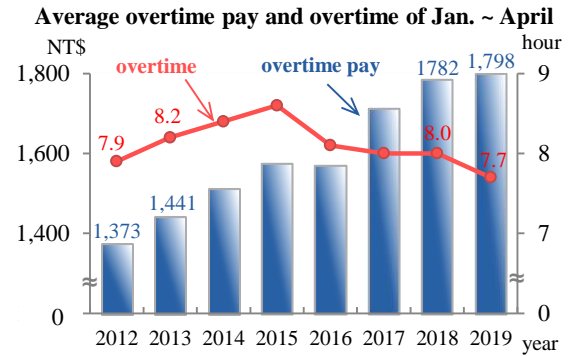


decreased by 0.3 hours.

v. Overtime and overtime pay

(i) **The average overtime of all employees in April was 8.1 hours, 0.2 hours more than previous month and 0.2 hours less than last April. The average overtime since January 2019 was 7.7 hours, 0.3 hours less than the same period of last year.**

(ii) **The overtime pay in April was NT\$1,885, 2.61% more than previous month and 3.06% more than last April. The average overtime pay since January 2019 was NT\$1,798, 0.90% 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 (thousand person)	Industry (thousand person)	Services (thousand person)	Accessions		Separations		Monthly working hours of each employee			Regular earnings (NT\$)	Annual growth rate		Overtime pay	
				(thousand person)	(%)	(thousand person)	(%)	(hour)	Overtime			(NT\$)	Annual growth rate (%)	(NT\$)	Annual growth rate (%)
									(hour)	Changes (hour)					
(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
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. ~ Apr.)Ⓟ	7 929	3 387	4 543	175	2.21	176	2.21	160.9	7.7	-0.3	60 689	41 589	2.27	1 798	0.90
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	183	2.30	179	2.26	166.3	8.1	-0.2	47 868	41 767	2.59	1 885	3.06
The change compared with the last month(value)	4	0	3	-21	-0.28	-17	-0.21	-0.2	0.2		1 436	108		48	
The change compared with the same month of last year(value)	94	24	69	-2	-0.07	-5	-0.09	12.5	-0.2		1 829	1 053		56	
The change compared with the same period (Jan. ~ Apr.) of last year(value)	92	26	67	-1	-0.04	-1	-0.05	-0.4	-0.3		890	925		16	
The change compared with the last month(rate)	0.05	0.00	0.08	-10.62		-8.63		-0.12	2.53		3.09	0.26		2.61	
The change compared with the same month of last year(rate)	1.19	0.71	1.55	-1.49		-2.57		8.13	-2.41		3.97	2.59		3.06	
The change compared with the same period (Jan. ~ Apr.) of last year(rate)	1.18	0.78	1.48	-0.76		-0.81		-0.25	-3.75		1.49	2.27		0.90	

- 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.
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)".

