

Explanatory Notes on Main Statistical Indicators

Number of Employment Personnel at Period-end

refers to the number of employees who work in the unit and obtain wages or other forms of payment at the end of the reporting period.

This indicator is a time-point indicator, excluding those who have terminated the labour contract with the unit on or before the last day. It is the sum of employed staff and workers, labor dispatch personnel and other employees. Employees do not include:

- (1) persons who have left their units while keeping labour contract (employment relation) unchanged and receiving regular alimony;
- (2) all kinds of enrolled students who do internship in various units;
- (3) persons employed due to labour outsourcing, such as persons employed in the organizational system of construction industry.

On-post Staff and Workers

refer to persons who signed labour contracts with working units and working units would pay wages, social insurance and housing funds for them. Persons who have their work posts but are temporarily absent from work for reasons of study or on sick, injury or maternal leave and still receive wages from their working units are also included. On-post staff and workers also include:

- (1) persons who should have signed the labour contracts but not;
- (2) employees on probation;
- (3) employees beyond the staffing quota, such as temporary employees;
- (4) employees who are sent to other working units but still obtain wages or other forms of labour payment from their original units. (situations like on-the-job placement, expatriated assignment, etc.)

On-post staff and workers do not include:

- (1) the labour dispatch personnel actually used by the unit, regardless of whether the labour payment is directly paid by the unit, should be counted in the "labour dispatch personnel";
- (2) employees for labour outsourcing shall be counted as "On-post staff and workers" by the legal entity that contracted labour services. Self-employed households or natural persons who contract labour services are not included in the statistical scope.

Labor Dispatch Personnel

According to the *Labor Contract Law of the People's Republic of China*, it refers to persons who sign labour contracts with labour dispatch units, who are dispatched by the labour

dispatch units to work in the actual employers, and the labour dispatch units sign labour dispatch agreements with the actual employers.

Regardless of whether the actual employers directly pay the labour payment, the labour dispatch personnel shall be reported by the actual employers rather than the labour dispatch units.

Other Employment Personnel

refer to the personnel out of on-post staff and workers and outsourcing labor, which are working in the units and receiving wages or other forms of payment, including part-time staff, re-employed retirees, part-time workers and on-campus students who work in their spare time, and foreigners and Chinese compatriots from Hong Kong, Macao, and Taiwan working in the units.

Registered Unemployed Personnel in Urban Area

refer to the persons who are registered as permanent residents in the urban areas engaged in non-agricultural activities, aged within the range of working age (16-retired age), capable to labour, unemployed but desirous to be employed and have been registered at the local employment service agencies to apply for a job.

Registered Unemployed Rate in Urban Area

refers to the ratio of the number of the registered unemployed persons to the sum of the number of employed persons and the registered unemployed persons. The formula is as follows:

$$\text{Registered Urban Unemployment Rate} = \frac{\text{Number of Urban Registered Unemployed Persons}}{\text{Urban Employed Persons} + \text{Number of Urban Registered Unemployed Persons}} \times 100\%$$

Total Remuneration of Employment Personnel

refers to the total remuneration payment to all employed persons in various units during the reporting period (by quarter or by year). It includes time rate wage, piece rate wage, bonus, subsidy and allowance, overtime pay and the salary paid in special circumstances, which is the sum of total wages of on-post staff and workers, outsourcing labor and other employment personnel. Whether it is included in costs or not and no matter it is paid in money or real objects, it should be included in the calculation of total remuneration. In addition, total remuneration does not include cash or in-kind from unit union funds or union accounts.

The total remuneration is the pre-tax salary, including personal income tax, housing expenses, water and electricity

fees, social security funds and housing accumulation funds withheld directly by the employer from the employee's wage.

Average Wage of Employment Personnel

refers to the average per capita wage during a certain period of time for employed persons. The formula is as follows:

$$\text{Average Wage of Employment Personnel} = \frac{\text{the total remuneration of the employment personnel}}{\text{the average number of employment personnel}}$$