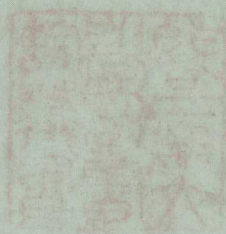


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# 中華民國七十一年 勞工統計年報

YEARBOOK OF LABOR STATISTICS  
REPUBLIC OF CHINA

1982



行政院主計處編印

DIRECTORATE-GENERAL OF BUDGET, ACCOUNTING AND  
STATISTICS, EXECUTIVE YUAN,  
REPUBLIC OF CHINA

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REPUBLIC OF CHINA

1982



石景宜先生  
惠贈

行政院主計處編印

DIRECTORATE-GENERAL OF BUDGET, ACCOUNTING AND  
STATISTICS, EXECUTIVE YUAN,  
REPUBLIC OF CHINA

## 凡 例

- 一、本年報之編印目的在提供有關我國勞工統計資料，俾便瞭解勞工狀況，以為策訂經建計畫及勞工政策等參考依據。
- 二、本年報資料以中華民國七十年統計為主，為便於時間數列之連續，數字儘量保留至中華民國六十六年，其中新編統計項目亦儘可能依據有關資料設法銜接追溯估列。
- 三、統計表之排列，先依主要勞工統計項目分類為I、II、III等，各類中以同一統計，調查產生之資料集結排列為原則。
- 四、提要分析說明，置於卷首；各項統計或調查之說明，按統計項目次序集中輯印為編製方法說明，附於卷末。
- 五、統計表所用符號意義如下：
  - 0 表示數字不及一單位
  - 表示無數字
  - ... 表示數字不明
  - \* 表示暫估數字

## Explanatory Notes

1. The Year Book of Labour Statistics is intended to provide basic information for socio-economic studies economic planning and labour policy by presenting labour statistical data of Taiwan area of the Republic of China.
2. The data mainly contain the statistics in 1981, and for the continuation of time series the figures can be traced as far as back to 1977, while the data of the new items are being revealed precisely in accordance with the estimated past data.
3. The statistical tables, based on the major labour statistics items, are classified into I, II, III and so on, and in which they are arranged by the principle that the data derive from the same statistics or from the same survey as a group.
4. The summary analysis is arranged above the order of each item. The directions of statistics or surveys are arranged under the order of each item which are listed at the end of this year book.
5. The following symbols are used for tables:
  - 0 less than a unit.
  - none.
  - ... not available.
  - \* provisional figure.

# 提 要 分 析

## 一、總人口及勞動力

(一)總人口及十五歲以上人口：七十年台灣地區年中總人口為1,797萬4千人，較六十九年增加1.89%，其中十五歲以上民間人口（不含武裝勞動力）估計為1,169萬8千人，較六十九年增加2.81%，顯示七十年十五歲以上人口成長較總人口之成長為速。

(二)勞動力：十五歲以上具有工作能力與意願之民間人口，包括就業者與失業者，稱為勞動力，其所占十五歲以上人口之比率稱為勞動參與率。根據勞動力調查結果，七十年台灣地區勞動力為676萬4千人，勞動力參與率為57.82%，較六十九年之58.26%略低。勞動力中，男性為450萬3千人，勞動力參與率為76.78%，略低於六十九年之77.11%；女性為226萬1千人，勞動力參與率為38.76%，亦較六十九年之39.25%為低。

(三)就業者：七十年就業人數為667萬2千人，占總人口之37.12%，與六十九年比率相近。就行業結構觀之，第一類行業（農林、漁牧、狩獵業）人數為125萬7千人，占總就業人數之18.84%，較六十九年降低0.66百分點，顯示農業人口比率仍在逐年下降，符合經濟發展趨勢。第二類行業（工礦、營造及水電煤氣業）之就業人數為281萬4千人，占總就業人數之42.18%，較六十九年降0.18百分點；第三類行業（商業、運輸交通及各種服務業）就業人數為260萬1千人，占總就業人數之38.98%，較六十九年高出0.16百分點，成長較第二類行業為速，表示我國產業結構有移向服務業發展之勢。

就業者之從業身分亦略有變動，雇主與自營作者之比率均較69年為高，分別由41.43%與20.48%升為45.51%與20.79%；無酬家屬工作者與受雇者比率則見降低，分別由10.71%與64.79%降為10.41%與64.28%。

關於就業者之教育程度，當於教育普及與國民義務教育之實施，現在逐年提高而小學以下程度就業人數與其所占比率逐漸減少。六十九年之小學以下程度者之比率為51.31%，七十年降為49.7%；其餘均略見升高，初中（職）程度者，由18.76%升為19.20%；高中（職）由19.52%升為20.35%；大專以上程度者亦由10.40%升至10.88%。

(四)失業者：由於七十年景氣低迷，平均失業人數為9萬2千人，較六十九年增加1萬人，總失業率由六十九年之1.23%升為1.36%。其中初次尋職失業者為4萬7千人，非初次尋職失業者為4萬4千人，均較六十九年增加。如按年齡組分配，15—19歲與20—24歲兩組為初進勞動力市場之青少年，失業率最高，分別為3.75%與3.50%；年齡漸增，失業率減少，分別為25—29歲組1.12%，30—34歲組0.50%，35—39歲組0.40%，而以45—49歲組之0.34%為最低；其後因部份退休與退役人員另尋工作，50—54歲組與55—59歲組之失業率又升為0.44%與0.38%，60—64歲組復降為0.17%。

## 二、受雇員工

受雇員工調查統計，原包括礦業及土石採取業、製造業、水電煤氣業、營造業、運輸倉儲及通信業、餐旅業及其他服務業等六個行業。自六十八年起我國重訂行職業分類標準，遵將餐旅所屬之餐館業及旅館業併入商業，其他服務業之汽車及機車修理業、洗染業、理髮業及美容業，裁縫業併入社會團體及個人服務業。六十九年一月起，復將商業及金融保險業按

年調查改為按月，至此整個受雇員工調查包括八大行業，所及範圍已能涵蓋整個非農業部門。

#### (一) 員工人數

七十年非農業受雇員工總數為345萬9千人，以製造業185萬6千人占53.66%居首，商業52萬1千人占15.06%次之，營造業42萬6千人占12.32%居三，餘依次為運輸倉儲及通信業30萬2千人占8.73%，社會團體及個人服務業15萬6千人占4.51%，金融保險及工商服務業11萬7千人占3.38%，礦業及土石採取業5萬2千人占1.50%，而以水電煤氣業2萬9千人占0.84為最少。

其次，七十年經濟景氣持續低迷，但因深受第一次石油危機之教訓，不敢大量裁員，致使景氣恢復時，招回困難，故各業受雇員工人數並未普遍降低。如以七十年各業受雇員工人數與六十九年比較，礦業及土石採取業、運輸倉儲及通信業、營造業均見減少，其中以礦業及土石採取業減少2.91%為最多。其餘各業仍比六十九年增加，而以商業增加8.56%為最大，次為水電煤氣業增加6.32%，金融保險及工商服務業增加6.23%，社會團體及個人服務業增加2.40%，製造業增加1.45%。若與六十六年比較，則四年間礦業及土石採取業減少16.55%，而金融保險及工商服務業增加29.07%，最為顯著，其餘各業增幅約在11%至25%之間。

各業受雇員工人數

單位：千人

行業別	六十六年 人數	六十七年 人數	六十八年 人數	六十九年 人數	七十年			
					人數	占非農業 百分比	與六十九年 比較(%)	與六十六年 比較(%)
非農業總計	—	—	3 305	3 393	3 459	100.00	1.94	—
礦業及土石採取業	62	57	55	54	52	1.50	-1.89	-16.13
製造業	1 666	1 765	1 800	1 829	1 856	53.66	1.48	11.40
水電煤氣業	24	25	26	27	29	0.84	7.41	20.83
營造業	342	369	398	432	426	12.32	-1.39	24.56
商業	424	426	471	480	521	15.06	8.54	22.88
運輸倉儲及通信業	264	285	301	309	302	8.73	-2.26	14.39
金融保險及工商服務業	91	97	104	110	117	3.38	6.36	28.57
社會團體及個人服務業	—	—	150	152	156	4.51	2.63	—

七十年各月製造業受雇員工人數以三月份180萬8千人為最低，漸升至七月份191萬人達到全年高峯，七月份受季節影響逐漸趨低，至十二月份又略為回升。

#### (二) 員工進退

七十年各業受雇員工進退狀況，以營造業進入率4.46%及退出率5.47%居首，顯示營造業工人常隨工程進出流動甚為頻繁。其餘依次為製造業進入率4.18%，退出率3.91%；礦業及土石採取業、進入率3.29%，退出率3.53%；商業進入率3.54%，退出率3.09%；運輸倉儲及通信業進入率1.60%，退出率1.73%；金融保險及工商服務業進入率1.38%，退出率1.10%；社會團體及個人服務業進入率1.72%，退出率1.27%；而以水電煤氣業進入率1.04%；退出率0.33%為最小，係因該業大部份為公營事業，職位穩定所致。

各業受雇員工進退率

單位：%

行 業 別	六十六年		六十七年		六十八年		六十九年		七十年	
	進入率	退出率	進入率	退出率	進入率	退出率	進入率	退出率	進入率	退出率
非 農 業 平 均	—	—	—	—	—	—	3.37	3.10	3.65	3.54
礦業及土石採取業	4.15	4.59	4.63	5.31	3.69	5.00	4.20	3.88	3.29	3.53
製 造 業	3.37	3.17	4.33	3.54	3.93	3.91	3.48	3.37	4.18	3.91
水 電 煤 氣 業	0.83	0.50	1.16	1.16	0.82	0.74	1.03	0.50	1.04	0.33
營 造 業	4.87	3.89	8.05	6.29	3.39	6.27	4.87	3.93	4.46	5.47
商 業	—	—	—	—	—	—	3.67	3.22	3.54	3.09
運輸倉儲及通信業	2.55	2.29	2.27	1.67	2.44	2.12	1.76	1.72	1.60	1.73
金融保險及工商服務業	1.79	1.35	1.93	1.20	1.94	1.16	1.79	1.15	1.38	1.10
社會團體及個人服務業	—	—	—	—	1.00	1.79	1.39	1.47	1.72	1.27

三、工時

七十年各業受雇員工每人每月平均工作時數，以運輸倉儲及通信業 220小時為最高，其次為社會團體及個人服務業 212小時，製造業 210小時，水電煤氣業 205小時，商業 203小時，營造業 200小時，金融保險及工商服務業 197小時，而以礦業及土石採取業 190小時為最低，係因其工作一般具危險性，且耗用體力較多，故工時向屬較短。大體而言，過去一年因續受景氣之影響，各業受雇員工每人每月平均工作時數，普遍較六十九年為低，僅有礦業及土石採取業，運輸倉儲及通信業，社會團體及個人服務業略有增加。

茲就製造業七十年各月受雇員工正常工時加以分析，則以二月 158小時（春節期間）最低，亦創製造業最近五年受雇員工正常工時最低水準，三月以後逐漸增加，至七月達 207小時最高，九月因季節性因素影響轉呈減少。根據過去五年時間序列變動趨勢觀察，季節性因素影響甚為顯著。

製造業七十年全年各月加班工時，最低為 11小時，最高為 18小時，與六十九年各月比較，除一、二月較高外，其餘各月均較上年同月加班工時為低。

各業每人每月平均工時

單位：小時

行 業 別	六十六年 工 時	六十七年 工 時	六十八年 工 時	六十九年 工 時	七 十 年	
					工 時	與六十九年比較增減(小時) 與六十九年比較增減(%)
非 農 業 平 均	—	—	217	216	208	-8 -3.70
礦業及土石採取業	181	180	182	187	190	3 1.60
製 造 業	222	222	222	221	210	-11 -4.98
水 電 煤 氣 業	228	225	221	222	205	-17 -7.66
營 造 業	205	204	205	201	200	-1 -0.50
商 業	—	—	212	219	203	-16 -7.31
運輸倉儲及通信業	221	219	220	219	220	1 0.46
金融保險及工商服務業	199	199	200	198	197	-1 -0.51
社會團體及個人服務業	—	—	211	210	212	2 0.95

#### 四、薪資

七十年各業受雇員工每人每月平均薪資，最高為金融保險及工商服務業17,370元，次為水電煤氣業17,068元，餘為礦業及土石採取業14,553元，商業12,881元，運輸倉儲及通信業11,986元，製造業11,028元，營造業10,603元，而以社會團體及個人服務業9,293元最低。

七十年各業受雇員工每人每月平均薪資與六十九年比較，以營造業增加29.16%為最多，水電煤氣業增加26.41%次之，其餘增率依次為商業24.91%，礦業及土石採取業22.56%，運輸倉儲及通信業21.99%，金融保險及工商服務業20.64%，製造業19.90%，亦以社會團體及個人服務業增加9.07%為最小，當與該業薪資資料填報不易有關。

若以七十年各業受雇員工每人每月平均薪資與六十六年比較，四年間以商業增加138.49%為最多，礦業及土石採取業增加115.15%次之，餘依次為水電煤氣業增加105.32%，製造業增98.92%，運輸倉儲及通信業增加87.78%，營造業增加86.94%，金融保險及工商服務業增加81.54%為最小。

各業受雇員工每人每月平均薪資

單位：新台幣元

行 業 別	六十六年	六十七年	六十八年	六十九年	七 十 年		
	薪資金額	薪資金額	薪資金額	薪資金額	薪資金額	與六十九年 比較 (%)	與六十六年 比較 (%)
非 農 業 平 均	—	—	7 830	9 542	11 577	21.33	—
礦 業 及 土 石 採 取 業	6 764	7 872	9 243	11 874	14 553	22.56	115.15
製 造 業	5 544	6 391	7 578	9 198	11 028	19.90	98.92
水 電 煤 氣 業	8 313	9 422	11 757	13 502	17 068	26.41	105.32
營 造 業	5 672	6 198	6 919	8 209	10 603	29.16	86.94
商 業	5 401	5 647	7 966	10 312	12 881	24.91	138.49
運 輸 倉 儲 及 通 信 業	6 383	7 257	8 371	9 825	11 986	21.99	87.78
金 融 保 險 及 工 商 服 務 業	9 568	10 064	11 950	14 398	17 370	20.64	81.54
社 會 團 體 及 個 人 服 務 業	—	—	7 699	8 520	9 293	9.07	—

#### 五、勞動生產力

若以某行業之生產淨值除以其直接勞動總工時為勞動生產力，並以民國六十五年為基期，則七十年台灣地區製造業直接勞動生產力指數為156.4，較上年增加8.4%；水電煤氣業直接勞動生產力指數為106.5較上年減少10.2%。

近年來經濟復甦生產設備利用率提高製造業直接勞動生產力指數年有增加，各年增率為，六十六年7.5%，六十七年19.3%，六十八年6.4%，六十九年5.8%，七十年8.4%。如以七十年製造業各中類行業與上年比較，則以雜項工業增加22.6%為最高，精密器械製造業增加18.8%居次，化學製品製造業增加16.7%居第三。



製造業及水電煤氣業直接勞動生產力指數

基期：民國六十五年=100

行 業 別	六十六年	六十七年	六十八年	六十九年	七 十 年		
	指 數	指 數	指 數	指 數	指 數	與六十九年 比較 (%)	與六十六年 比較 (%)
製 造 業	107.5	128.2	136.4	144.3	156.4	8.4	45.5
水 電 煤 氣 業	105.1	121.4	124.0	118.6	106.5	-10.2	1.3

六、勞工生活

(一)台灣地區勞工生活可用民國六十五年為基期之勞工生活費指數表示。七十年各行業指數與上年比較，應以交通業增加16.7%為最高，次為營造增加16.07%，礦業增加15.42%，水電煤氣業增加15.36%，製造業增加15.34%，其他服務業增加15.33%，顯示過去一年各業勞工生活費約增15%至17%之間，而與七十年台灣地區都市消費者物價指數上漲16.33%相若。

分別觀察製造業七類勞工生活費指數，其中以醫藥保健類增加33.84%漲幅最大，教養娛樂類增加16.54%居次，食物類增加16.01%居第三，餘依次為：雜項類增加13.46%，居住類增加13.31%，交通類增加12.60%，衣着類增加8.66%為最低。

(二)七十年製造業員工每人每月薪資收入平均為11,028元，較上年之9,198元，增加19.90%，而都市消費者物價指數較上年增加16.33%，可見實質薪資仍較上年增加3.07%。

七、就業輔導

就業輔導業務可用四類統計資料表示：(1)企業求才人數對求職人數之比率，稱為求供倍數，可以表示勞動市場動態；(2)安置就業人數占求職人數比率，稱為安置就業率，可以表示輔導成效；(3)安置就業人數占求才人數之比率，稱為求才利用率，可以表示勞力需求滿足情況；(4)政府舉辦職業訓練人數，可以表示訓練成效。近年求供倍數，除六十七年因景氣較佳，曾達2.65倍外，其餘四年景氣不振，趨於下降，至七十年求供倍數更降至1.61。但過去五年，每年求才人數仍超過求職人數，顯示台灣地區就業市場雇主求才殷切，至於謀職者則以參與考試或逕行應徵居多。

若進一步觀察就業情況，七十年安置就業率為57.56%，未能安置就業之原因，主要為就業意願不合，其次為待遇不合及技術不合等；七十年求才利用率為35.83%，其未獲充分利用之原因，則主要為無人應徵，其次為技術不合及待遇不合。

台灣地區就業輔導

年 別	求職人數 (A)	求才人數 (B)	求供倍數 (B/A)	安 置 就 業 人 數		
				就業人數	占求職人數 %	占求才人數 %
六 十 六 年	190 118	391 239	2.06	129 905	68.33	33.20
六 十 七 年	180 353	477 642	2.65	119 286	66.14	24.97
六 十 八 年	164 228	397 626	2.42	99 785	60.76	25.10
六 十 九 年	189 370	319 806	2.01	117 978	62.30	31.06
七 十 年	197 466	317 246	1.61	113 666	57.56	35.83

七十年職業訓練人數計29萬2千人，較六十九年之38萬1千人，減少23.25%。所辦訓練，以生產及有關工人、運輸設備操作工及體力工占75.29%為最多，專門性、技術性及有關人員9.46%次之，佐理人員5.24%再次之，餘為服務工作人員2.35%，管理人員2.15%，買賣工作人員2.12%。

## 八、工業災害

根據台閩地區各業勞工保險災害人次統計，七十年為20,075人次，較上年增加1.35%，其中傷害占72.49%，殘廢占21.13%，死亡占6.38%。

又根據勞工職業災病率統計，六十六年至七十年職業災病率，以千分比表示，除六十六年微升至10.02%外，其餘各年，逐漸下降，六十九年為7.80%，七十年續降為7.22%，顯示近年來政府對勞工各項安全衛生措施，及對災害之防阻，已有良好成效。

就六十九年職業災病率按行業分析，以礦業及土石採取業108.96%為最高，顯示該行業之工作較具危險性，其餘各業均在0.78%與7.38%之間。

## 九、工業關係

政府為推行勞工政策，鼓勵工人組織工會，以工人本身力量保護自身權益，已獲顯着成效。五十三年全國僅有739個工會，會員計為32萬4千人，至七十年已增至1,802個工會，會員亦增至117萬3千人，十七年間工會增加1.44倍，會員人數增加2.62倍。

政府為提高勞工知識水準，自四十五創勞工教育533班，參加人數4萬5千人，至七十年已增至2,567班，參加人數12萬9千人。按訓練班別分，計會務教育420班，參加人數2萬1千人，分別占16.36%與16.64%；技藝教育1,426班，參加人數6萬5千人，分別占55.55%與50.89%；國語文教育721班，參加人數4萬2千人，分別占28.09%與32.47%。

## 十、社會保險

依照現行勞工保險條例規定，凡被僱於雇用勞工五人以上廠礦之產業工人及交通公司事業工人、職業工人、專業漁撈勞動者，政府機關與公立學校之技工、司機、工友、公司行號之員工均應參加。根據七十年十二月各業被保險人數分析：製造業160萬1千人，占總投保人數57.55%居首，運輸倉儲及通信業29萬9千人，占10.76%居次，社會團體及個人服務業26萬5千人，占9.54%居第三，餘依次為商業17萬2千人，占6.18%，農林、漁牧、狩獵業16萬9千人占6.07%，營造業11萬9千人，占4.29%，金融保險不動產及工商服務業8萬1千人，占2.92%，礦業及土石採取業3萬8千人，占1.38%，水電煤氣業3萬7千人，占1.31%。

勞工保險給付分為生育、傷害、疾病、殘廢、老年、死亡、眷喪等七種，勞工保險條例自五十九年元月修正後，開始舉辦門診醫療。五十九年勞工保險件數為179萬5千件，以後逐年增加，至七十年增為2,701萬6千件，十一年間計增14.05倍。就給付金額言，五十九年勞工保險給付4億4306萬元，至七十年增加為116億2608萬元，十一年間計增25.24倍，由此可見勞工保險給付對勞工生活確顯著之助益。

## Summary analysis

### 1. Total population and labor force

1) Total population and population of age 15 and above: In 1981, the mid-year population in Taiwan area totaled 17,974,000 persons, showing an increase of 1.89% over 1980. Of the total, the civilian population of age 15 and above (excluding servicemen) was estimated at 11,698,000 persons, up 2.81% over 1980. This reflects a fact that in 1981, the growth in the population of age 15 and above was faster than the growth in total population.

2) Labor force: The labor force refers to the civilian population of age 15 and over who have the ability and willingness to work, including employed and unemployed persons. According to Labor Force Survey, the labor force in Taiwan area in 1981 amounted to 6,764,000 persons, accounting for 57.82% of the population of age 15 and over, i.e. the participation rate of labor force. The rate was a little bit lower than 58.26% for 1980. Of the total labor force, male totaled 4,503,000 persons with a participation rate of 76.78%, slightly lower than 77.11% for 1980; female totaled 2,261,000 persons with a participation rate of 38.76%, also slightly lower than 39.25% for 1980.

3) Employment: The employment population in 1981 was 6,672,000 persons, accounting for 37.12% of the total population, comparable to the level for 1980. By industry, the primary industry (agriculture, forestry, fishery, and hunting) hired 1,257,000 persons, accounting for 18.84% of total employment population, 0.66 percentage points below that of 1980. It is a normal course in the development of an economy that the percentage share of agricultural population in the total population gets smaller year by year. The secondary industry (mining, manufacturing, construction, and electricity, gas and water) employed 2,814,000 persons and its percentage share in the total employment was 42.18%, 0.18 percentage points below that of 1980. The tertiary industry (commerce, transportation, and other services) had a work force of 2,601,000 persons which was 38.98% of total employment population, 0.16 percentage points more than that for 1980. The growth in employment for the tertiary industry faster than that for secondary industry reflects a fact that the economic structure is shifting toward the one with a growing service sector.

By type of worker, of the total employment population, the percentage shares for employers and for own-account workers were respectively increased from 4.43% and 20.48% for 1980 to 4.51% and 20.79% for 1981. On the other hand, the percentage shares of unpaid family worker and for employees were respectively decreased from 10.71% and 64.79% to 10.41% and 64.28%.

Because of the prevalence of education and because of the enforcement of nine-year compulsory education, the education level of workers has been upgraded. The employment population with education of primary school or lower was decreasing both in number and in percentage share of the total employment population. The percentage share for workers with education of primary school and below dropped from 51.31% in 1980 to 49.57% in 1981. Meanwhile, the percentage share for workers with education of junior (or vocational) high school increased from 18.76% to 19.20%. The percentage share for workers with education of senior (or vocational) high school and for college or above respectively advanced from 19.52% to 20.35% and 10.46% to 10.88%.

4) Unemployment: In 1981, the average unemployment population was 92,000 persons, an increase of 10,000 persons over 1980 due to economic softness. Meanwhile, the unemployment rate was raised from 1.23% to 1.36%. Of the unemployment population, 47,000 persons were of no experience while the rest of 44,000 persons had previous experience. These two numbers were both higher in 1981 than in 1980. The age groups of 15-19 years and of 20-24 years, covering youngsters mostly entering the labor market for the first time, had jobless rates of 3.75% and 3.50%, respectively, leading all other age groups. The older the worker is, the lower is the jobless rate. The unemployment rate was 1.12% for the age group of 25-29 years; 0.50% for the age group of 30-34 years; 0.40% for the age group of 35-39 years; and 0.34% for the age group of 45-49 years. Because some retired workers and retired servicemen re-enter labor market, the unemployment rates are higher for the age groups of 50-54 years and 55-59 years, respectively 0.44% and 0.38%. The jobless rate for the age group of 60-64 years was only 0.17%.

## 2. Employed workers

The statistics obtained from the survey on employees originally covered the following six sectors: "mining and quarrying", "manufacturing", "electricity, gas and water", "construction", "transportation, storage, and communications", and "restaurant, hotel, and other services". The coverage has been expanded to include the entire non-agricultural sector. Beginning July of 1979, according to the Industrial Classification Standards, hotel and restaurant were incorporated in the category of "commerce" while car/motorcycle repairing, dyeing/tanning, hairdressing, and tailoring, in the category of "community, social and personal services". Beginning January of 1980, the frequency of the survey on industries of commerce, finance, insurance and business services changed from annually to monthly. Consequently, the survey on employees now includes eight categories.

### 1) Employee

In 1981 the non-agricultural sector hired 3,459,625 workers of which 1,855,982 persons or 53.65% were working for manufacturing, 520,987 persons or 15.06% for commerce; 426,289 persons or 12.32% for construction; 302,193 persons or 8.73%

for transportation, storage, and communications; 156,057 persons or 4.51% for community, social and personal services; 117,133 persons or 3.39% for finance, insurance, and business services; 51,937 persons or 1.50% for mining and quarrying; and 29,047 persons or 0.84% for electricity, gas, and water.

If the statistics of employed workers for 1981 are compared with those for 1980, employees working for mining and quarrying, for transportation, storage, and communications, and for construction all showed a decline. The decrease or 2.91% in employees of mining and quarrying was the largest drop. The employees of other categories showed an increase: up 8.56% for commerce; up 6.32% for electricity, gas, and water; up 6.23% for finance, insurance, and business services; up 2.40% for community, social and personal services; and 1.45% for manufacturing. In general, the number of employees did not decrease in 1981 although the economic softness continued in the entire year. This was because employers, still remembering the experiences of the first oil crisis, dared not embark large scale of, layoff in order to avoid future difficulties rehiring workers when the economy shows recovery. In compared with the figures for 1977, the employees working for mining and quarrying decreased 16.55% while those for finance, insurance, and business services sharply increased 29.07%. The changes of these two sectors were the most significant. All other sectors saw increases in a range from 11% to 25%.

### Non-Agricultural Employees

Unit: Person

Industry	1977 Persons	1978 Persons	1979 Persons	1980 Persons	1981		% Change 81/80	% Change 81/77
					Workers	% Total		
Total	—	—	3 305 497	3 394 020	3 459 625	100.00	1.93	—
Mining and Quarrying	62 240	57 499	54 631	54 493	51 937	1.50	-2.91	-16.55
Manufacturing	1 666 412	1 764 787	1 800 207	1 829 451	1 855 982	53.65	1.45	11.38
Electricity, Gas and Water	24 445	25 217	25 964	27 320	29 047	0.84	6.32	18.83
Construction	342 215	368 699	397 786	432 046	426 289	12.32	-1.33	24.57
Commerce	424 017	425 615	471 552	479 885	520 987	15.06	8.56	22.85
Transportation Storage and Communications	263 588	285 092	301 368	309 169	302 193	8.73	-2.26	14.65
Finance, Insurance, and Business Services	90 755	96 619	104 283	110 262	117 133	3.39	6.23	29.07
Community, Social and Pers- onal Services	—	—	149 706	152 394	156 057	4.51	2.40	—

The employees working for the manufacturing industry were 1,808,268 persons in March of 1981, the lowest point in the year, increasing up to 1,910,409 persons in July, the peak of the year. Due to seasonal fluctuations, the number of employees was declining ever since July but picking up again in December.

#### 2) Labor Turnover

In 1981, the construction sector had an accession rate of 4.46% and a separation rate of 5.47%, leading all other sectors. The high turnover rate is caused by the fact

that most of the construction workers' accession to and separation from their jobs often go with the progress of construction projects. The turnover rates for other sectors were as follows: accession rate of 4.18% and separation rate of 3.91% for manufacturing; accession rate of 3.29% and separation of 3.53% for mining and quarrying; accession rate of 3.54% and separation rate of 3.09% for commerce; accession rate of 1.60% and separation rate of 1.73% for transportation, storage, and communications; accession rate of 1.38% and separation rate of 1.10% for finance, insurance, and business service; accession rate of 1.72% and separation rate of 1.27% for community, social and personal services; and accession rate of 1.04% and separation rate of 0.33% for electricity, gas, and water. The reason why the category of electricity, gas, and water had the most stable turnover rates is that most of the firms in this line are government owned so that employees feel secured about their jobs.

### Turnover Rates of Non-Agricultural Employees

Unit: %

Industry	1977		1978		1979		1980		1981	
	Accession rate	Separation rate	Accession rate	Separation rate	Accession rate	Separation rate	Accession rate	Separation rate	Accession rate	Separation rate
Total	—	—	—	—	—	—	3.37	3.10	3.65	3.54
Mining and Quarrying	4.15	4.59	4.63	5.31	3.69	5.00	4.20	3.88	3.29	3.53
Manufacturing	3.37	3.17	4.33	3.54	3.93	3.91	3.48	3.37	4.18	3.91
Electricity, Gas and Water	0.83	0.50	1.16	1.16	0.82	0.74	1.03	0.50	1.04	0.33
Construction	4.87	3.89	8.05	6.29	3.39	6.27	4.87	3.93	4.46	5.47
Commerce	—	—	—	—	—	—	3.67	3.22	3.54	3.09
Transportation Storage and Communications	2.55	2.29	2.27	1.67	2.44	2.12	1.76	1.72	1.60	1.73
Finance, Insurance, and Business Services	1.79	1.35	1.93	1.20	1.94	1.16	1.79	1.15	1.38	1.10
Community, Social and Personal Services	—	—	—	—	1.00	1.79	1.39	1.47	1.72	1.27

### 3) Working Hours

In 1981 the monthly working hours of an average worker were 220 hours for transportation, storage, and communications, longer than those for any other sectors. The monthly working hours of an average employee for other sectors were as follows: 212 hours for community, social and personal services; 210 hours for manufacturing; 205 hours for electricity, gas, and water; 203 hours for commerce; 200 hours for construction; 197 hours for finance, insurance and business services; and 190 hours for mining and quarrying. The short working hours for mining and quarrying were because most of the jobs are dangerous and exhausting. In general, because of poor economic performance, the monthly working hours of an average worker in 1981 were less than in 1980, except for mining and quarrying, transportation storage and communications, community, social and personal services of which the average working hours showed a slight rise.

For manufacturing, the regular monthly working hours were 158 hours in February, the shortest among the twelve months of the year because of Lunar Year falling in this month. It was also the lowest level in five years. The working hours was increasing from March and reaching the peak of 207 hours in July. The working time became declining in September due to seasonal fluctuations. The time series statistics in the past five years showed that the seasonal factors had significant effects on the regular monthly working hours.

In 1981, the monthly overtime hours for manufacturing ranged from 11 hours to 18 hours. In comparison with the same month of a year, the monthly overtime hours in 1981 were less than in 1980 except for January and February.

**Average monthly working Hours of An Employee  
Non-Agricultural Sector**

Industry						Unit: Hour	
	1977	1978	1979	1980	1981	Change 81/80 (hrs)	Change 81/80 (%)
Average	—	—	217	216	208	-8	-3.70
Mining and Quarrying	181	180	182	187	190	3	1.60
Manufacturing	222	222	222	221	210	-11	-4.98
Electricity, Gas and Water	228	225	221	222	205	-17	-7.66
Construction	205	204	205	201	200	-1	-0.50
Commerce	—	—	212	219	203	-16	-7.31
Transportation, Storage and Communications	221	219	220	219	220	1	0.46
Finance, Insurance, and Busi- ness Services	199	199	200	198	197	-1	-0.51
Community, Social and Per- sonal Services	—	—	211	210	212	2	0.95

#### 4) Earnings

In 1981, the monthly earning of an average worker working for finance, insurance and business services was NT\$17,370, higher than those earned by workers in any other sectors. The monthly earnings of an average employee for other sectors were: NT\$17,068 for electricity, gas and water; NT\$14,553 for mining and quarrying; NT\$12,881 for commerce; NT\$11,986 for transportation, storage, and communications; NT\$11,028 for manufacturing; NT\$10,603 for construction; and NT\$9,293 for community, social and personal services.

When the monthly earnings of an average employee for 1981 was compared with the monthly earnings for 1980, the growth rate was 29.16% for construction, higher than those for any other sectors. The growth rates for other sectors were: 26.41% for electricity, gas, and water; 24.91% for commerce; 22.56% for mining and quarrying; 21.99% for transportation, storage, and communications; 20.64% for finance, insurance and business services; 19.90% for manufacturing; and 9.07% for community, social and personal services. The low growth of monthly earnings for community, social

and personal services was due to difficulty in getting earning data from the personal service sector.

When the monthly earnings of an average employee for 1981 were compared with those for 1977, the increase for commerce was 138.49%, the highest among all other sectors. The increases for other sectors were: 115.15% for mining and quarrying; 105.32% for electricity, gas, and water; 98.92% for manufacturing; 87.78% for transportation, storage, and communications; and 81.54% for finance, insurance, and business services.

### Average Monthly Earnings of Non-Agricultural Worker

Unit: NT\$

Industry	1977	1978	1979	1980	1981	% Change 81/80	% Change 81/77
Average	—	—	7 830	9 542	11 577	21.33	—
Mining and Quarrying	6 764	7 872	9 243	11 874	14 553	22.56	115.15
Manufacturing	5 544	6 391	7 578	9 198	11 028	19.90	98.92
Electricity, Gas and Water	8 313	9 422	11 757	13 502	17 068	26.41	105.32
Construction	5 672	6 198	6 919	8 209	10 603	29.16	86.94
Commerce	5 401	5 647	7 966	10 312	12 881	24.91	138.49
Transportation Storage and Communications	6 383	7 257	8 371	9 825	11 986	21.99	87.78
Finance, Insurance and Business Services	9 568	10 064	11 950	14 398	17 370	20.64	81.54
Community, Social and Personal Services	—	—	7 699	8 520	9 293	9.07	—

### 5) Labor Productivity

The labor productivity of an industry is the net production value per working hour of direct labor. The labor productivity index takes 1976 as a base year. In 1981, the labor productivity index for manufacturing was 156.4, up 8.4% over 1980 while that for electricity, gas, and water declined 10.2% to 106.5.

Due to the increasing utilization of productive equipment during the economic recovery in 1977 and 1978, the labor productivity index increased 7.5% and 19.3%, respectively in these two years. The index further advanced 6.4% in 1979, 5.8% in 1980 and 8.4% in 1981. Among subsectors of manufacturing industry, the miscellaneous sub-sector had a growth of 22.6% in labor productivity in 1981, the highest among all other sub-sectors. It was followed by 18.8% for precision instrument and 16.7% for chemical products.



## Direct Labor Productivity Indices For Manufacturing and Electricity, Gas, and Water

1976=100

Industry	Indices					% Change 81/80	% Change 81/77
	1977	1978	1979	1980	1981		
Manufacturing	107.5	128.2	136.4	144.3	156.4	8.4	45.5
Electricity, Gas and Water	105.1	121.4	124.0	118.6	106.5	-10.2	1.3

### 6) Workers' Living

(1) Taking 1976 as a base year, the annual growths in labor's cost of living indices for 1981 were: 16.70% for transportation, storage, and communications; 16.07% for construction; 15.42% for mining and quarrying; 15.36% for electricity, gas, and water; 15.34% for manufacturing; and 15.33% for other services. The growth ranging from 15% to 17% in labor's cost of living indices was apparently comparable to the inflation rate of 16.33% in terms of consumer price index for 1981.

Among the seven components of the labor's cost of living index, medicare increased 23.84%, the highest; education and entertainment, 16.45%; foods, 16.01%; miscellaneous, 13.46%; housing, 13.31%; communications, 12.60%; and clothing, 8.66%.

(2) In 1981, an average manufacturing worker made a monthly earnings of NT\$11,028, showing a rise of 19.90% over NT\$9,198 for 1980. On the other hand, the consumer price index rose 16.33%. As a consequence, the real wages grew 3.07%.

### 7) Employment Services

In recent years the government has established employment service centers (or offices) or employment service stations all over Taiwan in order to adjust manpower supply and demand, place the right worker on the right job, attain full employment to meet the needs of a rapidly growing economy and a speedily increasing population. Their function is for employment arrangement, vocational training, job guidance, and compilation and analysis of statistics on employment market.

During the period of 1977 to 1981, the poor economic performance caused a steady decline in the ratio of demand for labor over supply of labor, except for 1978 when the ratio rose to 2.65:1 due to economic booming that year. In 1981, the ratio dipped to the lowest point of 1.61:1. The above statistics reflect a fact that demand for labor has always been exceeding supply of labor in the past five years. Most of the job seekers obtain their jobs by taking tests or by direct contacts with employers.

In 1981, the placement rate, i.e. job-seekers employed over total job-seekers, was 57.56%. The main causes for those failed to be hired were not in line of their interest, low pay, and lack of technique. The rate of vacancies filled, i.e. job vacancies filled over total vacancies, was 35.83%. The main reasons for the vacancies