

促進婦女就業之研究

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【摘要】

近兩年來，在全球經濟成長萎縮的影響下，各國失業率大多居高不下；在台灣，亦由於景氣低迷，失業率亦逐年提高：自 1993 年的 1.45% 至 2002 年 8 月時已高達 5.33%。而這種現象，在各方專家、學者的解讀下，多說這波經濟低迷非但不是短暫或偶發的現象，均可謂是一種長期趨勢。在勞動市場中的弱勢族群—女性，在這一波失業潮中，從統計上顯示 2002 年女性勞動人口 407.4 萬人，勞動參與率 46.6%，而女性失業率 4.1%，進一步分析隨著教育程度提高有上升的趨勢，其中尤以年齡 30~34 歲，高中職教育程度女性失業居多。

本文試從理論（基進女性主義論、雙元勞動市場論、圈內圈外論、、、、）及行政院主計處調查統計之資料來解析婦女勞動參與之現況，結果發現婦女勞動參與率有如下特點：(1) 婦女勞動成長率平均成長率 2.0%；(2) 婦女勞動成長率部分工時有成長空間；(3) 整體婦女勞動參與率尚有廣大的發展空間；(4) 婦女二度就業有成長空間；並依此提出對社會、企業、政府促進婦女就業之對策。

關鍵字：失業率、女性勞動者、婦女勞動參與率

The research of Promoting female labor to get employment

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【 Abstract 】

In these two years, along with the global economic growth going downwards, we can find almost all the countries' unemployment rate is very high. The same situation occurs in the Taiwan: the domestic economic growth is involved into a big recession, we can find the nationwide unemployment rate is only years just 1.45% in 1993; however, it rises up to 5.33% in 2002. According to those analysis and reports from many scholars and experts' research, they say this Economic recession wave will be a long-term trend °

In the labor market, female labor workers, who were located in the weaker position, face to this recession compact, their unemployment rate is getting worse, especially to those 30 to 34 years old, high educated professional workers. Base on the statistical investigation and analysis(between 1980-2000)and the theory deductive method (Radical feminism 、 Human capital theory 、 The Dual labor market theory 、 Insider-outsider theory, Theory of profit Maximization) , we find the female unemployment rate data has four traits :

1. The employment rate in female labor market grows 2.0% annually.
2. There is lots of area to grow in part-time working hours for female labors.
3. The total female labor participation rate has a large growth area.
4. Compared with those developed countries, our Re-employment rate has a large area for growth. According to these results, we try to propose five key point suggestions to our government, enterprises and social utilities, and we sincerely wish to improve our working environment.

key word : unemployment rate .female labor. female labor participation rate