

摘要

本研究計畫希望透過研究國內勞工就業狀況、國內現行促進就業之長短期措施、與參考勞動市場表現良好的歐美先進國家促進就業相關政策與措施，針對我國勞動市場特性，提出有關的促進就業政策、措施之具體建議。研究如何從結構性失業、景氣循環與摩擦性失業類型，找出將短期的失業波動減到最低，同時努力使長期的結構性失業因素減緩，使長期趨勢也可以逐漸下降的政策作法，以達到促進我國勞動市場穩定與最大就業的政策目標。

經過分析發現，我國勞動市場存在的主要問題為，雖然循環性失業正逐漸減緩，但非循環性失業類型，如結構性與摩擦性失業卻日益嚴重。針對此一現象，在回顧了我國近年促進就業之措施後，本研究之建議除了繼續目前的政策方向以外。主要可透過引導產業差異化、就業服務與社區型產業結合、建置勞動市場彈性化法規、以及建立社會對話機制等，強化我國勞動市場穩定與最大就業的政策內涵。

另外，我國既有人力資源結構轉變速度跟不上產業結構的轉變，是結構性失業惡化的另一項重要的原因。尤其是青少年與大學畢業生的高失業現象，反映學校教育與產業需求脫軌的問題日益惡化。因此在提升人力素質方面，除了既有的職業訓練，如何加強產學合作，達到訓用合一的目標，也是未來降低結構性與摩擦性失業的重要措施。

Abstract

The research of “how to improve the labor employment in Taiwan” is to study Taiwanese labor market and current long-term and short-term labor measures for the goal of proposing effective policies on improving Taiwanese employment in labor market. By referring advanced countries’ employment policies and researching domestic labor market properties, the study aims at how to minimize short-term unemployment rate due to business cycles and reduce the problem of structural unemployment.

According to our analyses, the main problem of Taiwan’s labor market is that, although the cyclical unemployment rate is reducing, the problems from frictional and structural unemployment are getting more serious. After reviewing the current policies, our suggestions are to enhance current policy goals through encouraging industrial diversity, combining employment service and community industries, legalizing the laws for favoring labor market flexibility, and building the social dialogs infrastructures.

Besides, since the gap between the current structure in human resources and the structure in industrial demand for labors is the main reason for structural unemployment problems in Taiwan, which can be observed from the high unemployment rates among youths and college graduates, to enhance the relationship between school and industries and to make the school courses more favorable for industry’s need are therefore another important issue for reducing the problems of frictional and structural unemployment.