

# Minimum wage

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- 台灣: 2018.1開始基本工資月薪為新台幣 22,000 元, 時薪為新台幣 140 元
- 基本工資即最低工資
- US: Since July 24, 2009, the federal government has mandated a nationwide minimum wage of \$7.25 per hour. As of January 2017, there were 29 states with a minimum wage higher than the federal minimum.

# 台灣基本工資

- 台灣的基本工資全台統一, 本勞與外勞一體適用
- 283萬勞工月投保薪是基本工資
- 「工資結構: 本薪與其他津貼與加班費, 因此, 投保薪資為基本工資, 這不代表他的工資是基本工資」

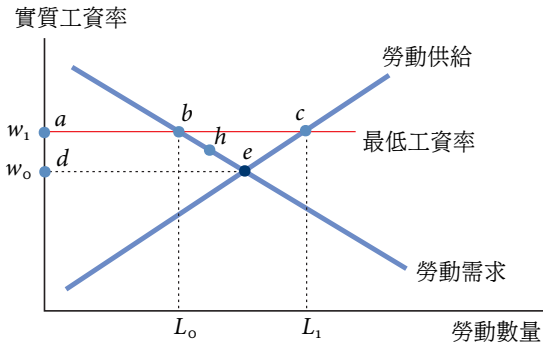
## 薪資之組成

- 薪資包括:
  - 經常性薪資
  - 非經常性薪資: 年終獎金, 加班費, 其他津貼等
  - 非薪資報酬: 僱主幫勞工支付的退休金、勞保、健保費
- 非薪資報酬比率逐年上升

# America

- America is also looking to increase the federal minimum wage by 24%, **potentially** helping some 15m workers
- No consensus exists among economists on the effects of a minimum wage
- Initially they expected that increasing the price of low-skilled workers would decrease the demand for them, and therefore jobs

## 最低工資



- 原先  $de$  數量的勞工有工作, 現減為  $ab$
- 原先廠商  $h$  會僱用, 現不會
- 最低工資率政策使勞動市場出現超額供給, 失業人口增加

## Small negative effect

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- Yet some research suggests that a correctly set wage floor may have only a small negative effect on employment
- It must be set carefully, though: too low and the effect will not be felt; too high and jobs will be lost

## The right balance

- If the right balance is struck, it is suggested, then employers will save money elsewhere
- Hiring costs, for instance, are likely to fall because minimum wages tend to lower employee turnover