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WAGE RATES IN SHANGHAI

上海市之工資率

上海市政府社會局

民國二十四年

BUREAU OF SOCIAL AFFAIRS

THE CITY GOVERNMENT OF GREATER SHANGHAI

1935

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## 序

工資統計的編製，其主要目的之一，是應勞動行政事實上的需要。我們試一檢閱歷年來上海市勞資間的關係，自民國七年至二十三年，十七年間所發生的罷工停業案件，其中百分之四十三是起因於工資的爭執。我們試再檢閱工人的生活情形，上海的工人家庭，倘僅藉工資收入以應付生活費用，卻有百分之八十二以上是入不敷出的。從這些數字，我們可以看到工資支配的失當，勞資協調的缺憾。在勞動行政上——尤其是勞資爭議的案件——我們欲求調解的公允不偏，便需要正確可靠的依據，我們欲求社會福利的促進，工人生活的改革，尤不可不有充實詳明的材料。可是以上海工業地位的重要，工人人數的衆多，卻還沒有一個概括扼要，翔實不偏的工資調查來應付這事實上的需要。本局自十七年試徵工人實際收入資料，十八年舉辦工資工時調查以來，十九年更從事整個工資問題的探討，材料的徵集。茲先編成上海市之工資率一書，把近五年來各業各職的額定資給(wage rates)和工作時間，詳加分析，略加檢閱，便得梗概。至於工人實際收入(earnings)與生活費用的參證，工資制度的研究，當然不是僅憑工率材料所可以顯示，工人的收入，也不祇限於額定的工價。這些問題，將留待另篇專論工人實際收入和工人生活費用的聯繫。本書之成，承盛灼三、王仲武、陶孟和、金國寶、褚漢來諸先生供獻意見，熱忱協助。又承方顯庭、劉心銓二先生參訂初稿，意尤可感。參與調查編製者，陳善林、費昌華、丁同力諸君，徵集基件計算數字者，王善寶、朱保錫、鄒君揚、王守仁、王志欽、王仲嗣、趙嘉言、劉源謹、莫世英、陳華雄、王佐芳、朱家禧諸君，覆核數字校對印稿者，周世述君，例得並書，謹誌於此。

民國二十四年十月

蔡正雅

## PREFACE

A fair day's wage for a fair day's labor, this keeps the contractual relationship between employers and workers in equilibrium. Whenever this fairness is lost, the equilibrium is distorted and trouble starts. A review of the industrial relations in this city reveals 43 per cent of wage disputes out of all the cases of strikes and lockouts that had arisen in the 17 year period from 1918 to 1934. The distortion of wage conditions is responsible for a little less than half of the conflicts that caused huge losses to the parties concerned and to the community at large. According to a budgetary inquiry of the working class families conducted by the Bureau, over 82 per cent of the families were not able to meet their living expenses with their income from wages. A fair day's labor does not in most cases earn a day's wage that is fair enough in the sense of keeping body and soul together. Something must be done to set right the maladjustment, and some relation must be established between the efficiency standard of life and the wages actually paid. Controversy is futile that no recent wage study has been made that is supposed to contain data of importance and no available wage figures exist that are considered exhaustive and complete. Yet, in the mediation of wage disputes, reliable information is desired as to the prevailing rates among different occupations in the different industries. As a basis for labor welfare work and social reform, a knowledge of the financial status of the working class is indispensable. Under such circumstances, facts and figures regarding wage conditions are badly needed to support our judgment. The compilation of wage statistics by the Bureau is, therefore, to meet a practical need in the administration of labor in this city. It is set forth here in this publication a careful analysis of the wage rate data in this city, which serves as a preliminary report of a series of wage studies conducted by the Bureau, and which might answer at least a part of the aforesaid requirements. No attempt is, however, made here to arrive at any conclusion as to the justification of the rates paid and the relation between wages and the standard of living. Wage rates represent merely the stipulated price at which labor is sold per unit of time or per unit of output, and the daily rate of wages is by no means the sole remuneration for a day's labor. In order to equip ourselves with a fuller account of the wage conditions, we shall reserve our judgment till a further investigation is made into the actual earnings of workers and the systems of wage payment in the city, which will be the topics of discussion for forthcoming studies that the Bureau is now engaged in.

I take this occasion to express my thanks to Mr. T. Shen of the National Tariff Commission, Mr. C. Y. John Wang of the Ministry of Communications, Mr. L. K. Tao of the Institute of Social Science, Academia Sinica, Mr. K. P. King of the Central Bank, and Mr. Fongyi Tsé of Université de Nancy, France, who

rendered valuable help and suggestions to our work, and particularly to Dr. H. D. Fong of the Nankai Institute of Economics, Nankai University, and Mr. H. C. Liu of the Institute of Social Science, who have taken great trouble in going through the manuscript and the statistical data and whose authoritative opinion is highly esteemed. To the staff members, my appreciation is due to Messrs. Z. L. Chen, G. H. Fei, and D. L. Ting, who took part in investigation and compilation; to Messrs. Z. P. Wang, P. Y. Chu, C. Y. Tsou, S. C. Wang, Z. S. Wang, C. Y. Chao, Y. C. Liu, S. Y. Mo, T. G. Wang, H. Y. Chen, Mrs. Z. L. Chen, and Miss C. H. Chu, who collected the data and did the work of computation; and to Mr. S. Z. Chow, who assisted in proof reading and checking of figures. All of them deserve a large measure of any credit that may attach to this product of coöperative effort.

Shanghai, October, 1935.

T. Y. Tsha

# 上海市之工資率

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# 上海市政府社會局

## 勞工統計刊物

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上海特別市罷工統計報告 † 民國十七年	定價一元二角
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勞工協約統計法 ††	定價三角

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† 上海福州路大東書局出版  
†† 上海河南路商務印書館出版  
\* 上海福州路中華書局出版

LABOR STATISTICS SERIES  
 THE BUREAU OF SOCIAL AFFAIRS  
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Housing Situation in the United States.††	0.40

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† Obtainable at Dah Tung Book Co., Foochow Road, Shanghai.

†† Obtainable at Commercial Press, Ltd., Honan Road, Shanghai.

\* Obtainable at Chung Hwa Book Co., Ltd., Foochow Road, Shanghai.

# 上海市之工資率

## 一 引言

**工資問題的重要** 工資——一切關於社會生產的問題中，最重要最複雜的一個，這一句話，並不是過分，並不算誇張。工資問題有關於社會大部的人羣，在工人方面是生活所繫，在雇主方面是利損所在。工資的增減，足以衡量勞工福利的消長，生產效能的進退。工資的規定，雖因時因地而制宜，卻各有其限度；雇主不能給付損害其利潤邊緣的工價，工人也不能接受不敷其養生活命的報酬。在最高與最低的限度之間，雇主和工人各出全力，以爭其自身的利益。工資問題，不僅是單獨的雇主工人間計較銖銖的問題。以論真實工資，則工資的意義，不在於工資的金額，而在於工資的真實價值，工資的購買能力。工人勞作的最終目的，不在於錢幣的獲得，而在以錢幣應付其衣食住行，生活所必需。工資的增加，若徒增其工資的金額，而不能增其購買貨物的能力，則真實工資實未嘗有所增加。以論社會工資，則工資的意義，尤當顧及於社會生產的效能。勞力為生產之要素，工資亦分配之一端，工人既致力於生產事業，在生產收穫中，自有其應得的享受。那末，工資問題尤不僅僅是口腹的問題，情感的問題，而是分配均等的問題。工資問題，意義若是其重要，立說若是其紛紜，所以工資的探討，更覺有密切的關懷，深長的興趣。

**經濟恐慌下的工資問題** 工資問題在經濟恐慌的怒潮下，更為當前重大的問題。經濟恐慌所挾以俱來的是工商的凋敝，失業的增加，物價的低落，市場的狹隘，是一切一切的紊亂擾攘。在此情勢之下，雇主仰屋興嘆，工人凍餒堪虞，舉國惶惶，滬市尤甚。一切工商界的激盪，上海首當其衝，受之也最烈。製造工業，差不多都在岌岌可危的情勢之下。蠶絲工業，衰落最甚，幾瀕絕境，多數已倒閉停歇，少數也僅存在於勉力掙扎之中。最近絲



價少復，未必遂操再與之券，可是工人要求加資，罷工之潮又起。棉紡麵粉工業，在銷路停滯之下，不得不求減少工時，停止一部工作，以圖苟存。絲織工業，前途亦復慘淡，且有因存貨過積，而以綢疋代發一部份工資者，其窘態可見。凡此種種，都與工資問題，有絕大關係，因此經濟恐慌下的工資問題，尤不容忽視，而有研究的價值。

**工資的調查** 上海一埠，工資材料的缺乏，是無可諱言的事實。較詳的工資情況的探求，實始於本市社會局的調查。在過去，社會局曾有兩篇報告問世：一是關於十七年上海工廠工人的實際收入，一是關於十八年上海市的工資和工作時間。這兩個報告，可算是試查的成績。十九年起更集全力於工資問題的研求，調查方法的厘訂。十九年九月便開始作精詳的調查，此後逐年進行，未嘗中輟。工資，籠統說來，是泛指工資率和實際收入而言，可是二者各有其不同的意義，不同的作用。工資率是每個工人應得的每一工作時間單位，或每一工作產品單位的額定工資；實際收入是工人實得的報酬，便是於額定的工資之外，加入分紅賞工等項，再減去各項罰扣之後，所得的收入實數。工資率統計的主要目的，在預算生產成本，工人實際收入統計的主要目的，在測量工人生活狀況，用意既異，效用亦殊，二者實未可併為一談。本局的調查，對於每一工人的額定工資，實際收入，都詳細鈔錄，並且對於主要工業，各個廠家的工資制度情形，也詳加考究。本篇所述，限於各業工資率的遷變，歷年工資率的升降，至於實際收入和工資制度，當詳另篇。

## 二 材料的徵集和處理

**取樣問題** 工資材料的徵集，不是輕而易舉的工作，上海市工資材料的徵集，尤感困難繁重。上海工業發展最甚，工業制度也最複雜，據中國經濟統計研究所在民國二十年五月至七月間的調查，全市雇用工人在十人以上，或用機械和原動力製造的工業，計有八十八類，廠數 1,666家，雇工 212,822人。<sup>註一</sup> 這麼許多的工業，這麼許多的工廠，在本局試辦之初，又加以財力和人力的限制，自不能包羅無遺，逐一調查，因此就用取樣的方法，酌選若干業務，若干廠家，作為全部的代表，作為統計的根據。取樣的方法，種類不一，大要不外乎無限取樣，機遇取樣，和標準取樣三種。工資調查，自以標準取樣的方法，較為適宜。可是，這種方法，也容易受到取樣者主觀的影響，所以必須經過精審的觀察，詳細的考慮，方能避免偏誤。本局的調查，便用標準取樣法，選取若干足以代表全市的工業和工廠，在取樣之前，更厘訂規則，作為準繩：第一，被選的工廠，限於原動力和機械製造的，手工製造的工場，不在調查範圍之內。第二，被選的工廠，都是就各種工業中，取其規模適中的廠家，規模過大或過小的工廠，各有其特殊的情形，足以影響全部工資的高下，而近於偏誤。第三，被選的工業和廠家，務求根基穩固，持久不變的。季節變化特甚，營業倏盛倏衰的工業廠家，其工資情形，變動不可捉摸，不適於作長時期趨勢的觀察。第四，被選的廠家，須有充分工資材料的記載，足供詳細的考查，更須能誠意供給材料，協助調查。外商經營的廠家，往往拒絕調查，規模過小的廠家，工資記載欠詳，都未入選。被選的廠家，大都是本局十七年和十八年間曾經調查過的，<sup>註二</sup> 對於本局的調查，有相當認識，工資的記載，也詳盡可靠。這便是我們作取樣調查選擇標準廠家時，所依為準繩的幾條大綱。

**樣本的選定** 在全市八十多種工業中，根據厘訂的標準，被選的工業，計有機器、造船、火柴、搪瓷、蠶絲、棉紡、絲織、棉織、毛織、內衣、織襪、麵粉、榨油、煙草、造紙、和印刷等十六業。取樣的多少，須視原樣的多少而定，各業中選取廠家的多寡，自當視各該業在全

註一 劉大鈞：A Preliminary Report of Shanghai Industrialization，中國經濟統計研究所出版，民國二十二年六月。

註二 參閱上海市社會局編：上海特別市工業指數之試編，大東書局出版，和上海市社會局編上海特別市工資和工作時間，商務印書館出版。

市整個工業界中所佔地位的重要程度而殊。如機器、絲織、和織襪等業，規模較小的廠家居多，所以需要充分的樣本，以求顯示其紛雜的工資情形。又如絲織、棉紡和煙草等業，雇用工人較多，所選的廠家，當然也比例增加。歷年之間，同一業中，調查的廠數，也難求一致。在調查期間，被選的廠家，有的因營業清淡，歇業停工；有的因不堪虧本，易主改組；有的因一、二、八戰事，毀於砲火；有的因會計制度，中途變更。凡此種種，都使工資材料無從繼續徵集，不得不把這些廠家，剔除添補。總之，歷年調查的廠家，因為受到種種影響，雖然盡力補添等量相似的廠家，可是事實上歷年調查的廠數，不免稍有出入。各業被選的廠家，既然不同，調查的工人數，自亦隨之而異。即是同一廠中，歷年調查的工人數，也時有差異。有的因營業不振，裁減工人；有的也許營業活躍，加雇人手；也有因把某職工作，改為包工制，各個工人的工資賬目，廠方停止記載，工資的材料，也就無從稽考，因此歷年間調查的人數，自必參差不齊。

業 別	十 九 年	二 十 年	二 十 一 年	二 十 二 年	二 十 三 年					
	廠 數	工 人 數	廠 數	工 人 數	廠 數	工 人 數				
機 器 業	10	460	11	563	11	708	17	843	12	1,029
造 船 業	3	946	3	968	3	815	3	1,034	4	1,274
火 柴 業	2	1,460	2	1,417	2	585	2	987	2	1,013
搪 瓷 業	3	680	3	879	3	610	3	717	6	1,195
縲 絲 業	15	8,345	17	7,819	2	1,107	5	3,472	15	8,257
棉 紡 業	5	12,007	5	11,855	6	15,769	7	18,761	12	19,907
絲 織 業	12	2,558	16	2,324	11	1,770	12	2,223	12	2,478
柏 織 業	6	1,713	11	2,942	6	2,115	9	4,136	15	5,439
毛 織 業	3	371	5	708	2	286	2	317	4	846
內 衣 業	3	619	1	532	3	596	3	587	6	1,288
機 覆 業	12	1,879	7	1,678	6	1,543	6	1,548	8	1,873
麵 粉 業	2	170	4	587	4	847	4	857	8	1,466
榨 油 業	5	437	5	379	5	461	5	472	4	450
煙 草 業	8	6,813	9	7,678	10	7,187	10	7,440	10	10,569
造 紙 業	5	634	5	421	5	598	5	873	7	1,018
印 刷 業	7	2,246	7	1,410	6	1,214	6	1,831	10	1,909
總 計	101	41,338	111	42,160	85	36,211	99	46,098	135	60,011

若把歷年調查的工人數，依照男女時件分析，有如下列：

年 次	男 工	女 工	時 工	件 工	總 計
十 九 年	10,672	39,666	18,884	22,454	41,338
二 十 年	11,013	31,147	18,308	23,852	42,160
二 十 一 年	9,952	26,259	11,274	24,937	36,211
二 十 二 年	11,768	34,330	15,093	31,005	46,098
二 十 三 年	14,521	45,490	23,375	36,636	60,011

**工資和技能等級的關係** 工資的高下，往往與工作的技能，職務的等級成正比例。所以要明瞭真實的工資情形，對於工人技能上的差異，等級上的區分，不能不加以相當的注意。如依技能的巧拙分，普通可分為上手工人和下手工工人二種。上手工工人受工程師的指揮，負一部製造之責；下手工工人受上手工工人的指導，幫同工作。前者技能較精，工資較高，後者技能較拙，工資也較低。可是他們支取工資的方式和工賬上的記載，都沒有區分，在調查的時候，不能區別何者為上手，何者為下手。所以要分別上下手的工資，在事實上是不能辦到的。如依等級的高低來分，那末可分為工頭、工人和學徒三種。工頭是管理一部分工人的頭目，有的專事管理工人，支取職薪，有的兼做工作，在職薪之外，更支工資。不過在工賬簿上，職薪工資，並不分別記載，所以也無從區分的。工頭的工資，不能與工人相提並論，往往要高出許多。倘混統計入，勢必將工資扯高。為欲避免偏高的影響，工頭的工資，在這裏是沒有列入。工人又可分為製造工人和雜務工人兩種。製造工人便是在工程師和工頭指揮管理之下，直接負製造出品之責的工人。此種工人，係各工業各工廠工人中的主要成份，也是這裏所要研究的對象。雜務工人係操作雜項工作，間接幫助生產的工人，像生火、門丁、巡查、掃地、司電梯、水泥匠、木匠、電匠等等。這兩種工人，工作的性質互異，工資的高低也頗有上下。若把他們的工資，混合統計，便不能代表直接從事生產工作的工人的真實工資情形。在本局十七年和十八年的工資調查內，雜務工人，沒有刪除，現在為求材料的純粹，所以把他們屏棄不錄。學徒是跟製造工人學習製造技能的學生，大都由廠方供給膳宿，每月另給月規一元左右。這種學徒並無正式工資，也不在調查範圍之內。可是也有例外，像絲織廠的學織工人，他們除每日得到三角左右的額定工資外，並得按照他們織綢的數量，給予論件工資。雖然每碼的工價較正式織工為低，可是每小時平均得到的工資，比絡絲、打線、搖紆、煮漿、修綢的工人要高得多。況且他們也和其他工人一樣不供膳宿，所以名義上是學徒，實際上與正式工人，並無二致。我們當然不能

把此項工人刪除不入，不過在分析的時候，另列學織一項，不和正式織工混合。總之，在這裏所要調查的，限於各業直接從事製造工作的工人，一切工頭、學徒、雜務工人等等，則在於刪除之列。

**材料的來源和徵集** 上海工資材料的來源，大致不外下列三項：一是雇主和工人間的團體協約；二是各工廠的工賬簿和各廠各部份的工資日報表；三是勞資爭議的調解和仲裁決定書。三種材料之中，自以第二項為最詳實可靠，本篇所列，便是從工賬簿日報表鈔錄得來的。勞資間的協約，也許有工資的協定，可是對於各部各職工人工資的歧異，和工資的增減變遷，大多無從稽考。勞資爭議起因於工資問題的，不在少數，爭議的裁決，有關於工資的調停，也屬很多，這些都足為工資材料的來源，可是這些僅限於發生爭議的廠家。這兩項材料，僅足為參考之用，未可為統計的依據呢！材料的徵集，是由本局派遣調查員，向每一個選定的標準廠家，鈔錄每一個工人的工資數額，工作時間，這種詳備的調查，手續異常繁重瑣細，需費亦較一般調查為大，可是也全賴這種繁重的工作，方能得到準確詳盡的材料。在調查之前，更需有充分的準備，從事於調查日期的選定，表格的編印等等。調查之時，尤需努力於各種疑難問題的解決，各種隱微事實的搜求。這裏讓我們把調查日期的規定，實際遇到的困難，簡短地說一說。

**調查的日期** 工資的調查，倘要把逐年每日的工資數字，搜羅無遺，事實上是辦不到的。工資率的變遷，不如實際收入之甚，也少受季節變化的影響。普通的調查方法，是就每一年中，選定一個或幾個趨勢平靜，最足以代表全年概況的時期，加以調查。美國勞工統計局工資率的調查，每年舉行一次，以明變動的趨向。我們在本局以前工資的試查中，<sup>註一</sup>知道一年之中，工資的變動，以四月、五月、九月、十月四個月最為和緩。在十八年調查的時候，便假定以九月二十五日為每年調查工資的時期。十九年以後的調查，也便沿用這個日期，倘遇那一天適逢假期或因天時關係，工作停止，那末順序以次日為調查之期。九月初，便分函各廠，要他們把九月二十五日那一天的各工工資和工作時數，詳細記載，或把那天各部的工資日報表，備一副本，以便檢查。九月二十六日起，調查員便出發分赴各廠鈔錄和徵集材料。

**幾個調查的疑難問題** 在調查的時候，時常有疑難問題發生，尤其是關於件工的工

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註一 參閱前刊兩書。

資。除少數廠家外，對於件工每日出件數和每日工作時數，都沒有正確可靠的記載。像煙草廠的包煙工人，包煙的數量，以計數卡片上刺洞的多少來計算，工資的付給，便以卡片上所刺的洞數為據。至於若干洞代表一天的包煙數量，每一個洞的工作需時多少，都無記載可考。在此情形之下，祇得抄錄一個時期內的出件數和工作時數，再推求一天的工資率和工作時間。布廠、綢廠、毛織廠的織工，也有同樣情形。除去少數的廠家，能把一天的出品數和工作時數分別外，大都待織成一疋，才記賬給資，至於織成一疋的時間，並無限制，每天最少須織多少，也沒有規定。所以每一工人每天出件的多少，往往視其技能勤惰，而大相逕庭。因此，我們也祇得以一時期內的出品總數和工作總時數為據，以推求一天的工資率和工作時間。還有像火柴廠的裝盒籌工，廠方認籌不認人，一籌可由幾個女工合領，而工資仍以一籌計算，所以每天的工作人數，究有多少，連廠方管理的人員，也不清楚，遇到這種困難，惟有在調查的那天，依照開工的時間，派員到廠記錄每個工人進廠出廠的時間，和出件的數量，作為計算的依據。總之，計件工人，一天的工作，忽作忽輟，出件的數量，時多時少，以致發生許多調查上最感困難，最難應付的問題。至於時工，工資有定率，工作有定時，遂少疑難發生。再關於工人的職務分類，男女工和時件工的區分，也常混雜不清。因為有些廠家，僅記工人號碼，卻不載明某號是男工，某號是女工，某號依時給資，某號依件給資，某號做甲項工作，某號做乙項工作。遇到這種情形，只得要求廠方負責人員，將各工人的性別職別逐一註明，然後抄錄。所以我們抄錄工賬，工作最為繁重，事前加以多方的考研，並有賴廠方的幫忙，可算在可能範圍內達到最高的確度了。

**材料的整理和計算的程序** 材料徵集之後，便從事於整理和審核。每一個可疑的數字，都加以詳細的考核，發現牴觸的地方，便加覆查，務求準確。調查得來的表格，按工業和職務的類別，分類編號。材料整理之後，便着手計算分析。計算的工作，頗稱繁複，在這裏把整個計算程序，逐步闡明，或能顯示本篇所揭載數字的來源。第一步，把各類計件工人的工資，化成每日工資率。絲織、棉織、毛織業的整理和織造工人，內衣業的織造、裁剪、和縫紉工人，織襪業的織襪、縫襪工人，以及煙草業的包煙工人，都是計件給資，關於這幾類工人的每日工資，工作時間，和出件數，工賬簿上都沒有詳細的記載，所能鈔到的祇是一個時期內的出件總數，工作時間總數，和每件的額定工資率。在此情形之下，我們便從一個時期的總數內，推算一天的出件數和工作時數，以求每日的工資率。第二，核加由

廠供給膳宿的工人的工資。事實上由廠供給膳宿的工人工資，必較自備膳宿的工人為低。所以，欲求澈底明瞭工資的實數，必須把膳宿兩項折合銀元數加入工資項下。我們參酌市內情形，定下一個標準：凡是由廠供給膳宿的，每人每月酌加六元，或每日二角；僅供住宿的，每人每月酌加二元，或每日六分六厘七毫。如果廠方原來註明膳宿費的數目，則照原數核計。第三，把男女計時工人的每日工資率，用廠定工作時數，折算每小時工資率。第四，把男女計件工人的每日工資率，用各個工人實際工作時數，折算每小時工資率。第五，求各業各職的男女工和時件工的平均每日和每小時的工資率和每日工作時數。推算的方法，便是把每職的男工或女工，時工或件工的工資總數和工作時間總數，除以各該項工人的總數。第六，求各業工人的平均工資率和工作時數。在推算這項平均數的時候，發生加權的問題。最簡單的方法，是把各職的平均工資率和工作時數相加，除以職務的總數。這種簡單算術平均數的最大弊病，在於忽視各個職務的重要性，換句話說，便是把雇工數各殊的各項職務，一視同仁，不加區別。倘要把各職的男女時件各類工人，一一加以適當的權數，最好的方法，是把各類工人的平均工資率和工作時數乘以全市各該類的工人總數。可是，在全市工業尚沒有精詳的清查的時候，全市各業各職的男女時件工人總數，也無從得到。所以在這裏，祇能以調查所得的各類工人數，作為權數，以求平均，便是把各業各類工人的工資和工作時間總數，除以各類的調查人數。運用這種加權方法的時候，倘若調查所採的樣本，足以代表全市工業情形，那末所用權數，也不致有過鉅的疵謬了。最後，求全市全體工人的平均工資率和工作時數。在這裏，倘用最簡單的方法，把十六業的平均工資總數或工時總數，除以十六，以求得全體工人的平均工資或工時，便要發生忽視各個工業的重要程度之弊。所以，必須要用加權的方法，以中國經濟統計研究所所查到的各業工人總數為權數，來推算全市全體工人的平均工資率或工作時數。計算工作就緒，就從事於分析數字，編製表格。第一，按照工人性別分析，第二，按照給資制度分析，第三，把男女時件工合併處理。在各種表格之中，有些把每日和每小時的工資率分行並列。倘把每日和每小時的工資用每日工作時數折合參照，事實上不能符合，每個工人的工作時數，絕不一致。我們在推算每小時平均工資率時，先把每個工人的每日工資折成每小時工資，然後再求平均，這樣每個工人的工資，都得到其工作時數的比重，而無偏謬。現在倘把每日平均工資，除以每日平均工時，以求每小時平均工資，那末每個工人的工資，都

一例地用同一的工作時數計算，當然不能準確符合。即使有幾類工人的工時相同，可是因為受到四捨五入的影響，也不能不稍有差異。

**職務的分類** 在任何工業之中，各部的工作，難易各殊，工人所需的技能，精拙不一，因此各職工人的工資也就有高低之分。研究工資的時候，對於各業職務的區分，必加考求，方能明瞭工資與技能間相互的聯繫，比例的增減。我們在調查之始，就注意到職務分類的問題。在本市各業的分職，還沒有標準化的時候，尤需有一個標準的分類。所以我們分遣人員，到各廠調查製造的程序，分工的辦法。根據調查所得的材料，暫時定下一個分類的準繩。可是，各個廠家，規模不一，情形各殊，要規定一個普遍適合的標準，大非易事。國際勞工局編製的工資統計，把各業工人分為有技能的，半技能的，和無技能的三種。<sup>註一</sup>但在本市的工業情形之下，技能的高下，沒有準確適合的衡量，倘武斷的區分何者為有技能，何者為無技能，不免有混雜含糊之弊。所以我們寧取職務的分類，而不分技能的等級。規模大的工廠，分工縝密，職務繁多，規模小的工廠，組織單純，職務簡少。在規定標準分類的時候，必須參酌情形，務求兩皆適合。有些工作，在大工廠中分職擔任，在小工廠中往往是一人兼做的，在這裏便合併為一。有些職務，在各個工廠中，名稱各殊而性質相同的，在這裏也加以歸納，以免混混。<sup>註二</sup>準此規定，製成下列的職務分類表，雖不能說是完善無遺，也可算是繁簡得宜而適於吾們的應用了。

職務分類表

I 機器業	5. 鐵工
1. 木模	6. 銅匠
2. 翻砂	7. 其他工匠
3. 打鐵	III 火柴業
4. 車工	A. 秀梗部
5. 鋸工	1. 值車
6. 其他工匠	2. 裝盤
II 造船業	B. 排板部
1. 木模	1. 值車
2. 翻砂	U. 上油藥部
3. 車工	1. 上油
4. 鋸工	2. 潤藥

註一 International Labor Office: Methods of Statistics of Wages and Hours of Labor.



- 3. 上藥
- 4. 其他
- D. 拆板部
  - 1. 值車
  - 2. 其他
- E. 裝盒部
  - 1. 裝盒
  - 2. 其他
- F. 刷機部
  - 1. 刷機
  - 2. 其他
- G. 包裝部
  - 1. 包紙包
  - 2. 打油包
  - 3. 打慶蛋厘
  - 4. 其他

#### IV 搪瓷業

- A. 製坯部
  - 1. 切坯
  - 2. 生燒
  - 3. 壓捲
- B. 製粉部
  - 1. 碎粉
  - 2. 燒粉
  - 3. 磨粉
- C. 塗磁部
  - 1. 酸洗
  - 2. 修坯
  - 3. 搪瓷
- D. 美術部
  - 1. 印花
  - 2. 製版
  - 3. 噴花
  - 4. 繪花
  - 5. 堆花
  - 6. 描字
- E. 包裝部
  - 1. 包裝

#### V 繅絲業

- 1. 抄繭
- 2. 值車
- 3. 打盆
- 4. 扯吐
- 5. 整絲

#### VI 棉紡業

- A. 清花部
  - 1. 值器花車
  - 2. 值清花車
  - 3. 其他值車
- B. 梳棉部
  - 1. 抄鋼絲
  - 2. 值鋼絲車
  - 3. 其他
- C. 粗紗部
  - 1. 值精條車
  - 2. 值粗紗車
  - 3. 其他
- D. 細紗部
  - 1. 值細紗車
  - 2. 其他
- E. 總綽部
  - 1. 併綽
  - 2. 值總綽車
  - 3. 其他
- F. 搖紗部
  - 1. 值搖紗車
  - 2. 其他
- G. 成包部
  - 1. 秤紗
  - 2. 打包
  - 3. 其他
- H. 揀花部
  - 1. 揀花
  - 2. 其他

#### VII 絲織業

- A. 經部
  - 1. 絲絲
  - 2. 辨頭
  - 3. 煮漿
  - 4. 值整經車
  - 5. 結頭
- B. 緯部
  - 1. 絲絲
  - 2. 辨頭
  - 3. 打蠟
  - 4. 值搖緯車
- C. 織機部
  - 1. 值車

- 2. 擀機
- 3. 修鍋
- 4. 踏花
- VIII 棉織業
  - A. 經緯部
    - 1. 值筒子車
    - 2. 值籽子車
    - 3. 值經紗車
    - 4. 值彈紗車
    - 5. 穿綜箱
    - 6. 其他
  - B. 織工部
    - 1. 值車
    - 2. 其他
  - C. 整理部
    - 1. 括絨布
    - 2. 成包
- IX 毛織業
  - 1. 紡毛
  - 2. 梳工
  - 3. 經機
  - 4. 染煉
  - 5. 織工
  - 6. 整理
  - 7. 其他
- X 內衣業
  - 1. 搥紗
  - 2. 織工
  - 3. 漂染
  - 4. 裁剪
  - 5. 縫製
  - 6. 整理
  - 7. 包裝
- XI 織襪業
  - 1. 搥工
  - 2. 織羅紋
  - 3. 織襪
  - 4. 縫襪
  - 5. 漂染
  - 6. 烘襪
  - 7. 整理裝配
- XII 麵粉業
  - 1. 下麥
  - 2. 值機
  - 3. 成包
  - 4. 堆粉
- XIII 榨油業
  - 1. 成料
  - 2. 榨油
  - 3. 清油
  - 4. 磨餅
- XIV 煙草業
  - A. 煙葉部
    - 1. 配葉
    - 2. 烘葉
    - 3. 切葉
  - B. 製煙部
    - 1. 值捲煙車
    - 2. 焙煙
    - 3. 揀煙
  - C. 包裝部
    - 1. 包煙
    - 2. 裝箱
- XV 造紙業
  - A. 原料部
    - 1. 揀料
    - 2. 切料
    - 3. 剪碎
    - 4. 蒸球
    - 5. 成漿
    - 6. 漂白
  - B. 造紙部
    - 1. 製紙
    - 2. 接紙
    - 3. 敷送
    - 4. 整理
- XVI 印刷業
  - A. 鑄字製版部
    - 1. 鑄字
    - 2. 製鉛版
    - 3. 照相製版
    - 4. 電鍍銅版
    - 5. 雕刻製版
  - B. 裝印部
    - 1. 中文排字
    - 2. 西文排字
    - 3. 鉛印
  - C. 彩印部

1. 繪色
2. 印版
3. 彩印
- D. 裝釘部

1. 摺排
2. 切釘
3. 裝膠
4. 其他

**職務分類的效用** 工資材料,依職分析,便利之處正多:第一,工資材料,依職而分,不僅在縱的方面,可以求各個工業間的比較,更可在橫的方面,求各個職務間的比較。第二,工資的數額與技能的高下,正成比例。職務的分析,更可窺測技能與工資的聯繫。第三,勞資爭議的調解,需要統計的數字,來衡量工資的當否,不有分職的工資材料,便不能有可靠的參證。第四,各業的職務分類,猶如把各業的製造程序,工作步驟,分次闡明,使不明瞭各業情形的人,也可以得到一個具體的印象。

### 三 指數的編製

**工資率指數的意義** 工資變動的趨勢，不容易用簡單的數字來顯示，工資的情形，往往因受種種影響，而發生錯綜變幻的現象。技能的巧拙，造成了工資率的高下；兩性間體力的強弱，性格的差異，使男女工的工資率互相歧異；給資制度的不同，又使時件工的工資率各不相伴。加之生活程度，時有高下，勞工組織，或健或否，工業本身，尤多盛衰起伏。凡此種種，均足使工資率長時期的趨勢，現錯落升降之致。在這變化莫測，錯綜複雜的事實中，求攝取明確的觀念，非得化繁為簡不可，這種執簡馭繁的方法，就是指數。

指數，依最簡單的定義說來，是平均的比率，反過來說，亦即比率的平均。把一個時間的數列，以一固定的時期為基期，化成比數，能使異時的數字，得到便利的比較，長時期的趨勢，也易於窺測。工資率的指數，是工資率比數的平均，或是平均工資率的比數。由前之法，則先以某一時期為準，求各時期工資率的比數，再求各時期的平均比數，即為指數；由後之法，則先求各時期的平均工資率，而後以某一時期為準，推算其比數。工資率雖然受到種種影響而高低不等，不過在高下遷變的工資率中，總有一個集中的重心和共同的趨勢。好像狂潮怒濤，雖然起伏不定，可是從遠遠眺望，仍有一線可尋。工資率指數的效用，便在探索這重心所在，趨勢所循。指數的編製，更可使工資率的數字，與其他的統計數字，如生活變遷，勞工組織，商業盛衰等等，在同一單位上比較，以測其彼此倚伏，互為因果的聯繫。本章先論編製指數的方法上和實際上的各個問題。

**加權問題** 指數既是各個量數的平均比率數，那末各個量數的輕重軒輊，尤為不容忽視。工資調查所包含的十六個工業中，棉紡業工人最多，約佔十六業總工人數百分之三十六，造紙業最少，僅佔百分之一。各業工人，既多寡懸殊，各業在指數中所佔的地位，當然有輕重之別。設以簡單算術平均法，求十六業工資率的指數，那末每業都加了一個等重的權數。這個等重的權數，將使十六業的輕重軒輊，完全失掉，而所計算的指數，也不能代表這十六業工資率的共同變遷。所以必須加上適當的權數，然後能充分顯示各業在指數中所佔的地位。

**權數的依據** 各業在工業界中所佔的地位，最好用雇工人數來表示。因此編製工資率指數，最適當的權數，乃是各業的工人數。在本市還沒有舉辦整個工業清查之前，各業

精確的工人數，實無從得到。『我們開始取樣調查的時候，便以中國經濟統計研究所的各業工人數為依據，現在運用權數的時候，也以該項調查為準繩。該所發表的數字，本市計有用機械和原動力製造的工人212,822人，我們所調查的十六業約佔160,000人。民國二十二年，該所重行調查，加以修正，最後發表的數字，計在此十六業中，共有工人165,863人。可是，這個數目是包括一切成年、童工、製造、什務、正式、學習各個等級，各種性質的工人。我們的調查，卻限於正式製造的成年工人。所以用這項數字為權數，也未必絕對確當。可是，精確數字未備，適當的權數難求，在這種情形之下，也祇能以此為依據而已。現在把該所二十二年調查的各業工人數，彙列如下：

業 別	工 人 數	業 別	工 人 數
機 器 業	5,144	毛 織 業	2,289
造 船 業	2,579	內 衣 業	2,172
火 柴 業	1,610	積 糞 業	7,295
搪 瓷 業	2,349	麵 粉 業	2,516
線 絲 業	29,728	榨 油 業	2,026
棉 紡 業	60,406	煙 草 業	18,173
絲 織 業	10,548	造 紙 業	1,561
棉 織 業	9,236	印 刷 業	8,231
		總 計	165,863

權數的估計 上列的數字，僅載各業的總工人數，而不區分男工女工。在我們的工資率統計中，男工和女工，須加個別的分析，所以需要男女分別的權數，才能適用。此項材料，既難得到，那末祇有用估計的方法，『假定一個權數，估計的方法，便是用一個確定的比率，從各業工人總數中，推求男工和女工的比數。這個比率的確定，是根據我們工資率的調查，自十九年至二十三年間，五年之中所查到的男工和女工人數，加以推算而得。我們所以用五年的平均男女工人數，而不用各年的人數，則因取樣之時，容或稍涉偏誤，若以五年長期平均觀察，當能減少其影響，現在把五年中調查的各業男女工人數，<sup>5</sup>和推算的男女工人總數，列表如下：

業別	十九年至二十三年各業調查工人工數*				二十二年各業工人工數**			
	男工	百分數	女工	百分數	總計	男工	女工	總計
機器業	3,603	100.0000			3,603	5,144		5,144
造船業	5,037	100.0000			5,037	2,579		2,579
火柴業	1,570	28.7440	3,892	71.2560	5,462	463	1,147	1,610
搪瓷業	3,731	91.4237	350	8.5763	4,081	2,148	201	2,349
蠶絲業			29,000	100.0000	29,000		29,728	29,728
棉紡業	10,348	13.2160	67,951	86.7840	78,299	7,983	52,423	60,406
絲織業	4,745	41.7951	6,608	58.2049	11,353	4,409	6,139	60,548
棉織業	1,822	11.1471	14,523	88.8529	16,345	1,030	8,206	9,236
毛織業	1,109	43.8687	1,419	56.1313	2,528	1,004	1,285	2,289
內衣業	957	26.4219	2,665	73.5781	3,622	574	1,598	2,172
襪襪業	2,318	27.2034	6,203	72.7966	8,521	1,984	5,311	7,295
麵粉業	3,927	100.0000			3,927	2,516		2,516
榨油業	2,199	100.0000			2,199	2,026		2,026
烟草業	6,038	15.2140	33,649	84.7860	39,687	2,765	15,408	18,173
造紙業	2,557	72.1501	987	27.8499	3,544	1,126	435	1,561
印刷業	7,965	92.5087	645	7.4913	8,610	7,614	617	8,231
總計						43,365	122,498	165,863

在同樣情形下，時工和件工也各別分析，而需要各別的權數。我們以同樣的方法，根

據五年中調查所得的時工和件工工人工數，以推算時工和件工的比數如下：

業別	十九年至二十三年各業調查工人工數*				二十二年各業工人工數**			
	時工	百分數	件工	百分數	總計	時工	件工	總計
機器業	3,141	87.1774	462	12.8226	3,603	4,484	660	5,144
造船業	5,037	100.0000			5,037	2,579		2,579
火柴業	564	10.3239	4,898	89.6741	5,462	166	1,444	1,610
搪瓷業	3,879	95.0502	202	4.9498	4,081	2,233	116	2,349
蠶絲業	29,000	100.0000			29,000	29,728		29,728
棉紡業	15,768	20.1382	62,531	79.8618	78,299	12,165	48,241	60,406
絲織業	3,214	28.3097	8,139	71.6903	11,353	2,986	7,562	10,548
棉織業	1,776	10.8657	14,569	89.1343	16,345	1,004	8,232	9,236
毛織業	1,437	56.8434	1,091	43.1566	2,528	1,301	988	2,289
內衣業	628	17.3335	2,994	82.6665	3,622	377	1,795	2,172
襪襪業	1,847	21.6759	6,674	78.3241	8,521	1,581	5,714	7,295
麵粉業	3,927	100.0000			3,927	2,516		2,516
榨油業	2,199	100.0000			2,199	2,026		2,026
烟草業	6,483	16.3353	33,204	83.6647	39,687	2,969	15,204	18,173
造紙業	3,179	89.7009	365	10.2991	3,544	1,400	161	1,561
印刷業	4,855	56.3879	3,755	43.6121	8,610	4,641	3,590	8,231
總計						72,156	93,707	165,863

\* 據社會局調查。

\*\* 據中國經濟統計研究所調查。

一個加權計算的實例 在計算男女工和時件工的平均工資率的時候，應用的權數，是以估計方法得來的，所以，倘以男工和女工的平均工資率，或時工和件工的平均工資率，來折合全體工人的總平均工資率，是不能符合的。要解釋其歧異的由來，最好在這裏舉一個加權計算的實例。拿織襪業來講，該業二十三年度的男女工和時件工的平均工資率，是用下列方法求得的：

職 別	男 工		女 工		時 工		件 工	
	調查人數	每小時工資率總計	調查人數	每小時工資率總計	調查人數	每小時工資率總計	調查人數	每小時工資率總計
拷 工	50	\$ 2.7599	442	\$ 24.9551	50	\$ 2.6949	442	\$ 25.0201
織 羅 紋	48	2.3697	25	1.5463	24	1.1101	49	2.8039
織 襪	56	5.0853	551	45.1241	13	1.3663	594	48.8431
縫 襪	4	.1320	187	16.7491			191	16.8811
漂 染	166	9.2205	2	.0680	163	9.2885		
烘 燙	148	14.9599	12	.3348	5	.3267	155	14.9680
整理裝配	141	9.0126	41	1.7745	142	8.6539	40	2.1332
總 計	613	\$ 43.5399	1,260	\$ 90.5519	402	\$ 23.4404	1,471	\$ 110.6514
平 均		\$ .0710		\$ .0719		\$ .0583		\$ .0752

依據上面的數字，可以從織襪業的男女工和時件工的每小時平均工資率中，求得該業全體工人的平均工資率。把該業男工和女工的每小時工資率總數相加（\$ 43.5399 + \$ 90.5519 = \$ 134.0918），除以該業調查的男女工總數（613 + 1,260 = 1,873）即可得該業全體工人的每小時平均工資率為 \$ 0.0716。同樣以該業時件工的工資率總數相加（\$ 23.4404 + \$ 110.6514 = 134.0918），除以時件工總數（402 + 1,471 = 1,873），也可得到同樣的數字。這個每小時平均工資率，是以二十三年度調查的織襪業工人數為權數而求得的。用同樣的方法，可以求得各業各年的平均工資率。至於十六業全部工人的工資率總平均數，是以各業的工人總數加權求得十六業的工資率總數，除以十六業的工人總數，求得每個工人的平均工資率。計算的方法，略如下表最後一項所示。這個平均數，受到兩項權數的影響，一是各業歷年調查的工人數，二是十六業的工人總數。在計算男工和女工或時工和件工的平均工資率時，所用的都是估計的權數。譬如男工的平均率，是以各業的估計男工人數加權求得男工的工資率總數，再除以估計的男工總數，計算出來。女工、時工、和件工的工資率，也以同樣方法推算。這項平均數的權數是各業的估計人數而不是調查人數。上面說過，各業估計的人數，是根據五年間的平均調查人數，而不是根據

歷年實際調查人數推算的，權數既異，結果自殊。若把以估計人數加權的男女工或時件工的平均工資率，折合到以歷年調查人數及十六業工人總數加權的全體工人平均工資率，當然不能符合。欲明其歧異之故，可檢閱下表所列男女時件工及全體工人平均工資率計算的方式：

工 人 別	十 九 年	二 十 年	二 十 一 年	二 十 二 年	二 十 三 年
<b>男 工</b>					
工 人 數	43,365	43,365	43,365	43,365	43,365
每小時工資率總計	\$ 3,693.628	\$ 3,719.546	\$ 3,724.560	\$ 3,759.062	\$ 3,583.501
平 均	\$ .085	\$ .086	\$ .086	\$ .087	\$ .083
<b>女 工</b>					
工 人 數	122,498	122,498	122,498	122,498	122,498
每小時工資率總計	\$ 5,952.277	\$ 5,827.757	\$ 5,777.511	\$ 5,849.961	\$ 5,638.186
平 均	\$ .049	\$ .048	\$ .047	\$ .048	\$ .046
<b>總 計</b>					
工 人 數	165,863	165,863	165,863	165,863	165,863
每小時工資率總計	\$ 9,645.905	\$ 9,547.303	\$ 9,502.071	\$ 9,609.023	\$ 9,221.687
平 均	\$ .058	\$ .058	\$ .057	\$ .058	\$ .056
<b>時 工</b>					
工 人 數	72,156	72,156	72,156	72,156	72,156
每小時工資率總計	\$ 4,089.380	\$ 4,089.282	\$ 3,691.834	\$ 3,823.522	\$ 3,638.412
平 均	\$ .057	\$ .057	\$ .051	\$ .053	\$ .050
<b>件 工</b>					
工 人 數	93,707	93,707	93,707	93,707	93,707
每小時工資率總計	\$ 5,661.024	\$ 5,455.972	\$ 5,700.798	\$ 5,656.993	\$ 5,574.930
平 均	\$ .060	\$ .058	\$ .061	\$ .060	\$ .059
<b>總 計</b>					
工 人 數	165,863	165,863	165,863	165,863	165,863
每小時工資率總計	\$ 9,750.404	\$ 9,545.254	\$ 9,392.632	\$ 9,480.515	\$ 9,213.342
平 均	\$ .059	\$ .058	\$ .057	\$ .057	\$ .056
<b>男女時件工</b>					
工 人 數	165,863	165,863	165,863	165,863	165,863
每小時工資率總計	\$ 9,724.753	\$ 9,535.502	\$ 9,453.523	\$ 9,593.120	\$ 9,213.598
平 均	\$ .059	\$ .057	\$ .057	\$ .058	\$ .056

公式的應用 編製指數的方法，種類甚多，計算指數的公式，也是纍列難盡，而各種方



法，各個公式的優劣，尤為集訟紛紜。要之，方法公式的應用，須視情形之所需，目的之所在，而後定其取舍。編製指數的方法，普通可分為三大類。第一類為比率的平均法 (average of ratios)，先求計算期對基期的比價，然後綜合各比價而求平均。設以  $P_0$  為基期價， $P_1$  為計算期價， $N$  為項數， $\Sigma$  表示總和， $W$  為權數，則屬於此類的公式如下：

$$\frac{\Sigma \frac{P_1}{P_0}}{N} \quad (\text{簡單算術平均式})$$

$$\frac{\Sigma \left( \frac{P_1}{P_0} \right) W}{N} \quad (\text{加權算術平均式})$$

$$\sqrt[N]{\frac{P_1}{P_0} \times \frac{P'_1}{P'_0} \times \frac{P''_1}{P''_0} \times \dots \times N \text{ terms}} \quad (\text{簡單幾何平均式})$$

$$\sqrt[N]{\left( \frac{P_1}{P_0} \right)^W \times \left( \frac{P'_1}{P'_0} \right)^{W'} \times \left( \frac{P''_1}{P''_0} \right)^{W''} \times \dots \times N \text{ terms}} \quad (\text{加權幾何平均式})$$

這種方法，可以減低極端量數的影響。極大的量數和極小的量數，化成比率之後，量數和量數間的全距雖大，可是比率和比率間的距離，可以減低。設以這次調查的材料，用比率的平均法，以十九年為基期，求加權算術平均指數，則十九年為 100，二十年為 98.11，二十一年為 98.13，二十二年為 98.92，二十三年為 96.30。與用其他方法求得的指數相較，其變動要和緩得多。可是工資率統計的目的，不僅觀察歷年指數的趨勢，也要比較歷年工資實數的消長。倘用加權算術平均法，求歷年平均工資率，則十九年為 \$0.059，二十年為 \$0.057，二十一年為 \$0.057，二十二年為 \$0.058，二十三年為 \$0.056，這實數的變動，雖和指數的變動，趨勢相同，可是變動的度大小懸殊。指數與實數，不能呈同一的遞變現象，便是這種方法的唯一缺點。

第二類為綜合比例法 (Aggregative Method)，即由基期及計算期的綜合價值中，計算比率。屬於這一類的最著名的一個公式，就是費暄氏 (Prof. Irving Fisher) 的理想公式。設以  $P_0$  為基期價， $Q_0$  為基期權數， $P_1$  為計算期價， $Q_1$  為計算期權數，其公式如下：

$$\sqrt{\frac{\Sigma P_1 Q_0}{\Sigma P_0 Q_0} \times \frac{\Sigma P_1 Q_1}{\Sigma P_0 Q_1}}$$

用這個理想公式求得的指數，不但可以合於時間和因數的還原測驗（Time and Factor Reversal Tests），還可以得到.01%以內的確度。可是，倘以此公式應用在工資率指數的編製，不僅須備基期的各業工人數(Q<sub>0</sub>)，並且應把計算期的各業工人數(Q<sub>t</sub>)，逐年搜集更換，這是事實上所不易辦到的。

第三類為平均的比率法（ratio of averages），先求基期和計算期的平均價，然後再求指數，其公式如下：

$$\frac{\frac{\sum P_1}{N}}{\frac{\sum P_0}{N}} \quad (\text{簡單算術平均式})$$

$$\frac{\frac{\sum P_1 W}{N}}{\frac{\sum P_0 W}{N}} \quad (\text{加權算術平均式})$$

$$\frac{\sqrt[N]{P_1 P_1' P_1'' \dots N \text{ terms}}}{\sqrt[N]{P_0 P_0' P_0'' \dots N \text{ terms}}} \quad (\text{簡單幾何平均式})$$

$$\frac{\sqrt[N]{P_1^w P_1'^w P_1''^w \dots N \text{ terms}}}{\sqrt[N]{P_0^w P_0'^w P_0''^w \dots N \text{ terms}}} \quad (\text{加權幾何平均式})$$

這幾個公式之中，幾何平均的確度，雖高於算術平均，但計算費時，意義也不易明瞭。最通用的，當推加權算術平均式，本篇指數的計算，便用此式。可是這裏所用的權數，既不是基期的各業工人數(Q<sub>0</sub>)，也不是計算期的工人數(Q<sub>t</sub>)，而是一個固定的權數，即民國二十二年的各業工人數(Q<sub>c</sub>)。所以這個公式，當列如下式：

$$\frac{\frac{\sum P_1 Q_c}{N}}{\frac{\sum P_0 Q_c}{N}} \quad \text{或} \quad \frac{\sum P_1 Q_c}{\sum P_0 Q_c}$$

這個公式，確度頗高，計算便利，同時意義也很明顯。本局編製的上海市工人生活費指數，便用此式計算，現在編製的工資率指數，也就依舊沿用，以便比較。

**基期的選定** 編製指數的用意，在於便利時間數列的比較，所以要有一個規定的時間，作為比較的標準，這個標準的時期，便是基期。基期可以用一年或一月的時期，也可

以用幾年或幾個月的平均。基期可以用一個固定不變的時期，也可以用隨時變換的時期。固定的基期，用一個確定的時期，作各時期比較的標準，適於長期趨勢的觀察。變換的時期，把每一時期作次一時期比較的標準，求得的指數，謂之環比指數，便於測驗逐期的升降起伏。工資率的指數，目的在於顯示工資變動的趨向，自以固定的基期為宜。工資率的材料，逐年調查，基期也以一年為當。一個適當的基期的選定，必須要注意下列幾個條件：第一，基期宜擇社會經濟狀況穩定之時，而不宜於變動劇烈之際。第二，基期不可相距太遠，使比較之時，不能得到清晰的印象。第三，基期的材料，必須詳盡可靠，方可作準確的比較。第四，基期的選定，務求與他種指數的基期一致，以便互相比較。從歷年觀察，民國十五年本是最穩定，最普遍採用的基年，可是在那個時候，工資率統計，還沒有舉辦，各業工資材料，都付闕如，到現在各業情形，俱有滄海桑田之變，工賬記載，也散失殆盡，即使要補查，也無從補查了。一九二五年國際勞工統計專家在日內瓦舉行第二次會議時，議決以一九三〇年即民國十九年為生活費指數的基年。那年我國的經濟情形，雖受金貴銀賤的影響，可是經濟恐慌，尚未入緊張時期，大體的情形，還算平靜。加之那年調查的材料，十分詳盡，距離現在，也是很近，以十九年為基年，可算是適合上列的條件了。

#### 四 材料的分析

各業每小時工資率的分析 前章所論，對於調查步驟，編製方法，縷述甚詳，本章將從事於數字的分析，事實的剖解。在下列表中，各個工業，按照其每小時平均工資率的高下，依次排列，由此可以從五年間各個工業地位的參差變換，觀察其工資率的升降起伏。各工業中，以造船業工資率為最高，五年之中，始終佔據首位，十九年平均每小時為 \$ 0.137，二十年二十一年均為 \$ 0.140，二十二年為 \$ 0.143，二十三年為 \$ 0.137，比工資較低的各業，高出數倍。其次推印刷、機器、絲織等業，每小時平均工資率都在一角左右。 繅絲棉紡，工資最低，每小時工資率不過三分四分。 棉紡，上海一市規模最大的製造工業，繅絲，已趨式微的我國名產之一，這兩個最重要的工業，工資卻是最為微薄。 若以各年最高和最低的工資率的業務相較，十九年差距為 \$ 0.099，二十年為 \$ 0.103，二十一年為 \$ 0.106，二十二年為 \$ 0.105，二十三年為 \$ 0.108，相距頗為懸殊。 工資率的變動，較為穩定，五年的時期，本極短促，所以雖有經濟恐慌的影響，工資率的增減，卻並不若何顯著。 比較說來，繅絲業的工資率，下降較銳，十九年為 \$ 0.044，二十年降至 \$ 0.041，二十一年又減為 \$ 0.034，二十二年稍漲為 \$ 0.038，二十三年又跌至 \$ 0.029。 歷年以來，繅絲工業，備受金貴銀賤，國際競爭，購買力普遍減退，奢侈品無人過問，種種影響，衰落最甚，實為工資銳減的主因。

位 次	十 九 年		二 十 年		二 十 一 年		二 十 二 年		二 十 三 年	
	業 別	每小時 工資率	業 別	每小時 工資率	業 別	每小時 工資率	業 別	每小時 工資率	業 別	每小時 工資率
第 一	造船	\$ .137	造船	\$ .140	造船	\$ .140	造船	\$ .143	造船	\$ .137
第 二	印刷	.133	印刷	.131	絲織	.112	印刷	.111	印刷	.116
第 三	機器	.096	機器	.100	印刷	.111	絲織	.104	機器	.091
第 四	絲織	.096	絲織	.091	機器	.091	機器	.082	絲織	.087
第 五	煙草	.079	煙草	.075	織襪	.074	煙草	.076	內衣	.077
第 六	織襪	.073	內衣	.074	煙草	.071	內衣	.066	織襪	.072
第 七	內衣	.071	織襪	.070	內衣	.062	搪瓷	.064	煙草	.071
第 八	火柴	.058	造紙	.060	火柴	.059	織襪	.064	搪瓷	.066
第 九	搪瓷	.056	搪瓷	.058	搪瓷	.059	榨油	.057	榨油	.059
第 十	榨油	.051	毛織	.053	造紙	.057	火柴	.052	毛織	.058
第 十 一	麵粉	.050	火柴	.054	榨油	.054	毛織	.051	火柴	.056
第 十 二	毛織	.049	榨油	.053	毛織	.049	麵粉	.047	棉織	.054
第 十 三	造紙	.046	棉織	.051	棉織	.046	造紙	.047	造紙	.052
第 十 四	繅絲	.044	麵粉	.042	麵粉	.043	棉織	.045	麵粉	.048
第 十 五	棉織	.044	繅絲	.041	棉紡	.041	棉紡	.040	棉紡	.041
第 十 六	棉紡	.038	棉紡	.037	繅絲	.034	繅絲	.038	繅絲	.029

**職務技能的分析** 工資率的高低，視技能的巧拙而異。各業的各個職務，工作既有難易之別，工資也更參差不一。工資率的材料，依照職別分析，可以看到工資和技能相互的聯繫。在下列表中，各業的各個職務，依每小時平均工資率分組排列，每組的組距為 \$ 0.01，自左至右，順序增加。在這表中，偏於表左的，是工資率較低的職務，偏於表右的是工資率較高的。我們可以看到工資較優的各業，像造船印刷等，差不多各職的工資率都在一角以上，工資微薄的各業，像繅絲棉紡等，大半的職務，都在五分以下各組。各業各職之中，工資率最高的要推絲織業的掀經工人。掀經工人，論件給資，技能最高的，每日十餘小時的工作，可得工資四元之多。平均計算，十九年每小時工資率為 \$ 0.158，二十年及二十一年均為 \$ 0.203，二十二年最高為 \$ 0.249，二十三年因市面蕭條，銷路呆滯，各絲織廠相率減工減資，降為 \$ 0.168，五年平均為 \$ 0.196。在各業中工資最高的造船業，差不多每個職務的工率，都是很高，尤以銅匠的工資率為最，平均每小時可得 \$ 0.151，最低的織工，也可得 \$ 0.115，較之一般的工率，還要高出許多。印刷業中，除了少數的粗工外，都須有相當的技能經驗，所以工資率也都很高，如製鉛版工人，平均每小時可得 \$ 0.180，西文排字工人每小時 \$ 0.151，繪色工人每小時 \$ 0.149。在各職中工資率最低的，要推繅絲業的盆工，每小時僅得 \$ 0.025，棉紡業的揀花工人也僅 \$ 0.027。繅絲棉紡兩業各職的平均工資率，最高也不過每小時 \$ 0.040 左右。十六業全部職務之中，最高和最低的工資率相差甚鉅。以絲織業掀經工人的 \$ 0.196 與繅絲業盆工的 \$ 0.025 相比，計差 \$ 0.171 之多。就全體職務而論，大多數都集中於每小時 \$ 0.045 至 \$ 0.075 之間。

各職工資率分析如下：

業 別	各業主要職務依照近五年平均每小時工資率分組														
	\$.025-	.035-	.045-	.055-	.065-	.075-	.085-	.095-	.105-	.115-	.125-	.135-	.145-	.155-	
機 器 業	.0349	.0449	.0349	.0649	.0749	.0849	.0949	.1049	.1149	.1249	.1349	.1449	.1549		
						翻砂	打鐵		木模						
							車工								
							鉗工								
造 船 業										鐵工	翻砂	木模			
											車工	鉗工			
												銅匠			
火 柴 業	裝盒		值齊 標車	調藥		打油 包	上藥	值拆 板車		值排 板車					
			裝盤				刷織			上油					
			包紙 包							打菓 箕所					

各業主要職務依照近五年平均每小時工資率分組

業別	\$.025-	.035-	.045-	.055-	.065-	.075-	.085-	.095-	.105-	.115-	.125-	.135-	.145-	.155-	
	.0349	.0449	.0549	.0649	.0749	.0849	.0949	.1049	.1149	.1249	.1349	.1449	.1549		
搪瓷業			生燒 堆花 搖字	切坯 碎粉 磨粉	壓捲 酸洗 印花 修坯 搪瓷 噴花 繪花 包裝	燒粉									
蠶絲業	抄繭	依車 打益 社吐	依車 整絲												
棉紡業	揀花	值 花車	值 花車	值 清 花車	值 鋼 絲車	值 棉 條車	值 粗 紗車	值 細 紗車	值 細 紗車	值 細 紗車	值 細 紗車	值 細 紗車	值 細 紗車	值 細 紗車	值 細 紗車
絲綢業		緯部 拼頭 修綢	經部 拼頭 打纜	緯部 絡絲	經部 絡絲	學機	結頭					值 機 綉車	值 整 綉車	踏花	
棉織業		值 筒 子車	值 好 子車	值 經 紗車	值 漿 紗車	穿 梭 器	值 織 布機	割 絨 布	成 包						

業 別	各業主要職務依照近五年平均每小時工資率分組														
	\$.025- .0349	.035- .0449	.045- .0549	.055- .0649	.065- .0749	.075- .0849	.085- .0949	.095- .1049	.105- .1149	.115- .1249	.125- .1349	.135- .1449	.145- .1549	.155-	
毛織業			紡毛 整理	梳工 經機 織工	染練										
內衣業			織工 漂染	梳紗		縫紉	整理		裝剪 包裝						
織襪業				梳工 漂染 整理 裝配	織羅 紋	織襪	縫襪	烘燙							
麵粉業	成包 堆粉	下麥 值機													
榨油業		成料 清油	榨油 磨餅												
煙草業	揀煙	配葉		切葉	烘葉	焙煙	直接 煙車 包煙 裝箱								
造紙業	揀料 接紙	切料 蒜球 數選	剪彈 成漿 漂合 整理	製紙											
印刷業						摺排	影刻 製版	鑄字	照相 製版	西文 排字	製鉛 版				
						切釘	彩印	裝藍	電鍍 銅版	給色					
									中文 排字						
									鉛印						
									印版						

工人性別與給資制度的分析 工資的高下，與工人性別，給資制度，均有密切的關係。男工體強耐勞，女工纖弱精細，時工以規定之工率，件工以出品為標準。這種生理上的不同，給資標準的各殊，都足使工資率呈相當的差異。在下列表中，各業的男女時件各種工人，均依照工率的高下，依次排列。從這表中，可以看到男工工資大概高於女工，件工高於時工。十六業中繅絲棉紡工資最低，這兩業雇用女工較多，也是一個主要的原因。

業 別	第 一 位		第 二 位		第 三 位		第 四 位	
	工人別	每小時 工資率	工人別	每小時 工資率	工人別	每小時 工資率	工人別	每小時 工資率
機 器 業	男 時	\$ .094	男 件	\$ .076				
造 船 業	男 時	.139						
火 柴 業	男 件	.121	男 時	.055	女 時	\$ .045	女 件	\$ .038
搪 瓷 業	男 件	.093	男 時	.061	女 件	.055	女 時	.036
縲 絲 業	女 時	.037						
棉 紡 業	男 件	.064	女 時	.040	男 時	.039	女 件	.038
絲 織 業	男 件	.143	女 件	.097	男 時	.050	女 時	.044
棉 織 業	男 件	.070	女 時	.051	男 時	.050	女 件	.047
毛 織 業	男 件	.081	男 時	.058	女 件	.053	女 時	.039
內 衣 業	男 件	.111	女 件	.067	男 時	.057	女 時	.034
絨 襪 業	男 件	.098	女 件	.074	男 時	.055	女 時	.047
麵 粉 業	男 時	.046						
榨 油 業	男 時	.055						
煙 草 業	男 件	.083	男 時	.077	女 件	.075	女 時	.044
造 紙 業	男 件	.080	男 時	.060	女 時	.030	女 件	.029
印 刷 業	男 件	.164	男 時	.103	女 件	.086	女 時	.050

在五年之中，男女時件工人的平均工資率，各個的趨勢，各現其錯綜起伏之致，並不一例。從下表所列，十九年至二十三年間男女時件工人的每小時平均工資率，可以看到其參差的程度。十九年男工每小時平均工資率為 \$ 0.085，女工為 \$ 0.049，時工 \$ 0.057，件工 \$ 0.060。二十年女工和件工的工資率較上年略跌，男工稍漲，而時工不動。二十一年男工仍舊，女工和時工下趨，件工反高。二十二年各種工人的工資率均略增，而件工適得其反。二十三年不景氣的現象，已達於尖銳化的程度，各工工資率一例下趨。

年 次	男 工	女 工	時 工	件 工	平 均
十 九 年	\$ .085	\$ .049	\$ .057	\$ .060	\$ .059
二 十 年	.086	.048	.057	.058	.057
二 十 一 年	.086	.047	.057	.061	.057
二 十 二 年	.087	.048	.053	.060	.058
二 十 三 年	.083	.046	.050	.059	.056

工作時間的分析 工作時間的長短，又與工資率的高下相關最切。在下列表中，各個工業，均依照十九年至二十三年間各年的平均每日實際工作時數，依次排列，不僅業和業間的工時久暫，可以有個比較，各業歷年工時的變遷，也可以明瞭。工作時間最長的，要推棉紡和麵粉兩業，平均每日工作十一小時半，其次為棉織、榨油、造紙等業，每天在十一小時以上，再次為縲絲、毛織、絲織、內衣等業，在十小時以上。織襪、搪瓷、機器、造船等業，



在九小時左右。印刷煙草，工作時間較短，約在八小時左右，火柴最短，不到七小時半。在這裏值得我們注意的是棉紡、麵粉、棉織、蠶絲諸業，工資率最低，工作時間也最長，充工薄給，這幾業工人的境況，可以想見。工作時間的長短，是跟着商業的盛衰而變遷的。在最近幾年間，工商凋敝，各個製造工業，都感受極度的困難，因此相率減少工作，限制出品，以圖苟存。這種情形，對於工作時間的影響甚著，而尤以件工為甚。件工是依出件多寡，給予工資的。在工業衰頹的環境下，件工既是首先受到減少工作的機會，所以件工的工作時間，變動也比時工為劇烈，在雇用多數件工的各業中，其平均工作時間，往往較雇用時工的工業為短。歷年各業工作時間最長的和最短的差異，在時工十九年相差 2.98 小時，二十年 3.21 小時，二十一年 3.15，二十二年 3.18，二十三年 2.76 小時；在件工則十九年 4.94 小時，二十年 5.29 小時，二十一年 4.20，二十二年 4.47，二十三年 4.56 小時，那就可以明瞭件工的差異是比時工為甚。以歷年時工和件工的平均每日工作時間而論，時工十九年的平均工作時數為 10.66 小時，二十年為 10.63 小時，二十一年 10.64，二十二年 10.59，二十三年 10.58 小時，各年相差不過在 0.01 至 0.05 小時之間；件工十九年為 10.52 小時，二十年 10.02 小時，二十一年 10.41，二十二年 10.39，二十三年 10.37 小時，其變動的程度較之時工，高出不少。以火柴業而論，所雇的時工，大概每天工作十小時左右，而所雇的件工，每天工作時間，只 7.17 小時，因為火柴工人以件工為多，所以該業全體工人的工作時間，竟扯低至 7.46 小時，即為十六業中工時最短的一業。

位 次	十 九 年		二 十 年		二 十 一 年		二 十 二 年		二 十 三 年	
	業別	每日實際 工作時數	業別	每日實際 工作時數	業別	每日實際 工作時數	業別	每日實際 工作時數	業別	每日實際 工作時數
第 一	棉紡	11.50	棉紡	11.50	棉紡	11.50	棉紡	11.50	棉紡	11.50
第 二	麵粉	11.50	麵粉	11.50	麵粉	11.50	麵粉	11.50	麵粉	11.50
第 三	榨油	11.50	榨油	11.50	榨油	11.50	榨油	11.50	棉織	11.34
第 四	棉織	11.32	造紙	11.33	棉織	11.35	棉織	11.36	毛織	11.07
第 五	造紙	11.23	蠶絲	11.09	蠶絲	11.00	毛織	11.24	蠶絲	10.91
第 六	蠶絲	11.00	棉織	10.77	毛織	10.95	造紙	10.98	造紙	10.88
第 七	毛織	10.61	絲織	10.44	造紙	10.93	蠶絲	10.87	絲織	10.46
第 八	織襪	10.51	毛織	9.85	絲織	10.55	絲織	10.56	內衣	10.29
第 九	內衣	10.48	內衣	9.74	織襪	10.35	內衣	10.40	榨油	9.81
第 十	絲織	10.46	搪瓷	9.40	內衣	10.33	織襪	10.39	機器	9.32
第 十 一	搪瓷	9.49	機器	9.15	機器	9.29	機器	9.36	搪瓷	9.25
第 十 二	機器	9.16	造船	9.00	搪瓷	9.04	搪瓷	9.16	織襪	9.03
第 十 三	造船	9.00	織襪	8.97	造船	9.00	造船	9.00	造船	9.00
第 十 四	煙草	8.69	印刷	8.50	火柴	8.71	印刷	8.28	印刷	8.55
第 十 五	印刷	8.26	煙草	7.01	印刷	8.33	火柴	8.03	煙草	8.08
第 十 六	火柴	6.89	火柴	6.59	煙草	7.80	煙草	7.57	火柴	7.08

**每日工資率的分析** 各業每日工資率的高低，因為受到每日實際工作時數的影響，與各業每小時工資率的情形，不能絕對相符。以每小時為單位計算的工資率，可以顯示工人報酬的基本定率，以每日為單位計算的工資率，也許更可以得到一個整個切實的印象。在下列表中，各個工業均依照每小時工資率的高低，每日實際工作時數的長短，和每日工資率的次序，分行排列。從這表中，可以看到各業依每日工資率排列的序次，與依每小時工資率排列的，並不相同。有幾業實際工作時數很長，折合每日工資率時，地位就升高，反之，時數短的，折合每日工資率時，地位便降低。譬如內衣業的每小時工資率佔第七位，折成每日工資率，卻升為第五位，同樣，榨油業從第十位升至第七位，毛織業從第十一位升至第九位。倘一檢閱這幾業的實際工作時數，我們可以看到內衣業每日工作十一小時以上，榨油毛織也在十小時以上。實際工作時數較短的，如火柴煙草諸業，它們每日工資率的地位，便較低於每小時工資率。煙草依時率為第五，依日率為第八，火柴依時率為第九，依日率竟降至末位。所以每日工資較豐的，便須作長時間的工作，每日工作較為閒適的，卻又要影響到每日的收入。其他如造船、印刷、絲織、機器諸業，工資甚高，工作時間亦適中，無論以每小時或每日工資率計，所佔的地位，都是很高。

位 次	每 小 時 工 資 率		每 日 實 際 工 作 時 數		每 日 工 資 率	
	業 別	工 資 率	業 別	工 作 時 數	業 別	工 資 率
第 一	造 船	\$ .139	棉 紡	11.50	造 船	\$ 1.256
第 二	印 刷	.125	麵 粉	11.50	印 刷	1.036
第 三	絲 織	.098	棉 織	11.23	絲 織	1.026
第 四	機 器	.092	榨 油	11.16	機 器	.850
第 五	煙 草	.074	造 紙	11.07	內 衣	.704
第 六	機 織	.071	蠶 絲	10.96	機 織	.691
第 七	內 衣	.070	毛 織	10.74	榨 油	.609
第 八	搪 瓷	.061	絲 織	10.49	煙 草	.607
第 九	火 柴	.056	內 衣	10.25	毛 織	.566
第 十	榨 油	.055	機 織	9.84	搪 瓷	.557
第 十 一	毛 織	.053	搪 瓷	9.27	造 紙	.555
第 十 二	造 紙	.052	機 器	9.26	棉 織	.535
第 十 三	棉 織	.048	造 船	9.00	麵 粉	.525
第 十 四	麵 粉	.046	印 刷	8.38	棉 紡	.450
第 十 五	棉 紡	.039	煙 草	7.83	蠶 絲	.408
第 十 六	蠶 絲	.037	火 柴	7.46	火 柴	.386

**工資率指數的趨勢** 工資率指數的編製，目的在於測量工資率的升降變遷。工資率

的變動，上落不鉅，頗稱和緩，從短短五年的材料中，也不能看出顯著確定的趨勢。大概說來，這五年間的工資率是呈着下趨的景象。以十九年為基期，二十年和二十一年指數下降至 96.61，二十二年略升，為 98.31，二十三年又跌為 94.92。在過去五年之中，事變萬端，錯綜複雜，都足以影響到工業的發展，工資的增進。二十一年一二八中日之役，許多工廠，淪為劫灰；二十二年之後，不景氣潮流的侵蝕，日益緊迫；二十三年本市的經濟金融組織，呈着空前的窘迫，空前的狼狽，工商各業，相繼倒閉。在此情狀之下，工資的減低，自在意中。可是，在工資率的趨勢中，尚不能充分顯示這種種事端的影響。倘把工資率實數來看，五年間每小時工資率的降落，為數不過二三厘，在大體上，可說是變動極微。那是因為工資率變動和緩，對於工業的盛衰，不一定有急遽顯著的響應。

年 次	男 工	女 工	時 工	件 工	平 均
民國十九年	100.00	100.00	100.00	100.00	100.00
民國二十年	101.18	97.96	100.00	96.67	96.61
民國二十一年	101.18	95.92	89.47	101.67	96.61
民國二十二年	102.35	97.96	92.98	100.00	98.31
民國二十三年	97.65	93.88	87.72	98.33	94.92

把各業工資率的分指數來看，各個變動的趨勢，也不符合。工資率指數的最高點，在蠶絲、麵粉、煙草、印刷諸業，則見於十九年；在機器、毛織、造紙諸業，則見於二十年；在火柴、絲織、織襪諸業，見於二十一年；在造船業，見於二十二年；在搪瓷、棉紡、棉織、內衣、榨油諸業，見於二十三年。各業有特殊的情形，因此各業工資率的變動，也就各異其致。把男女時件工人工資率的分指數來看，其變動又不相伴，男工的工資率指數，歷年均較基年指數為高，至二十三年始降為 97.65，女工的指數卻逐年遞降，始終較低於基年指數。下降之勢，以時工工資率為最甚，至二十三年降至 87.72。件工指數二十一年升至 101.67，二十三年又降至 98.33。可是男女時件工人的工資率變動，雖呈升降錯落之致，在二十三年卻一例地下降。<sup>8</sup>

倘把工資率指數與工人生活費指數參照引證，尤可以看到工人階級工作報酬和日常費用相互的變遷，工人生活的真實概況。上海市工人生活費指數，<sup>9</sup>以十九年為基期計算，計十九年為 100，二十年為 97.46，二十一年為 92.52，二十二年為 83.20，二十三年為 3.36。可見工人生活費的降落，較之工資率尤為劇烈。如以生活費指數除工資率指

註一 參閱上海市社會局編上海市工人生活費指數，民國十五年至二十年，中華書局出版，及逐月報告。

數，求真實工資率的指數，則十九年爲 100，二十年爲 99.14，二十一年爲 104.42，二十二年爲 118.16，二十三年爲 113.87。依此看來，工人名義的工資率雖降低，真實的工資率卻反增高，工人工作的報酬雖削減，然以物價的劇跌，實際的生活卻反較優越。可是這個結論，是下得太快了。工人的收入，決不全恃額定的工資率。在工業凋敝的時候，因爲工作時間的減少，分紅賞金的廢除，工人實際收入的減削，往往更甚於工資率的低落。加之，工業衰頹，失業必多，工人家庭中多了一個失業的人口，即減少了一份進益，加增一重負擔，生活當然也更困苦了。所以，單從工資率和生活費的關係中，還不能看出工人生活的真實情形。關於工資和工人生活充分的探討，將於另篇專論實際收入與真實工資時詳之。



## WAGE RATES IN SHANGHAI

### I. INTRODUCTION

The Problem of Wages.

It is hardly an over-rated statement to describe the problem of wages as one of the most significant and most perplexing problems that concern the machinery of production of a society. Wages touch the daily life of a great number of the population, both employers and workers. Wages are the milestone that measures the well-being of the working class and the efficiency of the productive structure. Wages, again, have their extremes, the upper extreme beyond which the employers would not pay and the lower extreme below which the employees would not accept, and between the extremes is the no man's land where an eternal battle is waged between the employers and workers. The problem of wages, moreover, is not simply a matter of the employer's desire to pay less and of the worker's effort to earn more in terms of dollars and cents. In the real sense of the problem, wages have to do with the purchasing power of money. What constitutes the final aim of workers is not the silver and copper coins they earn, but food, clothing, housing, etc., that the silver and copper coins can buy. An increase in real wage is not merely an increase of so many dollars a month or so many cents a day, but an increase in the articles that can be purchased with the wages. In the social sense of the problem, wages bear close relationship to the social productivity and the price level. Workers have done their part in what is sown, they therefore are entitled to a justifiable portion of what is reaped. Here the problem of wages is one of justice in distribution, not merely of livelihood for the workers nor of goodwill of the employers. With all the complications and arguments, there affords in everything that has to do with wage relations a field of inexhaustible interest that becomes at once a matter of universal concern to the public.

Wages the Vital Interest of the Hour.

The problem of wages today is at its highest pitch of interest when the tide of depression has swept across this country and under its sway has brought about business failures, widespread unemployment, reduced price level, deadlock in market conditions and all the adverse economic factors. In times like the present, the workers do not know what the future will bring forth, and the employers are at their wit's end to know how and under what conditions to continue their operations. In Shanghai, the influence of depression is most keenly felt. In the operation of any force that upsets the economic and industrial structure of this country, Shanghai stands the trial first and stands it most severely. Shanghai is now standing the trial of an industrial

collapse and financial breakdown. Most of the manufacturing enterprises are facing a very grave crisis. A great many of the silk filatures have suspended operation and those that remain in existence are working with a reduced labor force on part-time basis. The cotton spinning and flour milling industries are experiencing an unprecedented critical moment. They too have to suspend a part of their operations. In one of the leading silk mills in this city, salaries and wages for staffs and workers are being paid partly in silk piece goods due to the fact that large stocks of its output have failed to find a ready market. All these facts should have significant effects upon wage conditions. In its bearing on these vital matters of interest, therefore, the record of wages and cognate matters of employment and hours has a more than usual significance.

That information regarding wages is pitifully scanty in this city is an undeniable fact. Wage investigations on an extensive scale had not been conducted until the Bureau started its research in that field. Two reports had been issued by the Bureau, one on earnings of factory laborers in Shanghai in 1928 and another on wages and hours of labor in 1929. Beginning from 1930, increased attention has been devoted to the study of wage relations. The method of inquiry was carefully studied and revised. An intensive investigation, launched in September, 1930, has been carried on ever since. Five years had elapsed, and five years' painstaking work may mark a good start in this field of research. Wages in the general sense of the term are used somewhat indiscriminately to designate either wage rates or earnings. Wage rates are the amount of compensation agreed to be paid per given unit of time or, in the case of piece work, per given unit of product. Earnings are the amount of compensation actually received by the wage-earners, which includes, besides the stipulated rate of wages, overtime and incentive payments, and bonus or deductions if any. The Bureau, in its investigation, has access to a detailed record of the rates of pay and actual earnings of every individual wage-earners as appeared on the payrolls, and inquires further into the system of wage payment, that is, the policy governing the determination and payment of wages, in the different establishments and industries. It is deemed expedient to give separate treatment to the separate groups of data. The present study shall, therefore, be devoted to the topic of wage rates, and discussions on earnings and wage systems will be the subjects for subsequent studies.

## II. COLLECTION AND COMPILATION OF DATA

### The Problem of Sampling.

To assemble wage data is an elaborate undertaking; it is the more so in Shanghai. Shanghai claims to have gone through the highest degree of industrialization in this country. The survey made by the China Institute of Economic and Statistical Research in 1929 gave a total of 1,666 factories and workshops, employing ten or more workers or using motive power in their manufacturing process under 88 main divisions of industries, with a total labor force of 212,822.<sup>1</sup> It is, of course, more desirable in determining wage changes to assemble data covering all the industries, but it may not be expedient to do so at this pioneer stage of work. The inquiry, therefore, has to be limited to a part of the field on the assumption that developments in the part covered reflect movements in the field as a whole. In sampling the problem arises as to how to pick a representative part of the field covered. The methods of sampling that are generally resorted to are three, namely, extensive, random and representative, and the last-named is usually preferred in studies of this nature, although it may be influenced by the bias or prejudice in the process of determining the samples. Careful consideration, therefore, has to be given before the samples are chosen so as to attain a high degree of representativeness. In the present study, the method of representative sampling is used and several criteria have been set up as to what are to be included in the limited but representative part of the field of research. In the first place, the samples covered in the inquiry are to be factories or workshops using motive power in their manufacturing process, the old-fashioned handicraft workshops being left out. In the second place, they are to be establishments of normal size. The attempt to avoid a preponderance of establishments either of unusually large or of exceptionally small scale is made in view of the fact that abnormal wage conditions may exist in either. To include large numbers of either would likely over-state or under-estimate the true wage level. In the third place, the industries covered in the inquiry are so chosen that they are to be, in the long run, of steady operation and lasting existence. The inclusion of industries that are distinctly seasonal in character or of irregular and changeable nature might tend to destroy the comparability of time series data. In the fourth place, the establishments covered are so chosen that they should be competent and willing to keep detailed records of their payrolls. Foreign establishments are often unwilling to agree to our arrangements; they have to be dropped. Workshops with very simple management are not provided with satisfactory records of data required; they are considered incompetent. The establishments covered are chiefly those which were

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<sup>1</sup>D. K. Lien: *A Preliminary Report of Shanghai Industrialization*, published by the China Institute of Economic and Statistical Research, July 1933.



included in the previous inquiries of the Bureau conducted in 1928 and 1929,<sup>1</sup> and they, through constant contact with our agents, are familiar with the processes of our work and are ready to render necessary assistance at all times. It is upon the basis of these criteria that our samples of study are selected from the various industrial undertakings in this city.

**The Samples.** With our criteria of sampling thus defined, we finally limited the scope of our inquiry to 16 groups of industries in this city, namely, machinery, shipbuilding, match making, enamelling, silk reeling, cotton spinning, silk weaving, cotton weaving, wool weaving, underwear knitting, hosiery knitting, flour, oil pressing, tobacco, paper making, and printing. The number of establishments investigated under the different industrial groups depends, of course, upon the respective importance of the industries in the entire field. The machinery, silk weaving and hosiery knitting industries, for instance, are composed of large numbers of small-scale plants; an ample number of samples have to be included to represent the respective fields. Again, the silk reeling, cotton spinning, and tobacco industries have each a larger labor force than ordinary industries; they likewise require a proportionate number of samples to represent their importance. It has been found difficult to keep a constant number of establishments and workers from year to year in the process of investigation, though efforts were made to minimize the disparity. Some establishments might close down in the course of our inquiry and the record of wage data was discontinued altogether. Some might change hands, as for instance, in the silk reeling industry, and it became impossible to obtain back data from their payrolls. Some were burnt down in the Shanghai War of 1932. Some might have effected a change in their system of accounts. And some were found to be inconsistent and unsatisfactory in their payroll records. All such establishments have to be dropped from our inquiry, and though new establishments were substituted to make up the difference, a variation in the number of establishments covered in the five year period of inquiry was unavoidable. With the variation in the number of establishments, a similar disparity in the number of workers is to be expected. The number of workers is even the more liable to changes as the size of labor force in any individual establishment might not be the same during different periods under varying conditions of employment. Depression in business might compel most of the factories to work with a reduced labor force, while business prosperity would require an additional employment of workers. Again, an alteration in the policy of employment in some of the establishments might place a number of workers under the contract system, consequently the wage records of these workers disappeared from their pay books. Due to the foregoing facts, the actual number of workers and establishments covered in our inquiry were not the same throughout the period of investigation.

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<sup>1</sup> Bureau of Social Affairs: *The Index Numbers of Earnings of the Factory Laborers in Greater Shanghai, 1928*, published by the Dah Tung Book Co. Bureau of Social Affairs: *Wages and Hours of Labor, Greater Shanghai, 1929*, published by the Commercial Press.

Industries	1930		1931		1932		1933		1934	
	No. of Factories	No. of Workers	No. of Factories	No. of Workers	No. of Factories	No. of Workers	No. of Factories	No. of Workers	No. of Factories	No. of Workers
Machinery ... ..	10	460	11	563	11	708	17	848	12	1,029
Ship building ... ..	3	946	3	968	3	815	3	1,034	4	1,274
Match making ... ..	2	1,460	2	1,417	2	585	2	987	2	1,013
Enamelling ... ..	3	680	3	879	3	610	3	717	6	1,195
Silk reeling ... ..	15	8,345	17	7,819	2	1,107	5	3,472	15	8,257
Cotton spinning ... ..	5	12,007	5	11,855	6	15,769	7	18,761	12	19,907
Silk weaving ... ..	12	2,558	16	2,324	11	1,770	12	2,223	12	2,478
Cotton weaving ... ..	6	1,713	11	2,942	6	2,115	9	4,136	15	5,439
Wool weaving... ..	3	371	5	708	2	286	2	317	4	846
Underwear knitting ... ..	3	619	1	532	3	596	3	587	6	1,288
Hosiery knitting ... ..	12	1,879	7	1,678	6	1,543	6	1,548	8	1,878
Flour ... ..	2	170	4	587	4	847	4	857	8	1,466
Oil pressing ... ..	5	437	5	379	5	461	5	472	4	450
Tobacco ... ..	8	6,813	9	7,678	10	7,187	10	7,440	10	10,569
Paper making... ..	5	634	5	421	5	598	5	873	7	1,018
Printing ... ..	7	2,246	7	1,410	6	1,214	6	1,831	10	1,969
Total	101	41,338	111	42,160	85	36,211	99	48,098	135	60,011

The workers covered may be further analyzed according to sex and system of wage payments, as follows:

	Male	Female	Time	Piece	Total
1930	10,672	30,668	18,884	22,454	41,338
1931	11,913	31,147	18,308	23,852	42,160
1932	9,952	26,259	11,274	24,937	36,211
1933	11,788	34,330	15,093	31,005	46,098
1934	14,521	45,490	23,375	36,636	60,011

Workers' pay is generally in direct proportion to their degree of skill and rank of employment, of which, therefore, considerations must be given in order to get at the true wage conditions. Workers of any occupation may be classified according to their skill into two classes, regular workers who receive instructions directly from their seniors and are responsible for their part in the manufacturing processes, and assistant workers who lend a helping hand to and work under the direction of the regular workers. Greater skill is always required of the former, for which higher rate of remuneration is paid than the latter. However, it is often not possible to discriminate between these two types of workers as they usually appear in the same pay book without any distinction as to the nature of their work. The practice of differentiate skilled or unskilled workers under the different occupations is, therefore, not followed in the present study. Workers in accordance to their rank of employment may be classified into foremen, common workers, and apprentices. A foreman may perform the task of an over-seer or engage in manual labor himself. In the former case, he is paid on salary basis and should not be

considered as an ordinary workman, while in the latter, he receives, in addition to his salary as a foreman, wages for his labor. However it is often not recorded in the pay book as to how much goes for his foreman salary and how much for his work done. Wages for foremen are usually much higher than those for the average workmen. To include this class of workers in the inquiry would tend to elevate the wage level. Foremen and workers of similar rank are, therefore, eliminated from our investigation. Common workers are generally of two types: those directly concerned with the manufacturing processes and those doing miscellaneous jobs and contributing only indirectly to the task of production. The former group includes those workers who are under the direct control of the engineers and foremen and work during the different stages of the manufacturing processes from raw materials to finished products. This group constitutes the principal labor force in any establishment and is the very type of workers to be studied in the present inquiry. Typical of the latter group are firemen, door keepers, lift men, inspectors, carpenters, electricians, coolies, and such similar workers. They differ from the manufacturing workers both in their nature of work and in their level of wages, and to include them in our inquiry would tend to disturb the wage level. This group of miscellaneous workers were included in the previous wage inquiries conducted by the Bureau in 1928 and 1929, but are now eliminated with a view to presenting our data as representative of the manufacturing workers employed in the different industries. Apprentices in most of the industries are usually given board and lodging with a monthly allowance of only a dollar or so. They should evidently be eliminated from our inquiry as their rate of pay is in no way comparable to that of an ordinary workman. Exceptions however are made of this class of workers in certain industries. The apprentice weavers or new hands in the silk weaving industry, for instance, are paid, in addition to their regular pay of about thirty cents a day, a piece wage for their productions. Their actual income is much higher than that for the winding, spinning or sizing workers in the same industry. Though they are nominally apprentices, they are not given board and lodging as the usual practice requires and are treated in the same way as other workers. The inclusion of this group of workers is, therefore, justifiable, and a separate item of occupations, that of new hands, is set up in order to differentiate them from the ordinary weaving workers. To sum up, the present inquiry covers only those workers who are directly concerned with the manufacturing processes of the different industries, and foremen, apprentices with certain exceptions, and miscellaneous workers are eliminated.

#### Sources of Data

The sources of wage data that are available in Shanghai are mainly the following: (1) collective agreements between employers and workers, (2) payrolls and daily wage records kept by the various establishments, and (3) terms of settlement following conciliation or arbitration of labor disputes. Of these sources, the second gives the most complete and reliable information regarding wage conditions. It is chiefly from this source that the bulk of our data are gathered. Stipulations regarding the scale of payments are usually

provided for in collective agreements between employers and workers. These relate, of course, merely to the normal rate of wages in an establishment and it is often not possible to detect from them the different ranks of pay and changes in the wage level from time to time. Many disputes have arisen and many have been settled in connection with certain provisions regarding the problem of wages. In decisions following cases of conciliation or arbitration certain terms regarding a raise or a reduction of the wage level are often found, but such information is available only when disputes have broken out. These sources, though none of them should be considered exhaustive and complete, are yet useful for reference purpose.

**The Method of Intensive Investigation Employed.**

The data enumerated above are obtained by direct approach of our agents to the various establishments. To pay personal visits to every one of the establishments covered in the inquiry and to take down highly detailed records of wage data require, of course, a large staff and involve considerable expense. Yet it is only through such intensive investigation that an access to the minute and exhaustive materials is possible. Careful consideration was made in fixing the period of inquiry and in preparing a suitable set of schedules before field investigation commenced, and in the course of investigation no effort was spared to obtain all available sources of information. It is proposed to discuss here the processes of investigation and some of the practical difficulties that were encountered in the inquiry before presenting facts that it reveals.

**The Date of Investigation.**

In conducting the yearly investigation, it is practically impossible to cover every working day of the year. Wage rates are, as compared with actual earnings, less liable to changes and seldom subject to seasonal variations. The usual practice is to confine the inquiry to certain normal and representative period or periods of the year. The wage rate investigation conducted by the Bureau of Statistics, United States Department of Labor, is held only once a year and is considered sufficiently representative of the changes. In our previous inquires,<sup>1</sup> it is found that the months of April, May, September and October are found to be normal periods of the year so far as the level of wage rates are concerned. In the 1929 investigation conducted by the Bureau, an arbitrary date, September 25, was set for the investigation. In the present study, the same date is employed, and payroll data are requested for the twenty-fifth of September every year. In case a holiday falls on that date, or a part of the operation is suspended due to weather conditions or other causes, the following day is to be taken. Official letters are sent early in September to the establishments covered, notifying them of the investigation and asking them to keep a detailed account of the rates of wages paid and the hours worked on September 25 or to make a duplicate copy of the daily wage reports for that day. Starting from

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<sup>1</sup>Bureau of Social Affairs: *The Index Numbers of Earnings of the Factory Laborers in Greater Shanghai, 1928.*

Bureau of Social Affairs: *Wages and Hours of Labor, Greater Shanghai, 1929.*

September 26 every year agents are sent to the establishments to take down or to collect the data required.

**Some Practical  
Difficulties in the  
Collection of Data.**

In the course of our investigation, difficulties often arose, particularly in relation to the wage rates of piece workers. With very few exceptions, the wage records kept by the various establishments gave no indications as to the units of output produced and the number of hours worked each day by an individual laborer on piece basis. The packeting and tin-filling workers in the tobacco industry, for instance, are usually paid by the number of holes punched on a card, which represents the amount of output over a certain period. It is often hard to ascertain how many of the holes stand for a day's work. We, therefore, have to take account of the total output and the total number of hours over a period in order to arrive at the average daily output and hours of work. Similar difficulties were encountered in the case of weavers in the cotton, silk or wool weaving industries. Weavers as a rule are paid upon the completion of each piece of cotton, silk or woollen cloth. Usually, there is no definite agreement as to the amount of time needed to finish each piece of cloth, because of difference in skill. In such cases again, we have to resort to the average daily output and hours of work over a definite period of time. The case of box-filling workers in the match making industry was even more difficult to handle. This group of workers, usually female, are each represented by a bamboo check. Not infrequently several workers may be represented by a single check in the payrolls. Even the managements are not in a position to tell the actual number of workers engaged in that particular job. To solve this problem, we had to send our agents on the day for which data were required to the various match making factories, to take down the total output, the actual number of workers, and the exact time they entered and left their respective jobs. It is with the piece workers, therefore, we were confronted with most of our trying tasks in ascertaining the daily wage rates and hours of work. Workers on time basis seldom gave rise to serious difficulties. They are required to work a definite number of hours each day and are paid their stipulated rates of wages. However, in some of the establishments, workers are designated in the payrolls merely by a number, without indications as to whether they are male or female, time or piece workers, or as to what jobs they are engaged in. In such cases, we had to refer to the management to render a detailed account of the sex difference, the nature of work, and the occupational classification of the entire labor force. It is with the assistance of the managements of the various establishments, therefore, that we are able to attain completeness and reliability for our data.

**The Processes of  
Computation and  
Tabulation.**

When the materials were thus gathered, our primary attention was devoted to the checking up of the data. Doubtful figures were carefully examined and re-investigated if found to be erroneous. The schedules collected were numbered according to industrial and occupational classification. When the data were properly

filed, we proceeded with the work of computation and analysis. The work of computation was rather heavy and was very carefully handled. It might not be out of place here to dwell on the different steps through which the data were treated. The first step was to convert the piece wages of certain groups of workers into those on a daily basis. The weaving and finishing workers in silk, cotton and wool weaving mills, the knitting and looping workers in underwear and hosiery knitting factories, the cutting workers in underwear factories, and the packeting and tin-filling workers in tobacco plants, for instance, are paid on piece basis, and no record could be found in the payrolls for their daily rates of pay except the total output and working hours over a definite period, with the stipulated wages per piece. In such cases, an average of their output and working hours per day was taken to arrive at their daily wage rates. Secondly, considerations were given to those workers who were supplied with board and lodging by the managements. As a rule, they are paid a lower rate of wages than those who are not so supplied. Allowances must, therefore, be made of these items while computing their wage rates, and were decided upon by accepting the customary charges of \$6 per month or \$0.20 per day for board and of \$2 per month or \$0.0667 per day for lodging. In case the amount of allowances was fixed by the managements, the stipulated amount instead of the arbitrary sum thus set was to be added. Thirdly, the daily wages for time workers, male and female, were converted according to their normal hours of work into hourly rates. Fourthly, the hourly rates for piece workers were likewise computed upon the basis of their actual hours of work per day. Fifthly, the *average* daily and hourly rates of wages as well as the *average* hours of work per day for male or female, time or piece workers under different occupations were computed. The average figures were obtained by dividing the total amount of wages and the total man-hours for the various groups of workers by the total labor force under the respective groups. Sixthly, from the average wage rates and hours of work for the different *occupations*, the average rates or hours for the various *industry* groups were calculated. In arriving at these figures, the problem of simple or weighted averages arises. The simplest way of computing the averages would be to add up the average wage rates or hours of work for the different occupational groups under each industry and to divide the sum by the number of occupations. This method of simple arithmetic mean disregards one essential fact, the varying degree of importance that the different occupational groups of workers claim in the industry to which they belong, that is, the size of labor force under the different occupations. To apply proper weights to the male or female, time or piece workers under the different occupational groups, the ideal method would be to multiply the average figures with the total labor force under the respective groups as revealed by an industrial census. Such a census, however, is as yet not available in this city; hence such weights are not available. The only practicable way is to weigh the different groups by the number of workers covered in the inquiry, that is, to take the aggregate of the wage rates or hours of work of all workers in each industry and divide the sum by the total number of workers investigated

under the same. Whether the different industries are properly weighted according to their real significance depends, of course, upon the representativeness of the samples covered in the inquiry. It was with this method of weighting that the average wage rates and hours of work for the different industry groups were computed. Finally, we came to the average rates and hours for all workers and all industry groups. In similar manner, the simplest way is to add up the average figures for the 16 industries and divide the sum by 16. The average thus arrived at suffers from the same defect that we overlook the relative importance that the different industries bear upon the entire industrial structure. A weighted arithmetic average was, therefore, computed on the basis of the total number of workers in the employ of different industry groups as reported in the investigation conducted by the China Institute of Economic and Statistical Research. Then, proper weights were assigned to the different industries, and the result would be representative of the rate of pay earned and the hours worked per day by an average worker in Shanghai.

When the average rates and hours for different groups of workers were computed, the data were tabulated in presentable forms. The data were classified first according to sex in order to facilitate a comparison between the rates of pay and hours of work for male and female workers in the different industries. Then the data were separately treated for time and piece workers, in order to lay emphasis upon the different systems of wage payment. Finally, the average figures for all workers, male and female, time and piece, were given. In these tables, both the daily and hourly rates of wages are recorded. A disparity would be found, however, if an attempt is made to verify the daily rates by multiplying the corresponding hourly rates with the average hours of work. The number of hours worked by the individual workers on the day of investigation may differ considerably from one another. To compute the average hourly rates by dividing the average daily rates with the average hours of work would mean to weigh the varying scale of wage rates indiscriminately with a common standard of hours, which is undoubtedly misleading. Our process is to compute the hourly rates for every individual worker first and then to arrive at the average rates for different groups of workers; thereby the influence of varying working hours is avoided. It may happen that among certain groups of workers the working hours are uniform. Some slight disparity is still unavoidable as the average figures are correct only to the third decimal place.

Occupational  
Classification. In any one of the industries, different scales of skill are required of different jobs, and different rates of wages are paid that are proportionate to the standard of skill required. In a study of wage rates, therefore, workers engaged in different jobs or occupations should be separately treated in order to visualize the wage conditions under different levels of skill. At the outset of the present investigation, attention was directed toward the problem of occupational classification. As the division of jobs is not yet wholly standardized, efforts were made to work out a satisfactory classification for the

different industries. Agents were sent to the various establishments to inquire into their processes of manufacture and their division of occupations. Upon the basis of the materials thus gathered, a standard classification of jobs was compiled. To work out a job classification that would suit all establishments of diversified scales and sizes is a difficult task. The practice adopted by the International Labor Office in the compilation of wage statistics is to classify the workers into three main groups, the skilled, semi-skilled and unskilled.<sup>1</sup> It is, however, under local circumstances, hard to tell which of the workers are more skilled and which are less, and an arbitrary demarcation between the skilled and the unskilled is replete with ambiguity. It is for this reason that we choose to emphasize upon a classification of jobs rather than upon an uncertain standard of skill. Large scale establishments are often provided with minute division of labor and elaborate systems of job classification, which are hardly attainable in establishments of small and simple scale. In determining the jobs to be included in our classification, therefore, considerations are taken of the varying conditions. Some of the jobs that would be given to two or more workers in different departments of work to accomplish in large establishments but are handled by a single worker in small ones are often merged under one item. Some that are differently named in different establishments but are very closely related or similar in nature are also combined in order to avoid ambiguity. The classification thus worked out, though not absolutely complete, suits, however, the local conditions.

- I. Machinery
  - 1. Pattern makers
  - 2. Moulders
  - 3. Blacksmiths
  - 4. Turners
  - 5. Fitters
  - 6. Others
- II. Ship building
  - 1. Pattern makers
  - 2. Moulders
  - 3. Turners
  - 4. Fitters
  - 5. Blacksmiths
  - 6. Coppermiths
  - 7. Others
- III. Match making
  - A. Splint Ordering
    - 1. Splint ordering
    - 2. Splint bundling
  - B. Match frame setting
    - 1. Match frame setting
  - C. Oiling and head dipping
    - 1. Oiling
    - 2. Chemicals preparing
- 3. Head dipping
- 4. Others
- D. Match frame offsetting
  - 1. Match frame offsetting
  - 2. Others
- E. Box filling
  - 1. Box filling
  - 2. Others
- F. Box painting
  - 1. Box painting
  - 2. Others
- G. Packing
  - 1. Wrapping
  - 2. Bundling
  - 3. Packing
  - 4. Others
- IV. Enamelling
  - A. Plaque making
    - 1. Cutting
    - 2. Plaque burning
    - 3. Dressing
  - B. Frit making
    - 1. Grinding
    - 2. Smelting

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<sup>1</sup>International Labor Office: *Methods of Statistics of Wages and Hours of Labor.*



- 3. Milling
- C. Enamelling
  - 1. Pickling
  - 2. Repairing
  - 3. Enamelling
- D. Color decorating
  - 1. Printing
  - 2. Plate making
  - 3. Color decorating
  - 4. Drawing
  - 5. Designing
  - 6. Lettering
- E. Packing
  - 1. Wrapping and boxing
- V. Silk reeling
  - 1. Sorting
  - 2. Reeling
  - 3. Basin workers
  - 4. Silk waste preparing
  - 5. Finishing
- VI. Cotton Spinning
  - A. Blowing
    - 1. Mixing
    - 2. Scoutching
    - 3. Others
  - B. Carding
    - 1. Stripping
    - 2. Carding
    - 3. Others
  - C. Roving
    - 1. Drawing
    - 2. Roving
    - 3. Others
  - D. Spinning
    - 1. Ring Spinning
    - 2. Others
  - E. Twisting
    - 1. Winding
    - 2. Twisting
    - 3. Others
  - F. Reeling
    - 1. Reeling
    - 2. Others
  - G. Baling
    - 1. Weighing
    - 3. Bundling
    - 3. Others
  - II. Waste Cotton
    - 1. Waste cotton picking
    - 2. Others
- VII. Silk Weaving
  - A. Warping
    - 1. Winding
    - 2. Doubling
    - 3. Sizing
    - 4. Warping
    - 5. Knitting
  - B. Quilling
    - 1. Winding
    - 2. Doubling
    - 3. Spinning
    - 4. Quilling
  - C. Weaving
    - 1. Weaving
    - 2. New hands
    - 3. Finishing
    - 4. Design applying
- VIII. Cotton Weaving
  - A. Warping
    - 1. Warp winding
    - 2. Filling winding
    - 3. Warping
    - 4. Sizing
    - 5. Drawing
    - 6. Others
  - B. Weaving
    - 1. Weaving
    - 2. Others
  - C. Finishing
    - 1. Raising and refining
    - 2. Finishing and baling
- IX. Wool Weaving
  - 1. Spinning
  - 2. Reeling
  - 3. Warping
  - 4. Dyeing
  - 5. Weaving
  - 6. Finishing
  - 7. Others
- X. Underwear Knitting
  - 1. Cone winding
  - 2. Knitting
  - 3. Dyeing
  - 4. Cutting
  - 5. Looping
  - 6. Finishing and pressing
  - 7. Packing
- XI. Hosiery Knitting
  - 1. Yarn winding
  - 2. Rib Knitting
  - 3. Knitting
  - 4. Looping
  - 5. Bleaching and dyeing
  - 6. Boarding
  - 7. Finishing and assorting
- XII. Flour
  - 1. Wheat filling
  - 2. Milling
  - 3. Baling
  - 4. Flour filling
- XIII. Oil Pressing
  - 1. Raw materials
  - 2. Oil pressing
  - 3. Oil refining
  - 4. Cake grinding
- XIV. Tobacco

- A. Leaf
  - 1. Blending
  - 2. Conditioning or re-ordering
  - 3. Cutting
- B. Manufacturing
  - 1. Cigarette making
  - 2. Drying
  - 3. Sorting
- C. Packing
  - 1. Packet packing and tin packing
  - 2. Case packing
- XV. Paper Making
  - A. Raw material
    - 1. Sorting
    - 2. Cutting
    - 3. Dusting
    - 4. Cooking
    - 5. Pulping
    - 6. Bleaching and mixing
  - B. Manufacturing
    - 1. Paper making
    - 2. Paper receiving
- 3. Counting and assorting
- 4. Finishing and baling
- XVI. Printing
  - A. Type casting and stereo typing
    - 1. Type casting
    - 2. Stereo typing
    - 3. Photo engraving
    - 4. Electro typing
    - 5. Engraving
  - B. Letter press printing
    - 1. Chinese type setting
    - 2. Foreign type setting
    - 3. Letter press printing
  - C. Offset printing
    - 1. Drawing
    - 2. Transferring
    - 3. Offset printing
  - D. Book binding
    - 1. Folding
    - 2. Trimming and binding
    - 3. Bundling and smashing
    - 4. Others

Uses of Job Classification. A classification of the wage rates of workers according to jobs claims certain advantages that are otherwise unattainable. In the first place, it enables not only a vertical comparison of the scale of wages for workers in different industries, but also a horizontal comparison for workers engaged in different occupations. In the second place, as the rates of wages are usually proportional to the degree of skill required, an impression as to the standard of skill required of the different jobs may be obtained from such a classification. In the third place, when wage statistics are referred to in the mediation of labor disputes, an accurate account is obtainable as to what are the prevailing rates of pay for workers under certain particular jobs. Finally, an enumeration of the jobs under different industries gives an idea as to the nature of work and the process of manufacture that are carried on in the respective industrial undertakings.

### III. MAKING OF INDEX NUMBERS

**Index Numbers as a Measure of Trend Movement.** The trend of wage movement is not readily detectable in simple figures. Wage conditions are often complicated by many disturbing factors. The skill required of different jobs, for one thing, tends to put the wage rates at different scales. The difference in physical strength and the special adaptability to particular kinds of work necessitates a different level of pay for male or female workers. The different systems of wage payment, again, result in a disparity between the time and piece rates of wages. Aside from all these, wage changes are often brought about by certain external forces that bear close relationship to the workers and to the industrial structure. The standard of living for the working class shows ups and downs in the level of prices and the well-being of society. The labor organization may show strength at one time and weakness at another. The industrial structure itself has its booms and depressions as years pass by. To perceive the central trend of the complicated series that indicates the resultant movement of the various forces acting on the series, recourse has to be made to one statistical device, namely, the index numbers.

Index numbers in its simplest form may be described as the ratio of averages, or inversely, the average of ratios. The representation of the terms in a time series as relatives, with reference to a fixed base, permits a ready comparison of the values for different dates. It permits the trend of the series to be perceived much more easily than when the data are presented in their original form. The index numbers of wage rates are the averages of wage relatives or the relatives of average wage rates. In the former case, the wage rates in the time series are expressed as relatives with the rate at a given period serving as base, and the index numbers are obtained by taking the average relatives for each period of the series. In the latter case, the average wage rates for the different periods are computed first, and are then converted into relatives with reference to the average rate for the base period. The index numbers thus computed would serve to point out the net resultant of the various forces acting on wage payments and wage changes. It is possible to derive therefrom an idea as to whether the main trend of wage changes is moving upward or downward and as to how the average wage rates in the series compare with the base period figure. Moreover, the construction of index numbers facilitates a comparison of the trend of wage movements with other series of statistical facts, as for instance, the tendency of change in the standard and cost of living, the movement of labor organization, and the varying conditions of industrial prosperity. Such comparison would help to show whether the changes in wages are in keeping with the general economic and industrial situations. The following sections will be devoted to a discussion of the various phases in relation to the construction of wage index numbers.

**The Problem of Weighting.** Index numbers, as just explained, are applied to values in a time series expressed as average relatives. The relative importance of the values, however, should not be neglected. The sixteen industries that are covered in the present inquiry are apparently not of equal importance. The cotton spinning industry, for instance, employs by far the largest labor force of all industries, amounting to 36 per cent of the total number of workers, while the paper making industry has under its employ only 1 per cent of the total labor force. The wage rates for the different industries, therefore, should by no means be equally treated in the construction of index numbers. To construct the wage index numbers by taking the simple arithmetic averages of relative values would mean to give equal weights to the wage data of all the 16 industries. Such an index is often termed an unweighted index, but the term is misleading, since here weights are also used, the weights in this case being 1 for all values. The application of an equal weight to the wage rates of all industries is to disregard the relative importance attached to them, and the index numbers thus computed are evidently biased and are not representative of the general wage conditions. Proper weights must therefore be applied to give each constituent value its proper place in the construction of index numbers.

**The Weights Employed.** The relative importance of each industry can best be shown by the number of workers under its employ. The wage rate figures of the different industries are therefore to be weighted by the size of labor force in the respective industries. Yet, in the absence of an elaborate census of the industrial force in this city, we are not in a position to secure any highly accurate figures regarding the total number of manufacturing workers. In determining the samples to be covered in our inquiry, we have based our judgment upon the inquiry conducted by the China Institute of Economic and Statistical Research, which placed the total number of industrial workers in Shanghai at 212,822 persons, and we have limited our scope to 16 of the industries with a total labor force of over 160,000. This figure was revised later in 1933 by the same Institute, and the total number of workers in the 16 industries was finally placed at 165,863. The figures rendered by the Institute include workers of all rank and file, manufacturing and miscellaneous, adults and children, regular hands and apprentices. In the present inquiry, however, only regular manufacturing workers are included, foremen, apprentices, and workers in charge of miscellaneous jobs being eliminated. The weights here employed, though the best attainable, are therefore, not entirely appropriate under the circumstances. The revised figures for the number of workers in the 16 industries are as follows:

Industries	No. of Workers	Industries	No. of Workers
Machinery	5,144	Silk reeling	29,728
Ship building	2,579	Cotton spinning	60,406
Match making	1,610	Silk weaving	10,548
Enamelling	2,349	Cotton weaving	9,286

Wool weaving	2,289	Oil pressing	2,028
Underwear knitting	2,172	Tobacco	18,173
Hosiery knitting	7,295	Paper making	1,561
Flour	2,516	Printing	8,231
		Total	165,883

The above figures give only the total labor force in each industry. In the present inquiry, male and female workers are given separate treatment in a more detailed analysis. Separate weights for workers of different sexes are desired. Such not being available, we have to figure out the ratio between male and female workers in the different industries. The ratio is obtained by computing the proportion between the total number of male and that of female workers covered in our inquiry from 1930 to 1934. That the average ratio for the five years is used rather than the separate ratios for the individual years is aimed to minimize the bias that may be inherent in sampling investigations. The following gives the estimated number of male and female workers in the 16 industries computed from the ratio that we have figured out:

Industries	Number of Workers Investigated, 1930-1934 †				Total Number of Workers 1933 ‡			
	Male	Percent- age	Female	Percent- age	Total	Male	Female	Total
Machinery ... ..	3,603	100.0000			3,603	5,144		5,144
Ship building ... ..	5,037	100.0000			5,037	2,579		2,579
Match making ... ..	1,570	28.7440	3,892	71.2560	5,462	483	1,147	1,610
Enamelling ... ..	3,731	91.4237	350	8.5763	4,081	2,148	201	2,349
Silk reeling ... ..			29,000	100.0000	29,000		29,728	29,728
Cotton spinning ... ..	10,348	13.2180	67,951	86.7810	78,299	7,983	52,423	60,406
Silk weaving ... ..	4,745	41.7951	6,603	58.2049	11,353	4,409	6,130	10,538
Cotton weaving ... ..	1,822	11.1471	14,523	88.8529	16,345	1,030	8,206	9,236
Wool weaving ... ..	1,109	43.8687	1,419	56.1313	2,528	1,004	1,285	2,289
Underwear knitting ... ..	957	26.4219	2,665	73.5781	3,622	574	1,593	2,172
Hosiery knitting ... ..	2,318	27.2034	6,203	72.7966	8,521	1,984	5,311	7,295
Flour ... ..	3,927	100.0000			3,927	2,516		2,516
Oil pressing ... ..	2,199	100.0000			2,199	2,028		2,028
Tobacco ... ..	6,038	15.2140	33,649	84.7860	39,687	2,765	15,403	18,173
Paper making ... ..	2,557	72.1501	897	27.8499	3,454	1,126	435	1,561
Printing ... ..	7,965	92.5087	645	7.4913	8,610	7,614	617	8,231
Total						43,985	122,498	165,883

† By the Bureau.

‡ By the China Institute of Economic and Statistical Research.

In similar manner, workers of time and piece wages are given separate treatment. The ratio between time and piece workers is likewise computed from our experience in the past five years, and the number of workers under the different systems of wage payment are estimated as follows:

Industries	Number of Workers Investigated, 1930-1934 †					Total Number of Workers, 1933 ‡		
	Time	Percent- age	Piece	Percent- age	Total	Time	Piece	Total
Machinery ... ..	3,141	87.1774	462	12.8226	3,603	4,484	660	5,144
Ship building ... ..	5,037	100.0000			5,037	2,579		2,579
Match making ... ..	564	10.3259	4,898	89.6741	5,462	166	1,444	1,610
Enamelling ... ..	3,879	95.0502	202	4.9498	4,081	2,233	116	2,349
Silk reeling ... ..	29,000	100.0000			29,000	29,728		29,728
Cotton spinning ... ..	15,768	20.1382	62,531	79.8618	78,299	12,165	48,241	60,406
Silk weaving ... ..	3,214	28.3097	8,139	71.6903	11,353	2,986	7,582	10,548
Cotton weaving ... ..	1,776	10.8857	14,569	89.1343	16,345	1,004	8,232	9,236
Wool weaving ... ..	1,437	56.3434	1,091	43.1566	2,528	1,301	988	2,289
Underwear knitting ... ..	628	17.3385	2,994	82.6615	3,622	377	1,795	2,172
Hosiery knitting ... ..	1,847	21.6769	6,674	78.3241	8,521	1,581	5,714	7,295
Flour ... ..	3,927	100.0000			3,927	2,516		2,516
Oil pressing ... ..	2,199	100.0000			2,199	2,026		2,026
Tobacco ... ..	6,483	18.3353	33,204	83.6647	39,687	2,969	15,204	18,173
Paper making ... ..	3,179	89.7009	365	10.2991	3,544	1,400	161	1,561
Printing ... ..	4,853	56.3879	3,765	43.6121	8,618	4,641	3,690	8,231
<b>Total</b>						<b>72,156</b>	<b>93,767</b>	<b>165,923</b>

† By the Bureau.

‡ By the China Institute of Economic and Statistical Research.

Since estimated weights are used in computing the average wage rates for male and female, or for time and piece workers, certain deviations become unavoidable while attempting to check the general average rates for all workers in the 16 industries with the male and female, or time and piece figures. To afford full explanation to this fact, it is deemed best to reproduce here a part of the working sheets used in our processes of computation. Take the hosiery knitting industry for illustration, the average wage rates for male and female, time and piece workers in the year 1934 are computed in the following manner:

Occupations	Male		Female		Time		Piece	
	Work- ers in- vesti- gated	Total Average Hourly Rate	Work- ers in- vesti- gated	Total Average Hourly Rate	Work- ers in- vesti- gated	Total Average Hourly Rate	Work- ers in- vesti- gated	Total Average Hourly Rate
Yarn winding ... ..	50	\$2.7569	442	\$24.9551	50	\$2.6949	442	\$25.0201
Rib knitting ... ..	48	2.3397	25	1.5463	24	1.1101	49	2.8059
Knitting ... ..	56	5.0353	551	45.1241	13	1.3663	594	48.8431
Looping ... ..	4	.1320	187	16.7491			191	16.8311
Bleaching and dyeing ... ..	166	9.2205	2	.0680	168	9.2885		
Boarding ... ..	148	14.0599	12	.3348	9	.3267	155	14.9680
Finishing and assorting ... ..	141	9.0126	41	1.7745	142	8.6589	40	2.1332
<b>Total</b>	<b>613</b>	<b>43.5399</b>	<b>1,260</b>	<b>90.5519</b>	<b>402</b>	<b>23.4404</b>	<b>1,471</b>	<b>110.6514</b>
<b>Average</b>		<b>.0710</b>		<b>.0719</b>		<b>.0583</b>		<b>.0752</b>

From the above figures, the general average hourly rate for that industry in that particular year is derivable either by dividing the total wages for male and female workers ( $\$43,5399 + \$90,5519 = \$134,0918$ ) with the total number of male and female workers ( $613 + 1,260 = 1,873$ ), or by dividing the total time and piece wages ( $\$23,4404 + \$110,6514 = 134,0918$ ) with the total time and piece workers ( $402 + 1,471 = 1,873$ ). In either case, the result is  $\$0.0716$  per worker per hour. This figure has been weighted by the actual number of hosiery knitting workers investigated in the year 1934. In similar manner, the average rates for the different periods and different industries are computed. The general average for all industries is obtained by weighting the average rates for the different industries with the total number of workers in the same, and dividing the total wages with the total labor force in the 16 industries, as shown in the last part of the accompanying table. The average rates thus arrived at are influenced by two sets of weights, first, the actual number of workers investigated in the different periods and different industries, and second, the total number of workers in the 16 industries. In computing average wage rates for male or female or for time or piece workers, estimated weights are used. The average male rates for the different industries, for instance, are weighted by the estimated number of male workers in the respective industries, and then the aggregate wages for male workers in all the industries are averaged by the estimated total of male workers, in order to arrive at the average rates for male workers as a whole. In similar manner, the average rates for female workers and those for time and piece workers are computed. These figures have been weighted by the estimated number of male or female, time or piece workers in the different industries. As have been explained before, the estimated number of workers under those groups are computed upon the basis of the average ratio between the total number of male and female or time and piece workers that were covered in our investigation from 1930 to 1934. The weights used here are, therefore, the average number of workers investigated in five years as against the actual number of workers investigated in each of the different periods of our inquiry that are used in the computation of the general wage rates for all workers. Due to the different weights used, a disparity is bound to result while attempting to check the general wage rates for all workers in the 16 industries with the averages of male and female, or time and piece rates. The disparity is shown in the following table:

	Male	1930	1931	1932	1933	1934
Total estimated workers in 16 industries		43,365	43,365	43,365	43,365	43,365
Total wages earned by workers in 16 industries ... ..		\$3,693.628	\$3,719.546	\$3,724.560	\$3,759.062	\$3,583.501
Average rate per worker per hour ...		\$ .085	\$ .086	\$ .086	\$ .087	\$ .083
Female						
Total estimated workers in 16 industries		122,498	122,498	122,498	122,498	122,498
Total wages earned by workers in 16 industries ... ..		\$5,952.277	\$5,827.767	\$5,777.511	\$5,849.961	\$5,638.186
Average rate per worker per hour ...		\$ .049	\$ .048	\$ .047	\$ .048	\$ .046

Male and Female					
Total estimated workers in 16 industries	165,863	165,863	165,863	165,863	165,863
Total wages earned by workers in 16 industries ... ..	\$9,645.905	\$9,547.303	\$9,502.071	\$9,609.023	\$9,221.687
Average rate per worker per hour ...	\$.058	\$.058	\$.057	\$.058	\$.056
Time					
Total estimated workers in 16 industries	72,156	72,156	72,156	72,156	72,156
Total wages earned by workers in 16 industries ... ..	\$1,039.380	\$1,089.282	\$3,691.834	\$3,823.522	\$3,638.412
Average rate per worker per hour ...	\$.057	\$.057	\$.051	\$.053	\$.050
Piece					
Total estimated workers in 16 industries	93,707	93,707	93,707	93,707	93,707
Total wages earned by workers in 16 industries ... ..	\$5,661.024	\$5,455.972	\$5,700.798	\$5,656.993	\$5,574.930
Average rate per worker per hour ...	\$.060	\$.058	\$.061	\$.060	\$.059
Time and Piece					
Total estimated workers in 16 industries	165,863	165,863	165,863	165,863	165,863
Total wages earned by workers in 16 industries ... ..	\$9,750.404	\$9,545.254	\$9,392.632	\$9,480.515	\$9,213.342
Average rate per worker per hour ...	\$.059	\$.058	\$.057	\$.057	\$.056
Total					
Total estimated workers in 16 industries	165,863	165,863	165,863	165,863	165,863
Total wages earned by workers in 16 industries ... ..	\$9,724.753	\$9,535.502	\$9,453.523	\$9,593.120	\$9,213.593
Average rate per worker per hour ...	\$.059	\$.057	\$.057	\$.058	\$.056

Many methods have been employed in the construction of index numbers, and different opinions are held as to which is theoretically the best method. There are practical difficulties to be surmounted, difficulties that cause differences in practice due to the varying conditions under which the task is conducted, and there are differences due to the varying purposes for which index numbers are constructed. Generally speaking, the methods employed in index number construction are of three groups. The first group is the method of average of ratios, which is computed by percentaging the values at the given periods with reference to the base period value, and then averaging the percentages. If  $P_0$  stands for value at base period,  $P_1$  for value at given period,  $N$  for the number of items,  $\Sigma$  for summation, and  $W$  for the weight employed, the formulæ for the arithmetic and geometric index numbers, simple and weighted, under this group are as follows:

$$\frac{\Sigma \frac{P_1}{P_0}}{N} \quad \text{(Simple arithmetic)}$$

$$\frac{\Sigma \left(\frac{P_1}{P_0}\right) W}{N} \quad \text{(Weighted arithmetic)}$$

$$\sqrt[N]{\frac{P_1}{P_0} \times \frac{P_1'}{P_0'} \times \frac{P_1''}{P_0''} \times \dots \dots \dots N \text{ terms}} \quad \text{(Simple geometric)}$$

$$\sqrt[N]{\left(\frac{P_1}{P_0}\right) W \times \left(\frac{P_1'}{P_0'}\right) W' \times \left(\frac{P_1''}{P_0''}\right) W'' \times \dots \dots \dots N \text{ terms}} \quad \text{(Weighted geometric)}$$



This method claims the advantage that the influence of extremely high or low values is minimized. The range of difference among actual values are shortened when converted into relatives. By this method, the weighted arithmetic index numbers for the present data are computed with 1930 as base as follows:

1930	1931	1932	1933	1934
100.00	98.11	98.13	98.92	93.30

The index numbers thus derived show the least amount of variations of all formulae. However, in the study of wage rates, one is interested not only in the trend of index numbers but also in the dollar and cent change of the actual rates. The wage rates for the different periods computed by the method of weighted arithmetic averages are \$0.059 for 1930, \$0.057 for 1931, \$0.057 for 1932, \$0.058 for 1933, and \$0.056 for 1934. The figures, though assuming the same tendency of changes as the index numbers computed by the foregoing method, show a much wider range of variations. This method, therefore, suffers from the defects that different impressions are obtained when the actual values are converted into index numbers.

The second group is the aggregative method, which is computed by adding together the actual values and taking the ratio of the sum. It is under this group that the ideal formula of Prof. Irving Fisher falls. Take  $P_0$  as the base period value,  $Q_0$  as the base period weight,  $P_1$  as the value for given period, and  $Q_1$  as the weight for given period, the ideal formula is expressed in algebraic form as follows:

$$\sqrt{\frac{\sum P_1 Q_0}{\sum P_0 Q_0} \times \frac{\sum P_1 Q_1}{\sum P_0 Q_1}}$$

The formula fulfills both the time and factor reversal tests and is correct within a hundredth of one per cent. When this method is employed, however, weights, in this case the number of workers in the different industries, for the different periods as well as for the base period are required, which in practice are often not easily attainable.

The third group is the method of ratio of averages which is computed by converting into relatives the average values for the given period with reference to the average value of the base period. The formulae for the arithmetic and geometric index numbers, simple and weighted, under this group are expressed as follows:

$$\frac{\frac{\sum P_1}{N}}{\frac{\sum P_0}{N}} \quad \text{(Simple arithmetic)}$$

$$\frac{\frac{\sum P_1 W}{N}}{\frac{\sum P_0 W}{N}} \quad \text{(Weighted arithmetic)}$$

$$\frac{\sqrt[N]{P_1 P_1' P_1'' \dots N \text{ terms}}}{\sqrt[N]{P_0 P_0' P_0'' \dots N \text{ terms}}} \quad (\text{Simple geometric})$$

$$\frac{\sqrt[N]{P_1^w P_1'^w P_1''^w \dots N \text{ terms}}}{\sqrt[N]{P_0^w P_0'^w P_0''^w \dots N \text{ terms}}} \quad (\text{Weighted geometric})$$

Of these formulae, the geometric claims a higher degree of accuracy. However, the geometric formulae involve complicated process of calculation and are often not easily comprehensible. In the present study, therefore, the weighted arithmetic formula under the third group is adopted. It must be noted here that the weight used is neither the number of workers in the base year ( $Q_0$ ), nor that in the given period ( $Q_1$ ), but an arbitrary constant weight ( $Q_c$ ), the number of workers in the year 1933. The formula may be expressed as follows:

$$\frac{\frac{\sum P_1 Q_c}{N}}{\frac{\sum P_0 Q_c}{N}}$$

This formula claims the merits of a fairly high degree of accuracy, speed in calculation, and simplicity in expression. The same formula was employed in the study of cost of living index numbers conducted by the Bureau, and is followed in the present inquiry.

The index numbers of wage rates are constructed to facilitate a comparison of the values for different dates. A standard of comparison is therefore to be set up, and this standard is the value for the base period. The base period may be a year, a month, or the average of several years or several months. The base period may be of the fixed base system or of the chain system. In the former case, a common base is adopted for the wage relatives of the different periods, and in the latter, link relatives are constructed with the value of each year as the base of the next. Index numbers of the fixed base system claim the advantage that the trend of the series is readily perceived, and those of the chain system facilitate a year-to-year comparison of the values. As the aim of the present study is to trace the tendency of changes in wage rates, the fixed base system is naturally preferred. As the data for the present inquiry are collected yearly, it is therefore deemed best that the base period should be a base year. A base year, if it is to be a competent and appropriate standard of comparison, should fulfill the following conditions. First, the base year is to be one of normal economic and social condition. To fix the base at a period of extreme abnormality and of violent changes is to upset all reasonable comparisons. Second, the base year should not be too remote that comparison with the base would render only a vague and obscure impression. Third, the base year should be one during which accurate and exhaustive data are collected. Fourth, the base year should be one that is widely used in the study of data on most subjects so that comparison of the trends of different series is also facilitated. The year 1926 has often been held as a normal and suitable base of comparison. However, wage data for that

year are not available and an attempt to collect the back period materials is practicably unattainable. In the second conference of International Labor Statisticians held at Geneva in 1925, a decision was made to adopt the year 1930 as the base period for the construction of cost of living index numbers. During that year, the economic conditions in this city, though not wholly free from the influence of the silver slump, may be still considered fairly normal, as depression began in this country at a later date than in western countries. Moreover, exhaustive wage data have been gathered for that year, and the year is not remote for comparison. It is finally decided upon that the index numbers of wage rates in Shanghai is to be constructed with the year 1930 as the base.

#### IV. ANALYSIS OF DATA

**Average Hourly  
Rates in the Dif-  
ferent Industries.**

Having thus far dwelled in sufficient details upon the methods of collecting the materials and compiling the data, we shall now turn to an analysis of the facts and figures. Above all, the wage conditions in the different industries covered in the investigation are to be inquired into. In the accompanying table, the industries are arranged in order of their respective rates of wages per hour in the five years from 1930 to 1934. This arrangement will serve to show how the wage conditions in the different industries compare with one another and how wage rates in each of the industries change from year to year. Of all the industries, the shipbuilding stands at the top throughout the years. Shipbuilding workers were paid on the average \$0.137 per hour in 1930, \$0.140 in 1931, \$0.140 in 1932, \$0.143 in 1933, and \$0.137 in 1934, a rate surpassing that of all other industries and being several times the rates in some of the lowly paid industries. Next to the shipbuilding industry, the printing, the machinery, and the silk weaving industries are among the high wage groups. An hourly rate of around ten cents was paid in these industries. At the bottom of the table, the silk reeling and cotton spinning workers were paid a rate of as low as from three to four cents an hour. Cotton spinning, one of the leading industries in this city, and silk reeling, which was once China's renowned manufacturing enterprise in the world market but has recently been rapidly declining, are the two most wretchedly paid industries in Shanghai. Comparing the top and bottom industries in the table, a very wide margin is observed between the highest and lowest wage rates throughout the years, the range of difference being \$0.099 in 1930, \$0.103 in 1931, \$0.106 in 1932, \$0.105 in 1933, and \$0.108 in 1934. Wage rates are quite stable in nature and not so liable to changes, especially when the series of data cover only a brief period of time. Though the five years covered in the inquiry are considered a period of disastrous business depression and a general decrease in the wage level is to be expected, the decline in the wage rates of the different industries is not so prominent. Comparatively speaking, the silk reeling industry shows more distinct signs of decline than all the others. The average wage rates for that industry was \$0.044 in 1930, \$0.041 in 1931, \$0.034 in 1932, \$0.032 in 1933, and as low as \$0.029 in 1934. A sharp line of decadency is drawn, which is to be explained by the ruinous depression of that particular industry as a result of the silver slump, competition in the world market, declining demands for luxurious goods and other causes.

Relative Position	1930		1931		1932		1933		1934	
	Indus-tries	Aver- age Hour- ly Rates	Indus-tries	Aver- age Hour- ly Rates	Indus-tries	Aver- age Hour- ly Rates	Indus-tries	Aver- age Hour- ly Rates	Indus-tries	Aver- age Hour- ly Rates
1st	Ship building	.137	Ship building	.140	Ship building	.140	Ship building	.143	Ship building	.137
2nd	Printing	.133	Printing	.131	Silk weaving	.112	Printing	.111	Printing	.116
3rd	Machinery	.096	Machinery	.100	Printing	.111	Silk weaving	.104	Machinery	.091
4th	Silk weaving	.098	Silk weaving	.091	Machinery	.091	Machinery	.082	Silk weaving	.087
5th	Tobacco	.079	Tobacco	.076	Hosiery knitting	.074	Tobacco	.078	Underwear knitting	.077
6th	Hosiery knitting	.073	Underwear knitting	.074	Tobacco	.071	Underwear knitting	.066	Hosiery knitting	.072
7th	Underwear knitting	.071	Hosiery knitting	.070	Underwear knitting	.062	Enamel-ling	.064	Tobacco	.071
8th	Match making	.058	Paper making	.060	Match making	.059	Hosiery knitting	.064	Enamel-ling	.066
9th	Enamel-ling	.056	Enamel-ling	.058	Enamel-ling	.059	Oil pressing	.057	Oil pressing	.059
10th	Oil pressing	.051	Wool weaving	.058	Paper making	.057	Match making	.052	Wool weaving	.058
11th	Flour	.050	Match making	.054	Oil pressing	.054	Wool weaving	.051	Match making	.056
12th	Wool weaving	.049	Oil pressing	.053	Wool weaving	.049	Flour	.047	Cotton weaving	.054
13th	Paper making	.046	Cotton weaving	.051	Cotton weaving	.046	Paper making	.047	Paper making	.052
14th	Silk reeling	.044	Flour	.042	Flour	.043	Cotton weaving	.045	Flour	.048
15th	Cotton weaving	.044	Silk reeling	.041	Cotton spinning	.041	Cotton spinning	.040	Cotton spinning	.041
16th	Cotton spinning	.038	Cotton spinning	.037	Silk reeling	.034	Silk reeling	.038	Silk reeling	.029

The one essential factor determining the rate of wages for different groups of workers is the skill required of different jobs.

Higher degree of skill commands higher rate of pay while lower skill often meets with lower wages. A classification of the wage rates for the different jobs gives some idea as to how wages and skill are correlated. In the accompanying table, jobs in the different industries are distributed according to classes of hourly rates at one cent intervals. Wage classes are arranged according to their magnitude from the left hand side of the table to the right. Jobs in the left represent those poorly paid and in the right those in which comparatively higher wages are given. It is found that in industries wherein higher wages are paid, such as in shipbuilding and printing, almost all the jobs fall in wage classes of ten cents and over; while in low wage industries, such as silk reeling and cotton spinning, most of the jobs cluster in

classes of not more than five cents. The difference in wage rates among different industries is, therefore, chiefly a matter of difference in skill. The wage conditions in some of the jobs might deserve special consideration. Of all the workers engaged in the different jobs, the highest rate of wages is paid to the warping workers in the silk weaving industry. The warping workers are paid on piece basis, and some of the skilled hands are able to earn as high as four dollars a day. Taking an average of the jobs as a whole, an hourly rate of \$0.158 was paid in 1930, and \$0.203 in 1931 and 1932. In 1933, the rate went up to \$0.249. In 1934, the silk weaving industry was facing a collapse and most of the silk mills were operating with reduced labor force and decreased wages, the rate consequently declined to \$0.168. The average rate for the five years was \$0.196 per hour. In the ship building industry, which claims the highest rate of wages among all industries, almost all the jobs are paid a handsome amount of remuneration. The copper-smiths were paid the highest rate of \$0.151 per hour, while the blacksmiths were paid the lowest of \$0.115 per hour — a rate which was yet much higher than the prevailing rate of wages. In the printing industry, with the exception of only a few less skilled workers, high degree of dexterity and intelligence are required and high rate of wages are paid. The stereo-typing workers, for instance, were paid an average rate of \$0.180 per hour, the foreign type-setting workers, one of \$0.151 per hour, and the drawing workers, one of \$0.149 per hour. Lowest of all the jobs, the basin workers in the silk reeling industry were paid a rate of only \$0.025 an hour, and no silk reeling workers were found to have earned more than \$0.045 an hour. The waste-cotton picking workers in the cotton spinning industry with an hourly rate of \$0.027 were just a little better off than the basin workers. Nine out of the ten cotton mill workers earned a rate of around \$0.040 an hour. Taking all the jobs into consideration, a wide range of difference is shown between the highest and lowest groups. The highest rate, one of \$0.196 per hour, is found among the warping workers of the silk weaving industry, and the lowest, one of \$0.025 per hour, among the basin workers in the silk reeling industry, thus leaving a margin of as much as \$0.171. A majority of the jobs, as found in the accompanying table, belong to the wage classes of from \$0.045 to \$0.075 an hour.

Jobs Distributed According to Class Intervals of Average Hourly Rates, 1930-1934

Industries	\$.025-.0349	.035-.0449	.045-.0549	.055-.0649	.065-.0749	.075-.0849	.085-.0949	.095-.1049	.105-.1149	.115-.1249	.125-.1349	.135-.1449	.145-.155-
Machinery					2†	3		1					
						4							
						5							
Ship building									5		2	1	
											3	4	
												6	
Match making E-1		A-1	C-2		G-2	C-3	D-1				B-1		
		A-2				F-1					C-1		
		G-1									G-3		

† Jobs expressed in codes, refer to table of occupational classification on pages 41-43.

Jobs Distributed According to Class Intervals of Average Hourly Rates, 1930-1934

Industries	\$.025-.0349	.035-.0449	.045-.0549	.055-.0649	.065-.0749	.075-.0849	.085-.0949	.095-.1049	.105-.1149	.115-.1249	.125-.1349	.135-.1449	.145-.155-
Enamelling			A-2 D-5 D-6	A-1 B-1 B-3 C-2 C-3 D-3 D-4 E-1	A-3 C-1 D-1 D-2	B-2							
Silk reeling	1 3 4	2 5											
Cotton spinning	H-1	A-1 A-2 B-2 C-1 C-2 D-1 E-1 E-2 F-1 G-1	B-1		G-2								
Silk weaving		B-2 C-3 B-4	A-2 B-3	B-1	A-1 A-3	C-2	A-5				C-1		A-4 C-4
Cotton weaving		A-1	A-2 A-5 B-1 C-1 C-2	A-3	A-4								
Wool weaving			1 6	2 3 5	4								
Underwear knitting			2 3	1		5	6		4				7
Hosiery knitting				1 5 7	2	3	4	6					
Flour	3 4	1 2											
Oil pressing			1 3	2 4									
Tobacco		B-3	A-1		A-3	A-2 B-1 C-1 C-2	B-2						
Paper making		A-1 B-2	A-2 A-4 B-3	A-3 A-5 A-6 B-4	B-1								
Printing							D-1 D-2	A-5 C-3	A-1 D-3	A-3 A-4 B-1 B-3 C-2		B-2 C-1	A-2

The scale of wage rates and the trend of wage changes also differ with different sexes and different systems of wage payment. Male workers are physically better fitted than female ones. Piece rates of wages depend more upon the number of hours worked and the amount of output produced than upon the stipulated standard of payment. In the accompanying table, the different types of workers, male and female, time and piece, in each of the industries, are arranged in the order of their respective hourly rates of wages. It might be generalized from the table that male workers earn a higher rate of wages than the female, and piece workers earn a higher rate than time workers. The low rates of wages in the cotton spinning and the silk reeling industries may be partly explained by the large number of female workers employed.

Industries	First		Second		Third		Fourth	
	Workers	Average Hourly Rates	Workers	Average Hourly Rates	Workers	Average Hourly Rates	Workers	Average Hourly Rates
		\$		\$		\$		\$
Machinery ...	Male time	.094	Male piece	.076				
Ship building ...	Male time	.139						
Match making ...	Male piece	.121	Male time	.055	Female time	.045	Female piece	.038
Enamelling ...	Male piece	.093	Male time	.061	Female piece	.055	Female time	.036
Silk reeling ...	Female time	.037						
Cotton spinning...	Male piece	.064	Female time	.040	Male time	.039	Female piece	.036
Silk weaving ...	Male piece	.143	Female piece	.097	Male time	.050	Female time	.044
Cotton weaving ...	Male piece	.070	Female time	.051	Male time	.050	Female piece	.047
Wool weaving ...	Male piece	.081	Male time	.058	Female piece	.053	Female time	.039
Underwear			Female		Male time	.057	Female time	.034
knitting ...	Male piece	.111	piece	.067				
Hosiery knitting	Male piece	.098	Female piece	.074	Male time	.055	Female time	.047
Flour ...	Male time	.046						
Oil pressing ...	Male time	.055						
Tobacco...	Male piece	.083	Male time	.077	Female piece	.075	Female time	.044
Paper making ...	Male piece	.080	Male time	.060	Female time	.030	Female piece	.029
Printing ...	Male piece	.164	Male time	.103	Female piece	.086	Female time	.050

It must also be noted that the average hourly rates for male and female, time and piece workers did not follow a uniform tendency of movement in the five-year period of inquiry and assumed their own trend of changes independently of one another. In the following table, the average hourly rates for different types of



workers during the five years are given. The average rates in 1930 were \$0.085 for male, \$0.049 for female, \$0.057 for time, and \$0.060 for piece workers. In 1931, as compared with the preceding year, a decline was shown in the female and piece rates, an increase in the male rate, while the time rate remained unchanged. In 1932, the male rate continued at the same level as in the preceding year, female and time rates decreased, and the piece rate showed an increase over that in 1931. In 1933, all were ascending except the piece rate which dropped by one-tenth of a cent as compared with the 1932 rate. In 1934, the tide of depression was at its fullest sway; consequently the wage rates for all types of workers went on a downward trend.

Year	Male	Female	Time	Piece	Average
1930	\$ .085	\$ .049	\$ .057	\$ .060	\$ .059
1931	.086	.048	.057	.058	.057
1932	.086	.047	.051	.061	.057
1933	.087	.048	.053	.060	.058
1934	.083	.046	.050	.059	.056

**Hours of Labor.** A study of working hours bears very close relationship to a study of wage rates. The present section is devoted to an examination of the actual number of hours worked in the different industries. In the accompanying table, the industries are arranged in the order of their respective lengths of working hours per day. The longest working days were shown in the cotton spinning and flour industries, with an average of 11.50 hours in the past five years. Next were the cotton weaving, oil pressing, and paper making industries with over 11 hours a day, and still next were the silk reeling, wool weaving, silk weaving and underwear knitting industries with over 10 hours a day. In the hosiery knitting, enamelling, machinery and shipbuilding industries, a 9-hour day was worked. Comparatively fewer hours were worked in the printing industry with 8.38, in the tobacco industry with 7.83, and in the match making industry with 7.46 hours. It is striking to note that the industries such as the cotton spinning, flour, cotton weaving and silk reeling, where long working hours prevailed, were at the same time those where low wage rates were paid. Long hours and low wages seem to be the fate of these groups of industrial workers. The changes in the length of working time among the different industries and through different periods follow chiefly the cyclical movement of business conditions. In a period of depression such as the five years covered in the present inquiry, most of the industrial undertakings found difficulties in marketing their products and had often to work on reduced hours to restrict their output. This effect is particularly severe with the piece who are paid on the basis of the amount of output rendered than with the time workers who are paid according to a stipulated rate irrespective of output. Owing to the lack of raw materials, the partial suspension of certain jobs and whatever causes, piece workers often found in time of depression their chance of work much curtailed, while time workers, so long as their employment contract continued, could keep up with the official

working hours. Hence, the hours of work for piece workers were more liable to changes than those for time workers, and short working days were often found in those industries where piece workers predominated. The range of difference between the longest and shortest working hours for time workers was 2.98 hours in 1930, 3.21 in 1931, 3.15 in 1932, 3.18 in 1933 and 2.76 in 1934; while that for piece workers was 4.94, 5.29, 4.20, 4.47, and 4.56 hours respectively, thus showing a much wider range of disparity. Again, the average working hours per day for time workers in all the industries were 10.66 in 1930, 10.63 in 1931, 10.64 in 1932, 10.59 in 1933, and 10.58 in 1934, the changes being very slight as they ranged from 0.01 to 0.05 of an hour; while those for piece workers were 10.52 in 1930, 10.02 in 1931, 10.41 in 1932, 10.39 in 1933, and 10.37 in 1934, the changes being much greater in this case. In industries where piece workers formed the major portion of their labor force, the working hours often tended to be short. In the match making industry, for instance, a 10-hour day prevailed for the time workers, while only 7.17 hours per day were worked by piece workers. As a result

Relative Position	1930		1931		1932		1933		1934	
	Indus-tries	Aver- age Ac- tual Hours per Day	Indus-tries	Aver- age Ac- tual Hours per Day	Indus-tries	Aver- age Ac- tual Hours per Day	Indus-tries	Aver- age Ac- tual Hours per Day	Indus-tries	Aver- age Ac- tual Hours per Day
1st	Cotton spinning	11.50	Cotton spinning	11.50	Cotton spinning	11.50	Cotton spinning	11.50	Cotton spinning	11.50
2nd	Flour	11.50	Flour	11.50	Flour	11.50	Flour	11.50	Flour	11.50
3rd	Oil pressing	11.50	Oil pressing	11.50	Oil pressing	11.50	Oil pressing	11.50	Cotton weaving	11.34
4th	Cotton weaving	11.32	Paper making	11.33	Cotton weaving	11.35	Cotton weaving	11.36	Wool weaving	11.07
5th	Paper making	11.23	Silk reeling	11.00	Silk reeling	11.00	Wool weaving	11.24	Silk reeling	10.91
6th	Silk reeling	11.00	Cotton weaving	10.77	Wool weaving	10.95	Paper making	10.98	Paper making	10.88
7th	Wool weaving	10.61	Silk weaving	10.44	Paper making	10.93	Silk reeling	10.87	Silk weaving	10.46
8th	Hosiery knitting	10.51	Wool weaving	0.85	Silk weaving	10.55	Silk weaving	10.56	Underwear knitting	10.29
9th	Underwear knitting	10.48	Underwear knitting	0.74	Hosiery knitting	10.35	Underwear knitting	10.40	Oil pressing	9.81
10th	Silk weaving	10.46	Enamel-ling	9.40	Underwear knitting	10.33	Hosiery knitting	10.39	Machinery	9.32
11th	Enamel-ling	9.49	Machinery	9.15	Machinery	9.29	Machinery	9.36	Enamel-ling	9.25
12th	Machinery	9.16	Ship building	9.00	Enamel-ling	9.04	Enamel-ling	9.16	Hosiery knitting	9.03
13th	Ship building	9.00	Hosiery knitting	8.91	Ship building	9.00	Ship building	9.00	Ship building	9.00
14th	Tobacco	8.69	Printing	8.50	Match making	8.71	Printing	8.28	Printing	8.55
15th	Printing	8.26	Tobacco	7.01	Printing	8.33	Match making	8.03	Tobacco	8.08
16th	Match making	6.89	Match making	6.59	Tobacco	7.80	Tobacco	7.57	Match making	7.08

of the large number of piece workers employed, the average hours of work for that industry were figured at 7.46 which was the shortest working day among all industries.

The hourly rate of wages is the basic measure of the scale of workers' remuneration. Yet it may yield a more exact and concrete impression by expressing the scale of wages in terms of daily rates in relation to the actual number of hours worked per day. Long hours of work bring about high rates of pay and short hours low rates. In the accompanying table, the industries are arranged first in order of their average hourly rates of wages, then of their working hours per day, and finally of their average daily rates. It might be found that in terms of daily rates some of the industries do not assume the same position as in terms of hourly rates. Some are elevated to a higher position due to the long hours worked and others are forced down in consequence of short hours. The underwear knitting industry which ranks seventh in terms of hourly rates is elevated to the fifth place in terms of daily rates. In similar manner, the oil pressing industry changes from the tenth to the seventh place and the wool weaving from the eleventh to the ninth place. In the oil pressing industry, an average of 11.16 hours per day are worked, and in the underwear knitting and wool weaving well over 10 hours a day. On the other hand, the short working hours in the tobacco and match making industries have brought both down to a much lower rank in terms of daily rate than of hourly rate, tobacco from the fifth to the eighth place and match making from ninth to the last. In the case, therefore, of the underwear knitting, oil pressing, and wool weaving workers, the high daily rates are earned at the sacrifice of long hours of toil, and of the tobacco and match workers, the short working hours result in serious

Relative Position	Average Hourly Rate		Average Actual Hours per Day		Average Daily Rate	
	Industries	Rates	Industries	Hours	Industries	Rates
		\$				\$
1st ... ..	Ship building	.139	Cotton spinning	11.50	Ship building	1.256
2nd... ..	Printing	.125	Flour	11.50	Printing	1.036
3rd... ..	Silk weaving	.098	Cotton weaving	11.23	Silk weaving	1.026
4th... ..	Machinery	.092	Oil pressing	11.16	Machinery	.850
5th... ..	Tobacco	.074	Paper making	11.07	Underwear knitting	.704
6th... ..	Hosiery knitting	.071	Silk reeling	10.98	Hosiery knitting	.691
7th... ..	Underwear knitting	.070	Wool weaving	10.74	Oil pressing	.609
8th... ..	Enamelling	.061	Silk weaving	10.49	Tobacco	.607
9th... ..	Match making	.058	Underwear knitting	10.25	Wool weaving	.586
10th ... ..	Oil pressing	.055	Hosiery knitting	9.84	Enamelling	.557
11th ... ..	Wool weaving	.053	Enamelling	9.27	Paper making	.555
12th ... ..	Paper making	.052	Machinery	9.26	Cotton weaving	.535
13th ... ..	Cotton weaving	.048	Ship building	9.00	Flour	.525
14th ... ..	Flour	.046	Printing	8.38	Cotton spinning	.450
15th ... ..	Cotton spinning	.039	Tobacco	7.83	Silk reeling	.408
16th ... ..	Silk reeling	.037	Match making	7.46	Match making	.386

reduction of their daily income. The shipbuilding, printing, silk weaving, and machinery industries, where fairly high hourly rates are paid and reasonable hours are worked, remained at the foremost places in terms of daily rates.

The index numbers of wage rates are constructed with the object of tracing the trend of changes throughout the five years from 1930 to 1934. The movement of wage rates is, however, comparatively stable in nature and seldom subject to violent variations, and the five-year period is yet too brief to reveal any definite tendency of changes. The general indexes of hourly rates in the past five years show a tendency, though not a prominent one, toward decline. The indexes drop from 100 in 1930, which is the base year, to 96.61 in 1931 and 1932, then come up slightly to 98.31 in 1933, and finally drop to 94.92 in 1934. The past five years mark the coming of many disturbing facts and forces that tend to tear down the industrial structure in the city and afford serious handicaps to the prospects of wage conditions. The Sino-Japanese War in the Shanghai area had dealt a deadly blow to many an industrial undertaking. The tide of depression had become very serious after 1933. In 1934, the local economic structure was suffering a panic, business failures occurred frequently and almost all manufacturing industries were in extreme difficulties. Under such circumstances a decline in wage level seems only natural. Yet, the influence of depression is not so fully demonstrated in indexes of wages rates as in those of employment or of actual earnings. Expressing in actual figures, the hourly rates dropped only from two to three-tenths of a cent, an amount that is negligible. Wages rates, as have been explained before, are stable and are not affected by the qualifying factors so sensitively.

	Male	Female	Time	Piece	General Index
1930	100.00	100.00	100.00	100.00	100.00
1931	101.18	97.96	100.00	96.67	96.61
1932	101.18	95.92	89.47	101.67	96.61
1933	102.35	97.96	92.98	100.00	98.31
1934	97.65	93.88	87.72	93.33	94.92

Taking the individual indexes for the different industries into account, the trend of movement is not uniform. The peak index was shown in the silk reeling, flour, tobacco and printing industries in 1930, in the machinery, wool weaving, and paper making industries in 1931, in the match making, silk weaving, and hosiery knitting industries in 1932, in the shipbuilding industry in 1933, and in the enamelling, cotton spinning, cotton weaving, underwear knitting, and oil pressing industries in 1934. The special conditions that prevailed in the different manufacturing enterprises throughout the years tended to shape differently their level of wages. Taking the indexes for wage rates of male and female, or of time and piece workers separately, the tendency is again somewhat different. The index of wage rates for male workers stayed well above the base year figure, until in 1934 when it went down to 97.65; while that for female had been continuously declining since 1930. The downward swing was especially prominent

in the wage index for time workers, which dropped from 100 in 1930 and 1931 to as low as 87.72 in 1934. The piece wage index showed an increase in 1932 to 101.67, but dropped to 98.33 in 1934. In spite of the different trend of changes shown by the different sets of indexes, a general tendency toward decline was visible in 1934.

It might be interesting here to compare the indexes of wage rates with the indexes of cost of living of laborers in this city. The cost of living index numbers in the past five years,<sup>1</sup> when re-computed with the year 1930 as base, are as follows:

1930	1931	1932	1933	1934
100.00	97.46	92.52	83.20	83.36

The living cost of workers in Shanghai is, therefore, shown to have been declining at a more rapid pace than the wage level. In dividing the wage rate by the cost of living indexes we arrive at the indexes of real wages as follows:

1930	1931	1932	1933	1934
100.00	99.14	104.42	118.16	113.37

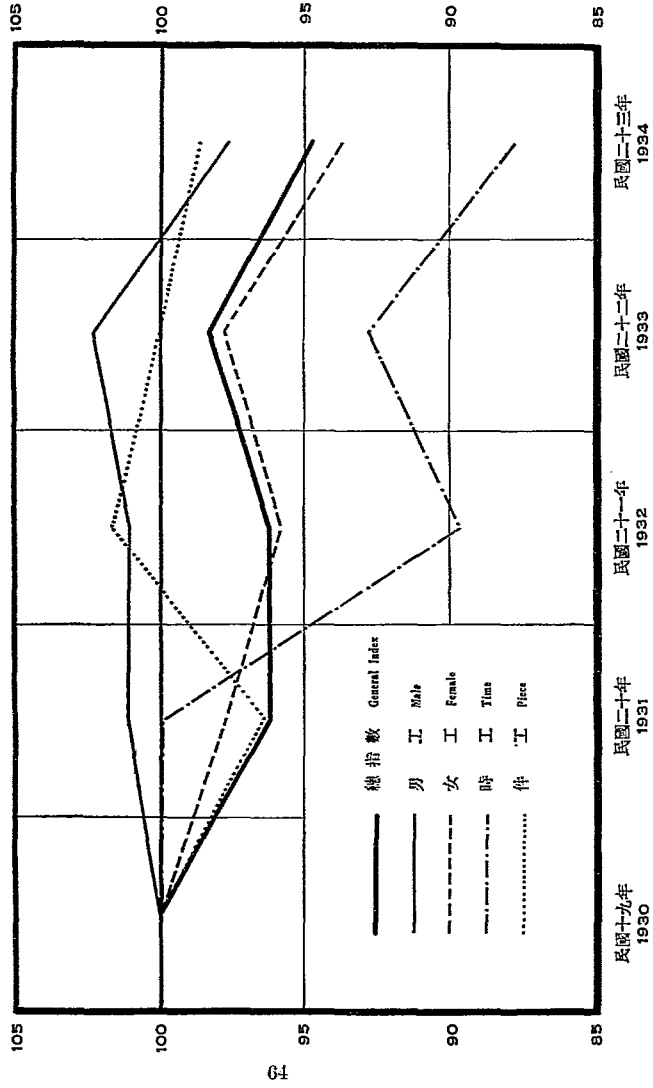
We must not, however, jump to the conclusion that though wage rates were decreasing during the past years, the living condition of workers have in reality been better off. The level of wage rates is by no means the final measure of the worker's financial status. In a period of depression like that covered in the inquiry, the decline in actual earnings might be much more serious than in wage rates due to the cutting down of working hours, the suspension of bonus and other allowances, and similar causes. Moreover, the volume of unemployment must have been enhanced. The presence of unemployed members in a working family would mean great curtailment of its income. To say that the living conditions of workers were better off during the recent years is highly speculative and most likely falacious. A fuller discussion on the relation between wages and living cost must be reserved for our next study on actual earnings and real wages.

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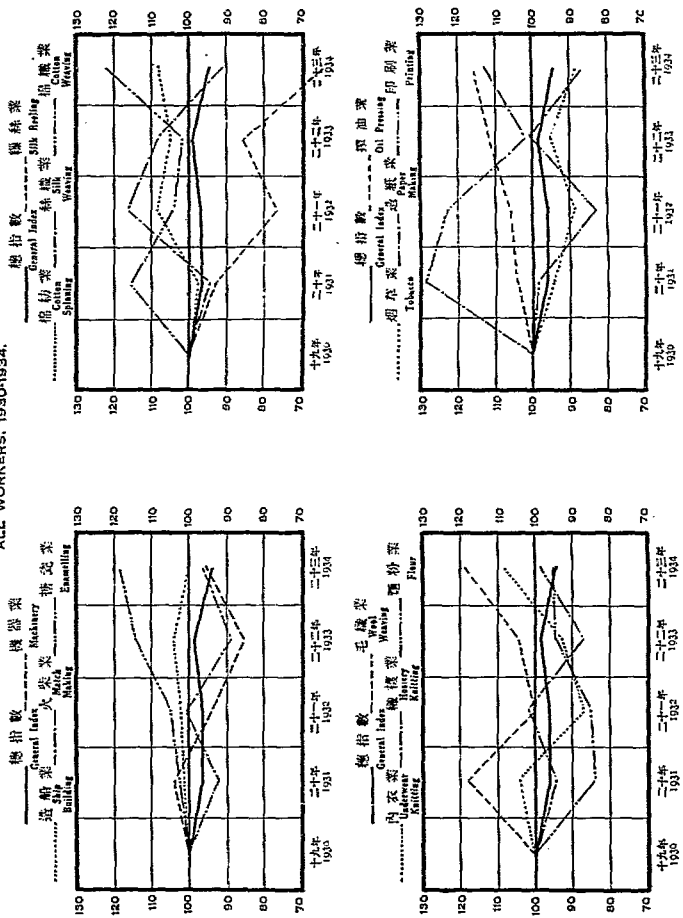
<sup>1</sup> Bureau of Social Affairs: *The Cost of Living Index Numbers of Laborers, Greater Shanghai, 1926-1931*, published by the Chung Hwa Book Co.; and refer also to the monthly indexes compiled by the Bureau.

統計圖  
CHARTS

圖一 歷年男女時件工之平均工資率指數 民國十九年至二十三年  
 CHART I. INDEX NUMBERS OF AVERAGE WAGE RATES, MALE AND FEMALE,  
 TIME AND PIECE WORKERS, ALL INDUSTRIES, 1930-1934.

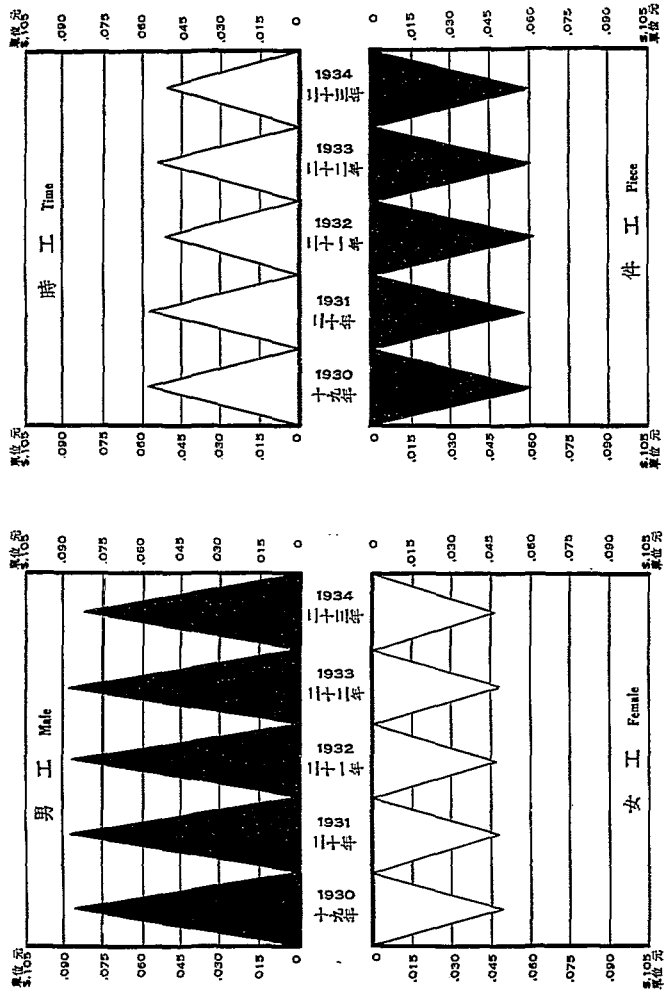


圖二 歷年各業工人之平均工資率指數 民國十九年至二十五年  
 CHART II. INDEX NUMBERS OF AVERAGE WAGE RATES, CLASSIFIED INDUSTRY GROUPS.  
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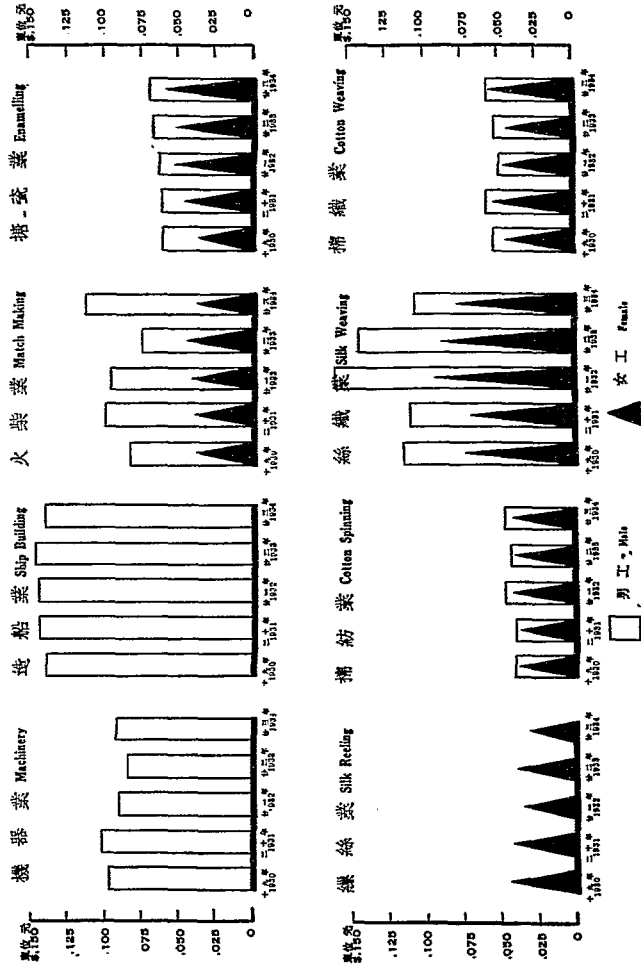


圖三 歷年各業男女時件工之平均工資率 民國十九年至二十三年  
 CHART III. AVERAGE WAGE RATES, MALE AND FEMALE, TIME AND PIECE WORKERS.  
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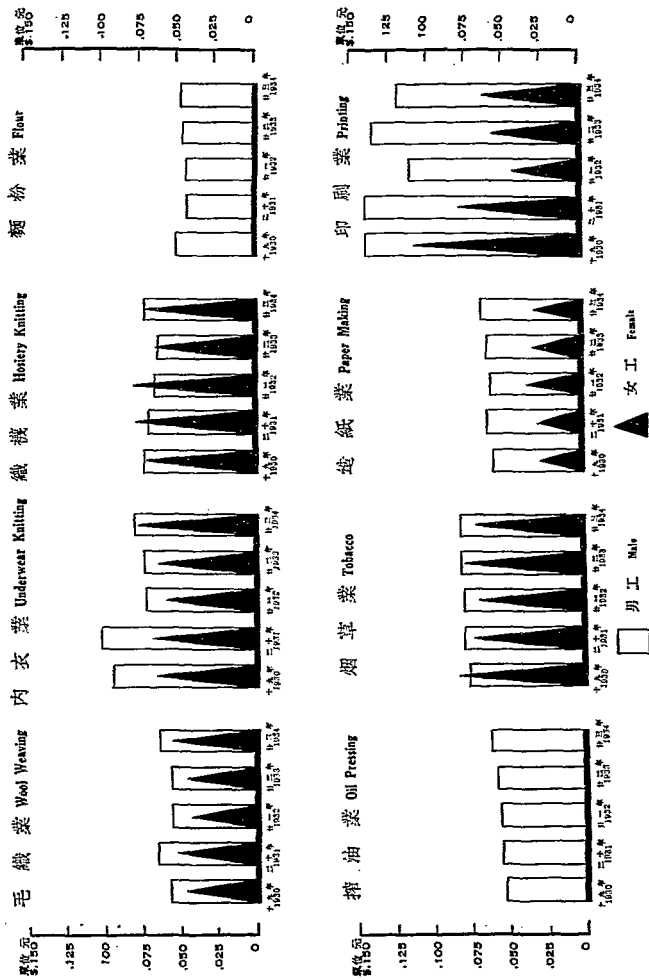


圖四 歷年各業男工女工之平均工資率 民國十九年至二十三年

CHART IV AVERAGE WAGE RATES, MALE AND FEMALE WORKERS.  
CLASSIFIED INDUSTRY GROUPS, 1930-1934



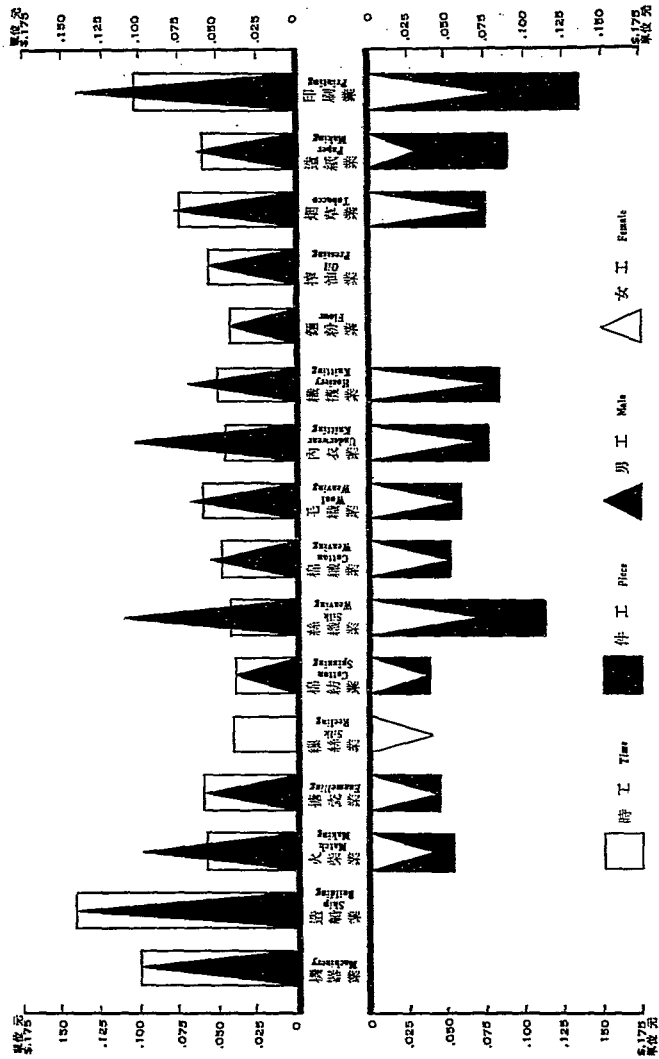
圖四 歷年各業男工女工之平均工資率 民國十九年至二十三年  
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圖六 民國二十年各業男女時件工之平均工資率

CHART VI. AVERAGE WAGE RATES, MALE AND FEMALE, TIME AND PIECE WORKERS, CLASSIFIED INDUSTRY GROUPS, 1931.

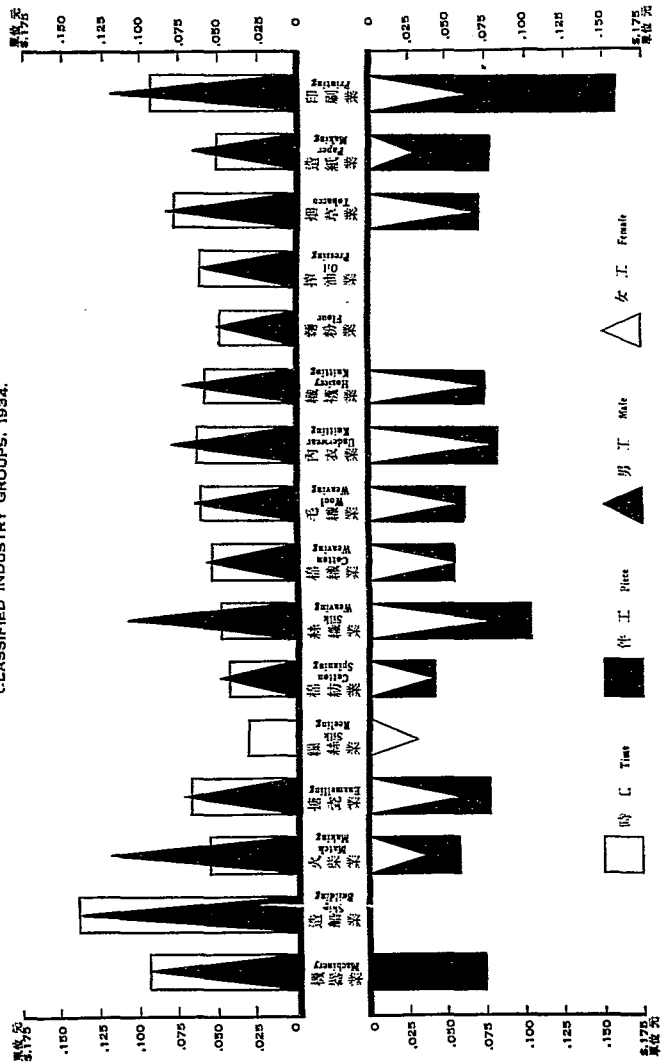






圖九 民國二十三年各業男女時件工之平均工資率

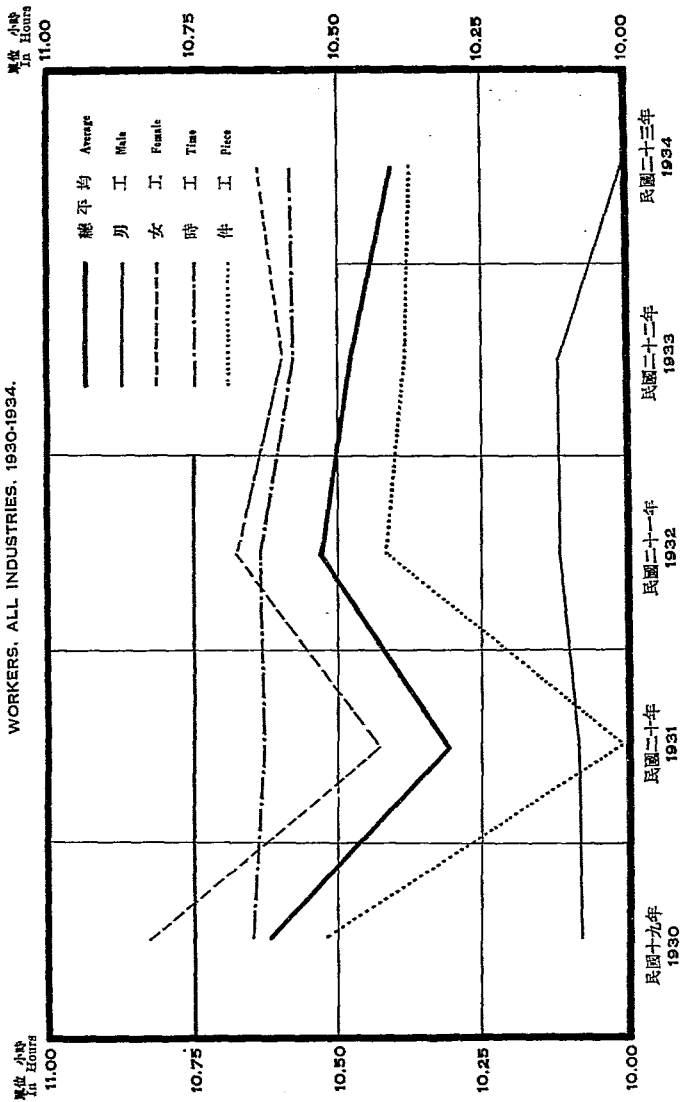
CHART IX. AVERAGE WAGE RATES. MALE AND FEMALE, TIME AND PIECE WORKERS, CLASSIFIED INDUSTRY GROUPS, 1934.





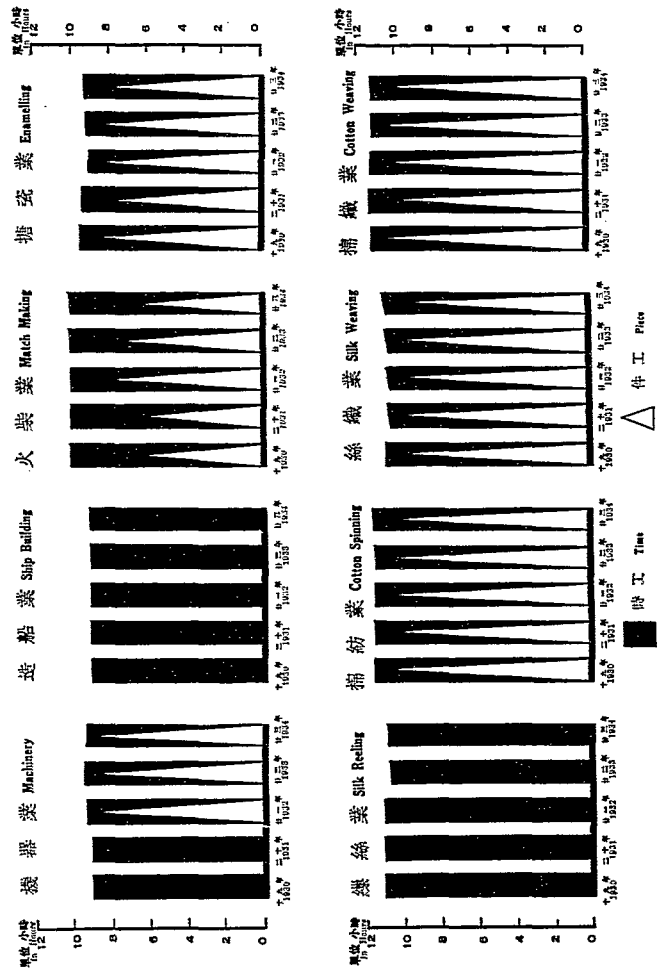
圖十 歷年男女時件工之平均工作時間 民國十九年至二十三年

CHART X. AVERAGE HOURS OF LABOR, MALE AND FEMALE, TIME AND PIECE, WORKERS, ALL INDUSTRIES, 1930-1934.



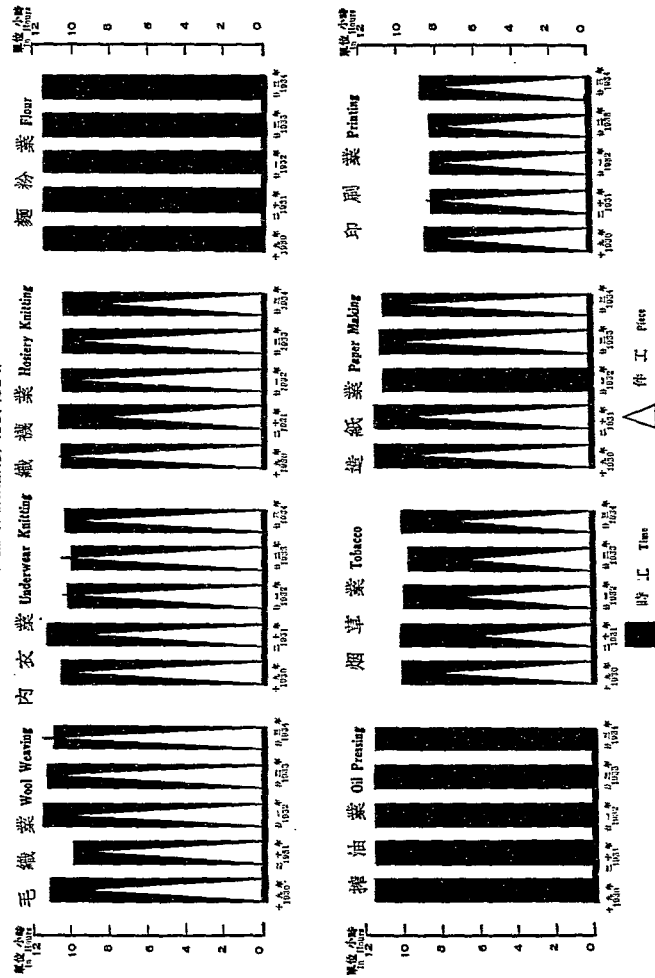
圖十一 歷年各業工人之平均工作時間 民國二十年至二十三年

CHART XI. AVERAGE HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS. ALL WORKERS, 1931-1934.



圖十一 歷年各業工人之平均工作時間 民國二十年至二十三年

CHART XI. AVERAGE HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS, ALL WORKERS, 1931-1934.







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TABLES

表一 歷年各業工人之平均工資率和工作時間 民國十九年至二十三年  
 TABLE I. AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS,

ALL WORKERS, 1930-1934

業別 Industries	平均每日小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate										
	十九年		二十年		廿一年	廿二年	廿三年	十九年		二十年		廿一年	廿二年	廿三年	十九年		二十年		廿一年	廿二年	廿三年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	
機器業 Machinery	.096	.100	.091	.082	.091	9.16	9.15	9.29	9.36	9.32	.880	.914	.845	.761	.849	.880	.914	.845	.761	.849	
造船業 Ship building	.137	.140	.140	.143	.137	9.00	9.00	9.00	9.00	9.00	1.231	1.204	1.266	1.289	1.236	1.231	1.204	1.266	1.289	1.236	
火柴業 Match making	.058	.054	.059	.052	.056	6.89	6.59	8.71	8.03	7.08	.396	.348	.483	.364	.339	.396	.348	.483	.364	.339	
搪瓷業 Enamelling	.056	.058	.059	.064	.066	9.49	9.40	9.04	9.16	9.25	.526	.540	.532	.582	.605	.526	.540	.532	.582	.605	
蠶絲業 Silk reeling	.044	.041	.034	.038	.029	11.00	11.00	11.00	10.87	10.91	.487	.451	.377	.411	.312	.487	.451	.377	.411	.312	
棉紡業 Cotton spinning	.038	.037	.041	.040	.041	11.50	11.50	11.50	11.50	11.50	.432	.429	.466	.456	.467	.432	.429	.466	.456	.467	
絲織業 Silk weaving	.096	.091	.112	.104	.087	10.46	10.44	10.55	10.56	10.46	1.002	.951	1.179	1.098	.899	1.002	.951	1.179	1.098	.899	
棉織業 Cotton weaving	.044	.051	.046	.045	.054	11.32	10.77	11.35	11.36	11.34	.492	.544	.520	.510	.610	.492	.544	.520	.510	.610	
毛織業 Wool weaving	.049	.058	.049	.051	.058	10.61	9.85	10.95	11.24	11.07	.515	.578	.520	.566	.642	.515	.578	.520	.566	.642	
內衣業 Underwear knitting	.071	.074	.062	.066	.077	10.48	9.74	10.33	10.32	10.29	.720	.700	.639	.674	.786	.720	.700	.639	.674	.786	
絨氈業 Hosiery knitting	.073	.070	.074	.064	.072	10.51	8.91	10.35	10.39	9.03	.763	.633	.764	.668	.669	.763	.633	.764	.668	.669	
麵粉業 Flour	.050	.042	.043	.047	.048	11.50	11.50	11.50	11.50	11.50	.570	.477	.493	.537	.547	.570	.477	.493	.537	.547	
棉油業 Oil pressing	.051	.053	.054	.057	.059	11.50	11.50	11.50	11.50	9.81	.584	.665	.626	.658	.572	.584	.665	.626	.658	.572	
煙草業 Tobacco	.079	.075	.071	.076	.071	8.69	7.01	7.80	7.57	8.08	.701	.649	.542	.572	.573	.701	.649	.542	.572	.573	
紙業 Paper making	.046	.060	.057	.047	.052	11.23	11.33	10.93	10.98	10.83	.395	.673	.621	.522	.563	.395	.673	.621	.522	.563	
印刷業 Printing	.133	.131	.111	.133	.116	8.20	8.50	8.33	8.28	8.55	1.090	1.106	.921	1.089	.973	1.090	1.106	.921	1.089	.973	
各業合計 All industries	.059	.057	.057	.058	.056	10.61	10.31	10.53	10.48	10.46	.594	.579	.575	.577	.553	.594	.579	.575	.577	.553	

表二 歷年各業工人之平均工資率及工資率指數 民國十九年至二十三年

TABLE II. INDEX NUMBERS OF AVERAGE WAGE RATES, CLASSIFIED INDUSTRY GROUPS,

ALL WORKERS, 1930-1934

業別 Industries	平均每小時工資率 Average Hourly Rate					指數 (民國十九年指數=100) Index Numbers (Index of 1930=100)				
	十九年	二十年	廿一年	廿二年	廿三年	十九年	二十年	廿一年	廿二年	廿三年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
機器業 Machinery	\$ .096	\$ .100	\$ .091	\$ .082	\$ .091	100.00	104.17	94.70	85.42	94.79
造船業 Ship building	.137	.140	.140	.143	.137	100.00	102.19	102.19	104.38	100.00
火柴業 Match making	.058	.054	.059	.052	.056	100.00	93.10	101.72	89.66	96.55
搪瓷業 Enamelling	.056	.058	.059	.064	.066	100.00	103.57	105.36	114.29	117.86
蠶絲業 Silk reeling	.044	.041	.031	.038	.039	100.00	93.18	77.27	86.36	65.91
棉紡業 Cotton spinning	.038	.037	.041	.040	.041	100.00	97.37	107.89	105.26	107.89
絲織業 Silk weaving	.096	.091	.112	.104	.087	100.00	91.79	116.67	108.33	90.63
棉織業 Cotton weaving	.044	.051	.046	.045	.054	100.00	115.91	104.55	102.27	122.73
毛織業 Wool weaving	.049	.058	.049	.051	.058	100.00	118.37	100.00	104.08	118.37
內衣業 Underwear knitting	.071	.074	.062	.066	.077	100.00	104.23	87.32	92.96	108.45
絨毯業 Hosiery knitting	.073	.070	.074	.064	.072	100.00	95.89	101.37	87.67	98.63
麵粉業 Flour	.050	.042	.043	.047	.048	100.00	84.00	86.00	94.00	96.00
榨油業 Oil pressing	.051	.053	.054	.057	.059	100.00	103.92	105.88	111.76	115.69
烟草業 Tobacco	.079	.075	.071	.076	.071	100.00	94.91	89.87	96.20	89.87
造紙業 Paper making	.046	.060	.057	.047	.052	100.00	130.43	123.91	102.17	113.04
印刷業 Printing	.133	.131	.111	.133	.116	100.00	98.50	83.46	100.00	87.22
各業合計 All Industries	.059	.057	.057	.058	.056	100.00	96.61	96.61	98.31	94.92



表三 歷年各業男女工之平均工資率和工作時間 民國十九年至二十三年  
 TABLE III. AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS,

MALE AND FEMALE WORKERS, 1930-1934  
 甲 男 工 A. Male Workers

業 別 Industries	平均每小時工資率 Average Hourly Rate						平均每日實際工作時數 Average Hours Actually Worked Per Day						平均每日工資率 Average Daily Rate					
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934		十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934		十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	
機器業 Machinery	.096	.100	.091	.082	.091	\$	9.16	9.15	9.29	9.36	9.32		.880	.914	.845	.761	.849	
造船業 Ship building	.137	.140	.140	.143	.137		9.00	9.00	9.00	9.00	9.00		1.231	1.264	1.260	1.289	1.236	
火柴業 Match making	.080	.099	.094	.074	.116		7.80	7.33	8.59	7.84	5.64		.781	.656	.744	.552	.598	
搪瓷業 Enamelling	.058	.059	.060	.065	.066		9.48	9.46	9.03	9.15	9.27		.541	.556	.540	.595	.613	
繅絲業 Silk reeling	.041	.039	.046	.042	.046		11.50	11.50	11.50	11.50	11.50		.472	.449	.533	.482	.531	
棉紗業 Cotton spinning	.113	.110	.167	.144	.106		10.43	10.43	10.55	10.60	10.61		1.175	1.145	1.762	1.523	1.127	
絲織業 Silk weaving	.051	.055	.049	.051	.055		11.31	11.29	11.32	11.34	11.30		.575	.614	.549	.571	.617	
棉織業 Cotton weaving	.056	.065	.055	.056	.063		10.89	9.93	11.28	11.23	11.11		.666	.648	.612	.632	.702	
毛織業 Wool weaving	.092	.102	.071	.073	.078		10.33	10.12	10.17	10.09	10.32		.939	1.013	.718	.731	.797	
內衣業 Underwear knitting	.072	.069	.066	.063	.071		10.63	10.04	10.68	10.70	9.26		.763	.680	.708	.679	.597	
綢緞業 Hosiery knitting	.050	.042	.043	.047	.048		11.50	11.50	11.50	11.50	11.50		.570	.477	.483	.537	.547	
麵粉業 Flour	.051	.053	.054	.057	.059		11.50	11.50	11.50	11.50	9.81		.584	.605	.656	.658	.572	
榨油業 Oil pressing	.075	.076	.077	.079	.078		10.00	10.00	9.97	10.00	10.00		.746	.758	.763	.786	.783	
烟草業 Tobacco	.058	.061	.059	.061	.064		11.40	11.33	10.99	11.03	11.05		.649	.691	.648	.675	.702	
造紙業 Paper making	.137	.140	.111	.135	.118		8.29	8.59	8.33	8.28	8.57		1.128	1.185	.923	1.106	.994	
印刷業 Printing																		
各業合計 All industries	.085	.086	.086	.087	.083		10.09	10.08	10.11	10.11	10.00		.817	.822	.842	.830	.793	

表三 歷年各業男工女工之平均工資率和工作時間 民國十九年至二十三年 續

TABLE III. AVERAGE RATES AND HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS,

MALE AND FEMALE WORKERS, 1930-1934 — Continued

乙 女工

B. Female Workers

業 別 Industries	平均小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十九年	二十年	二十一年	二十二年	二十三年	十九年	二十年	二十一年	二十二年	二十三年	十九年	二十年	二十一年	二十二年	二十三年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
機器業 Machinery															
造船業 Ship building															
火柴業 Match making	.037	.038	.039	.043	.036	6.51	6.30	8.78	8.11	7.53	.235	.236	.336	.280	.257
捲菸業 Cannecelling	.035	.046	.050	.059	.057	9.65	8.77	9.10	9.23	8.95	.337	.391	.457	.468	.493
蠶絲業 Silk reeling	.044	.041	.034	.038	.029	11.09	11.00	11.09	10.87	10.91	.487	.451	.377	.411	.312
棉紡業 Cotton spinning	.037	.037	.040	.039	.040	11.59	11.50	11.50	11.50	11.50	.424	.452	.456	.453	.458
絲織業 Silk weaving	.073	.068	.091	.087	.078	10.73	10.46	10.55	10.55	10.39	.764	.709	.962	.915	.793
棉織業 Cotton weaving	.042	.051	.046	.044	.054	11.32	10.70	11.35	11.36	11.34	.480	.535	.516	.503	.609
毛織業 Wool weaving	.046	.053	.042	.045	.054	10.45	9.79	10.88	11.24	11.05	.466	.523	.436	.502	.597
內衣業 Underwear knitting	.065	.068	.059	.063	.077	10.30	9.62	10.39	10.40	10.27	.659	.629	.610	.654	.780
棉織業 Hosiery knitting	.073	.076	.077	.065	.072	10.48	9.07	10.25	10.30	8.92	.763	.660	.782	.664	.644
麵粉業 Flour															
榨油業 Oil pressing															
煙草業 Tobacco	.085	.074	.070	.076	.070	8.49	6.44	7.34	7.07	7.78	.694	.639	.495	.529	.540
造紙業 Paper making	.027	.027	.034	.029	.028	11.45	11.18	10.34	10.89	10.54	.309	.296	.346	.320	.295
印刷業 Printing	.109	.078	.046	.055	.063	8.04	8.00	8.90	8.27	8.26	.854	.685	.390	.448	.512
各業合計 All Industries	.049	.048	.047	.048	.046	10.81	10.42	10.67	10.61	10.63	.512	.504	.484	.489	.471

表四 歷年各業時工件工之平均工資率和工作時間 民國十九年至二十三年  
TABLE IV. AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS,

TIME AND PIECE WORKERS, 1930-1934

A. Time Workers

業別 Industries	甲 時工 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate					
	十九年		二十年		廿一年	廿二年		廿三年	十九年		二十年		廿一年	廿二年		廿三年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	
機器業 Machinery	\$ .096	.100	.095	.083	.094	9.16	9.15	9.23	9.33	9.28	\$.880	.914	.876	.770	.875	
造船業 Ship building	.137	.140	.140	.143	.137	9.00	9.00	9.00	9.00	9.00	1.231	1.264	1.266	1.289	1.236	
火柴業 Match making	.055	.056	.055	.054	.054	10.00	10.00	10.00	10.00	10.00	.547	.559	.540	.537	.542	
捲菸業 Cannelling	.056	.059	.059	.061	.064	9.49	9.46	9.04	9.15	9.28	.538	.553	.530	.584	.596	
絲綢業 Silk reeling	.044	.041	.034	.038	.029	11.00	11.00	11.00	10.87	10.91	.487	.451	.377	.411	.312	
棉紗業 Cotton spinning	.036	.039	.039	.041	.042	11.50	11.50	11.50	11.50	11.50	.415	.450	.447	.467	.481	
絲織業 Silk weaving	.046	.042	.047	.043	.047	10.71	10.54	10.59	10.66	10.65	.485	.445	.501	.457	.501	
棉織業 Cotton weaving	.052	.047	.049	.049	.051	11.30	11.37	11.33	11.36	11.31	.586	.533	.549	.555	.569	
毛織業 Wool weaving	.046	.059	.059	.048	.057	11.05	9.94	11.30	11.29	10.72	.592	.502	.564	.541	.607	
內衣業 Underwear knitting	.062	.045	.048	.049	.061	10.54	11.23	10.14	10.00	10.31	.699	.500	.482	.488	.630	
襪業 Hosiery knitting	.057	.059	.052	.053	.058	10.45	10.66	10.58	10.56	10.51	.591	.522	.551	.561	.610	
麵粉業 Flour	.050	.042	.043	.047	.048	11.50	11.50	11.50	11.50	11.50	.570	.477	.493	.537	.547	
榨油業 Oil pressing	.051	.053	.054	.057	.059	11.50	11.50	11.50	11.50	9.81	.584	.605	.646	.658	.572	
烟草業 Tobacco	.073	.074	.075	.075	.076	10.00	10.00	9.98	9.89	10.00	.733	.737	.745	.750	.759	
造紙業 Paper making	.046	.059	.057	.058	.050	11.24	11.36	10.93	10.99	10.91	.517	.670	.621	.643	.544	
印刷業 Printing	.119	.126	.087	.091	.091	8.52	8.29	8.35	8.32	8.74	.980	1.034	.728	.752	.786	
各業合計 All Industries	.057	.057	.051	.053	.050	10.66	10.63	10.64	10.59	10.48	.580	.574	.525	.511	.512	

表四 歷年各業時工件工之平均工資率和工作時間 民國十九年至二十三年 續  
TABLE IV. AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED INDUSTRY GROUPS,

TIME AND PIECE WORKERS, 1930-1934 — Continued

乙 件工 B. Piece Workers

業 別 Industries	平均 每 小 時 工 資 率 Average Hourly Rate					平 均 每 日 實 際 工 作 時 數 Average Hours Actually Worked Per Day					平 均 每 日 工 資 率 Average Daily Rate													
	十 九 年 1930		二 十 年 1931		廿 一 年 1932		廿 二 年 1933		廿 三 年 1934		十 九 年 1930		二 十 年 1931		廿 一 年 1932		廿 二 年 1933		廿 三 年 1934					
	\$	¢	\$	¢	\$	¢	\$	¢	\$	¢	9.50	9.50	9.50	9.50	9.50	9.50	9.50	9.50	\$	¢				
機器業 Machinery	.038	.037	.041	.039	.040	.040	.040	.040	.040	.040	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	.437	.423	.470	.454	.463	
造船業 Ship building	.058	.054	.060	.053	.056	.056	.056	.056	.056	.056	6.56	6.21	8.39	7.74	6.04				.380	.385	.467	.340	.330	
火柴業 Match making	.034	.045	.062	.059	.078	.078	.078	.078	.078	.078	9.00	8.22	9.00	9.27	8.69				.309	.354	.560	.554	.678	
捲煙業 Cannelling																								
蠶絲業 Silk reeling																								
棉紡業 Cotton spinning	.128	.113	.128	.121	.102	.102	.102	.102	.102	.102	10.44	10.40	10.54	10.55	10.39				1.331	1.170	1.350	1.270	1.052	
絲織業 Silk weaving	.042	.052	.046	.045	.054	.054	.054	.054	.054	.054	11.32	10.71	11.35	11.36	11.34				.479	.545	.516	.504	.615	
棉織業 Cotton weaving	.055	.056	.047	.055	.059	.059	.059	.059	.059	.059	9.89	9.70	10.45	11.13	11.36				.561	.556	.481	.611	.671	
毛織業 Wool weaving	.073	.076	.065	.069	.082	.082	.082	.082	.082	.082	10.84	9.66	10.37	10.38	10.28				.739	.711	.670	.707	.833	
內衣業 Underwear knitting	.077	.083	.079	.067	.075	.075	.075	.075	.075	.075	10.52	8.88	10.30	10.36	8.63				.808	.729	.812	.690	.634	
織襪業 Hosiery knitting																								
麵粉業 Flour																								
精油業 Oil pressing	.080	.075	.070	.077	.071	.071	.071	.071	.071	.071	8.48	6.39	7.30	7.03	7.76				.696	.631	.495	.531	.542	
煙草業 Tobacco	.087	.089	.059	.059	.080	.080	.080	.080	.080	.080	10.00	10.00	10.00	10.95	9.94				.866	.886		.646	.795	
造紙業 Paper making	.159	.135	.154	.172	.157	.157	.157	.157	.157	.157	8.13	8.64	8.28	8.24	8.24				1.296	1.150	1.207	1.400	1.283	
印刷業 Printing																								
在業合計 All Industries	.060	.058	.061	.060	.059	.059	.059	.059	.059	.059	10.52	10.02	10.41	10.39	10.37				.614	.577	.666	.594	.588	

表五 歷年機器業各職工人工之平均工資率和工作時間\* 民國十九年至二十三年  
TABLE V. MACHINERY INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934

依時件工分 分類 According to Time and Piece Workers

職別 Occupations	平均每月實際工作時數 Average Hours Actually Worked Per Day														
	時工 Time						時件 Piece								
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934
模 樣	\$ .107	\$ .113	\$ .111	\$ .103	\$ .102	\$ .079	\$ .081	\$ .068	\$ .090	\$ .094	0.20	0.27	0.34	0.50	0.50
砂 型	.080	.086	.080	.073	.095	.079	.081	.068	0.00	0.00	0.25	0.30	0.30	0.50	0.50
鐵 錘	.088	.096	.086	.087	.087	.077	.075	.076	0.28	0.19	0.33	0.39	0.29	0.50	0.50
車 工	.091	.098	.100	.089	.094	.077	.071	.073	0.26	0.16	0.18	0.24	0.27	0.50	0.50
鑽 工	.097	.100	.092	.082	.094	.077	.071	.073	0.26	0.19	0.26	0.30	0.28	0.50	0.50
其他 工匠	.132	.115	.097	.081	.093	.077	.071	.073	0.00	0.00	0.10	0.38	0.27	0.50	0.50
各職合計 All occupations	.096	.100	.095	.083	.094	.077	.075	.075	0.16	0.15	0.23	0.33	0.28	0.50	0.50

時件工合計

All Time and Piece Workers

職別 Occupations	平均每月實際工作時數 Average Hours Actually Worked Per Day												平均每日工資率 Average Daily Rate					
	時工 Time						時件 Piece						平均每日工資率 Average Daily Rate					
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934			
模 樣	\$ .107	\$ .113	\$ .111	\$ .103	\$ .102	\$ .099	\$ .094	\$ .082	\$ .090	\$ .094	\$ .092	\$ .097	\$ .094	\$ .093	\$ .855			
砂 型	.080	.086	.080	.075	.094	0.00	0.00	0.84	0.00	0.84	0.35	0.31	0.29	0.29	.694			
鐵 錘	.088	.096	.086	.087	.087	0.28	0.19	0.30	0.30	0.39	0.39	0.39	0.35	0.35	.809			
車 工	.091	.098	.091	.084	.088	0.26	0.16	0.30	0.33	0.33	0.33	0.33	0.35	0.35	.821			
鑽 工	.097	.100	.091	.081	.091	0.13	0.19	0.28	0.40	0.30	.886	.922	.839	.759	.845			
其他 工匠	.132	.105	.097	.081	.093	0.00	0.00	0.10	0.38	0.27	1.192	.943	.883	.772	.859			
各職合計 All Occupations	.096	.100	.091	.082	.091	0.16	0.15	0.29	0.36	0.32	.880	.914	.845	.761	.849			

\* 木業製列男工。Male workers only.

表六 歷年造船業各職工之平均工資率和工作時間\* 民國十九年至二十三年

TABLE VI. SHIP BUILDING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934

Male Time Workers

男 時 工

職 別 Occupations	平均每月實際工作時數 Average Monthly Hours Actually Worked Per Day										平均每日工資率 Average Daily Rate																								
	平均小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Monthly Hours Actually Worked Per Day					1930					1931					1932					1933					1934				
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
木 模	.142	.144	.146	.146	.148	9.00	9.00	9.00	9.00	9.00	1.276	1.290	1.310	1.316	1.328	1.238	1.243	1.287	1.291	1.327	1.276	1.287	1.310	1.316	1.328	1.238	1.243	1.287	1.291	1.327	1.276	1.287	1.310	1.316	1.328
車 工	.138	.138	.143	.137	.147	9.00	9.00	9.00	9.00	9.00	1.238	1.243	1.287	1.291	1.327	1.238	1.243	1.287	1.291	1.327	1.238	1.243	1.287	1.291	1.327	1.238	1.243	1.287	1.291	1.327	1.238	1.243	1.287	1.291	1.327
砂 工	.135	.145	.141	.142	.146	9.00	9.00	9.00	9.00	9.00	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216	1.216
工 匠	.142	.146	.145	.141	.139	9.00	9.00	9.00	9.00	9.00	1.277	1.318	1.306	1.274	1.313	1.277	1.318	1.306	1.274	1.313	1.277	1.318	1.306	1.274	1.313	1.277	1.318	1.306	1.274	1.313	1.277	1.318	1.306	1.274	1.313
鐵 工	.114	.114	.114	.120	.115	9.00	9.00	9.00	9.00	9.00	1.026	1.024	1.030	1.070	1.035	1.026	1.024	1.030	1.070	1.035	1.026	1.024	1.030	1.070	1.035	1.026	1.024	1.030	1.070	1.035	1.026	1.024	1.030	1.070	1.035
銅 工	.140	.152	.158	.151	.143	9.00	9.00	9.00	9.00	9.00	1.312	1.364	1.410	1.388	1.284	1.312	1.364	1.410	1.388	1.284	1.312	1.364	1.410	1.388	1.284	1.312	1.364	1.410	1.388	1.284	1.312	1.364	1.410	1.388	1.284
其他工匠	.137	.133	.141	.138	.130	9.00	9.00	9.00	9.00	9.00	1.229	1.200	1.268	1.244	1.222	1.229	1.200	1.268	1.244	1.222	1.229	1.200	1.268	1.244	1.222	1.229	1.200	1.268	1.244	1.222	1.229	1.200	1.268	1.244	1.222
各職合計	.137	.140	.140	.143	.137	9.00	9.00	9.00	9.00	9.00	1.231	1.264	1.266	1.289	1.236	1.231	1.264	1.266	1.289	1.236	1.231	1.264	1.266	1.289	1.236	1.231	1.264	1.266	1.289	1.236	1.231	1.264	1.266	1.289	1.236

\* 本表僅列男時工。Male time workers only.

表七 歷年火柴業各職工人之平均工資率和工作時間 民國十九年至二十三年

TABLE VII. MATCH MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED OCCUPATION GROUPS, 1930-1934

依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均每月工資率 Average Hourly Rate						平均每月實際工作時間 Average Hours Actually Worked Per Day								
	男工 Male			女工 Female			男工 Male			女工 Female					
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934
專製	.049	.050	.050	.047	.051						10.00	10.00	10.00	10.00	10.00
製	.046	.046	.049	.049	.049	.046	.039	.055	.041	.051	10.00	10.00	10.00	10.00	10.00
排	.140	.133	.121	.088	.136						6.98	6.20	8.01	7.04	4.41
值															
上	.134	.115	.157	.078	.166						6.56	5.51	7.60	7.50	4.18
油	.060	.062	.061	.060	.061						10.00	10.00	10.00	10.00	10.00
上	.168	.104	.101	.075	.091						6.85	6.39	7.99	7.88	4.47
製	.081	.071	.099	.073	.112						8.59	8.00	8.29	7.82	4.50
其															
拆	.101	.089	.096	.068	.105						6.28	5.64	7.33	6.98	4.55
值	.070	.092	.071	.057	.059	.123	.128				9.15	8.37	9.14	8.50	10.00
其															
製	.054	.055	.057	.053	.051	.032	.033	.034	.042	.029	10.00	10.00	10.00	10.00	10.00
其						.034	.033				6.56	6.51	9.01	8.18	7.75
製											9.37	8.60			
其															
製	.052					.081	.091	.100	.058	.110	10.00	10.00	10.00	10.00	10.00
其	.054	.055	.055	.055	.051						5.46	5.04	7.00	7.41	5.93









表七 歷年火柴業各職工人之平均工資率和工作時間 民國十九年至二十三年 續

TABLE VII. MATCH MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934—Continued

男女時件工合計 All Workers

職別 Occupations	平均小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十 九 年 1930	二十 一年 1931	二十 二年 1932	二十 三年 1933	二十 四年 1934	十 九 年 1930	二十 一年 1931	二十 二年 1932	二十 三年 1933	二十 四年 1934	十 九 年 1930	二十 一年 1931	二十 二年 1932	二十 三年 1933	二十 四年 1934
齊 理 部 股 盤	.040	.050	.050	.047	.051	10.00	10.00	10.00	10.00	10.00	.403	.504	.496	.472	.512
盤 股	.046	.040	.055	.041	.050	6.68	6.09	7.24	7.22	5.85	.313	.300	.303	.299	.296
護 板 車	.140	.133	.121	.088	.136	6.98	6.20	8.01	7.04	4.41	.931	.780	.899	.596	.579
上 油 藥 部	.134	.115	.157	.078	.106	6.56	5.51	7.60	7.50	4.18	.861	.605	1.131	.562	.436
調 上 其	.060	.062	.061	.060	.061	10.00	10.00	10.00	10.00	10.00	.661	.624	.607	.598	.607
製 盒 其	.101	.104	.101	.075	.091	6.85	6.39	7.99	7.68	4.47	.768	.631	.771	.594	.463
拆 瓶 其	.081	.071	.099	.073	.112	8.59	8.60	8.29	7.82	4.50	.657	.805	.779	.545	.593
拆 瓶 其	.107	.103	.096	.068	.105	5.75	5.06	7.33	6.68	4.55	.598	.469	.684	.470	.444
製 盒 其	.070	.092	.071	.057	.059	9.15	8.37	9.44	8.59	10.00	.599	.663	.610	.486	.593
製 盒 其	.032	.033	.035	.042	.029	6.56	6.51	9.02	8.19	7.75	.212	.217	.313	.276	.234
製 盒 其	.042	.042	.037	.053	.051	9.47	9.44	10.00	10.00	10.00	.413	.400	.571	.531	.510
製 盒 其	.081	.091	.064	.058	.110	5.46	5.04	7.39	7.41	5.03	.443	.459	.677	.424	.513
製 盒 其	.054	.055	.055	.055	.051	10.00	10.00	10.00	10.00	10.00	.540	.553	.546	.546	.543



表八 歷年搪瓷業各職工之平均工資率和工作時間 民國十九年至二十三年

TABLE VIII. ENAMELING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
CLASSIFIED OCCUPATION GROUPS, 1930-1934

依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均每月小時工資率 Average Hourly Rate						平均每月實際工作時數 Average Hours Actually Worked Per Day								
	男工 Male			女工 Female			男工 Male			女工 Female					
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
製切坯	\$.056	\$.057	\$.056	\$.061	\$.076	\$.048	9.00	9.83	9.00	9.00	9.45	9.00	7.50	9.00	9.00
燒花	\$.039	\$.042	\$.039	\$.059	\$.063	9.00	10.00	9.00	9.00	9.36	9.00	10.00	8.50	9.00	9.00
壓花	\$.059	\$.067	\$.065	\$.075	\$.071	9.00	9.65	9.13	9.11	9.03	9.00	9.48	9.00	9.00	9.00
部粉	\$.065	\$.052	\$.063	\$.068	\$.058	9.00	9.42	9.00	9.11	9.46	9.00	9.46	9.00	9.00	9.00
分粉	\$.073	\$.086	\$.076	\$.075	\$.076	9.00	9.48	9.11	9.20	9.24	9.00	9.48	9.00	9.00	9.00
磨粉	\$.058	\$.057	\$.059	\$.063	\$.068	9.00	9.48	9.11	9.20	9.24	9.00	9.48	9.00	9.00	9.00
塗部	\$.065	\$.078	\$.067	\$.064	\$.061	9.00	9.40	9.00	9.15	9.49	9.00	9.40	9.00	9.00	9.00
部	\$.063	\$.055	\$.056	\$.064	\$.061	9.00	9.00	9.00	9.00	9.55	9.00	9.00	9.00	9.00	9.00
裝部	\$.057	\$.057	\$.058	\$.063	\$.068	9.00	9.46	9.43	9.00	9.19	9.00	9.46	9.00	9.00	9.00
裝部	\$.086	\$.057	\$.072	\$.060	\$.050	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
行部	\$.054	\$.067	\$.066	\$.061	\$.068	9.00	9.37	9.00	9.00	9.05	9.00	9.00	9.00	9.00	9.00
花版	\$.079	\$.050	\$.057	\$.058	\$.056	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
花部	\$.046	\$.067	\$.068	\$.069	\$.062	9.00	10.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
花部	\$.042	\$.055	\$.045	\$.075	\$.047	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
花部	\$.030	\$.045	\$.059	\$.055	\$.074	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
字部	\$.062	\$.064	\$.068	\$.071	\$.065	9.00	9.42	9.03	9.13	9.40	9.00	9.42	9.00	9.00	9.00
部	\$.062	\$.064	\$.068	\$.071	\$.065	9.00	9.21	9.47	9.03	9.13	9.40	9.00	10.00	10.00	9.41
包部	\$.058	\$.059	\$.060	\$.065	\$.066	9.00	9.48	9.46	9.03	9.15	9.27	9.00	8.50	9.00	8.05
裝部	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
各職	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
個	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
全	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
部	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
各	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
職	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
個	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00
部	\$.035	\$.046	\$.050	\$.050	\$.057	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00



表八 歷年搪瓷業各職工人之平均工資率和工作時間 民國十九年至二十三年 續

TABLE VIII. ENAMELING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR, (CLASSIFIED OCCUPATION GROUPS, 1930-1934--Continued)

男女附件工合計 All Workers

職別 Occupations	平均小時工資率 Average Hourly Rate					平均每月實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十 九 年	二 十 年	廿 一 年	廿 二 年	廿 三 年	十 九 年	二 十 年	廿 一 年	廿 二 年	廿 三 年	十 九 年	二 十 年	廿 一 年	廿 二 年	廿 三 年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
製切坯 坯切	.056	.057	.056	.061	.076	9.67	9.68	9.18	9.14	9.17	.536	.551	.518	.557	.609
製切坯 坯切	.039	.042	.050	.050	.063	10.00	10.00	9.00	9.00	9.36	.391	.419	.531	.536	.588
製切坯 坯切	.059	.067	.065	.075	.071	10.00	9.65	9.13	9.11	9.03	.592	.644	.538	.686	.642
製切坯 坯切	.065	.062	.063	.068	.058	9.00	9.83	9.00	9.00	9.45	.583	.507	.563	.610	.545
製切坯 坯切	.073	.086	.076	.075	.076	9.42	9.00	9.11	9.40	9.46	.686	.778	.691	.708	.766
製切坯 坯切	.053	.057	.059	.063	.068	9.48	9.48	9.11	9.20	9.24	.540	.532	.537	.578	.620
製切坯 坯切	.065	.078	.067	.064	.061	9.32	9.40	9.00	9.15	9.40	.601	.720	.604	.589	.568
製切坯 坯切	.057	.055	.055	.060	.068	9.00	9.00	9.00	9.00	9.52	.470	.497	.403	.501	.503
製切坯 坯切	.057	.057	.055	.063	.068	9.46	9.43	9.00	9.19	9.24	.534	.535	.499	.577	.625
製切坯 坯切	.086	.057	.072	.060	.060	9.00	9.74	10.00	9.00	9.00	.777	.552	.717	.578	.540
製切坯 坯切	.054	.067	.096	.064	.068	9.37	9.00	9.00	9.05	9.50	.498	.605	.863	.578	.644
製切坯 坯切	.062	.050	.057	.058	.056	9.49	9.36	9.03	9.09	9.28	.574	.495	.515	.531	.514
製切坯 坯切	.045	.055	.053	.071	.050	9.78	7.50	9.00	9.00	9.09	.461	.398	.473	.612	.534
製切坯 坯切	.030	.045	.059	.055	.074	9.69	8.90	9.00	9.33	8.69	.288	.391	.529	.593	.691
製切坯 坯切	.030	.045	.059	.055	.062	9.00	9.00	9.00	9.00	9.42	.288	.391	.529	.593	.691
製切坯 坯切	.062	.064	.063	.070	.055	9.21	9.47	9.18	9.18	9.47	.576	.613	.574	.695	.522
製切坯 坯切	.056	.058	.059	.064	.066	9.49	9.40	9.04	9.16	9.25	.526	.540	.532	.582	.605

表九 歷年蠶絲業各職工人之平均工資率和工作時間\* 民國十九年至二十三年

TABLE IX. SILK REELING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR, 1930-1934  
CLASSIFIED OCCUPATION GROUPS, 1930-1934

女時工 Female Time Workers

職別 Occupations	平均每月工資率 Average Monthly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十 九 年 1930	十 一 年 1931	十 二 年 1932	十 三 年 1933	十 四 年 1934	十 九 年 1930	十 一 年 1931	十 二 年 1932	十 三 年 1933	十 四 年 1934	十 九 年 1930	十 一 年 1931	十 二 年 1932	十 三 年 1933	十 四 年 1934
抄 圖 值	\$ .037	\$ .036	\$ .035	\$ .037	\$ .027	11.00	11.00	11.00	10.90	10.90	\$ .410	\$ .391	\$ .386	\$ .405	\$ .296
打 盆 吐 絲	.051	.049	.040	.043	.033	11.00	11.00	10.86	10.92	10.92	.563	.535	.438	.471	.354
打 盆 吐 絲 準備	.030	.028	.023	.026	.020	11.00	11.00	11.00	10.88	10.90	.328	.309	.248	.282	.217
打 盆 吐 絲 準備	.034	.034	.028	.031	.023	11.00	11.00	11.00	10.86	10.91	.375	.374	.307	.335	.248
打 盆 吐 絲 準備	.049	.040	.033	.043	.036	11.00	11.00	11.00	10.88	10.91	.544	.440	.361	.472	.397
各職合計 All occupations	.044	.041	.034	.038	.029	11.00	11.00	11.00	10.87	10.91	.487	.451	.377	.411	.312

\* 本表統計女時工。Female time workers only.



表十 歷年棉紡業各職工之平均工資率和工作時間 民國十九年至二十三年

TABLE X. COTTON SPINNING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1920-1934

依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均小時工資率 Average Hourly Rate						平均每日實際工作時數 Average Hours Actually Worked Per Day					
	男工 Male			女工 Female			男工 Male			女工 Female		
	年	月	日	年	月	日	年	月	日	年	月	日
清花部 領花車 集花車 其他車	1930	.039	.036	.010	.040		1930	11.50	11.50	11.50	11.50	11.50
	1931	.040	.040	.039	.041		1931	11.50	11.50	11.50	11.50	11.50
	1934	.035	.035	.031	.038		1934	11.50	11.50	11.50	11.50	11.50
梳棉部 梳棉車 其他	1930	.048	.061	.045	.050		1930	11.50	11.50	11.50	11.50	11.50
	1931	.044	.040	.039	.043		1931	11.50	11.50	11.50	11.50	11.50
	1934	.035	.036	.040	.042		1934	11.50	11.50	11.50	11.50	11.50
粗紗部 粗紗車 其他	1930	.036	.051	.041	.045		1930	11.50	11.50	11.50	11.50	11.50
	1931	.032	.034	.036	.035		1931	11.50	11.50	11.50	11.50	11.50
	1934	.033	.033	.042	.040		1934	11.50	11.50	11.50	11.50	11.50
細紗部 細紗車 其他	1930	.033	.036	.037	.040		1930	11.50	11.50	11.50	11.50	11.50
	1931	.033	.036	.037	.040		1931	11.50	11.50	11.50	11.50	11.50
	1934	.033	.033	.037	.037		1934	11.50	11.50	11.50	11.50	11.50
撥紗部 撥紗車 其他	1930	.037	.039	.044	.049		1930	11.50	11.50	11.50	11.50	11.50
	1931	.037	.039	.041	.045		1931	11.50	11.50	11.50	11.50	11.50
	1934	.037	.037	.041	.043		1934	11.50	11.50	11.50	11.50	11.50
捲花部 捲花車 其他	1930	.044	.040	.041	.043		1930	11.50	11.50	11.50	11.50	11.50
	1931	.044	.041	.043	.043		1931	11.50	11.50	11.50	11.50	11.50
	1934	.044	.041	.043	.043		1934	11.50	11.50	11.50	11.50	11.50





成色	.043	.042	.038	.035	.039	.074	.061	.083	.066	.046	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50
秤打	.032	.039	.034	.022	.055						11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50
其他	.032	.031	.036	.032	.039						11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50
棉花	.028	.028	.027	.046	.039	.028	.026	.023	.025	.032	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50
棉花	.039	.035	.035	.033	.038	.039			.031	.032	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50
其他																				
各職合計	.036	.039	.039	.041	.042	.038	.037	.041	.039	.040	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50

表十 歷年棉紡業各職工人之平均工資率和工作時間 民國十九年至二十三年 續

TABLE X. COTTON SPINNING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED OCCUPATION GROUPS, 1930-1934—Continued

男女時件工合計 All Workers

職別 Occupations	平均每月工資率 Average Monthly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十 九 年	二 十 年	廿 一 年	廿 二 年	廿 三 年	十 九 年	二 十 年	廿 一 年	廿 二 年	廿 三 年	十 九 年	二 十 年	廿 一 年	廿 二 年	廿 三 年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
清花部 Blowing	.039	.039	.036	.040	.040	11.50	11.50	11.50	11.50	11.50	.444	.444	.411	.488	.466
梳棉花部 Drawing	.040	.040	.040	.039	.044	11.50	11.50	11.50	11.50	11.50	.464	.460	.459	.452	.504
粗紗部 Others	.035	.035	.034	.031	.038	11.50	11.50	11.50	11.50	11.50	.401	.401	.399	.359	.442
精梳部 Carding	.045	.048	.061	.045	.050	11.50	11.50	11.50	11.50	11.50	.522	.557	.608	.521	.577
粗紗部 Strippling	.039	.039	.040	.040	.044	11.50	11.50	11.50	11.50	11.50	.419	.447	.460	.463	.505
粗紗部 Carding	.035	.038	.039	.041	.042	11.50	11.50	11.50	11.50	11.50	.403	.418	.449	.467	.482
粗紗部 Others	.034	.035	.046	.040	.042	11.50	11.50	11.50	11.50	11.50	.385	.405	.414	.464	.484
粗紗部 Drawing	.040	.041	.046	.044	.046	11.50	11.50	11.50	11.50	11.50	.403	.465	.525	.506	.527
粗紗部 Roving	.036	.036	.032	.036	.035	11.50	11.50	11.50	11.50	11.50	.417	.412	.395	.473	.407
粗紗部 Others	.037	.036	.037	.037	.040	11.50	11.50	11.50	11.50	11.50	.419	.417	.435	.426	.459
粗紗部 Spinning	.033	.035	.045	.046	.038	11.50	11.50	11.50	11.50	11.50	.383	.403	.376	.351	.442
粗紗部 Others	.039	.037	.039	.044	.040	11.50	11.50	11.50	11.50	11.50	.572	.422	.444	.505	.601
粗紗部 Twisting	.042	.042	.035	.041	.040	11.50	11.50	11.50	11.50	11.50	.483	.460	.446	.473	.518
粗紗部 Twisting	.043	.043	.031	.032	.037	11.50	11.50	11.50	11.50	11.50	.490	.490	.366	.371	.429
粗紗部 Others	.036	.037	.041	.032	.037	11.50	11.50	11.50	11.50	11.50	.415	.424	.473	.447	.426
粗紗部 Reeling	.044	.040	.040	.042	.042	11.50	11.50	11.50	11.50	11.50	.501	.457	.454	.460	.486
粗紗部 Others															

成包	.043	.042	.038	.035	.040	11.50	11.50	11.50	11.50	.408	.470	.432	.300	.455
打	.043	.047	.077	.065	.074	11.50	11.50	11.50	11.50	.723	.650	.838	.752	.852
其他	.032	.031	.036	.032	.040	11.50	11.50	11.50	11.50	.303	.359	.409	.373	.456
採花	.028	.027	.024	.026	.030	11.50	11.50	11.50	11.50	.327	.308	.280	.296	.350
採花	.035	.035	.035	.033	.037	11.50	11.50	11.50	11.50	.408	.387	.401	.374	.429
其他														
各職合計	.038	.037	.041	.040	.041	11.50	11.50	11.50	11.50	.432	.459	.466	.456	.467

表十一 歷年絲織業各職工人之平均工資率和工作時間 民國十九年至二十三年

TABLE XI. SILK WEAVING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934

依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均每月小時工資率 Average Hourly Rate						平均每日實際工作時間 Average Hours Actually Worked Per Day								
	男工 Male			女工 Female			男工 Male			女工 Female					
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934
經 部 絲 織 頭 部 打 頭 花 部	\$.052	\$.049	\$.059	\$.059	\$.059	\$.059	\$.075	\$.111	\$.062	\$.062	10.47	10.34	10.00	10.50	10.50
經 部 絲 織 頭 部 打 頭 花 部	\$.054	\$.072	\$.051	\$.073	\$.052	\$.052	\$.060	\$.054	\$.054	10.48	10.52	11.00	10.74	10.50	10.53
經 部 絲 織 頭 部 打 頭 花 部	\$.058	\$.103	\$.108	\$.096	\$.105	\$.105	\$.055	\$.105	\$.163	10.52	10.84	10.56	10.63	10.25	10.50
經 部 絲 織 頭 部 打 頭 花 部	\$.056	\$.079	\$.061	\$.052	\$.058	\$.043	\$.064	\$.075	\$.058	10.42	10.44	10.75	11.00	11.36	10.52
經 部 絲 織 頭 部 打 頭 花 部	\$.043	\$.037	\$.057	\$.054	\$.043	\$.035	\$.042	\$.044	\$.055	10.42	10.47	11.00	10.80	10.60	10.55
經 部 絲 織 頭 部 打 頭 花 部	\$.051	\$.047	\$.058	\$.059	\$.045	\$.041	\$.044	\$.041	\$.046	10.48	10.35	11.00	10.75	11.10	10.50
經 部 絲 織 頭 部 打 頭 花 部	\$.041	\$.045	\$.049	\$.042	\$.061	\$.047	\$.048	\$.054	\$.059	10.64	10.65	10.53	10.50	11.18	10.43
經 部 絲 織 頭 部 打 頭 花 部	\$.167	\$.147	\$.180	\$.157	\$.099	\$.105	\$.108	\$.124	\$.114	10.38	10.37	10.55	10.58	10.50	10.57
經 部 絲 織 頭 部 打 頭 花 部	\$.105	\$.104	\$.117	\$.103	\$.065	\$.074	\$.064	\$.074	\$.066	10.41	10.47	10.53	10.52	10.54	10.51
經 部 絲 織 頭 部 打 頭 花 部	\$.123	\$.159	\$.187	\$.120	\$.256	\$.046	\$.037	\$.039	\$.043	10.48	10.48	10.50	10.50	10.56	10.52
各職合計 All occupations	\$.113	\$.110	\$.167	\$.144	\$.106	\$.073	\$.068	\$.091	\$.087	10.43	10.43	10.55	10.60	10.61	10.73











男女時作工全計 All Workers

職別 Occupations	平均時小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate				
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	
經 緯 部 Warping	\$ .048	\$ .045	\$ .037	\$ .044	11.21	0.51	11.21	11.27	11.19	\$ .323	\$ .411	\$ .408	
經 緯 部 Weaving	.040	.040	.038	.053	11.25	0.83	11.28	11.35	11.21	.473	.605	.529	
經 緯 部 Finishing	.058	.057	.059	.071	11.34	11.45	11.33	11.31	11.17	.668	.672	.773	
經 緯 部 Winding	.066	.062	.079	.061	11.40	11.35	11.35	11.41	11.41	.747	.789	.821	
經 緯 部 Sizing	.043	.050	.046	.054	11.31	11.19	11.28	11.32	11.29	.486	.517	.615	
經 緯 部 Drawing	.050	.049	.041	.043	11.50	11.50	11.50	11.50	11.46	.554	.557	.615	
經 緯 部 Others										.565	.474	.471	
織 工 部 Weaving	.045	.053	.045	.056	11.35	11.20	11.38	11.37	11.41	.511	.513	.498	
織 工 部 Woolen	.055	.051	.050	.063	11.28	11.44	11.24	11.25	11.29	.576	.617	.703	
織 工 部 Others													
整 理 部 Finishing	.054	.043	.061	.051	11.27	11.50	11.13	11.36	11.32	.598	.494	.604	
整 理 部 Raising & Reeling	.044	.041	.044	.049	11.50	11.31	11.50	11.50	11.39	.511	.461	.502	
整 理 部 Finishing & Drying												.586	
各 種 合 計 All occupations	.044	.051	.046	.054	11.32	10.77	11.35	11.30	11.34	.492	.544	.510	.610

表十三 歷年毛織業各職工人之平均工資率和工作時間 民國十九年至二十三年  
TABLE XIII. WOOL WEAVING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934  
依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均每月工資率 Average Hourly Rate						平均每月實際工作時數 Average Hours Actually Worked Per Day								
	男工 Male			女工 Female			男工 Male			女工 Female					
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
紡	\$ .046	\$ .061	\$ .047	\$ .055	\$ .063	\$ .026	\$ .037	\$ .020	\$ .034	\$ .044	11.50	10.00	11.50	11.50	11.19
梳	.133	.061	.052	.053	.083	.066	.067	.062	.067	.088	9.50	9.77	10.72	10.57	11.00
織	.062	.096	.060	.063	.063	.068	.049	.036	.031	.061	11.50	10.00	11.50	11.50	11.50
染	.060	.056	.095	.079	.061	.038	.060	.050	.044	.065	10.02	9.82	10.83	10.54	10.85
洗	.061	.070	.048	.047	.062	.036	.045	.035	.039	.043	11.34	10.00	11.36	11.45	11.39
整	.050	.064	.048	.048	.068	.030				.040	11.50	10.00	11.50	11.50	11.50
其他															
各職合計 All occupations	.056	.065	.055	.056	.063	.016	.053	.042	.045	.054	10.89	9.93	11.28	11.23	11.11

依時件工分 Classified According to Time and Piece Workers

職別 Occupations	平均每月工資率 Average Hourly Rate						平均每月實際工作時數 Average Hours Annually Worked Per Day								
	時工 Time			件工 Pieces			時工 Time			件工 Pieces					
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
紡	\$ .044	\$ .056	\$ .047	\$ .051	\$ .063	\$ .026	\$ .039	\$ .020	\$ .034	\$ .051	11.50	10.00	11.50	11.50	10.00
梳	.062	.041	.053	.064	.064	.066	.067	.063	.060	.088	10.00	11.50	11.50	10.45	9.67
織	.045	.052	.046	.046	.046	.070	.053			.038	9.96	9.88	11.03	11.11	10.18
染															
整															
其他															
各職合計 All occupations	.044	.056	.047	.051	.063	.026	.039	.020	.034	.051	10.00	11.50	11.50	10.12	10.00
	.062	.041	.053	.064	.064	.066	.067	.063	.060	.088	9.67	9.88	10.39	10.75	10.88
	.045	.052	.046	.046	.046	.070	.053			.038	10.00	10.73	11.79	11.79	11.79

織	.062	.066	.063	.049	.048	.055	.057	.062	.069	11.30	10.00	11.30	11.50	11.28
織	.046	.058	.057	.054	.057	.055	.057	.062	.069	10.78	9.88	10.55	9.77	10.54
理	.041	.051	.040	.034	.036	.054	.042	.045	.043	11.42	9.95	11.42	11.47	11.28
其	.036	.064	.048	.048	.055	.054	.042	.045	.043	11.30	10.00	11.30	11.50	11.50
各職合計 All occupations	.046	.059	.059	.048	.057	.055	.047	.055	.059	11.05	9.94	11.30	11.49	10.72
											9.89	9.79	10.45	11.13
											10.00	9.69	9.49	11.35
											10.00	10.00	9.50	9.50

男女時件工合計 All Workers

職別 Occupation	平均每月實際工作時數 Average Hours Actually Worked Per Day				平均每月工資率 Average Hourly Rate				平均每日工資率 Average Daily Rate							
	十 九 年	二 十 一 年	二 十 二 年	三 十 三 年	十 九 年	二 十 一 年	二 十 二 年	三 十 三 年	十 九 年	二 十 一 年	二 十 二 年	三 十 三 年	十 九 年	二 十 一 年	二 十 二 年	三 十 三 年
紡	.037	.050	.040	.054	10.89	0.52	11.50	11.16	.386	.484	.459	.511	.603	.603	.603	.603
織	.066	.057	.046	.056	10.69	10.20	10.47	10.71	.610	.695	.634	.720	.613	.613	.613	.613
機	.069	.053	.046	.046	9.90	10.20	11.58	10.98	.592	.583	.522	.442	.739	.739	.739	.739
織	.047	.058	.057	.058	11.30	9.70	9.83	10.68	.768	.663	.693	.723	.558	.558	.558	.558
理	.044	.053	.048	.041	11.02	9.96	11.03	11.31	.473	.525	.528	.496	.728	.728	.728	.728
其	.036	.064	.048	.055	11.50	10.00	11.50	11.50	.414	.643	.550	.550	.590	.590	.590	.590
各職合計 All occupations	.049	.058	.049	.051	10.61	9.85	10.95	11.07	.515	.578	.589	.566	.642	.642	.642	.642

表十四 歷年內衣業各職工人之平均工資率和工作時間 民國十九年至二十三年  
TABLE XIV. UNDERWEAR KNITTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

(CLASSIFIED OCCUPATION GROUPS, 1930-1934)

依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均小時工資率 Average Hourly Rate						平均每日實際工作時數 Average Hours Actually Worked Per Day								
	男工 Male			女工 Female			男工 Male			女工 Female					
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
織紗工 Knitting	\$ .079	\$ .043	\$ .049	\$ .052	\$ .063	\$ .054	\$ .057	\$ .051	\$ .058	\$ .077	10.47	9.43	10.39	10.36	10.24
織襪工 Knitting	\$ .068	\$ .049	\$ .045	\$ .048	\$ .060	\$ .037	\$ .039	\$ .046	\$ .068	\$ .077	11.25	11.25	11.25	11.25	10.54
織襪工 Knitting	\$ .104	\$ .132	\$ .104	\$ .108	\$ .110	.087	.081	.070	.070	.078	10.38	11.25	10.00	10.00	10.35
織襪工 Knitting	\$ .137	\$ .129	\$ .133	\$ .113	\$ .103	.091	.090	.091	.095	.098	10.52	10.25	10.39	10.40	10.19
織襪工 Knitting	\$ .121	\$ .102	\$ .111	\$ .113	\$ .100	.087	.081	.070	.070	.078	10.00	9.26	10.00	10.00	10.13
各職合計 All occupations	\$ .092	\$ .102	\$ .071	\$ .073	\$ .078	.065	.068	.059	.063	.077	10.33	10.12	10.17	10.09	10.32

依時件工分 Classified According to Time and Piece Workers

職別 Occupations	平均小時工資率 Average Hourly Rate						平均每日實際工作時數 Average Hours Actually Worked Per Day								
	時工 Time			件工 Piece			時工 Time			件工 Piece					
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
織紗工 Knitting	\$ .054	\$ .057	\$ .051	\$ .058	\$ .077	10.47	9.43	10.39	10.36	10.24	10.47	9.43	10.39	10.36	10.24
織襪工 Knitting	\$ .068	\$ .049	\$ .045	\$ .048	\$ .060	11.25	11.25	11.25	11.25	10.54	11.25	11.25	11.25	11.25	10.54
織襪工 Knitting	\$ .104	\$ .132	\$ .104	\$ .108	\$ .110	10.38	11.25	10.00	10.00	10.35	10.38	11.25	10.00	10.00	10.35
織襪工 Knitting	\$ .137	\$ .129	\$ .133	\$ .113	\$ .103	10.52	10.25	10.39	10.40	10.19	10.52	10.25	10.39	10.40	10.19
織襪工 Knitting	\$ .121	\$ .102	\$ .111	\$ .113	\$ .100	10.00	9.26	10.00	10.00	10.13	10.00	9.26	10.00	10.00	10.13
各職合計 All occupations	\$ .092	\$ .102	\$ .071	\$ .073	\$ .078	10.33	10.12	10.17	10.09	10.32	10.39	9.62	10.39	10.40	10.27

職業別 All occupations	男女時件工合計 All Workers																
	平均每月小時工資率 Average Hourly Rate			平均每日實際工作時數 Average Hours Actually Worked Per Day			平均每日工資率 Average Daily Rate			平均每月工資率 Average Monthly Rate							
	十九年	二十年	二十一年	十九年	二十年	二十一年	十九年	二十年	二十一年	十九年	二十年	二十一年					
織造	.061	.050	.040	.052	.065	.058	.032	.046	.061	10.61	11.25	10.21	10.00	10.39	11.25	11.25	10.84
染	.068	.049	.045	.015	.060	.104	.132	.101	.122	10.38	11.25	10.00	10.00	10.35	10.52	10.25	10.39
縫	.050	.049	.037	.087	.081	.070	.078	.078	.078	10.31					10.07	9.68	10.35
理	.049	.038	.057	.106	.114	.081	.087	.096	.096	10.72	11.15				10.30	9.63	10.40
製			.050	.121	.102	.111	.115	.107	.107	10.00					10.00	10.00	10.00
包																	
各職合計 All occupations	.062	.045	.048	.049	.061	.073	.076	.065	.082	10.51	11.23	10.14	10.00	10.31	10.31	9.66	10.37

男女時件工合計 All Workers

職業別 Occupations	男女時件工合計 All Workers											
	平均每月小時工資率 Average Hourly Rate			平均每日實際工作時數 Average Hours Actually Worked Per Day			平均每日工資率 Average Daily Rate			平均每月工資率 Average Monthly Rate		
	十九年	二十年	二十一年	十九年	二十年	二十一年	十九年	二十年	二十一年	十九年	二十年	二十一年
織造	.051	.037	.051	.058	.077	.077	10.47	9.43	10.39	10.36	10.24	10.24
染	.061	.049	.050	.064	.060	.064	10.60	11.25	10.21	10.27	10.48	10.48
縫	.068	.049	.045	.060	.060	.060	10.38	11.25	10.00	10.00	10.35	10.35
理	.104	.132	.104	.108	.110	.108	10.52	10.25	10.39	10.40	10.19	10.19
製	.081	.070	.070	.078	.078	.078	10.68	9.68	10.35	10.36	10.27	10.27
包	.088	.100	.081	.087	.084	.084	10.44	9.85	10.40	10.32	10.25	10.25
各職合計 All occupations	.071	.074	.062	.066	.077	.077	10.48	9.74	10.33	10.32	10.29	10.29



表十五 歷年織襪業各職工之平均工資率和工作時間 民國十九年至二十三年

TABLE XV. HOSIERY KNITTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

(CLASSIFIED OCCUPATION GROUPS, 1930-1934)

依男·女·工·分 Classified According to Male and Female Workers

職別 Occupations	平均每月工資率 Average Monthly Rate					平均每月實際工作時數 Average Hours Actually Worked Per Day										
	男 Male		女 Female		工 Rate	男 Male		女 Female		工 Hours						
	1930	1931	1932	1933		1934	1930	1931	1932		1933	1934				
工 Yarn winding	\$ .661	\$ .655	\$ .649	\$ .650	\$ .655	10.00	10.28	11.00	11.00	10.00	10.57	8.61	10.29	10.34	8.62	
織 Rib knitting	\$ .692	\$ .676	\$ .660	\$ .660	\$ .662	11.00	9.10	10.30	11.17	11.00	10.45	9.50	10.14	10.20	9.00	
襪 Knitting	\$ .670	\$ .635	\$ .619	\$ .621	\$ .622	10.00	10.00	10.00	10.00	10.00	10.33	7.05	10.58	10.63	8.64	
織 Looping	\$ .667	\$ .653	\$ .655	\$ .650	\$ .650	10.77	10.57	10.23	10.24	10.67	10.00	10.00	10.00	10.00	10.00	
染 Bleaching & dyeing	\$ .115	\$ .122	\$ .100	\$ .101	\$ .101	10.30	7.62	11.00	11.00	5.65	10.00	10.46	9.39	10.21	10.10	4.00
整 Boarding	\$ .663	\$ .658	\$ .663	\$ .653	\$ .661	10.61	10.31	11.00	11.00	10.15	10.46	9.39	10.21	10.10	10.00	
整理 Finishing & assorting																
各職合計 All occupations	\$ .672	\$ .660	\$ .666	\$ .663	\$ .671	10.63	10.01	10.68	10.70	9.26	10.48	9.07	10.25	10.30	8.92	

依時·件·工·分 Classified According to Time and Piece Workers

職別 Occupations	平均每月工資率 Average Monthly Rate					平均每月實際工作時數 Average Hours Actually Worked Per Day									
	時 Time		件 Piece		工 Rate	時 Time		件 Piece		工 Hours					
	1930	1931	1932	1933		1934	1930	1931	1932		1933	1934			
工 Yarn winding	\$ .057	\$ .040	\$ .044	\$ .050	\$ .051	10.61	10.26	11.00	11.00	10.00	10.61	8.98	10.29	10.34	8.62

職業別 Occupations	男女時件工合計 All Workers															
	平均每月工率 Average Monthly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工率 Average Daily Rate					
棉織	.070	.070	.066	.070	.066	.056	.057	10.00	10.00	10.00	11.00	11.13	8.80	10.30	10.70	10.14
織	.063	.056	.108	.085	.085	.080	.082	10.00	10.00	10.00	10.00	10.48	9.57	10.14	10.21	9.33
織	.057	.053	.055	.055	.055	.077	.088	10.00	10.00	10.00	10.33	10.33	7.48	10.58	10.63	8.07
織	.030	.030	.065	.115	.122	.100	.091	10.00	10.00	10.00	10.30	10.30	7.02	11.00	11.00	5.48
整理	.055	.045	.051	.071	.093	.100	.053	10.63	10.88	10.89	10.88	10.49	10.37	9.05	10.64	10.36
整理	.057	.050	.052	.077	.083	.079	.067	10.45	10.60	10.58	10.56	10.51	10.52	8.88	10.30	10.36
各職合計 All occupations																

男女時件工合計 All Workers

職業別 Occupations	男女時件工合計 All Workers															
	平均每月工率 Average Monthly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工率 Average Daily Rate					
棉織	.062	.054	.061	.057	.056	10.55	8.80	10.32	10.37	8.76	10.58	10.31	10.32	10.33	10.34	10.34
織	.082	.070	.060	.056	.054	11.00	9.19	10.39	10.70	10.42	1.016	.680	.627	.588	.592	.592
織	.075	.085	.088	.069	.083	10.45	9.59	10.14	10.21	9.35	.872	.751	.853	.703	.768	.768
織	.070	.121	.098	.077	.088	10.33	7.08	10.38	10.63	8.07	.775	.906	1.016	.815	.768	.768
織	.070	.073	.055	.055	.055	10.75	10.90	10.53	11.24	10.00	.583	.583	.588	.365	.368	.368
整理	.050	.050	.051	.051	.050	10.10	7.92	11.84	11.53	15.53	1.000	.688	1.000	1.000	1.000	1.000
整理	.058	.064	.059	.052	.059	10.57	10.14	10.84	10.69	10.12	.610	.660	.645	.556	.604	.604
各職合計 All occupations	.073	.070	.074	.064	.072	10.51	8.91	10.35	10.39	9.03	.763	.633	.764	.688	.689	.689

表十六 歷年麵粉業各職工之平均工資率和工作時間\* 民國十九年至二十三年  
TABLE XVI. FLOUR INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934

男時工 Male Time Workers

職別 Occupations	平均小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934	十九年 1930	二十年 1931	二十一年 1932	二十二年 1933	二十三年 1934
下 碾 成 堆	\$ .049	\$ .042	\$ .043	\$ .046	\$ .045	11.50	11.50	11.50	11.50	11.50	\$.568	\$.479	\$.402	\$.532	\$.520
磨 機	.050	.050	.040	.054	.053	11.50	11.50	11.50	11.50	11.50	.677	.572	.503	.622	.610
包 裝	.038	.038	.040	.043	.046	11.50	11.50	11.50	11.50	11.50	.554	.452	.463	.490	.531
粉 包	.040	.036	.039	.043	.044	11.50	11.50	11.50	11.50	11.50	.463	.448	.445	.489	.507
各職合計 All occupations	.050	.042	.043	.047	.048	11.50	11.50	11.50	11.50	11.50	.570	.477	.493	.537	.547

\* 本表僅列男時工。 Male time workers only.

表十七 歷年榨油業各職工人之平均工資率和工作時間\* 民國十九年至二十三年

TABLE XVII. OIL PRESSING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

(CLASSIFIED OCCUPATION GROUPS, 1930-1934

男時工 Male Time Workers

職別 Occupations	平均小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十九年	二十年	二十一年	二十二年	二十三年	十九年	二十年	二十一年	二十二年	二十三年	十九年	二十年	二十一年	二十二年	二十三年
原料	\$ .045	\$ .050	\$ .053	\$ .053	\$ .058	11.50	11.50	11.50	11.50	11.50	10.04	\$ .521	\$ .579	\$ .614	\$ .614
油	.052	.054	.055	.059	.066	11.50	11.50	11.50	11.50	9.74	.597	.618	.632	.678	.571
油餅	.043	.046	.048	.046	.059	11.50	11.50	11.50	11.50	10.25	.495	.544	.551	.520	.663
餅	.050	.054	.056	.057		11.50	11.50	11.50	11.50		.642	.617	.645	.658	
各職合計 All occupations	.051	.053	.054	.057	.059	11.50	11.50	11.50	11.50	9.81	.584	.605	.626	.658	.572

\*本業僅列男時工。 Male time workers only.





表十八 歷年烟草業各職工之平均工資率和工作時間 民國十九年至二十三年 續  
TABLE XVIII. TOBACCO INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934—Continued

男女時件工合附 ALL WORKERS

職別 Occupations	平均小時工資 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資 Average Daily Rate				
	十 九 年	二 十 一 年	二 十 二 年	二 十 三 年	十 九 年	二 十 一 年	二 十 二 年	二 十 三 年	十 九 年	二 十 一 年	二 十 二 年	二 十 三 年	
製烟 配葉 切葉	1930 .050 .068 .066	1931 .051 .071 .075	1932 .041 .083 .071	1933 .048 .084 .073	1930 10.03 10.00 10.00	1931 10.00 10.00 10.00	1932 9.54 10.00 10.00	1933 8.88 10.00 10.00	1930 .485 .680 .658	1931 .510 .738 .745	1932 .394 .829 .795	1933 .438 .640 .734	1934 .453 .735 .744
製烟部 捲葉 捲葉 捲葉 捲葉	.076 .086 .043	.076 .022 .041	.074 .083 .041	.076 .088 .048	10.00 10.00 10.63	10.00 10.00 10.33	10.00 10.00 10.00	10.00 10.00 10.00	.755 .855 .460	.761 .923 .442	.735 .847 .442	.757 .877 .479	.752 .829 .337
包裝 烟 箱	.084 .080	.078 .068	.076 .088	.082 .088	8.31 10.00	5.98 10.00	6.07 9.66	6.80 10.00	.721 .797	.528 .678	.528 .846	.557 .877	.579 .883
裝 包 裝 箱	.079	.075	.071	.076	8.69	7.01	7.80	7.57	.701	.649	.542	.572	.572
各職合計-All occupations													

表 十九 歷年造紙業各職工人之平均工資率和工作時間 民國十九年至二十三年  
TABLE XIX. PAPER MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934

依男女工分 Classified According to Male and Female Workers

職別 Occupations	平均小時工資率 Average Hourly Rate												平均每月實際工作時間 Average Hours Actually Worked Per Day											
	男工 Male						女工 Female						男工 Male						女工 Female					
	1930	1931	1932	1933	1934		1930	1931	1932	1933	1934		1930	1931	1932	1933	1934	1930	1931	1932	1933	1934		
原料	\$ .144	\$ .144	\$ .144	\$ .144	\$ .144	\$ .144	\$ .027	\$ .027	\$ .027	\$ .027	\$ .027	\$ .027	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50	11.50		
切	.050	.050	.051	.051	.055	.060							11.53	11.50	11.50	11.50	11.50	11.53	11.50	11.50	11.50	11.50		
製	.055	.062	.058	.058	.050	.050							11.41	11.48	11.48	11.47	11.50	11.41	11.48	11.48	11.47	11.50		
漿	.053	.052	.054	.056	.056	.056							11.34	11.42	11.22	11.29	11.33	11.34	11.42	11.22	11.29	11.33		
抄	.059	.052	.062	.062	.059	.061							10.00	10.00	10.37	10.64	10.38	10.00	10.00	10.37	10.64	10.38		
成	.051	.050	.052	.059	.059	.061																		
價																								
造紙	.067	.068	.067	.069	.069	.069							11.00	11.30	11.19	11.23	11.35	11.00	11.30	11.19	11.23	11.35		
製	.037	.039	.043	.044	.048	.048							11.50	11.50	10.40	10.48	10.00	11.50	11.50	10.40	10.48	10.00		
漿	.001	.075	.071	.074	.067	.067							10.68	10.90	9.67	9.64	10.54	10.68	10.90	9.67	9.64	10.54		
抄													11.50	11.50	11.50	11.50	10.53	11.50	11.50	11.50	11.50	10.53		
製	.054	.057	.059	.057	.070	.070																		
成																								
價																								
造紙	.058	.061	.059	.061	.064	.064							11.40	11.33	10.99	11.05	11.05	11.40	11.33	10.99	11.05	11.05		
製																								
漿																								
抄																								
製																								
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表十九 歷年造紙業各職工人之平均工資率和工作時間 民國十九年至二十三年 續  
TABLE XIX. PAPER MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934—Continued  
依時件工分 Classified According to Time and Piece Workers

職別 Occupations	平均每月工資率 Average Monthly Rate						平均每月實際工作時數 Average Hours Actually Worked Per Day									
	時工 Time		件工 Piece		時工 Time		件工 Piece		時工 Time		件工 Piece					
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	
原料																
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男女時件工合計 All Workers

職別 Occupations	平均每月小時工資率 Average Hourly Rate					平均每月實際工作時間 Average Hours Actually Worked Per Day					平均每日工資率 Average Daily Rate				
	十九年	二十年	二十一年	二十二年	二十三年	十九年	二十年	二十一年	二十二年	二十三年	十九年	二十年	二十一年	二十二年	二十三年
	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934	1930	1931	1932	1933	1934
原料	\$ .068	.041	.054	.031	.029	11.50	11.50	10.80	10.04	10.62	.822	.501	.570	.340	.368
紙料	.089	.050	.051	.053	.060	11.53	11.50	10.84	10.84	10.75	.670	.711	.662	.582	.682
印刷	.055	.062	.058	.058	.059	11.30	11.38	11.41	11.28	11.50	.623	.597	.650	.657	.682
製紙	.053	.062	.054	.056	.059	11.30	11.38	11.48	11.47	11.50	.623	.597	.622	.644	.648
製紙	.053	.062	.054	.056	.059	11.31	11.42	11.22	11.20	11.33	.657	.706	.704	.773	.608
製紙	.051	.050	.052	.052	.051	10.00	10.00	10.37	10.64	10.38	.514	.504	.540	.628	.631
製造紙	.067	.068	.067	.050	.050	11.00	11.30	11.19	11.23	11.35	.739	.773	.743	.778	.781
製紙	.037	.030	.030	.030	.042	11.50	11.50	10.84	11.00	10.40	.425	.443	.418	.422	.421
製紙	.045	.054	.050	.053	.064	10.91	11.06	9.67	9.69	10.45	.483	.505	.485	.511	.670
整理	.054	.057	.059	.057	.070	11.50	11.50	11.50	11.50	10.53	.615	.650	.678	.654	.729
各職合計 All occupations	.046	.060	.057	.047	.052	11.23	11.33	10.93	10.98	10.88	.395	.673	.621	.522	.563

表二十 歷年印刷業各職工之平均工資率和工作時間 民國十九年至二十三年  
 TABLE XX. PRINTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED OCCUPATION GROUPS, 1930-1934  
 依男女工分 (Classified According to Male and Female Workers)

職別 Occupations	平均每月小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Actually Worked Per Day						
	男工 Male		女工 Female		\$ \$ \$ \$ \$ \$	男工 Male		女工 Female		1930 1931 1932 1933 1934		
	1930	1931	1932	1933		1934	1930	1931	1932		1933	1934
鉛字製版部 Type casting & stereo typing	.135	.102	.113	.116	.101	.061	8.33	9.00	8.21	8.44	8.70	8.54
鉛字製版部 Type casting	.207	.205	.165	.159	.166		8.14	8.00	8.20	8.35	8.45	
鉛字製版部 Stereo typing	.168	.133	.085	.150	.172		8.17	8.00	8.27	8.14	8.24	
鉛字製版部 Photo engraving	.118	.131	.073	.109	.141		8.27	8.00	8.50	8.43	8.50	8.50 8.50
鉛字製版部 Electro typing	.159	.131	.086	.111	.166	.042						
鉛字製版部 Engraving												
鉛字製版部 Letterpress printing	.151	.131	.135	.126	.102		8.30	8.86	8.28	8.43	8.05	
鉛字製版部 Chinese typesetting	.165	.187	.120	.131	.138		8.37	8.16	8.14	8.22	8.51	8.00
鉛字製版部 Foreign typesetting	.124	.131	.098	.147	.133	.094	8.30	9.10	8.33	8.15	8.19	
鉛字製版部 Letterpress printing												
鉛字製版部 Off-set printing	.173	.181	.102	.095	.101							
鉛字製版部 Drawing	.150	.150	.102	.109	.130		8.24	8.17	8.50	8.50	8.75	8.50 8.50
鉛字製版部 Transferring	.121	.133	.091	.097	.104	.016	8.35	8.16	8.50	8.34	8.54	
鉛字製版部 Off-set printing							8.44	8.22	8.44	8.51	8.02	
鉛字製版部 Book binding	.146	.110	.081	.133			8.00	8.00	8.00	8.00	8.18	8.00 8.00
鉛字製版部 Folding	.144	.132	.074	.085	.083	.070	8.12	8.20	9.00	8.00	8.92	8.00 8.00
鉛字製版部 Trimming & binding	.092	.130	.192	.122		.062						
鉛字製版部 Bundling & smearing	.118			.086		.076	8.43	8.00	8.00	8.44	8.00 8.00	8.00 8.00
鉛字製版部 Others						.094	8.00			9.00	8.00	8.00
各職合部 All occupations	.137	.110	.111	.135	.118	.109	8.20	8.50	8.33	8.28	8.57	8.04 8.00 8.50 8.27 8.26



表二十 歷年印刷業各職工人之平均工資率和工作時間 民國十九年至二十三年 續  
 TABLE XX. PRINTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED OCCUPATION GROUPS, 1930-1934.—Continued

職別 Occupations	男女附件工合部 All Workers														
	平均每小時工資率 Average Hourly Rate					平均每日實際工作時數 Average Hours Annually Worked Per Day					平均每日工資率 Average Daily Rate				
	十 九 年	二 十 年	二 十 一 年	二 十 二 年	二 十 三 年	十 九 年	二 十 年	二 十 一 年	二 十 二 年	二 十 三 年	十 九 年	二 十 年	二 十 一 年	二 十 二 年	二 十 三 年
鉛字製版部 Type casting & galleysetting	.122	.102	.113	.116	.101	8.36	8.00	8.21	8.14	8.70	1.095	.080	.024	1.181	.861
鉛字製版 Stereo typing	.207	.205	.165	.150	.166	8.14	8.00	8.16	8.35	8.43	1.660	1.613	1.343	1.200	1.340
照相製版 Photo engraving	.106	.133	.085	.130	.122	8.17	8.00	8.20	8.23	8.27	.862	1.070	.710	1.268	1.410
電版製版 Electro typing	.118	.131	.073	.160	.141	8.23	8.00	8.27	8.14	8.24	.963	.697	.697	1.361	1.150
影相製版 Engraving	.159	.131	.080	.093	.083	8.37	8.00	8.50	8.45	8.50	1.395	1.018	.730	.864	.702
鉛印部 Letter press printing	.151	.131	.135	.126	.102	8.30	8.86	8.28	8.43	8.65	1.241	1.130	1.100	1.048	.861
中文排字 Foreign type setting	.165	.187	.120	.134	.138	8.37	8.16	8.44	8.22	8.51	1.333	1.514	1.082	1.103	1.156
鉛印 Letter press printing	.125	.131	.098	.147	.133	8.30	9.19	8.33	8.15	8.49	1.021	1.214	.820	1.192	1.103
鉛印部 Off-set printing	.173	.181	.102	.096	.101	8.24	8.17	8.50	8.50	8.75	1.410	1.460	.867	.813	1.695
電版 Transferring	.165	.150	.102	.100	.130	8.16	8.16	8.50	8.21	8.51	1.331	1.205	.867	.800	1.104
電版 Off-set printing	.121	.133	.089	.096	.104	8.44	8.22	8.45	8.51	8.62	.998	1.076	.752	.861	.885
裝訂部 Book binding	.110	.088	.074	.072	.079	7.07	8.00	9.00	8.00	8.16	.877	.704	.662	.574	.648
裝訂部 Trimming & binding	.132	.101	.074	.077	.084	8.05	8.08	9.00	8.50	8.65	1.001	.833	.662	.659	.719
裝訂部 Bundling & smashing	.092	.125	.155	.119	.119	8.18	8.00	8.00	8.00	8.32	.741	1.001	1.242	.971	.877
裝訂部 Others	.099			.107	.107	8.00			8.29		.792				
各職合計 All occupations	.133	.131	.111	.133	.116	8.26	8.50	8.33	8.28	8.55	1.090	1.106	.921	1.089	.973

附 錄  
APPENDIX

附表一 機器業各職工之平均工資率和工作時間

TABLE I. MACHINERY INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	通 人 數 Work- ers em- ployed	平均小時工資率 Average Hourly Rate			平均每日實際工作時數 Average Hours Actually Worked Per Day			平均每日工資率 Average Daily Rate		
		男工 Time	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age
模 木 翻 打 車 削 其他工匠	46 15 18 108 207 6	\$ .107 .080 .088 .091 .097 .132	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age
各職合計 All occupations	460	.096			9.09		9.00	\$ .976		.880

乙 民國二十年 B. 1931

職別 Occupations	通 人 數 Work- ers em- ployed	平均小時工資率 Average Hourly Rate			平均每日實際工作時數 Average Hours Actually Worked Per Day			平均每日工資率 Average Daily Rate		
		男工 Time	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age
模 木 翻 打 車 削 其他工匠	47 34 36 124 397 15	\$ .113 .086 .096 .098 .100 .103	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age	男工 Time	女工 Place	平均 Aver- age
各職合計 All occupations	563	.100			9.04		9.04	\$ 1.021		.914

丙 民國二十一年 C. 1932

木	58	\$ .111	\$ .111	0.20	\$ 1.016	\$ 1.016
模	82	.080	.080	0.25	.740	.745
砂	23	.086	.086	0.30	.707	.707
磨	259	.100	.091	0.18	.915	.845
打	260	.092	.091	0.26	.851	.839
車	26	.097	.097	0.19	.883	.883
銼						
其他工匠						
其他工匠 Others						
各職合計 All occupations	708	.095	.091	0.23	.876	.845

丁 民國二十二年 D. 1933

木	51	\$ .103	\$ .103	0.27	\$ .653	\$ .653
模	100	.073	.075	0.30	.873	.875
砂	38	.087	.087	0.39	.831	.810
磨	288	.080	.084	0.24	.950	.984
打	320	.083	.081	0.30	.866	.850
車	50	.081	.081	0.38	.772	.772
銼						
其他工匠						
其他工匠 Others						
各職合計 All occupations	843	.083	.082	0.33	.770	.761

戊 民國二十三年 E. 1934

木	83	\$ .102	\$ .102	0.34	\$ .855	\$ .855
模	107	.095	.094	0.30	.884	.875
砂	34	.087	.087	0.29	.899	.869
磨	337	.094	.088	0.27	.868	.821
打	416	.094	.091	0.28	.867	.845
車	58	.093	.093	0.27	.859	.859
銼						
其他工匠						
其他工匠 Others						
各職合計 All occupations	1,090	.094	.091	0.28	.875	.849



附表二 造船業各職工人之平均工資率和工作時間

TABLE II. SHIP BUILDING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Workers Investigated	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Male	女工 Female	男工 Male	女工 Female	男工 Male	女工 Female
		時間 Time	件數 Piece	時間 Time	件數 Piece	時間 Time	件數 Piece
木模 Pattern makers	53	\$ .142		9.00		\$ 1.276	
木車 Moulders	54	.138		9.00		1.238	
車工 Turners	105	.135		9.00		1.216	
銼工 Fitters	389	.142		9.00		1.277	
鐵匠 Blacksmiths	155	.114		9.00		1.026	
銅匠 Coppersmiths	152	.146		9.00		1.312	
其他工匠 Others	38	.137		9.00		1.229	
各職合計 All occupations	946	.137		9.00		1.231	

乙 民國二十年 B. 1931

職別 Occupations	調查人數 Workers Investigated	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Male	女工 Female	男工 Male	女工 Female	男工 Male	女工 Female
		時間 Time	件數 Piece	時間 Time	件數 Piece	時間 Time	件數 Piece
木模 Pattern makers	55	\$ .144		9.00		\$ 1.290	
木車 Moulders	48	.138		9.00		1.243	
車工 Turners	106	.145		9.00		1.300	
銼工 Fitters	392	.146		9.00		1.318	
鐵匠 Blacksmiths	147	.114		9.00		1.024	
銅匠 Coppersmiths	139	.152		9.00		1.364	
其他工匠 Others	81	.133		9.00		1.200	
各職合計 All occupations	968	.140		9.00		1.264	

丙 民國二十一年 C. 1932

木模	46	\$ .146	\$ .146	9.00	9.00	\$ 1.310
砂模	51	.143	.143	0.00	0.00	1.287
工師	93	.141	.141	0.00	0.00	1.273
工師	333	.145	.145	0.00	0.00	1.306
工師	154	.114	.114	0.00	0.00	1.030
工師	93	.158	.158	0.00	0.00	1.419
其他工師	45	.141	.141	0.00	0.00	1.268
各職合計	815	.140	.140	9.00	9.00	1.260

丁 民國二十二年 D. 1933

木模	57	\$ .146	\$ .146	9.00	9.00	\$ 1.316
砂模	75	.137	.137	0.00	0.00	1.231
工師	118	.142	.142	0.00	0.00	1.274
工師	461	.151	.151	0.00	0.00	1.359
工師	171	.120	.120	0.00	0.00	1.079
工師	100	.154	.154	0.00	0.00	1.388
其他工師	46	.138	.138	0.00	0.00	1.244
各職合計	1,034	.143	.143	9.00	9.00	1.289

戊 民國二十三年 E. 1934

木模	64	\$ .148	\$ .148	9.00	9.00	\$ 1.328
砂模	68	.147	.147	0.00	0.00	1.327
工師	136	.146	.146	0.00	0.00	1.313
工師	531	.139	.139	0.00	0.00	1.249
工師	192	.115	.115	0.00	0.00	1.035
工師	219	.143	.143	0.00	0.00	1.284
其他工師	64	.136	.136	0.00	0.00	1.222
各職合計	1,274	.137	.137	9.00	9.00	1.236

附表三 火柴業各職工人之平均工資率和工作時間  
 TABLE III. MATCH MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Workers Investigated	平均每小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate													
		男工 Males		女工 Females		男工 Males		女工 Females		男工 Males		女工 Females											
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece										
齊理部 Splant ordering	18	\$.040	\$.049			10.00				10.00	\$.493												
排架部 Splant bundling	55	\$.046	\$.046			10.00		6.02		6.08	\$.404												
排架部 Match frame setting	152	\$.051	\$.145		\$.149	10.00	6.81			6.98	\$.544	\$.953											
油 Oiling and head dipping	26	\$.060	\$.140		\$.134	10.00	6.25			6.56	\$.500	\$.876											
油 Chemicals preparing	27	\$.060	\$.101		\$.101	10.00	6.34			10.00	\$.601	\$.721											
油 Head dipping	44	\$.061	\$.115		\$.081	10.00	7.00			8.85	\$.610	\$.765											
油 Others	17	\$.056	\$.109			10.00	7.00			8.59	\$.560	\$.765											
拆架部 Match frame offsetting	65	\$.040	\$.104		\$.123	10.00	6.00			4.50	\$.487	\$.626											
拆架部 Others	14	\$.058	\$.114		\$.079	10.00	6.00			9.15	\$.576	\$.684											
製架部 Box filling	800																						
製架部 Others	38	\$.054	\$.040	\$.032	\$.032	10.00	10.00			6.56	\$.544	\$.395											
刷部 Box painting	42				\$.081	10.00				5.46	\$.540	\$.443											
刷部 Others	8	\$.054			\$.054	10.00				10.00	\$.540	\$.443											
包 Wrapping	88				\$.034	10.00				6.02	\$.614	\$.201											
包 Bundling	0	\$.061	\$.141		\$.165	10.00	9.00			8.80	\$.766	\$.201											
打 Packing	38	\$.058	\$.117		\$.117	10.00	9.00			9.00	\$.581	\$.487											
打 Others	19	\$.058	\$.045		\$.049	10.00				9.50	\$.581	\$.487											
各職合計 All occupations	1,460	\$.056	\$.131	\$.040	\$.037	10.00	6.85	10.00	6.48	6.89	\$.556	\$.878	\$.395	\$.234	\$.493	\$.313	\$.931	\$.861	\$.601	\$.766	\$.056	\$.475	\$.395

乙 民國二十年 B. 1031

齊理部	Splint ordering	10	\$ .050	\$ .050	\$ .050	10.00	10.00	5.34	10.00	\$ .504	\$ .269	\$ .504	
製	Splint ordering	56	.046	.039	.049	10.00	10.00	6.09	6.09	.462		.300	
排	Splint bundling												
瓶	Match frame setting	106	.096	.140	.133	10.00	5.84		6.20	.563	.800	.780	
上	Oiling and head dipping												
油	Oiling	44	.070	.117	.115	10.00	5.30		5.51	.607	.601	.605	
藥	Chemicals preparing	21	.062		.062	10.00			10.00	.624		.624	
架	Head dipping	47	.063	.112	.101	10.00	5.65		6.39	.627		.631	
工	Others	10	.057	.106	.071	10.00	5.33		8.00	.595	.505	.505	
共													
拆	Match frame offsetting	34	.055	.102	.103	10.00	4.00		5.06	.546	.409	.460	
瓶	Match frame offsetting	20	.057	.158	.093	10.00	5.33		8.37	.595	.845	.663	
其	Others												
製	Box filling	811			.033				6.51			.217	
架	Box filling	34	.055	.040	.026	10.00	10.00	8.00	9.44	.553	.404	.266	
其	Others												
刷	Box painting	45			.091				5.04			.459	
副	Box painting	13	.055		.055	10.00			10.00	.553		.553	
其	Others												
包	Packing												
色	Wrapping	93			.034				5.04			.108	
紫	Bundling	8	.057	.128	.075	10.00	4.50		8.63	.568	.577	.570	
打	Packing	37	.090		.090	10.00	8.00		8.00	.794	.794	.794	
其	Others	16	.056	.054	.055	10.00			9.60	.560	.513	.530	
共													
各	All occupations	1,417	.056	.123	.037	10.00	5.89	10.00	6.28	6.59	.799	.494	.234
總													.348

附表三 火柴業各職工人之平均工資率和工作時間概  
 TABLE III. MATCH MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR.  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

西 民國二十一年 C. 1932

職 別 Occupations	調 查 人 數 Works In- vesti- gated	平 均 每 小 時 工 資 率 Average Hourly Rate				平 均 每 日 實 際 工 作 時 數 Average Hours Actually Worked Per Day				平 均 每 日 工 資 率 Average Daily Rate			
		男 工 Male		女 工 Female		男 工 Male		女 工 Female		男 工 Male		女 工 Female	
		時 間 Time	件 工 Piece	時 間 Time	件 工 Piece	時 間 Time	件 工 Piece	時 間 Time	件 工 Piece	時 間 Time	件 工 Piece	時 間 Time	件 工 Piece
拆 標 部 車 說 排 機 部 車	21 25 71	\$ .050 .049	\$ .055	\$ .050 .055		10.00 10.00	7.00	10.00	7.00	10.00 .496 .485	8.01	1.095	\$ .385
上 中 裝 部 車 說 排 機 部 車	10 21 21 7	.086 .061 .069 .115 .121	.156	.121		10.00 10.00 10.00 10.00	7.00	10.00 7.00	8.29	.560 .607 .602 .692	7.60 10.00 10.00 8.29	1.274 .895 .845	\$ 1.131 .607 .771 .779
拆 裝 部 車 說 排 機 部 車	27 7	.045 .102 .113		.096 .071		10.00 10.00	7.00	10.00 7.00	9.14	.447 .536	7.33 9.14	.713 .794	\$ .684 .610
視 裝 部 車 說 排 機 部 車	334 7	.053 .057	.045 .034	.035 .057		10.00 10.00	9.02	10.00 9.02	10.00	.548 .571	9.02	.450 .309	\$ .313 .571
刷 漆 部 車 說 排 機 部 車	23 7	.052 .055	.100	.094 .055		10.00 10.00	7.30	10.00	7.30	.523 .548	7.30	.700	\$ .677 .548
包 稅 部 車 說 排 機 部 車	2 3	.063 .061		.063 .061		10.00 10.00	10.00	10.00	10.00	.625 .611	10.00 10.00		\$ .625 .611
各 職 各 計 All occupations	585	.055 .137	.045 .039	.059		10.00 7.00	10.00	8.77	8.71	.553	8.71	.960 .450	\$ .335 .483



附表三 火柴業各職工人之平均工資率和工作時間  
 TABLE III. MATCH MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

民國二十三年 頁 1934

職業別 Occupations	調查人數 Workers In- vesti- gated	平均每小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average
齊製部 Sprint ordering	13	\$.051	\$.051	.136	10.00	5.57	10.00	.512	.283	.512	.283	.512	
齊製部 Sprint bundling	31	.049	.050		10.00		10.00	.485		.485		.485	
排架部 Match frame setting	101	.046	.138		10.00	4.24	10.00	.460	.582	.460	.582	.579	
上油部 Oiling and head dipping	11	.106	.106		4.18		4.18	.607	.436	.607	.436	.436	
油藥部 Chemicals preparing	16	.061	.061		10.00		10.00	.607	.403	.607	.403	.607	
頭上其 Head dipping	17	.091	.091	.112	4.47	4.50	4.47	.403	.503	.403	.503	.503	
拆架部 Match frame offsetting	33	.045	.111	.105	10.00	4.00	10.00	.447	.444	.447	.444	.444	
其他 Others	3	.059	.059	.089	10.00		10.00	.593		.593		.593	
線盒部 Box filling	625	.051	.029	.029	10.00		10.00	.510	.234	.510	.234	.234	
盒部 Box filling	2	.051	.051		10.00		10.00	.510		.510		.510	
刷部 Box painting	31	.051	.110	.110	10.00		10.00	.513	.513	.513	.513	.513	
其他 Others	3	.051	.051		10.00		10.00	.513		.513		.513	
包部 Wrapping	58	.093	.050	.050	6.47	6.47	6.47	.473	.247	.473	.247	.247	
打油部 Bundling	38	.150	.150	.048	6.43	10.46	6.43	.976	.076	.976	.076	.976	
其他 Others	26	.048	.048		10.46		10.46	.493		.493		.493	
各職合計 All occupations	1,013	.054	.130	.086	10.00	4.65	10.00	.542	.611	.542	.611	.611	

附表四 搪瓷業各職工之平均工資率和工作時間  
TABLE IV. ENAMELLING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查 人數 Work- ers In- vesti- gated	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate							
		男工 Time	女工 Piece	男工 Time	女工 Piece	男工 Time	女工 Piece						
製坯部 Plaque making	36	\$ .056	\$ .056	9.67		\$ .536	\$ .536						
切坯 Cutting	13	.039	.039	10.00		.391	.391						
生壓 Plaque turning	20	.059	.059	10.00		.592	.592						
製粉部 Fris making	2	.065	.065	9.00		.583	.583						
磨粉 Grinding	12	.073	.073	9.42		.686	.686						
磨粉 Smelting	31	.058	.058	9.48		.540	.540						
塗漆部 Enamelling	34	.065	.065	9.32		.601	.601						
修漆 Pickling	4	.053	.053	9.00		.479	.479						
排裝 Repairing	367	.057	.057	9.46		.534	.534						
美精部 Color decorating	5	.086	.086	9.00		.777	.777						
印花 Printing	35	.054	.054	9.37		.498	.498						
印花 Plate making	26	.070	.070	9.40		.633	.633						
印花 Color decorating	32	.042	.042	9.00	10.00	.394	.574						
印花 Drawing	35	.059	.059	9.00	9.80	.374	.444						
印花 Designing				9.00	9.00	.283	.399						
印花 Lettering				9.00	9.00		.288						
包裝部 Packaging	28	.062	.062	9.21		.576	.576						
包裝 Wrapping and boxing													
各職合計 All occupations	680	.058	.035	.034	.056	9.48	9.76	9.00	9.49	.541	.341	.399	.566



附表四 搪瓷業各職工之平均工資率和工作時間  
 TABLE IV. ENAMELLING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

乙 民國二十年 B. 1931

職別 Occupations	調查人數 Workers Investigated	平均小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Time	女工 Piece	男工 Time	女工 Piece	男工 Time	女工 Piece
製坭部 Plaque making	34	.057		9.68		.551	
切坭 Cutting	9	.042		10.00		.419	
燒坭 Bisque burning	49	.007		9.95		.644	
壓坭 Pressing							
製粉部 Flux making	12	.052		9.83		.587	
研粉 Grinding	8	.086		9.00		.768	
燒粉 Smelting	31	.057		9.48		.532	
磨粉 Milling							
塗釉部 Enamelling	40	.078		9.40		.720	
油 Pickling	5	.055		9.00		.497	
擦 Repairing	5	.055		9.00		.497	
磨 Enamelling	445	.057		9.43		.535	
裝飾部 Color decorating							
畫 Painting	39	.057		9.74		.582	
貼 Plate holding	27	.007		9.00		.695	
花 Color decorating	44	.030		9.30		.405	
花 Drawing	8	.060	.054	9.00	7.20	.540	.377
花 Designing	77	.047	.043	9.03	8.35	.405	.351
花 Lettering							
推坭 Puckling							
包坭 Wrapping and boxing	51	.064		9.47		.613	
各職合計 All occupations	879	.059	.047	9.46	9.89	.586	.354
			.045		8.22		.540







附表五 繅絲業各職工之平均工資率和工作時間

TABLE V. SILK REELING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Workers Investigated	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Time	女工 Female Piece Rate	男工 Time	女工 Female Piece Rate	男工 Time	女工 Female Piece Rate
抄圖	746	\$ .037	.037	11.00	11.00	\$ .410	.410
值車	5,020	.051	.051	11.00	11.00	.563	.563
打盆	1,805	.030	.030	11.00	11.00	.328	.328
扯吐	358	.034	.034	11.00	11.00	.375	.375
整絲	317	.040	.040	11.00	11.00	.544	.544
各職合計 All occupations	8,345	.044	.044	11.00	11.00	.487	.487

乙 民國二十年 B. 1931

抄圖	778	\$ .036	.036	11.00	11.00	\$ .391	.391
值車	4,540	.049	.049	11.00	11.00	.535	.535
打盆	2,020	.028	.028	11.00	11.00	.309	.309
扯吐	352	.034	.034	11.00	11.00	.374	.374
整絲	320	.040	.040	11.00	11.00	.440	.440
各職合計 All occupations	7,810	.041	.041	11.00	11.00	.451	.451

丙 民國二十一年 C, 1932

抄 關 Sorting	58	\$ .035	\$ .035	11.00	11.00	\$ .386	\$ .386
值 車 Reeling	669	.040	.040	11.00	11.00	.438	.438
打 盆 Basin workers	287	.023	.023	11.00	11.00	.248	.248
吐 吐 Silk waste preparing	45	.028	.028	11.00	11.00	.307	.307
整 絲 Finishing	48	.033	.033	11.00	11.00	.361	.361
各職合計 All occupations	1,107	.034	.034	11.00	11.00	.377	.377

丁 民國二十二年 D, 1933

抄 關 Sorting	337	\$ .037	\$ .037	10.90	10.90	\$ .405	\$ .405
值 車 Reeling	1,998	.043	.043	10.86	10.86	.471	.471
打 盆 Basin workers	891	.026	.026	10.88	10.88	.282	.282
吐 吐 Silk waste preparing	122	.031	.031	10.86	10.86	.335	.335
整 絲 Finishing	124	.043	.043	10.88	10.88	.472	.472
各職合計 All occupations	3,472	.038	.038	10.87	10.87	.411	.411

戊 民國二十三年 E, 1934

抄 關 Sorting	602	\$ .027	\$ .027	10.90	10.90	\$ .296	\$ .296
值 車 Reeling	4,997	.033	.033	10.92	10.92	.354	.354
打 盆 Basin worker	2,176	.020	.020	10.90	10.90	.217	.217
吐 吐 Silk waste preparing	204	.023	.023	10.91	10.91	.228	.228
整 絲 Finishing	278	.036	.036	10.91	10.91	.397	.397
各職合計 All occupations	8,257	.029	.029	10.91	10.91	.312	.312







附表六 棉紡業各職工人工之平均工資率和工作時間概  
 TABLE VI. COTTON SPINNING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

丙 民國二十一年 C. 1932

職 別 Occupations	調 查 人 數 Works- In- vested	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female	
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece
海 花 部 值 花 部 值 花 部 值 花 部 其他值車	151 101 47	\$ .036 \$.040 \$.034	\$ \$ \$ \$	.036 .040 .034	.040 .040 .034	11.50 11.50 11.50	11.50 11.50 11.50	.411 .459 .396	.411 .459 .396	\$ \$ \$ \$	\$ \$ \$ \$	.411 .459 .396	
精 紗 部 值 精 紗 部 值 精 紗 部 其他	68 243 68	.061 .043 .039	.034 .034 .039	.040 .042 .039	.040 .042 .039	11.50 11.50 11.50	11.50 11.50 11.50	.698 .460 .449	.698 .460 .449	.462 .394 .455	.462 .394 .455	.698 .460 .449	
粗 紗 部 值 粗 紗 部 值 粗 紗 部 其他	577 2,654 142	.038 .034 .034	.024 .034 .027	.039 .048 .032	.039 .048 .032	11.50 11.50 11.50	11.50 11.50 11.50	.414 .525 .365	.414 .525 .365	.651 .387 .315	.651 .387 .315	.414 .525 .365	
細 紗 部 值 細 紗 部 值 細 紗 部 其他	5,061 724	.042	.040 .050	.037 .045	.037 .045	11.50 11.50	11.50 11.50	.425 .516	.425 .516	.566 .572	.566 .572	.425 .516	
摺 紗 部 值 摺 紗 部 值 摺 紗 部 其他	614 887 12	.031	.039 .039	.039 .039	.039 .039	11.50 11.50	11.50 11.50	.444 .446 .360	.444 .446 .360	.444 .446	.444 .446	.444 .446 .360	
抽 紗 部 值 抽 紗 部 其他	3,799 245	.041	.033	.041 .040	.041 .040	11.50 11.50	11.50 11.50	.473 .454	.473 .454	.380	.380	.473 .454	
成 包 部 值 成 包 部 值 成 包 部 其他	48 252 35	.038 .034 .036	.083	.038 .034 .036	.038 .034 .036	11.50 11.50 11.50	11.50 11.50 11.50	.432 .394 .499	.432 .394 .499	.955	.955	.432 .394 .499	

摘花部	Waste Cotton	270	.027	.023	.024	II.50	II.50	II.50	.457	.385	.261	.480
式	Waste cotton picking	31	.029		.035	II.50	II.50	II.50		.333		.491
其他	Others					II.50	II.50	II.50				
合计	All occupations	15,769	.074	.038	.040	II.50	II.50	II.50	.455	.853	.430	.458

丁 民國二十二年 D. 1933

清花部	Blowing	179	\$	\$	\$	II.50	II.50	II.50	\$	\$	\$	\$
作	Mixing	233	.040		.040	II.50	II.50	II.50	.458			.448
其他	Scutching	95	.039		.039	II.50	II.50	II.50	.452			.452
其他	Others		.031		.031	II.50	II.50	II.50	.356			.356
梳棉部	Carding	72	.045		.045	II.50	II.50	II.50	.521			.521
作	Striping	257	.040		.040	II.50	II.50	II.50	.457			.457
其他	Others	76	.041		.041	II.50	II.50	II.50	.467			.467
粗紗部	Reving	557	.035	.043	.045	II.50	II.50	II.50	.432	.471	.489	.521
作	Drawng	3,607	.044		.040	II.50	II.50	II.50	.286	.504	.464	.464
其他	Reving	183	.038		.039	II.50	II.50	II.50	.612	.442	.519	.560
其他	Others		.033		.033	II.50	II.50	II.50	.403	.431		.473
細紗部	Spinning	6,396	.051	.036	.037	II.50	II.50	II.50	.586	.412	.426	.426
作	Others	793	.059		.046	II.50	II.50	II.50	.679			.531
細紗部	Twisting	435		.044	.044	II.50	II.50	II.50		.505		.505
作	Winding	379		.041	.041	II.50	II.50	II.50		.473		.473
其他	Twisting	13		.032	.032	II.50	II.50	II.50		.371		.371
其他	Others					II.50	II.50	II.50				
梳	Reeling	5,079	.043	.039	.039	II.50	II.50	II.50	.477	.447		.447
作	Others	361			.042	II.50	II.50	II.50		.483		.483
成	Dialing	48		.035	.035	II.50	II.50	II.50	.390			.390
包	Weighing	250	.065	.065	.065	II.50	II.50	II.50	.762			.762
打	Bundling	54	.032		.032	II.50	II.50	II.50	.373			.373
其他	Others					II.50	II.50	II.50				
摘花部	Waste cotton	264	.026	.025	.026	II.50	II.50	II.50	.442	.392	.287	.296
式	Waste cotton picking	60	.027	.031	.033	II.50	II.50	II.50		.316	.361	.374
其他	Others					II.50	II.50	II.50				
合计	All occupations	18,761	.039	.056	.040	II.50	II.50	II.50	.443	.615	.506	.448



附表七 絲織業各職工人之平均工資率和工作時間  
 TABLE VII. SILK WEAVING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS  
 A. 1930  
 甲 民國十九年

職別 Occupations	調查 Works In- vesti- gated	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female	
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece
經緯	155	\$.032	\$.048	\$.076	\$.051	10.47	10.50	10.50	10.77	\$.549	\$.904	\$.797	\$.530
緯	232	\$.050	\$.123	\$.052	\$.054	10.49	10.17	10.50	10.45	\$.523	1.081	1.628	1.362
緯	43	\$.086	\$.138	\$.160	\$.158	10.54	10.52	10.50	10.44	\$.930	1.670	1.105	1.599
緯	400	\$.047	\$.095	\$.043	\$.047	10.51	10.00	10.52	10.49	\$.493	\$.946	\$.456	\$.490
緯	85	\$.041	\$.085	\$.043	\$.043	10.45	10.00	10.60	10.60	\$.425	\$.852	\$.454	\$.452
緯	93	\$.050	\$.060	\$.045	\$.040	10.32	10.00	10.50	10.26	\$.520	\$.655	\$.467	\$.515
緯	74	\$.041	\$.044	\$.054	\$.045	10.64	10.44	10.41	10.49	\$.430	\$.459	\$.459	\$.474
緯	951	\$.167	\$.106	\$.106	\$.145	10.38	10.57	10.45	10.45	1.739	1.117	1.117	1.513
緯	380	\$.105	\$.074	\$.093	\$.093	10.41	7.03	10.45	10.45	1.093	1.093	1.093	1.086
緯	29	\$.036	\$.070	\$.046	\$.046	10.50	10.55	10.59	10.48	\$.380	\$.799	\$.717	\$.483
緯	60	\$.028	\$.168	\$.068	\$.121	10.00	10.48	10.50	10.48	\$.380	1.303	\$.717	1.270
各職合計	2,558	\$.048	\$.145	\$.095	\$.095	10.50	10.39	10.52	10.51	\$.566	\$.510	\$.463	1.002

乙 民國二十年 B. 1931

職別 Occupations	調查 Works In- vesti- gated	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate				
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female		
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	
經緯	68	\$.045	\$.060	\$.049	\$.077	\$.059	10.32	10.50	10.50	10.42	\$.469	\$.630	\$.312	\$.622
緯	152	\$.059	\$.097	\$.038	\$.084	\$.071	10.61	10.43	10.50	10.50	\$.529	1.009	\$.406	\$.882
緯	55	\$.081	\$.230	\$.100	\$.203	10.50	10.46	10.50	10.44	\$.854	2.407	1.581	2.118	
緯	45	\$.031	\$.127	\$.055	\$.091	10.50	10.40	10.50	10.44	\$.325	1.340	\$.581	\$.940	
緯	432	\$.049	\$.082	\$.043	\$.079	\$.067	10.73	10.33	10.61	10.52	\$.519	\$.953	\$.457	\$.805
緯	228	\$.035	\$.065	\$.040	\$.046	10.40	10.00	10.65	10.50	\$.371	\$.650	\$.384	\$.383	
緯	83	\$.046	\$.049	\$.041	\$.044	10.41	10.00	10.88	10.49	\$.483	\$.850	\$.440	\$.466	
緯	103	\$.046	\$.041	\$.043	\$.052	\$.047	10.68	10.50	10.49	10.43	\$.487	\$.433	\$.431	\$.489
緯	690	\$.147	\$.109	\$.109	\$.135	10.37	10.31	10.45	10.35	1.522	1.118	1.118	1.307	
緯	378	\$.045	\$.113	\$.061	\$.085	10.50	10.47	10.41	10.44	\$.467	1.188	\$.667	\$.860	
緯	25	\$.037	\$.037	\$.037	\$.037	10.50	10.21	10.42	10.42	\$.375	\$.388	\$.375	\$.388	
緯	63	\$.159	\$.158	\$.158	\$.158	10.48	10.50	10.50	10.48	1.665	1.459	1.459	1.668	
各職合計	2,324	\$.044	\$.135	\$.041	\$.082	\$.091	10.52	10.40	10.58	10.40	\$.460	1.408	\$.459	\$.951

附表七 絲織業各職工人之平均工資率和工作時間表

TABLE VII. SILK WEAVING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

中華民國二十一年 C. 1932

職別 Occupations	調查人數 Work- ers In- vesti- gated	平均每小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資 Average Daily Rate				
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female		
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	
經 部 絲 部 抽 部 拈 部 打 部 徑 部 整 部 經 部 頭 部	79 2 166 31 44	\$ .045 .054 .059 .102 .108	\$ .123 .088 .214 .203 .106	平均 Aver- age	件工 Piece	平均 Aver- age	件工 Piece	平均 Aver- age	件工 Piece	平均 Aver- age	件工 Piece	平均 Aver- age	件工 Piece	
緯 部 抽 部 打 部 徑 部 整 部 經 部 頭 部	141 117 73 67	\$.061 .037 .042 .058 .049	\$.081 .012 .014 .059 .053	10.75	10.89 10.31 11.00 10.58	10.50	10.50 10.51 10.51 10.53	10.54	10.50	10.50	10.50	10.53	10.53	
織 部 直 部 徑 部 整 部 經 部 頭 部	732 235 59 54	\$.180 .117 .187	\$.124 .074 .187	10.55	10.55 10.53 10.53	10.56	10.57 10.52 10.52	10.56	10.57 10.52 10.52	10.56	10.58 1.058 1.058	10.50	1.313 .770 1.058	
各職合計 All occupations	1,770	.050 .172 .047 .107 .112		10.58	10.55	10.59	10.53	10.55	10.53	10.55	1.816	.499	1.125	1.179



附表八 棉織業各職工人之平均工資率和工作時間  
 TABLE VIII. COTTON WEAVING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Work-vests Inspected	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female	
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece
經緯部 Warping	211	\$ .039	\$ .034	\$ .056	\$ .028	11.50	11.50	11.15	11.21	\$ .446	\$ .382	\$ .302	\$ .323
值緯子車 Warp winding	249			.040	.040	10.20	11.50	11.25	11.25			.447	.447
值緯子車 Filling winding	52	.077	.060	.054	.058	11.50	11.50	11.50	11.34	.781	.687	.626	.656
值緯子車 Warping	31	.075	.061	.056	.056	10.20	11.50	11.50	11.40	.840	.705	.641	.747
值緯子車 Sizing	67	.046		.043	.043	10.20	11.50	11.49	11.31	.465		.490	.486
值緯子車 Drawing	21	.050		.050	.050	11.50	11.50	11.50	11.50	.579			.579
值緯子車 Others													
織工部 Weaving	955			.045	.045	11.28	11.50	11.35	11.35	.614		.511	.511
值緯子車 Weaving	72	.055				11.27	11.50	11.27	11.27	.508		.511	.511
值緯子車 Finishing	13	.054		.054	.054	11.50	11.50	11.50	11.50	.582		.582	.582
值緯子車 Raising & refining	42	.044		.044	.044	11.50	11.50	11.50	11.32	.595	.687	.479	.492
值緯子車 Finishing & baling													
整製部 All occupations	1,713	.052	.044	.060	.042	.044	11.29	11.50	11.32	.582	.595	.687	.479

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經緯部 Warping	437	\$ .043	\$ .036	\$ .046	\$ .045	11.50	11.50	11.50	11.50	\$ .498	\$ .413	\$ .389	\$ .396
值緯子車 Warp winding	49	.047		.040	.050	11.50	11.50	11.50	11.50	.544		.472	.473
值緯子車 Filling winding	99	.084	.056	.058	.057	11.00	11.50	11.45	11.45	.481	.642	.607	.608
值緯子車 Warping	41	.069	.056	.052	.052	11.17	11.50	11.35	11.35	.608		.558	.564
值緯子車 Sizing	55	.040		.050	.049	11.00	11.50	11.20	11.50	.508		.558	.564
值緯子車 Drawing	29	.049				11.50	11.50	11.50	11.50	.565		.565	.565
值緯子車 Others													
織工部 Weaving	1,719			.041	.043	10.74	11.00	11.23	11.20	.860	.488	.584	.593
值緯子車 Weaving	77	.051			.031	11.44	11.50	11.44	11.44	.576		.494	.494
值緯子車 Finishing	12	.043		.043	.043	11.50	11.50	11.50	11.34	.474		.430	.396
值緯子車 Raising & refining	72	.041		.037	.053	.041	11.50	11.50	11.34	.474		.430	.396
值緯子車 Finishing & baling													
整製部 All occupations	2,942	.048	.068	.042	.051	.051	11.43	11.14	10.60	.549	.731	.472	.536





附表九 毛織業各職工人之平均工資率和工作時間

TABLE IX. WOOL WEAVING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Work-ers In-vesti-gated	平均每日工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female	
		時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece
紡 紗	92	\$ .045	\$ .029	\$ .026	\$ .037	11.50	10.00	10.80	11.50	\$ .523	\$ .330	\$ .486	
梳 棉	44			.066	.066			9.67	9.67		.616	.616	
經 緯	46	.133	.038	.079	.069	9.50	10.00	10.00	10.00	1.267	.378	.692	
織 造	21	.063			.062	11.50	10.00	11.50	11.50	.718		.718	
染 色	119	.060	.033	.058	.047	11.02	10.00	10.80	11.50	.601	.376	.495	
整 理	42	.061	.029	.054	.044	11.34	10.00	11.02	11.02	.677	.323	.474	
其 他	7	.059	.030		.036	11.50	10.00	11.50	11.50	.575	.350	.414	
各職合計 All occupations	371	.056	.032	.055	.049	10.89	9.88	10.61	11.26	.606	.361	.538	

乙 民國二十年 B. 1931

職別 Occupations	調查人數 Work-ers In-vesti-gated	平均每日工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female	
		時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece	時工 Time Piece
紡 紗	195	\$ .061	\$ .031	\$ .039	\$ .050	10.00	8.50	9.52	10.00	\$ .606	\$ .397	\$ .484	
梳 棉	112		.062	.067	.067			10.22	10.00		.623	.699	
經 緯	87	.061	.043	.053	.053	9.77	10.00	10.73	10.20	.594	.430	.562	
織 造	42	.069			.068	10.00	10.00	10.00	10.00	.593		.593	
染 色	184	.059	.065	.055	.058	10.00	9.00	9.72	10.00	.548	.646	.509	
整 理	126	.069	.049	.066	.053	9.82	9.92	10.00	9.96	.702	.399	.525	
其 他	16	.064			.064	10.00	10.00	10.00	10.00	.643		.643	
各職合計 All occupations	708	.065	.046	.056	.058	9.93	9.96	9.70	9.85	.648	.461	.558	

丙 民國二十一年 C, 1932

紡	\$ .047	\$ .029	\$ .010	11.50	11.50	\$ .546	\$ .388	\$ .450				
梳		.041	.063	11.50	10.30		.475	.634				
織	.052	.036	.046	10.72	11.03	.558	.418	.502				
染	.060	.060	.060	11.50	11.50	.993		.593				
整	.057	.086	.050	10.55	11.50	.599	.907	.447				
理	.002	.042	.048	11.50	9.83		.359	.528				
他	.048		.048	11.50	11.50	.550		.550				
各職合計	286	.053	.085	11.26	11.50	10.38	10.95	.591	.987	.398	.444	.529

丁 民國二十二年 D, 1933

紡	\$ .055	\$ .035	\$ .034	11.50	11.50	\$ .628	\$ .402	\$ .511				
梳		.053	.069	11.50	10.73		.068	.737				
織	.053	.031	.040	10.57	11.11	.568	.351	.720				
染	.063		.063	11.50	11.50	.723		.442				
整	.031	.095	.044	9.77	11.50	.490	1.096	.723				
理	.047	.038	.045	11.45	11.50	.535		.509				
他	.048		.048	11.50	9.50	.550	.424	.646				
各職合計	317	.053	.095	11.21	11.50	11.08	11.24	.593	1.096	.417	.553	.566

戊 民國二十三年 E, 1934

紡	\$ .086	\$ .055	\$ .036	10.22	11.50	\$ .889	\$ .037	\$ .663					
梳		.064	.053	10.45	10.88		.064	.588					
織	.083	.037	.066	10.00	10.81	.917	.371	.790					
染	.067	.057	.040	11.00	11.79	.724	.352	.590					
整	.057	.078	.066	11.50	11.00	.608	.883	.708					
理	.062	.037	.045	10.62	11.38	.700		.582					
他	.068	.046	.055	11.30	11.50	.781	.354	.574					
各職合計	846	.063	.063	10.91	11.46	10.45	11.33	11.07	.689	.725	.483	.650	.642

附表十 內衣業各職工人之平均工資率和工作時間  
 TABLE X. UNDERWEAR KNITTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查 人數 Works- ers In- vesti- gated	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate							
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female					
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece				
紗工 Winding	261	\$ .085	\$ .058	\$ .054	\$ .051	10.00	11.25	11.25	10.47	10.47	10.60	10.47	10.60	\$ .851	\$ .650	\$ .413	\$ .554
織工 Knitting	63	\$ .068	\$ .104	\$ .087	\$ .088	10.38	10.52	10.31	10.07	10.38	10.52	10.38	10.52	\$ .701	\$ 1.074	\$ .516	\$ .874
染工 Dyeing	39	\$ .092	\$ .166	\$ .018	\$ .079	10.00	10.00	11.25	10.44	10.44	10.44	10.44	10.44	\$ .917	\$ 1.653	\$ 1.097	\$ .889
縫工 Sewing	43	\$ .121		\$ .121		10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	\$ 1.211	\$ 1.211	\$ 1.211	\$ 1.211
整工 Pressing & pressing	0																
裝工 Packing	0																
各職合計 All occupations	619	\$ .077	\$ .110	\$ .084	\$ .067	10.20	10.48	11.36	10.32	10.48	10.48	10.48	10.48	\$ .775	\$ 1.134	\$ .390	\$ .683

乙 民國二十年 B. 1931

職別 Occupations	調查 人數 Works- ers In- vesti- gated	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate							
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female					
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece				
紗工 Winding	278	\$ .050	\$ .038	\$ .029	\$ .027	11.25	11.25	11.25	9.43	9.43	10.43	9.43	10.43	\$ .550	\$ .422	\$ .330	\$ .501
織工 Knitting	39	\$ .049	\$ .132	\$ .132	\$ .132	11.25	10.25	10.25	11.25	11.25	11.25	11.25	11.25	\$ .550	\$ 1.317	\$ 1.317	\$ .413
染工 Dyeing	44			\$ .081	\$ .081	10.00	10.00	11.15	9.68	9.68	10.25	9.68	10.25		\$ 1.317	\$ .774	\$ 1.317
縫工 Sewing	126	\$ .120	\$ .028	\$ .045	\$ .100	10.00	10.00	11.15	11.25	11.25	10.85	11.25	10.85	\$ 1.194	\$ .310	\$ .566	\$ .562
整工 Pressing & pressing	39	\$ .102		\$ .102		10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	\$ 1.021	\$ 1.021	\$ 1.021	\$ 1.021
裝工 Packing	7																
各職合計 All occupations	532	\$ .049	\$ .116	\$ .028	\$ .068	11.25	10.02	11.15	9.60	9.74	9.74	9.74	9.74	\$ .554	\$ 1.133	\$ .310	\$ .624

丙 民國二十一年 C. 1932

插	214	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
織	65	.049	.051	.051	10.21	10.39	10.30	10.21	.500	.516	.516	.516	.516
工	35	.045	.045	.045	10.00	10.00	10.00	10.00	.448	.448	.448	.448	.448
染	32	.104	.104	.104	10.30	10.30	10.30	10.30	1.068	1.068	1.068	1.068	1.068
整	201	.123	.070	.070	10.00	10.35	10.35	10.35	.718	.718	.718	.718	.718
理	38	.111	.051	.051	10.00	10.08	10.40	10.40	1.226	1.226	1.226	1.226	1.226
裝	11	.111	.111	.111	10.00	10.00	10.00	10.00	1.106	1.106	1.106	1.106	1.106
包													
各職合計	596	.048	.110	.059	10.14	10.21	10.39	10.33	.482	1.118	.610	.610	.639

丁 民國二十二年 D. 1933

插	210	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
織	60	.052	.058	.058	10.00	10.36	10.36	10.36	.516	.516	.516	.516	.516
工	30	.045	.040	.040	10.00	11.25	10.27	10.27	.440	.440	.440	.440	.440
染	31	.108	.108	.108	10.40	10.40	10.40	10.40	1.111	1.111	1.111	1.111	1.111
整	197	.113	.070	.070	10.00	10.36	10.36	10.36	.723	.723	.723	.723	.723
理	35	.115	.065	.065	10.00	10.39	10.32	10.32	1.120	1.120	1.120	1.120	1.120
裝	9	.115	.115	.115	10.00	10.00	10.00	10.00	1.148	1.148	1.148	1.148	1.148
包													
各職合計	587	.049	.111	.063	10.00	10.22	10.40	10.32	.488	1.122	.654	.654	.674

戊 民國二十三年 E. 1934

插	385	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
織	192	.065	.077	.077	10.39	10.24	10.21	10.21	.669	.669	.669	.669	.669
工	98	.060	.060	.060	10.35	10.54	10.48	10.48	.619	.619	.619	.619	.619
染	77	.122	.110	.110	10.00	10.23	10.10	10.10	.371	.371	.371	.371	.371
整	418	.072	.078	.078	10.00	10.17	10.00	10.00	.784	.784	.784	.784	.784
理	99	.113	.041	.041	10.00	10.03	10.25	10.25	.413	.413	.413	.413	.413
裝	28	.107	.050	.050	10.00	10.00	10.00	10.00	.504	.504	.504	.504	.504
包													
各職合計	1,288	.062	.109	.044	10.33	10.31	10.00	10.27	.643	1.109	.437	.437	.486

附表十一 織襪業各職工人之平均工資率和工作時間  
 TABLE XI. HOSIERY KNITTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 (CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS)

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Workmen Investigated	平均每小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average
工 紗 線 紡 織 Yarn winding	537	\$.061	\$.055	\$.063	10.00	9.40	10.64	10.55	\$.610	\$.517	\$.660	\$.638	
工 襪 織 造 Rib knitting	768	\$.070	\$.095	\$.082	10.00	11.13	10.00	11.00	\$.700	1.057	\$.891	1.016	
工 襪 織 造 Knitting	153	\$.070	\$.062	\$.085	10.50	10.00	10.48	10.45	\$.700	\$.620	\$.891	\$.872	
工 襪 織 造 Looping	141	\$.087	\$.075	\$.087	10.77	10.00	10.33	10.33	\$.614	\$.330	\$.775	\$.775	
工 襪 織 造 Bleaching & dyeing	60	\$.057	\$.115	\$.033	10.30	10.00	10.75	10.75	\$.105	\$.300	\$.686	\$.686	
工 襪 織 造 Boarding	185	\$.056	\$.120	\$.100	10.80	9.35	10.81	10.57	\$.605	1.160	\$.900	1.130	
工 襪 織 造 Finishing & assorting	185	\$.056	\$.120	\$.100	10.80	9.35	10.81	10.57	\$.605	1.160	\$.900	1.130	
各職合計 All occupations	1,879	\$.057	\$.112	\$.055	10.71	10.42	9.92	10.53	\$.614	1.159	\$.541	\$.783	

乙 民國二十年 B. 1931

職別 Occupations	調查人數 Workmen Investigated	平均每小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked Per Day				平均每日工資率 Average Daily Rate			
		男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average	男工 Time	女工 Piece	平均 Average
工 紗 線 紡 織 Yarn winding	440	\$.055	\$.034	\$.058	10.28	10.23	8.53	8.30	\$.567	\$.341	\$.530	\$.504	
工 襪 織 造 Rib knitting	15	\$.070	\$.079	\$.076	10.00	8.80	9.10	9.10	\$.704	\$.669	\$.680	\$.680	
工 襪 織 造 Knitting	513	\$.035	\$.063	\$.085	10.00	10.00	9.57	9.59	\$.345	\$.627	\$.763	\$.751	
工 襪 織 造 Looping	112	\$.045	\$.126	\$.121	10.57	10.00	7.48	7.65	\$.558	\$.445	\$.941	\$.906	
工 襪 織 造 Bleaching & dyeing	192	\$.053	\$.036	\$.053	10.57	10.00	10.56	10.56	\$.558	\$.358	\$.688	\$.688	
工 襪 織 造 Boarding	81	\$.123	\$.122	\$.122	7.92	10.00	6.71	7.92	\$.968	\$.997	\$.470	\$.388	
工 襪 織 造 Finishing & assorting	336	\$.046	\$.058	\$.044	10.94	9.43	10.64	10.14	\$.496	\$.997	\$.470	\$.388	
各職合計 All occupations	1,678	\$.050	\$.107	\$.047	10.67	8.81	10.32	8.90	\$.533	\$.970	\$.498	\$.677	

丙 民國二十一年 C. 1932

棉	Yarn winding	459	\$ .049	\$ .018	\$ .062	\$ .061	11.00	10.39	11.00	10.29	10.32	\$ .539	\$ .202	\$ .695	\$ .697	
織	Rib knitting	522														
績	Knitting	570			.085	.084		10.14	10.14	10.14	10.14			.853	.853	
染	Looping	132			.098	.098		10.58	10.58	10.58	10.58			1.016	1.016	
漂	Bleaching & dyeing	137	.055			.055	10.23		10.23	10.23		.558			.558	
洗	Boarding	75	.052	.100		.100	11.00		11.00	11.00		.577	1.098		1.098	
整理	Finishing & assorting	147		.121	.044	.062	.059	11.00	10.30	10.00	10.84		1.335	.451	.618	.615
各職合計	All occupations	1,543	.053	.095	.040	.078	.074	10.59	10.88	10.42	10.35	.564	1.085	.410	.789	.764

丁 民國二十二年 D. 1933

棉	Yarn winding	415	\$ .050	\$ .057	.057	.057	11.00		10.34	10.37		.553	\$ .589	\$ .588		
織	Rib knitting	23			.056	.056			10.70	10.70			.592	.592		
績	Knitting	585			.069	.069		10.21	10.21	10.21			.793	.793		
染	Looping	125	.055			.077	.077	10.63		10.63		.565		.815	.815	
漂	Bleaching & dyeing	140		.094		.094	10.24		10.24	10.24				.662	.662	
洗	Boarding	81	.052	.065	.045	.051	.052	11.00		11.00		.573	1.012		1.012	
整理	Finishing & assorting	179					11.00	10.00	10.13	10.69			.659	.446	.515	.556
各職合計	All occupations	1,548	.054	.088	.045	.065	.064	10.59	11.00	10.00	10.30	.568	.968	.446	.667	.668

戊 民國二十三年 E. 1934

棉	Yarn winding	492	\$ .055	\$ .063	.040	.057	.056	10.00	10.00	10.00	8.62	8.76	\$ .548	\$ .617	\$ .505	\$ .599	
織	Rib knitting	73		.045	.033	.062	.054	11.00	11.33	9.00	10.42		.497	.595	.557	.548	
績	Knitting	667	.157	.083	.060	.082	.083	10.00	10.00	10.00	9.27	9.35	1.572	.888	.604	.744	.758
染	Looping	191		.033		.093	.088	10.00		8.64	8.07		.330		.778	.768	
漂	Bleaching & dyeing	168	.056		.034		.055	10.67	10.00	10.00	10.66		.589		.340	.566	
洗	Boarding	160	.065	.102		.038	.096	10.00	5.39	4.00	5.53		.553	.471	.112	.450	
整理	Finishing & assorting	182		.063	.043	.044	.059	10.48	8.15	10.57	9.40	10.12	.674	.511	.450	.432	.604
各職合計	All occupations	1,873	.059	.089	.046	.073	.072	10.52	7.34	10.36	8.89	9.03	.622	.559	.472	.649	.629

附表十二 麵粉業各職工人之平均工資率和工作時間

TABLE XII. FLOUR INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR, CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查 人數 Works In- vest- igated	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Averages Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Male	女工 Female	男工 Male	女工 Female	男工 Male	女工 Female
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece
下 值 成 堆							
麥 機 包 粉	40	\$ .049	\$ .049	11.50	11.50	\$ .563	\$ .563
機 磨	50	.059	.059	11.50	11.50	.677	.677
成 包	36	.048	.048	11.50	11.50	.554	.554
堆 粉	44	.040	.040	11.50	11.50	.463	.463
各職合計 All occupations	170	.050	.050	11.50	11.50	.570	.570

乙 民國二十年 B. 1931

職別 Occupations	調查 人數 Works In- vest- igated	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Averages Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Male	女工 Female	男工 Male	女工 Female	男工 Male	女工 Female
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece
下 值 成 堆							
麥 機 包 粉	53	\$ .042	\$ .042	11.50	11.50	\$ .479	\$ .479
機 磨	186	.050	.050	11.50	11.50	.573	.573
成 包	168	.038	.038	11.50	11.50	.435	.435
堆 粉	180	.036	.036	11.50	11.50	.418	.418
各職合計 All occupations	587	.042	.042	11.50	11.50	.477	.477

## 丙 民國二十一年 C. 1932

下 麥	118	\$ .043	\$	11.50	11.50	\$	.492
值 機	265	.049	.049	11.50	11.50	.563	.563
成 包	248	.040	.040	11.50	11.50	.461	.461
堆 粉	216	.039	.039	11.50	11.50	.445	.445
Flour filling							
各縣合計 All occupations	847	.043	.043	11.50	11.50	.493	.493

## 丁 民國二十二年 D. 1933

下 麥	132	\$ .046	\$	11.50	11.50	\$	.532
值 機	248	.054	.054	11.50	11.50	.622	.622
成 包	250	.043	.043	11.50	11.50	.499	.499
堆 粉	227	.043	.043	11.50	11.50	.489	.489
Flour filling							
各縣合計 All occupations	857	.047	.047	11.50	11.50	.537	.537

## 戊 民國二十三年 E. 1934

下 麥	277	\$ .045	\$	11.50	11.50	\$	.520
值 機	456	.053	.053	11.50	11.50	.610	.610
成 包	377	.046	.046	11.50	11.50	.531	.531
堆 粉	356	.044	.044	11.50	11.50	.507	.507
Flour filling							
各縣合計 All occupations	1,466	.048	.048	11.50	11.50	.547	.547



附表十三 榨油業各職工之平均工資率和工作時間  
 TABLE XIII. OIL PRESSING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年 A. 1930

職別 Occupations	調查人數 Work-ers In-cluded	平均每小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Male	女工 Female	男工 Male	女工 Female	男工 Male	女工 Female
成料 Raw materials	24	\$ .045	\$ .045	11.50	11.50	\$ .521	\$ .521
榨油 Oil pressing	350	.052	.052	11.50	11.50	.597	.597
清油 Oil refining	44	.043	.043	11.50	11.50	.495	.495
磨餅 Cake grinding	19	.056	.056	11.50	11.50	.642	.642
各職合計 All occupations	437	.051	.051	11.50	11.50	.584	.584

乙 民國二十年 B. 1931

成料 Raw materials	24	\$ .050	\$ .050	11.50	11.50	\$ .579	\$ .579
榨油 Oil pressing	308	.054	.054	11.50	11.50	.615	.615
清油 Oil refining	31	.046	.046	11.50	11.50	.524	.524
磨餅 Cake grinding	16	.054	.054	11.50	11.50	.617	.617
各職合計 All occupations	379	.053	.053	11.50	11.50	.605	.605

## 丙 民國二十一年 C. 1932

成料 Raw materials	48	\$ .053	\$ .053	11.50	11.50	\$ .614	\$ .614
榨油 Oil pressing	370	.055	.055	11.50	11.50	.632	.632
清油 Oil refining	26	.048	.048	11.50	11.50	.551	.551
磨餅 Cake grinding	17	.056	.056	11.50	11.50	.645	.645
各縣合計 All occupations	461	.054	.054	11.50	11.50	.626	.626

## 丁 民國二十二年 D. 1923

成料 Raw materials	48	\$ .053	\$ .053	11.50	11.50	\$ .614	\$ .614
榨油 Oil pressing	367	.050	.050	11.50	11.50	.678	.678
清油 Oil refining	41	.046	.046	11.50	11.50	.529	.529
磨餅 Cake grinding	16	.057	.057	11.50	11.50	.658	.658
各縣合計 All occupations	472	.057	.057	11.50	11.50	.658	.658

## 戊 民國二十三年 E. 1934

成料 Raw materials	73	\$ .058	\$ .058	10.04	10.04	\$ .566	\$ .566
榨油 Oil pressing	353	.060	.060	9.74	9.74	.571	.571
清油 Oil refining	24	.050	.050	10.25	10.25	.603	.603
磨餅 Cake grinding							
各縣合計 All occupations	450	.059	.059	9.81	9.81	.572	.572





附表十五 造紙業各職工人之平均工資率和工作時間  
 TABLE XV. PAPER MAKING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,  
 CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS

甲 民國十九年

職別 Occupations	調查 人數 Work- ers In- vesti- gated	平均小時工資率 Average Hourly Rate				平均每日實際工作時數 Average Hours Actually Worked For Day				平均每日工資率 Average Daily Rate			
		男工 Male		女工 Female		男工 Male		女工 Female		男工 Male		女工 Female	
		時 Time	件 Piece	時 Time	件 Piece	時 Time	件 Piece	時 Time	件 Piece	時 Time	件 Piece	時 Time	件 Piece
原料	165	\$ .044	\$ .027	\$ .028	11.50	11.50	\$ .500	\$ .311	\$ .212				
切	44	.052		.050	11.53	11.53	.570		.570				
製	17	.053		.053	11.41	11.41	.606		.606				
成	67	.052		.052	11.41	11.41	.633		.633				
漂	119	.059		.059	11.34	11.34	.697		.697				
洗	31	.051		.051	10.00	10.00	.514		.514				
造	117	.067		.067	11.00	11.00	.739		.739				
製	66	.037	.027	.045	11.50	11.50	.425	.866	.425				
紙	66	.058	.087	.045	10.75	10.00	.631	.866	.483				
收	20	.054		.054	11.50	11.50	.615		.615				
盤	634	.058	.087	.046	11.15	10.00	.648	.866	.395				
各													
職合計					11.23	11.23		.399					

乙 民國二十年

原料	5	\$ .044	\$ .044	\$ .044	11.50	11.50	\$ .501	\$ .501	\$ .501			
切	22	.050		.050	11.50	11.50	.571		.571			
製	19	.062		.062	11.50	11.50	.711		.711			
成	69	.052		.052	11.48	11.48	.597		.597			
漂	117	.062		.062	11.42	11.42	.766		.766			
洗	13	.050		.050	10.00	10.00	.504		.504			
造	106	.068		.068	11.30	11.30	.773		.773			
製	4	.039	.027	.039	11.30	11.30	.443	.886	.443			
紙	43	.057	.089	.057	11.06	11.06	.739	.886	.498			
收	22	.057		.057	11.50	11.50	.689		.689			
盤	421	.061	.089	.060	11.36	10.00	.687	.886	.296			
各												
職合計					11.33	11.33		.296				

丙 民國二十一年 C. 1932

原料部	\$ .041	\$ .054	10.02	9.00	10.80	\$ .592	\$ .370	\$ .570
採切	.055	.054	10.04		10.94	.582		.582
製	31 .054	.038	11.21		11.21	.650		.650
紙	26 .058	.054	11.48		11.48	.622		.622
造	64 .054	.002	11.22		11.22	.704		.704
切	100 .062	.032	10.37		10.37	.540		.540
製	78 .052							
紙								
造								
製	124 .067	.067	11.19		11.19	.743		.743
紙	50 .043	.030	10.84	11.50	10.84	.444	.380	.418
造	55 .071	.050	9.07	9.08	9.07	.691	.323	.485
製	32 .059	.059	11.50		11.50	.078		.078
紙								
造								
製	598 .059	.057	10.99	10.34	10.93	.648	.346	.621
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乙 民國二十年 B. 1931

鉛字鑄版部	Type casting & stereo		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
鑄字	Type casting	69	.082	.111	.102	8.72	10.43	8.90	.711	1.110	.989						
鑄版	Stereo typing	27	.265	.133	.133	8.09	8.00	8.00	1.043	1.043	1.043						
照相版	Photo engraving	75	.133					8.00	1.070	1.070	1.070						
電鍍版	Electro typing	10	.131		.131	8.00		8.00	1.048	1.048	1.048						
鉛印	Letter press printing																
中西印字	Chinese type setting	310	.082	.136	.131	8.87	8.85	8.86	.721	1.174	1.130						
西文印字	Foreign type setting	85	.091	.198	.187	0.00	8.07	8.16	.818	1.560	1.514						
鉛印	Letter press printing	184	.095	.152	.131	8.32	9.70	9.10	.802	1.456	1.214						
彩印	Off-set printing																
繪圖	Drawing	38	.161		.181	8.17		8.17	1.469	1.469	1.469						
照相	Photography	134	.141	.282	.150	8.19	8.00	8.16	1.140	1.614	1.205						
影印	Off-set printing	131	.130	.174	.133	8.24	8.00	8.22	1.001	1.393	1.076						
裝訂	Book binding																
裝訂	Folding	76	.078	.110	.072	8.00	8.00	8.00	.052	.052	.576						
裝切	Trimming & binding	230	.142	.101	.101	8.80	8.00	8.00	.685	1.180	.685						
裝裝	Bundling & amassing	20	.142	.101	.125	8.00	8.00	8.00	1.130	.870	.583						
其他	Other s																
各職合計	All occupations	1,410	.121	.151	.093	.077	.131	8.30	8.81	8.00	8.00	8.50	1.021	1.206	.747	.617	1.106



附 表 十 六 印 刷 業 各 職 工 人 之 平 均 工 資 率 和 工 作 時 間 概

TABLE XVI. PRINTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

西 民 國 二 十 一 年 C. 1932

職 別 Occupations	調 查 人 數 Work- ers en- u- m- bered	平 均 每 小 時 工 資 率 Average Hourly Rate		平 均 每 日 實 際 工 作 時 數 Average Hours Annually Worked Per Day		平 均 每 日 工 資 率 Average Daily Rate							
		男 工 Time	女 工 Piece	男 工 Time	女 工 Piece	男 工 Time	女 工 Piece						
鉛 字 製 版 部 Type casting & stereo typing	118	\$ .084	\$ .145	8.13	8.31	\$ .684	\$ 1.199						
鑄 字 Type casting	77	.156	.160	8.11	8.17	1.259	1.354						
照 相 製 版 Photo engraving	33	.086	.086	8.20	8.20	.710	.710						
電 氣 製 版 Electro typing	30	.073	.073	8.27	8.27	.607	.607						
雕 刻 製 版 Engraving	10	.086	.086	8.50	8.50	.730	.730						
鉛 印 部 Letter press printing	250	.085	.161	8.38	8.22	.717	1.319						
中 文 排 字 Chinese type setting	71	.101	.192	8.52	8.27	.858	1.562						
西 文 排 字 Foreign type setting	397	.086	.132	8.27	8.48	.709	1.117						
彩 印 部 Color printing	5	.102	.102	8.50	8.50	.867	.867						
移 版 部 Transferring	48	.102	.102	8.50	8.50	.867	.867						
影 印 部 Off-set printing	166	.084	.149	8.50	8.00	.700	1.188						
裝 訂 部 Book binding	9	.074	.074	9.00	9.00	.662	.662						
裁 切 部 Trimming & binding													
裝 裝 部 Bundling & smushing													
其 他 Others													
各 類 合 計 All occupations	1,214	.087	.154	.046	.111	8.35	8.28	8.50	8.33	.730	1.267	.590	.921



附表十六 印刷業各職工人之平均工資率和工作時間

TABLE XVI. PRINTING INDUSTRY, AVERAGE WAGE RATES AND HOURS OF LABOR,

CLASSIFIED ACCORDING TO OCCUPATIONS AND WORKERS—Continued

中華民國二十三年 五月

類別 Occupations	調查人數 Works Investigated	平均小時工資率 Average Hourly Rate		平均每日實際工作時數 Average Hours Actually Worked Per Day		平均每日工資率 Average Daily Rate	
		男工 Male	女工 Female	男工 Male	女工 Female	男工 Male	女工 Female
		時工 Time	件工 Piece	時工 Time	件工 Piece	時工 Time	件工 Piece
鉛字製版部 Type casting & stereo							
鑄字 Type setting	202	\$ .078	\$ .120	8.05	8.30	\$ .637	\$ 1.069
排字 Typesetting	54	.084	.218	8.71	8.24	.708	1.757
西文排字 Foreign type setting	56	.136	.263	8.38	8.00	1.133	2.102
電版製版 Electro typing	34	.088	.184	8.47	8.00	.824	1.474
影相製版 Engraving	107	.106	.040	8.55	8.50	.901	.341
結印部 Letter press printing							
中西文排字 Chinese type setting	403	.073	.133	8.07	8.31	.647	1.092
西文排字 Foreign type setting	89	.102	.172	8.76	8.27	.891	1.405
印刷 Letter press printing	429	.094	.178	8.68	8.27	.866	1.447
彩印部 Off-set printing							
繪色 Drawing	8	.191	.247	8.75	8.50	1.696	2.100
印刷 Transferring	110	.128	.190	8.54	8.00	1.085	1.104
印刷 Off-set printing	395	.087	.190	8.74	8.00	.788	1.520
裝訂部 Book binding							
裝訂 Binding	31	.128	.122	9.00	8.00	1.150	.978
裝訂 Trimming & binding	37	.078	.134	9.00	8.00	.706	1.068
裝訂 Bundling & smashing	37	.067	.181	8.85	8.00	.570	1.451
裝訂 Others	7	.086	.115	9.00	8.00	.777	.921
各職合計 All occupations	1,999	.093	.162	.083	.116	.803	1.322
				8.75	8.25	8.46	8.07
						.672	.672

附表十七 職務分類表\*

I. 機 器 業

1. 木 模 模型,木工
2. 翻 砂 鑄鐵,浴鐵,化鐵,鑄工
3. 打 鐵 鐵工,冷作,熱作,剪刀值車,白鐵匠,鍛工
4. 車 工 車床,鑽床,錐床,銑床,刨床,磨床,對線
5. 鉗 工 鉗床,裝配,拆裝,拂磨
6. 其他工匠 裝機,銅匠,漆匠,木匠,電焊,汽爐,管子匠

II. 造 船 業

1. 木 模 經木,木工
2. 翻 砂
3. 車 工 車床(螺絲車床,平車床),鑽床,銑床,錐床,刨床,磨床,對線
4. 鉗 工 裝配,拂磨,拆裝,加油,電焊,汽爐
5. 鐵 工 上手,下手,白鐵匠,鍛工,冷作(鑄工,拆鑄,鑄洞,撐車,沖車,剪刀車,割眼,沖作,沒眼)
6. 銅 匠 銅匠(做管子)
7. 其他工匠 電燈匠,裝電線匠,無線電匠,漆匠

III. 火 柴 業

A. 齊徑部

1. 值 車 值垃圾車(司垃圾車),值齊徑車(司齊徑車)
2. 裝 盤 上盤(徑梗),送梗盤(排盤)

B. 排板部

1. 值 車 值排板車(排後車),倒螺絲車(倒軋頭,倒鐵軋)

C. 上油藥部

1. 上 油 拷板,落車(上落車),排車(排油車,排毛板車),生火
2. 調 藥 什藥,配藥,配白藥,合藥,札什藥(藥白藥),藤藥(藤白藥),藤松香開油,藤紅藥,倒藥,送藥,嫩藥(調膠)
3. 上 藥 格藥(夾藥,幫格藥,幫上藥),翻板,排車(推溫車,排溫車)
4. 其 他 管烘房,烘房生火,看頭子,排車(排燥車,幫推車)

D. 拆板部

1. 值 車 值拆板車,直理頭車,位雙頭車(拉雙頭車),排車(排空車,推空車)
2. 其 他 值盤頭烘房(盤盤烘房),出盤,發盤,盤盤(幫盤盤),櫃盤(櫃空盤)

E. 裝盒部

1. 裝 盒
2. 其 他 排盒,發盒,回盒,翻盤,盤盤

F. 刷漆部

\*各職工作性質相同,而各廠名稱不同者,亦列入。

1. 刷 搨 刷邊(刷砂)
2. 其 他 調搨, 研搨, 搨模車(管刷砂), 值刷邊烘房(小烘房, 上烘房, 出烘房)

G. 包裝部

1. 包 紙 包
2. 打 油 包 打包
3. 打 篾 簍 屨 扎屨
4. 其 他 貼商標(貼牌), 裝盒, 選購盤, 拼盒

IV. 搪 瓷 業

A. 製坯部

1. 切 坯 剪坯, 剪刀, 攪桶, 敲牌
2. 生 燒
3. 壓 捺 軋床修邊(光口), 壓捺(捺邊), 研光(搨光)

B. 製粉部

1. 碎 粉 研碎, 配合
2. 燒 粉 攪拌, 燒窩
3. 磨 粉

C. 塗藥部

1. 酸 洗 燒油, 洗坯
2. 修 坯 揀坯, 修坯
3. 搪 瓷 噴砂, 燒成, 火手, 搨手, 下手, 助手, 燒火(燒爐灶, 燒瓷)

D. 美術部

1. 印 花 刷膠, 落石, 印刷, 搨粉
2. 製 版
3. 噴 花
4. 繪 花 描金, 描花, 油畫
5. 堆 花 貼花, 打印草, 堆花
6. 描 字 瓷牌

E. 包裝部

1. 包 裝 包裝, 草包, 打包, 木箱, 檢查

V. 編 絲 業

1. 抄 絲 揀繭(抄團)
2. 值 車 長車, 管車(車間)
3. 打 盆 盆工
4. 扯 吐 扯長吐, 扯綉吐(吐間)
5. 整 綉 搨綉, 接綉, 絞綉, 打包(綉間)

VI 棉 紡 業

A. 清花部

1. 值 蠶 花 車 拆包(打棉), 值 和 花 車(相花, 和花, 拼花), 抱花(莓花), 配花

2. 值清花車 頭二三道值車(彈花車,筒花車),噴花(噴花,鋼花),做花捲,運花捲
  3. 其他值車 值拉級車,值皮棍車(打皮棍花),打紗頭車(回紗車壓花),值軋花車,打破子,看籠
- B. 梳棉部(鋼絲部)
1. 紗 鋼 絲
  2. 值鋼絲車
  3. 其 他 運棉條,散花,送廢花,送花衣,運花捲
- C. 粗紗部(粗紡部,初紡部)
1. 值粗紗車 頭二三道值棉條車
  2. 值粗紗車 頭二三道值粗紗車,幫車,幫接頭,落紗(換紗,調粗紗),拆紗
  3. 其 他 收花(拾花),格令(搖格令),推紗,收,派,運筒管,進紗,堆紗,拉紗
- D. 細紗部(精紡部,再紡部)
1. 值細紗車 值細紗車,接頭當車,幫車(幫接頭,生錠線),落紗
  2. 其 他 派粗紗,收運筒管(運管),收花衣(收回花),格令(搖格令),收花,推紗,磅紗,運紗(挑紗,送細紗),倒紗,捲錠盤,捲花衣,接車頭,格令
- E. 捻線部(紡線部)
1. 併 線 併筒
  2. 值捻線車 值紡紗車,接頭
  3. 其 他 分派筒子,拉紗
- F. 接紗部
1. 值接紗車
  2. 其 他 着水(潤水),派紗,拉紗,回紗,驗紗,倒紗,收,送,派筒管,接較紗(插孔較),接色紗,理筒陣
- G. 成包部
1. 秤 紗
  2. 打 包 拉紗,打較,打小包,打大包(打草包),包紗,捲紗,包紙
  3. 其 他 打印,貼商標(貼牌子,糊牌子),覆磅,小包,接打包繩,拚紗,搭包,機紗球
- H. 揀花部
1. 揀 花 揀油花,揀白花
  2. 其 他 打包(踏包,脚花),揀紗頭,揀地脚花,揀雜花,缸花

## VII. 綉 織 漿

- A. 經部
1. 拏 綉
  2. 拏 頭
  3. 煮 漿 燒漿,上漿,結漿,烘綉,泡綉
  4. 值整經車 扶經
  5. 結 頭 接頭
- B. 緯部
1. 拏 綉 翻綉,倒綉,倒線,結綉,拏綉紗
  2. 拏 頭 拏綉

3. 打 線

4. 值插棹車 插釘, 插絲, 穿絲

C. 織綢部

1. 值 車 織工

2. 學 機 幫機, 生手

3. 修 綢 洗綢

4. 踏 花 圖花, 點花, 踏花, 穿紙板(穿花)

VIII 棉 織 業

A. 經緯部

1. 值筒子車 值車, 收換筒子, 做筒子, 沤紗, 落紗, 扛紗, 搖筒, 搖筒管

2. 值籽子車 值緯紗車, 沤緯(沤紗), 選緯, 落紗, 扛紗, 搖籽, 成緯, 脚車, 選籽脚

3. 值經紗車 攷經紗(整經), 拉紗, 落紗, 經軸

4. 值漿紗車 值車(前梭車), 踩缸, 打漿, 沒料, 整漿, 漿軸

5. 穿 綜 箱 穿綜, 穿箱, 分頭, 穿頭

6. 其 他 接頭, 幫接頭, 扛軸, 推軸, 上軸頭, 管軸, 落整頭, 落軸, 沤經, 挑紗, 磅紗, 機紗球(拆筒脚, 選筒脚), 莪紗, 合線

B. 機工部

1. 值 車 值布機, 機工

2. 其 他 裝機, 上軸(架軸, 推整頭), 推經, 發舒紗, 落布, 收布, 寫布, 量布(碼布), 捐布(送布), 噴露, 落水

C. 整理部

1. 刮 絨 布 提絨, 拉毛, 刮布(光布)

2. 成 包 打印(印布, 貼筒標), 驗布, 刷布, 齊布, 摺布, 搖布, 修布, 縫布, 磅布(秤布), 釘布, 看邊布, 敲錯皮

IX. 毛 織 業

1. 紡 毛 選毛, 揀毛, 梳毛, 彈毛, 揀油毛, 揀飛毛, 紡紗, 梳部副工, 紡部值班, 紡工

2. 搖 工 搖紗, 搖籽, 搖脚紗, 落紗, 搖乾絨紗, 搖毛, 搖筒, 梳工, 絡紗, 掛線, 搖車頭

3. 經 機 經工, 牽經, 接頭, 穿頭, 穿綜箱

4. 染 煉 染色, 洗, 烘, 曬, 值烘呢車

5. 織 工 織呢, 織造, 織絨, 管車, 平機, 圓機, 駝絨間, 織氈, 織毡

6. 整 理 拉毛, 值拉毛車, 修補, 修洞, 補洞, 值修呢車, 值剪毛車, 修絨

7. 其 他 包裝

X. 內 衣 業

1. 搖 紗 搖筒, 搖籽

2. 機 工 織絨布, 織汗衫布, 織佳地布, 拉絨(拉布, 去毛, 拉毛, 軋平), 織羅紋, 啟捲

3. 漂 染 打油漬, 漂染, 烘平, 刮平

4. 裁 剪 裁衣, 裁背心, 裁褲

5. 縫 製 拷壳, 鑽綵, 縫袋, 滾領, 打洞, 釘紐, 穿帶, 上腰, 翻腔, 檢驗, 剪線頭, 成衣, 牽袖

6. 整 理 燙, 壓, 摺, 修補, 織補

7. 包 裝 裝璜, 裝箱, 裝盒

## XI. 織 襪 業

1. 織 工 拼絨, 絨絨, 絨絨, 倒絨, 絨絨, 接絨, 絨絨, 倒紗, 合紗, 挺紗, 搥紗, 搥絨, 接絨, 接絨, 打絨, 倒絨, 搥單絨
2. 織 羅 紋 歪統, 接羅紋, 剪羅紋, 拉羅紋
3. 機 襪 圓機, 平機, 手搖機, 電機, 剪襪
4. 縫 襪 縫頭(縫襪頭), 抽絨, 拆絨, 起捲, 補襪, 車邊, 縫紐
5. 漂 染 絨光, 煮紗, 上光, 烘紗, 整理, 接紗, 精染, 嫩紗(嫩絨), 涼曬, 漂白, 洗襪, 染色
6. 烘 燙 烘乾
7. 整理裝配 圓襪, 壓襪, 歪襪, 反襪, 驗襪, 看襪, 揀襪, 拆襪, 修襪, 補襪, 摺襪, 配色, 配襪, 配對, 裝配, 裝襪, 釘頭絨, 打印(機器打印, 人工打印), 貼商標, 貼花, 包裝, 裝襪, 裝盒, 裝箱

## XII. 麵 粉 業

1. 下 麥 喂原料, 捐麥, 江麥
2. 值 機 領班, 管理機器, 加油, 磨粉(磨子), 平篩(方, 圓), 清粉
3. 成 包 領班, 裝粉, 裝包
4. 堆 粉 堆粉, 堆起, 下貨

## XIII. 榨 油 業

1. 成 料 喂花(喂子, 喂仁, 將花子), 司風箱, 篩拉拔(篩子, 篩灰), 軋花, 剔花(剔衣, 剔花衣), 磨子, 篩壳肉(分壳肉), 炒花仁(喂仁)
2. 榨 油 軋灰(軋片, 軋豆), 篩豆, 蒸餅, 蒸花仁, 蒸花肉, 蒸豆層, 做餅, 抄餅(搗餅, 鑿餅), 榨油(開冷磅), 出餅, 接餅, 剩餅, 車餅(扛餅, 棧司, 上棧), 堆餅(扛冷磅), 蒸籠, 抄做餅, 扛剩餅
3. 清 油 油脚
4. 磨 餅 碾子(研餅粉, 研餅粉), 磨餅, 打包, 磨子, 切餅

## XIV. 煙 草 業

- A. 煙葉部
1. 配 葉 發葉(開煙桶), 壯葉(拍葉), 揀葉(揀散葉), 整理煙葉(裝葉), 罐煙油, 軋煙筋(軋煙骨頭, 抽筋, 扯骨, 抽葉), 加香料(上葉水, 加香), 拆梗, 拆葉, 值軋頭車, 扯煙莖, 拖煙絲
  2. 烘 葉 蒸葉, 烘葉, 烘煙絲(牽煙絲)
  3. 切 葉 切葉絲(切煙絲), 滾煙絲
- B. 製煙部
1. 盤捲煙車 當車(上手), 幫車(下手), 捲煙(捲煙)
  2. 焙 煙 烘煙, 烘房
  3. 揀 煙 篩煙灰, 拆壞煙, 揀煙絲
- C. 包裝部
1. 包 煙 包裝(錫包), 大小包, 裝罐, 糊罐
  2. 裝 箱

## XV. 造 紙 業

- A. 原料部
1. 揀 料 揀紙邊, 揀紙脚, 揀布



2. 切 料 切布,切草(值切草車),打紙邊
3. 剪 彈 彈灰(值彈灰車),裁布(值剪刀車)
4. 蒸 球 值持邊車(蒸灸),漿球,調石灰,調燒間,蒸料,洗清
5. 成 漿 打料,打漿,漿渣,司漿池,熬草,熬布
6. 漂 合 漂粉,漂水,調漿(值調漿車),配合,燒膠水,調漂粉,調膠水,上漿,刨花

#### B. 造紙部

1. 製 紙 值造紙車,值切紙車,管漿桶,管漿盆,網絲布,絨氈,烘缸,值軋光車,割紙,接紙
2. 接 紙
3. 數 選 數紙,選紙,揀紙,副紙
4. 整 理 切紙,成包,磅紙

### XVI. 印 刷 業

#### A. 鑄字製版部

1. 鑄 字 熔鉛,澆字,選字(鑄字),刨字,刻字,鑄絲,澆鉛條,刻銅模,理銅模,包裝,電銅字模,字盒部
2. 製 鉛 版 泥型(做泥型,澆泥),紙型(欄紙,剪紙,拷打,打紙版,平紙版,圓紙版),鉛版(澆鉛版,割鉛版,刨鉛版,查鉛版,鑽鉛版,光版,鑄鉛版,修版),理塊片
3. 照相製版 照相,傳真版,珂羅版,彩印照相版,影寫版,銅版(銅銅版,銅鉛版),三色版,圖畫照相,修片,卷樣(蒸版),印樣(印版),排版,三色照相版
4. 電鍍銅版 壓版版,加高(修版版),拭鉛粉,上機層,鍍銅(加入電缸),灌鉛底,修理(車,錫,鍍光),鉅版版,燙版版,敲種版,刨版版
5. 影刻製版 影刻,整版,凹凸版,刻圖

#### B. 鉛印部

1. 中文排字 集字(拾毛紙),裝版(裝書),拆版(拆字),選字(選餘字),打清樣,改樣,刻字,查刻字(查銅模),管材料,裝排廣告及另件
2. 西文排字 集字(拾毛紙),裝版(裝書),拆版,選字,改樣
3. 鉛 印 管車(上手),添紙(二手),整理(下手),印另件,切紙,凸版印刷,夾版紙

#### C. 彩印部

1. 繪 色 繪石,畫鉛皮
2. 印 版 磨鉛皮(鋤版),磨石,落石,翻膠紙,上墨,印樣,落鉛皮
3. 彩 印 管車,調墨(上手),添紙(二手),整理(下手),描金,石印,彩石印,膠版機,洗膠

#### D. 裝訂部

1. 摺 排 摺頁(機摺,手摺),排查割線
2. 切 訂 切查(機切,手切),訂書(機訂,鉛絲訂,線訂,手訂,打洞),鉛書,切封面
3. 裝 壓 裝書面(燙金,裝面,摺面),札書,壓平(機壓,手壓),貼金,翻面子,裝書
4. 其 他 收書,看書

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