

# 科技部人文社會科學研究中心

## 規劃案成果報告

平等與社會正義之理論與制度實踐—全球化下不均等、財

富分配與社會企業責任之探討

規劃案編號：MOST 104-2420-H-002-016-MY3-PA10406

規劃案執行期間：104年6月15日至104年7月31日

執行機構及系所：國立台灣師範大學管理學院企管系

計畫召集人：徐美

共同召集人：周德瑋教授、賴慧文副教授、蔡貞慧副教授、  
王震宇副教授

計畫參與人員：大學部兼任助理 江蓉

大學部兼任助理 莊洛麗

(國立師範大學管理學院企管系大學部學生)

中華民國 104 年 8 月 25 日

## (二)中、英文摘要及關鍵詞

### 中文摘要

本跨領域學門整合型學術研究計畫案「**平等與社會正義之理論與制度實踐—全球化下不均等、財富分配與社會企業責任之探討**」，希望透過跨經濟、社會工作與社會福利、法律，以及管理等四大學門領域共同整合且關聯全球化下日趨嚴峻的不均等與財富分配適當性問題，以及社會正義與平等之重要議題。各項子計畫主題涵蓋經濟、社會工作、法律、管理等領域之四大學門，經由各學們的整合研究之成果，可作為國家在擬定國家重要政策時之重要參考。跨學門領域整合研究計畫案所要達成之研究目的如下：(1)探究所得不均、健康不均與教育不均之關係與重要的決定因素，人口結構(人口老化、少子化、外勞、外配人口增加，工作人口結構和族群改變)與產業結構產生都產生結構性變化，探究和分析這些重要決定因素，並且找出所得不均、健康不均與教育不均之關聯。(2)由健康不均與社會福利制度的角度探究健保財源籌措的公平性議題，檢驗全民健保在實踐社會正義上的成效。(3) 建立一理論與架構模式進行分析，我國加入 WTO 後應提升之公民科學素養，以及對國際規範之認知加以論述，期能以 WTO 下 SPS 協定相關案例與規範，提出健康風險評估規範體系政策建議。(4) 探討員工薪酬，包含福利、訓練等對於企業經營績效的關係，以及分析企業社會責任和與員工利潤分享的本質，來釐清資本市場所牽涉的所得分配與社會正義等問題。(5) 探討是否基金市場中委外操作中盈虧不用自負等代理問題，導致基金績效受損，財富管理不適當，社會資源的浪費所可能造成的財富不均，進一步了解台灣市場在全球財富管理市場中，所面臨差別訂價之影響效果。

關鍵詞：企業社會責任、國際貿易組織、健康不均、所得不均

## 英文摘要

World-wide integrations in economics and migration of labors and capital comes along with globalization is increasingly linked to inequality as mentioned in the research along this line recently. In Taiwan, the income inequality, education inequality and the changes in the distribution of health status were increased steadily as along with the expansion of higher education. This 2-year research project is to deal with these inequality issues and is going to relate these study results to the literature along this line research. Integrating the area of economics, social work, international law, and management, this research project will investigate the following important issues related income inequality and wealth distribution, health inequality, and social justice.

The purpose of study is as follows. (1) Investigation the relationships among income inequality, health inequality, and educational inequality, and what are the factors influence the determinants of those relationships. In addition, how the structural changes in demography in Taiwan affect those inequalities and what are the important determinants. (2) Equity issues related the finance of NHI and NHI itself are very important. These NHI-related equity issues give rise to the social welfare and justice issues as well. (3) Build up a theoretic framework to analyze the scientific competences of Taiwan citizens as Taiwan join WTO and other Agreements, and also to evaluate the impacts of globalization and inequality on the increases in health risk and changes in the related policies. (4) Focus on the investigations on the key determinants of the compensations of employees, which includes employee welfare, on –the-job training, and the performance of company. (5) Analyzing the principal-agent problem, performances of fund and management of welfare to test if it is misallocation of resources causing the inequality of welfare.

Multivariate analyses and econometric models will be set up to determine and analyze the important factors disentangling the scientific competences of Taiwan citizens. Finally, we draw some policy implications.

**Key words:** Corporate social responsibility, World Trade Organization, Health Inequality, Income inequality.