主要统计指标解释

劳动力 指年满 16 周岁，有劳动能力，参加或要求参加社会经济活动的人员。包括就业人员和失业人员。

非劳动力 指年满16周岁，既不属于就业人员也不属于失业人员的人员。

就业人员 指年满 16 周岁，为取得报酬或经营利润，在调查参考周内从事了 1 小时（含 1 小时）以上劳动的人员；或由于在职学习、休假、临时停工等原因在调查参考周内暂时未工作的人员。

失业人员 指年满 16 周岁，具有劳动能力并同时符合以下各项条件的人员：

(1)在调查参考周内未处于就业状态；

(2)在一定时期内采取了某种方式寻找工作；

(3)当前如有合适的工作机会可以马上开始工作。

城镇调查失业率 指城镇失业人口占城镇就业人口与失业人口之和的百分比，根据劳动力调查数据计算。

单位就业人员 指报告期末最后一日在本单位工作，并取得工资或其他形式劳动报酬的人员数。该指标为时点指标，不包括最后一日当天及以前已经与单位解除劳动合同关系的人员，是在岗职工、劳务派遣人员及其他就业人员之和。就业人员不包括：

(1)离开本单位仍保留劳动关系，并定期领取生活费的人员；

(2)在本单位实习的各类在校学生；

(3)本单位因劳务外包而使用的人员，如：建筑业整建制使用的人员。

在岗职工 指在本单位工作且与本单位签订劳动合同，并由单位支付各项工资和社会保险、住房公积金的人员，以及上述人员中由于学习、病伤、产假等原因暂未工作仍由单位支付工资的人员。在岗职工还包括：

(1)应订立劳动合同而未订立劳动合同人员；

(2)处于试用期人员；

(3)编制外招用的人员，如临时人员；

(4)派往外单位工作，但工资仍由本单位发放的人员(如挂职锻炼、外派工作等情况)。

本书中“在岗职工”相关数据包含“劳务派遣人员”数据。

劳务派遣人员 根据《中华人民共和国劳动合同法》规定，指与劳务派遣单位签订劳动合同，并被劳务派遣单位派遣到实际用工单位工作，且劳务派遣单位与实际用工单位签订《劳务派遣协议》的人员。

年末人数 指年末最后一天的实有人数。

内资单位 指依据《关于市场主体统计分类的划分规定》（国统字[2023]14 号）登记注册类别为内资的企业，具体包括：除港澳台投资企业和外商投资企业以外的国有独资公司、私营股份有限责任公司、全民所有制企业（国有企业）、集体所有制企业（集体）企业和个人独资企业等。

国有单位 指资产归国家所有的经济组织。包括按《中华人民共和国企业法人登记管理条例》规定登记注册的非公司制的经济组织，以及中央、地方各级国家机关、事业单位和社会团体。

港澳台投资单位 指依据《关于市场主体统计分类的划分规定》（国统字[2023]14 号）登记注册类别为港澳台投资的企业，具体包括：港澳台投资有限责任公司、港澳台投资股份有限公司、港澳台投资合伙企业和其他港澳台投资企业。

外商投资单位 指依据《关于市场主体统计分类的划分规定》（国统字[2023]14 号）登记注册类别为

外商投资的企业，具体包括：外商投资有限责任公司、外商投资股份有限公司、外商投资合伙企业和其他外商投资企业。

第一产业 指农业（包括林、牧、渔业等）。

第二产业 指采矿业、制造业、电力、热力、燃气及水生产和供应业、建筑业。

第三产业 指上述第一、第二产业以外的其他行业。

工资总额 指本单位在报告期内（季度或年度）直接支付给本单位全部从业人员的劳动报酬总额。包括计时工资、计件工资、奖金、津贴和补贴、加班加点工资、特殊情况下支付的工资，是在岗职工工资总额、劳务派遣人员工资总额和其他从业人员工资总额之和。不论是计入成本的还是不计入成本的，不论是以货币形式支付的还是以实物形式支付的，均应列入工资总额的计算范围。

工资总额是税前工资，包括单位从个人工资中直接为其代扣或代缴的个人所得税、社会保险基金和住房公积金等个人缴纳部分，以及房费、水电费等。

平均工资 指单位就业人员在一定时期内平均每人所得的工资额。

计算公式为：

$$\text{平均工资}=\frac{\text{报告期实际支付的全部就业人员工资总额}}{\text{报告期全部就业人员平均人数}}$$

平均实际工资 指扣除物价变动因素后的就业人员平均工资。计算公式为：

$$\text{平均实际工资}=\frac{\text{报告期就业人员平均工资}}{\text{报告期城市居民消费价格指数}}$$

城镇登记失业人员 劳动年龄（年满16周岁（含）至依法享受基本养老保险待遇）内，有劳动能力，有就业要求，处于无业状态，并在公共就业和人才服务机构进行失业登记的城镇常住人员。

城镇登记失业率 指报告期末，登记失业人员期末实有人数占期末从业人员总数与登记失业人员期末实有人数之和的比重。

工资价位

1. 企业从业人员 指在本企业工作并取得劳动报酬的人员。

2. 工资价位 指企业从业人员在报告期内的工资水平，包括基本工资、奖金、津贴和补贴、加班加点工资和特殊情况下支付的工资等。它在一定程度上体现了劳动力市场价格水平。

3. 职业 指从业人员为获取主要生活来源所从事的社会工作类别。

4. 分位值 指将数据由低到高排序，在数列中处于相应百分比位置的数据。它表示有相应比例的数据低于或等于该数值。

5. 管理类岗位等级 指在管理岗位工作的人员在本企业岗位序列中的层级位置，包括高层管理岗、中层管理岗、基层管理岗和管理类员工岗。

6. 技术类岗位等级 指获得国家或专业评审机构认可的专业技术职称等级，包括高级职称、中级职称、初级职称。

7. 技能类岗位等级 指按国家职业技能标准或行业企业评价规范设置的职业技能等级，包括高级技能及以上、中级技能、初级技能。

城镇职工基本养老保险

1. 参保职工人数 指报告期末按照国家法律、法规和有关政策规定参加城镇职工基本养老保险并在社保经办机构已建立缴费记录档案的职工人数，包括中断缴费但未终止养老保险关系的职工人数，不包括只登记未建立缴费记录档案的人数。

2. 离退休人员人数 指报告期末参加城镇职工基本养老保险的离休、退休和退职人员的人数。

3. 基金收入 指根据国家有关规定，由纳入职工基本养老保险范围的缴费单位和个人按国家规定的缴费基数和缴费比例缴纳的养老保险费，以及通过其他方式取得的形成基金来源的收入。包括单位和职工个

人缴纳的基本养老保险费、基本养老保险基金利息收入、委托投资收益、上级补助收入、下级上解收入、转移收入、财政补贴和其他收入。

4. 基金支出 指按照国家政策规定的开支范围和开支标准从职工基本养老保险基金中支付给参加职工基本养老保险的个人养老保险待遇支出，以及由于保险关系转移、上下级之间补助、上解等原因而发生的支出。其他支出包括基本养老金、医疗补助金、丧葬补助金和抚恤金、病残津贴、补助下级支出、上解上级支出、转移支出和其他支出等。

5. 基金累计结余 指职工基本养老保险基金收支相抵后的期末累计余额。

城乡居民基本养老保险

1. 参保人数 指报告期末，参加城乡居民养老保险（在经办机构参保登记并已建立缴费记录以及制度实施当年已经年满60周岁并在经办机构参保登记）的人数（不包括已经办理注销登记手续的人数）。

2. 基金收入 指根据国家有关规定，由参加城乡居民基本养老保险的个人按规定缴费的城乡居民基本养老保险费，以及通过集体补助、财政补助等其他方式取得的形成基金来源的收入。包括个人缴费收入、集体补助收入、财政补贴收入、利息收入、委托投资收益、转移收入、上级补助收入、下级上解收入和其他收入。

3. 基金支出 指按照国家政策规定的开支范围和开支标准从城乡居民基本养老保险基金中支付给参加城乡居民基本养老保险的个人养老保险待遇支出，以及由于参保人员跨统筹地区或跨制度流动而发生的支出等。包括养老保险待遇支出、转移支出、补助下级支出、上解上级支出和其他支出。

4. 基金累计结余 指城乡居民基本养老保险基金收支相抵后的期末累计余额。

基本医疗保险

1. 参保人数 指报告期末按国家有关规定参加职工基本医疗保险和城乡居民基本医疗保险人员的合计。

2. 基金收入（含生育保险） 指由用人单位和个人按照国家规定的缴费基数、缴费比例或缴费标准缴纳的基本医疗保险费（含生育保险），财政补贴资金以及通过其他方式取得的形成基金来源的款项，包括：单位缴纳收入、个人缴纳收入、财政补贴收入、利息收入、上级补助收入、下级上解收入和其他收入。

3. 基金支出（含生育保险） 指按照国家政策规定的开支范围和开支标准，从基本医疗保险基金（含生育保险）中支付给参保人员的医疗保险待遇支出，生育保险待遇支出以及其他支出。包括住院费用支出、门诊费用支出、大病保险支出、生育待遇支出、补助下级支出、上解上级支出和其他支出。

4. 基金累计结余（含生育保险） 指基本医疗保险基金（含生育保险）收支相抵后的期末累计结余金额。

失业保险

1. 参保人数 指报告期末按照国家法律、法规和有关政策规定参加了失业保险的城镇企业、事业单位的职工及地方政府规定参加失业保险的其他人员的人数。

2. 基金收入 指报告期内筹集的失业保险基金的总额，包括失业保险费收入、利息收入、财政补贴收入、其他收入、转移收入。

3. 基金支出 指报告期内为保障失业人员基本生活、预防失业、促进再就业等支出的基金总额，包括失业保险金支出、医疗补助金支出、丧葬补助金和抚恤金支出、职业培训和职业介绍补贴支出、其他费用支出、技能提升补贴支出、稳定岗位补贴支出、其他支出、转移支出。

4. 基金累计结余 指截止报告期末失业保险基金收支相抵后的累计余额。

工伤保险

1. 参保人数 指报告期末依据国家有关规定参加工伤保险的职工人数和有雇工的个体工商户的雇工数。

2. 享受工伤保险待遇人数 指年报告期内因工伤或职业病而享受工伤保险待遇的职工人数。为享受工伤医疗待遇中未评定等级的人数、享受伤残待遇人数以及享受因工死亡待遇人数之和。

3. 基金收入 指根据国家有关规定，由参加工伤保险的单位按国家规定的缴费基数和缴费比例缴纳及难以直接按照工资总额计算缴纳工伤保险费的部分行业企业按规定方式缴纳的工伤保险费，以及依法通过

其他形式取得的形成基金来源的款项。包括：工伤保险费收入、利息收入、上级补助收入、下级上解收入、其他收入。

4. **基金支出** 指按照国家政策规定的开支范围和开支标准从工伤保险基金中支付给参加工伤保险的人员及供养直系亲属工伤保险待遇支出及其他支出。包括工伤医疗待遇支出、伤残待遇支出、工亡待遇支出、劳动能力鉴定支出、工伤预防费用支出、补助下级支出、上解上级支出和其他支出。

5. **基金累计结余** 指工伤保险基金收支相抵后的期末累计结余金额。

Explanatory Notes on Main Statistical Indicators

Labour Force refers to the population aged 16 and over who are capable of working, are participating in or willing to participate in economic activities, including employed persons and unemployed persons.

Outside the Labour Force refers to the population aged 16 and over who are neither employed persons nor unemployed persons.

Employed Persons refer to persons, aged 16 and over, who performed some work for compensation or business gains for one hour or more during the reference period; or persons who do not work for the reasons of study or on holiday; or persons who are temporarily absent from a job for disorganization or suspension of work, etc.

Unemployed Persons refer to persons, aged 16 and over, be able to work who

1) not in employment status during the reference period;

2) have looked for a job within a specific period of time;

3) are available for work within a specific period of time.

Surveyed Unemployment Rate in Urban Areas refers to the ratio of the number of the unemployed persons in urban areas to the sum of the number of the employed persons and the unemployed persons in urban areas, calculated on the basis of the Labour Force Survey.

Persons Employed in Various Units refer to the total number of employees who work at his unit on the last day and obtain wages or other forms of payment at the end of the reporting period. This indicator is a kind of time point index and it equals to the sum of the number of employed staff and workers, labor dispatch personnel and other employed persons, excluding those who have terminated labor contracts with working unit on or before the last day of the reporting period. Employed persons do not include:

1)persons who have left their working units while keeping their labour contract (employment relation) unchanged and receiving regular alimony;

2)all kinds of enrolled students who do internship in various units;

3)persons employed due to labor outsourcing, for example, persons employed in the organizational system of construction industry.

Employed Staff and Workers refer to persons who signed labor contracts with working units and working units would pay wages, social insurance and housing funds for them. Persons who have their work posts but are temporarily absent from work for reasons of study or on sick, injury or maternal leave and still receive wages from their working units are also included. Employed staff and workers also include:

1)Persons who should have signed the labor contracts but not;

2)Employees on probation;

3)Employees beyond the staffing quota, for example, temporary employees;

4)Employees who are sent to other working units but still obtain wages from their original units (situations like on-the-job placement, expatriated assignment, etc.)

Year-end Number refers to those who are employed on the last day of the year.

Domestic Invested Units refer to enterprises registered as domestic enterprises in accordance with the "Regulations on the Classification of Market Entitiy Statistics"(Guotongzi [2023] No.14), including wholly state-owned company, private limited company, state-owned enterprise, collective owned enterprise, and sole proprietorship enterprise, excluding Hong Kong, Macao, and Taiwan investment enterprise and foreign funded enterprise.

Units with Funds from Hong Kong, Macao, and Taiwan refer to enterprises registered as Hong Kong, Macao, and Taiwan investment enterprise in accordance with the "Regulations on the Classification of Market

Entitiy Statistics"(Guotongzi [2023] No.14), including Hong Kong, Macao, and Taiwan Investment Limited Liability Company, Hong Kong, Macao, and Taiwan Investment Co., Ltd., Hong Kong, Macao, and Taiwan Investment Partnership Enterprise and other Hong Kong, Macao, and Taiwan investment enterprises.

Foreign Funded Units refer to enterprises registered as foreign-invested enterprise in accordance with the "Regulations on the Classification of Market Entitiy Statistics"(Guotongzi [2023] No.14), including foreign-invested limited liability company, foreign Investment Co., Ltd., foreign-invested partnership enterprise and other foreign-invested enterprises.

Primary Industry refers to farming, forestry,animal husbandry and fishery.

Secondary Industry refers to mining manufacturing, electricity, production and supply of electricity, heat, gas and water and construction.

Tertiary Industry refers to the sectors except primary industry and secondary industry.

Total Wage Bill refers to total remuneration payment to all employees in various units in urban area (excluded urban private sectors and individuals) during a certain period of time. The calculation of total wage bill is based on the total remuneration payment. Therefore, wages and salaries and other payments to employees should be included at all and regardless of its resource, category, both in kind or cash.

Average Wage of Employees refers to the average wage level in money terms per employee during a certain period of time, it is calculated as follows:

$$\text{Average Wage of Employees} = \frac{\text{Total Wage Bill of Employees Average Wage of in Reference Period}}{\text{Average Number Employees in Reference Period}}$$

Average Real Wage of Employees refers to the average wage of employees after deducting consumer price index, which is calculated as follows:

$$\text{Average Real Wage of Employee} = \frac{\text{Average Wage of Employees in Reference Period}}{\text{Urban Consumer Price Index in Reference Period}}$$

Registered Unemployed Persons in Urban Areas refer to the persons residing in urban areas at certain working ages (16 years old to the age of enjoying primary endowment insurance benefits according to the law), who are capable of working, unemployed and willing to work, and have been registered at the Public employment and talent service agencies to apply for a job.

Registered Unemployment Rate in Urban Areas refers to the ratio of the actual number of registered unemployed persons at the end of the period to the sum of the total number of employees at the end of the period and the actual number of registered unemployed persons at the end of the period.

Wage Level

1. Enterprise employees refer to personnel who work in the enterprise and receive labor remuneration.

2. wage level refers to the salary range of enterprise employees during the reporting period, including basic salary, bonuses, allowances and subsidies, overtime pay, and wages paid in special circumstances. It reflects the price level of the labor market to a certain extent.

3. Occupation refers to the category of social work that employees engage in to obtain their main sources of livelihood.

4. percentile value refers to the data sorted from low to high and located at the corresponding percentage position in the sequence. It indicates that there is a corresponding proportion of data is lower than or equal to this value.

5. The level of management positions refers to the hierarchical position of personnel working in management positions in the position sequence of the enterprise, including senior management positions, middle-level management positions, grassroots management positions, and management staff positions.

6. The level of technical positions refers to the professional and technical titles recognized by the state or professional evaluation institutions, including senior professional titles, intermediate professional titles, and junior professional titles.

7. The level of skill-based positions refers to the vocational skill levels set according to national vocational

skill standards or industry enterprise evaluation norms,Including senior skills and above, intermediate skills, and primary skills.

Basic Endowment Insurance for Urban Workers

1. Number of workers covered refers to staff and workers participating in the basic endowment insurance for urban workers according to national laws, regulations and related policies at the end of the reference period, who have already had payment records in social security management agencies, including those who have interrupt payment without terminating the insurance programme. Those who have registered in the programme but with no payment records are not included.

2. Number of retirees covered refers to the number of retirees participating in the basic endowment insurance for urban workers by the end of the reference period.

3. Revenue refers to payments made by employers and employees participating in the basic endowment insurance for urban workers in accordance with the basis and proportion stipulated in state regulations, and income from other sources that become the source of endowment insurance fund, including the premium paid by employers and staff and workers, interest income, entrusted investment income, subsidies from higher level agencies, income as transfer from subordinate agencies, transferred income, government financial subsidies and other income.

4. Expenses refer to personal endowment insurance payment made to those covered in the basic endowment insurance for urban workers according to related national policies on scope and standard of expenditure, as well as expenditure which arises due to shift of the insurance relationship or adjustment of funds among agencies, transfer to agencies at higher level. Other expenditure includes: basic endowment insurance, medical fees, funeral subsidies, compensation payments, disability allowance, expenses on subsidies to lower subordinates, expenses as transfer to agencies at higher level, transferred expenditure and other expenditure.

5. Balance refers to the balance of the basic endowment insurance funds for urban workers at the end of the reference period after deducting expenses from revenue.

Basic Endowment Insurance for Urban and Rural Residents

1. Participants refers to people participating in the basic endowment insurance for urban and rural residents who registered with the participation and established payment records, and who were 60 years old or above when the system was established and registered with the participation. Those who cancelled their registration are not included.

2. Revenue refers to the revenue from the payments made, in accordance with related regulations of the government, by individuals participating in the basic endowment insurance for urban and rural residents and from the subsidies contributed by collectives, public finance and other sources. It includes the payment by individual participants, collective subsidies, financial subsidies, interest income, entrusted investment income, transferred income, subsidies from higher levels, contributions from lower levels, and income from other sources.

3. Expenses refers to payment made to those covered in the basic endowment insurance for urban and rural residents according to related national policies on scope and standard of expenditure. Also included are expenditures which arise due to movement of participants among different locations or system. It includes the payment to the individual participants, transferred expenditures, expenses on subsidies to lower subordinates, expenses as transfer to agencies at higher level, and other expenditures.

4. Balance refers to the balance of basic endowment insurance funds for urban and rural residents at the end of the reference period after deducting expenses from revenue.

Basic Medical Insurance

1. Participants refers to the total number of people who participate in the basic medical insurance for workers and basic medical insurance for urban and rural residents according to national relevant regulations at the end of the reference period.

2. Revenue (birth insurance included) refers to the basic medical insurance premium (birth insurance included) paid by employing units and individuals according to the payment base, payment proportion or payment standard stipulated by the state, financial subsidy funds and funds obtained by other means, including: revenue from employer payment and individual payment, from financial subsidy, from interest, from subsidies from

higher level and payment from lower level and other revenue.

3. Expenses (birth insurance included) refers to the medical insurance benefits, birth insurance benefits and other expenditures paid to contributors from the basic medical insurance fund (birth insurance included) according to the scope and standard of expenditure stipulated by national policies. It includes hospitalization expenses, outpatient expenses, serious illness insurance expenses, childbearing treatment expenses, expenses for subsidizing subordinates, expenses for transfer to superiors and other expenditures.

4. Balance (birth insurance included) refers to the balance of revenue after deducting expenses at the end of the reference period.

Unemployment Insurance

1. Participants refers to staff and workers in urban enterprises or institutions who have participated in the unemployment insurance according to relevant policies and regulations, and other people who have participated according to local government regulations at the end of the reference period.

2. Revenue refers to the total unemployment insurance funds raised in the reference period, including unemployment insurance premium, interest income, financial subsidies, other revenue, and transferred revenue.

3. Expenses refers to total expenses during the reference period to guarantee the basic livelihood of unemployed people, prevention of unemployment, and to encourage their re-employment. Included are unemployment relief, medical fees, funeral subsidies, compensation payments, training expenses, job placement expenses, other expenses, skills upgrading subsidy, job stabilization subsidy, other expenditures, transferred expenditure.

4. Balance refers to the balance of revenue after deducting expenses at the end of the reference period.

Work-related Injury Insurance

1.Participants refers to staff and workers who have participated in the work-related injury insurance and employees who work as self-employed and have participated in the work-related injury insurance according to relevant national regulations at the end of the reference period.

2. Number of beneficiaries refers to number of employee benefited from work-related injury insurance, as a result of work injury or occupational disease. It is the sum of beneficiaries of medical treatment of unrated work injuries, disability benefits for work injuries and compensation for deaths at work places.

3. Revenue refers to payments made by employers participating in the work-related injury insurance programme in accordance with the basis and proportion stipulated in state regulations, and payment by enterprises of some industries where it is difficult to estimate the injury insurance premium directly according to the total wage bill in accordance with stipulated way, and revenue from other sources according to law that become source of work-related injury insurance fund, including revenue of injury insurance, interest income, subsidies from higher level agencies, revenue as transfer from subordinate agencies, and other revenues.

4. Expenses refers to payments made from work-related injury insurance funds to those who participated in the work-related injury insurance and their direct dependents within the scope and standards of expenditure according to related national policies, and other expenditure, including medical fees for work injury, injury and disability subsidies, death subsidies, labour capacity appraisal, injury prevention fees, expenses on subsidies to lower subordinates, expenses as transfer to agencies at higher level, and other expenditure.

5. Balance refers to the balance of the work-related injury funds at the end of the reference period.