

The Exploration and Development of Women's Talents

# 女性人才开发

● 重庆市女性人才研究会 编 ●



重庆出版社

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The Exploration and Development of Women's Talents

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## 前 言

党的十一届三中全会的雨露阳光，带来了教育、科学的春天，使中华大地呈现出一派尊重知识、尊重人才的浓郁气氛，沸腾的改革开放声浪和全球妇女运动的风起云涌，给山城带来了新气息，唤起了山城妇女成才意识的新觉醒。她们不再保持勉强的心态平衡，决心以自己的聪明才智、独立人格和对祖国的一片爱心，要在社会的各领域中与男子并驾齐驱，平等竞争。

1988年3月，山城一批自立型、事业型、高知型的女性由市政协、市委组织部、市人事局、市社科院、市总工会、市团委、市妇联七家联合发起组建，成立了女性人才研究会。本着“求实”、“创新”的宗旨，解放思想、更新观念，透过“正史”矫饰了的“人类文明”的外壳，去窥测“人类文明”的内蕴，从社会的深层次中去体察女性成才的艰辛，去探索女性成才的规律。

八年来我们走过的道路，是一条自立更生、开拓进取、艰苦创业的道路，其间，办了25期《女性人才》杂志，开了八次学术讨论会，还努力把研究成果推向社会、推向课堂，通过办培训班、开专题讲座、学术报告、在大学开选修课等方式，用理论武装女性头脑，从多层次、多角度、多领域对女性人才进行培养和开发。

回首往事，看看走过的一串串艰难的足迹，有苦恼，也有喜悦，值得欣慰的是：我们的研究，不仅为社会科学之林增添了一点新绿，而且唤起了山城女性成才意识的进一步觉醒，对我市两个文明建设起了积极的促进作用。

当第四次世界妇女大会在我国北京召开的喜庆日子里，我们特地编辑《女性人才开发》一书。本书作者 50 人，有大专院校教授、专家，有企业、党政机关、工、青、妇干部。本书展示了我们对女性成才基本理论研究的成果，也是在改革开放、市场经济下女性人才开发实践的总结。谨以此书献给第四次世界妇女大会，通过该书，让全世界妇女，听到山城妇女的声音，看到山城妇女的形象，让她们知道，长江上游，有一群“女性精英”为了祖国的繁荣昌盛，在深化改革的广阔天地里，在西南的丛山峻岭、山山水水之中艰苦奋斗，展翅翱翔。由于我们水平有限，时间仓促，错误缺点在所难免，敬请批评指正。

编 者

## Perface

The third session of the 11th National Congress of the Communist Party of China has brought us a spring, which is full of the sunshine, the timely rain and dew, as well as the vitality of education and science. The strong atmosphere of respecting knowledge and talented people has appeared almost everywhere in China. The surging tide of reform and open-door policy, and the development of the women movement all over the world have given Chongqing—the Mountainous City new information, and awakened the women in the city to develop their talents. They no longer keep an affected balance in mind. With their own ability, wisdom, independent personalities and their love for the motherland. They have made up their minds to march forward, doing all of the important things and competing with men in an equal position in all the social fields.

In March 1988, supported by the seven organizations including the City Political Consultative Committee, the City Organization Department, the Association of the City Social Sciences, the City Personnel Bureau, the Trade Union, the Communist Youth League, and the City Women

Union, a group of well-educated women with a spirit of independence and enterprise were organized to form the Women Talents Research Association. With an emancipated mind and innovation of ideology, they see through the traditional and affected appearance of the human civilization in order to explore the immanence of the human civilization and find out the general rule and a better road leading to the women's becoming talented.

In the past eight years, we have travelled a difficult road. Relying on our own effort, working very hard, we gave out 25 issues of the magazine WOMEN TALENTS, and held academic discussions for 8 times. Meanwhile, in order to put our theoretical achievements into the classroom and social practice, we gave training classes, special lectures, and set up selective courses at colleges. In this way, many women have benefited by our theory and were developed in different angles, various levels and fields.

Recalling the old days and the hardships on the road we have taken, we feel not only distressed but also gladdened. What has gratified us is that our successes have added a new green shoot to the garden of social sciences, what is more, they have furthered the awakening of Chongqing women for their talents development. It is no exaggeration to say that our researches have played an important part in the building of spiritual and material civilizations.

During the good time of the 4th World Women's Con-

ference held in Beijing, we have specially edited the book— THE EXPLORATION AND DEVELOPMENT OF WOMEN'S TALENTS, which contains our main theory and the practical summary on women talents under the circumstance of reform and open door, and the market economy. The 50 writers of this book are professors and experts at colleges, the cadres working in enterprises, our Party, People's Government and social organizations. To express the best wishes of Chongqing women to the ladies all over the world, we sincerely present the book to the 4th World Women's Conference. Through this book, ladies all over the world will hear the Chongqing women's voice and understand their general features. Let it be known that on the upper reach of the Yangtse River, there is a group of intelligent and capable women, or rather, the heroines, who have been working hard and doing their bits in the vast areas of further reform and open door. They are soaring out of the South-Western mountains to do more for the prosperous country.

We are very busy with our work, So there is no doubt that we have made some mistakes and shortcomings in the book. Please offer helpful criticism. Thank you.

The editor



# 序

黄立沛

重庆市女性人才研究会自1988年成立以来,积极开展女性人才学的研究,探索女性成才的规律、途径和女性人才开发,取得了可喜的成绩。该研究会编辑的《女性人才开发》一书,汇集了近几年我市女性人才学应用研究的主要成果。该书坚持历史唯物主义和辩证唯物主义的基本原理,运用马克思主义人才观、妇女观,注重理论与实践的结合,对女性人才学的基础理论,女性人才的发展目标,培养教育、改革与女性人才开发、社会主义市场经济与女性成才,以及女性人才法律保障等作了专题探讨,有较强的理论思想性、学术性、知识性和可读性。

当前,我国的改革开放和社会主义现代化建设进入了一个新的历史时期,如何培养造就大量的建设人才,关系到我们党的事业的成败、国家的兴衰。党的十四届四中全会决定,要求全党高度重视人才的发现和使用,抓紧选拔大批优秀年轻干部;重视各级领导班子主要负责人的选拔培养,加强女干部、少数民族干部和非党干部的选拔培养工作。市女性人才研究会编辑出版《女性人才开发》,对于增强全社会的女性成才意识,推进女性人才开发,发挥女性人才在改革和经济建设中的作用,促进妇女解放运动的发展,具有十分重要的现实意义和深远的社会意义。

随着现代科学技术尤其是高新技术的发展，女性人才同男性人才一样充分发挥才智的时代已经到来。我们要从21世纪我国现代化建设的战略高度对培养跨世纪女性人才给予重视和预测，突破禁区，更新观念，拓宽课题，继续深入地搞好女性人才学的基础理论和应用研究。我相信，《女性人才开发》一书的出版发行，对普及女性人才学和女性人才开发理论知识将起到积极作用。同时，希望有更多的专家、学者、妇女工作者和有关组织、人事部门的同志，积极参与女性人才学的研究，为充分发挥新时期女性人才的作用，促进妇女运动作出新的贡献。

# An Introduction

*Huang Lipei*

Since the founding of the Chongqing Association of the Women Talents Researches in 1988, it has been taking an active part in researches for women talents, the general rules of the way leading to the women's becoming talented, and so far it has made great achievements. The major results of the work in recent years are collected in the book—the EXPLORATION AND DEVELOPMENT OF WOMEN TALENTS which is edited by the Association. Based on historical materialism and dialectical materialism, the book makes good use of Marxist views on talents and women, and emphasizes the combination between theory and practice in such thematic studies as the women talents researches, the aim of the females' development, the training and education of women talents, the reform system and exploration of women talents, the socialist market economy and the talented women, and the lawful guarantee of the talented women, etc. It is, therefore, of more theoretical and scientific value and readable nature.

Now our country's reform and open-door policy and the modern socialist construction have been in a new historical

period. How to train a large number of builders will decide our Party's success or failure and our country's prosperity or decline. At the 4th session of the 14th National Congress of the Communist Party of China, the Party asked us to pay great attention to the talents being discovered and used. It requires of the whole Party to select and train the leading members in every level and cultivate more leaders from youths, women and minorities as well as those outside of the Communist Party. This book has, furthermore, the realistic and social significance in terms of the increase of the whole people's sense of how to make women talented, how to carry on the exploration of women talents, how to bring women's initiative into full play in the reform and economy construction, and therewith the encouragement to the development of women's emancipation.

With the development of modern science and technology, especially the new high technology, the time has come when the women can manifest their intelligence as the same as the man. We should, in the light of the strategic height, pay more attention to the anticipation and cultivation of trans-century women talents. We need to break the forbidden zone, innovate the ideology, widen the subject matters and go on deepening the study of the basic theory about the women becoming talented. We are sure that the publication of this book will play an important part in popularizing and spreading the knowledge of women talents. Meanwhile, we

hope that more and more experts, scholars, workers on women's problems as well as those comrades and organizations related will join in our efforts on the study of women talents in order to bring the women into full play in the new period and still greater contributions to the women movement.

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