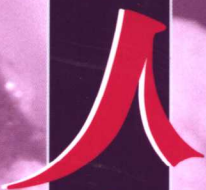


郭砚莉 著

女性



力投资问题研究

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郭砚莉，女，1974年3月生，辽宁辽阳人。1997年毕业于南京财经大学统计学系，获经济学学士学位；2001年毕业于辽宁大学经济学院国民经济专业，获经济学硕士学位；2005年6月毕业于辽宁大学经济学院国民经济专业，获经济学博士学位；2005年10月进入吉林大学理论经济学博士后科研流动站。现为沈阳师范大学经济管理学院副教授。近年来，参与国家和省部级项目多项。在《经济学动态》、《财经研究》、《税务与经济》、《生产力研究》等国家级刊物及核心期刊发表文章二十余篇。

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内容提要

人力资本作为现代经济增长的一个很重要的决定要素已经越来越得到人们的认可，一些国家经济的腾飞更为我们提供了很好的例证。对我国这样一个人口多、人力资本水平极其低下的国家来说，对人进行投资，可以将我国的人口劣势变为人力资本优势，解决经济发展所面临的资本短缺或人才瓶颈问题，促进我国国民经济健康、全面、可持续发展。因此，人力资本理论在国民经济的可持续发展以及促进中国经济增长方面具有重要的作用。

在人力资本理论的发展过程中，女性这一人口群体因其特殊性而一直受到经济学家的重视。从一开始对女性家务劳动价值计算的研究到对女性劳动力参与过程的分析，国外的女性人力资本投资理论在众多经济学家的关注下也有了一定的进展，这就为科学地分析女性的人力资本投资状况及经济行为提供了理论依据，也为从经济学的角度解释全世界普遍存在的男女性别歧视现象开辟了一条新路，是对人力资本理论的一种有益补充和发展。

女性与男性最本质的差别在于女性时间的三部门配置以及与之相联系的女性中断的工作经历。在假定其他条件不变的情况下，对女性的这一特点进行深入分析，可以解释女性人力资本投资与男性之间的差别所在。从投资的经济效益角度看，女性的人力资本投资尤其是女性的教育投资还具有很大的正外部性。按照

经济学的观点,这种外部性的存在不可避免地会导致投资成本增加,因外部性无法得到相应的补偿,造成投资逐渐减少,从而使产出水平降低,以致不能达到经济决策的最优化。这也是女性人力资本投资比男性落后的原因之一。同时,许多研究都表明,女性人力资本投资的收益率要高于包括男性在内的其他形式的投资收益率,这就为增加女性的人力资本投资提供了空间。

另一方面,在我国同样存在研究女性人力资本投资的现实背景以及必要性,在由计划经济体制向市场经济体制转轨的过程中,男女的差别越来越显性化,如何分析在市场化过程中女性所处的现状、所面临的困境与挑战等对我们而言是非常重要的,被动地认为这是几千年遗留下来的性别歧视和男尊女卑的一种表现,其说服力是相当弱的。因为市场经济讲求的是利益、是经济效益,企业不会因为你是男性就雇佣你,也不会因为你是女性就决定给你很低的工资,它的一切决策都是理性的个体在成本收益分析的基础上,也就是说在充分衡量了你所具备的能力所能做的工作即人力资本含量与他付给你的工资的基础上进行的。而与此同时,任何一个投资主体也是在比较了预期收益与投资成本的基础上决定其投资行为的。在这一前提下,从经济学的角度解释这个问题就成为一种必然,而且可以说这是一种科学、理性的阐释。从这点看来,我们认为市场经济为我们探讨女性人力资本投资行为提供了前提条件。

因此,文章在人力资本理论的基础上,通过揭示女性人力资本投资与男性差别产生的原因来研究女性的人力资本投资,深入分析了女性人力资本投资的内涵和特点,指出了女性人力资本投资的重要性,并提出了促进我国女性人力资本投资的一些政策建议。本书的研究方法是以理论分析为主,实证研究为辅。自人力资本理论开始用经济学的方法解释社会现象以来,经济学可以说

从各种角度开始了对女性问题的普遍关注，包括女性的就业、婚姻问题以及家庭的形成、对孩子的需求等等，虽然这些研究都或多或少地涉及了女性的人力资本投资问题，但都是隐含的或者说是以拥有一定人力资本存量的女性为前提的，承认与男性相比，女性的人力资本含量相对较低，很少有人探讨为什么会出现这种情况。其原因一是认为女性的人力资本投资与男性是一样的；二是认为现实中女性具有较低的人力资本投资含量似乎是情理当中，无须探讨。然而，女性的人力资本投资特点以及投资水平与男性相比，都有其理论基础差别和现实条件差别，从经济学角度尤其是从人力资本的形成角度来具体分析女性的人力资本投资问题是很有必要的。所以，从经济理论上对这一现状进行分析具有非常重要的意义。实证分析也是非常重要的，但由于知识以及资料的限制，只能做一些辅助性的论证，而这正是进一步研究的出发点。

本文的基本结论是：

由于家庭内部劳动力分工的存在，尽管经济发展了，女性仍然是家庭生产的主要承担者，这就使得女性的时间需要在家庭、市场以及闲暇三个部门之间进行配置，不同于男性时间只在市场与闲暇两部门之间进行配置。同时，由于生养和抚育孩子这一主要的家庭生产活动，不同的人是有不同的实际选择的，从而使女性具有中断的工作经历。中断的工作经历对女性的人力资本投资行为影响很大，在中断期间，不仅会使女性无法进行在职培训等人力资本投资活动，还会加速原有人力资本的折旧。这就导致女性的人力资本含量比男性低，从而收益率也比男性低。而较低的收益率反过来又会从两个方面影响女性的人力资本投资，主要表现在：当女性年轻时，作为投资主体的父母由于预期到这一点，会减少对女性的投资，女孩自身的投资激励也不强；成年女性也

因此而缺乏进行在职培训的激励。这在我国也表现得很清楚。但由于女性人力资本投资尤其是教育投资的正外部性的广泛存在,非常有必要采取措施刺激其进行投资。

本书希望在以下几点作出自己的贡献:

(1) 从经济学的角度,以女性经济人作为分析工具来解释女性的行为是本书的一个新的出发点,也是本书研究的一个特色。同时使本书与其他学科,如政治学、社会学、心理学等学科的研究形成互补关系,加深人们对女性问题研究的深度。

(2) 将贝克尔的时间配置分析与女性的人力资本投资分析结合起来。由于人力资本投资是属于时间密集型的,而女性三部门时间配置与男性两部门时间配置是不同的,因此从时间配置角度来研究女性的人力资本投资是非常有意义的。

(3) 男女在时间配置方面的最主要的差别就是女性的家务劳动所占用的时间,因此在分析女性行为的时候,必须在理论上重视家务劳动。所以,有必要在原有两部门的基础上,将家务劳动作为一个单独的部门引入到对女性时间配置从而对女性人力资本投资的分析之中,这也为我们促进女性人力资本投资确立了指导原则。

主题词: 女性经济人 女性人力资本投资 三部门模型
正外部性

Abstract

More and more people have realized that human capital is an important factor of modern economy development. And some countries' successfully developed in economy take us a good example. For China which has a lot of people but poor investment in human capital can translate the disadvantage of population into advantage of human capital, and this can make national economy develop by resolving the problem of capital. Human capital theory plays an important role in world economic sustainable development and Chinese economic growth.

The economists have focused mainly on women as a special group during the development of human capital theory. The theory on women ranges from work in the family to labor participation. At the same time the theoretical analysis provides the base for the research on women, furthermore explains the sex discrimination between male and female, enriching the human capital theory.

The basic difference between male and female is women's time-allocation, characterized by three sectors and female discontinued work experience related to it. Investments in women's human capital have a lot of positive externalities. From the economic viewpoint, the

positive externalities can reduce the amount of investments. Sources show return rate for women is higher than that of men. And this provides the space for women human investment.

In addition, during the transition of the command economy to the market economy, differences in men and women come to be open. Therefore to analyze the current conditions, problems, and challenges for women is necessary and important. In light of economics we find that so-called sex discrimination really is an economic problem, depending on marginal productivity respectively, not only a social problem. The enterprises can not employ you only because you are men and can not give you low salary because you are women. They will be based on the cost-benefit analysis, that is to say, they will measure your ability and your salary. At the same time any investor will compare the expected benefit and the investment cost. In terms of economics the market economy provides the base for us to discuss the investments in women's human capital.

Hence based on the human capital theory the paper analyzes the investments in women's human capital by means of the difference between the investments in man's human capital and women's. The paper discusses the contents of the women's human capital investment. The theoretical method is used mainly in this paper and the positive analysis is used, too. Since the human capital research method is mainly used in explaining the society's phenomenon, the economics begin to research women from every aspects include women's employment, marriage market, the composition of the family and the demand of the children. Although they are concerned with the investments in women's human capital more or less and they thought that the human

capital owned by women is given. But they did not discuss the reason why women invest less than men.

Because of the existence of labor division in family women are major labors in home production even during the economic development. And women can allocate their time among three sectors which are the family, the market and the leisure time. At the same time child-bearing make the women's work experience is discontinued. The discontinued work experience is important for the investments in women's human capital.

During these period women can not take on training on the job and the human capital they owned can discounted rapidly. All these can lead to women's lower human capital and thus the lower investments benefits than man. They can influence women's human capital investment behaves in two aspects. One is that the women are girls the parents as the major investors will decrease the investment because of the bad expectations and the girls have not enough motives to invest in themselves too. The other is the adult women are lack of motivation to take part in training on the job. It is necessary to take measures to improve women human investment because of the huge externalities, especially the education.

"Economic Woman" embodies a theoretical abstraction and a deep thinking of way. The paper is divided into six chapters as follows:

Chapter One reviews the origin and evolution of human capital theory, paves the way for women's human capital, and builds up the theoretical framework. We describe the evolutionary process, characterized by pre-classic, classic, neoclassic, and high theory era. These

important economists include Smith, Marx, Marshall, Schultz, Lucas, and so on. They contribute to the theory of human capital. By way of the human capital theory we use Economic Woman to study the woman problem.

Chapter Two introduces the conceptions and implications of women's human capital. Based on the existing human capital theory, we discuss the specific contents, including schooling, on-the-job training, health, and migration. Furthermore, in contrast with man, we present the discontinuance of women's work experience, analyzing the difference between woman and man, hence we gain the age-revenue profile from it.

Chapter Three is the core of the paper. In this part we discuss the three sector of woman, relative to the two sector of man. For the woman the time is allocated into home production, leisure, and market work (for short three sectorial model), but for the man the time is allocated into leisure and market work (for short two sectorial model). Again we use three sectorial model to analyze the changes in the women's labor supply, leisure, and home production.

Chapter Four is concerned with demand for and supply of women's human capital. Based on the model of supply and demand, we analyze the factors of supply and demand, and find the effect of these factors on the supply of and demand for the human capital. We analyze not only the demand for and supply of human capital, but also the demand for and supply of investments in women's human capital. We explore the market equilibrium and woman's investment specificity.

Chapter Five present the Chinese status quo of investments in

women's human capital. Because of economic perspectives we mainly propose that the investments in women's human capital play an important role in economic growth and externalities, including Chinese schooling, on-the-job training, health, and migration.

Chapter Six we propose some policy implications to the problems of Chinese investments in women's human capital, especially during the transition process. Because the market economic system is not complete, property rights is not clear, investments in women's human capital is underinvestment. These policies mainly include home work marketization, educational promotion, free investment environments, and the like.

In this thesis, I hope what I contribute to in the following aspects:

First, it is a new start point from the perspective of economics using the economic-woman as the analyzing measure to explain women's investment behavior and the paper is characterized by it. The economic-woman is also made the paper different from the research of politics, sociology and psychology but they are related to each other.

Second, the paper combined the Becker's time distribution theory and the analyses of investments in women's human capital. Because the human capital investments belong to time-intensive activity and women's time allocation is different from men, hence it is necessary to think about women human capital from the angle of time allocation.

Third, because the major time allocation difference between women and men is women have to spend some time on the production at home, different from male who is typical of two sector model. So we

must focus on the labor at home in theory when analyzing women's behavior. So we will add the family as a sector to extend the traditional two-sector analyses.

Key words: Economic Woman, Investment in Women's Human Capital, Three-Sector Model, Positive Externalities.

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