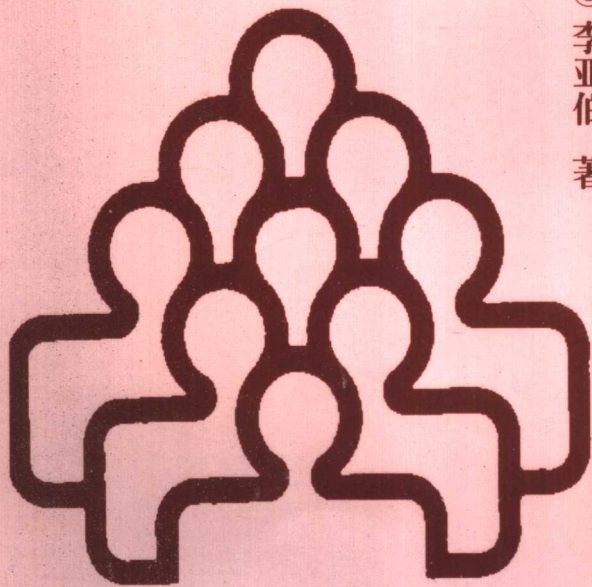


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提 要

劳动力市场是整个市场体系中具有决定意义的重要组成部分，社会主义市场体系也不例外。但在社会主义市场体系中，劳动力市场的发育由于观念、体制等原因而相对滞后。为在 21 世纪前 10 年进一步健全和完善社会主义市场经济体制，必须加快劳动力市场的发育，这是本文研究的基本着眼点。

劳动力市场的发育，在世界经济发展史上是一个自然演进的过程。资本主义国家劳动力市场发育从开始就是在市场经济条件下，由许多地区性或行业性的单个劳动力市场发育开始，而后逐渐扩展渗透，成为跨地区、跨行业以至跨越国界的世界性的劳动力市场体系，这是一个漫长的历史过程，是一个自然发育发展的过程。

我国劳动力配置方式是一个由市场——计划——市场的变化发展过程。旧中国是半封建、半殖民地社会，整体上是自给自足经济，在少数官僚资本占统治地位的大中城市，产生了不成熟的市场经济，因而形成了不发达的劳动力市场。

新中国成立后，在传统计划经济体制下，我国不存在生产要素市场，当然也就没有劳动力市场，劳动力资源配置是行政性计划配置。由于相当一段时期内错误地把计划等同于社会主义，把市场等同于资本主义，结果在社会主义实践中，市场



被限制到了相当狭小的范围，使本来不发达的劳动力市场完全退出了市场体系，而且一般商品市场也残缺不全。

传统劳动力计划配置方式是与计划经济相适应的，具有较大的强制性。忽视劳动者自由选择职业的权利，剥夺企业的用人自主权，否定劳动力的自由流动。企业用工是按指令性计划，无法根据生产需要对劳动力需求进行调整。由于没有退出机制，企业冗员存在和劳动的低效率是必然的现象。

1993年11月，在中国共产党第十四届三中全会通过的《中共中央关于建立社会主义市场经济体制若干问题的决定》中，第一次鲜明地提出建立“劳动力市场”，我国劳动力市场发育才开始提上议事日程。

社会主义市场经济体制下的劳动力市场发育过程是自然发育和政府培育相结合的过程。基本特征是劳动力计划配置与市场配置此消彼长的制度转换过程，也是制度重构过程。

我国劳动力市场发育不全，关键是政府培育市场机制不健全，制度转换迟缓。传统体制下的劳动力计划配置向市场配置转变过程中，存在着许多制度障碍。在整个转型期间，将是劳动力计划配置与市场配置并存的二元配置结构。因而，劳动力市场发育过程将是计划配置逐步退出，市场配置逐步健全的过程。

本文的研究范围限定在我国劳动力市场发育的不成熟阶段，也就是双轨配置并存阶段。

本文认为，我国劳动力市场发育应是充分发挥政府的组织职能，逐步淡化劳动力计划配置方式，并健全劳动力市场配置方式的过程。

本文的研究目的在于探讨我国社会主义市场经济条件下劳动力市场的形成过程，发现社会主义劳动力计划配置与市场配置的转换关系：一方面是如何正确解决原有体制的问题，实行平稳过渡；另一方面是如何建立中国特色的社会主义市



场经济条件下的劳动力市场配置机制。

我国劳动力市场发育目标是形成一个统一的劳动力市场，其发育过程是一种制度转换过程，构建我国劳动力市场的新的制度体系是我国劳动力市场发育的关键，劳动力市场制度分割是现阶段劳动力市场的主要矛盾。因此，消除我国劳动力流动的障碍，逐步消除劳动力市场制度分割，最终形成统一的劳动力市场是现阶段劳动力市场发育的主题。

全文除导论外共分六章。

第一章，理论综述。

本章首先对劳动者、劳动、劳动力、劳动力市场的基本概念进行界定，指出了劳动力市场形成的条件是：劳动力供求双方成为独立的市场主体，劳动力价格及其他相关信息是劳动力市场运行的最重要信号，劳动力自由流动，劳动力交易的一致性体现在合同上，劳动力市场交易应由一定的组织形式和机构来完成。提出了劳动力市场体制的基本框架是“一个核心体制，三个支撑体系”：一个核心体制即劳动力资源配置的就业体制，三个支撑体系即就业促进体系、社会保障体系和监督调控体系。总结了劳动力市场的特征：劳动力市场是一个复杂的体系，虽然分析劳动力市场的前提是承认劳动力的商品特性，但劳动力商品是一种特殊商品不能简单地照搬一般商品市场的有关经济理论和方法。

然后评介了马克思劳动力市场理论（劳动力商品理论、劳动力的市场配置理论和农村劳动力流动理论）与西方经济学劳动力市场理论（劳动力市场供给理论、劳动力市场需求理论、劳动力市场的均衡论、人力资本理论、劳动力市场分割理论和劳动力流动理论）。通过对马克思劳动力市场理论的认识解决社会主义市场经济条件下劳动力商品化问题；用西方经济学劳动力市场理论探讨如何降低我国劳动力市场供给、增加对劳动力市场需求，实现劳动力双轨配置向单一市场配置



方式转移。

第二章，我国劳动力由计划配置向市场配置的转轨。

本章主要回顾了我国劳动力计划配置方式产生的过程。劳动力计划配置方式的主要内容是：对城镇劳动者就业采取由国家“包”下来的办法；实行单一化的企业用工方式；对劳动力的统一调配和调剂；僵化的工资制度；劳动力配置的城乡分割。劳动力计划配置方式的体制和结构条件：传统劳动力配置方式的主要特征是依赖一整套就业的“体制壁垒”（农村人民公社制度、户籍管理制度、统购统销制度和单位化社会保障制度），实现城镇劳动力配置与农村劳动力配置分离、与我国计划经济特有的企业制度相配套、以国民经济的单一所有制结构为背景；传统劳动力配置方式缺陷主要是导致企业冗员增多和由劳动窝工行为而引致的低效劳动，排斥劳动力择业的自由，阻碍劳动力的流动，不能做到人尽其才，造成人才浪费，大大降低了劳动力配置的效益。

通过对我国劳动力计划配置方式进行述评，指出我国传统劳动力计划配置是计划经济体制的重要组成部分。传统体制下的劳动力配置方式的突破是我国社会主义市场经济发展的必然结果，它一方面要突破传统劳动力计划配置方式的制度障碍，用新的制度促使劳动力按经济规律流动，实现劳动力高效率配置；另一方面在消化企业内部历史冗员的前提下，实现劳动力配置方式的有效转轨。

第三章，我国劳动力市场化进程测度。

本章首先提出了劳动力市场化进程的测算标准，指出我国劳动力市场发育的特殊性是对劳动力计划配置方式的突破。其次是建立评估我国劳动力市场的市场机制和制度建设指标体系：一是我国劳动力市场的市场机制评估指标体系，这包括反映价格机制的指标（用工单位决定工资的自由度、工资或收入对劳动者择业与流动的影响程度、集体谈判工资的比例）；



反映竞争机制的指标（劳动力择业的自由度、用工单位的用工自由度）；反映供求机制的指标（劳动力流动自由度、劳动力供给状态综合指标、劳动力就业状态综合指标、劳动力失业、就业不足和无业状态综合指标）。二是我国劳动力市场的市场制度评估指标体系，这包括反映劳动力市场服务体系状态的指标〔职业介绍机构覆盖率、职业培训率、安置性就业规模（对弱势群体和特殊群体就业的市场化程度）〕；反映劳动力市场社会保障体系状态的指标（社会保障体系的覆盖率）；反映劳动力市场监督调控状态的指标（劳动力市场法律体系的完善状态、失业预警体系的完善状态、劳动力价格指导体系的完善状态、劳动监察与劳动争议仲裁体系完善状态）。

通过对我国劳动力市场化进程进行定性与定量评估，得出了我国劳动力市场机制发育处于成熟中期的市场化发展阶段，而我国劳动力市场的制度建设还处于不发达阶段。因此，我国劳动力市场发育的战略重点是劳动力市场的制度建设，通过制度建设，促进市场机制的完善。

第四章，我国劳动力市场供求态势与劳动力市场发育。

本章从我国人口规模及变动趋势出发，分析了我国劳动力资源的供给规模及特点，从影响劳动力需求因素的角度出发对我国劳动力需求进行中长期预测。数据显示，我国未来相当长时间内劳动力资源供给显现增长趋势，且数量巨大，而劳动力需求形势是严峻的，因而我国劳动力供过于求将是一个长期的历史现象。

本章提出了控制我国劳动力供给的制度体系以减少劳动力供给：严格执行计划生育政策，把人口基数控制在合理范围内；大力发展教育，提高劳动力素质，延缓劳动力供给时间；建立降低劳动参与率的制度体系，包括降低妇女劳动参与率、实现全面劳动预备制度和弹性工作制等；加速劳动力市场导向机制的建立，利用劳动力市场价格机制调节劳动力供给；健



全社会保障制度，促使相关群体退出或延缓进入劳动力市场。

本章提出了扩大劳动力需求的制度安排：一是要求政府把就业作为基本国策，通过加强立法和制订相关政策解决就业问题。二是提倡大力发展小企业，扩大就业总量。三是调整经济结构，大力发展第三产业，尤以大力发展社区就业和发展旅游业为重点。四是发展非正规就业。

第五章，劳动力流动与劳动力市场发育。

本章通过劳动力流动理论的讨论，肯定了劳动力流动理论在中国实践的积极作用，也指出了其局限性。因此，要根据中国的实际制订符合发展社会主义市场经济要求的劳动力流动政策。

本章对我国农村剩余劳动力和国有企业剩余劳动力（冗员）进行了估计，认为我国农村剩余劳动力约为2亿人，国有企业剩余劳动力（冗员）约为5千万左右，占国企职工的45%。

本章回顾了我国农村劳动力转移的历程，对农村劳动力转移的特点和障碍进行了分析，提出了加快农村剩余劳动力转移的政策设计，即劳动力转移战略应由限制农民进城向主动吸引农民进城转变；农村剩余劳动力转移的基本思路应是：战略上以多元化城镇转移为重点，公共基础设施建设及乡镇企业吸纳为根本，就地转移为主的模式；改革现行的以城镇为主导的福利性的户籍制度；加快城市化进程，促进农村剩余劳动力转移。

本章通过国有企业剩余劳动力（冗员）对我国劳动力市场发育和国有企业改革的重要影响进行分析，提出了加快我国国有企业职工存量调整的制度安排：政府应担当促进就业的主要职责；加强立法，实现就业服务机制的制度化、专业化；实行特殊的就业扶持政策，促进下岗职工和失业人员再就业；加大就业促进资金投入；加大对劳动者的就业能力培训，建立从业人员的免费培训制度；加快培育和发展全国统一、竞争、



有序的劳动力市场。

第六章，我国社会保障制度与劳动力市场发育。

本文认为社会保障制度是劳动力市场运行的重要稳定因素，是劳动力市场发育的重要制度保障。社会保障制度的改革不仅为国有企业消除冗员扫除了障碍，而且为职工自主择业和劳动力自由流动创造了条件。

本章对我国现行的社会保障制度的制度框架及运行中存在的问题进行了分析。我国社会保障制度在改革过程中逐步明确了改革的目标，即建立独立于企事业单位之外、资金来源多元化、保障制度规范化、管理服务社会化的社会保障体系。

本文认为下岗与再就业是经济体制转轨的特殊现象，失业保障最初并没有把下岗职工纳入失业保险中，而是采取了过渡期间的特殊失业保障措施。这种措施作为短期稳定社会的政策已取得成效，但没有从根本上解除下岗职工的后顾之忧，阻碍了下岗职工就业市场化的进程，必须深化改革，客观上要求实行特殊失业保障措施与规范的失业保险制度并轨。我国现阶段城镇失业保险制度改革的关键是：有效实施“下岗”与失业的并轨，解决劳动力计划配置的历史遗留问题，促使劳动力计划配置所形成的国企冗员顺畅地向市场排放。

本章分别提出了城镇养老保险制度设计、城镇医疗保险制度设计、城市贫困与社会救助制度设计和农村社会保障制度设计。认为各种制度设计的关键在于保障资金的筹集与运用以及扩大社会保障覆盖面。

本文认为完善我国社会保障体系，必须做好以下工作：一是开征社会保障税，以健全社会保险体系为突破口，按照市场经济的要求，建立国家、单位和个人三者共同负担的社会保障机制。二是大力发展商业保险，建立资金来源多元化的社会保障筹资机制，完善社会保障体系。三是积极推进社会保障基金的社会化管理，确保基金的安全和合理使用。这一方面要健全



社会保障法律体系，另一方面要加强社保基金的征管、加快农村社会保障体系的建设步伐，以确保农业经济的持续发展，提高农村劳动力的竞争能力。

关键词：劳动力市场发育 劳动力供求 劳动力流动 社会保障



Abstract

Labor market is an important and determinant part in the market system as a whole as well as in socialist market. The development of labor market in socialist market system is relatively sluggish because of causes like modes of thought and economic system. To further perfect socialist market economic system, it is urgent to speed up the development of labor market, which is the focus of the thesis.

The development of labor market is a natural evolutionary process in the development history of world economy. The labor market of capitalist countries developed under the market economic conditions from the right beginning in the forms of regional and trade individual labor market, then gradually developed into a world labor market system which goes beyond the boundary of region, trade and country. The development is a very long historical process, a natural development process.

The allocation of resource of labor forces in China is a dynamic and developmental process in the form of market - planning - market. Old China was semi-feudal and semi-colonial society, whose economy was mainly self-sufficient. In large and medium-sized cities, where a paucity of bureaucrat capital played the predominant role, it was impossible to



develop mature market economy, thus making it impossible to develop advanced labor market.

Since the establishment of new China, with the traditional economic system, there does not exist production factors market in China. Naturally, there is no labor market. The allocation of resource of labor forces is administrative planning allocation of resource. Owing to our dogmatic understanding of Marxian economic theory of goods, we equate planning to socialism and market to capitalism. Therefore, in our socialist practice, the development of market is restricted to a very limited range, forcing the underdeveloped labor market to withdraw totally from the market system and making the market of common goods incomplete.

The traditional allocation of resource of labor force is in agreement with planned economy, ignoring laborers freedom of choosing their occupation, depriving enterprises freedom of recruitment, denying the free flowage of labor forces. The recruitment of an enterprise has to observe the instructive planning and cannot be adjusted according to the demand of production. With the absence of withdrawal mechanism, redundant employees and low efficiency of production is unavoidable.

In Decision of Central Committee of the Chinese Communist Party on Several Questions of Establishing Socialist Market Economy System of approved in the Third Plenary Session of the 14th Party Central Committee of Communist Party of China, to establish labor market was explicitly put forward for the first time. The development of labor market in our country begins to be brought to the agenda.

The development of labor market in socialist market economy system is a combined process of natural development and the government cultivation, whose main characteristics is the transition process of planned allocation of resource to market allocation of resource of labor



forces, which is also a reconstruction process of systems.

The key cause for the poor development of labor market in China is the imperfect market mechanism of government cultivation and the sluggish transition of systems. There exist various barriers aroused by the system in the process of transition from the planned allocation of resource to the market allocation of resource of labor forces. During the period of transition, it will be a dual-structure of planned allocation of resource and market allocation of resource of labor force. Thus, the development of labor market is a process of gradual withdrawal of planned allocation of resource and gradual perfection of market allocation of resource.

The research of this thesis is confined to the immature stage of the development of labor market in China, which is the dual-allocation of resource stage.

The author holds the view that in the development of labor market in our country, government's organizational function should be brought into full play, the planned allocation of resource of labor forces should be gradually eliminated and the process of market allocation of resource of labor forces should be strengthened.

The purpose of the study is to explore the formation process of labor market under the socialist market economy system and to expose the transition from socialist planned allocation of resource to market allocation of resource of labor forces. On one hand, how should we solve the problem of the original economic system and carry out the smooth transition; on the other hand, how should we establish the allocation of resource mechanism of labor force under the socialist market economy system with Chinese characteristics

The thesis puts it forward that the goal of developing labor market in China is to establish a unified labor market, whose development



process is a process of systems transition. To construct new system of labor market is the key part of developing labor market in China. Segmentation of labor market system is the principal contradiction in current labor market. Thus, to eliminate the barriers to the free flow of labor force, to gradually wipe out segmentation of labor market system and ultimately form unified labor market is the main task of current development of labor market.

The thesis consists of six chapters with exception to the introduction.

Chapter one: Theory survey

To start with, the thesis defines some basic concepts, such as laborer, labor, labor force, labor market, pointing out the formation conditions of labor market: both sides of labor force supply and demand are dependent market subjects; labor force price and relevant information are the most important signals of labor market's operation; free flow of labor force; consistency of labor force transaction should be embodied in the contract; labor market transaction should be carried in certain organizational forms and through certain institutes, on which basis the thesis advances the basic framework of labor market system: one core system and three supporting systems. One core system refers to the employment system of labor force resources allocation of resource. Three supporting systems include employment promotion system, social security system and supervision and controlling system. Characteristics of labor market are summarized. The author thinks that labor market is a complicated system. Although the precondition of labor market analysis is to recognize that labor force is of the characteristics of goods, labor force is a special goods. In analyzing labor force, we should not apply economic theories and methods for common goods to the analysis of labor force.

Then the thesis reviews Marxian labor market theory and western



economics labor market theory. We should use the correct understanding of Marxian labor market theory to solve the problem of workforce commercialization under socialist market economy system and use the understanding of western economics labor market theory to explore how to lower the market supply of labor force, to increase demand for labor force and to fulfill the transition of labor force from dual allocation of resource to mono allocation of resource.

Chapter two: Transition of labor force from planned to market allocation of resource

This chapter looks back the production process under the planned allocation of resource of labor force. The main content of planned allocation of resource of labor force includes the following: urban laborers employment totally relies on government's arrangement; to adopt mono enterprise recruitment method; centralized allocation and modulation of labor force; rigid wage system; segmentation of labor force between urban and rural areas. System and structural conditions of planned allocation of resource of labor force are the following: the main features of traditional labor force allocation of resource are to rely on a whole set of "system barriers" (system of rural people's commune, management system of registered permanent residence, system of state monopoly for purchase and marketing and unit social security system) to separate the urban labor force allocation of resource from rural labor force allocation of resource; being in agreement with particular enterprise system under Chinese planned economy, taking the single ownership composition as the background. The main defects of traditional labor force allocation of resource are the increase of redundant employees, poor efficiency work caused by enforced idleness due to poor organization of work, exclusion of labor force from free choice of their occupation, and blocking free flow of labor force.



The traditional labor force allocation of resource can't bring into full play each one's ability, leading to the waste of talents and severely lowering the efficiency of labor force allocation of resource.

Through analyzing the planned allocation of resource of labor force in China, the thesis makes it clear that the traditional planned allocation of resource of labor force is an important part of planned economy system, that the breakthrough of traditional allocation of resource of labor force is the inevitable outcome of the development of socialist market economy, that on one hand the traditional planned allocation of resource of labor force should be replaced by new system to guarantee the flow of labor force and high efficient allocation of resource of labor force, on the other hand, to fulfill the effective transition of labor force allocation of resource on the basis of solving the problem of historical redundancy in the enterprise.

Chapter three: Calculation and measurement of market-oriented process of Chinese labor force

To start with, the chapter introduces the standards for measuring the market-oriented process of labor force and points out that the particularity of the development of Chinese labor market lies in the breakthrough of planned allocation of resource of labor force. Secondary, the thesis establishes the indicator system for evaluating market mechanism of Chinese labor market and system construction. The indicator system for evaluating market mechanism of Chinese labor market includes indices that reflect prices, indices that reflect competition mechanism, and indices that reflect supply and demand mechanism. The indicator system for market system evaluation of Chinese labor market includes indices that reflect service system state of labor market, indices that reflect social security system state of labor market, and indices that reflect supervision and controlling state of labor market.