

张兴茂 [著]

zhang xingmao zhu

# 劳动力产权论

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劳动的谋生性与劳动力产权  
劳动力所有制的理论与实践  
劳动力的个人所有制与劳动力商品和按劳分配  
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## 前 言

所有制及其结构作为一个社会的基本经济制度，是决定一个社会的经济乃至政治制度的基础，决定着一个社会的根本性质。确立合理的所有制结构，对于保证经济的健康发展和社会的良性运行具有至关重要的意义。这一点，已从建国以来中国的经济社会伴随着所有制结构的变迁而跌宕起伏的发展史给予了经验证明。所以，在马克思主义经济学的理论体系当中，所有制问题始终是一个基本的理论问题。虽然马克思没有专门论述所有制和产权问题的著述，但完全可以说，所有制和产权理论构成了马克思主义政治经济学的基本内容。《资本论》所揭示的资本主义社会的历史过渡性质是以社会主义公有制代替资本主义私有制为根本标志的。因此，无论近年来在所有制问题上有着怎样的争论，有一点可以肯定的是，离开了社会主义公有制的主体地位，是谈不上坚持和巩固社会主义的经济制度和政治制度的。正因为所有制和产权问题在马克思主义政治经济学中的突出地位，它一直是我国经济理论界研究的一个重要问题。

不过，我国学术界对所有制问题的讨论在不同的时期有不同的侧重。改革开放以前，由于确立了公有制占绝对优势的社会主义经济制度，而且由于长时期内我们把“一大二公”、纯而又纯的所有制结构看作是神圣的和不可侵犯的，所以，在理

论上除了颂扬这种生产资料的所有制结构外，在所有制理论上并没有太多值得研究的问题。对所有制讨论较多的是劳动力的所有制。生产资料的社会主义改造完成以后给人们提出的问题是，在生产资料实现公有制后，另一种重要的经济资源——劳动力该是一种什么样的所有制形式？问题因此被提了出来。50年代末的“大跃进”运动，刮起了强劲的“共产风”，不仅共了生产资料的“产”，而且共了劳动力的“产”，否定劳动者集体和个人的物质利益差别，造成了国民经济的极端困难，由此引起了60年代初劳动力所有制问题的讨论高潮。随着经济建设中“左”的指导思想愈演愈烈并在“文化大革命”时达到顶峰，不切实际地号召人们的共产主义觉悟，批判“知识私有”，完全否定个人的物质利益，把国民经济引向了崩溃的边缘，由此引发了70年代末劳动力所有制问题的讨论。由此，我们看到了，改革开放以前关于劳动力所有制问题的讨论与我国国民经济发展的环境密切相关，经济理论的研究与国民经济的发展有着如此紧密的联系，这在众多的经济问题研究中是少有的。同时，由于所有制范畴本来就是马克思主义经济学的重要范畴，加之改革开放以前我国经济理论界对西方经济学采取的一概拒斥的态度，使得这样的讨论被严格限定在马克思主义经济学的所有制范畴之内，是在基本的经济制度层次上讨论劳动力所有制问题的。涉及的主要问题是劳动力有没有所有制、有没有劳动力的个人所有制？至于在经济运行的层面上、从产权的角度研究劳动力问题，当时并不具备研究的理论条件。

改革开放以来，我国经济理论界开始较多地正面接触、学习、借鉴西方经济学的各种理论。随着以科斯为代表的产权经

济学（新制度经济学）引介到我国和中国经济体制改革的现实需要，所有制和产权问题成为我国经济理论研究中一个持久不衰的热点。不过，这个时期研究的焦点集中在了生产资料的所有制和产权问题上，而对于劳动力这个同样重要、甚至在科学技术是第一生产力的现代社会更为重要的经济资源的产权问题却缺乏应有的重视。当然，所有制结构的调整、国有企业产权关系的改革一直是我国经济改革的重要方面，经济体制改革的伟大实践呼唤着相关理论的研究和创新。但无论如何，我们的理论研究不能“只见物不见人”。这是因为，现代国际社会国与国之间的竞争，说到底还是人力资本存量的竞争，劳动者的积极性、创造性的竞争，为社会提供人力资本投资的经济刺激的体制和机制的竞争，这一切，都离不开对劳动力产权问题的研究。

本书就是运用产权理论分析劳动力产权问题的一个尝试。对劳动力产权问题的探讨，有两个不同的理论范式。一个是马克思主义经济学，其关于所有制的理论为我们在基本的制度层次上讨论劳动力所有制问题提供了依据，其关于所有权的权能结构及其分解与组合的理论为我们在经济运行层次上讨论劳动力产权问题提供了分析的基础。另一个是现代西方产权理论，该理论主要的是在经济运行层次上研究产权制度的安排、效率及其发展变化，它同样为在经济运行层次上研究劳动力产权问题提供了可资借鉴的经济思想。所以，本书事实上在两个层次上研究劳动力产权问题。基本制度层次上的劳动力所有制问题的研究是我国经济理论界长时期讨论劳动力所有制问题的继续，经济运行层次上的研究则是对两种产权理论的综合分析以

及产权理论的应用分析。在这里，笔者要强调的是，离开了马克思经济学的劳动力产权问题研究，肯定是不完善的。这是因为，即使是现代西方产权经济学家也承认马克思是一个非常重要的产权经济学家，马克思的产权理论本身也是一个博大精深、蕴涵着丰富的科学价值的理论体系；同时，劳动力所有制是马克思经济学的一个重要范畴，劳动力所有制问题又是一个在我国的社会主义经济建设中重要的现实问题，因此，马克思的所有制与产权理论不能不是本书重要的理论基础。

作 者

2001 年 5 月

## Abstract

This is the first monograph which illustrates the labor's ownership and property rights' issue systematically. Since the introducing of Coase's property rights economics, the problem of property rights has been a permanent hotspot in the reaserch of China's economic theory because of the reformatory need. But, so far, people put more attention on the property rights while ignore the importance of the labor. This book is an attempt to analyse the labor right according to the theory of prorerty right. Of course, it isn't perfect if Marxian economics ignored. It is because that the theory of Marxist is a academic system being rich of scientific value. And the labor right ownership is another important category in Marxist economics. It is also an important practical problem during the course of the constructing of socialist economy in China. Consequently, this book study the property of labour force mainly according to Marxian economics and using the western theory of the property rights.

This book consists of nine chapters. The first chapter is a core of the whole book. It demonstrates the quality of the worker's character to make a living in China nowadays. It is the need of the economic levels and it is inevitably to give the labor the property rights. The following

chapters are the outspreaded analysis of labor's ownership and property rights' problem. They can be divided into two parts, the second, third, fourth, fifth and the sixth chapters are the part of the basic theory; the other chapters are the application analysis of the theory.

The basic theory also can be divided into two parts. Chapter two and chapter three deal with the same field. They come down to the issue of the socialist economy and the issue correlative, such as the issue of the ownership of the labor force and the theory of distribution according to work etc. From chapter three to chapter five the book sheerly deals with ownership and the theory of proper rights. Chapter two studies the theory and practice. It mainly demonstrates the real exist of the category of the ownership of the labor force and the impersonal inevitability of the individual ownership of the labor force. In this chapter, the author settled and summarized all the issues and the points referred since the issue of the labor force property was brought forward in 50s. It also commented all the theories about this issue one by one. On this base, the author demonstrated the real exist of the category of the ownership of the labor force and the ownership of the collectivity. It also points out the other kinds of ownership. The author set forth his point based on the connection between the ownership of the labor force and the ownership of the productive material. The author thinks that the ownership of the labor force is an independent economic concept. It has its own determinant in the course of its producing, developing and the exchange of its configuration but not the case that it is always determined by the productive material. In some cases, it even has the cru-

cial meaning to the operating manner. So, it is not justice to say that the ownership of the productive material determines the ownership of the laborforce. In the end of the chapter, the author discussed the inevitability that the labor owns his own property.

The third chapter deals with the individual property of work force and commodity of labor power and distribution according to work. According to the ever existing theoretical logic, commodity of labor power and distribution according to work goes hand in hand with that of the individual property of work force. In this chapter, the author raised his own comment on the hotspot issue which has ever been discussed by the theory circle that the condition under which the commodity exists. The author thinks that the presence of commodity economy between the government - owned units lies in the both social division of labor and the independent interest between the government - owned units. This independent interest is just rooted in the individual property of work force. The fructus industriales implies not only the public interest but also the personal interest - personal work force and the odds between them. Because such different presence must get reasonably reflective require, the society choosed the "inborn equality school" - merchandise. Secondly, to the condition under which workforce become into merchandise, the author raise a different point which is different from the concept from *ON CAPITAL*. In *ON CAPITAL*, the labor force can't be merchandise until "the worker has freedom of person" and "the worker hasn't any productive material and livelihood. According to the entire research and comprehension to the relative theory from

《ON CAPITAL》，the author raised the viewpoint that the labor being merchandise lies in the commodity economy itself, then the author set forth his point according to logistic and historical approach. Thirdly, as to distribution according to work, the author thinks, it's Marx who think that the difference of distribution system between the future society and capitalist world is whether the productive material owned by the government or not and whether the exploitative relationship being rooted out or not. As for in "form", whether "principle and practice" being contraditive, whether the consumable commodity being distributed by the market, it isn't the difference of regime and this is known by all in China after the holding of the CCP's 14th committee.

After the discussion about the property of labor force and the relative theory of socialist economy, the author began to study the elementary theory of property rights from Chapter Four to Chapter Six. These three chapters also can be the foundation of the last three chapters. Chapter Four puts emphasis on the theory of Marxian property rights. This chapter summarized and researched the theory of Marxian property rights from longitudinal and horizontal angles entirely and systemically. From the historical reference of the theory of Marxian property rights we can see that the theory experienced a generation、development and sophisticated course. The author tidied and summarized the course by referencing much first-hand information. The author also raised his own viewpoint on some disputable problems in theory circle. For example, the author raised a different viewpoint on the relation between the relationship of production and property of productive material、owner-

ship. He thinks that the ownership is the ownership all the productive condition and their correlation. In order to grasp the relationship of production entirely, one must analyse the ownership of the productive condition and its incorporation mode with the productive condition during the course of the social reproduction. Only the relationship of production in the productive field is decided by the the ownership of the productive material even it is a very important element of the relationship of production . But it's not the whole. Only do we analyse all the relationship of the ownership can we understand the relationship entirely. So, the ownership of the productive material is not only different from ownership itself, but also the concept of the relationship of production. In the essence, the ownership equals to the relationship of production. At the horizontal side, the author gave a summarize and research on Marxian ownership and the theory of property rights systematically. The author pointed out specially that scientific socialism is based on the critic of utopian socialism, so the founder of Marxism only revealed the trend of the society whereas rejected to design any detail. They definitely declare that the society will publicize but will be publicized multiply and selectively. On this point, the founder of the Marxism didn't give the later generation a fix mode and never will. This is crucial to today's reform of ownership.

Chapter Five studies the property of right in modern western economics. As another important aspect of the theory of property rights, the content of the theory is very prolific and it's well worth studying it. The author raised his own viewpoint on the warmly discussed theory is-

sue - Coase theorem (the theory was raised the first time in theory circle) by analysing the origin and essence of the property rights、the function of the property rights、property and economic growth etc.

Based on Chapter Four and Chapter Five, the author proceeded a comparative studies on the two kinds of theory of the property rights and summarized the property rights' content involved with the labor force by comparing the difference between the labor force and other productive elements. The author thinks that there is confusion on understanding or using the property rights and ownership in the discussing of the property issue. The identity of the conception is the base of theoretical investigation and theory contending. By grasping the difference between Marxian economics and western property rights economics, the author differentiated and analysed the difference and the relation between ownership and property rights. The author also gave a definition to the ownership incorporating with the practice of socioeconomic development. The author also expounded a different opinion on the theory which is known in the theory circle in China that the theory of western property rights is determined by the relationship of production but doesn't belong to the economic category.

Chapter Seven to Chapter Nine is the applied analysis of the theory. This monograph analyse the issue of the labor force's expanded reproduction relative with the property rights of the labor force、the reform of the government facilities and the construct of the labor market. Chapter Seven analyse the labor force's expanded reproduction under capitalism condition and the issue in China one by one after analysing

the importance of the proper rights of the labor to the intensive enlarged reproduction of labor force. When analysing the capitalism labor force's expanded reproduction, the author raised a different opinion on the worker's wage under the capitalism condition. According to the ever existing theory, the worker's wage is only the consumption of the labor force during the course of the production. That means the labor force can only realize simple reproduction. This is the case of the time when Marx lived. But the researchers of Marxism must study the escalation of the capitalism wage and escalation of intensive expanded reproduction of the labor. It's the truth that the stock of the human capital is increasing. And in order to realise expanded reproduction, the labor must get more value than the value of the labor. This increment can only come from the income of the labor's human capital. So, it's necessary to innovate the theory of the capitalism wage. As for the labor force's expanded reproduction, the author put emphases on the elements which influence the investment in human capital and offered the relative proposal.

In Chapter Eight, the author analysed the government - owned unit by using the theory of the property rights. The author changed the means which only pays attention to the property rights of the productive material but ignores the property of the labor force. He analysed the root of the poor efficiency in the traditional government facilities and where the abuse is, then he pointed the clue to the reform. The book says, perspicuity of the property rights of the labor is more important in the reform of the state - owned enterprises. The most important is to

remould the main body of the work force's property rights according to the government facilities' basic requirements.

Chapter Nine deals with work force's property rights and the labor market. After analysing the function mechanism、the function、the required work force's proper rights of the labor market, the author analysed the constraint factors of the system of the work force's proper rights during the development process of the labor market. Thereinto, the author studied the different formulations of the labor market and he thinks that neither service market、talent market nor other formulations of the labor market from west economics can generalize the intension of the labor market nicetily. The only suitable formulation is the labor market of Marxian economics.

## 作者简介

张兴茂，男，1963年10月出生  
于河南省巩义市，中共党员。1981--  
1985年，就读于河南大学政治系，获  
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级社科基金项目多项，在《当代经济  
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表学术论文30余篇，其中被《新华文  
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编制工作小组成员。



## 内容简介

本书是我国学术界第一部系统研究劳动力产权问题的专著。作者通过对马克思主义经济学的产权理论和现代西方产权理论的研究,对涉及劳动力产权的劳动力所有制、劳动力商品、按劳分配等社会主义经济理论的若干重要问题和劳动力的扩大再生产、国有企业改革、劳动力市场建设等社会主义经济建设中的实际问题进行了较为全面和深入地研究和探讨,提出了一系列具有较高理论价值的个人观点。

