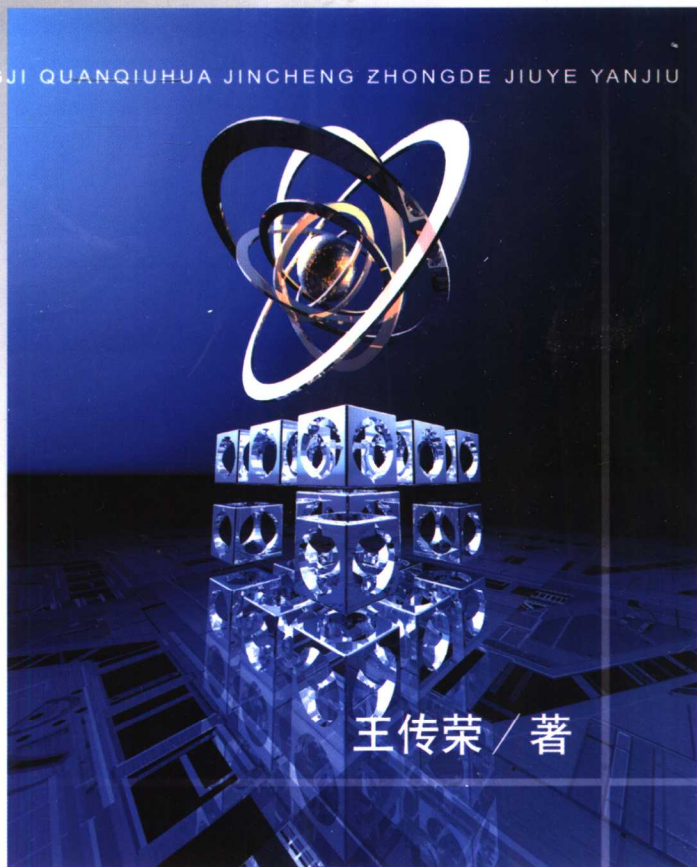


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经济全球化 进程中的就业研究

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内 容 提 要

当今世界是开放的世界。经济全球化浪潮滚滚向前，正通过国际贸易、资本跨国流动以及产业的国际转移等多条途径将世界各国紧密联系在一起。在上述因素互相作用下，世界劳动就业市场发生了一系列变化。本书正是在此基础上分析经济全球化推进中世界就业的规律性特征，揭示经济全球化影响劳动就业的传递机制，分析全球化进程中的就业治理路径，为中国在改革开放中实现扩大就业提供新的思路。

全书共分六个部分。

导论，主要交待了本书的研究背景及研究意义，阐明了本书的研究思路与研究方法，概括了本书的逻辑结构以及各章的主要内容等。

第1章，以失业原因为线回顾就业理论的发展与演变。经济学领域有关就业的研究文献是丰富的，许多著名经济学家都重视研究就业问题。马克思的资本有机构成提高导致劳动力供求缺口理论在全球化时代仍具生命力。舒尔茨的人力资本理论在当今时代为解决经济发展中的问题与就业提供了重要的理论依据。文中总结了西方就业理论的研究成果及其20世纪80年代以来的新进展，并对90年代以来全球化影响就业的已有成果进行概括，这些论述为以后各章提供了观点表述的理论基础和主题分析的理论平台。

第2章，首先界定经济全球化的定义及其内涵，并说明经济全

球化的主要内容及其发展趋势。在此基础上全面概括全球化进程中就业的规律性特征。

本章在介绍了学术界关于经济全球化概念的代表性观点后,得出了自己对经济全球化的解释。认为,经济全球化是指随着科技进步推动社会生产力发展而出现的全球范围内的国际分工的过程,主要指生产要素的跨国流动和配置,这使得世界各国的经济联系日益加深,是世界各国间经济高度依赖和融合的表现。经济全球化与经济国际化、经济一体化不是同一层次的概念。一般而言,主要从外贸指数、生产要素的国际流量、企业间的国际化程度等几方面表述经济全球化的表现和衡量经济全球化的程度和发展状况。

在经济全球化进程中,世界就业呈现出一系列规律性特征。本书指出目前全球面临的劳动就业形势非常严峻,解决就业问题成为全球共同的任务。认为,全球劳动力市场格局的变化引发的就业岗位的国际化竞争更加激烈;成本驱动型劳动分工使得就业机会在全球重新分配;发达国家的吸入效应与发展中国家的推出效应导致人才流动在国与国之间的不对称;劳动资源配置速度加快、就业形态充满不确定性;随着服务业成为经济活动的主体和现代信息通信技术的发展,灵活就业的比重在不断上升,就业模式日趋多样化;就业职业结构转向高技能,低技能劳动者被边缘化;作为工业社会中最重要社会关系的劳资关系,在经济全球化进程中又面临新的挑战,资本权力的强化与劳工权利的被侵害和被剥夺,已成为劳资关系格局的突出特征;经济全球化拉大劳动收入差距。

世界会更加开放,国际竞争会更加激烈,因此,上述规律性特征将继续存在并继续对各国的就业改善产生深远影响,实现“体面劳动”成为各国奋斗的目标。

第3章,考察经济全球化影响劳动就业的传递机制。经济全球化进程中各国劳动就业的突出特征就是就业机会、劳动资源的分配、就业方式的变动、劳动就业的环境都要受制于世界经济发展波

动的影响。在长期的研究中，我们已经习惯了从单一国家视角研究劳动就业的变化，而经济全球化的发展，推动我们从全球市场的角度研究一国劳动就业变迁。我们看到的是国际经贸活动在各个不同国家与企业间展开，但伴随国际经贸活动而来的商品与资本的流动最终都会反映到国际劳动分工的变化、就业的增减及其对各类劳动者收入与经济地位的影响等方面。国际贸易自由化的发展、国际资本的自由流动都会使就业岗位在全球进行重新整合。因此，国际贸易的自由化发展、资本跨国流动以及科技进步推动下产业结构调整就成为其作用于世界劳动就业的传递机制。

书中指出，国际贸易通过贸易量、贸易战略的选择、贸易结构的变化来影响就业量、就业结构等；跨国投资对东道国就业的影响是通过直接创造、就业关联、就业质量、挤出效应四个方面展开，其形成路径取决于 FDI 总量、项目进入性质以及跨国经营战略等。书中用计量经济模型分析了其相关性。跨国投资影响投资母国的就业是通过“就业替代”和“就业扩展”两条路径进行；经济全球化最终体现为分工基础上的产业结构的世界性调整，而这种调整伴随的就是产业的国际转移。产业转移的过程，也就是就业机会调整的过程；国际贸易的自由化发展、资本跨国流动以及产业的国际转移是交互作用于就业。

第 4 章，是从全球视角考察经济全球化进程中的就业治理问题。本书认为，目前的全球化不是一个和谐的过程，而是充满矛盾、不均衡的过程。指出，推进以人为本的全球化是实现体面劳动的基石。以人为本的全球化是指以尽可能广泛的国家和地区的人为主体，能够让更多的人分享参与国际分工利益的全球化。

第 5 章，考察中国在经济全球化进程中劳动就业面临的挑战，并从趋利避害的角度提出了政策性的思考。认为，中国劳动就业与经济全球化地推进之间还存在诸多的不适应，主要表现在：国际竞争的加剧，迫使我国经济结构进行调整。结构优化升级会使低素质



劳动力就业困难；经济全球化将使中国劳动者内部发生较大的分化，不同群体的发展差距会拉大，社会发展不平衡问题也会日益加剧；我国现行教育制度以及教育改革难以从根本上缓解就业压力；人才流失危及国家人才安全；全球战略缺失直接波及就业数量。提出的相关建议是，要高度重视开放条件下的就业研究，加快劳动就业制度的创新，“实行能够最大限度地促进创造就业机会的增长模式”等，特别提出了我国在参与全球化的过程中应实行劳动比较优势和高科技竞争的时期替代。

从掌握的文献看，关于经济全球化对就业的影响专题，学术界已有一些论述。但是，还没有人统合经济全球化的主要层面将其应用到劳动就业的影响上来，在世界经济进入知识经济、经济全球化的今天，我国能否利用全球化带来的机遇实现就业扩张也是本书关心的议题。本书力图结合中国对外开放的现实实践，在吸收学术界已有研究成果的基础上，对这一问题进行尝试性的探讨。本书力求创新之处是：

1. 选题上：目前学术界对该问题的研究仅仅局限于单线条的分析。本书试图统合经济全球化的几个层面：国际贸易的自由化发展、跨国投资与国际产业转移应用到就业的影响上，进行系统研究。

2. 分析框架上：本书尝试着以经济全球化作为影响就业的背景和变量，以就业变动为研究视角，致力于探讨经济全球化对世界就业特别是对发展中国家就业的影响，试图构筑“经济全球化——就业变动”、“就业治理——以人为本的全球化”的理论分析框架。这种研究思路逻辑清晰。

3. 研究方法上：注重定量分析，力求任何理论观点能经得起数据检验，并坚持经济学学以致用宗旨。同时进行多学科交叉研究，为劳动经济学、国际经济学、发展经济学的融合做了新的尝试。

4. 观点上：在以下方面提出了自己的看法。

(1) 对经济全球化的概念给出了自己的解释，认为经济全球化的直接含义是国际劳动分工。

(2) 经济全球化影响就业结构、就业方式、劳资关系，这是通过国际贸易的自由化发展、跨国资本流动、国际间产业转移交互作用的结果。

(3) 提出了推进以人为本的全球化是实现体面劳动的基石的观点。

(4) 针对我国参与经济全球化的现状，根据我国国情，提出在开放条件下改善我国就业的建议是，就短期来看，应该以劳动比较优势参与全球化，长期提升就业的根本是高科技竞争优势。

经济学是一门选择的科学。由于本书涉及的是一个复杂而诱人的主题，我并不抱有面面俱到的幻想，必须做出割舍。我只希望在导师和各位老师的指导和帮助下，能顺利完成本书的写作，对这一涉及广泛、每走一步都会碰到大量繁难疑惑的问题勾勒出一个大致轮廓，以激励更深入地探索。若本书成果能对我国应对全球化，缓解就业困难，维护社会稳定有一定参考意义，则我心甚慰。同时因为笔者理论素养、知识积累和消化吸收水平有限，在分析和推导过程中必然存在一些错误和疏漏，这也是需要不断改进的方面。希望本书能够为今后一段时期内进行一些深入的分析 and 研究奠定一个基础。由于本人在经济学基础和研究分析能力上的不足，本书还待更进一步完善的地方，主要是：

1. 在经济全球化与就业相关性的理论提炼高度上尚有余地。也是笔者下一步要努力的方向。

2. 运用数量模型进行实证分析能力欠缺。这主要是受制于笔者对该选题所需要的数理分析、计量分析知识的缺乏。

3. 论题涉及面广，许多问题论述深度不够。

ABSTRACT

The world today is an opening-up world. The wave of economic globalization is rolling forward, connecting every country in the world together so tightly through varied methods, including the international trade, the transnational flow of capital, and the international transfer of the industries. As a result of the interaction of the factors mentioned before, the world employment market has taken place a series of changes. To present some new ideas for China to realize the employment expanding during the procedure of the reform and opening up, This book analyzes the regular characteristics of the world employment in the promotion of economic globalization, reveals the transfer mechanism of the economic globalization effecting the employment, and analyzes the ways to administer employment in the globalization progress.

There are six parts in this book.

The Introduction part introduces the research background and the significance of this book, clarifies the study train of thought and the research method, and generalizes the logic structure of this book and the main contents of every chapter below.

Chapter one reviews the employment theory's development and evolution in the clue of unemployment reasons. There are abundant of study literature about employment in the economics field. Many famous economists have attached importance to the study of employment problems. One theory of Marx that the organic composition of capital would cause the gap



between supply and demand of the labor force still has its vitality in the age of globalization. The human capital theory of Schultz has presented an important theoretical foundation for resolving the problems in the development of economy and the employment in recent times. Chapter one sums up the study achievement of the employment theories in the West and its new improvement from 1980's. It also outlines the achievement in the area of globalization's effect to employment from 1990's. All these discusses have given other chapters a theoretical foundation to express the points of view and a theory platform to analyze the subjects.

Chapter two defines the definition and the connotation of the economic globalization, illustrates the main contents and the developing tendency of economic globalization, and summarized the regular characteristics of employment in the progress of globalization on the basis of it.

After introducing some representative ideas about the definition of economic globalization in the academic circles, the author concludes his explanation of economic globalization in chapter two. It considers that the economic globalization is the international division of world-wide labor developed with the development of social productive forces which promoted by the development of science and technology. It mainly refers to the transnational transfer and disposition of productive factors, which have increasingly deepened the economic relations among countries in the world. The definition of economic globalization, economic internationalization and economic integration are not in the same level. Generally, the manifestation and measurment of the level and development condition of economic globalization are described by the facets of foreign trade index, the quantity of international flow of productive factors and the degree of internationalization among the enterprises.

The world employment has taken on a series of regular characteris-

tics during the process of economic globalization. This book points out that the global employment is in a severe situation, and resolving the employment problem become a common commission to the whole world. The international competition of job positions has been triggered by the change of the global labor market structure. The cost-push type of division of labor has redistributed the employment opportunities in the scope of the whole world. The absorbing effect of developed countries and the pushed-out effect of developing countries lead to asymmetric flow of talented persons among countries. The speed of labor force distribution has been accelerated and the forms of employment are uncertain. The proportion of flexible employment is increasing continuously, and the forms of employment were diversified with the service industry becoming the principal part of the economic activities and the development of the modern information communication technology. The professional structure has turned to high technical ability, while the low technical ability laborers have been decentralized. Being the most important social relations in the industrial society, the employment relations meet new challenges in the process of economic globalization, The power of capital having been strengthened and the right of the laborers having been infringed and deprived, which is the outstanding feature of the labor relation structure; The economic globalization has broadened the gaps among different incomes of different labor forces.

The world will be more open and the international competition will be more intense, so the regular characteristics mentioned above will exist continuously effect profoundly the improvement of employment in every country. realizing the 'decent work' has been the aim for every country to struggle for.

Chapter three investigates the transfer mechanism that how the

economic globalization has effected the employment. The outstanding feature of the global employment in the process of economic globalization is that the employment opportunity, the contribution of the labor forces, the change of the employment forms and the of employment environment are all under the control of the fluctuation of the world economy development. We have accustomed to studying the change of employment in the single-country's visual angle in a long period. But with the coming of the ages of economic globalization, we have promoted to study the change of one country's employment in a global market angle. What we can see is the expanding of the international economic and trade activities in the different countries and different enterprises. But the flow of goods and capital accompanying with the international economic and trade activities will reflect on the change of international division of labor, the increasing and decreasing of employment and the effects to laborers' income and their economic status at last. By the promotion of international trade liberalization development, the transnational capital flow, and science and technology progress, the adjustment of the industrial structure has become the transfer mechsims of slobal labor and employment.

It is pointed out in the book that international trade effects the employment quantity and the employment structure by the quantity of trade, the choice of the trade strategies, and the change of the trade structure. The effect that transnational investment has done to the employment in host country is described in four facets, such as direct creation, the employment correction, the employment quality and the putted-out effect. The way of effect is decided by the sum of FDI, the characteristics of how to get into the projects and the transnational operating strategies. The book analyzes their correlation by econometrics models. The trans-

national investment effects the employment in the host country by two ways as “employment replacement” and “employment expanding” . Economic globalization is embodied as the adjustment of the world wide industrial structure on the basis of labor division, while this kind of adjustment accompany by the international transfer of industry. The course of industry’s transfer is the course of adjustment of employment opportunity. The liberalization development of international trade, the transnational flow of capital and the international transfer of industry interact on the employment mutually.

Chapter four investigates the problem of employment governance in the process of economic globalization in the globale visual angel. This book considers that the globalization at present is not a harmonious process, but a course filled with contradiction and not proportionate. It points out that promoting the “people first” globalization is a cornerstone to realize the dercent work. And the “people first” globalization refers to regarding the countries and persons as more as possible as objects and making more and more people to share and take part in the globalization of profits of international division of labor.

Chapter five investigates the challenges which employment in China is facing in the process of economic globalization. And it presents some thoughts about policies in the way that in order to going after the profits and avoiding the disadvantages. It considers that the employment in China are not very fit in with the promotion of economic globalization, which has mainly showed as the more intensely international competition having forced the adjustment of economic structure in China. The structurally optimized escalating will make it more difficult for the low quality labors to find jobs. The economic globalization will induce some great breakup among the labors in China. The development gap among different groups

will be broadened and the unbalance problem of the social development will be more intense. The educational institution in China at present and the educational reformation can hardly relieve employment pressure essentially. The flowing-out of persons of ability will endanger the safety of the talent in one country. The absence of the global strategies will directly affect the quantity of employment. The proposal represented relatively is to pay much more attention to the employment research under the conditions of opening up to the world, to speed up the creation of the labor and employment institutions, and to 'put the growth model which can promote to create employment opportunities to the maximum into practice.' It particularly indicates that China would turn into the time of labor comparative superiority and high-tech competition as taking part in the process of globalization.

From the literatures which we have in hand now, we can find that there have been some discusses about the topic that economic globalization effects employment in the academic circle. But no one has synthesized the main content of economic globalization to utilize it in the effect to the employment. Now world economy has entered into a time of intellectual economy and economic globalization. Whether China can realize the employment expanding by use of the opportunities which accompanying with globalization is also a theme that this book cares about. This book attempts to discuss this problem connecting with the actual practice of China's opening up to the world on the basis of absorbing the study achievement in the academic circle. And the new ideas this book tries hard to bring forth are as follows:

1. The choice of the topic: The present study in the academic circle about this topic is only limited in the single-line analysis. This book tries to synthesize the different levels of economic globalization. These dif-

ferent levels include the liberalization developing of international trade, the effect of using the transnational investment and international transfer of industry on the employment.

2. The analytic structure: Setting economic globalization as the variable and the change of employment as study visual angle, This book discuss the effects which economic globalization has made to world employment, especially to employment in the developing countries, to try to construct a theoretically analytic structure of 'economic globalization—change of employment' and 'employment administration—the people first globalization'. Such kind of thinking is logically clear.

3. The study methods: It emphasizes quantitative analysis, does its best to make all theoretic points of view be tested by the data, and holds on the purpose of economics studying for the purpose of application. In addition, this book carries on the study among kinds of disciplines which have done some new attempts in the combination of the labor economics, the international economics and the developing economics.

4. The ideas: This book has presented its own points of view as follows:

(1) It gives its own definition of the economic globalization. It considers that the direct meaning of economic globalization is international division of labor.

(2) As a result of mutual effects of liberalization development of international trade, transnational flow of capital and international industrial transfer, economic globalization has effected the employment structure, the employment forms and the labor relations.

(3) It presents the idea that promoting the "people first" globalization is a cornerstone to realize the honorable labor.

(4) It presents certain proposals of how to improve the employment in China in the conditions of opening up on the basis of its national conditions, connecting with the current situation of China attending the economic globalization. One of the proposals is that we should take part in the globalization with the labor comparative superiority in a short term, while the basis of elevating employment in a long time is the high-tech competitive superiority.

Economics is a discipline about choices. Because the topic of this book refers to a complicated and charming subject, I can not talk about all the problems about it, so I have to cut out some parts. What I only hope is to complete this thesis smoothly by the help and instruction of my tutor and other teachers. I want to draw an approximate outline of this problem which refers to a wide scope that would meet abundant complicated uncertain, to encourage some more profound search. I will feel so comfortable if this book would give some advice to China to react to the globalization, to relieve the employment difficulties and to defend the social stability. However, because of the limitation of the author's knowledge foundation, the intellectual accumulation and the ability of digesting and absorbing, there would be some faults and oversights during the process of analyzing and deducing, Which needs to be improved continuously. I hope that this book can establish a base for some profound analysis and study in a period afterwards. Because of my insufficient economic basic knowledge and research analyse ability, there are some parts of this book still need to be improved. These are as follows:

1. There is still some margin for this book to refine the theories about the relevance of economic globalization and employment, which is also the direction this book will try hard to research by the next step.

2. Lacking the ability of using the quantitative models to operate

empirical analysis is decided by my lack of the mathematical analysis and knowledge of econometric analysis a needed by the chosen topic.

3. This topic couers a wide scope and many problems are not discussed deeply.