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摘 要

我国西部民族地区幅员辽阔，资源丰富，改革开放 20 余年来，经济社会获得了巨大发展。但是，西部民族地区大多处在山区、高原、河谷地带，地理地形复杂，空间区位条件特殊，气候条件恶劣，交通不便，信息闭塞，这些因素导致了西部民族地区社会发育程度低，经济增长的初始条件较差，制约了西部民族地区教育事业的发展，阻碍了西部民族地区经济社会的发展。其经济社会发展与东部发达地区相比仍有很大差距，发展的问题仍然是亟待解决的一个突出问题。西部民族地区要加快经济发展步伐，缩小与东部地区间的发展差距，必须实施赶超战略，实现跨越式发展。

在经历了农业经济时代、工业经济时代、信息经济时代后，世界经济已处于一个以数字化和网络化为特征的知识经济的发展阶段，这一经济发展潮流使全球经济增长的方式越来越依靠知识的生产、扩散和应用。而知识、信息的创造、传播与运用均以人为载体。自 20 世纪 80 年代中国政府实施大规模的扶贫政策以来，按照党中央、国务院的部署，我国西部民族地区从 1986 年起就有组织、有计划、大规模地开展了扶贫开发工作。虽然取得一定成效，但是由于自然、历史、经济、社会各种因素的相互交

织、相互制约，西部民族地区和西部少数民族的面貌并未得到根本的改观。除了由多种因素导致的西部民族地区生产方式原始、产业结构单一、基础设施薄弱、社会发育程度低下、生态严重失调等外貌特征外，教育事业发展的落后和人力资本投资能力的极端薄弱而导致的人力资本积累不足是西部民族地区经济社会的共同特点。这种状况直接决定了西部民族地区人口素质低下和文盲半文盲占劳动力主体地位的格局。回顾过去的扶贫历史，使我们认识到对于西部民族地区单纯的物质救济，甚至是某些开发项目并不能从根本上改变西部民族地区贫困的命运。人们一般认为，西部民族地区贫困的主要原因在于缺乏资本，追加资金的投入是经济迅速增长的关键，这无疑是正确的，但这只是问题的一个方面。在我们强调特定的资本形态时，就会看到资本形成与人力资本积累之间的内在有机联系：当外部资金投入通常变成了建筑、设备或存货，而不用于人力资本积累的追加投资时，就会使生产者的能力无法与实物资本齐头并进，从而成为经济发展的确实障碍。因此，在扶贫开发进入全面攻坚的历史阶段中，西部民族地区发展必须在继续加强物质救济和区域发展援助的基础上，着重加强人力资本的投资，加速人力资本积累，从而彻底地将人力资本积累作为西部民族地区从根本上摆脱贫困走向富裕的战略重点，即从仅注重物质资本投入、积累的扶贫方式向人力资本积累方式转变。确立以人力资本积累作为西部民族地区脱贫致富的主导战略，实现西部民族地区的跨越式发展。

人力资本积累是西部民族地区实现跨越式发展的关键。人力资本积累与西部民族地区跨越式发展之间具有很强的内在关联性，其表现形式为，跨越式发展首先是一种超常规的发展，它不同于以往经济发展的渐进、常规顺序的过程，而是以一种高速、突进的过程，在较短的时间内实现了常规经济发展过程需要较长时间才能完成的经济目标；通过生产力水平的迅速提高，实现经

济社会的整体跨越，其基本动力来自于科技革命和科技进步。跨越式发展是经济发展质量和水平的整体跃升，既要有数量的赶超，又要着力于提高国民经济的整体素质。跨越式发展是有质量有效益的发展，是在结构调整基础上的协调发展，是可持续的发展。跨越式发展不仅要看当前，更要讲后劲；不仅要看规模，更要讲质量；眼前有增长并不等于有后劲，规模大并不等于结构优，速度快并不一定代表质量高，跨越式发展应当是数量、质量、结构、效益的统一。跨越式发展必须推进全面创新，谋求先发效应，在观念创新上先人一步，在体制创新上优人一着，在机制创新上高人一筹，在科技创新上快人一拍，集中力量突破全面性、战略性的重大问题。不断研究新情况，解决新问题，提出新思路，创造新方法，打破常规，求新求为。跨越式发展是一个时间过程，要遵循客观规律，按照非均衡发展理论，坚持有所为有所不为，集中人力、物力、财力，在基础好、具备发展条件的重点领域、重点产业重点突破，并率先实现跨越式发展。跨越式发展所体现出来的这些特征和所包含的内涵都与人力资本积累高度关联或耦合。现代经济发展表明，就一个国家或地区的经济发展而言，人力资本积累对经济增长的贡献比物质资本和人力资源数量的增加重要得多，其主要原因是高质量的人力资本积累对经济增长可以发挥倍数效益。据美国经济学家舒尔茨测算，1900—1957年，物质资本投资增加4.5倍，利润只增加3.5倍；人力资本投资增加3.5倍，利润却增加17.5倍，大大超过了物质资本投资的收益值。由此可见，在现代市场经济条件下，物质资本的主要性已退居第二位，人力资本的重要性上升为第一位。罗默（Romer）指出，若一国用于研究开发的人力资本过少，或已有人力资本相当贫乏，则该国可能难以摆脱低速度经济增长的轨迹。卢卡斯（Lucas）认为，人力资本增量与已有存量成正比关系，人力资本存量高的国家或地区，其经济增长要快于人力资

本存量低的国家或地区。可以这样说,人力资本积累是西部民族地区实现跨越式发展的第一资本,人力资本积累是西部民族地区实现跨越式发展的核心。

世界历史上,曾先后出现过三次工业化后进国家追赶先进国家的典型的成功范例。这些国家或地区的跨越式发展无一不伴随着人力资本的积累。可以说,没有人力资本积累,跨越式发展是无法取得成功的。这些国家以人力资本积累为先导,实现了跨越式发展,其成功经验为我们提供了借鉴。19世纪末20世纪初,美国迅速超越“曾经孕育了工业革命又把它出口到全世界”的“日不落帝国”英国,成为世界经济中心和金融中心,令“日不落帝国”英国日渐感到狼狈不堪。第二次世界大战,日本经济遭到极大的破坏,然而,战后日本经济却不断创造出“奇迹”,迅速弥补了战争的创伤,逐渐消除了与发达国家在技术水平、经济水平、管理水平上的差距,实现了生产力水平的跨越式发展和对先进国家的赶超,最终成为仅次于美国的世界第二经济大国。这些国家经济发展的成功经验,表明了人力资本积累对一个国家或地区跨越式发展的推动作用,对于西部民族地区来说,无疑具有重要的借鉴意义。可以预见,在知识经济时代,科技是手段,知识是力量,创新是灵魂,智力是源泉。

对于西部民族地区来说,实现跨越式发展,首要面对的问题是反贫困问题。因为不解决贫困问题,就谈不上跨越式发展。人力资本积累对西部民族地区的反贫困具有特殊的地位。其表现为:第一,人力资本积累在反贫困中处于支配性地位。因为人力资本具有能动、支配、投资性的特点,能通过自身的能动支配作用,促进其他资本在时空上进行流动和配置,处于其他资本运动的核心层,并渗透到其他资本运动的各个环节,其他资本自始至终都必须通过人力资本为核心的生产要素的优化配置才能实现增值。没有人力资本的积累,其他资本就失去了存在的载体,就不

成其为资本。第二,人力资本积累在脱贫中具有强大的潜能作用。由于人天生具有吸收外界知识、信息、技术的能力,只要社会投资,提供必要的条件,其巨大的潜能就可以得到充分的释放和发挥,从而创造出超过自身价值的社会经济效益。第三,人力资本积累在反贫困中具有显著的再生作用。由于人力资本具有凝结、再生、投资的特性,能够通过人类自身的再生产不断得到补充,不像其他实物资本那样被用完耗竭,而是能再生持续经营的特殊资本。第四,对于西部民族地区来说,实现跨越式发展,就必须要实现经济增长方式的转变,而西部民族地区的增长方式由粗放型向集约型的转变必须依赖于人力资本积累,因为:一,人力资本积累有利于提高劳动者的素质和生产率。二,人力资本积累的科技功能创造新的产业,促进产业结构升级。三,人力资本积累的文化功能改变经济运行的体制环境。四,人力资本积累的道德伦理导向功能促进西部地区的可持续发展。五,对于西部民族地区来说,实现跨越式发展,要走新型工业化道路。西部民族地区走新型工业化道路必须要以人力资本积累为依托,必须以人力资本积累为战略资源。

西部民族地区由于自然、历史、文化等原因,在发展的道路上表现为明显的先天不足,在发展的过程中与发达地区在差距上表现为不断扩大的趋势。其根源在于人口素质低,人力资本积累不足。表现在人力资本积累规模小,人力资本积累效率低下和人力资本积累结构不合理。究其原因,笔者依据西部民族地区实际,以非经济因素—制度—文化—体制为视角,探讨了对西部民族地区人力资本积累的影响,并由此提出西部民族地区提高人力资本积累的战略选择和政策框架构想,即:1. 确立以人力资本积累为依托的经济发展模式;2. 转变政府观念,切实落实科教兴国战略;3. 改革不合理的风俗习惯、转变落后的思想文化观念;4. 政府应加大西部地区基础教育投资总量,保证九年制义

务教育在西部地区的实施；5. 加大对初、中等教育的投资，尽快提高人力资本存量；6. 加强在职培训，努力提高员工素质；7. 多渠道筹措教育资金；8. 加大健康投资，加强医疗卫生保健工作；9. 健全劳动力市场，改善人力资本的配置，充分发挥现有人力资本的作用；10. 制定合理的人才政策；11. 强化经济激励，理顺人力资本投资的成本—收益关系；12. 建立健全社会保障制度；13. 强化人力资本投资意识，提高投资积极性。

Abstract

Since the over - 20 - year's practice of the opening and reforming policy, great development has been attained in China's western region, which is vast territory and abound in resources. Nevertheless, because most of China's western regions are located in mountains, plateaus or river valleys, the geographical topography as well as the spatial position of the region is complicated and special, with adverse climate, inconvenient transportation, and block information. These factors led to a lower degree of social development and poor conditions for economic growth of the region, which in turn confines educational advancement and hinders the development of society and economy in the western region of China. Therefore the issue of development is still an outstanding problem to be solved urgently because there is still a big gap in its social and economic development, compared to the east of China. To accelerate the pace of the region's economic development and to shorten the difference between the east and the west of China, it is indispensable to take the catch - up strategy and accomplish the goal of leapfrog development.

After experienced the agriculture economic age, industrial economic age, information economic age, the world economic is in a digitization and network as characteristic's knowledge development stage, this wave of economic growth caused the whole globe's economic development style to more and more dependent upon the production of knowledge, the spread and using of knowledge. However knowledge, information's creation, network broadcast and using all

use human bodies as carriers. In the 80s since Chinese government implemented a large - scale of reduce poverty strategies, according to the Central Party Committee, State Council's deployment, our nation's western racial area since 1986 already has organized, have planted, gradually started helping the poor development work. even know they achieved some success, but because of nature, history, economic, society and all other factors's crossing, holding back each other, western racial area's appearance did not get a thoroughly change. Other than caused by many factors' western area racial area's the industrial structure sole, the infrastructure weak, the social growth ratio is low, the ecology seriously is out of balance and soon outside the appearance characteristic, the education develops backwardness and the human capital investment ability extreme weak causes the human capital accumulation insufficiency are the similarities of western racial areas economic social developments. This kind of condition had directly decided the impoverished area people to have low quality and to have illiterate or semi - illiterates to be the main portion of labor's situation. Look back on the past helping poor history, causes us to realize regarding the western racial areas' pure material relief, even were certain development projects certainly cannot fundamentally change the impoverished destiny. People normally think, minority racial's economic poverty's main cause is lack of capital, increase the input of money is the main factor of causing economic growth, this is with out any doubt correct, but this is only a portion of the problem. As us emphasized when specific capital shape, we can see between the capital formation and the human resources intrinsic organic relation; When exterior fund investment usually turned the construction, the equipment or the goods in stock, when does not use

in the human resources supplements the investment, can cause producer's ability to be unable with the physical capital to advance in unison, thus becomes the economical development truly the barrier. Therefore, enters in the historical stage in the helping the poor development which comprehensively attacks a fortified position, western racial area development must continue to strengthen the material relief and in the region development aid foundation, emphatically strengthens the human capital the investment, thus thoroughly the human capital accumulation took the impoverished area fundamentally gets rid of the impoverished trend wealthy strategy key point.

The human capital accumulation is the key of western racial area achieve step over style development. Human capital accumulations and western racial area step over style development have some similarity; such as, step over style development first is a abnormal development. It is different to the former economical development advances gradually, the conventional order process, but is high speed, the advance process by one kind, has achieved the economic target in a shorter time which a conventional economy developing process need longer time can complete, through the productive forces level rapid enhancement, realizes the economic society whole to surmount, its basic power comes from to the technical revolution and the advance in technology. Surmounts type development is the economical development quality and the level whole jumps, both must have the quantity surpassing, and wants the strength to enhance the national economy the overall quality. Surmounts the type development to have the quality to have the benefit the development, is in the structure adjustment foundation coordinated development, is the sustainable development. Surmounts type development does not have to look currently; must

quality; At present has the growth certainly not to be equal to has the stamina, the scale greatly certainly was not equal to structure superior, the speed certainly uncertain representative quality is quickly high. Surmounts development to have to be the quantity, the structure, the quality, the benefit unification. Surmounts type development to have to advance the comprehensive innovation, seeks first sends the effect, in the idea innovation an ancestors step, in the system innovation good person, the person of high skill as soon as plans in the mechanism innovation, in technical innovation a quick person racket, concentrates the strength to breakthrough the comprehensive strategic major issue. Unceasingly studies the new situation, solves the new problem, proposed the new mentality, creates the new method, breaks the convention, asks newly to strive for is. Surmounts the type development is a time process, must follow the objective law, according to the non - balanced development theory, persisted has the behavior to be able to refrain from doing things, the centralized manpower, the physical resource, the financial resource, are good because of the foundation, have the development condition key domain, the key industry, the key domain key break through, and takes the lead to realize surmounts the type development. The connotation which but surmounts the type development to manifest these characteristics which and contains all with the human capital accumulation height dependence or the coupling. The modern economy development indicated that, a speaking of national or the local economical development, the human capital accumulates the contribution which grows to the economy compared to the material capital and human resources quantity increase important many, its main reason is the high

grade human capital accumulates to the economy grows may display the multiple benefit. According to American economist Schultz surveys, 1900 - 1957 year, the material capital investment increases 4.5 times, the profit only increases 3.5 times; The human capital investment increases 3.5 times, the profit actually increases 17.5 times, greatly has surpassed the material capital investment income value. Thus it can be seen, under the modern market economy condition, material capital main stepped down second, the human capital important rise for first. Romer pointed out, if a country uses in to study the development the human capital too few, or had the human capital to be quite deficient, then this country possibly with difficulty gets rid of the path which the low speed economy grows. Lucas believed that, the human capital increase with had the storage quantity to become the direct ratio relations; the human capital storage quantity high country either the local economy grows must quickly to the human capital storage quantity low country or the area.

In the world history, once successively appeared three industrialization less advanced countries to pursue the advanced countries the model successful model. These countries or the area surmount the type development not to have one is not following the human capital accumulation, may say, does not have the human capital to accumulate, surmounts the type development is unable to obtain the success. These countries take the human capital accumulation as the forerunners, realized the economy to surmount the type development the success experience, has provided the model for us. 19 century's ends at the beginning of 20th century, US'S rapidly surmounted "once breed the Industrial Revolution exports it the world" "the date not to fall the empire" England to become the world the economic center and the fi-

nancial center, the command "the date does not fall the empire " England to feel day after day in an extremely difficult situation. Second World War, the Japanese economy encounters the enormous destruction. However, the postwar Japanese economy actually repeatedly creates "is the wonderful mark ", has rapidly made up the war wound, gradually eliminated and the developed country in the technical level, the economical level, the management level disparity, realized the productive forces level to surmount the type development and to advanced countries surpassing, finally became.

For is only inferior to US'S world second economical great nation. These national or the local economy development success experience, had indicated the human capital accumulates to a country or the area surmounts the type development the impetus function, said regarding the west multi - national area, without doubt has the model the significance. May foresee, in the knowledge economy time, the science and technology is the method, the knowledge is the strength, the innovation is the soul, the intelligence is the springhead.

Regarding western racial area, to achieve surmount style growth, first problem we have to face is the poverty problem. Because with out solving the poverty problems, we cannot speak of surmount style development. However human resource accumulations has a special place in the western racial areas fight against poverty. For example: 1. Human capital accumulation has a commanding role in the fight against poverty. Because human resources have the unique quality of ability to move, command, and investment, they can merit their selves power and dividing role, stimulate other investments movement and divide in time, become other investments central level, and even soak into other investments specific parts, other invest-

ment from start to end must come across human resources and use them as the center of production, thus can achieve to become better at dispose. With out human resources all other investment will lose their already existed carrier, thus it will not become its capital. 2. Human capital in fight against poverty has very large amount of potential. Because human was born with the ability to absorb out side knowledge, information, and skill, only if society invest, provide necessary needs, its huge potential can be fully released and used, then create society economic improvement surpass its own value. 3. Human capital in anti poverty has obvious rebirth use. Because human capital have the ability to freeze, reborn, invest. They can recharge by using human rebirth, unlike other object investment can become empty over time, and reproduction can continually help the process to run smoothly. Next, said regarding the west multi - national area that, the realization surmounts the type development, must have to realize the economical growth way transformation, but west the multi - national area economical growth way by is extensive must depend to the intensive transformation to the human capital accumulates, the performance is: 1. The human capital accumulates is advantageous to improving worker's quality and the productivity; 2. The human capital accumulates technical function creates the new industry, the promotion industrial structure promotion; 3. The human capital accumulates cultural function change economy movement system environment; 4. West the human capital moral ethics guidance function promotes the multi racial area sustainable development. Is once more said regarding the western racial area that, the realization surmounts the type development, must walk the new industrialization path. Western racial area walks the new industrialization path to have

to have take the human capital accumulation as a backing, must accumulate take the human capital as the strategic resources.

Western racial area because of nature, history, culture and such factors, in the road of development clearly shows its lack of ability, in the process of development their gap between industrialized areas are growing wide forms a bad situation. The cause of this is low human behavior qualities, and lack of men power accumulation. These factor are shown as the human capital accumulation efficiency is low and the human capital accumulation structure is unreasonable. . Its cause, this article rely on western racial area's reality, and un - economic factors - Laws, Rules - Culture - System as angle of view, and discusses their effect on western racial areas' human resource accumulation. Further more, this article suggests the strategy choice and political frame theory of raising western area human resource accumulation. Namely: 1. Make sure to use the strategy of rely on human resource accumulation as a pattern of economic growth; 2. Change and renew the thinking of the government, truly practice the science stimulates the nation strategy; 3. To reform unreasonable manners, to transform the backward thinking of cultural views; 4. The government should increase western racial areas' educational investment power, guarantee the 9 year volunteering educations practice in the western racial area; 5. Increase educational investment to low and moderate educational level, to increase human capital saving as soon as possible; 6. Strengthen career training, work hard to increase workers' qualities; 7. Gather educational fund with multiple ways; 8. Increase health investments, strengthen health cleansing ness and care works; 9. To perfect laboring market, improve the distribution of human resource capital, fully displays the purpose current human resource capital; 10. Create reasona-