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张 文 徐小琴 / 著



Urban-Rural Integration
and Labor Employment

城乡一体化与劳动就业

城乡劳动力市场一体化的
就业结构优化效应与路径研究



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2009年度国家社会科学基金项目“城乡统筹背景下劳动力市场一体化的就业结构优化效应与路径研究”(批准号:09CJY023)研究成果和南昌大学社会科学学术著作出版基金资助项目(批准号:12XCZ12)

摘 要

本书以科学发展观为指导，在广泛搜集整理国内外相关文献资料 and 进行实际调研的基础上，主要探讨了我国城乡统筹背景下农村劳动力外出就业的现状、问题及制约因素，系统分析了我国城乡劳动力市场一体化的就业结构优化效应，并提出旨在加快推进实现我国城乡劳动力市场一体化的路径选择、总体思路及其对策建议。主要内容如下：

(1) 运用理论分析方法，探讨城乡劳动力市场一体化与就业结构优化的基本内涵和目标模式、实现条件和相互关系，认为城乡劳动力市场一体化的核心是权利平等，关键是要素流动，前提是制度创新，目标是市场导向的就业机制，特点是城乡地位平等、流动自由、开放互通、资源共享；城乡劳动力市场一体化能够极大地优化就业结构，促进城乡经济社会协调发展，是我国实现科学发展、社会和谐及全面建设小康社会的有效途径。

(2) 运用问卷调查和统计分析法，实证分析并总结归纳我国城乡劳动力市场一体化与就业结构优化的现状、问题及其制约因素（主要有：制度性因素——城乡分割的户籍制度和社会保障制度；经济性因素——城乡有别的产业结构和资金投入；社会性因素——城乡不同的教育文化水平和思想观念）。

(3) 运用相关分析法与回归分析法，横向实证研究我国 31 个省级地区城乡居民收入差距与就业结构演化的相关性，发现区域产业就业结构的优化调整对区域城乡劳动力市场的一体化发展有显著的影响；通过大力增加各地区非农产业的就业，有助于降低就业结构偏离度，优化产业就业结

构，缩小区域城乡居民收入差距。同时，运用协整分析法和因果关系分析法，纵向实证分析 1978 ~ 2009 年我国城乡劳动力市场一体化的就业结构优化效应，发现我国城乡收入差距演化与就业结构转化二者之间存在着密切的关联性即长期稳定的反向均衡关系，二者具有一定的相互作用和互为因果的关系。

(4) 运用比较分析法，对国内外各地城乡劳动力市场一体化的经验做法进行横向的对比分析；在理论分析、实证分析和经验借鉴的基础上运用演绎推理法，探讨我国城乡劳动力市场一体化演进的路径选择：体制市场化—政府服务化—社会法制化，并提出相应的总体思路、基本目标和战略步骤。

(5) 运用逻辑分类和总结归纳法，提出当前我国城乡劳动力市场一体化的制度创新和对策建议：①户籍管理制度城乡统一化，推进城乡劳动力资源的自由合理流动和优化配置利用；②就业保障制度城乡统筹化，促进社保全国自由转移和劳动力公平竞争就业；③教育培训资源城乡共享化，构建网络化的城乡人力资源开发和就业服务体系，提高劳动力素质；④产业结构调整城乡合理化，加速农村工业化和城镇化进程，提升就业结构非农化水平；⑤公共财政分配城乡协调化，加强农村劳动力就业的金融支持，缩小城乡居民收入差距；⑥市场监督调控城乡一致化，建立健全法制化的城乡劳动者就业权益保护机制。

Abstract

Guided by the scientific development concept, based on the collecting and tidying a wide range of related literatures at home and abroad and the actual investigation data, this book mainly discusses the present situation, problems and restricting factors of the rural labor force going out for employment on the background of coordinating rural and urban areas, systematically analyzes the employment structure optimization effect of urban-rural labor market integration in China, and puts forward the path choice, general thought and countermeasures in order to accelerate realizing urban-rural labor market integration in China. The main contents are as follows:

(1) Using the theoretical analysis method, this book discusses the basic connotation and target mode, the realized condition and correlation of the urban-rural labor market integration and the employment structure optimization, and considers that the core of the urban-rural labor market integration is the rights equality, the key is the factors flow, the premise is the institutional innovation, the goal is the market-oriented employment mechanism, and the characteristic is equal status, free flow, open communication and resource sharing in urban and rural areas; The integration of urban-rural labor market can greatly optimize the employment structure, promote the coordinated development of the urban and rural economy and society, and is an effective way to realize the scientific development, social harmony and building a overall well-off society in China.

(2) Using the questionnaire and statistical analysis, the book empirically analyzes and summarizes the present situation, problems and restricting factors (mainly including the institutional factors – the segmented household registration system and social security system in urban and rural areas; the economic factors – the different industrial structure and capital investment in urban and rural areas; the social factors – the different education culture level and concepts in urban and rural areas) of the urban-rural labor market integration and the employment structure optimization in China.

(3) Using the correlation analysis and regression analysis, the book makes a transverse empirical research on the correlation between the urban-rural income gap and the employment structure evolution based on the data of 31 provincial regions in China, and finds the optimization and adjustment of regional industrial employment structure can have significant effect on the integration development of regional urban-rural labor market, and the greatly increase of the regional non – agricultural employment helps to reduce the employment structure deviation degree, optimize the industrial structure of employment, narrow the income gap between urban and rural residents. Using co – integration analysis and granger causality analysis, the book also makes a longitudinal empirical analysis of employment structure optimization effect of China's urban-rural labor market integration in 1978 – 2009, and finds that there is a close relationship (that is a long – term stable reverse equilibrium relationship) between the urban-rural income gap evolution and the employment structure transformation, both have certain interaction and causality each other.

(4) Using the comparative analysis, the book transversely contrasts the experience and practice of the urban-rural labor market integration across both at home and abroad; On the basis of theoretical analysis, empirical analysis and experience reference, using deductive reasoning method, the book also discusses the evolution path choice of China's urban-rural labor market integration; the

system marketization – the government servicization – the society legalization, and put forward the corresponding general thought, basic target and strategic steps.

(5) Using the logic classification and summary induction, this book puts forward the institutional innovation, countermeasure proposals for the current urban-rural labor market integration in China: ① Urban-Rural unification of the household registration management system, promoting the free flow, optimized allocation and reasonable use of urban-rural labor resources; ② Urban-Rural harmony of the employment and security system, promoting national free transfer in the social security and fair competition in the labor force employment; ③ Urban-Rural sharing of the education and training resources, building the network of urban-rural human resources development and employment service system to improve the quality of the labor force; ④ Urban-Rural rationalization of the industrial structure adjustment, accelerating the rural industrialization and urbanization to improve the non – agricultural level of employment structure; ⑤ Urban-Rural coordination of the public finance allocation, strengthening the financial support for the rural labor employment to narrow the income gap between urban and rural residents; ⑥ Urban-Rural uniformization of the market supervision and regulation, establishing and perfecting the legal system and protection mechanism of employment rights for all workers in urban and rural areas.

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第一章 导论

第一节 研究背景与研究意义

一 研究背景

中共中央在《我国国民经济和社会发展规划“十二五”规划纲要》中继续将“促进农村劳动力转移就业”放在未来工作的重要位置，其中提到“要拓宽农民增收渠道，提高农民职业技能和创收能力，促进农民转移就业，多渠道增加农民收入和工资性收入”^①。这也是我国将农村劳动力转移就业工作放在国家级规划中的重要举措。

与此同时，我国人力资源和社会保障部（以下简称“人社部”）也根据国家“十二五”规划纲要制定了《人力资源和社会保障事业发展“十二五”规划纲要》。人社部的规划纲要设定了“十二五”期间的就业目标：就业规模持续扩大，就业结构进一步优化，就业局势保持稳定。五年城镇新增就业4500万人，农业富余劳动力转移就业4000万人，城镇登记失业率控制在5%以内^②。而从“十一五”规划的“五年转移农业劳动力”这一指标的实现情况来看，五年间我国农业劳动力实现转移就业4500万人，

① 《我国国民经济和社会发展规划“十二五”规划纲要》，2011年3月17日，新浪网：<http://www.sina.com.cn>，最后访问日期：2011年4月25日。

② 人力资源和社会保障部：《关于印发人力资源和社会保障事业发展“十二五”规划纲要的通知》，2011年6月2日，人力资源和社会保障部官方网站：<http://www.mohrss.gov.cn>，最后访问日期：2011年7月6日。