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人力资源 强国之路

中国人本发展战略研究报告

The Power of a Country Through Human Resources Strategy

A Report on China's Human-oriented Development Strategy

北京师范大学人本发展与管理研究中心

◆ 李宝元 等 / 著



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李宝元 等/著

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摘要

以人为本，全方位崛起，贯穿于五百年大国兴衰史；由盛而衰，大国情结复兴梦，所系于中华千年国运变迁。由盲目赶超回归以人为本，为半个世纪以来发展中国家战略演化的基本轨迹。人本制胜，乃世界现代化进程中的基本国际竞争法则。推行人本发展战略，建设人力资源强国，是中国未来崛起战略的必然选择。

中国是一个“发展中”的人口大国，“人口多、素质低”是基本国情。如何把握好人口“年轻型红利”与“老龄化负债”的动态平衡，使庞大的受教育人口摆脱应试式制度困境，使数以亿计的“三农”人口顺利实现多重社会转型，使城乡劳动人口大军都能够获得“老有所养、病有所医、伤有所治、业有所就”的社会保障，这是中国人力资源强国战略四大基点和任务。

在复杂的历史因素耦合作用下，“人口大国”一方面潜藏着巨大的“人口红利”和发展潜力，另一方面意味着沉重的“人口负债”和就业压力。如何在短期“中国制造”的劳动密集型优势与长期“中国创造”的人力资本优势之间做好平衡抉择，是未来中国建设人力资源强国并实现全方位崛起之首要直面应对的重大战略问题。

人力资源教育开发能力建设具有主导战略意义。中国当代教育面临的矛盾、问题和挑战，既有发展阻滞，更有制度掣肘。追根究底，是由于多元化的市场经济改革和发展大环境，与“大一统、一刀切”传统体制下的标准化应试教育模式，存在根本性的矛盾和冲突。未来中国人力资源强国建设，应以大刀阔斧的制度变革为先导，以开创国民教育发展新局面。

实现工业化、走向城镇化，是中国这个“三农”大国社会经济现代化发展的主旋律。以市场化改革为先导和动力，打破城乡二元分割的计划体制格局，积极推动人口城镇化和剩余劳动力非农化转移，建立城乡一体化、就业机会均等化的劳动力市场体系，乃未来相当长时期内中国人力资源优化配置的基本方向和战略任务。



国民健康和职业安全，是人力资源社会保障维护的两大内容。中国作为一个处于社会制度剧烈转型的发展中人口大国，在国民健康维护和职业安全保障方面长期存在严峻挑战。以人为本、投资健康，遵循“低水平、广覆盖、高效率”原则，建立基于市场化配置机制的新型人力资源社会保障体系，乃中国人力资源强国建设的基本方向和战略目标。

树立“发展为了人民，发展依靠人民，发展提高人民”的人本理念，立足于“人口大国”基点，以制度创新为根本动力，逐渐夯实人力资源经济支撑能力，全面提升人力资源教育开发能力，大力推进人力资源市场配置能力，努力强化人力资源社会保障能力，形成全方位、高凝聚、可持续的人力资源能力建设体系，通过长期积累、四维渐进，不断赶超、三步跨越，到 21 世纪中叶努力将中国建设成为世界人力资源强国。

ABSTRACT

The human-oriented comprehensive rise has run through the rise and fall of great powers for five centuries. From prosperity to decline, the dream of reviving to be a great power ties to the transition of millennium fortune of China tightly. Returning to human-oriented strategy from blindly catching up is the basic orbit of the strategic evolution for developing countries in the past fifty years. Human-oriented winning is regarded as the basic principle of international competition in the progress of global modernization. Implementing strategy of human development to build a country of profound human resources is an inevitable choice for China's forthcoming rising strategy.

China is a developing country of tremendous population. However, a huge population of low quality is the fundamental realities of China. There are four basic points and assignments in China's human-oriented strategy, which are how to keep the dynamic balance between the young demographic dividend and aging demographic debt, how to get rid of the institutional dilemma of exam-oriented education for the enormous people being educated, how to help hundreds of millions of farmers succeed in multiple social transition, how to ensure that all the labor in urban and rural areas can enjoy the maintenance of older, health, vocational safety and employment.

On the one hand, interaction of historically complicated factors, gives the country of huge population tremendous demographic dividend and development potential; On the other hand, the huge population means unbearable demographic debt and employment pressure. The tradeoff between the labor-intensive advantages of made-in-China in the short term and the human capital advantages of created-in-China in the long term is the fundamental strategic issue we have to confront with directly to build a country of profound human resources and realize the comprehensive rise.

The capability building of human resources education development has dominantly strategic importance. The contradictions, problems and challenges confronted by Chinese contemporary education are caused not only by blockage in development, but also by institutional handicaps. In a word, they are the consequences of the fundamental contradictions and con-



licts between the diversified development environment in the process of reform and the standard model of exam-oriented education under the traditionally highly-unified system. Building China to be a country of profound human resources should be energetically led by institutional reforms and initiate the new situation of national education.

Industrialization and urbanization are the main rhythm in the modernization of China's social and economic development. With the market reform as the guide and impetus, breaking the dual economy under the planning system, actively promoting urbanization and shift of surplus labor to non-agricultural sectors, establishing labor market system to integrate urban-rural segments and guarantee equal employment opportunity, all of this constitutes the fundamental direction and strategic mission for China's forthcoming human resources optimum allocation.

National health and occupational safety constitute the main aspects of human resources social security. As a developing country of tremendous population and witnessing dramatic transformation of social institution, China will confront severe challenges in respect of the maintenance of national health and the security of occupational safety in the long term. Human oriented investment in health, according to the principle of low-level, wide-coverage and high-efficiency, establishing the new social security system of human resources based on the mechanism of market allocation, are the basic directions and strategic goals of building a country of profound human resources.

Adopt the human-oriented idea that people are the objective and tool of development; based on the condition of a country of tremendous population, with institutional innovation as the fundamental impetus, gradually enhance the economic support of human resources, comprehensively promote the education development of human resources, vigorously boost the market allocation of human resources, industriously strengthen the social security of human resources, all the above form a system of human resources capability constructing with all dimension, high cohesion and sustainability. By long-term accumulation, four-dimension advance, continuously overtaking and three-step leap, China will stride to a global country of profound human resources.

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