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低效率劳动研究

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内容提要

低效率劳动是制约我国的经济增长方式由粗放型向集约型转变的至关重要的因素。要实现党的十四届五中全会上提出的可持续发展的经济发展战略,促进国民经济每隔几年跨上一个新台阶,就必须尽快消除我国许多领域中仍然存在的低效率劳动。本文从特殊的视角选择低效率劳动为分析对象。

在前言中,作者指出了研究低效率劳动的动机和目的在于揭示我国低效率劳动存在和衍变的规律,推动我国理论界结合实际将劳动效率的研究进一步向纵深处拓展,填补对低效率劳动研究的“空白”;尽可能地发展生产力、提高综合国力、改善人民生活服务。同时也阐述了研究低效率劳动的意义、方法和结构。

第一章是低效率劳动的基本理论。在本章给出了低效率劳动的定义。低效率从微观上讲是指劳动者在一定时间内(比如一天、一月或一年),因劳动投入创造的产出或收益与投入或成本之比应该达到某一水平而实际未达到的状态。宏观上讲是指由于存在过度竞争、决策失误等导致产品价值未能充分实现或完全未实现,产品的实物形态未能充分实现为价值形态。对低效率劳动作了分类:根据劳动主体的主观意愿将低效率劳动分为自愿的低效率劳动和非自愿的低效率劳动;根据低效率劳动的层次可以划分为劳动者个体的低效率劳动、微观经济低效率劳动、中观经济低效率劳动和宏观经济低效率劳动;根据区域可以分为农村低效率劳动和城市低效率劳动。提出了低效率劳动的判断标准:(1)减少劳动者数量,实际投入的劳动量是否必然减少;(2)减少劳动者数量,实际产出是否必然减少;(3)在技术水平一定的条件下,产品的次品率或废

品率能否降低并长期保持较低的状态;(4)减少过度竞争而导致的
产品积压减少。符合上述四个条件之一就可判断存在低效率劳动。
分析了无效劳动和负效劳动:无效劳动是指边际劳动效率为零的
劳动,即每增加一单位劳动量带来的收益增量或产出增量为零。负
效劳动是指边际劳动效率为负数的劳动。简要分析了影响劳动效
率的因素:从劳动过程自身来看,影响劳动效率的因素包括劳动
者、劳动手段和劳动对象。劳动者的主要因素包括身体素质、思想
素质、文化素质和业务素质;劳动手段主要包括劳动工具的先进程
度及其规模、劳动过程的管理;政策因素主要包括人口政策、就业
政策、分配政策、财政政策等。在本章的最后部分对西方经济学
家的劳动效率思想如古典经济学家威廉·配第、亚当·斯密、大
卫·李嘉图等和现代西方经济学家弗里德里克·泰罗、乔治·爱
尔顿梅奥等的经济思想做了分析,重点对马克思主义经典作家包
括马克思、列宁、邓小平的劳动效率思想作了分析,并对西方经
济学家劳动效率思想和马克思主义经济学家的劳动效率思想做了
简要述评,旨在使后文建立在马克思主义的理论基础之上。

劳动效率和劳动力的供给和需求有密切的联系,因此第二章
就转入对劳动力供给和需求的分析。在第一节分析了影响劳动力
供给和需求的因素。影响劳动力供给的因素有劳动力供给的质
量和数量。衡量劳动力供给质量的指标有三个,即劳动者的技能、
劳动者所掌握的知识 and 在一定条件下劳动者对所从事的工作的
劳动态度。劳动力供给的数量是指劳动力资源量与劳动力参与率
的乘积。劳动力的需求是由对商品或产品的需求派生出来的,它
是一种派生需求。影响劳动力需求量的因素主要有资本投入量;
劳动生产率;企业对产量增加的预期价值;单位劳动的实际工资;
劳动力需求的弹性变化;宏观经济的扩张或收缩等。继而阐述了
传统体制下的劳动力供求机制和向市场经济体制转轨过程中劳
动力供求变动

的特点。第二节和第三节分别论述了传统体制下和市场经济体制下我国劳动力配置特征及缺失。我国劳动力的供求变动在不同体制下表现出不同的特点,在两种体制下的劳动力配置具有相异的特征,各自对劳动效率也就有不同的影响。传统体制下的劳动力配置不利于提高劳动效率。市场体制下的劳动力配置有利于微观劳动效率的提高,但也存在一些牺牲劳动效率的因素。不少人认为低效率劳动有利于扩大就业,本文则提出低效率劳动不利于就业的观点。

在第三章和第四章,对我国的劳动效率分别作了纵向比较和横向比较。研究表明,用我国社会劳动者人数增长率和劳动投入量增长率的对比来描述劳动效率的变动趋势在理论上可以,在实践上却行不通。用劳动者的利用效益可以较准确地反映我国劳动效率的变化,具体描述了我国目前低效率劳动的状况。改革开放之后,逐步形成了以公有制为主体多种形式并存的所有制格局,不同所有制企业具有不同的劳动效率,同一全民所有制或集体所有制内部也具有不同的劳动效率。比较的内容主要是人均投入劳动时间量;劳动者的知识、文化和技术素质;努力程度,对所从事职业的满意程度;劳动投入对经济增长的贡献;全员劳动生产率等。通过劳动效率的国际比较,我们发现美国、日本等发达国家和二战以后迅速崛起的“亚洲四小龙”等国家和地区都有比较高的劳动效率,而以印度为例的发展较慢的国家具有较低的劳动效率,从此可以得出劳动效率与经济增长具有正相关关系的结论,我国要加快经济发展的步伐,跻身世界强国之林同样需要努力提高劳动效率。

第五章进一步探讨了低效率劳动对我国经济发展的影响。具体从三个角度进行了分析:一是分析了长期以来我国粗放型经济增长赖以产生的根本原因之一是低效率劳动,提出了最优经济发展的条件;资源的最佳配置和充分利用是最优经济发展战略

的第一个条件;最佳的资源替代是第二个条件;资源的节约利用和环境保护是第三个条件。提出了我国应选择的经济发展战略是高效率劳动型的,要建立高效率劳动型的经济增长战略模式。二是分析了低效率劳动与通货膨胀之间的关系。提出了低效率劳动是诱致通货膨胀的因素的观点并分析了其形成机制。低效率劳动能否引起通货膨胀的判断标准是:(1)低效率劳动是否在全社会范围内普遍存在;(2)低效率劳动的存在是否引起物价和成本的普遍、长期、持续的上升;(3)低效率劳动的存在是否会引起流通中的纸币量超过实际需要的金或银的流通量,从而引起纸币贬值。三是探讨了低效率劳动与个人、地区收入差距的关系,提出了劳动效率差别是收入差别扩大的内在因素的观点。

第六章分析了我国低效率劳动的成因。低效率劳动是一个极其复杂的社会现象,其产生的原因也非常复杂,具体可以归结为政策性原因,如失控的人口政策、指令性的就业政策、平均主义的分配政策和失衡的产业政策;劳动力素质方面的原因,包括身体素质、文化素质、业务素质 and 思想素质等;客观因素,包括劳动手段、劳动对象、劳动的组织状况等。不规范的劳动行为是产生低效率劳动的直接因素,也可以说前诸种因素综合作用的结果产生了不规范的劳动行为。劳动行为是指行为主体即劳动者在劳动过程中采取的方式和原则。它可以划分为规范劳动行为和不规范劳动行为,规范劳动行为是指行为主体按照既定的科学规则从事某项活动,不规范的劳动行为是指行为主体没有按照既定的科学规则从事某项活动。不规范的劳动行为必然降低劳动效率。

第七章分析了提高劳动效率的有利条件与不利因素。任何一事物与周围事物或环境都处于相互联系之中,事物的变化或打破原有的系统、建立新的系统都会遇到有利条件或不利因素。我国目前提高劳动效率面临的有利条件从国际环境来看表现为:近期

我国有可能加入世界贸易组织,国内企业将加入国际经济大循环和国际市场竞争中,从外部促使企业提高劳动效率;我国推行的对外开放政策将大批先进的管理经验引进国内,有利于提高劳动效率。吸收的国外资本和对外劳务输出都有利于缓解国内劳动力总供求的矛盾,为提高劳动效率提供了有利条件。从国内来看表现为:党中央实施的一系列战略转变如党的中心任务由阶级斗争到经济建设的转变,计划经济体制向市场经济体制的转变和经济增长由粗放型向集约型的转变等有利于提高劳动效率。现代企业制度的建立及企业的主体地位的形成;以按劳分配为主体多种分配方式并存的分配体制;以公有制为主体多种所有制并存的所有制格局以及人们思想上的一系列变化都是提高劳动效率的有利因素。提高劳动效率的障碍主要表现为思想观念上的障碍如平均主义思想的影响;职工过分依赖企业生活的思想及传统的生育观念等以及体制障碍和劳动力的非市场化配置。

第八章主要论述了提高劳动效率的政策措施,包括尽快实现从计划经济体制向市场经济体制的转变;从紧的人口政策,完善劳动力市场,合理的收入分配政策,科学的产业政策;提高劳动者的身体、文化、业务、思想素质;缓解供求矛盾,解决企业冗员;消化吸收和转移农村剩余劳动力;建立社会保障体系等。

ABSTRACT

A Study On The Inefficient Labour

The inefficient labour is the key factor which restricts our national economy in transforming from the extensive one . To realize the economic development strategy put forward at the Fifth Plenary Session of the Fourteenth Central Committee of the Party and to advance the national economy a new stage every few years, The inefficient labour still existing in many fields of our country must be eliminated as soon as possible. From a special angle of view , this paper takes the inefficient labour as the object of analysis.

The Introduction points out the writer's motive and purpose to study the inefficient labour. The first is to promote the theoretical circles of our country to make a further study of the inefficiency of labour by combining practice, thus fill in the "blank" of the study in inefficient labour ; The second is to play a part in developing productive forces, raising the comprehensive national power , and improving the people's life. Meanwhile this paper expounds the significance, methodology and strcture to study the inefficient labour.

Chapter One is the basic theory of the inefficient labour. Here it gives the definition of the inefficient labour, classified the inefficient labour, put forward the criteria of judgement, and gives a brief analysis of the inefficient labour and the negative efficient labour, and the factors to effect labour efficiency. The next part of this Chapter gives a brief review of the thoughts of labour efficiency

of the Western economists, and of the thoughts of labour efficiency of the writers of classics of Marxism, in order to base the analysis of the latter part of this paper on the theories of Marxism.

The inefficient labour has close links with the supply and demand of labour forces in our country. Therefore, Chapter Two shifts to the analysis of the supply and demand of the labour forces in our country. As the highly centralized system of planned economy was implemented in the late 1950s to the late 1970s, later the reform of the economic structure was carried out, and shifted to the transitional period from the planned economic structure to the market oriented economy, the changes in the supply and demand of labour forces of our country show different features in different economic structures. The distribution of labour forces in two structures is of different features, each has a great influence on labour efficiency. The distribution of labour forces in the traditional structure is not beneficial to raising labour efficiency, whereas the distribution of labour forces in the market oriented economy is beneficial to raising micro labour efficiency. However, there exist some factors to sacrifice labour efficiency. Quite a few people think that the inefficient labour is favourable to expanding employment. This paper put forward the idea that the inefficient labour is unfavourable employment.

Chapter Three and chapter Four respectively have a vertical and horizontal comparison of labour efficiency of our country. The research shows that it is workable in theory, but not in practice, that we use the contrast of rate of increase in the number of labourers in the amount of throwing in labour to describe the changing tendency

of labour efficiency. It can reflect precisely the change of labour efficiency in our country to use the national income created through throwing in labour by labourers. Since the practice of the reform and opening to the outside world in our country, there has come into being the ownership pattern that the public ownership, the main part in our national economy coexists with the diversified economy. There is different labour efficiency between different ownerships. There is also different labour efficiency with in the some ownership by the whole people or the same collective ownership. By having an international comparison of labour efficiency. We find that there is higher labour efficiency in the developed countries such as the U. S., Japan, etc, and in the four little dragons in Asia (country or area) — south Korea, Singapore, Hong Kong and Taiwan, springing up after the Second World War. Whereas there is a lower labour efficiency in the developing countries such as India. Thus we can draw a conclusion that labour efficiency is in direct proportion to the economic growth, and it needs to raise labour efficiency to quicken the tempo of the econocic deveopment.

Chapter Five has a further discussion of the influence of the inefficient labour upon the economic growth of our country. It makes a concrete analysis from three angles; the first analyses that one of the root causes for the increase of the extensive economy in our country is the inefficient labour, therefore, proposes to establish the strategic model for the economic growth of high efficient labour. The second analyses the relation between the inefficient labour and inflution, advances the idea that inefficient labour is the factor to induce inflution. The third discusses the relation between the ineffi-

cient labour and the income gap of individual and a district, and put forward the idea that the difference of labour efficiency is the internal factor for the expansion of the income gap.

Chapter Six analyses the causes for the inefficient labour in our country. The inefficient labour is one of the complicated social phenomena, its causes, which are also quite complicated, can be classified specifically into first the cause of policy, such as the policy of the out-of-control population, the policy of manatory employment, the policy of the equalitarianist distribution, and the out-of-balance industrial policy, then the qualities of labourers, including the physical quality, the cultural quality, professional quality and the moral quality, finally the objective factors, including the means of labour, the subject of labour and the organization of labour. The non-standard conducts of labour is the direct factor to bring about the inefficient labour. That is to say, the synthetical effect of the former factors result in the non-standard conducts of labour, which will in turn be bound to lower the labour efficiency.

Chapter Seven analyses the favourable conditions and the unfavourable factors to raise labour efficiency. Anything is interrelated to the things around it or the surroundings. The change of the things or the break of the original system, and the establishment of the new system will meet with favourable conditions or unfavourable factors. At present, internationally, the favourable conditions to raise labour efficiency show that: in the near future, our country will probably join the World Trade Organization, the domestic enterprises will enter the systemic circulation of the world economy and the competitions in the international markets externally causing

the enter prises to raise labour efficiency. Absorbing foreign capital and exporting labour services are beneficial to alleviating the contradiction of the general supply and demand of the domestic labour forces, and provide favourable conditions to raise labour efficiency; domestically, they show that, a series of strategic transformations implemented by the Party Central Committee, such as the change of the Party is central task from class struggle to economic construction, the change from planned economy to market economy, and the change of the economic growth from the extensive type to the intensive type, one beneficial to raising labour efficiency. The formation of the position of the enterprise's main body in the market, the distributive system of the distribution according to work as the main part coexisting with the diversified distributive model, the pattern of the public ownership as the main part coexisting with the diversified ownerships, and a series of changes in people's ideology are all the favourable factors to raise the labour efficiency. The obstacles of raising labour efficiency mainly manifest themselves ideologically, such as the equalitarianist influences, the ideas of the labourers depending on the enterprise excessively, and the traditional bearing idea, and also the obstacles in structure and the non-market disposition of the labour forces.

Chapter Eight mainly discusses the policies and measures to raise labour efficiency, including the quick change from the planned economy to the market economy, the rigorous population policy, the perfect market of labour forces, the reasonable policy of income distribution, the scientific industrial policy, raising the labours qualities physically, culturally, professionally and ideologically, alleviat-

ing the contradiction in supply and demand, solving the problem of the redundant personnel in the enterprise, and transferring the surplus labour forces in the countryside and establishing the social security system.

序 言 （一）

赵振华同志告诉我,他的博士论文《低效率劳动研究》经过修改之后即将由中国经济出版社出版,作为他的博士生导师,我感到十分高兴,这是他辛勤劳动所取得的优秀学术成果,在此表示衷心地祝贺!

提高经济效益是我国经济体制改革的中心环节。经济效益实质上是一个效率问题,即如何以较少的投入获得更大的产出,或在产出一定时减少投入。经济效率又是由劳动效率、资本效率、技术效率及各生产要素之间构成比例的配置效率等多种效率综合作用的结果。各种效率相互联系、相系制约。在经济效率构成的诸要素中,劳动效率处于支配地位,起着主导作用。随着生产力的发展,科技的进步,其他要素在生产力的发展中显示出越来越大的作用,但归根到底还是要由劳动效率决定。改革开放之后,乡镇企业、私营企业及合资、外资企业等之所以有较好的经济效益,与其有较高的劳动效率是分不开的。而目前,有些国有企业经济效益仍然欠佳的主要原因就在于劳动效率低下。因此,可以得出这样的结论:凡经济效益好的企业都有较高的劳动效率;要提高经济效益首先要提高劳动效率。正如在论著中指出的,贫穷不是社会主义,低效率劳动也不是社会主义。从这个角度看,赵振华同志的《低效率劳动研究》不仅颇具特色,而且对于研究有中国特色的社会主义经济有重要的理论价值和实践意

义。

记得在和他商讨博士论文的选题时,我曾指出,研究低效率劳动很重要,但也有很大难度。振华同志知难而进,刻苦钻研,终于圆满地完成了论文,在论文答辩会上得到与会的我国著名经济学家的高度评价。

我认为:他的这一论著有以下几个特点:

1. 选题新颖。一部高质量的著作,首先要有好的选题。从这部著作的选题看,无疑是作者独具匠心、深入思考的结果。据我所知,目前我国还未见到专门研究低效率劳动的著作,他的这部著作可以说是填补了经济理论的空白。

2. 从内容上来看,具有独创性,有不少独到的见解。如传统体制下的就业悖论,低效率劳动导致的个人收入差别的扩大,低效率劳动与通货膨胀的关系,技术进步和劳动力就业的冲突与协调等一系列观点。

3. 在分析方法上,基本上做到了四个结合,即在马克思主义基本方法的指导下,大胆地借鉴和运用国外经济学的一些分析方法;将实证分析方法和规范分析方法有机地结合起来;史论结合;辩证分析和逻辑分析相统一。综合运用这些方法对低效率劳动这一中心命题进行了透彻分析。

4. 紧密结合我国经济建设和改革开放的实际,提出了一系列具有实践价值的建议性的政策措施。例如,他立足于我国当前仍处于社会主义初级阶段的国情,深入分

析我国企业冗员分离的条件,如果不顾实际情况盲目地“砸三铁”,不仅不能达到预期目的,反而会带来一系列社会问题,既影响微观效率,也影响宏观效率。再如,关于农村剩余劳动力的转移问题,他提出不能照搬别国模式,运用翔实的资料充分论证我国农村剩余劳动力的根本出路在于农业内部的消化和吸收等等。

当然,对我国低效率劳动的研究,不能满足于本书的已有成果,有些理论问题还需要随着实践的发展继续进行深入探索。“在科学上没有平坦的大道,只有不畏劳苦沿着陡峭山路攀登的人,才有希望达到光辉的顶点”。我相信赵振华同志在现有的坚实的理论基础上,在研究有中国特色的社会主义经济理论过程中,刻苦钻研,深入探索,大胆创新,在科学研究中定能取得更大的成就,为繁荣经济科学作出更大的贡献。

陈征

1997年6月26日于资红书屋

序 言（二）

——实现可持续发展的根本途径

实现可持续发展是关系到一切民族和一切国家兴衰存亡的根本大事。它不仅要求国民经济在经济效益不断提高、经济结构逐步优化的基础上持续、稳定、快速、健康地增长,还要争取社会的持续进步和生态环境的长期改善,以求达到人民生活质量的普遍提高和人的日益全面的发展。这一切,归根到底都要依赖于劳动效率长久的提高。这是因为,在影响经济增长的诸要素中,劳动比之自然资源、资本和技术,具有能动和积极的性能,决定了其他要素能否真正转化为现实的生产要素,以及它们互相配合的情况和发挥作用的程度。包括直接生产者和管理人员在内的劳动效率的提高,是增进企业和整个社会的经济效益的关键。离开高效率的劳动,单纯依赖其他资源的大量投入,虽然也能一时推动经济的高速增长,却会因为付出的代价过大,无法使这种速度长期继续下去,还可能引起经济结构的畸形,加大经济波动的频率和振幅。而且,舍弃劳动效率的提高,仅仅依赖对自然资源的不合理和过度的开发支撑经济的增长,不但容易造成稀缺资源的过早枯竭,更严重的是破坏了人类赖以生存和发展的