

促进劳动力市场平衡，推动经济高质量发展

2018

中国劳动力市场 发展报告

——高质量发展进程中的劳动力市场平衡性

China Labor Market Development Report 2018:
The Balance of Labor Market in the Process of High-quality Development

赖德胜 孟大虎 李长安 王琦等 著



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摘要

我国经济发展进入了新时代，基本特征就是已由高速增长阶段转向高质量发展阶段。推动高质量发展是当前和今后一个时期确定发展思路、制定经济政策、实施宏观调控的根本要求。

同时，党的十九大报告指出，我国社会主要矛盾已经转化为人民日益增长的美好生活需要和不平衡不充分的发展之间的矛盾。劳动力市场平衡性直接影响经济活动全局。劳动力市场是劳动要素的生产、交换与分配的市场，而劳动和资本的有机结合直接决定生产活动的边界，因此，劳动力市场直接影响经济活动全局的平衡性状况。劳动力市场不平衡性凸显的是劳动力市场发育过程中的不全面、不协调，包括劳动力的供需结构、劳动要素的相对价格、流动性以及政策干预等方面。

改革开放 40 年来，我国劳动力供给从结构性过剩转向结构性短缺，高技能劳动力短缺与低技能劳动力结构性失业共存；受劳动力市场分割等因素的影响，劳动力市场同工同酬的实现存在较大的障碍，城乡之间、区域之间和行业之间的工资差异非常明显，收入分配差距仍然在高位徘徊；劳动力市场的高流动性逐渐降低，劳动力流动的户籍障碍依然没有完全化解；劳动力市场调控政策取得了明显进展，社会保障基本实现了对劳动人口的全覆盖，但是社保覆盖水平的不平衡问题依然突出。上述四个方面的问题，反映了劳动力市场不平衡性的四大内容，同时也影响着经济发展平衡性与充分性目标的实现。

基于上述理解，本报告围绕劳动力市场的供给需求、价格、流动性和政府治理四个方面，构建了由 4 个二级指标、9 个三级指标形成的中国劳动力市场平衡性指数。本报告利用该指数测度了近十年来中国劳动力市场平衡性状况，认为体现出如下八大特征：第一，劳动力市场平衡性呈上升趋势，2007—2016 年，中国劳动力市场平衡性指数呈现上升趋势，从 2007 年的 53.6 上升至 2016 年的 64.7；第二，区域劳动力市场平衡性差异显著，我们的一个判断是，经过 40 年改革开放的实践探索，中国的劳动力市场已经走出了无发展的绝对平衡阶段，正在向更高质量均衡发展阶段迈进，在这一循序渐进调整的过程中，出现局部不均衡问题是不可避免的；第三，劳动力市场回复到相对平衡状态的能力较强，政府

在积极作为，旨在“熨平”短期经济波动对劳动力市场的影响，指数值在 1~2 年内能回复到冲击发生前的水平，并在之后呈现继续上升趋势；第四，“高技岗难求”与“金饭碗不金”现象并存，最突出的现象就是部分行业高级技术岗位招人难，而部分可能被新兴技术取代的行业面临垄断性收入下降和失业风险；第五，政府调控引起劳动力市场供需指数较大波动，劳动力市场供需指数体现出政府的积极作为，也体现了危机期间的过度调节问题；第六，经济发展成果的分享性提高但收入不平衡依然明显；第七，有序流动成为劳动力市场平衡性的“调节器”；第八，社会保险体系是促进劳动力市场平衡的有效手段。

本报告认为，为实现劳动力市场平衡发展和充分就业，可以从如下五个方面进行政策选择：第一，坚持扩大就业与提高就业质量并举，在实现比较充分就业的同时推动实现更高质量就业；第二，推动城乡和区域平衡发展，弥合劳动力市场鸿沟；第三，消除性别歧视，实现劳动力市场性别平等；第四，提高劳动力素质，补齐技术进步的洼地；第五，缩小收入分配差距，在提高效率的同时实现公平。

Abstract

China's economy has entered into a New Era, with the economic transformed from high speed growth to high quality development. Improving high quality development is the radical requirement of today and tomorrow to confirm development thread, to make economic policy and to implement macro control.

At the same time, as the report of the 19th National Congress of the Communist Party of China has mentioned, the main contradiction of our society has transformed into the growing demand of people with the unbalanced and insufficient development. The balance of labor market directly impacts the overall economic activity. Labor market is the market where the production, exchanging and allocation of labor factors happened. Meanwhile, the combination of labor and capital decided the border of production activity. As a result, the labor market has a direct influence on the overall economic balance. The unbalance of labor market reflects the incomplete and discordance in the process of labor market development, which includes the demand and supply of labor, the relative price of labor factor, the mobility of labor and the government intervention.

Forty years since the reform and opening-up in China, the supply of labor has turned from structural surplus to structural shortage, the shortage of high skilled labor and the unemployment of low skill labor coexist. Meanwhile, labor market segmentation is a big obstacle of the one price law of labor. There exists distinct income gap between rural and urban, among different regions and different industries at a high level. Moreover, the mobility of labor is decreasing gradually, the barrier of household registration system on labor mobility is still obvious. Finally, the labor market regulatory policies have made great progress, social insurance has covered all labor in general. However, the level of social insurance is still unbalanced. These four problems mentioned above reflects four main content of labor market unbalance and impact the goal realization of the balance and sufficient economic development.

Based on the above understanding and referring to the demand and supply of

labor market, price, mobility and government management, this report builds the Labor Market Balance Index System which includes four second tier index and nine third tier index. Measuring by the Labor Market Balance Index System, this report summarized eight characteristics of China's labor market balance condition in recent ten years. Firstly, the balance of labor market has been increasing. From 2007 to 2016, the Balance Index has increased from 53.6 in 2007 to 64.7 in 2016. Secondly, there are remarkable balance difference between regions. We can conclude that with forty years practical exploration of reform and opening-up, China's labor market has stepped from absolute balance under no development to high quality balance development. During this evolutionary process, it is inevitable to meet the problem of local unbalance. Thirdly, the labor market has strong ability to recover to relative balance state. The government is taking positive action to smooth the influence of labor market caused by short-term economic fluctuations. The Index can recover to the previous level before the shock in one or two years and keep increasing after that. Fourthly, "High Skill Thirsty" and "Golden Bowl Rusting" coexist. The most obvious phenomenon is that some industries are hard to fill the high skill vacancy, at the same time, some industries are under the threat of being replaced by emerging technology, thus facing the challenge of monopolistic income decreasing and unemployment risks. Fifthly, the government regulations give rise to big variations of the Labor Market Demand and Supply Index. The variation of the Index reflects the government's active behavior as well as the over control during crisis. Sixthly, inclusive economic growth expanded although income distribution unbalance is still obvious. Seventhly, orderly flow of labor is the adjuster of labor market balance. Eighthly, social welfare system is an effective tool to improve labor market balance.

As a result, this report concludes that in order to achieve the balanced development of labor market and full employment, we can make policy selection in five aspects. Firstly, continue expand employment as well as improve employment quality, promote to meet high quality employment along with full employment. Secondly, promote balanced development of rural and urban as well as different regions, fill the gap between labor market. Thirdly, eliminate gender discrimination and realize gender equality in the labor market. Fourthly, improve the quality of labor, fill the valley of technology progress. Fifthly, close income distribution gap, realize fairness when improving efficiency.

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第一篇



在高质量发展进程中找寻
劳动力市场平衡性坐标

