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博 士 学 位 论 文

我国劳动者报酬比重变动研究

An Analysis on the Change of the Proportion
of Labor Reward in China

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摘 要

自上世纪 90 年代初期邓小平南巡讲话以来，中国经济一直保持着较高的增长速度。十五大明确提出要“把按劳分配和按生产要素分配结合起来”，“允许和鼓励资本、技术等生产要素参与收益分配”；十六大又提出“确立劳动、资本、技术和管理等生产要素按贡献参与分配的原则，完善按劳分配为主体、多种分配方式并存的分配制度”。要素参与分配增强了经济增长的活力，但在经济运行中也出现了一些问题：飞速的经济增长提高了资本报酬率，拉大了资本所有者阶层与劳动者阶层的收入差距；收入分配方面的问题又对经济增长带来了消极影响。因此，劳动者、企业和政府三大主体所得在国民收入中的比重变化开始引起各界的广泛关注。2006 年 12 月初召开的中央经济工作会议公报也第一次明确提出“要适当提高初次分配中劳动报酬比例，以提高低收入者收入水平”。本文在研究我国行业、地区、城乡劳动者收入现状的基础上，分析了我国总体和各地区劳动者报酬比重的变化，探讨了劳动者报酬比重与经济增长之间的互动关系及导致劳动者报酬比重变动的影响因素，并针对变动因素给出了提高我国劳动者报酬比重的政策建议。

国内已有的劳动者报酬比重的研究一部分侧重于分析各主体收入份额的变化，而对导致要素所得份额变化的原因探究的较少；另一部分侧重于从劳动收入来源角度对劳动者报酬比重进行国际比较，而对国内各地区之间劳动者报酬比重差异的研究也较少。本文以这两方面的研究为重点，力求通过研究方法和研究结论发现新问题，提出解决问题的新思路。通过研究，本文得出如下结论：第一，宏观层面“强资本而弱劳动”的分配格局明显，劳动者报酬比重波动大，低于国际水准。第二，地区间劳动者报酬比重差距大，经济水平高的地区劳动者报酬比重反而低。第三，经济水平、技术水平、地区开放度、市场竞争程度和产业结构都是影响劳动者报酬比重的重要因素。

关键词：要素收入分配； 宏观收入分配； 劳动者报酬比重； 区域经济发展；
影响因素

Abstract

Ever since Deng Xiaoping's southern tour in early 1990's, Chinese economy has been growing rapidly. As early as Fifteenth National People's Congress, the Communist Party of China put forward the principal of combining remuneration according to work with remuneration according to factors of production, as well as encouraging factors of production such as capital and technology to participate in profits distribution. At the Sixteenth National People's Congress, the principal of the factors of production participating in the distribution according to their contributions was established and the system in which distribution according to work is dominant and a variety of modes of distribution coexist was further improved. The participation of factors of production in distribution has stimulated the economy. However, some problems emerged in the society. The rapid growth of economy has increased return on capital and thus widened the income gap between capital owners and laborers. This imbalanced distribution of income posed a negative impact on economy growth. Therefore, the changes in the distribution of national income among laborers, enterprises and government became an issue of common concern. In the public report released during the Economic Working Conference of Party Central Committee in December, 2006, the principals of suitably increasing the proportion of labor reward in the primary distribution and increasing the income of low wage-earners were established for the first time. Through research into the current income levels of laborers from different industries, regions and from rural or urban areas, this paper analyzes the overall and regional changes of the proportion of labor reward. The paper goes on to discuss the interaction between proportion of labor reward and economic growth as well as the factors contributing to the change of proportion. In the end, the paper provides some suggestions on raising the proportion of labor reward based on the above-mentioned factors.

While previous domestic studies on proportion of labor reward focused on the various subjects' changing proportion of income, little attention was paid to the reasons of changing proportion of factors' reward. While other studies focused on comparing proportion of labor reward among nations from the perspective of their sources, little was done to compare the difference among regions in China. The paper

focuses on the above-mentioned two aspects and strives to find new problems and advance new thoughts by research method and findings. Through this study, I draw the conclusion as follows: First, the distribution pattern of strong capital and weak labor in our country is obvious. The proportion of labor reward not only goes up and down quickly, but also is lower than international level. Secondly, there is a wide gap among regional proportion of labor reward. The more economic prosperity one region enjoys, the lower proportion of labor reward. Thirdly, economic development level, technical level, regional openness, level of market competition and industrial structure are all main factors contributing to changes of the proportion of labor reward.

Keywords: distribution of factor income; macro-income distribution; proportion of labor reward; regional economic development; influence factor

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