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劳动力成本提高条件下如何保持竞争力?

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[摘要] 近年来我国劳动力成本呈现上升趋势, 许多人担心我们在国际市场上的竞争优势将被削弱。文章认为, 对此既要防止无所作为, 又要避免反应过度。只要能够实现增长方式的转变, 仍然可以获得动态比较优势的收益, 寻找到新的经济增长源泉。应通过改善就业、再就业环境, 挖掘劳动力供给的制度潜力, 延缓劳动力成本上升趋势; 避免对劳动力市场的过度干预; 通过发展教育和培训, 有效扩大人力资本存量, 减少劳动力成本带来的冲击。

[关键词] 竞争力 劳动力成本 增长方式 比较优势

Abstract

As labor costs increase rapidly in recent years, many scholars are concerned about a possible weakening of China's competitive advantage in international commodity markets. This paper proposes two-way policy implications – precaution for the future and reaction appropriately. First of all, through the fundamental transformation of growth pattern from inputs-based one to productivity-based one, Chinese economy can gain its benefit from dynamic comparative advantage and find a new driving force for sustained economic growth. Secondly, by improving environment of employment creation and by abolishing institutional barriers deterring labor mobility, the increasing trend of labor costs can be postponed. Last but not least, by deepening formal education and developing training program, human capital stock can be enlarged and the possible shock brought about by increase of labor costs can be eased.

Key words

Competitiveness labor cost growth pattern comparative advantage

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