Wages and Competitiveness in the People's Republic of China

中国的工资水平和竞争力

Asian Development Bank
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Abstract

• The People’s Republic of China (PRC) has been facing increasing upwards wage pressure, with average real wages for urban workers tripling in less than a decade. Minimum wages grew even faster than average wages, and in 2011 alone, minimum wages increased on average by 17% across the country.

中华人民共和国 (中国) 面临的工资上涨压力越来越大, 在不到十年的时间里, 中国城镇劳动者的平均实际工资已经增长了3倍。最低工资的增长速度更超过了平均工资, 仅在2011年, 全国最低工资平均上涨17%。

• Given the ongoing decline in the country’s labor force it is expected that wage pressures will continue. More disconcertingly, these increases in wages have outpaced labor productivity growth in recent years. Thus, the competitiveness of the country would be adversely affected if these increases in wages are not accompanied by corresponding increases in labor productivity.

由于中国的劳动力规模已逐渐萎缩, 工资上涨的压力将会持续。更令人不安的是, 近年来, 工资的增幅已经超过了劳动生产率的增长。因此, 如果在工资上涨的同时, 劳动生产率没有随之相应提高, 中国的竞争力将会受到负面的影响。

• While higher wages are important in creating a middle class in the PRC, steep hikes in minimum wages is not the only way. More important are complementary productivity-increasing policies, such as a comprehensive skill development strategy, increasing human capital and appropriate fiscal policies that support a more flexible labor market.

虽然提高工资水平是提升国内中产阶层的重要途径, 但大幅增长最低工资并非是唯一的方法。相比之下, 实施提高生产力的配套政策更为重要, 如实施技能综合发展战略和提高人力资本的政策, 以及有利于增强劳动力市场灵活性的财政政策。
I. INTRODUCTION

1. Employment generation and the competitiveness of the People’s Republic of China’s (PRC) labor market have been in the spotlight in recent years, with concerns over the rapid increase in unit labor costs, and its effects on PRC’s global competitive edge. Along with the rise in labor costs, minimum wages have increased dramatically in the PRC in response to government efforts to boost average income and increase domestic consumption.

2. In the background, structural changes in the PRC’s labor market have happened at an unprecedented speed. As recent as 1990, more than 80% of urban workers were still employed in state-owned enterprises and other collectives. Two decades later, the private sector has emerged as the main provider and creator of jobs in urban areas, and state-owned and collective units in 2010 accounted for about 45% of all urban jobs. In rural areas, the changes are no less striking and today the majority of rural employment is non-farm related, and a large share of rural workers have migrated to urban areas.

3. During this period of structural transformation, labor productivity in the PRC has grown faster than the rest of the world. Nonetheless, the overall level of labor productivity is still low. Based on data for most recently available years, the overall labor productivity in the PRC is $3,700 per worker in 2005 PPP dollars, far below the corresponding level in Republic of Korea ($27,800) and Singapore ($51,200).

4. In the initial stages of reform, growth in wages in the PRC was well below the rates of economic and labor productivity growth. However, in the past ten years, growth in wages has outstripped labor productivity. This increasing labor cost challenges both the competitiveness of the PRC and the ability of the economy to generate adequate jobs.

5. This policy note will examine international experiences and practices to ensure labor market competitiveness in the context of GDP growth moderation and upgrading labor skills, in line with government targets to reach higher income levels.

II. CURRENT SITUATION IN THE PRC

6. To transit to higher income level, it is imperative that the PRC continues to improve its productivity and competitiveness. Yet, there are signs that competitiveness of the PRC has already been affected. Low-cost and labor-intensive manufacturers have been relocating to lower cost locales, including

1. In 2012, the PRC received 8.1% of all global investment, while Southeast Asia received 7.6%, a more than three-fold increase in the region’s share since 1998.
Southeast Asia, which has seen a sharp increase in its share of global investment. This is important, since from 1990 to 2010, manufacturing has been the most productive sector in the PRC, and the main source of value added in the PRC comes from manufacturing (46.8% of total value added in 2010), with a growing contribution from the services (43%), and a modest contribution from agriculture (10.2%).

7. Further, in the most recent ranking of global competitiveness reported by the World Economic Forum in September 2012, the PRC slipped for the first time in 7 years, from the 26th to the 29th. While this is a small change considering the overall improvements in the PRC over this time period, the following areas have become globally less competitive: competition in the goods market, firm-level technological readiness, availability of on-the-job training services, flexibility of wage determination, hiring and firing practices, and the increase in redundancy costs. The last four categories are related to labor market competitiveness and deserve more policy attention to ensure sustainability of future growth.

8. While the government has been strengthening its skills development strategy, the average level of schooling in the PRC is still low (8.2 years). Less than 5% of 25-64 year olds have a tertiary degree, well below the OECD average of 30%. There is no comprehensive worker training system after the completion of compulsory nine years of schooling. More disconcertingly, as recent as early 2000s, more than three quarters of the younger generation aged 25-34 years old did even not complete high school. In comparison, almost all Koreans of similar ages completed high school, and about half did in Brazil and Mexico.

9. In addition to sustained labor demand from economic growth, there are two additional forces that lead to an increase in wages, namely increases in minimum wages, and constraints in labor supply. Both wages and minimum wages in the PRC have grown rapidly, exceeding labor productivity growth in the last decade. For urban workers, average wages rose from CNY9,300 ($1,123) in 2000 to CNY36,500 ($5,391) in 2010. Even after adjusting for inflation, average real wages for urban workers more than tripled in a decade. Minimum wages grew even faster than average wages. In 2011, minimum wages increased on average by 17% across the country, with certain places like Anhui and Henan seeing an increase of more than 30% in that year alone. In addition, non-wage costs such as hiring and firing costs have increased with the introduction of the 2008 Labor Contract Law.

10. Potential labor force is also declining in the PRC. In 2012, the working age population (15-59 years old) decreased from the previous year by 3.5 million, and this trend is expected to continue as population growth slows down. In coastal areas, the decline in labor supply is more pronounced as standards of living in non-coastal areas improve and expectations of potential migrants increase, leading to less migration. This is exacerbated by limitations on workers mobility through hukou system.
III. MINIMUM WAGES AND EFFECTS ON THE LABOR MARKET

11. More importantly, higher minimum wages have implications on the overall labor market. Typically, as relative wages fall,\(^2\) the relative demand for skilled workers increases and vice versa. In other words, employers tend to substitute unskilled workers (with less than high school education) with skilled workers when faced with increasing relative labor costs for the unskilled, resulting in a drop in demand for unskilled workers.

12. It is estimated that in the PRC for every 10% increase in wages for unskilled workers, labor demand would fall by 4%. For skilled workers, the response is slightly larger. A 10% increase in their wages would lead to a 5.3% reduction in the respective labor demand. This reflects the still labor-intensive nature of the industrial structure in the PRC. Adjustments in technology take time, and most labor-intensive firms facing increases in labor costs would typically adjust total hours first in the short-run, before adjusting the number of employees they hire.

13. Further, the substitutability of unskilled labor with skilled labor still remains relatively low in the PRC. For every 10% decrease in relative wages of skilled labor, relative demand for skilled workers increases by 2.6%. This is lower than the measured substitutability in developed economies, where similar situations would produce employment effects several times higher.

14. In addition, high minimum wages in urban areas are correlated with reduced schooling in areas that provide workers, especially for unskilled workers, as young people drop out of school and migrate to urban areas for work. Researchers estimate that in the PRC, every 10% rise in the wages of unskilled labor would result in 0.3 percentage points of increase in children dropping out of high school. Given the current numbers of Chinese children between 13 and 16 years of age, this translates to approximately 100,000 dropouts. Elevated dropout rates would detract from the PRC’s goal of skill upgrading and increasing higher value-added competitiveness.

IV. INTERNATIONAL EXPERIENCES

15. Although raising minimum wages is not the best way to increase productivity, competitiveness or living standards, in the recent years the PRC is not alone in announcing steep increases in minimum wages. In Thailand, the daily minimum wage was increased by 40% in some provinces and industries, balanced by a cut in corporate taxes from 30% to 20%. In Hong Kong, China, an hourly minimum wage was introduced for the first time in 2011, with hourly rates set at $3.6. In 2012, Malaysia announced its first minimum wage law, mandating a minimum monthly salary of $295, which

\(^2\) Relative wages refer to the ratio of wages for skilled workers over wages for unskilled workers.
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was expected to affect 3 million workers in the nation of 23 million, doubling the wages of the lowest income earners. In Indonesia, minimum wages have been raised significantly in the past decade as a result of persistent labor disputes, with the governor of Jakarta in 2013 announcing a 44% increase in minimum monthly wages to $228.

16. However, there is evidence that in some countries, including Indonesia, rapidly rising minimum wages have led to a decrease in labor demand in manufacturing. Against this background, it should be highlighted that it is also possible to achieve higher income levels without minimum wages through other types of productivity-increasing policies. A focus on increasing the human capital of workers through both formal schooling and on-the-job training can be a very effective alternative. In the United States and the United Kingdom, free schooling through high school is supplemented with means-tested income transfers to lower income families to encourage high-school completion. Other countries provide free meals for students (i.e., Finland and Sweden) or provide free tertiary schooling (i.e., Denmark, Finland, France, Germany).

17. An effective national skill development strategy also requires a strong public-private partnership. Singapore, which has realized one of the highest wage growths in the world, does not have a minimum wage law, thanks to favorable macroeconomic conditions combined with effective human resource policies. In particular, Singapore has implemented a host of incentives for on-the-job training programs that ensure continued updating of the skills of its workforce beyond their formal schooling, funded by a skills development levy on firms. This is similar to the strategy adopted by the Republic of Korea, which integrated public vocational training and mandated in-plant training into a flexible training system, funded by a skills development levy under the country’s employment insurance system. In 1994 only 22.5% of enterprises with more than 150 workers trained their workers, but by 2003 this has increased to 63%.

18. Further improvements to labor productivity are possible through focusing on the training of the unemployed and in increased labor market efficiency. In OECD countries, approximately 0.18% of GDP is spent on training programs for the unemployed. To increase the flexibility of the labor market, many countries reduce the cost of migration by allowing tax deductions for workers’ relocation costs (i.e., Canada, UK and USA).

V. POLICY RECOMMENDATIONS

19. Moderate the increases of the minimum wage to keep pace with inflation. Increases in minimum wages that are beyond the absorption capacity of the labor market might further reduce the number of jobs created, thus aggravating the structural slow down that is already occurring. Since it is unpopular to reverse increases in nominal minimum wage, it might be prudent to moderate the rate of increase to a level commensurate with productivity growth, to retain some flexibility in the labor market.
20. **Increase human capital of the labor force.** While the past decade has witnessed a huge expansion in tertiary education in the PRC, the country should aim to double the percentage of population with tertiary education in scientific and technical subjects. In addition, the government should increase the percentage of labor force who completed high school, be it regular or vocational. Despite recent increases of junior secondary completion rates, high school completion rates for the generation aged 25-34 year-olds in the PRC (less than 60%) is still well below the average in OECD countries (82%) or USA (76%). Given the high propensity to dropout in main migrant-sending areas, subsidies could be provided to complete high school, to counterbalance the draw to drop out of high school as unskilled wages rise. This would matter most in the rural and less-developed areas, where improvements in human capital would be indispensable for future growth.

21. **Support complementary human resource policies to increase skills.** It is recommended that PRC strengthen active labor market programs already in place, and enforce plans that were already announced, such as the Suggestions to *Vocational Training and Promote Employment 2010*. In addition, it is important to promote and strengthen the incentives for firms to provide on-the-job training, and to implement an integrated national skill development strategy, combining both in-school and on-the-job trainings and standardizing qualifications. This would be of increasing importance given that more than half of Chinese high school students are now enrolled in pre-vocational or vocational programs.

22. **Strengthen incentives to increase overall productivity, both at the firm level and across sectors.** The government could strengthen incentives for innovation and to encourage adoption of new technologies, which would also enhance labor productivity. Currently, information technology contributed only 3% to the PRC’s economic growth from 1970 and 2010, compared to 7% in the United States. In addition to fiscal incentives for firms to invest in new technologies, more efforts could be directed at fostering closer collaborations between industry and research institutions to encourage endogenous research and development. The government should target R&D spending of at least 3% of GDP, as recommended previously.

23. **Support the structural transition to more productive sectors and strengthening the services sector.** Although agriculture’s contribution to the economy has steadily declined, it still provides the most employment for Chinese workers, even though productivity is low. As countries grow richer, the majority of workers typically shift from agriculture to manufacturing, and then to services over time. Thus, it is equally important to improve productivity in the agriculture and service sectors, especially the latter. Yet, the current taxation system imposes a larger burden on the service sector, in favor of manufacturing. Acceleration of taxation reforms to grant equal footing to services would to create a boost for the service sector and help improve overall economic productivity in the future.

24. **Reduce migration costs, transaction costs and asymmetric information in the labor market to improve labor market flexibility job matching.** Key to improvements to labor market flexibility in
the PRC is reforming the hukou system. In addition, rapid transmission of information would facilitate a well-functioning labor market, helping firms find workers more efficiently, and for workers and students to choose the types of training that are actually in demand in the market. Another important aspect is to strengthen the reporting of labor statistics and the use of regular labor force surveys, through which policy makers could gain a better understanding on the labor market, such as the characteristics of workers who are affected most by minimum wage.
Observations and Suggestions
观察与建议

一、引言
1. 近年来，中华人民共和国（中国）劳动市场的就业机会和竞争力成为国际社会关注的焦点。单位劳动力成本的迅速提高及其对中国全球竞争优势的影响成为人们关心的两大问题。随着中国劳动力成本的上升，最低工资也大幅上涨，以响应中国政府增加居民平均收入、促进国内消费的号召。

2. 在这一背景下，中国劳动力市场结构性变化的速度是前所未有的。1990年，中国80%的城镇劳动力在国有企业和其他集体企业工作。然而，仅仅20年后，私营企业已经成为城镇主要的就业提供方。2010年，只有45%的城镇就业岗位来自国有企业和集体企业。农村劳动力市场也发生了显著的结构性变化，如今，农村劳动力主要从事非农工作，且一大部分农民工已经流入城镇地区。

3. 在这一结构转型期间，中国劳动生产率的提高速度比世界任何地区都要快。尽管如此，中国的劳动生产率总体上依然处于较低水平。据近年的统计数据显示，中国的整体劳动生产率仅为人均3,700美元（按2005年购买力平价美元），远远低于韩国（27,800美元）和新加坡（51,200美元）。

4. 在中国进行改革的初期阶段，工资的上涨速度远低于经济和劳动生产率的增长速度。但是，过去十年来，工资的增速却超过了劳动生产率的增速。劳动力成本的增加是中国的竞争力和中国经济产生充足的就业能力构成了挑战。

5. 本篇政策说明将对国际经验和实践进行分析和研究，探索在GDP增长发生变化、劳动技能提升的情况下，如何既能保证劳动力市场的竞争力，又能确保政府实现居民收入达到更高水平的目标。

二、中国的现状
6. 要想达到更高的收入水平，中国现在必须继续提高自身的生产力和竞争力。然而，有迹象表明，中国的竞争力已经受到了影响。低技术和劳动密集型转制造业已经迁往劳动力成本更低的地方，如东南亚地区，该地区吸引的全球投资份额正在急剧上升。这是重要的，因为1990年至2010年，中国的生产力建设业最高，内生增加值的主要来源来自制造业（2010年总价值的46.8%），其次是贡献逐渐提高的服务业（43%），而农业的贡献已渐微薄（10.2%）。

7. 2012年9月，世界经济论坛发布报告称，在最新的全球竞争力排行榜中，中国的排名7年来首次出现下滑，从第26名跌至第29名。尽管相对于中国在此7年间的整体发展，这只是一个很小的变化，但中国在以下领域的全球竞争力已经有所削弱：商品市场内的竞争、企业层面的技术准备、在职培训服务的供应、工资制定的灵活性、以及雇佣与解雇和裁员成本的增长。后四个方面同劳动力市场竞争力相关，需要更多的政策关注与支持，以确保未来发展的可持续性。

1. 2012年，中国获得全球投资的8.1%，东南亚获得7.6%，比1998年增长了3倍以上。
8. 尽管中国政府一直在强化国家的技术发展战略，但中国人的平均教育年限依然较低（8.2年）。在25至64岁的人口中，获得高等教育的人尚不足5%，远远低于经济合作与发展组织（经合组织）国家的平均水平（30%）。在中国，九年义务教育完成之后并没有建立综合性的员工培训体系。更令人不安的是，在距今不久的21世纪第一个十年里，中国四分之三以上的25至34岁的年轻人甚至未完成高中学业。与之相比，韩国该年龄段几乎所有的人都完成了高中教育，巴西和墨西哥的比例接近一半。

9. 除了经济发展对劳动力的持续需求之外，还有两大因素也在推动着工资不断上扬，即：最低工资的提升以及劳动力供给的限制。在过去的十年里，中国的平均工资和最低工资都实现了快速上涨，且超过了劳动生产率的增长速度。就城镇劳动者而言，其平均工资从2000年的9,300元（合1,123美元）上涨至2010年的36,500元（合5,391美元）。即便在通货膨胀调整之后，城镇劳动者的实际工资在这十年里也翻了三倍以上。最低工资的增长速度甚至超过了平均工资。2011年，中国最低工资平均增长了17%，而有些省份，如安徽和河南，仅在当年就增长了30%以上。此外，随着2008年《劳动合同法》的出台，雇佣和解雇成本等非工资性成本也有所增加。

10. 中国的潜在劳动人口数量也在减少。2012年，中国的劳动年龄人口（15至59岁）比上年减少350万，而随着人口增长的放缓，此趋势预期将会继续。由于内陆地区生活水平有了提高，以及潜在流动劳动力对各方面的要求有所提高，中国的流动劳动人口数量下降，这种现象在沿海地区尤为突出。此外，户籍制度也让劳动力的流动变得更为困难。

三、最低工资及其对劳动力市场的影响

11. 更为重要的是，最低工资的上涨会对整个劳动力市场产生影响。在一般情况下，若相对工资水平下降，雇佣方对熟练工人的相对需求会随之上升，反之亦然。也就是说，面临非熟练工人（未获得高中文凭）相对劳动力成本增加的情况下，雇佣方会选择聘用熟练工人，这就会导致对非熟练工人需求的下滑。

12. 据估计，中国非熟练工人的工资每提高10%，其需求量就会下降4%。就熟练工人而言，这一比率会稍高一些，达5.3%。这也反映出中国的工业结构依然是劳动密集型的特征。由于技术上的调整不是一蹴而就的，所以在劳动力成本增加的情况下，许多劳动密集型企业往往会先在短期内调整工作总时长，之后再调整雇员的数量。

13. 不过，在中国，熟练工人对非熟练工人的置换率依然较低。熟练工人的相对工资每下降10%，其相对需求量只增加2.6%。这一置换率低于发达国家，在上述条件下，发达国家对熟练工人的需求量会高出中国若干倍。

2. 相对工资定义即熟练工人的工资与非熟练工人的工资之比例。
Observations and Suggestions

14. 此外，城镇地区最低工资的提升同劳动者，尤其是非熟练工人产出地的劳动者受教育年限的缩短也不无关联，因为这会刺激当地的年轻人放弃学业，选择去城镇打工。研究人员估计，在中国，非熟练工人的工资每上涨10%，高中生的辍学率就会增长0.3个百分点。按照中国目前13至16岁的人口数量计算，由此10%上涨导致的辍学人数在十万左右。辍学率的上升将会影响中国实现技术升级和以更高的附加值提高竞争力的目标。

四、国际经验

15. 提高最低工资水平并不是提高生产力，竞争力和生活水平的最佳途径，尽管如此，宣布大幅提高最低工资水平的国家并非只有中国。泰国一些省份和行业的最低日薪增加了40%，企业税由30%降至20%。中国香港在2011年首次对每小时最低工资做出规定，设为3.6美元。2012年，马来西亚宣布了第一部最低工资法令，规定最低月薪为295美元。马来西亚有2,300万人口，该法律预计将影响300万劳动者，并将最低收入者的收入提高一倍。印度尼西亚的最低工资在过去的十年里也有了大幅的提升，这要归因于该国长期的劳资纠纷。2013年，雅加达省长宣布将最低月薪上调44%，达到228美元。

16. 然而，有事实证明，在包括印度尼西在内的一些国家，迅速提升最低工资指数制造业对劳动力需求的下降。针对这一情况，需要强调的是，无需调高最低工资，依靠其它相关提高生产力的政策来提高收入水平也是有可能的。提高人力资本，让劳动者接受正规的学校教育和在职培训就是一种非常有效的途径。在美国和英国，除了提供免费的高中教育之外，还为低收入的家庭提供入息审查的收入转移，以提高高中毕业率。还有些国家为学生提供免费就餐（如芬兰和瑞典）或免费的高等教育（如丹麦、芬兰、法国和德国）。

17. 有效的国家技能发展策略还需要政府与民间形成有力的合作伙伴关系。新加坡并没有出台最低工资法令，但却是全世界工资涨幅最高的国家之一，其原因在于该国将有利的宏观经济条件同有效的劳动力政策相结合。尤其需要指出的是，新加坡实施了一系列在职业培训鼓励措施，以确保人们在接受正规的学校教育之后还能继续提升技能，这些措施的资金来源于企业的技能发展税。韩国也采取类似的策略，将公共职业培训和必要的厂内培训融入到灵活的培训系统之中，其资金来源也是国家就业保险体系内的技能发展税。1994年，在工人人数达150名以上的企业中，只有22.5%的企业为员工提供培训，但在2003年，这一比率已增长至63%。

18. 要进一步提高劳动生产率的话，还可以采取培训失业者以及提高劳动力市场效率的措施。在综合组织的国家中，约0.18%国内生产总值用于培训失业人员。为了增强劳动力市场的灵活性，许多国家（如加拿大、英国和美国）通过减少劳动者的安置成本税来降低流动成本。
五、政策建议

19. **缓减最低工资的增长幅度，使之与通货膨胀保持同步。** 如果最低工资的增长幅度超出了劳动力市场的吸收能力，可能会减少就业机会，从而加剧已经显现的结构性放缓的势头。由于扭转最低工资的增长势头并非可行之举，所以，应该谨慎缓减最低工资的上涨速度，使其同生产力的增速保持一致，从而确保劳动力市场的灵活性。

20. **增加劳动力的人力资本。** 虽然在过去的十年里，中国的高等教育取得了巨大进步，但国家的目标应该是将获得科技高等教育的人数增加一倍。此外，政府还应设法增加完成高中学业（普通高中或者职业高中）的劳动力数量。尽管最近初中完成率有所增加，中国年龄在25至34岁一代的高中毕业率（少于60%）仍然远低于美国（76%）或经合组织国家的平均水平（82%）。由于中国主要的人口流出地辍学率较高，所以，可为这些地区提供补贴，帮助学生完成高中教育，以此来遏制由非熟练工人工资上涨而引起的高中辍学现象。这对农村和欠发达地区将会是最重要的，因为人力资本的改善是地区发展必不可少的因素。

21. **支持与发展技能相关的人力资源配套政策。** 建议中国应强化已有的劳动力市场项目，实施已经宣布的计划，如《2010年国务院关于加强职业培训和促进就业的意见》。此外，还应推行并强化企业提供在职培训的激励措施，并将学校教育和在职培训相结合，规范职业资格制度，实施统一的国家技能发展战略。这将越来越重要，因为目前超过一半的中国高中学生，已选修一些职业课程或就读于职业学校。

22. **加强举措，提高企业和全行业的整体生产力。** 政府应进一步鼓励创新、采用新技术，这也将提高劳动生产率。从1970年到2010年，信息技术资本对中国经济发展的贡献率仅占3%，而美国则高达7%。除了依靠财政措施鼓励企业投资新技术之外，更应加强产业和研究机构之间的合作，鼓励内生研究和发展。政府还应根据之前提出的建议，将至少3%的国内生产总值用于研发。

23. **支持面向更富有效益的行业进行结构转型，加强服务业。** 虽然农业对中国经济的贡献持续下降，但即使生产效率低，农业仍然为中国的就业人口提供了最多就业机会。随着一般国家的逐步发展，大多数劳动者先从农业转向制造业，然后转向服务业。在中国，农业雇用的人数依然最高（36.7%），而服务业的占比（34.6%）已经超过了工业（28.7%）。因此，提高农业和服务业的生产率都很重要，尤其是后者。然而，现行的税收体系支持制造业，却给服务业造成了较大的负担。加快税收改革，给服务业创造平等的发展环境将会促进服务业的繁荣发展，促进中国整体经济生产率的提高。

24. **减少劳动力市场中的人口流动成本，交易成本和信息不对称的情况，以增强劳动力市场就业选择的灵活性。** 增强中国劳动力市场灵活性的关键在于改革户籍制度。此外，提高信息的传播速度也有助于促进劳动力市场的良性运作、提高企业的招工效率，帮助劳动者和学生选择市场真正需要
的培训种类。另一个重要方面就是要加强劳动数据的报告工作，强化定期劳动力调查结果的使用，因为通过这些措施，政策制定者能够更好地了解劳动力市场的情况，比如受最低工资影响最大的劳动者的特征。
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ADB’s vision is an Asia and Pacific region free of poverty. Its mission is to help its developing member countries substantially reduce poverty and improve the quality of life of their people. Despite the region’s many successes, it remains home to two-thirds of the world’s poor: 1.8 billion people who live on less than $2 a day, with 903 million struggling on less than $1.25 a day. ADB is committed to reducing poverty through inclusive economic growth, environmentally sustainable growth, and regional integration.

Based in Manila, ADB is owned by 67 members, including 8 from the region. Its main instruments for helping its developing member countries are policy dialogue, loans, equity investments, guarantees, grants, and technical assistance.

亚洲开发银行

关于亚洲开发银行

ADB的愿景是实现没有贫困的亚洲和太平洋地区。其使命是帮助其发展中国家大幅减少贫困，改善其人民的生活质量。尽管该地区取得许多成功，但其仍占世界贫困人口总数的三分之二：18亿人口日均生活费用低于2美元，9.03亿人口挣扎在日均生活费1.25美元的贫困线以下。亚行致力于通过包容性经济增长、环境可持续发展和区域一体化减少亚太地区的贫困。

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