
新《劳动合同法》与简单劳动力成本

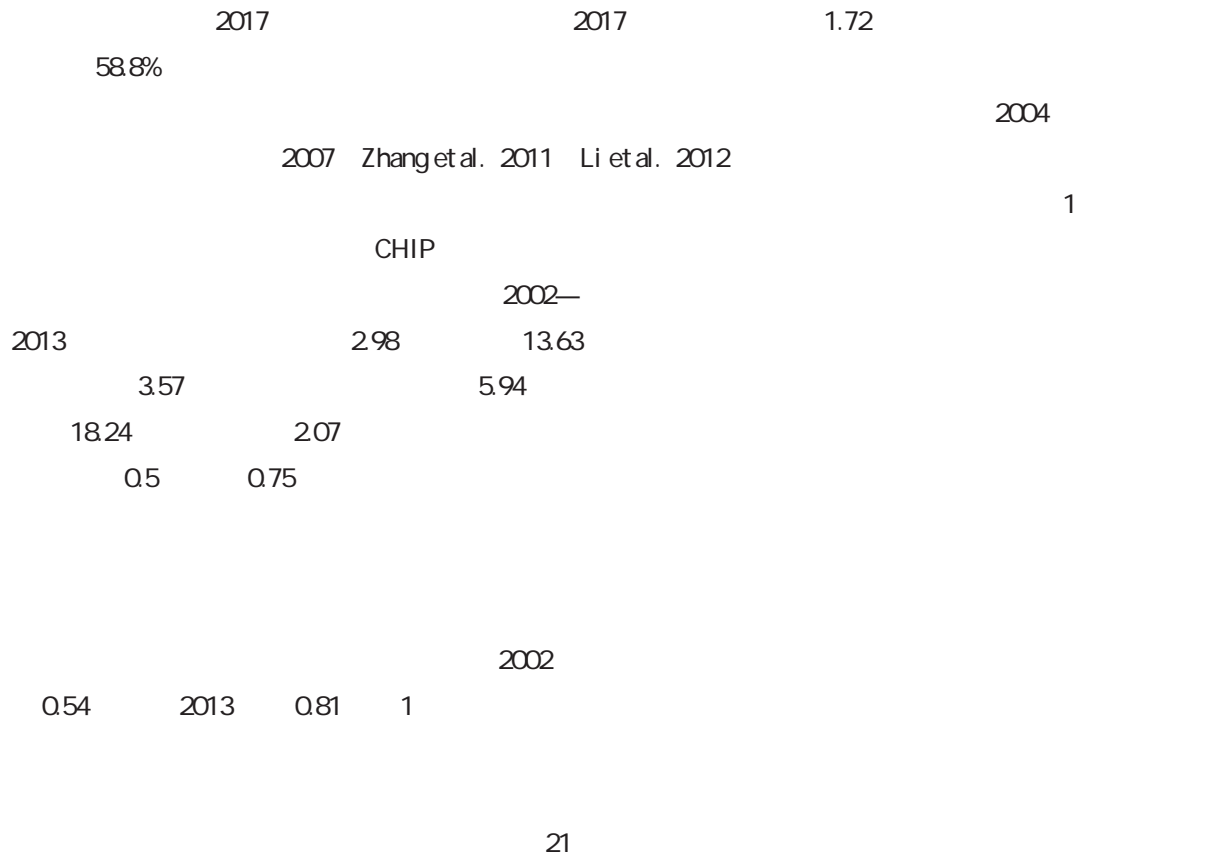
2010 GDP

CHIP

71373258

71841008 71833003

v 46v _____



2012 3 10
Manufacturing?

The End of Cheap China: What Do Soaring Chinese Wages Mean for Global

2008 1 1
1995 1 1

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2007
2004

2008

2010

2009

2007

2014

2010

2014

2014

2015

2015

2017

2016

2017

A

21

2004

2007

Differences in Differences

Differ

2009

Freeman 2014

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			mean	s.d.	min.	max.
y0813			1.93	0.91	- 4.45	6.84
			0.70	0.46	0.00	1.00
CHIP2007		\ \ =1	0.57	0.50	0.00	1.00
2008		\ =1	0.13	0.34	0.00	1.00
		=1	0.64	0.48	0.00	1.00
		2002=0	0.27	0.45	0.00	1.00
		2002/2007=0	0.29	0.45	0.00	1.00
		=1	0.57	0.50	0.00	1.00
	[1]	CHIP	38.02	10.04	16.00	60.00
	y2013		0.04	0.19	0.00	1.00
		=1	0.84	0.36	0.00	1.00
		=1	0.14	0.34	0.00	1.00
		=1	10.89	3.33	0.00	35.00
		=1	0.84	0.39	0.00	3.00
			10.76	9.69	0.00	80.00
			0.09	0.28	0.00	1.00
			0.21	0.41	0.00	1.00
			0.64	0.48	0.00	1.00
			0.06	0.24	0.00	1.00
			0.31	0.46	0.00	1.00
			0.05	0.23	0.00	1.00
			0.03	0.18	0.00	1.00
			0.01	0.11	0.00	1.00
			0.26	0.44	0.00	1.00
			8.06	1.09	0.69	9.69
			6.16	0.55	5.25	7.24

CHIP 2002	CHIP2002 2007 2013	2007	2013
2007	2013		
[2]	3		
	/		
2008	2013		
2002	2008	2013	
[3]			
	CHIP2002 2007 2013		

2008	2013	2002
2013		1

[1] Freeman 2014

2018 1

[2] CHIP2007 2008

2008

[3] 3

2008

$$Y_{it} = \beta_0 + \beta_1 \text{Share}_{it} * \text{Law}_i + \beta_2 \text{Share}_{it} + \beta_3 \text{Law}_i + \gamma X_{it} + \varepsilon_{it} \quad 1$$

2 i t Y_{it} i t Share_{it}

Law_i 2007 1 2008 0 β₁

X_{it}

Share*Law	*
Law	2007 =1
Share	
Awage	
Avprft	
Miniwage	
Export	
Age	
Sale	
Asset	
Debt	

DID

2008

	N	mean	s.d.	min.	max.
Share*Law	154394	0.42	0.31	0.00	1.00
Law	389154	0.42	0.49	0.00	1.00
Share	154394	0.21	0.31	0.00	1.00
Awage	166652	3.11	1.32	0.00	12.62
Avprft	167214	15.27	2369.39	-197171.00	578371.00
Miniwage	389154	6.51	0.34	6.05	7.14
Export	389154	0.20	1.34	0.00	18.00
Age	162706	5.51	4.82	0.00	61.00
Sale	165964	7.20	3.33	0.00	18.38
Asset	168114	8.66	2.08	0.00	19.13
Debt	167611	7.15	2.92	0.00	18.49

Y

β₁>0 Y

β₁<0

1

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1~2

Share*Law

[1]

3~6

3~6

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[1]

	1	2	3	4	5	6
Share*Law	-0.353*** (0.022)	-0.257*** (0.022)	-0.340*** (0.022)	-0.266*** (0.021)	-0.255*** (0.019)	-0.176*** (0.019)
Law	0.058*** (0.016)	-0.044*** (0.016)	0.004 (0.016)	-0.069*** (0.016)	-0.214*** (0.014)	-0.296*** (0.014)
Share	0.811*** (0.011)	1.514*** (0.022)	0.295*** (0.015)	-2.074*** (0.192)	0.276*** (0.014)	-1.596*** (0.169)
Miniwage			0.901*** (0.018)	3.255*** (0.183)	0.541*** (0.017)	2.456*** (0.161)
Export			0.090*** (0.002)	0.090*** (0.002)	0.006*** (0.002)	0.005*** (0.002)
Age					-0.009*** (0.001)	-0.006*** (0.001)
Sale					0.132*** (0.001)	0.134*** (0.001)
Asset					0.053*** (0.002)	0.060*** (0.002)
Debt					0.064*** (0.002)	0.059*** (0.002)
Constant	2.772*** (0.008)	2.322*** (0.018)	-2.919*** (0.115)	-17.380*** (1.104)	-2.256*** (0.106)	-14.150*** (0.971)
Year FE	N	Y	N	Y	N	Y
Firm FE	Y	Y	Y	Y	Y	Y
R ²	153490 0.062	153490 0.098	153490 0.096	153490 0.116	148293 0.306	148293 0.326
	1	2 *** ** *	1% 5% 10%			

	1	2	1	2	1	2
Share*Law	-0.114*** (0.018)	-0.202*** (0.018)	-0.051 (0.086)	-0.172** (0.086)	-0.258*** (0.024)	-0.322*** (0.024)
Law	0.288*** (0.017)	-1.357*** (0.221)	0.595*** (0.058)	-2.287*** (0.577)	0.193*** (0.024)	-2.121*** (0.260)
Share	-0.257*** (0.025)	-0.171*** (0.025)	-0.300*** (0.092)	-0.184** (0.093)	-0.105*** (0.032)	-0.045 (0.032)
Miniwage	0.516*** (0.022)	2.190*** (0.210)	-0.133** (0.055)	3.005*** (0.424)	0.508*** (0.027)	2.909*** (0.246)
Export	0.027*** (0.003)	0.026*** (0.003)	0.031*** (0.006)	0.031*** (0.006)	0.006*** (0.002)	0.005*** (0.002)
Age	-0.011*** (0.001)	-0.005*** (0.001)	-0.007** (0.003)	-0.005* (0.003)	-0.004*** (0.001)	-0.003** (0.001)
Sale	0.138*** (0.001)	0.140*** (0.001)	0.134*** (0.004)	0.135*** (0.004)	0.126*** (0.002)	0.126*** (0.002)
Asset	0.057*** (0.003)	0.063*** (0.003)	0.062*** (0.009)	0.064*** (0.009)	0.056*** (0.004)	0.063*** (0.004)
Debt	0.074*** (0.002)	0.069*** (0.002)	0.041*** (0.006)	0.039*** (0.006)	0.046*** (0.003)	0.042*** (0.003)
Constant	-2.198*** (0.137)	-12.630*** (1.269)	1.885*** (0.350)	-17.540*** (2.589)	-1.996*** (0.169)	-16.830*** (1.491)
Year FE	N	Y	N	Y	N	Y
Firm FE	Y	Y	Y	Y	Y	Y
R ²	97465 0.312	97465 0.333	13356 0.224	13356 0.243	47232 0.305	47232 0.325
	1	2 *** ** *	1% 5% 10%			

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	1	2	3	4	5	6
Share*Law	- 27.78 (38.230)	- 23.89 (38.41)	- 27.89 (38.24)	- 25.10 (38.41)	- 28.20 (39.32)	- 22.11 (39.51)
Law	- 45.020 (27.560)	- 48.93* (27.80)	- 49.83* (27.59)	- 52.22* (27.81)	- 76.31*** (28.96)	- 82.15*** (29.21)
Share	19.370 (19.830)	50.68 (38.86)	- 7.285 (26.68)	- 147.00 (346.50)	- 13.03 (27.84)	- 46.48 (350.40)
Miniwage			43.23 (32.54)	176.60 (328.60)	- 18.39 (34.36)	19.41 (332.60)
Export			12.14*** (2.89)	12.09*** (2.89)	- 1.63 (3.16)	- 1.73 (3.16)
Age					7.012*** (1.44)	7.24*** (1.45)
Sale					25.19*** (2.41)	25.27*** (2.41)
Asset					39.61*** (4.83)	40.20*** (4.84)
Debt					- 28.18*** (3.36)	- 28.52*** (3.37)
Constant	30.45** (13.97)	11.70 (31.67)	- 244.20 (205.20)	- 1,058 (1,988)	- 181.50 (216.60)	- 434.40 (2,011)
Year FE	N	Y	N	Y	N	Y
Firm FE	Y	Y	Y	Y	Y	Y
R ²	153504 0.0001	153504 0.0001	153504 0.0002	153504 0.0002	148303 0.002	148303 0.0024

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2 *** ** *

1% 5% 10%

	1	2	1	2	1	2
Share*Law	- 29.29 (38.91)	- 24.18 (39.12)	- 43.25 (145.40)	- 37.84 (147.60)	62.51 (98.45)	81.59 (99.21)
Law	- 33.10 (28.07)	- 38.76 (28.36)	- 15.93 (134.80)	- 19.52 (137.10)	- 235.10*** (74.59)	- 251.90*** (75.58)
Share	33.07 (26.07)	104.70 (346.40)	- 77.09 (91.21)	- 926.90 (919.30)	- 146.90* (74.26)	- 364.40 (809.60)
Miniwage	- 22.74 (33.57)	- 74.49 (328.70)	86.54 (86.63)	971.90 (676.00)	- 11.90 (82.33)	186.60 (767.80)
Export	2.560 (3.99)	2.496 (3.99)	46.35*** (9.29)	46.30*** (9.30)	- 7.12 (5.80)	- 7.50 (5.80)
Age	- 0.10 (1.51)	0.03 (1.52)	9.93** (4.06)	9.76** (4.08)	18.83*** (3.14)	19.17*** (3.15)
Sale	22.60*** (2.23)	22.67*** (2.24)	44.76*** (7.059)	44.54*** (7.07)	34.27*** (6.54)	34.22*** (6.54)
Asset	32.38*** (4.48)	32.29*** (4.48)	- 34.21** (14.66)	- 34.72** (14.70)	58.62*** (13.14)	60.88*** (13.19)
Debt	- 22.37*** (3.09)	- 22.50*** (3.10)	- 28.99*** (10.11)	- 28.19*** (10.15)	- 45.02*** (9.26)	- 46.20*** (9.30)
Constant	- 118.60 (211.80)	176.70 (1,988)	- 421.70 (552.0)	- 5,860 (4,129)	- 279.70 (518.10)	- 1,52 (4,644)
Year FE	N	Y	N	Y	N	Y
Firm FE	Y	Y	Y	Y	Y	Y
R ²	97472 0.0027	97472 0.0028	13356 0.0062	13356 0.0067	47235 0.0029	47235 0.0032

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1% 5% 10%

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