

# 中國大陸城鎮男性薪資所得 在 1993 年與 2006 年的跨期變化

唐正道

台灣金融研訓院金融研究所助理研究員

徐士勛

國立政治大學經濟學系副教授

不同於目前研究中國大陸薪資所得相關文獻的範疇與設定，本文以 1993 年與 2006 年兩個年度「城市住戶調查」中男性勞動者的薪資及相關特徵變數進行分析。我們採用傳統的 Mincer 方程式以及 Oaxaca—Blinder 分解進行分析，結果顯示相較於 1993 年積極改革開放之初，2006 年時中國大陸的勞動市場已因為一連串主動與被動改革開放政策而更具彈性，其勞動者薪資報酬率與工作經驗及教育有更為正向的連結。此外，藉由 Oaxaca—Blinder 分解中的「特徵效果」與「係數效果」可發現，股權結構的變化都解釋了極大比例的變動。藉由擬真所得分配的建構，我們更清楚 1993 年與 2006 年整個薪資所得分配的差異主要來自於這兩年度報酬率係數的大幅變動，而勞動者特徵分配的改變僅能解釋約莫 10% 的所得分配差異。綜合這些結果，我們認為中國大陸從 1993 年以來政策與環境的變遷，除了改變勞動者的因素特徵分配外，報酬率能適度反映不同勞動者特徵間的差異才是對勞動市場薪資結構最主要的影響。

關鍵字：中國大陸、薪資函數、分量迴歸、Oaxaca—Blinder 分解、  
擬真分配

## **The Earnings Difference of Male Workers in Urban China between 1993 and 2006**

**Cheng-tao Tang**

Assistant Research Fellow

Financial Research Institution, Taiwan Academy of Banking and Finance

**Shih-hsun Hsu**

Associate Professor

Department of Economics, National Chengchi University

### **ABSTRACT**

Using urban household surveys in 1986 and 2006, this paper studies the change of men's earnings in urban China. We make use of the standard Mincer equation to perform Oaxaca—Blinder decompositions of the mean wage difference as well as recently developed quantile decompositions. We examine the extent to which earnings difference in different periods can be explained by workers' characteristics and returns to these characteristics both on average and for the whole earnings distribution. We find that earnings are positively correlated to experience and education across time, and the ownership type plays an important role in explaining earnings difference. In addition, the wage structure, in term of coefficients effect, exhibits a great shift in urban China's labor market as we perform a counterfactual analysis.

**Key Words:** China, earning function, quantile regression, Oaxaca—Blinder decompositions counterfactual analysis