



**Unemployment and the Labor Market**

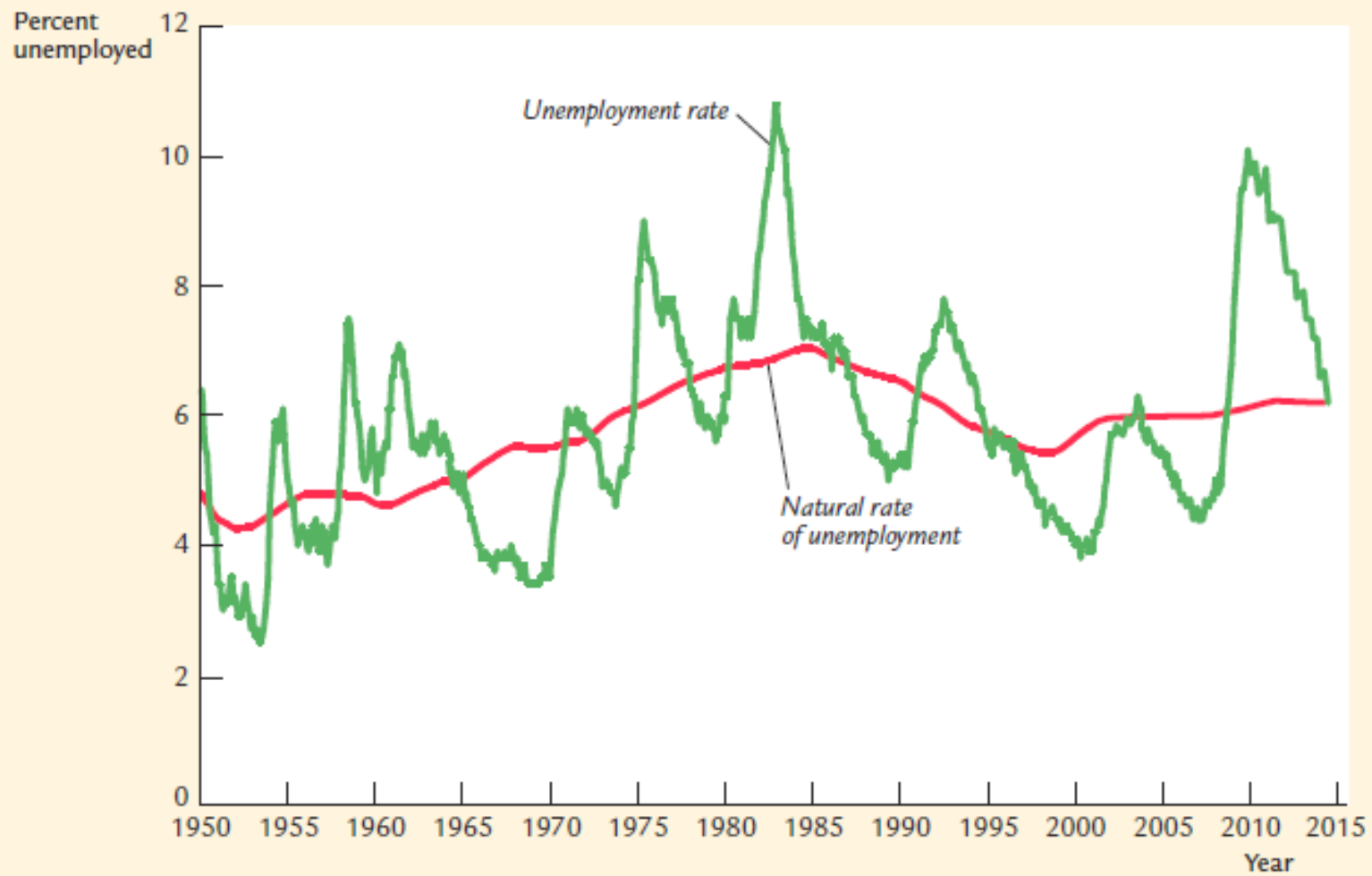
**第7章 失业**



## 第7章 失业

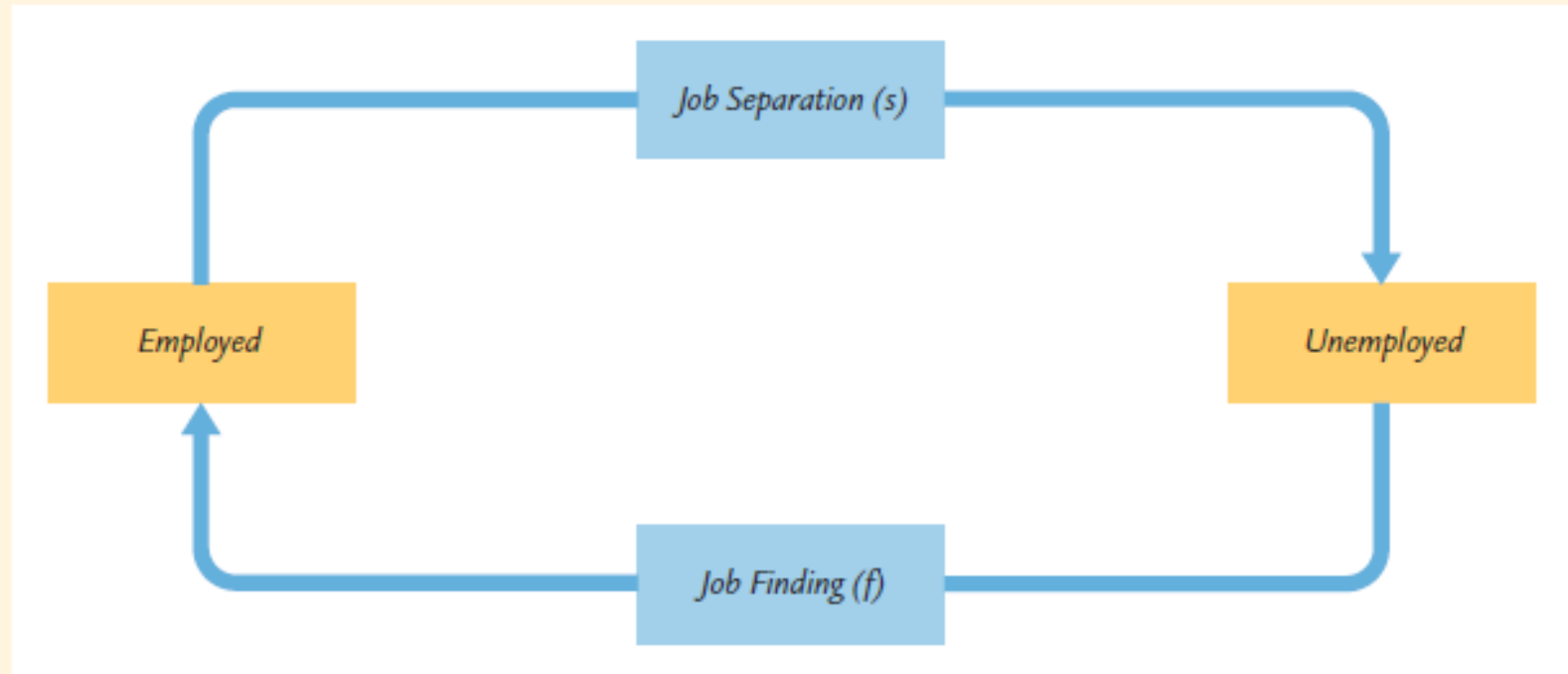
- 7.1 失去工作、寻找工作，以及自然失业率
- 7.2 工作搜寻和摩擦性失业
- 7.3 实际工资刚性与结构性失业
- 7.4 劳动市场经验：美国
- 7.5 劳动市场经验：欧洲
- 7.6 结论

FIGURE 7-1



## 7.1 失去工作，寻找工作，以及自然失业率

FIGURE 7-2



**The Transitions Between Employment and Unemployment** In every period, a fraction  $s$  of the employed lose their jobs, and a fraction  $f$  of the unemployed find jobs. The rates of job separation and job finding determine the rate of unemployment.



我们建立一个劳动力的动态模型。该模型说明了什么因素决定自然失业率。

令  $L$  代表劳动力,  $E$  代表就业工人人数,  $U$  代表失业工人的人数。

$$L = E + U$$

因此, 失业率就是  $U/L$

如果失业率既没有上升也没有下降，也就是说，如果劳动力市场处于 *稳定状态* (*steady state*)，那么找到工作的人数 ( $fU$ ) 必定等于失去工作的人数 ( $sE$ )。

$$fU = sE$$

其中， $s$ 代表离职率， $f$ 代表入职率。

通过刚才介绍的两个表达式，我们可以解出失业率：

$$\frac{U}{L} = \frac{1}{1 + f / s}$$



- 自然失业率（**natural rate of unemployment**）  
稳定状态的失业率，经济在长期中趋近的失业率
- 稳定状态的失业
  - 摩擦性失业
  - 结构性失业

➤ 这个模型对公共政策有明显而重要的意义

旨在降低自然失业率的政策，或降低离职率 $s$ ，或提高就职率 $f$ 。

➤ 模型没有回答，为什么存在失业

失业的两个基本原因：寻找工作和工资刚性



## 7.2 工作搜寻和摩擦性失业

- **摩擦性失业（frictional unemployment）**：由于工人找一份工作需要时间而引起的失业。
- **部门转移**  
不同行业和地区之间的需求构成发生变化而引起的转移
- **公共政策与摩擦性失业**  
政府提供就业服务：降低了自然失业率  
失业保险：提高了自然失业率

## Case Study: Unemployment Insurance and the Rate of Job Finding

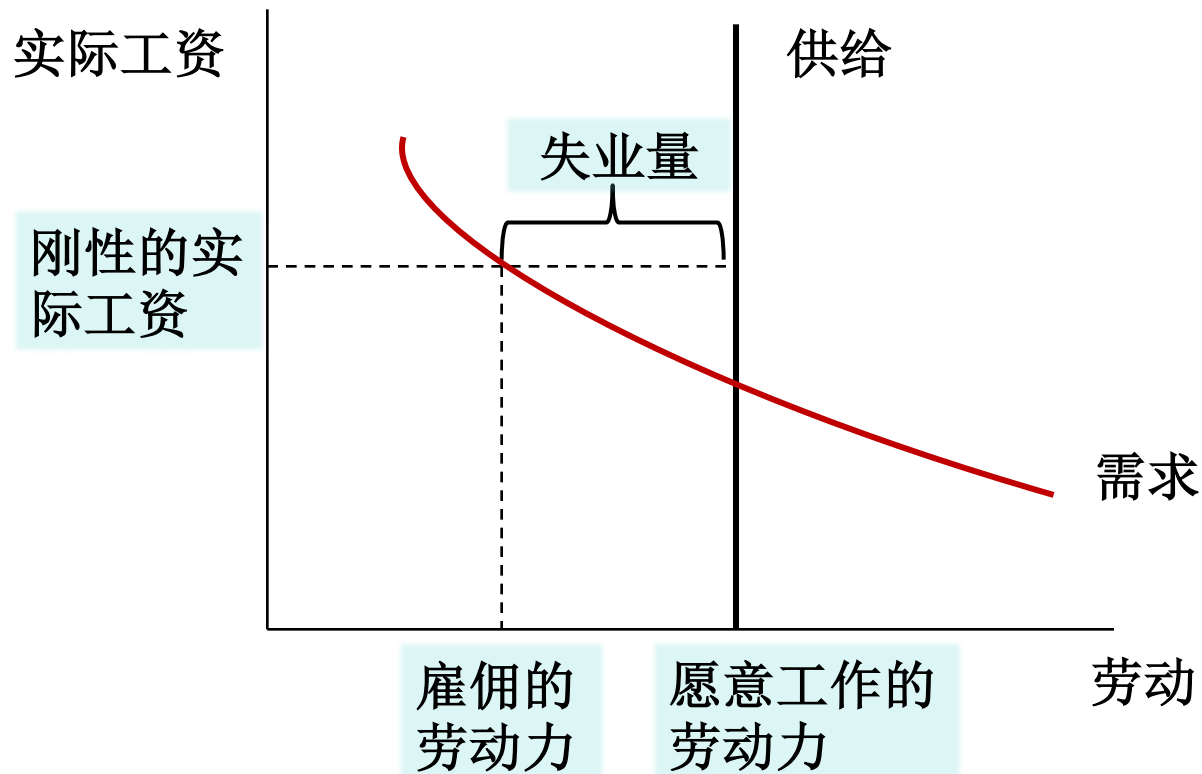
Many studies have examined the effect of unemployment insurance on job search.

One study found that when unemployed workers become ineligible for benefits, they are more likely to find jobs.

Additional evidence on how economic incentives affect job search comes from an experiment. Randomly selected new claimants for unemployment insurance were each offered a \$500 bonus if they found employment within 11 weeks. The average duration of unemployment for the group offered the \$500 bonus was 17.0 weeks, compared to 18.3 weeks for the control group.

## 7.3 实际工资刚性和结构性失业

- **工资刚性(wage rigidity):** 工资不能调整到劳动供给等于劳动需求的水平





## ➤ 结构性失业（**structural unemployment**）

工资刚性与工作配额的配给引起的失业。

或者说，因为实际工资高于均衡水平而导致的失业就是结构性失业。

# 工资高于均衡水平的原因

## ➤ 最低工资法

当政府阻止工资下降到均衡水平时，政府就造成了工资刚性。最低工资法确定了企业支付给雇员的工资的最低法定水平。

## ➤ 工会的力量

工资刚性的第二个原因是工会的垄断力量。

## ➤ 效率工资

效率工资理论提出了最低工资法和工会化之外的第三个工资刚性的原因。



## Case Study: The Characteristics of Minimum-Wage Workers (最低工资)

About 76 million American workers are paid hourly, representing 59 percent of all wage and salary workers. Of these workers, 1.5 million reported earning exactly the prevailing minimum wage, and another 1.8 million reported earning less.

Minimum-wage workers are more likely to be women than men.

Minimum-wage workers tend to be young.

Minimum-wage workers tend to be less educated.

Minimum-wage workers are more likely to be working part time.

The industry with the highest proportion of workers with reported hourly wages at or below the minimum wage was leisure and hospitality (about 19 percent). Just over one-half of all workers paid at or below the minimum wage were employed in this industry, primarily in food services and drinking places.



# 工会和集体议价

- 工会和工会化威胁引起的失业是不同群体的工人——局内人（insider）和局外人（outsider）之间存在冲突的一个例子。
- 那些已经被企业雇佣的工人，即局内人，一般都想使企业的工资保持在高水平。失业者，即局外人，承担了高工资的部分代价，因为他们在较低工资水平是可能会被雇佣。
- 这两个群体的利益冲突是不可避免的。任何谈判过程对工资和就业的效应都取决于每个群体的相对影响。



# 工会和集体议价

TABLE 7-1

## Percent of Workers Covered by Collective Bargaining

South Korea	10 %
United States	13
Turkey	13
Japan	16
Canada	29
Poland	29
United Kingdom	31
Australia	45
Switzerland	49
Israel	56
Germany	61
Greece	65
Spain	73
Netherlands	84
Italy	85
Sweden	91
France	92
Belgium	96

*Data from: Economic Policy Reforms 2014: Going for Growth, OECD, 2014.*

## Case Study: Henry Ford's \$5 Workday (效率工资)

In 1914 the Ford Motor Company started paying its workers \$5 per day. The prevailing wage at the time was between \$2 and \$3 per day, so Ford's wage was well above the equilibrium level. Not surprisingly, long lines of job seekers waited outside the Ford plant gates hoping for a chance to earn this high wage.

By this they meant that it had improved the discipline of the workers, given them a more loyal interest in the institution, and raised their personal efficiency.



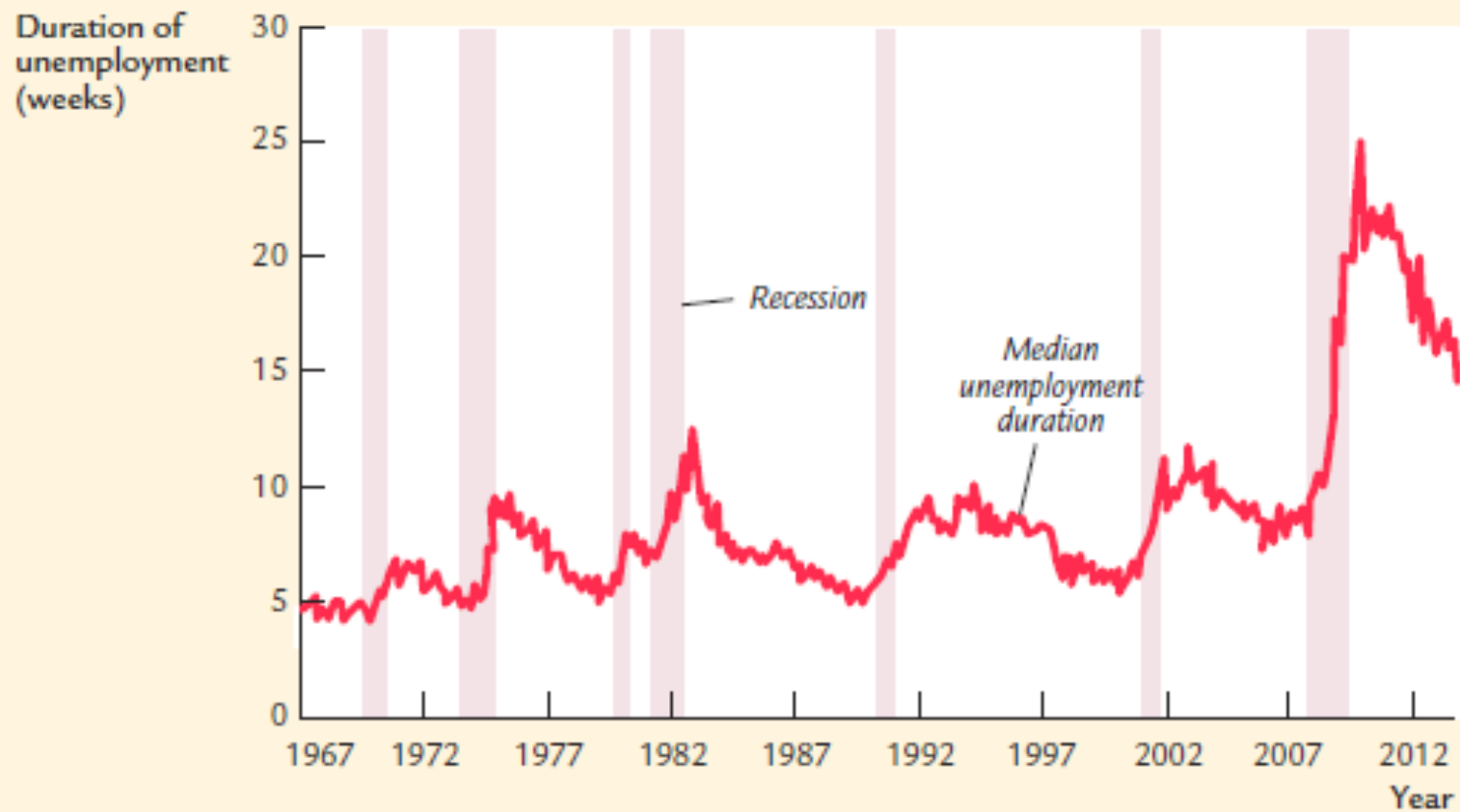
## 7.4 劳动市场经验：美国

### ➤ The Duration of Unemployment

When a person becomes unemployed, is the spell of unemployment likely to be short or long?

## Case Study: 美国长期失业的增加和关于失业保障的争论

FIGURE 7-4



Some economists believe that the increase in long-term unemployment is a result of government policies.

In particular, in February 2009, when the depth of the recession was apparent, Congress extended the eligibility for unemployment insurance from the normal 26 weeks to 99 weeks, and it did not allow this program of extended benefits to expire until January 2014. Extending unemployment- insurance benefits is typical during recessions, because jobs are harder to find, but the extension to nearly two years was extraordinary.

Other economists, however, are skeptical that these government policies are to blame.

In their opinion, the extraordinary increase in eligibility for unemployment insurance was a reasonable and compassionate response to a historically deep economic downturn and weak labor market.

## Variation in the Unemployment Rate Across Demographic Groups

**TABLE 7-2****Unemployment Rate by Demographic Group (2014)**

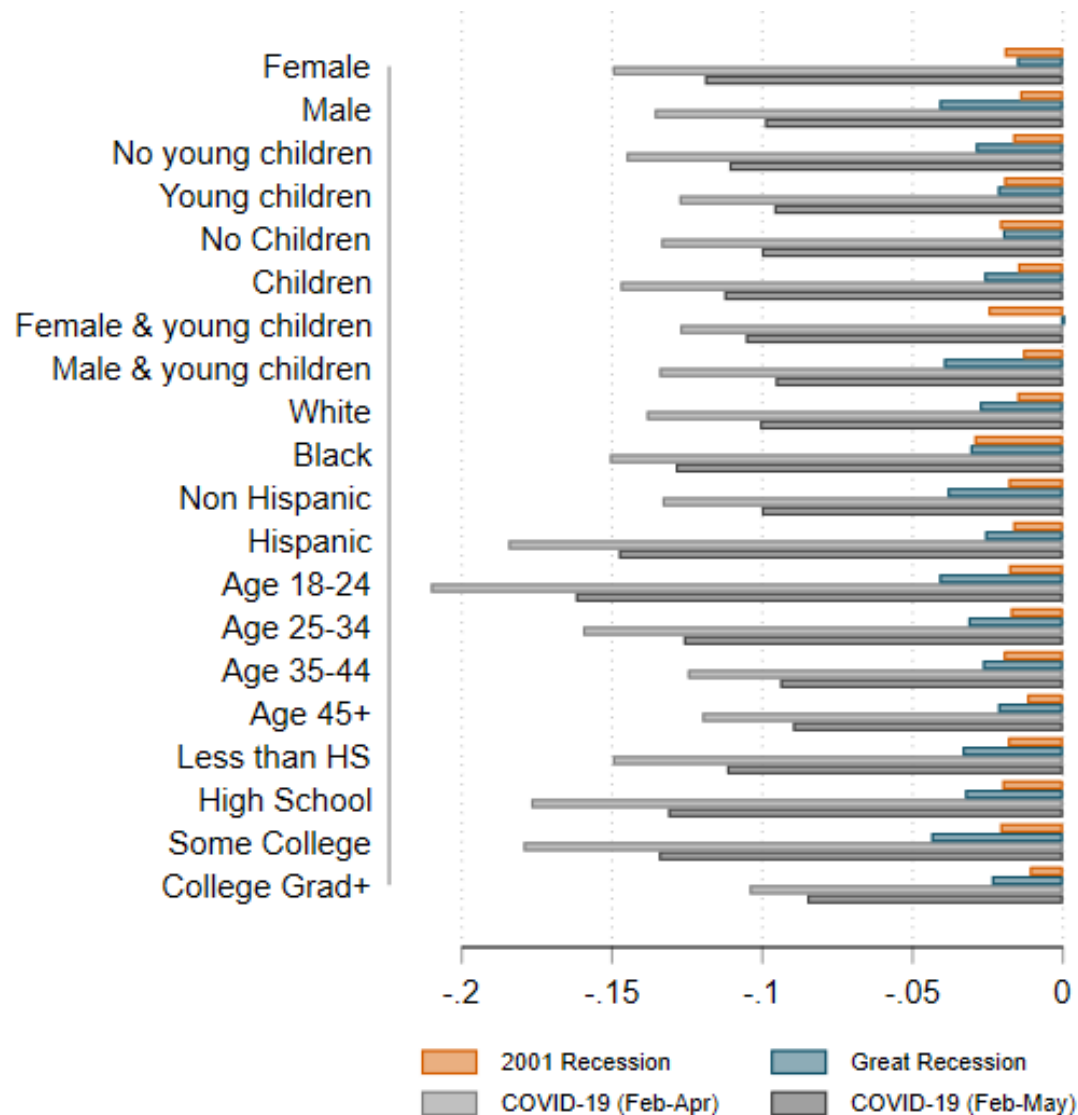
Age	White Men	White Women	Black Men	Black Women
16-19	19.2	15.5	36.5	29.7
25-54	4.4	4.6	10.1	9.1

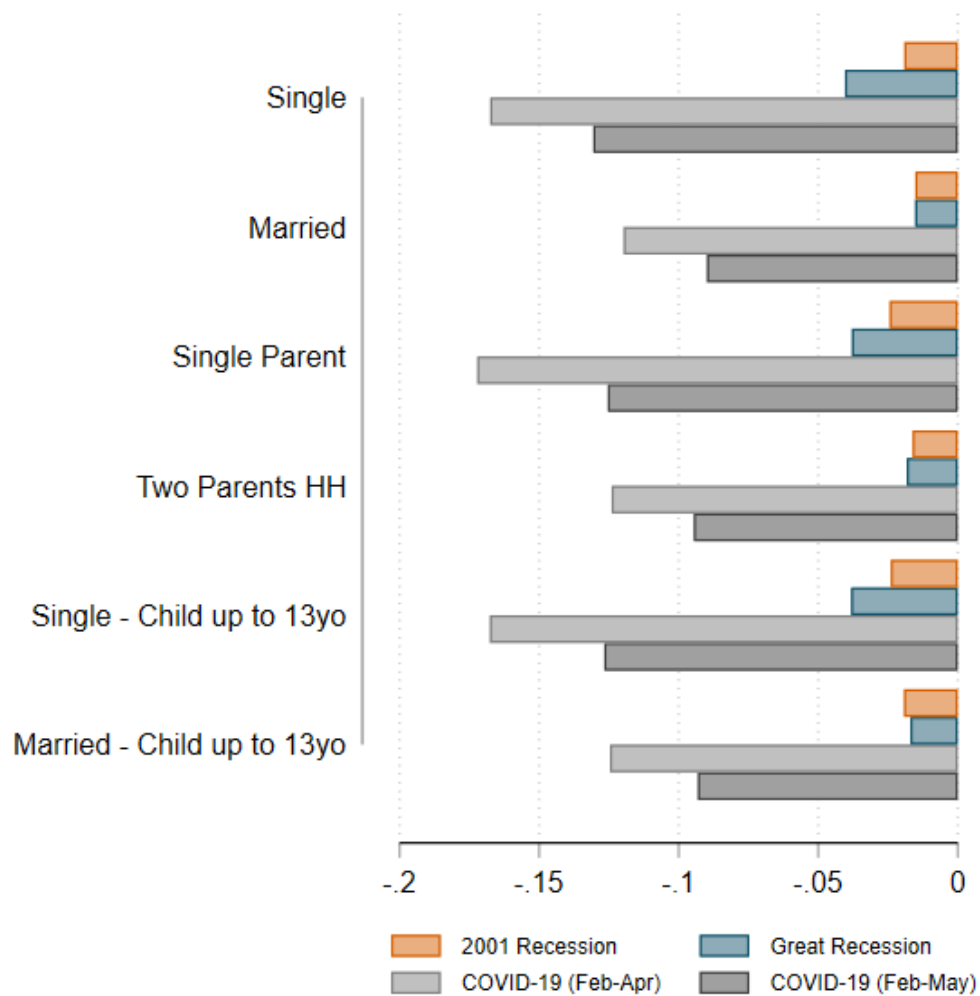
*Data from: Bureau of Labor Statistics.*





# Unemployment during COVID-19





- 是否能远程工作和是否必须面对客户在很大程度上决定了新冠疫情期间失业



## 进入和退出劳动力的转换

到现在为止，我们忽略了劳动市场动态学的一个重要方面：个体进入或退出劳动力的这种运动。

学生→进入劳动力

失业→退出劳动力

个体进入和离开劳动力使失业统计量更难解释。一方面，一些自称失业的人可能并不认真的找工作，也许应该最好不把这些入算在劳动力之内。他们的“失业”也许并不代表社会问题。

另一方面，一些人可能想工作，但在搜寻不成功后放弃了找工作。这些丧失信心的工人(discouraged workers)被算在劳动力之外，并不反映在失业统计量上，这可能是一个社会问题。

# 劳动力未充分利用的集中衡量指标

**TABLE 7-3****Alternative Measures of Labor Underutilization**

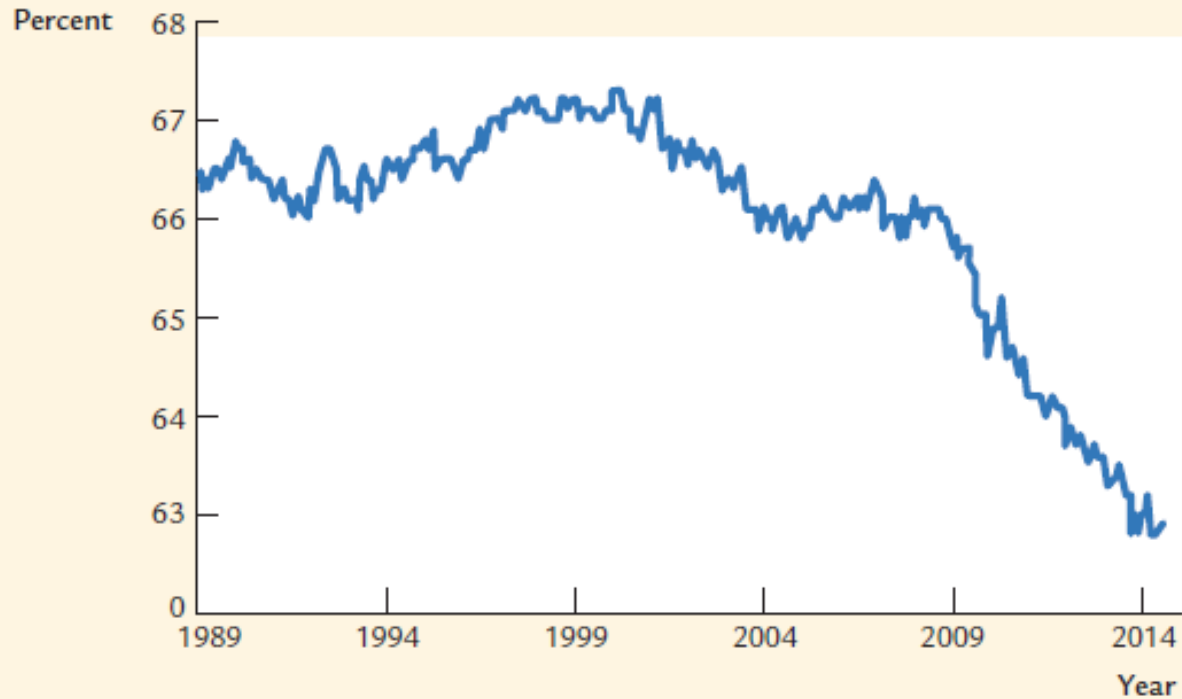
Variable	Description	Rate
U-1	Persons unemployed 15 weeks or longer, as a percent of the civilian labor force (includes only very long-term unemployed)	2.8%
U-2	Job losers and persons who have completed temporary jobs, as a percent of the civilian labor force (excludes job leavers)	2.8
U-3	Total unemployed, as a percent of the civilian labor force (official unemployment rate)	5.8
U-4	Total unemployed, plus discouraged workers, as a percent of the civilian labor force plus discouraged workers	6.2
U-5	Total unemployed plus all marginally attached workers, as a percent of the civilian labor force plus all marginally attached workers	7.1
U-6	Total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers	11.5

*Note: Marginally attached workers* are persons who currently are neither working nor looking for work but indicate that they want and are available for a job and have looked for work sometime in the recent past. *Discouraged workers*, a subset of the marginally attached, have given a job-market-related reason for not currently looking for a job. *Persons employed part time for economic reasons* are those who want and are available for full-time work but have had to settle for a part-time schedule.

*Data from:* U.S. Department of Labor. Data are for October 2014.

## Case Study: 劳动参与率的下降, 2007 to 2014

FIGURE 7-5



**The Labor-Force Participation Rate** The labor-force participation rate declined significantly from 2007 to 2014.

*Data from:* Bureau of Labor Statistics.

What explains the decline of 3.1 percentage points in the labor-force participation rate?

An increase in retired workers accounts for 1.4 percentage points.

An increase in disabled workers accounts for 0.8 percentage points.

An increase in discouraged workers accounts for 0.4 percentage points.

An increase in those not wanting a job because they are in school accounts for 0.5 percentage points.

The “other” category—those outside the labor force who are not retired, disabled, discouraged, or in school, such as full-time parents—accounts for none of the change. In fact, this last category went slightly in the other direction.



TABLE 7-4

Decomposing the Change in Labor-Force Participation

Quarter	Nonparticipation	----- By Reason for Nonparticipation -----				
		Retired	Disabled	Discouraged	In school	Other
2007: Q4	33.9 %	15.5 %	4.9 %	1.9 %	4.6 %	7.1 %
2014: Q1	37.0	16.9	5.7	2.3	5.1	7.0
Change	+3.1	+1.4	+0.8	+0.4	+0.5	-0.1

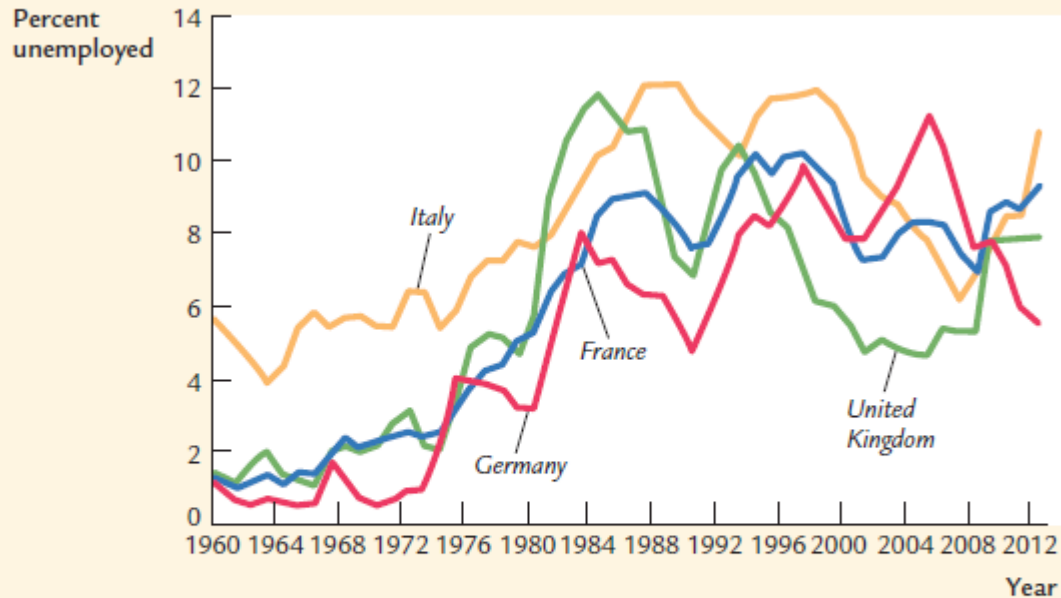
*Data from:* Shigeru Fujita, "On the Causes of Declines in the Labor Force Participation Rate," Federal Reserve Bank of Philadelphia, 2014. Parts may not add to total because of rounding.



## 7.5 劳动市场经验：欧洲

### ➤ The Rise in European Unemployment

FIGURE 7-6



**Unemployment in Europe** This figure shows the unemployment rate in the four largest nations in Europe. The figure shows that the European unemployment rate has risen substantially over time, especially in France and Germany.

Data from: OECD.

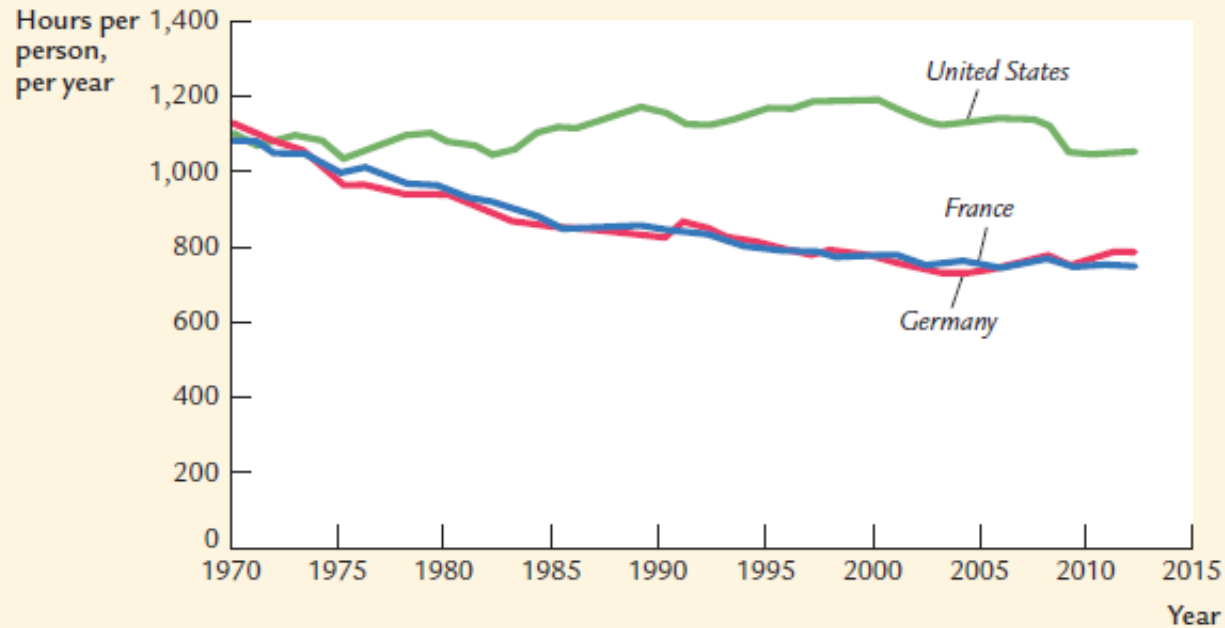
## 欧洲内部的失业差异

The first noteworthy fact is that the unemployment rate varies substantially from country to country

A second notable fact is that much of the variation in unemployment rates is attributable to the long-term unemployed.

# 欧洲闲暇的上升

FIGURE 7-7



**Annual Hours Worked per Person** Over time, many Europeans have substantially reduced the number of hours they work, while typical Americans have not.

*Data from: OECD Employment Database and Bureau of Labor Statistics. Calculated as the average annual hours actually worked per employed person multiplied by the employment rate.*



## 7.6 结论

- 失业对个人来说是一种痛苦
- 失业对社会来说是一种资源的浪费
- 然而，零失业并不是自由市场经济合理的目标