

超时工作的社会性后果：基于 CGSS2013 的实证研究 *

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摘要：本研究基于时间研究和劳动过程理论，认为超时工作反映了劳动者逼仄的时空体验，形塑了人们整体的社会生活图景。对 CGSS2013 数据分析表明，超时工作挤占了个体自我发展和社会参与的时间，使劳动者饱受身心健康的困扰，相互依存的社会联系被破坏，质疑社会资源分配的公正性，无暇顾及自身之外的外部环境问题。上述影响不存在明显的阶层差异。这些后果指向了一个共同的主题：超时工作使劳动者被异化为资本实现的工具，身而为人的多元面向和丰富意义全面塌缩。

关键词：超时工作 劳动过程 时间研究

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The social outcomes of long working hours: An empirical analysis of the 2013 China General Social Survey

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ABSTRACT

Based on the literature of time study and labor process theory, this study argues that overtime work essentially reflects workers' experience of compressed time and space, and fundamentally shapes the surrounding social settings. Multivariate analyses of data from CGSS2013 show that overtime work compresses workers' leisure time which could have been used for self-development and social participation, and leads to a variety of negative consequences across different classes outside the labor process, including the weakening of social capital, physical and psychological health damage, negative evaluations of resource distribution in the society, and the reduction of environmental participation. These results suggest that overwork alienates workers as a tool for capital accumulation, and systematically erodes the profound essence of human existence.

KEY WORDS

Overwork; Labor process; The sociology of time