Countermeasures on Development of Rural Talent Resource in North Bay Economic Zone of Guangxi Province

Jiang Ai-xian
School of Administration Management, Guangxi Economic Management Cadre College, Nanning 530007, China

Abstract The necessity for developing rural talent resource in North Bay Economic Zone of Guangxi Province was analyzed. And the problems in the development were introduced. Related countermeasures on promoting the development of rural talent resource were put forward.

Key words North Bay Economic Zone of Guangxi Province; Rural areas; Talent resource development; Countermeasures; China

Farmers are the subject while talents are the key in building a new socialist countryside. Grand blueprint for building a new socialist countryside can be realized, only if most of the farmers are cultivated to be literate and skilled, and many of which are trained to be the professional and skilled talents in various fields. North Bay Economic Zone of Guangxi Province in China locates in the centre of coastal areas of North Bay, including the administrative regions in Nanning City, Beihai City, Qinzhou City and Fangchenggang City. Its area amounts to 42,500 km², accounting for 17.9% of the area in Guangxi Province. Its population amounted to 12.42 million in late 2008, accounting for 25% of the total population in Guangxi, while its gross regional product amounted to 221.9 billion yuan, accounting for 31% of the gross product in Guangxi. In January, 2008, Development Planning of Economic Zone in North Bay of Guangxi Province was approved by the state, and coastal area in Guangxi will be overall planned and developed as an economic zone, and constructed into the significant zone for international regional economic cooperation. According to the planning, per capita gross regional product in the Economic Zone will exceed the average national level by 2020, and the economic aggregate will account for about 45% of the total aggregate in Guangxi. With the rapid economic development, development of rural areas with more than 10 million farmers in North Bay Economic Zone is the basis of various aspects in society, and the key to the development of the area. Therefore, deep research on development strategy of rural talents in North Bay Economic Zone is positive and significant for promoting the integrated development of the area.

1 Necessity for developing rural talent resource in North Bay Economic Zone of Guangxi Province

Gathering of talents from various countries makes American which was the colony of Britain become the most prosperous country in the 20th century. Gathering of talents from various regions makes Shenzhen City which was a small fishing village become the most active city in China quickly. The one who has the talents will be prosperous, which is the truth for a region, a city and even a nation. The key of regional economic development is talent.

1.1 Necessity for practicing Scientific Development View Scientific Development View is the succession and development of significant thoughts concerning development put forward by three generations of central collective leadership of the CPC, the concentrated reflection of world view and methodology concerning development put forward by Marxism, the significant guideline of social and economic development in China, and the great strategic thought which should be insisted and carried out in developing socialism with Chinese characteristics. Central Committee of the CPC always attaches importance to rural development, especially emphasizes that the construction of new socialist countryside should take Scientific Development View as the guidance. The core of Scientific Development View is people-oriented concept. Construction of new socialist countryside in North Bay Economic Zone of Guangxi Province should implement Scientific Development View and rural policies comprehensively, and ensure the successful development of various undertakings in rural areas by implementing development strategy of rural talent resource in the area.

1.2 Necessity for building a new socialist countryside Development Planning of Economic Zone in North Bay of Guangxi Province pointed out: "Developing modern agriculture and rural economy should be the primary task in the construction of new socialist countryside. Efforts should be devoted to develop effective, high-quality, ecological and safe agriculture and intensive processing industry of agricultural products actively, and promote the level of irrigation, mechanization and informalization." Development strategy of rural talent resource in the Economic Zone is put forward based on the actual situations of rural areas. It promotes the quality of basic cadres and the masses with multi channels and aspects, and brings up some new
basic cadres and the masses with literacy, skill and management ability, which plays an active role in promoting the development of various undertakings for the construction of new countryside in North Bay Economic Zone. Therefore, developing rural talent resource is an urgent requirement for adapting the new situation and completing various tasks, as well as a necessary choice for providing talent guarantee and intellectual support to build a prosperous, civilized and harmonious North Bay Economic Zone of Guangxi Province.  

1.3 Necessity for implementing development strategy in North Bay Economic Zone of Guangxi Province Development practices of Shanghai Pudong New Area and Tianjin Binhai New Area proved that the development strategy of new economic zone was a "people-oriented" strategy in essence. As the "golden ligament" of ASEAN and southeast coast, northwest region in China, North Bay Economic Zone of Guangxi Province has its peculiar zone bit and natural resources advantages. Since the 1990s, the two advantages had been utilized for 20 years, and "first pot of gold" had been already excavated. At present, per capita GDP in Economic Zone will exceed 1 500–3 000 U.S. dollars. Therefore, in the future development, efforts should be devoted to further develop talent resource and implement talent strategy without relying on original resource advantages. In particular, it can be seen that the core resources for pushing social and economic development are changing constantly in different eras. In agricultural society, land is the core resource; in industrial society, capital is the core resource; in knowledge economic society, intellect is the core resource. The economic construction of North Bay Economic Zone in recent 20 years was mainly pushed by taking "capital" as the core resource. The Economic Zone has brought in a large amount of foreign capitals, which promotes social and economic development of the area. In the next 10 to 15 years, faster development of the area can be realized only by developing and innovating with "talent" as the core according to the development requirements of knowledge economy.

1.4 Necessity for promoting the transfer of rural surplus labors and realizing farmer's income increase It is widely accepted that farmer's income increase can be realized by transferring rural surplus labors and implementing labor export. But the main difficulty in restraining the transfer of rural surplus labors in North Bay Economic Zone of Guangxi Province is low quality of rural labors. Only by improving the quality of rural labors and transforming the labor resources into capital, rural labors can really be transferred and obtain jobs in the secondary and tertiary industries of cities. From the factor of farmer's income, the basic elements of farmer's income increase are land, labors, capital and management. From the factor of land, farmer's per capita cultivated land is seriously deficient. Potential for increasing income of cultivated land should rely on capital intensive and technology intensive. The two productive modes should be supported by higher quality of labors. In addition, the ratio of capital income to farmer's income increase is small for most farmers. Factors such as labors and management are correlated with rural talent capital. From this point, both the salary income and operational income can't be raised without the improvement of farmer's quality.

2 Current problems in the development of rural talent resource in North Bay Economic Zone of Guangxi Province

Development Planning of Economic Zone in North Bay of Guangxi Province definitely pointed out the agricultural aims of Economic Zone, and emphasized that by 2010, planting area of primary rice production region should amount to 35.0 × 10^4 hm², and the area should be stable in 2020. By 2010, the amounts of pigs, poultry and beef cattle in husbandry production region should be 10.0 million, 150.0 million and 0.5 million respectively, and those in 2020 should be 15.0 million, 200.0 million and 0.8 million respectively. By 2010, planting area of primary cane production region should amount to 6.3 × 10^4 hm², and the area should be stable in 2020. By 2010, planting area of eucalyptus should amount to 60.0 × 10^4 hm², and the amount in 2020 should be enlarged to 90.0 × 10^4 hm²[2]. In order to fulfill these aims, the development strategy of rural talent resource should be carried out. But at present, there are still many problems with rural talent resource in the area. The main aspects are stated as follows.

2.1 Cognitive deviation of government departments and deficient financial input Lots of government departments consider that: political achievements can be obtained only by constructing significant industrial projects with the neglect of the basic effects of agriculture; implementing development strategy of rural talent resource is subject to industrial development, and there are cognitive deviations on importance and urgency of the strategy; rural areas can be fully developed by developing industry without solo construction; the main task of rural areas is to develop rural economy, and earning money in cities is more practical. Besides, some people hold the thoughts such as "wait" and "dependence", they rely on the support form the nation and government, lacking the positivity and initiative in implementing the development strategy of rural talent resource. Since the 1980s, the ratio of expenditure in agriculture to the financial expenditure of Guangxi has decreased gradually, decreasing from 23.60% in 1980 to 9.11% in 2007[3]. Most of the expenditure in agriculture is used for supporting agricultural production while the expenditure for developing talent resource is scarce.

2.2 Poor objective circumstance conditions and prominent phenomenon of brain drain Due to different levels of economic development in various areas of Economic Zone, the financial inputs in cultivation and development of talents are different. Meanwhile, the complicated topography, poor infrastructure, unreasonable layout of rural settlements and inconvenient communication as well as ineffective informative network construction and publicity channels influenced the development and exchange of rural talents. In addition, some migrant workers return to their hometowns for starting business without forming a scale. What's more, basic organizations of government fail to perform their duty in the aspects of improving
the investment environment and venture channels, strengthening the mechanisms of talent cultivation and exchange, and providing conditions for migrant workers to start business in their hometowns. At present, the brain drain phenomenon is common in rural areas. Large amounts of young adults go out for working or learning while most of the remaining people are the old men, women and children who lack the passion and ability for developing rural areas. These people with lower quality lack basic skill and enthusiasm, which aren't competent for rural construction. These problems lead to the structural deficiency of subjects in implementing the developmental strategy of rural talents in North Bay Economic Zone of Guangxi Province.

2.3 Large stock of talent resource and unreasonable structure The population in rural areas of Guangxi Province amounts to 30.4 million, accounting for 63.76% of the total population. Guangxi is a province with large amounts of rural population. Comparing with the whole country, the absolute number of rural population ranks the eleventh, and the ratio of rural population to the population in Guangxi ranks the sixth. The ratio in Guangxi is lower than that in Guizhou (71.76%), Tibet (71.70%), Gansu (68.41%), Yunnan (68.40%), Henan (65.66%) and Sichuan (64.40%) (1). The vast rural labors have become the great burden of agriculture, rural areas and farmers in Guangxi. What's more, with the growth of population, the amount of rural labors will rise further. The overall qualities of rural talents in North Bay Economic Zone are low, which is reflected in three aspects. From the perspective of cultural quality, most people are illiterate or semiliterate. According to the data of Guangxi Statistical Yearbook in 2008, the amounts of labors with junior high school level and below are 84.32 per hundred rural labors, in which, the amounts of illiterate and semiliterate are 1.86, the amounts of people with primary school level and junior high school level are 24.02 and 58.44 respectively(5). From the perspective of technology, rural labors have low skill level, and most of them haven't been trained professionally. From the perspective of ideological quality, the thoughts and ideas of farmers are traditional, which couldn't adapt to the construction of new countryside.

2.4 Unreasonable industrial structure with employees concentrating in primary industry According to the statistical data of rural areas of Guangxi in 2007, the employees in agriculture, forestry, husbandry and fishery decrease from 1,618,29 ×10⁴ in 1991 to 1,503,06 ×10³ in 2005. But the ratio of these people to the total employees in all three industries is the largest, accounting for 66.00%(5). Primary industry is still the main industry in rural areas. With the deregulation of household registration system and the rapid development of township enterprises, some of the rural labors transfer to secondary and tertiary industries such as industry, building industry, lodging industry and catering industry. However, due to the high admittance standard in most industries, employees should have high educational and technical level. Therefore, most of the rural population can't get jobs in these industries due to lower educational and technical level. With the acceleration of the development of North Bay Economic Zone, rural talent resource will transfer to secondary and tertiary industries quickly.

3 Countermeasures on developing rural talent resource in North Bay Economic Zone of Guangxi Province

3.1 Comprehend policy and unify the understanding The spirit of the 17th National Congress of the CPC, Deng Xiaoping Theory and the important thought of "Three Represents" should be insisted in implementing the developmental strategy of rural talent resource of North Bay Economic Zone. The development guidelines and polices of the CPC concerning rural talents should be carried out seriously with Scientific Development View as the guide. Government at all levels in the Economic Zone should further make clear that the Economic Zone will be built into an important zone for international regional economic cooperation. Besides, both the agricultural and industrial projects should be taken into account without laterality. Party committees at all levels and government departments should further emancipate the mind, strengthen professional guidance, cultivate cadres, members of the CPC and various talents, and comprehend that rural talents are the organizers, promoters and practitioners in building a new socialist countryside, which could provide ideological and political guarantees for realizing the development of rural talent resource in North Bay Economic Zone.

3.2 Bring forth new ideas in the mechanisms of talent service and management Firstly, it ought to bring forth new ideas in talent service mechanism. Government at all levels should designate specialized talent service institutes, set up service windows for rural talents and organize special service activities for attracting various talents regularly. Preferential policies for the faculty and sci-tech personnel who works at the forefront of production and sci-tech popularization and devotes to promoting rural economic development, agricultural technical progress and transformation of sci-tech achievements, should be carried out in the aspects such as qualification examination for professional skills and evaluation of professional titles. For instance, the people who engage in education, hygiene, agriculture, water conservancy and forestry in rural areas could take part in the socialized qualification examination for professional skills and evaluation of professional titles without the restrictions of identification, educational background, household registration and major besides special rules. Secondly, government should bring forth new ideas in mechanism for migrant workers to start business in their hometowns. Migrant workers have a great impact on the construction of new countryside. For one thing, migrant workers bring about advantageous factors such as capital, techniques and advanced concepts. For another, they are the communicators and pushers of unhealthy thoughts and behaviors such as focusing on beer and skittles, muddling along and so on. Basic administrative sections should transform the negative influences into positive influences with adequate wisdom. Nowadays, although some migrant workers return to their hometowns for starting business, the scale is not
formed. Government should accelerate infrastructure construction such as communication and network, improve investment environment greatly, widen venture channels, and pave the way for migrant workers to start business in their hometowns.

3.3 Increase government inputs and create a benign environment for the growth of talents In order to provide a solid material basis for developing rural talent resource, efforts should be devoted to increase the inputs in agriculture, improve the poor rural infrastructure, stabilize agricultural policies, reduce farmer's burdens, raise farmer's income, and promote the accumulation rate of farmer's income. Meanwhile, it's essential to set up and amplify incentive mechanism of rural practical talents as well as commanding and rewarding system, strengthen commendation for excellent rural talents who have stronger demonstrating and driving abilities, and devote to the development of agriculture and rural economy. Various news media such as TV, broadcast and newspaper should be fully utilized to carry out propaganda of cultivating projects for rural practical talents, publicize typical deeds of rural talents who love agriculture, live in rural areas and lead farmers to become rich, and carry forward the spirits such as bearing privations, cultivating diligently, venturing bravely and practicing fearlessly, which could expand the influence and fame of rural practical talents, and raise their sense of honor. Creating a benign environment for the growth of rural talents and a nice atmosphere of valuing knowledge, talents labor and innovation in North Bay Economic Zone of Guangxi Province, is favorable for arousing the enthusiasm of farmers to develop their career and build a new countryside.

3.4 Develop rural basic and vocational education vigorously According to the development status of education and economy in North Bay of Guangxi, consolidating and improving the quality of nine-year compulsory education should be taken as the core in strengthening the development of education for rural talents. It's necessary to develop vocational and adult education, and set up a socialized life-long education system which pays equal attention to diploma education and non-diploma education as well as regular education and irregular education, and combines general education and vocational education. Firstly, efforts should be devoted to increase the inputs in rural compulsory education of Economic Zone, transform education consciousness of rural residents, promote enrollment rate of compulsory education, and reduce dropout rate. Secondly, vocational education should be developed vigorously.

Based on the development status of Economic Zone, middle vocational education should be taken as the main channel of talent resource development. It's necessary to develop higher vocational education and multi-level vocational training positively in areas with suitable conditions, which could enable graduates of primary school, junior high school and high school to receive vocational education. Thirdly, we should develop rural adult education, especially "short, adaptable and fast" skill training, encourage enterprises to train rural labors with compensation, widen employment channels and dispel farmer's misgivings that they couldn't get jobs after training.

3.5 Take measures actively to accelerate the transfer of rural surplus labors The transfer of rural labors is the important way of talent resource development in North Bay Economic Zone of Guangxi Province. Measures should be taken to promote the effective transfer of rural labors. Firstly, labor intensive industry should be developed rapidly in order to absorb rural surplus labors. Rural labors in Economic Zone are excessive in quantity and lower in quality, which couldn't be absorbed by developing high-tech industry. By contrast, it's suitable to develop labor intensive industry which has a lower requirement for intellect and could absorb labors at the soonest. Secondly, optimizing industrial structure and accelerating the development of tertiary industry could increase the capacity of employment. Thirdly, we should strengthen the construction of agricultural informatization, provide the information of tight jobs for farmers by constructing and improving the informative network of government, and guide correctly, which could transfer rural surplus labors effectively.

References

广西北部湾经济区农村人才资源开发的对策研究

蒋爱光（广西经济管理干部学院行政管理系，广西南宁 530007）

摘要 介绍了中国广西北部湾农村人才资源开发的必要性，一是实行政科发展观的需要;二是建设社会主义新农村的需要;三是实施广西北部湾经济区发展战略的需要;四是促进农村剩余劳动力转移和实现农民增收的需要。分析了广西北部湾经济区农村人才资源开发面临的4方面问题

（To page 15）
3 Conclusion

Development of small towns is a long-term socio-economic problem. Studies on it should be expanded from microscopic to macroscopic view with omni-directional and multi-dimensional exploration on its strategy design and institutional arrangements, so as to search for a better, more reasonable, and more suitable direction for the development of small towns in underdeveloped areas, and to provide theoretical support for the development of small towns in Ganzhou City and underdeveloped areas.

References


欠发达地区小城镇发展路径建构研究——以江西省赣州市为例

程东旺（南昌师范学院政治与法律学院，江西南昌 331200）

摘要 随着人均GDP的增长，赣州市城镇化水平有明显的提高，但中西部城镇和小城镇发展相对滞后，基础设施水平较低，物质消费水平和农村发展水平较低，居民收入增长缓慢，资源开发困难。因此，需要从微观、中观、宏观三个层面，构建小城镇发展路径，以促进小城镇发展。首先，需要从小城镇发展路径的构建，构建小城镇发展路径，构建小城镇发展路径，构建小城镇发展路径。然后，需要从小城镇发展路径的构建，构建小城镇发展路径，构建小城镇发展路径，构建小城镇发展路径。最后，需要从小城镇发展路径的构建，构建小城镇发展路径，构建小城镇发展路径，构建小城镇发展路径。

关键词 小城镇；发展路径；赣州市

（From page 9）
问题一，是政府管理部门存在认识偏差，财政政策不足，农业资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少。二是政府管理部门存在认识偏差，财政政策不足，农业资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少。三是人才资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少。四是人才资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少，对人才资源开发的支出较少。提出了针对广西安康区农村，人才资源开发的对策。①注重导向，分类施策，为实现广西安康区农村人才资源开发提供支持性政策保障。②创新人才培养和管理机制，与乡村吸引各类人才创造条件。③加大投入力度，为农村人才资源开发奠定坚实的基础，营造适宜人才成长的优良环境。④大力发展农村基础教育和职业教育，加大对农村教师教育的投入力度。⑤加快构建劳动密集型产业、优势产业区域，加强农业信息化建设，加快农村剩余劳动力的转移。关键词 广西安康区；农村；人才资源开发；对策

 examines. Therefore, Ganzhou City should further widen the investment objects and investment channels, increase investment strength, allow and encourage private capital and foreign investments in the construction of parks.

3 Conclusion

Development of small towns is a long-term socio-economic problem. Studies on it should be expanded from microscopic to macroscopic view with omni-directional and multi-dimensional exploration on its strategy design and institutional arrangements, so as to search for a better, more reasonable, and more suitable direction for the development of small towns in underdeveloped areas, and to provide theoretical support for the development of small towns in Ganzhou City and underdeveloped areas.

References