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Inquiry into Problems of Farmers' Employment under the Condition of Land Transfer

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Abstract This paper emphasizes the urgency of solving the problems of farmers' employment under the condition of land transfer, indicating that solving the problems of farmers' employment is the necessary requirement of land transfer, the actual requirement of constructing well-off society comprehensively, and the objective requirement of transforming developmental model. The characteristics of the problems of farmers' employment under the condition of land transfer are as follows: the rural surplus labor forces increase, and the ubiquitous unemployment is urgent; the employment room of farmers is narrow, and the structural unemployment is serious; the ability of farmers' employment is poor, and recessive unemployment has a large proportion; the situation of farmers' employment is not so sanguine, and the policy unemployment is frequent. This paper points out the causes of farmers' employment problems under the situation of land transfer as follows: in terms of analysis of subjective factors, farmers' self-employment ability is yet to be underpinned; in terms of analysis of objective factors, the relevant mechanism of government is unsound. Finally, corresponding countermeasures and suggestions are put forward as follows: establish the mechanism of farmer traceability analysis under the condition of land transfer; strengthen the training of farmers' skills; reinforce the publicity and education of farmers' employment concept; promote the process of urbanization and construct the employment vehicle of farmers; adjust the industrial structure in rural areas and expand the internal employment in rural areas; improve macro regulation and improve the employment environment for farmers.

Key words Land transfer, Farmer, The problems of employment, China

The report of the 16th National Congress of Communist Party of China points out that the regions with certain conditions can conduct the transfer of land contractual management right and gradually develop scale operation, in accordance with the law and on a voluntary and compensatory basis. *Decision of the Third Plenary Session of the Seventeenth Central Committee* also points out that we should improve the social security system rapidly in rural areas, and solve employment, housing and social security of the farmers whose farmland is expropriated, which has pushed the social security problem and employment problem of farmers under the condition of rural land transfer to a new historical starting point. Social security and employment are two difficulties faced by the rural residents after the transfer of land contractual management right^[1]. Social security is the stabilizer of social development, which can ensure the farmers' basic survival right. However, at present, it is difficult to form high-level, systematic and comprehensive social security in China's rural areas. Once there are fatal disease, natural disaster, inflation and other factors, the function of guaranteeing farmers under the condition of land transfer will be infinitesimal. Consequently, we should divert work focus from living security to employment security and actively explore the most practical and fundamental problems that the farmers pay close attention to, under the condition of land transfer, so that we can coordinate the immediate interest and long-term benefit, coordinate the regional development and joint development, coordinate the farmers' interest and the national interest, and lay solid foundation for achieving comprehensive well-off har-

monious society.

1 The urgency of solving the problems of farmers' employment under the condition of land transfer

1.1 The necessary requirement of land transfer Land transfer is conducive to the forming large-scale land operation, accelerating the transfer of rural surplus labor, quickening the process of urbanization, and perfecting optimized allocation of resources and upgrading of industrial structure in rural areas, which plays an important role in promoting rural development in China and the national economic development rapidly. However, according to *Outline of National Overall Planning of Land Use*, in three decades, namely from 2000 to 2030, the farmland that is occupied will be more than 0.33 million hm². The modern agricultural economic theory holds that if one acre of farmland is expropriated, 1.5 farmers will be reduced to unemployment. If we conduct calculation according to this ratio, the number of farmers under the condition of land transfer will be very large. If we fail to help settle down this group, it will not make the state and the farmers obtain due benefit under the condition of land transfer, but cause new problems and contradictions. This will thwart the development of economy in rural areas, impair social construction and cause other serious impacts.

1.2 The actual requirement of constructing well-off society comprehensively China is now in a critical period of building a comprehensive well-off society and the wellbeing level, on the whole, is still at the low-level, incomprehensive and unbalanced stage, therefore, the contradiction of various interests

stands out in succession, and a variety of economic, social and natural problems are intricate and interweaved, that is, any problem will affect the healthy propulsion of comprehensive well-off society. Land transfer, involving economy, society and politics, related to the practical interests of farmers, the state's overall planning, the enthusiasm of enterprise production and a wide range of interest appeals, covers many fields, such as land resources, human resources, market resources and so on. President Hu Jintao once pointed out that the interests of the masses are anything but minutiae; we should spare no efforts to solve any problem that is related to vital interests of the people and the practical difficulties of farmers; we should make every effort to bear the importance of safety and wellbeing of the masses in mind at any time^[2].

1.3 The objective requirement of transforming developmental model Proposal passed by The Fifth Plenary Session of the Seventeenth Central Committee definitely points out the guiding principle of formulating the Twelfth Five-Year Plan is taking scientific development as theme, taking accelerating the transformation of the economic developmental model as the main line, deepening reform and opening up, ensuring and improving people's livelihood, promoting long-term stable and rapid economic development and social harmony, and laying the foundation of decisive significance for building comprehensive well-off society^[3]. Transforming the developmental pattern is a profound change, related with the reform and opening up, and the overall situation of socialist modernization construction. Transforming the developmental pattern, an urgent topic posed by the times, has become an imminent task. But the status quo of farmers' employment in China at present is mired into a vicious circle, that is, poor employment status of farmers-slow development of urban economy-few job opportunities-slow development of rural economy-decrease of farmers' employment. How to promote the continuous, stable, rapid and better development of farmers is the difficulty that we are confronted by, at present or in the future. Employment is the basis of farmers' livelihood, and if the fundamental problem of employment cannot be solved rationally, it is bound to directly affect people-centered scientific development.

2 The characteristics of the problems of farmers' employment under the condition of land transfer

2.1 The rural surplus labor forces increase and the ubiquitous unemployment is urgent Rural labor forces are ceaselessly moving to non-agricultural industries and cities, which is the universal law of economic and social development, an important means of optimized allocation of social resources, and the inevitable demand of promoting the process of urbanization and modern agricultural construction. In recent years, the central government and local government have formulated and implemented a series of policies of improving the employment environment of rural labor forces in city. During the Tenth Five-Year Plan period, the quantity of farmers who seek jobs elsewhere increased by 4.42 million annually on the average,

and in the year 2005, it increased by 5.64 million and there are 10.824 million rural labor forces in the aggregate in China who have realized transfer and employment. Be that as it may, we also clearly see that for the time being, the total amount of potential rural surplus labor forces reaches more than 0.18 billion, and prior to the year 2020, approximately 10 million people annually need to be transferred from the rural areas, with onerous task. Meanwhile, as the supply increase of labor forces in China in the year 2006 reaches the peak value, the contradiction of supply and demand of labor forces becomes more prominent. In addition, the quality of labor forces in rural areas is relatively low, the employment information is insufficient, and especially some systems which restrict the flow of labor forces have not been eliminated fundamentally, the farmers' employment in city is faced by the barriers of market and the barriers of non-market.

2.2 The employment room of farmers is narrow and the structural unemployment is serious With the development of economy and technology, the economic growth of some places depends excessively on capital-intensive industries and technology-intensive industries, and neglects the development of labor-intensive industries in the process of technological progress and fostering of emerging industries that can expand employment. In addition, for the time being, the educational level of farmers is relatively low, and the skills of farmers is not strong, which can not meet the technological need of enterprises, and cause the disjointed contradiction of the demand of high-quality labor forces and the supply of low-quality labor forces in rural areas. The employment space of myriad farmers only can be confined to the traditional industries, such as construction, textile, mining, catering and so on, being engaged in simple, onerous, hard, and low-wage labor. Although in recent years, the government has implemented preferential and incentive policies on the agricultural products, the benefit brought by the land can not meet the economic need of farmers, and the traditional land employment mode has lost effect. The agriculture gradually implements large-scale, technology-oriented and modernized operation. The inner employment space of agriculture is limited, and the shortcomings of the traditional mode of agricultural employment are also becoming increasingly prominent. The farmers, under the condition of land transfer, are in the edge of the rural employment and urban employment, with serious structural unemployment.

2.3 The ability of farmers' employment is poor and recessive unemployment has a large proportion Since the educational level of farmers is generally low and the working experience of farmers is scanty, they have inadequate ability to understand new things, and it is well acknowledged that the farmers' employment ability is low. The farmers are most in need of employment services to remedy these shortcomings. However, the fact is the other way around. The critical imbalance of urban-rural educational resources and educational inputs makes the employment education of farmers backward, and farmers fail to verily devote themselves to the employment positions in urban areas, so the farmers have no choice but to return to the rural areas, due to low ability of employment; the

rural areas lack sound training institutions of employment, and the quality of training institutions is low, which make it difficult to foster veritable labor forces for the market, and in some places, the farmers have to be engaged in simple industries, due to the shortage of training organizations of employment; there are no perfect employment information service stations, so that the farmers cannot obtain insufficient employment information and master most updated and accurate employment information, and the managers in service stations are hard to be fair and impartial, so that the farmers neither can obtain employment information from the employment sector, nor can obtain employment opportunities from the internet, only to depend on the introduction of relatives and friends or wait for the employment opportunities at home.

2.4 The situation of farmers' employment is not so sanguine and the policy unemployment is frequent The goal of government's employment macro-regulation is to guarantee the employment of each laborer, and provide remuneration and benefit of labor. However, impacted by the long-term urban-rural dual structure, the land is viewed as the employment guarantee of farmers, and the farmers are considered as the group with nonexistent unemployment. But, in essence, the farmers are in a state of recessive unemployment, and the goal of government's employment macro-regulation, such as increasing employment in urban areas, registering unemployment rate in urban areas and so on, has not yet fully consider the situation of employment and unemployment of farmers. The employment of farmers is in a blind, spontaneous and disorderly state. The employment ability of farmers is limited, and some employment policies are unfair, which deepen the weak position of farmers' employment ability, and make the employment situation more severe. Universally, the farmers have no labor contract, or only have short-term contract, and the benefit of farmers is infringed frequently, so that the work conditions of farmers are hard, the life conditions of farmers are unsatisfactory, and the farmers suffer from all kinds of discrimination. The problem of employment policy is the main problem of restricting the employment of farmers.

3 The causes of farmers' employment problems under the situation of land transfer

3.1 The analysis of subjective factors

3.1.1 The employment ability of farmers needs to be further strengthened and the low level of education is the primary problem thwarting the employment of farmers. According to the relevant statistics, at present, amid the 480 million rural labor forces in rural areas of China, the people with the educational level of high school or above only account for 12.4%; the people with the educational level of junior middle school account for 50.2%; the people with the educational level of primary school or below account for 37.3%; the farmers who have not received vocational technical training account for less than 5%; the farmers who have received vocational technical training account for merely 1%. As the educational level, quality and the level of labor skills of farmers are generally not high, the farm-

ers have weak ability to participate in market competition, and have limited ability to crack problem of market, which directly leads to the contradiction between employment ability and market demand.

3.1.2 The farmers' employment thought is backward. As impacted by the living environment, there are some thinking deviations regarding the problems of employment. In some places with relatively good conditions, some farmers obtain the benefit brought by the land transfer, and lead life relying on the collective welfare of the village, so that the sustenance, clothing, housing, and transport of farmers get sufficed, lacking the enthusiasm of looking for jobs. In some places with relatively poor conditions, the farmers have to make a living by themselves. Some farmers lack the correct understanding of the current situation, and have excessive expectation of jobs and incomes. They are too finicky about the jobs, and are not willing to be engaged in hard, dirty, monotonous and backbreaking jobs, which bring about the situation of too choosy to succeed in finding a job, so they feel it difficult to find suitable jobs. In addition, some people are accustomed to the free and independent lifestyle of farming in rural areas, so they will feel unease about the constraint of strict discipline of labor in factory, and repulse frequent overtime and the work environment of the assembly line with great labor intensity. Especially they are reluctant to go to factory working as operation workers, and they prefer to stay at home awaiting suitable job opportunities.

3.1.3 The farmers have inadequate resources of employment. Employment resources include interpersonal relations, capital, means of production, ability and so on. The interpersonal relations are recessive resources, and plays significant role in modern society, which have become the key to success. The farmers have a narrow acquaintance, lingering around their own scope of acquaintance. Even if they find jobs by virtue of the relatives and friends, the jobs are with low wages, long hours and poor working environment. The capital is the basis for employment and entrepreneurship, and only by owning enough capital can we use entrepreneurship to boost employment. The income of farmers has been relatively low for a long time, and there is a ceaseless widening gap of urban-rural areas, regions, industries and poverty, which restricts the employment of farmers. In addition, the shortage of sound social security will make the farmers scrupulous and dare not to take a risk; capability is the fundamental factor of employment, while the level of farmers' employment ability is low, and they go short of the potential to enter upon the high-level calling; means of production is the tool of employment, and in China, the farmers only have simple means of production when they are engaged in the labor of agriculture, for want of the tool with high content of technology, so it is difficult to form the agriculture with large scale, characteristics and high benefit. In a nutshell, the shortage of means of production for farmers to be engaged in other industries imposes some restrictions on the scope of farmers' employment.

3.2 The analysis of objective level

3.2.1 The relevant system of the government is not sound

and the land transfer system is not sound. The transfer of some land goes on directly under the control of the government sectors and the fund flow does not conform to the law of the market economy, so that the benefit of farmers is scathed in the process of transfer; the ways of land transfer are single, and some ways of land transfer focus on the transaction of capital and lack providence, such as subcontract of land transfer, lease, exchange, stock purchasing, auction and so on, neglecting the importance of employment in survival and development of farmers. Some local governments cannot make the right decisions according to their actual situation, and they often adopt the way of non-discretionary implementation to circumvent troubles. After getting the fund, the farmers cannot use it rationally, resulting in multifarious kinds of contradictions after land transfer. On the whole, the macro-control of the government in land transfer is not enough. It has not yet established standardized land transfer mechanism; it has not yet established sound intermediaries of land transfer; it has not yet established effective laws and regulations; it has not yet established clear and definite supervision institutions and management sectors; it has not yet taken full account of the employment problems of farmers.

3.2.2 The government's public service capacity is insufficient. Due to the shortage of unified management in the market of labor forces and long-term state of segmentation, impacted by the market information, such as supply and demand of labor, prices of supply and demand and so on, the farmers cannot disseminate the information accurately and widely, so that it is difficult for the majority of rural laborers to obtain clear and timely information of labor demand, thus the employment of rural labor has the characteristic of blindness. In addition, the construction of the public employment service system in some places is carried out badly, and we cannot provide employment services for migrant workers in rural areas. The illegal employment agencies take the opportunity to become very popular, and some illegal employment agencies even collude with the several labor and capital personnel of enterprises to fabricate counterfeit recruitment, and swindle intermediary fees of the migrant workers, seriously disrupting the labor market order. At the same time, due to the cumbersome procedures of employment and complicated registration items, the employment requirements full of discrimination against the migrant workers, become the insurmountable obstacle in the process of migrant workers' seeking jobs in city^[4].

3.2.3 The legal system construction of labor security is not perfect and the law enforcement is not enough. Third, Chapter 2, Article 42 in China's Constitution stipulates that citizens of the People's Republic of China have the rights and obligations of labor, and the state creates conditions for employment and labor via various kinds of approaches, strengthens labor protection, improves working conditions, and promotes remuneration and benefits on the basis of developing production. However, as the vulnerable group, the farmers fail to protect many legitimate rights and interests of them in employment, due to lack of capacity and awareness of maintaining labor rights, and they

are often at a disadvantage, which severely affects the enthusiasm and creativity of farmers in labor. The existing laws and regulations of protecting the rights of migrant workers are not perfect, which can be embodied as follows. Labor security laws are not perfect, and the level of legislation is low; the current specific provisions concerning wage payment and the labor contract lack coercion, some labor departments have not signed labor contracts with the laborers, and in some labor contracts, the interests of farmers are not fully taken into account; punishment on violations is not enough; in terms of wage payment, as for the business owners' behaviors of reduction of wages and arrears of wage, it just sets up compensation from 50% to 100%, lacking mandatory approaches; in terms of labor protection, as for the behaviors that the enterprises arbitrarily elongate time of work, and provide the measures of labor protection, not abiding by the law, there is a shortage of tough penalties. In general, the relevant legal system is not perfect, the enforcement force of law is not enough, and the enforcement of law is not ideal.

3.2.4 The overall situation of employment of farmers becomes so severe and the farmers are extruded by the college students. With the development of technology, the labor-intensive industries have gradually decreased, and various industries pose increasingly high requirements on scientific and cultural knowledge, so the situation of employment of farmers becomes so severe. Moreover, the farmers are extruded by the college students. The existing college students are mushrooming rapidly, and many college students have no choice but to put their pride in their pocket to be engaged in service industry, construction industry, textile industry and even the industries which require the physical strength entirely, so as to squeeze the scope of employment of farmers.

4 Countermeasures and suggestions

4.1 Establish the mechanism of farmer traceability analysis under the condition of land transfer Now that the trend of land transfer can not be avoided, we should take the initiative to master the law of land transfer, grasp the characteristics of land transfer and the effect and negative impact caused by land transfer, and make full use of the benefit brought by the land transfer so as to adroitly avoid the negative impact. This requires that the government, society, and farmers jointly participate in land transfer, in order to establish farmer traceability analysis mechanism. The farmer traceability analysis mechanism should embody people-oriented thought, and take the fundamental interests of the farmers as the starting point and destination of mechanism. Under the condition of land transfer, the specific content of farmer traceability analysis mechanism should include some aspects as follows: the analysis of the risk to farmers arising from land transfer; comparative analysis of farmers' living conditions before transfer of land and after transfer of land; the analysis of farmers' awareness of political participation; the analysis of farmers' social security; the analysis of farmers' employment problems; the analysis of farmers' housing and resettlement. The problems of farmers' employ-

ment doesn't exist independently, but closely links with other factors, that is, the problems of farmers' employment are interactive and interpenetrating with other factors. Under the condition of land transfer, the farmer traceability analysis mechanism is a process of farmers' participation in land transfer, fully taking into long-term interests and the overall interests of farmers into consideration, so that we find out rational methods to solve the employment problems of farmers, and reasonable ways to make the farmers truly become the beneficiaries of land transfer.

4.2 Strengthen the training of farmers' skills After land transfer in rural areas, farmers' employment objectively need to divert from agriculture to other industries, but being that industrial structural adjustment and the expansion of industries and employment pose increasingly high requirements on the quality of human resources, the low quality and insufficient educational level of farmers and weak vocational skills of farmers have become the main factor hindering employment. Speeding up fostering of the new literate farmers, who master technology and be adept at management, and various kinds of professionals who are equipped with expertise and skills, is the key to solving employment problems of farmers. First, we should perfect and improve training policy, and financial departments at all levels should offer subsidies to the farmers who participate in training of vocational skills. In some places with certain conditions, we should implement free training. Second, we should strengthen the construction of training base, optimize the allocation of training resources, foster and form a batch of advantageous specialized field and characteristic jobs in accordance with characteristics of local economic development, so as to meet the market demand for recruitment. We should also accelerate the construction of a number of training and demonstration bases, and consolidate and create a number of brands of training of labor services and export of labor services; we should strengthen credit rating appraisal of training institutions and system construction of full-time and part-time teachers' taking appointment with certificate, and improve the standards of training services. Third, we should actively implement the "order" training, improve the relevance and practicality of training, and increase the employment rate after the training of farmers.

4.3 Reinforce the publicity and education of farmers' employment concept Impacted by the negative concept of employment in rural areas, the farmers have weak desire for employment, and the expectation of employment is not in line with the reality. The difficulty of farmers' employment lies in transforming ideas and concept, that is, as long as the concept is changed, the channel of employment is broadened thereupon. Therefore, we should guide and educate the farmers to transform the concept of employment, promote the consciousness and creativity of self-employment and competitive employment, and actively participate in the marketization employment. We should spare no efforts to develop rural compulsory education and adult education; cultivate good habits of farmers in loving learning, loving labor, and loving life; publicize the importance and necessity of employment in increasing income, and improving the living conditions; eliminate farmers' slothful employ-

ment mentality. We should actively encourage farmers to start their own businesses and advocate self-employment of farmers, that is, if the farmers are suitable for industries, they might as well be workers, and if the farmers are suitable for business, they might as well be merchants; dilute farmers' dependence on land, and divert the employment direction of farmers to other industries; self-employed farmers should enjoy the preferential policies regarding tax and credit; the government should frame and perfect the policies concerning the encouragement and support of the development of private-ownership economy; we should encourage the farmers to realize employment by flexible and diverse forms, such as part-time job, temporary job, seasonal job and so on; we should encourage the farmers who cannot hunt for jobs for a short while to give full play to their agricultural production skills, to operate agricultural parks, agricultural bases and so on, to continue to be engaged in breeding and planting industry. In a nutshell, we should do everything possible to change farmers' concept of employment.

4.4 Promote the process of urbanization and construct the employment vehicle of farmers Accelerating promotion of urbanization is not only the inevitable trend of social development, but also the key to solving the problems of surplus labor in rural areas. The core of promoting the process of urbanization is to develop township enterprises. The development of township enterprises is not only flexible, but also the township enterprises are of outstanding benefits. The township enterprise is a new force since the reform and opening up in China. In recent years, the economic aggregate of township enterprises reaches a new high, and the social contribution, especially the contribution for farmers' employment and income increase, is further expanded. In 2005, the number of people who work in township enterprises in whole China reached 141.8 million, accounting for 26% of the rural labor force approximately in China; in 2005, the labor remuneration of farmers per capita from township enterprises reached 1 100 yuan, accounting for 34% or so, of farmers' net income per capita. Township enterprises should focus on the following two aspects to sortie. Firstly, in terms of industry, we should vigorously develop labor-intensive industries and services. The adjustment of industrial structure of township enterprises must conform to the regional industrial policy, and rely on the advantage of being close to rural areas and connecting cities. We should actively participate in the industrial division of labor and cooperation, and vigorously develop the emerging industries, such as deep processing industry of agricultural and sideline products. Secondly, in terms of space, the development of township enterprises should divert from the decentralized development to the centralized development. Scattered layout of township enterprises results in the high transport costs, poor infrastructure, and weak industry association effect. In particular, it makes us fail to obtain centralized external effect of technological progress, market information, capital markets, the market of human resources and so on, which becomes an important reason of township enterprises being underdog in competition with the urban industries. Thus, in the process of urbanization, the development of town-

ship economy not only pays attention to choosing of industries, but also focuses on spatial layout in order to give play to the cluster economic benefits. In the mean time, we should strengthen the construction of the county and the key towns. The county and the key towns are the connecting point of urban system, and the bridge of connecting cities and the vast rural areas. Strengthening the urban construction at this level and promoting the carrying capacity of population, industry and so on, are of great significance to the transfer of rural surplus labor force.

4.5 Adjust the industrial structure in rural areas and expand the internal employment in rural areas With the scientific and technological progress and increase of the income of farmers, the secondary and tertiary industries in rural areas will have a very bright future, and especially the development of tertiary industry is an important way to transfer the employment of farmers. The advantageous agricultural industries of in China are labor-intensive industries and technology-intensive industries, such as vegetables, fruits, livestock products, aquatic products, and so on. These products have strong competitiveness in the international market. China should take optimizing the structure and quality of varieties and increasing benefit as core, vigorously adjust the structure of agricultural products, actively develop high-yield, high-quality and high-efficiency agriculture, develop characteristic varieties with high added-value which will absorb considerable labor forces, accelerate the development of animal husbandry and aquaculture and strive to exploit the employment potential within the rural areas. At the same time, we should quicken the development of information services industry, education services industry, catering industry and tourism industry and so on. In addition, launching the construction of infrastructure in rural areas is also an important channel to promote farmers' employment. In comparison with the rapid economic development in rural areas, the rural areas lag critically, in terms of farmland, water conservancy, road, bridge, water supply, electrification and so on, which greatly restricts the better development of the rural economy, and restricts the growth of market demand in rural areas. We should seize the good opportunity of new village construction, and make full use of surplus rural labor and the slack season. The government offers money and the farmers offer labor, setting off a rush of the construction of infrastructure in rural areas, which not only can solve the problem of farmers' employment and increase farmers' income, but also can domestic demand, promote economic growth, and more importantly, lay a solid foundation for sound and rapid development of rural economy in the future.

4.6 Improve macro regulation and improve the employment environment for farmers First, we must fulfill the responsibilities of work, and governments at all levels must put promoting farmers' employment and entrepreneurship on their important agenda, frame hard plans for farmers' employment, and solve the employment indicators of farmers within a certain number of years. We should implement strict responsibility system of special work, and foster the work mechanism and envi-

ronmental atmosphere that the party and government attach great importance to the employment of farmers, the functional departments make concerted efforts and the whole society boosts the employment of farmers jointly. Second, we must set up employment service agencies, which are responsible for the management and services of employment; transmit the employment information timely; provide the big environment conducive to employment. Third, we should construct effective and unblocked information service network^[5]. Under the circumstance that the supply and demand contradiction of urban labor forces for the nonce exacerbates and the time of farmers' urbanized employment becomes urgent, the establishment of two-way communication network between farmers and the labor market gets particularly important and valuable. We should actively provide the service of registering at an employment agency, vocational guidance, vocational introduction, labor affairs agency service and other services for free, for farmers, in order to timely and accurately provide employment information for them. Fourth, we should establish farmer unemployment insurance system. Sound unemployment insurance system is an important symbol of modern society, which plays the role of "shock absorber" and "safety net" in operation of society and economy. Fifth, we should improve the labor law system, and strengthen the protection of employment rights for farmers. At present, we have a large number of laws and regulations on labor relations, and the legal system concerning protection of legitimate rights of labors has gradually taken shape, but in terms of protection of migrant workers' benefit, there are many problems in labor law system. We should frame *Employment Promotion Law*, new *Wage Payment Methods*, and *Labor Disputes Law*, and amend *Trade Union Law* as soon as possible, in order to create solid institutional environment for the employment of farmers.

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