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Investigation and Analysis on the Selecting and Obtaining Employment of New Generation Migrant workers —A case of Yudu County, Jiangxi Province

QIN Xiu-qing*, HU Qing-lin

School of Liberal Arts and Law, Jiangxi University of Science and Technology, Ganzhou 341000, China

Abstract The paper conducts an investigation on the new generation migrant workers in view of the selecting and obtaining employment of new generation migrant workers in industrial zone of Yudu County, Ganzhou Province during the period from June 23, 2010 to June 27, 2010. The basic situation of the selecting and obtaining employment of new generation migrant workers, the expectation and career goals is collected. The chief problems confronted by the selecting and obtaining employment of migrant workers are analyzed. The problems cover substandard employment of enterprises; unsatisfying working and living conditions of new generation migrant workers; the knowledge and technology of new generation migrant workers lag behind the demand of enterprises; the new generation migrant workers lack the spirit of bearing hardships and hard work; new generation migrant workers do not have clear career plan and their demands on studying and training are hard to be materialized; restricted by household registration system, the new generation migrant workers can not enter into their workplace. Countermeasures and suggestions on solving the selecting and obtaining of new generation migrant workers are put forward. Firstly, perfecting the relevant laws and regulations on labors and protecting the each item of labor economic rights of new generation migrant workers; secondly, intensifying vocational training and improving the competitiveness of new generation migrant workers; thirdly, paying attention to the political education and mental health education on new generation migrant workers and launching rich and colorful cultural activities; fourthly, reinforcing the human concern and right protection on new generation migrant workers to enhance their right to say; fifthly, intensifying the reform on household registration and accelerating the process of urbanization.

Key words New generation migrant workers, Employment selecting, Employment obtaining, Investigation, Yudu County, Jiangxi Province, China

Migrant workers emerged in the process of Chinese reform and opening up, are new workforces, the main body of Chinese modern industrial workers and the major forces for modernization construction. In recent years, the new generation migrant workers have attracted wide attention from the Party and various social circles. The No. 1 Document of *Suggestions on Intensifying the Coordinated Urban and Rural Development and Further Taping the Basis for Agricultural and Rural Development* issued by the central government in 2010 pointed out that, the government should adopt targeted measures to solve the problems of new generation migrant workers^[1].

In order to earnestly study the selecting employment of new generation migrant workers and the relevant problems, the feasible suggestions for solving their problems are put forward. We investigated the new generation migrant workers on the selecting and obtaining problems in Yudu County of Ganzhou City from June 23, 2010 to June 27, 2010. The investigation was conducted by the way of questionnaires, small forum, and on-the-spot interview. Through further analyzing the problems in the selecting and obtaining employment of migrant workers, the countermeasures and suggestions on the selecting and obtaining employment of migrant workers are put forward.

1 Investigation on migrant workers' attitudes toward selecting employment

1.1 Samples of the investigation

This investigation adopts

the way of handing out questionnaires on selecting employment of new generation migrant workers and holding small forum among new generation migrant workers to collect the updated data. We hand out 310 questionnaires in Yudu industrial zone at random, 302 valid questionnaires are obtained with the effective return rate of 97.4%.

The questionnaires investigated 302 new generation migrant workers, among which 111 are male new generation migrant workers, accounting for 36.75% of the total samples; 191 are female new generation migrant workers, accounting for 63.25% of the total samples. In the industrial zone, most of the enterprises are labor-intensive enterprises and most of the workers are female workers.

21 people of the samples come from cities and towns, accounting for 7% of the total samples; 281 people come from rural areas, accounting for 93%. It indicates that in the industrial zone, most of the migrant workers come from economically underdeveloped counties and a small part of them come from the families with medium or below economic situation.

In the investigated new generation migrant workers, 73 people were born after 1990, accounting for 24.17% of the total samples; 225 people were born after 1980s, accounting for 74.5% of the total samples; 4 people were born after 1970s, accounting for 1.33% of the total samples. The investigation implies that the migrant workers born after 1990s have become a new workforce gradually and the proportion taken by them has been lifted comparing with the former years. But the migrant workers born after 1980s still take large proportion in the new generation migrant workers.

1.2 Results of the questionnaires on the selecting employment of new generation migrant workers

1.2.1 The general situation of the selecting and obtaining employment of new generation migrant workers. It can be seen

from Table 1 that, 89.7% of new generation migrant workers hold optimistic attitudes and generally optimistic attitudes toward future jobs. The results are in accordance with the characteristics of young people.

Table 1 The results of the questionnaires on the general situation of selecting and obtaining employment of new generation migrant workers

Problems	Choices	The number of people	Proportion %
Attitude towards future jobs	Optimistic	136	45.00
	General	135	44.70
	Not so optimistic	31	10.30
Working years	1 year or below	32	10.60
	1 – 2 years	40	13.24
	2 – 3 years	33	10.90
	3years or above	197	65.26
Principal elements for selecting working units	Suits for their development	194	64.24
	Favorable enterprise culture	38	12.58
	Near to their houses	42	13.91
	Others reasons	28	9.27
Principal elements when selecting jobs	Giving full play to their capability and realizing their dreams	121	40.07
	The reputation and the scale of the units	10	3.31
	In accordance with their interests	79	26.16
	Working environment and labor intensity	18	5.96
	Salary and position	34	11.26
	Target major	4	1.32
	Strong stability	27	8.94
	Others	9	2.98
Attitude towards the enterprises' shortage of workers	Workers unwilling to do for the low salary and poor conditions	81	26.82
	The enterprises do not confirm to the personal development	24	7.95
	The workers are not qualified to the jobs	113	37.24
	The hometowns of the workers have developed well and the workers are more willing to work home	27	8.94
	Waiting for better opportunities	30	9.93
	Others	27	8.94
Whether their technology and capability can fit the demand of modern enterprises	Adaptable	52	17.22
	Not adaptable	92	30.46
	Generally adaptable	158	52.32

The working years are close related to the age of migrant workers. Among the migrant workers born after 1990s, the oldest one is only 20 years old, and the youngest one is 16 years old. So the working years of migrant worker born after 1990s are relatively short and most of them concentrated in the stages of 1 – 2 years or 2 – 3 years; the age of migrant workers born after 1980s expands from 21 to 30 years old. The age period is the golden age for working, so in the age period, most migrant workers have three or above working years.

In terms of the principal elements when choosing the working units, nearly 2/3 new generation migrant workers lay stress on personal development. Comparing with the last generation migrant workers, the new generation migrant workers pay much attention to their personal development.

In the mostly-concerned elements when selecting employment, 40.07% of migrant workers chooses fully displaying personal capability and realizing dream > the job is in accordance with personal interests (26.16%) > salary and position (11.26%) > strong stability (8.94%) > working environment and labor intensity (5.96%) > reputation and scale of working unit (3.31%) >

others (2.98%). It can be seen that, the new generation migrant workers pay much attention to the personal development and realization of idea and interests. No longer like last generation migrant workers, who take salary as the priority when selecting jobs.

From migrant workers' attitudes toward enterprises' shortage of workers, it can be seen that the new generation migrant workers have changed their concept on job selecting and obtaining, as well as the awareness on rights. They do not want to repeat the way of their fathers, who earn slender wages in cities but bear great humiliation. The new generation migrant workers demand more decent and safe job. The low wages, poor working conditions and the need of further studying are accountable for enterprises' shortage of workers. Recently, each provinces and cities try improving the minimum salary has exposed the root of the shortage of worker.

83.78% of new generation migrant workers think that they are qualified to or generally qualified to the demands of enterprises and the proportion is large. Because most new generation migrant workers think they can not meet the demands of empi-

ses at present or in the future, they want to get further studying to improve themselves. The demands of new generation migrant workers on improving their self capability and competence should be paid attention to by the society.

1.2.2 The development situation of the selecting and obtaining employment of new generation migrant workers and their career goals.

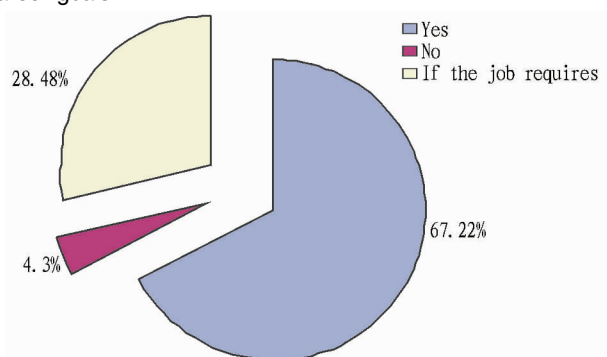


Fig.1 Results of the questionnaires on whether the migrant workers will seek opportunities to be trained

As for the question: " will you find further training opportunities voluntarily", 203 gives positive answer, taking 67.22% of the total people investigated; occupying 13 gives negative answer, occupying 4.3% of the total population; 86 choose if their jobs require to do so, accounting for 28.48% (Fig. 1). It can be seen that most of the new generation migrant workers try to find opportunities to improve themselves. Their demands are closely related to their career goals. Only by finding studying opportunities voluntarily and improving themselves, the current situation of the new generation migrant workers can be improved and their career goals can be materialized.

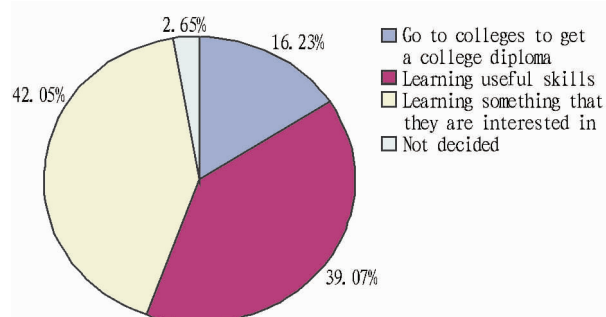


Fig.2 The results of the questionnaires on the most urgent studying opportunities of new generation migrant workers

As for the question " If you have an opportunity to further training, what do you want to learn most", 49 people chooses to go to college to get a college diploma, accounting for 16.23% of the total people investigated; 118 people chooses to learn useful skills, taking 39.07% of the total people investigated; 127 people chooses to learn something they are interested in, accounting for 42.05% of the total people investigated; 8 people has not decided what to learn, accounting for 2.65% (Fig. 2). It indicates that the new generation migrant workers are more rational in choosing the studying contents. Learning useful skills

and something they are interested in are easy for them to adapt the demands of themselves and society.

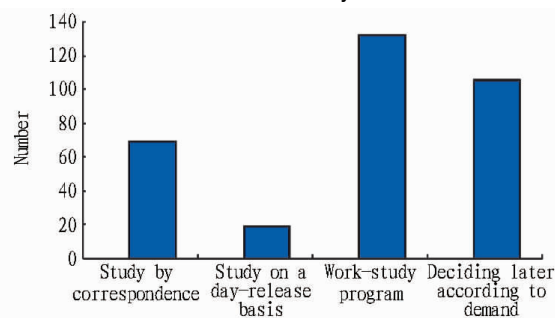


Fig.3 Results of the questionnaires on the ways of further studying of migrant workers

When answering the question " Which way do you prefer to get further studying ", 64 people prefers to study by correspondence, accounting for 21.19% of the total number of people investigated; 17 people prefer studying on a day-release basis, accounting for 5.63% of the total number of people investigated; 123 people chooses work-study program, taking 40.73% of the total number of people investigated; 98 people has not decided which way to choose, accounting for 32.45% (Fig. 3). The new migrant workers have limited spare time and most of them have to earn money to survive, so few of them prefer studying on a day-release basis, but the work-study program, study by correspondence and concentrated training are the better choices.

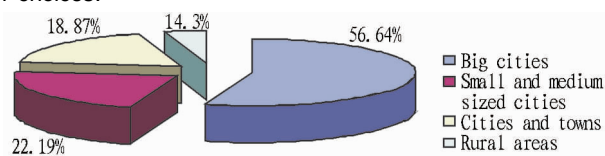


Fig.4 Results of the questionnaires on where do the migrant workers want to live and work

When choosing " Where will you want to live and work in the future", 165 people chooses to live and work in big cities, accounting for 54.64% of the total number of people investigated; 67 people chooses to live and work in small and medium-sized cities, accounting for 22.19% of the sample people; 57 people chooses to live and work in cities and towns, accounting for 18.87%; 13 people chooses to live and work in rural areas, taking 4.3% (Fig. 4). It indicates that a large majority of new generation migrant workers do not want to go back to countryside.

When asking the question " What do you think the countryside lacks at present ", 128 people thinks that the countryside lacks basic capital and situation for economic development, accounting for 42.38% of the total number of samples; 51 people thinks countryside lacks favorable policy environment, accounting for 16.89%; 71 people thinks that countryside lacks high-quality labors, accounting for 23.51% of the total people investigated; 52 people thinks that countryside lacks favorable spiritual and cultural atmosphere, accounting for 17.22% of the total number of people investigated (Fig. 5). It can be seen that countryside lacks the capital, good situation and talents, as well as

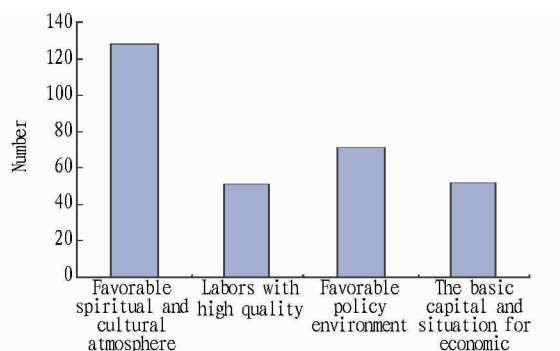


Fig. 5 Results on the questionnaires on migrant workers' attitudes toward the lack of rural areas

favorable policy environment and spiritual and cultural atmosphere.

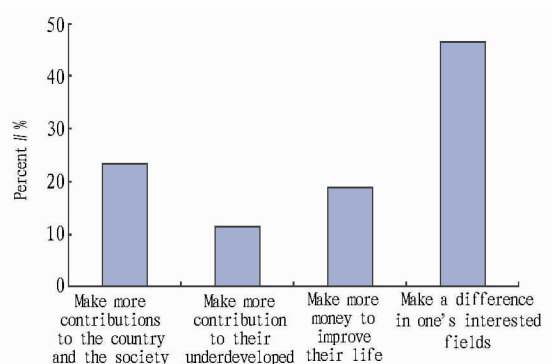


Fig. 6 Results of the questionnaires on the career ideals of new generation migrant workers

As for the career goals of the new generation migrant workers, 71 people aims to make more contribution to the country and the society, accounting for 23.51% of the total number of people investigated; 34 people want to make some contribution to their underdeveloped hometowns, accounting for 11.26%; 57 people prefer making more money to improve their life, accounting for 18.87%; 140 people prefer making a difference in their interested fields, accounting for 46.36% of the total number of samples. The investigation shows that the new generation migrant workers pay more attention to the materialization of their personal value and they have strong sense of a master comparing with the last generation migrant workers. Most of the new generation migrant workers do not take making more money as their career goals.

1.3 Results of the small forum held among new generation migrant workers In June 24, 2010, we held a small forum in the meeting room of a vocational training school with 13 new generation migrant workers, who come from three different enterprises.

As for the chief elements considered by them when selecting employment, 4 out of the 13 people thinks the salary is the prior element; 7 people tends to interests and 2 people thinks rich spare time is the prior element.

When asking why they choose the current job, 6 out of the 13 people says that they have not found the better jobs, so they choose the jobs temporarily and then changing the jobs; 7 peo-

ple thinks that they need to accumulate working experiences and learning relevant skills in the current companies. Concerning the places chosen by the new generation migrant workers, 9 people says the companies are near to their family and it is convenient; 4 people says that they want to accumulate some experiences in the enterprises nearby, and then going to the coastal area to find opportunities.

In terms of the questions whether they think they are qualified to the demand of the working units. 9 people think they are qualified or generally qualified to the demands; 4 people think they are not so qualified. As for how to improve their quality and competence, all of the 13 people advocate they should improve their quality and competence through continuous studying and hard-working to suit the social development.

As for the idea of starting one's own business, 11 people have thought about it; 2 people do not have the idea of starting their own businesses. 7 people say that they do not have the capital to start their own businesses; and 6 people say that they do not have relevant knowledge and experiences.

As for the conditions they expect that their companies can provide. 4 people expect the companies to transform the management model, implement human-oriented management and give more concerns to the staff; 9 people expect the companies to provide more space for the personal development of staff. As for the help they want to get from the government, all the new generation migrant workers want the government to improve the transparency of the administration of the grass-root government; care about migrant workers sincerely and help them to solve some problems. Besides, the new generation migrant workers expect the government to intensify the supervision on labor safety equipment of enterprises; vigorously prevent and control the vocational disease and let the migrant workers work safely and decently.

As for the pursuits and aims in the current stage, the new generation migrant workers discussed them actively. Their discussions concern economy, politics and culture. In general, in economic terms, the new generation migrant workers want to make more money to improve the livelihood of themselves and their family; in political terms, the new generation migrant workers want to participate in communist party, the advanced party; in cultural terms, the new generation migrant workers want to gild their resume and improve their knowledge and skills.

When being asked whether their companies have the cultural activities and their attitudes towards those cultural activities, 6 people say that they have cultural activities and 7 people say that there are no cultural activities in their enterprises. All the new generation migrant workers presented at the small forum expect that leads of their companies to care more about their cultural life and hope the leaders hold more rich and colorful cultural activities.

As for the question concerning the household economic situation and how to improve the economic situation of the new generation migrant workers, 9 people say that their household economic situation are mediocre and 4 people say that their

household economic situation is bad. All the workers presented at the small forum want to improve their household economic situation through learning technology and knowledge.

2 Problems confronted by new generation migrant workers when selecting and obtaining employment

Before working in cities, the new generation migrant workers have nice expectation on new life and hope that they can be treated equally like urban residents in terms of citizen rights, working treatment, social security and so on, but the reality is not as nice as expected. Generally speaking, the new generation migrant workers may confront the following problems in the process of selecting and obtaining employment.

2.1 The substandard employment regulations of enterprises and poor working and living conditions of new generation migrant workers The new generation migrant workers mainly concentrate on labor-intensive industries as cheap labors. The bad working environment and low salary of Chinese manufacturing industry are infamous^[2]. In the first place, when recruiting migrant workers, few of the enterprises will sign labor contracts with migrant workers. During the small forum, less than 1/3 new generation migrant workers have signed the contracts with the employees. Once farmers' wages are lagged and the working-related injury happened, it is hard to find valid evidence to prove and solve. In the second place, the wages of new generation migrant workers are low and the living conditions of them are poor. Through investigating, we knew that the average income of migrant workers is among 1 000 and 1 200 yuan, excluding the expenses on accommodation, food and daily expenditure, there is very little money left. The accommodation provided by the employees is the collective dormitory without exception and many of them do not have necessary living equipments. In the third place, many employees elongate the working hours and there are few spare times left for new generation migrant workers. Through the small forum, it is known that most employees ask migrant workers to take on an additional shift, so that the enterprises, which do not need to work on additional shift, become the prior choices of new generation migrant workers. The new generation migrant workers are more equal and independent, so if they can not be treated well, they will abandon the jobs.

2.2 The knowledge and technological skills of new generation migrant workers lag behind the requirement of enterprises The enterprises need a large number of labors, who have accepted special vocational education and have certain vocational skills. Among the new generation migrant workers, most of them have only accepted the middle school education or high-school education, so the relevant professional skills are absent. The skills of the new generation migrant workers can not meet the demand of enterprises. After the upgrading of industry, the skill-based shortage of workers becomes serious. To a certain degree, "the shortage of labors" is also "shortage of skilled labors". The skill level of new generation migrant workers is low and it will become the choke point for the trans-

formation of economic pattern.

2.3 The new generation migrant workers lacks the spirit of bearing hardships and hard work The new generation migrant workers were born after the implementation of reform and opening up policy, like the only child in cities, they can also get the good living conditions and love from their parents and most of them do not know how to cultivate land. Comparing with their fathers, the new generation migrant workers lack the spirit of bearing hardship and hard work, most of them do not want to undertake manual works. When the working conditions are not so satisfying, the migrant workers will abandon the job and find a better one.

2.4 The lack of vocational plan and the difficulties in realizing the demands on training The career goals of migrant workers contrast with their inadequate knowledge and skills^[3]. Most of the migrant workers just graduate from middle school, their minds are immature, their thought patterns are unstable and their identity recognitions are not so clear. Facing the complex social environment, their vocational developmental targets are indistinct and they lack the relevant vocation plan. At the same time, the new generation migrant workers have strong willingness on participating in training, but due to the limited spare time and long distance from the training institutions, their demands on training are hard to be satisfied.

2.5 Limited by household registration, the new generation migrant workers can not really melt into cities Due to the urban and rural dual household registration of China, most cities only accept migrant workers for the sake of economy but reject migrant workers in terms of society, so it is hard for migrant workers to melt into cities^[4]. The loyalty of the new generation migrant workers on their hometown has faded away and most of them do not want to return to their hometown. Besides, the migrant workers do not have the cultivation skills. The new generation migrant workers admire the life in cities and yearn for melting into cities, which is the irreversible trend. Restricted by the urban-rural dual household registration, it is hard for new generation migrant workers to integrate into cities. The traditional urban-rural dual structure is changing into new urban-rural dual structure. The household registration is the way for registration and managing population, which has displayed effective role in managing the migration of population under the planned economy. However, with the change of times, the household registration system has more functions and it is clung to social welfares, like education, medical care, and social security. The new household registration has completely separated the urban-rural dual structure, which makes the new generation migrant workers can not enjoy the equal treatment like urban residents.

3 Countermeasures and suggestions

3.1 Perfecting the relevant labor laws and regulations and maintaining the labor economic rights of new generation migrant workers The labor departments of each governmental department should positively regulate the system of negotiation on the basis of equality and contract system. Through directing new generation migrant workers to sign labor contract,

the government can ensure the implementation of each item of labor right for new generation migrant workers; regularly check the contracts signed between the enterprises and the new generation migrant workers to terminate the irrational items and ensure that the new generation migrant workers can get the due salaries timely. Besides, the government should reinforce the democratic management and democratic supervision of enterprises and vigorously direct the enterprises to put the policy of staff representative congress into practice. The government should allow the generation migrant workers to participate in the stipulation of various items of systems concerning the management of the enterprises to cultivate the master awareness of the new generation migrant workers.

3.2 Intensifying vocational training and enhancing the competitiveness of new generation migrant workers The relevant departments of the government will perfect the details of the laws and regulations on vocational training; use the mandatory system to strengthen the macro management and supervision on vocational training; ensure that the enterprises have enough reliable funds for vocational training; and guarantee the vocational training on new generation migrant workers. Meanwhile, the government will perfect the various forms of training subsidies and training stimulations to guarantee the new generation migrant workers' fee and advanced vocational training. The government will establish special training base for new generation migrant workers and intensively integrate the vocational training resources through regional cooperation. In terms of traditional teaching method, the government will increase the long-distance training and site training; adopt flexible time schedule for the training on new generation migrant workers; establish the spare-time school and evening school for new generation migrant workers. The government will intensify the cooperation between training school and enterprises to make the training content more targeted^[5]. The government will solve the imperative needs of new generation migrant workers in terms of professional skill and regulations for technical operations and effectively promote the vocational skills and adaptability of new generation migrant workers.

3.3 Paying attention to the ideological and political education on new generation migrant workers and launching colorful cultural activities The Party organization and labor union in the enterprise should display their role in political and ideological education and launch the educations on working hard, laws and courtship, marriage and family. The relevant departments in enterprises should well prepare the ideological and political education; help the new generation migrant workers to improve their political and technological quality; intensify the construction of enterprise culture and launch colorful spare time leisure activities to satisfy migrant workers' demands on spiritual culture and create the harmonious and equal working environment. Besides, the government will reinforce the psychological counseling for new generation migrant workers and increase the care and input on their mental health to promote the joint enhancement of enterprises' profits and the development of the staff.

3.4 Augmenting the humanity care and right guarantee for new generation migrant workers and improving their right to say The government will intensify the promotion of the policies concerning new generation migrant workers and try to foster a favorable social atmosphere, in which, the new generation migrant workers are cared, respected and protected. The political rights of new generation migrant worker endowed by the constitution will be protected, especially, the voting right and right to be elected. The government will increase the channels and opportunities for new generation migrant workers to participate in the management of State affairs, right expression and participate in decision-making^[6]. The legal assistance should be provided to the new generation migrant workers when it is needed to protect their rights sincerely and gradually improve the inferior position of new generation migrant workers. The government will lay stress on the development of new generation migrant workers and try to cultivate Party members among the excellent new generation migrant workers from all walks of life.

3.5 Intensively reforming the household registration and accelerating the process of urbanization Household registration is a big problem for new generation migrant workers to melt into cities. And household registration management system is the biggest system costs and obstacles for new generation migrant workers to melt into cities^[7]. The central government has clearly put forward the strategic decisions on coordinating urban-rural development, it requires that solving the household registration of some migrant workers, who are in accordance with the situations, is the prior task in accelerating urbanization. The policy has point a clear way for eliminating the household registration problems. As for the new generation migrant workers, who have stable jobs in small and middle-sized cities and can afford houses, the entry restrictions should be eliminated. Under the background of stable employment, the new generation migrant workers have access to the urban household registration of they have the ability to invest, the houses with the area no less than the per capita household area and the cheap apartment provided by the working units. The government will provide habitation for new generation migrant workers through multiple channels and forms; develop public rental housing and apartment; encourage and support the enterprises to set couple dormitory; explore new public accumulation funds for new generation migrant workers and include the migrant workers with stable jobs and annual salaries to the urban housing protection system and gradually let the new generation migrant workers to enjoy the equal treatment like local residents.

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(From page 43)

quality of farmers needs to be improved; there are worries about implementation effect of policy of new village construction. As for these problems, we put forward the following specific ideas and suggestions.

3.1 Transform concept We will correctly understand the role of the main body of the government and the farmers, and organically integrate the dominant function of the government and the main body function of the farmers. First and foremost, the key is to transforming government functions, promoting overall quality of cadres, and perfecting the performance concept of governmental departments. Launching the activity of new socialist village construction is inseparable from the favorable interaction between governmental departments and the farmers. Party organizations, governmental departments and other rural grass-root departments at all levels, are the leaders and implementers of new village construction; the vast majority of farmers are the dominant force in the process of carrying out new village construction, and the main body of new village construction. We should avoid deviation from the dominant position of farmers, change the habit of using the way of executive orders to run the whole show, and overcome that using the leading role of the government to replace the role of main body of the vast majority of farmers.

3.2 Transform style of work First, the organizations and responsible institutions at all levels should correctly understand their role orientation and division of responsibilities; know when and where to draw the line in work and use the correct working methods; steadily perform various functions of rural public management and service; make wide publicity to mobilize the masses; strengthen supervision and inspection functions; focus on various objectives and requirements of

new village construction and promote the smooth implementation of work. Second, we should pay close attention to the role of main body of the masses, rely on farmers, trust farmers, and call for farmers to work hard and stand on their own feet so that the farmers increasingly improve the appearance of hometown and the majority of farmers voluntarily, consciously and actively participate in the new village construction.

3.3 Exert advantage of organization The government should actively exert its organization advantage; play the role of policy guidance; take the farmers as the center to carry out various activities of new village construction; transform government's promoting new village construction into farmers' constructing new village actively and creatively; pay attention to exerting the creativity of the vast majority of farmers. We should take whether the farmers are willing, happy or favorable as a key standard of measuring whether the new village construction is successful; spare no efforts to achieve the consistency of objective of the government and the farmers; integrate the domination and main body to the extreme, so that new socialist village construction brings the best performance.

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About The Rural Development Foundation

The Rural Development Foundation (RDF), founded in 1996, is an Indian nonprofit organization with the mission of providing quality education for underprivileged rural children. RDF founded and continues to operate five schools and one junior college in Andhra Pradesh State, taking a unique holistic approach to education through innovative programs and methodology. Rather than using the conventional method of rote memorization, RDF focuses on cultivating critical thinking skills and encouraging students to understand and apply concepts. RDF does this through special programs such as Social Awareness, Youth Empowerment, Student Leadership, and Sports. RDF strives to develop students who will become empowered leaders of their communities, thus working towards the vision of a transformed and prosperous rural India.