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# The Way to Improve the Human Capital in the Rural and Pastoral Area in Tibet

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**Abstract** The human capital in the rural and pastoral area in Tibet is scarce at present and the investment in human capital faces many difficulties. It is urgent to optimize the education structure, intensify professional training, cultivate the transferring of labor force and pay attention to the child care. The fundamental measure is to establish the concept of "being equipped with the ability to study, work and to be rich", and is to carry out "fundamental education and agricultural education".

**Key words** Investment in human capital; Adjustment of education structure; Women and children's health

Through several decades' development, the human capital in Tibet has increased dramatically, but it's still lower than the national level, especially in Tibetan rural and pastoral area. Firstly, the illiteracy rate is high and the cultural popularity is low. Secondly, the average life expectancy is the lowest. Thirdly, people are satisfied with their current life. In order to strengthen the development of farmers life in Tibet, and to realize the sustainable development of husbandry industry in Tibet, it is necessary to optimize the education structure, intensify the professional training intensity, cultivate the transferring of labor force and pay attention to the child care.

## 1 Optimization of education structure

Education investment is an important part to increase human capital and agricultural education must be associated with the "three agriculture", namely agriculture, farmer and countryside. The special training mode through the adjustment of education structure is the primary task for the educational development, which means to focus on the education quality and to break the traditional development mode to serve farmers and husbandry industry.

The basic mode is to adjust the traditional nine years' of compulsory education into nine + two "basic education and agricultural education", so that students who are reluctant to further their education can learn two years' of practical technology and economic knowledge, including crops cultivation, husbandry raising, disease prevention and commercial management, *etc.* Because of large differences in Tibet, it is advised to pay attention to different aspects according to local conditions. For example, crops area should focus on the cultivation of crops, rural and pastoral area should focus on the cultivation of animals, and forestry area should focus on economic crops. Teachers can use bilingual education

and some books can be published in Chinese and Tibetan language. To certain degree, this teaching mode is the combination of fundamental and agricultural education. Students with good grades can further their education through "recommendation and test". Of course, concrete operation procedure can be complemented in the practice. For example, in the poor rural and pastoral area, it is encouraged to conduct the "six + two" teaching mode in Ali and Naqu. After six years' of primary education, children who are impossible to further their education can learn two years' of practical technology. The "nine + two" or "six + two" education mode can ensure the study capacity and self-development of labor force, which provide sustainable insurance to farmers.

Under the premise of suitable test, the quality of students academic level improved, so is teaching quality. Therefore, general high school aims at furthering education. Students who are impossible to go into senior high school are compelled to receive one year of professional training. Besides of the above-mentioned practical technologies, students can choose courses, such as hair – beauty, driving and painting. Professional senior high school would focus on profession education and technological training, and send students into university, such as Tibetan Academy of Agricultural and Animal Husbandry Sciences and Tibet Vocational Technical College.

## 2 Adult Technical Training

Most Tibetan farmers and herdsman are illiterate. So the educational training is a hard task, which would involve various factors. The development of adult training is not one man's work. It requires hard work from government, companies and individuals.

Government at all levels should use primary school to conduct regular or irregular training, such as how to sow, how to prepare medicine, how to make handicrafts, *etc.* Government is encouraged to impose training on farmers and herdsman to improve their awareness of scientific plantation and cultivation. The training would make farmers be familiar with local environment, and learn something about city life, basic work ethic, safety production and

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AIDS prevention. Books about labor law and safety production are distributed for free. Meanwhile, governments at all levels cooperate with each other to ensure the education fund and training quality. Besides, leaders in the lowest level also need to be trained.

Companies must focus on on-the-job training. According to the Farmer Training Plan from 2003 to 2010, companies spend 1.5% of workers' salary on the training. Local government can motivate companies on the effective operation of training through subsidy. The training includes safety training and technological training.

Farmers and herdsmen use spare time to improve themselves. If time and income allows, they would go to the professional school to study skills or learn by themselves. Government should encourage such kind of hard work by making relevant policies, such as reducing tuition.

### 3 Transferring labor force

Whether the transference of labor force is successful depends on various factors, the main body, the object and the intermediary. The main body includes the quality of labor force and educational training. The object focuses on local economy and development potential, scale and speed of small town. The intermediary includes centers that provide work information for workers, the government employment service center and various recruitment fairs. The concrete measures are as follow. First, government should provide guidance and information on employment. Until the end of the "eleventh-five-year" plan, there are nine professional public employment agencies in the rural and pastoral area to provide career service for free. Government can make full use of such service platform to collect and publish work information, so as to inform farmers and herdsmen of latest work information. Secondly, intermediary organizations play a significant role in the social stability, economic development and the construction of harmonious society. Since January 1, 2008, China has conducted Employment Law, which specified the management policy of private enterprises, so as to provide suitable environment for their healthy development. Thirdly, it is encouraged to make full use of the favorable conditions in other provinces to realize the transference of labor force. Certain amount of university graduates who come from Tibet would

be admitted into several provinces and cities, which would at least broaden farmers' outlook and idea. Fourthly, relevant service industries should be consummated. Professional technology identification is a kind of test to check the training result. Each professional appraisal organization would issue certificates to farmers for free. Relevant departments would help farmers to safeguard their rights and to protect the legal right of farmers. Furthermore, government should keep record of the floating population.

### 4 Women and children's health

The health of women and children play a key role in the improvement of human capital. In order to reduce the disease incidence rate as low as possible, the local government should pay attention to the health of women and children. Firstly, the local health service should be improved. Besides of the financial support to improve the health center, government needs to motivate doctors to improve their capacity through political innovation. The health department trains doctors through various methods and make sure that each town has at least one doctor to spread the knowledge of disease prevention and healthcare. Secondly, all women and children should be provided with free healthcare service and even community subsidy for pregnant women from remote area. Besides of traditional healthcare indicators, antenatal check and the health of fetus should be taken as evaluation target<sup>[2]</sup>. Thirdly, it is necessary to enhance people's awareness of healthcare. Government at all levels should formulate feasible promotion plan and improve children's healthcare capacity. Health education should be integrated with hygiene and medical service. Each newlywed is given parenting and health education. Healthcare department offers guidance on nutrition and even start lecture on nutrition, and schools would provide would have healthcare class.

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