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A Study on the Transfer of Rural Surplus Labor in Nyingchi City

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Abstract This paper studies the surplus labor transfer in Nyingchi City, obtains the first-hand information of the surplus labor transfer through the typical survey, and analyzes the current situation and characteristics of surplus labor transfer. From "transfer channel", "transfer industry" and "transfer space", this paper analyzes the factors affecting the transfer of local surplus farming and animal husbandry labor, discusses the obstacles to surplus farming and animal husbandry labor in Nyingchi City, and finally makes some recommendations for the transfer of rural surplus labor in Nyingchi City.

Key words Agricultural and pastoral areas, Surplus labor, Transfer

1 Introduction

Taking Nyingchi City for example, this paper analyzes the necessity of transfer work by measuring the amount of rural surplus labor. From the transfer amount of surplus labor, education level and labor income, this paper analyzes the current situation and the factors affecting the transfer of rural surplus labor in Nyingchi City from economic and farmers' individual characteristics. Firstly, based on the related survey, this paper aims to well know the current situation of rural labor in Nyingchi City and determine the size of surplus labor according to the existing data of *Statistical Yearbook*. Secondly, based on the current situation, problems and quandary concerning the transfer of rural surplus labor in Nyingchi City, this paper makes a detailed and in-depth analysis of the factors affecting transfer. Thirdly, from industrial development, education and training, social culture and the situation of farmers and herdsmen, this paper finally makes the corresponding recommendations for promoting the transfer of rural surplus labor in Nyingchi City, in order to increase agricultural income and reduce the income gap between urban and rural residents^[7-8].

2 Research review

Some scholars point out that various economic development projects launched by the government have provided employment opportunities for the local farmers and herdsmen, and the labor transfer has gradually become an important source of cash income for farmers and herdsmen. With the increasing level of marketization, the transfer of rural surplus labor is also facing severe challenges. With the accelerating process of marketization in Tibet, the market economy environment seeking to maximize the benefits forces the rural labor to conduct a comprehensive upgrade on rural

labor, in order to achieve the transfer of rural surplus labor^[14]. In recent years, for the transfer of rural surplus labor, Nyingchi City has put a lot of money to build small towns. In order to solve the problem of small town construction funds, Nyingchi City emphatically channels the Tibet aid funds into small towns, attracts social funds to participate in small town construction, and takes incentives to mobilize farmers and herdsmen to participate in the construction. It has basically formed the small towns with characteristics, including industry-based type (such as Nanyi Industrial Zone), business-oriented type (such as Zhongda Town, involving 3 townships and more than 7000 people), urban satellite town type (such as New Nyingchi District and Baiba Town), traffic hub stop type (such as Songduo Town), regional center type (such as various counties), and tourism service type (such as Bahe Town and Lulang Town)^[1-3].

3 Transfer of rural surplus labor in Nyingchi City

3.1 Current situation

3.1.1 Amount of rural surplus labor. The rural surplus labor is calculated as follows:

$$L = l - (S \div s)$$

where L is the amount of surplus labor; l is the actual amount of existing labor; S is the actual area of existing arable land; s is the area of the arable land that a medium labor force does his best to bear in a year (taking the per capita area of arable land borne by farming labor, namely 0.66 ha).

Taking into account the impact of special natural and geographical conditions and other factors in Tibet's agricultural and pastoral areas, the per capita area of arable land may be reduced by about 30% for Tibet's farmers and herdsmen compared with the inland farmers, that is, the area of the arable land that a medium labor force does his best to bear in a year is 0.462 ha in Tibet's agricultural and pastoral areas ($s = 6.93$). In 2014, the actual area of farmland in Nyingchi City was 19535 ha, namely $S = 293025$; Nyingchi's rural population was 139268, and the total amount of labor was 67847, namely $l = 64847$. It is calculated that $L = 22564$, that is, the actual amount of surplus labor in Nyingchi

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City was 22564 in 2014.

3.1.2 Rural labor structure. During May-October 2014, we did a sampling survey of the rural population and labor in six counties and one district of Nyingchi City, involving 210 rural households. The results show that the farming and animal husbandry labor in Nyingchi City is eagerly to work elsewhere, but a small number of them do not want to go out due to traditional ideas. There are many young labor forces seeking job in the city, while few of women choose to go out. 500 labor forces are surveyed and it is found that the average age is 27.36 years, and the labor forces aged less than 20 years account for 4.8%; the labor forces aged 20 – 29 years account for 57.6%; the labor forces aged 30 – 39 years account for 27.3%; the labor forces aged more than 40 years account for 10.3%. It shows that the labor is dominated by young adults in agricultural and pastoral areas, and if they are not transferred in time, it will bring a hidden danger to the harmonious development of rural areas.

3.1.3 Education level of labor. The education level of the migrant workers from farmers and herdsmen in Nyingchi City is higher than that of the left-behind people, but it is overall still low. According to the survey data, the labor forces receiving primary school education account for 57.8%; the labor forces receiving junior middle school education account for 18.2%; the labor forces receiving senior high school and above account for 12.5%; the illiterate account for 11.5%.

3.2 Influencing factors

3.2.1 Natural resource factors. Agricultural climate resource is an important factor that directly affects the agricultural production in a region. Nyingchi City is located in the high altitude mountains, the agricultural labor is restricted and due to the location of considerable farmland in the mountains, some remote rural areas still maintain the slash-and-burn cultivation. The agricultural income is extremely low, and it has produced a lot of surplus labor with the population growth. This part of rural surplus labor has to transfer to other industries and regions^[4-5].

3.2.2 Economic factors. In 2014, the per capita disposable income of urban employees reached 21085 yuan while it was only 12674 yuan for farmers and herders, a difference of 8411 yuan, close to 10000 yuan. It is found that the per capita net income of urban residents is much higher than that of farmers and herders, so the city has huge attraction to the countryside.

3.2.3 Upbringing burden. In the net income of farmers and herdsmen in Nyingchi, the self-sufficiency portion is more than half of the net income, and the proportion of actual cash income is small. At the same time, it is difficult to implement the family planning policy in rural areas. The family population is large, and especially the upbringing and educating costs of children increase the burden on cash consumption in the family.

3.2.4 Emulation effect. The labor having been transferred has obvious emulation effect on the labor which needs to be transferred. Affected by various factors, the young labor forces from the farmers and herdsmen, especially those who have just graduated

from the school, have great repulsion for agricultural production. With the change of concept, the farmers and herdsmen in Nyingchi City, especially young people, have a strong desire to go out to work, and they think that working outside can not only improve income and living environment, but also achieve life goals, so they transfer to the city^[6].

4 Transfer characteristics

4.1 Quantity characteristics The transfer amount of rural labor has been increasing year by year, and the scale has continued to expand. According to the survey results, at the end of 2014, the number of labor forces engaged in non-agricultural industries reached 45476 in Nyingchi City, accounting for 67.02% of total labor forces in the city. The number of labor force transferring between counties reached 35231, accounting for 51.9% of the total labor force. At the same time, the proportion of the rural labor force returning to hometown decreased year by year in the process of transfer, and the stability of the transfer gradually increased.

4.2 Quality characteristics Most of the rural labor forces transferred in Nyingchi City are young adults who have received the primary school and above and are capable of simple exchange. According to the survey data, as for the rural labor having been transferred, 23.3% of them have been trained, with age of 16 – 25 years; 8% of them have received senior high school education and above, 31% of them junior high school education, 36% of them primary school education, 18% of them are illiterate and semi-literate. It is dominated by junior high school and primary school education level, and the higher the education level, the higher the transfer rate.

4.3 Employment characteristics Limited by the quality of the labor, the industries to which the rural surplus labor forces transfer are mostly labor-intensive industries, front line of production and construction and service industries. Although there is skill and technical training for the labor transferred annually in Nyingchi City, the overall education level of rural surplus labor is low, and most of them only receive the single skill training and have to engage in dirty, tired and dangerous simple physical work^[9].

4.4 Flow characteristics Affected by the level of economic development, the county has limited capacity for absorption of labor, and the transfer of rural surplus labor in Nyingchi City is mainly based on local transfer and outside transfer. 49% of labor forces are transferred in Nyingchi City, while 51% of labor forces are transferred to other regions (Lhasa 25%; Shannan 12%; Shigatse 8%; Nagqu 4%; Ali 2%).

4.5 Model characteristics There are mainly four transfer models for rural surplus labor in Nyingchi City: (i) "leaving home but not separating from farming", that is, people work within the township and their land is cultivated by their family members or relatives; (ii) "leaving farming but not separating from home", that is, people are engaged in non-agricultural industries in their township or nearby towns and they lease or transfer their land to other people for operation; (iii) "leaving home and farm-

ing", that is, people completely abandon the land management rights and live in the city by doing business or working; (iv) "leaving home in slack season, returning home in busy season", that is, people go to various other places to work in slack season but come back home for farming in busy season. In these four models, only the third model cuts off the connection with the land, close to the true sense transfer. Currently, the transfer of rural surplus labor in Nyingchi City is dominated by the first model, followed by the second and fourth model, and the proportion of surplus labor adopting the three models account for more than 83% of total labor. The proportion of true transfer is very small in Nyingchi City^[12-13].

5 Conclusions and recommendations

5.1 Conclusions This paper studies the surplus labor transfer in Nyingchi City, obtains the first-hand information of the surplus labor transfer through the typical survey, and analyzes the current situation and characteristics of surplus labor transfer. From "transfer channel", "transfer industry" and "transfer space", this paper analyzes the factors affecting the transfer of local surplus farming and animal husbandry labor, discusses the obstacles to surplus farming and animal husbandry labor in Nyingchi City, and finally makes some recommendations for the transfer of rural surplus labor in Nyingchi City.

5.2 Recommendations

5.2.1 Controlling population growth and strengthening rural basic education to improve the quality of labor. It is necessary to rationally control the population growth rate in agricultural and pastoral areas, and the rational control over the population growth rate in agricultural and pastoral areas is the main means to reduce the rural surplus labor. There is also a need to improve the labor quality and labor skills of farmers and herdsmen while controlling the population growth, in order to enhance the market competitive advantage for the surplus labor transfer in agricultural and pastoral areas^[11].

5.2.2 Improving labor market development mechanism and enhancing the ability to transfer. The role of human capital in the development of rural economy is more and more important, and the quality of rural labor directly affects the way and direction of transfer. Especially in recent years, the economic development of Tibet Autonomous Region has changed from the past labor-intensive type to capital or technology-intensive type, and the non-agricultural employment has placed higher and higher demand on the quality of laborers, changing from physique-based type to skill-based type. Therefore, it is necessary to make more rural surplus labor go out, optimize the rural employment structure, and improve the cultural quality and skills of labor^[10].

5.2.3 Strengthening the knowledge training about policies, laws and regulations for rural labor. It is necessary to help the migrant rural surplus labor to keep abreast of the policies and regulations about the minimum wage, social security, investment and entrepreneurship, and make them familiar with *Labor Law*, *Safety Pro-*

duction Law, *Consumer Protection Law*, *Rural Land Contract Law*, *Regulations on Administrative Penalties for Public Security*, and other laws and regulations, to enhance their ability to prevent and deal with unexpected events.

5.2.4 Innovating upon transfer model and fostering the competitive advantage of transfer. Firstly, it is necessary to rely on resource advantages to achieve diversified transfer. Nyingchi has rich resources and products with local characteristics, and in the process of the transfer of rural surplus labor, it is necessary to make full use of this resource advantage and achieve a variety of transfer methods in the process of transfer. Secondly, it is necessary to build special channels to achieve all-around transfer. Nyingchi government should establish the support system for the employee group at a disadvantage and build a special channel for the transfer of part of the disadvantaged groups, in order to fundamentally change their inferior position in job competition.

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