

Investigation and Research on the Status Quo of Rural Labor Absorbed by Township and Village Enterprises

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Abstract: Through interviews with township and village enterprises in a county in Shaanxi Province, this article explores the reasons affecting the decline in rural labor demand for township and village enterprises and gives constructive suggestions for enhancing the township and village enterprise demand for labor.

1. Introduction

Among the international academic research results, the term most closely related to "rural and township enterprises absorb rural labor" is the "rural labor transfer" study. Due to historical development, China and developed countries have not experienced the same problems in rural labor employment. Most developed countries have basically not experienced a large number of surplus labor employment problems, and even some countries still have labor shortages. Because of the differences in national systems, China has not achieved the simultaneous development of national non-agriculturalization and rural urbanization like developed countries. However, after China entered the 21st century, due to the reform of the national system, the development of township and village enterprises has been slow, and many towns Businesses have closed down, leaving a large number of rural laborers nowhere to be employed, and then flooding into cities, further increasing the pressure on urban employment.

The research angles of scholars at home and abroad are mainly from the aspects of overall employment, regional employment and industry employment, wages, and labor contracts. The most representative research results are: G. Rains, John CHFa expounded the Ranis-Fei model in "Economic Development Theory", and improved the model they proposed in "The Development of Labor Surplus Economy"; [1] DWJohnson proposed that agricultural surplus labor provides conditions for the development of national industry; [2] Toyoda proposed that rural surplus labor influx The primary condition of the city is that the expected income in the city is higher than the income of the rural labor force. In this case, the rural labor force will inevitably be transferred to the city. [3]

It can be seen that most of the existing researches have studied from the perspective of the impact of rural surplus labor on social development, and have not considered the specific issue of rural labor transfer, which also provides space for the research in this paper.

2. Analysis on the current situation of township and village enterprises absorbing rural labor employment: two cases

2.1. Case 1: Xunyi County Pingsheng Breeding Co., Ltd.

Shaanxi Xunyi County Pingsheng Breeding Co., Ltd. is a leading aquaculture enterprise attracted by the people's government of Xunyi County. The company settled in Xunyi County, Shaanxi Province in 2012. It covers an area of about 10,000 square meters. The company currently has 56 employees and 2 senior managers. The company's business scope is mainly pig breeding, technical consulting, feed sales, etc. business.

Through interviews, we found that the main factors affecting the employment of Xunyi County Pingsheng Breeding Co., Ltd. are:

2.1.1. The salary level is lower than that of urban enterprises

The salaries of the same individual working in township and city enterprises are quite different. According to surveys, the salaries of employees working in township and village enterprises range from 2000 to 5000 yuan, while employees working in urban enterprises have salary levels ranging from 4000 to 8000 yuan. The living standard in cities is higher than that in rural areas. Most people in villages are proud to work in urban enterprises. They believe that township and village enterprises earn less and work is dirty and tired. Therefore, most people choose to go out to work.

2.1.2. Technological progress has replaced part of the labor force

With the development of our economy, more and more machines have replaced human labor. Due to the increasingly advanced labor tools, the work of 10 people can now be completed by 5 people. The survey found that the people who work in the township and village enterprises are generally over 40 to 60 years old, with low cultural quality and technical skills. Low level, long-term living in rural areas.

2.1.3. Small business scale

Geographical factors affect the slow economic development of Xunyi County, Shaanxi Province, backward technological level, low level of agricultural industrialization, few leading enterprises, short industrial chain, weak driving force in other industries except apples, depletion of some coal mine resources, and resource advantages in tourism. Inadequate performance and the weak competitiveness of the tourism product market have resulted in the region being a poor county. Therefore, most of the township and village enterprises are relatively small in scale, which severely hinders labor employment in the region.

The number of employees in Xunyi County Pingsheng Breeding Co., Ltd. in the past five years is shown in Table 1.

Table 1 Number of employees in enterprises

	2013	2014	2015	2016	2017
Agricultural employee	63	65	52	42	38
Non-farm employees	9	12	15	18	18
total	72	77	67	60	56

As can be seen from the table above, in the past five years, the total number of employees in Xunyi County Pingsheng Breeding Co., Ltd. has decreased significantly. Among them, the number of non-agricultural employees has doubled, but the number of employed rural labor forces has decreased significantly. In general, the ability of the township and village enterprises to absorb the rural labor force is declining.

2.2. Case 2: Shaanxi Xunyi Quanmin Fruit Industry Co., Ltd.

Shaanxi Xunyi Quanmin Fruit Industry Co., Ltd. was founded in 2008 with a registered capital of 2.6 million yuan. The address is located in Yejihong Village, Taicun Town, Xunyi County, Shaanxi Province. The company's business scope mainly includes Apple acquisition, packaging, transportation, polishing, preservation, sales and other businesses.

According to the interview, the main factors affecting the employment of Shaanxi Xunyi Quanmin Fruit Industry Co., Ltd. are:

2.2.1. Many similar enterprises around

Xunyi County, Shaanxi Province is a well-known "hometown of Chinese apples". The government adheres to the big idea of "intensive development, high-quality varieties, and marketing

and marketization". After vigorously developing the apple industry, the fruit industry has now become the pillar of prosperity in the region . The investigation found that the apple planting area in Xunyi County has reached 500,000 mu, and the annual income of apple farmers is more than 28,000 yuan. However, it is also because of the large apple output that many fruit companies have been attracted, but their respective companies are small in scale and their development is greatly restricted. Most managers have no higher education, lack management skills, and companies attach great importance to the introduction of talents. Low, leading to the slow development of enterprises, without the formation of scale effects, seriously affecting the ability of enterprises to absorb rural labor.

2.2.2. Working hours are limited by seasons

Due to the single industrial structure of Xunyi County, the number of employees is usually around 10, and there is basically not much work to do. In September and October, apples have reached the harvest season, and they need to pick and buy apples. , Packaging, polishing, sales, etc. At this time, the company will employ a large amount of labor, generally about 80 people, except for loading and unloading and transportation, most of them are middle-aged women, as long as you are careful, you do n't need to exert too much force. The cost of middle-aged women is very low. Therefore, the singular industrial structure has made the township and village enterprises' employment time short, which greatly restricted their ability to absorb labor and employment.

2.2.3. Lack of a reasonable employment system

Fruit enterprises in Xunyi County hire a large amount of labor when they are busy in farming. They pay daily wages, do not sign any labor contracts, and the employees are highly mobile. When there are too many work tasks, the phenomenon of overtime is serious, and the labor force cannot be reasonably adjusted according to the changes and requirements of the work. The management of temporary workers is generally resolved by quarrels, and no reasonable employee management system has been formulated. It makes people feel that the management of the enterprise is chaotic and it is difficult to attract talents, which affects the ability of the township and village enterprises to absorb labor and employment.

2.2.4. The cultural level of senior managers is not high

The senior management of the company does not have a long-term plan for the company, and pays attention to the immediate situation. When the company hires people, it often adopts temporary employment, and the quality of employees without systematic training varies.

The number of employees in Shaanxi Xunyi Quanmin Fruit Industry Co., Ltd. in the past five years is shown in Table 2.

Table 2 Number of employees in enterprises

	2013 (9,10)	2014 (9,10)	2015 (9,10)	2016 (9,10)	2017 (9,10)
Agricultural employee	12(85)	12(82)	10(78)	11(79)	8(76)
Non-farm employees	3	2	2	2	2
total	15(88)	14(84)	12(80)	11(81)	10(78)

It can be seen from the above table that the total number of employees during the leisure period of Shaanxi Xunyi County Fruit Industry Co., Ltd. has declined slightly in the past five years, but the number of hired laborers remained basically at about 80 in September and October. In general, the ability of the township and village enterprises to absorb rural labor has declined slightly.

3. Countermeasures to enhance the absorption of rural labor by township and village enterprises

3.1. Adjust and optimize the industrial structure

Township and village enterprises should adapt to the current needs of modern agricultural operations as soon as possible, rely on the support of national policies, and increase their efforts in the development of agricultural and sideline products processing industries and storage, transportation, and fresh food businesses. The government should also formulate effective industrial policies to guide townships Enterprises develop the fine processing and deep processing industries of rural products, change the situation of more primary products and less value-added products, develop rural industries, create more jobs, improve the level of salaries and salaries of township enterprises, and attract more laborers to enter To avoid the influx of large numbers of labor into the city, causing greater pressure on urban employment. [4] Rural areas should also develop vigorously the development of the tertiary industry. Since the geographical locations of township and village enterprises are mostly concentrated in the central areas of the countryside, this is more conducive to providing consumer services to farmers, while the development of the tertiary industry can also effectively improve the rural areas. Standard of living and create more jobs.

3.2. Increase investment in rural human capital

Township and village enterprise employees generally have a low cultural level, and most employees are basically unable to engage in technical labor. However, if township and village enterprises want to keep up with the needs of the times, upgrade the industrial structure and develop new industries, they need high-quality talent reserves and improve employees. Therefore, there is an urgent need to increase rural human capital investment, cultivate the cultural quality and vocational skills of rural labor, and improve the overall quality of labor in rural areas. [5] Employees of township and village enterprises should strengthen cultural and technical education, improve their overall quality, conduct induction training for new employees, improve the employability and vocational skills of new employees, and provide vocational training for farmers to improve the quality of workforce for township enterprises Cultivate high-quality teams adapted to modern development, and reduce the employment resistance of rural labor.

3.2. Combination of township enterprises and rural urbanization

The combined development of township enterprises and small towns can effectively promote the development of rural areas, resulting in an increase in rural population, increased foreign investment, higher farmers' income, and higher consumption levels. This can also expand the market for demand for township enterprise products. Therefore, the combination of township enterprises and rural urbanization promotes the development of township enterprises and small towns, improves the economic level of small towns, improves the economic benefits of township enterprises, and enhances the ability to absorb rural labor.

4. Conclusion

This paper analyzes the problems existing in the employment of rural labor force by township and village enterprises in a county in Shaanxi Province through surveys and interviews and draws the following main conclusions. Absorptive capacity; Conclusion 2: The quality of human resources in rural areas is relatively low, and the education level is low, and it is difficult to adapt to the needs of township and village enterprises for modern technology; Supply and demand. Therefore, improving the rural labor absorption capacity of township and village enterprises requires both the development of the township and village enterprises to increase their employment absorption capacity and the rural labor force to strengthen their grasp of modern technologies in order to meet the enterprise's demand for talents.

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