

Investigation and Research on the Employment of Rural Non-agricultural Population

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Abstract: Aiming at the problem of employment of non-agricultural population, this paper investigates the employment of non-agricultural population and its influencing factors in Sitai Village, Changchun City. The survey found that the employment of non-agricultural workers is mainly concentrated in less technical occupations such as the catering and service industries. The influencing factors of the employment of non-agricultural people include gender, living conditions, children's education, and convenient medical care. Three suggestions are made on the quality of population employment.

1. Introduction

The employment of the non-agricultural population belongs to the category of labor mobility, and research on this phenomenon in foreign academic circles has mainly focused on the reasons and laws of migration. [1] Foreign researchers have studied the migration of rural non-agricultural population from many different perspectives. Donald Berger proposed a more systematic "push-pull" theory of population migration in the late 1990s. [2] The theory holds that "thrust", "pulling", "anti-thrust" and "anti-pulling" jointly weigh the positive and negative interests and determine whether the rural surplus labor force is transferred. Only when the positive force to promote the transfer of rural labor force is greater than the negative force hindering the transfer of rural labor force can the rural labor force make the transfer decision. Otherwise, no transfer of rural labor will occur. For the labor force, when the thrust of a region is dominant, this place is the place to move out. When a region has a strong pull, it will attract rural surplus labor to move here, which is where natural populations move in.

The main domestic scholars on the employment of migrant workers are: Liu Huailian, Li Qiang, Liu Chuanjiang, Jian Xinhua, Bai Nansheng, etc. Through historical and cross-disciplinary perspectives, they conducted systematic and rational research on the current situation and characteristics of migrant workers' employment, employment analysis of migrant workers, and employment protection, and achieved practical success. In addition, works such as "Research on the Citizenization Process of Chinese Migrant Workers", "Research on the Latest Living Conditions of Chinese Migrant Workers" and "Research on the Mobility of Migrant Workers' Employment" also conducted detailed studies on the employment destination of non-farm workers. [3]

It can be seen that scholars at home and abroad have conducted comprehensive and multi-angle studies on the phenomenon of employment of non-agricultural population, and have obtained a wealth of theoretical research results. [4] Based on previous research, this article analyzes the employment of non-agricultural population in Sitai Village, Jiutai District, Changchun City by issuing a questionnaire survey. Based on the results of the questionnaire survey, it concludes the relevant conclusions and Enlightenment.

2. Analysis of the Current Situation and Problems of the Employment Fate of the Rural Non-agricultural Population-A Case Study of Sitai Village

2.1. Survey objects and methods

Based on the principle of combining subjective judgment sampling and stratified sampling, the survey scope of Sitai Village in Changchun City, Jilin Province was determined, and sample sampling was carried out. 55 questionnaires were distributed and 55 valid samples were obtained. The questionnaire is divided into four parts: basic personal information (gender, age, education, etc.), work status, living status and future wishes.

2.2. Status Quo of Employment Fate of Non-farm Population in Sitai Village

This survey takes Sitai Village, Shanghewan Town, Jiutai District, Changchun City, Jilin Province as an example, and conducts a sample survey on individual rural laborers. Sitai Village is located in the northern part of Shanghewan Town, Jiutai District, Changchun City. The geographical location is somewhat remote. There are about 1,000 people in the whole village. A random sampling survey of non-agricultural population in Sitai Village is conducted. A total of 55 samples were selected, of which 18 were male (32.73%) and 37 were female (67.27%); the proportions of colleges, high schools, junior high schools, and elementary schools accounted for 36.36%, 16.36%, 32.73%, and 14.55% of the total respectively. ; 3 persons, 10 persons, 36 persons, 6 persons under 25 years old, 25-35 years old, 35-45 years old, and over 45 years old; industrial manufacturing, construction and decoration industry, transportation industry, catering and other residents services Industry, wholesale and retail industry accounted for 18.18%, 16.36%, 1.8%, 60%, 5.45% of the total number of people. The survey results show the distribution of the major industries of the non-agricultural population in Sitai Village, Changchun City: the construction and decoration industry accounts for 16.36%; the industrial manufacturing industry accounts for 18.18%; the transportation industry accounts for only 1.8%; compared to occupations with weak technical requirements Other services, such as resident services, repairs and catering, accounted for the largest proportion, reaching 58.3%, and the wholesale and retail industry accounted for 5.45%.

It is found from the survey that non-farm workers are mainly engaged in low-tech and labor-intensive industries. It is concentrated in manufacturing and engaged in construction. The proportion of surveyed people in service industries such as accommodation and catering, residential services and other service industries is relatively large. A further survey of 58.3% of the service industry personnel found that the main reasons they chose this industry are concentrated on environmental safety and salary. This shows that when migrant workers choose an industry, they not only pay attention to the salary level of the job, It also values the working environment and career prospects provided by the company. They are more inclined to choose jobs that are more decent, safer and better paid.

2.3. Analysis on the employment of non-farm population in Sitai Village

Among the 55 Sitai villagers surveyed, a common problem is that they generally do not know what they want in the future and what they want to achieve. But for future life choices, 29 people are willing to return home, and 26 people want to stay in the city to work; 38.18% of the major difficulties encountered in the past when working in the city have chosen The urban living conditions are not superior, indicating that there is obviously no comfort in living in rural areas; 30.91% of people choose medical problems; 3.64% of people think that co-worker relations are the main difficulty for them to work outside; Children's education problems, including the contradiction between family status and higher study costs, are the main difficulties, and these difficulties have also prompted migrant workers in some cities to plan to return to their hometowns.

A survey of the future employment willingness of non-farm workers in Sitai Village shows that more non-farm workers want to switch to more satisfactory jobs, are generally dissatisfied with existing jobs, and generally believe that they can find better jobs. According to further investigation, if there is a possibility that the job may change in the future, three people working in the catering

service industry in Sitai Village said that they would have the opportunity to be close to their home outside of Sitai Village. Local work; 9 people want to maintain their current work; 9 people want to contract a large amount of land and scientific farming in the future; 12 people want to engage in professional farming, including forest farms, animal husbandry; 22 people want to develop other industries, These mainly include self-employed and individual positions that want to switch to other companies with better wages.

From the survey, it is not difficult to see that with the continuous improvement of living standards and quality of life requirements, more and more farmers have moved to the large contingent of migrant workers, not only for a better life, Improving one's quality of life is also about moving from the countryside to the city and across classes. Obviously, the urban labor unions have greatly improved their living standards. Under the current development trend, we urgently need to solve the employment problem of non-farm workers, while increasing the employment rate of non-farm workers, and improving the quality of employment of non-farm workers.

3. Suggestions on Improving the Employment Quality of Rural Non-farm Population

3.1. Improving the social status of rural non-agricultural population

Farmers are very hard in the cities. On the one hand, they have to return to the fields to work during the autumn harvest and go to work in the cities during their leisure time. On the other hand, they have not been recognized by the society and received a lot of unfair treatment. It 's easy to get into the city, but it 's not so easy to truly integrate into the city. This requires not only their own efforts, but also the unanimous help of the state and the government. The social status of the country allows people to truly believe that everyone is equal and eliminate discrimination. Only by improving the quality of employment of non-agricultural workers and improving the social status of rural non-agricultural population can the problem of employment discrimination of migrant workers be solved.

3.2. Improve the employment service system for rural non-agricultural population

The current service for the employment of rural non-agricultural population is not only to help them find employment, but also to improve their employment quality. As the government pays more and more attention to the employment of non-agricultural population, and the mobility of migrant workers is strong, enterprises have to bear part of the transfer costs. Therefore, it is necessary to introduce some security measures to ensure the flexible transfer of insurance relations. In terms of skills training, the state should use various educational and training resources, [5] make use of existing educational and training institutions and formulate corresponding training programs based on characteristics. Fully mobilize the enthusiasm of peasant workers and enthusiasm in all aspects.

3.3. Promote the overall improvement of the rural non-agricultural population

China's migrant workers are generally illiterate, and many are literate. And rural education resources are scarce. Some entire villages do not have a school. Some rural children get up early in the morning and go to school dozens of kilometers away with lanterns. And parents work in the city. As of 2018, hundreds of millions of left-behind children still have limited education in remote mountain areas and can only be reunited with their families on limited holidays. These children were without their parents' companionship when they had not established a complete three views, and they lacked the love and care from their parents. Their character and thinking are still developing, and these experiences will affect their future growth.

4. Conclusion

Based on a survey of the employment of non-farm population in Sitai Village and the actual situation of each interviewee, this paper concludes the following conclusions: The employment direction of rural non-farm population is mainly for occupations with weak technical requirements

such as resident service, repair and Labor-intensive industries such as catering and other service industries. The employment of non-agricultural workers as a whole has a lot of room for improvement and training needs, thereby improving their employment quality.

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