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The New Changes in Rural Labor Transfer Mode under New Urbanization: Based on the Survey of 10 Villages in Guizhou Province

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Abstract With the full-speed development of economy, the new urbanization has been accelerated in Guizhou Province in order to make the people reach a well-off standard of living by 2020. From the whole society, the key point is the development of the rural economy, and the development of the rural economy depends on the economic development of rural households. The income from rural labor force transfer has become the main income source and accounts for more than half of rural household income, which will play a major role in survival and development of rural households.

Key words Rural areas, Labor transfer, Mode, Guizhou Province

1 Introduction

With the acceleration of industrialization, urbanization and agricultural modernization, Guizhou Province has increased investment and made great effort in inviting and attracting outside investment to boost the economic development. Affected by accelerated development of industrialization, there is a huge demand for labor, which drives multitudinous rural workers to go to cities for employment. There are great differences in incomes from working outside and local agricultural production, producing a tremendous impetus to working outside. Under the combined forces, a large number of rural labor forces in Guizhou Province choose to go out to work. In this context, based on 10 fixed observation villages in Guizhou Province, we conduct a survey of rural labor transfer in 2013. With rural households as the object of survey, 80 questionnaires were distributed in each village, a total of 800 questionnaires, and 800 valid questionnaires were recovered. The survey is mainly about basic situation of migrant workers, working place, occupation, employment path, employment days, and income.

2 Basic situation of the rural households surveyed

2.1 Population and income As can be seen from Table 1, we conduct survey of 10 villages, and 80 questionnaires are distributed to each village. There are a total of 800 questionnaires and eventually 800 valid questionnaires are returned. From the valid questionnaires, the household population averages 4.19 for 10 villages; there are 6 villages with household population above this average (Shuidong, Pingchu, Xiaochangba, Dengta, Changqing and Zhenjiang); the household population for the remaining four

villages is lower than the average. In terms of the number of family members, it is largest in Changqing (4.73), followed by Xiaochangba (4.60), and it is smallest in Baobaozhai (3.46) and Jiangxi (3.68). In terms of the family labor, it averages 2.85 among 10 villages, and there are 6 villages with value above the average (Shuidong 3.09; Xiaochangba 2.95; Chujiashan 2.94; Changqing 2.94; Mairang 3.84; Zhenjiang 2.91); the family labor for the remaining 4 villages is below the average, and the number is smallest for Baobaozhai (1.99), only 64.40% of that of Shuidong (3.09). In terms of the proportion of family labor number to household population, it averages 68.02% for 10 villages. 3 villages (Mairang 93.60%; Chujiashan 75.56%; Shuidong 71.86%) have the highest proportion while three have the lowest proportion (Baobaozhai 57.40%; Pingchu 59.84%; Changqing 62.17%), indicating that for the 3 villages with the lowest proportion, at least about 40% of people are the dependant. For the 10 villages, about 33% of people are also the dependant and become a burden on society, which is not conducive to economic development. In terms of family income in descending order (Table 1), top 5 villages are Dengta (88129.44 yuan), Chujiashan (49756.98), Changqing (47983.00), Xiaochangba (46734.41 yuan), and Shuidong (43303.76 yuan). The village with the lowest family income is Zhenjiang (only 28502.66 yuan), and there is a large difference in the family income between villages. For the 10 villages, the average family income is 45563.72 yuan. In terms of per capita net income (Table 1), it is highest in Dengta (20675.53 yuan), followed by Chujiashan (12799.22 yuan) and Mairang (10684.40 yuan), and it is lowest in Zhenjiang (6667.29 yuan). For the 10 villages, the average per capita income is 10805.63 yuan, and the villages below this level include Pingchu (6740.43 yuan), Jiangxi (8351.05 yuan) and Zhenjiang (6667.29 yuan), and the remaining 7 villages is close to or higher than this level.

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Table 1 Household population and family income (2013)

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
(i) Effective surveyed households	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	800.00
Household population	4.30	4.58	4.60	3.68	3.89	4.26	4.73	3.46	4.10	4.28	4.19
Number of family labor	3.09	2.74	2.95	2.34	2.94	2.75	2.94	1.99	3.84	2.97	2.85
Proportion of labor number to household population (%)	71.86	59.84	64.13	63.59	75.56	64.52	62.17	57.40	93.60	68.13	68.02
(ii) Family income (yuan)	43 303.76	30 837.50	46 734.41	30 499.49	49 756.98	88 129.44	47 983.00	35 431.46	43 042.89	28 502.66	45 563.72
Per capita income (yuan)	10109.24	6740.43	10 159.65	8 351.05	12 799.22	20 675.53	10 155.13	10 232.91	10 684.40	6 667.29	10 805.63

2.2 The land owned by the surveyed households We conduct a survey of land owned and transferred by rural households. In terms of the land owned by rural households (Table 2), it averages 3.06 mu per household for the 10 villages; it is highest in Pingchu (4.45 mu per household), followed by Shuidong (4.29 mu per household), and Xiaochangba (3.83 mu per household); it is lowest in Chujiashan (1.68 mu per household) and Baobaozhai (1.12 mu per household). In terms of the amount of land owned per capita, it averages 0.73 mu for the 10 villages, it is highest in Shuidong (1.00 mu), and it is lowest in Baobaozhai (0.32 mu). Such land owning amount per capita is difficult to maintain the livelihood of farmers in Guizhou, which is an important reason for rural labor's working outside hometown in Guizhou.

Table 2 The land owned by rural households

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
Land owned by family // mu	4.29	4.45	3.83	2.59	1.68	3.77	3.44	1.12	2.53	2.91	3.06
Per capita land // mu	1.00	0.97	0.83	0.70	0.43	0.88	0.73	0.32	0.62	0.68	0.73
Number of households transferring land	2.00	0.00	29.00	21.00	2.00	2.00	20.00	27.00	19.00	5.00	127.00
Land transfer incidence // %	2.50	0.00	36.25	26.25	2.50	2.50	25.00	33.75	23.75	6.25	15.88
Land transferred in // mu	1.00	0.00	12.00	50.00	2.00	1.40	38.90	5.00	15.00	5.00	130.30
Land transferred out // mu	4.00	0.00	13.00	56.3	2.00	2.90	45.40	22.00	25.40	11.70	182.70
Incidence of transfer amount // %	1.46	0.00	8.16	51.35	2.98	1.43	30.67	30.24	19.97	7.18	12.79

3 The overall situation of working outside in 2013

Among the 800 families surveyed, 663 families have migrant workers (Table 3), accounting for 82.88% of total families surveyed. There are 6 villages with the proportion of number of families having migrant workers to total number of families surveyed more than 80% (Shuidong 100%; Jiangxi 100%; Dengta 96.25%; Xiaochangba 93.75%; Pingchu 87.50%; Chujiashan 85.00%). The proportion is lowest in Mairang (62.86%), indicating that such high proportion of migrant worker families is not the problem of rural surplus labor, and it is caused by the gap between farming income and income from working outside. There are 1463 migrant workers in the 10 villages, accounting for 43.68% of people from the families surveyed, and 64.22% of labor from the families surveyed, suggesting that most of rural labor forces work outside the home. There are great differences between villages, and in terms of the proportion of number of migrant workers to number of family labor, it reaches 100% in Dengta, 96.76% in Shuidong, 77.12% in Xiaochangba, and 69.79% in Chujiashan, and it is lowest in Changqing (37.45%) and Mairang (29.64%). This

In terms of the land transfer (Table 2), the land was transferred by 127 rural households among 800 surveyed rural households in 2003, accounting for 15.88% (2 households in Shuidong; 29 households in Xiaochangba; 21 households in Jiangxi; 2 households in Chujiashan; 2 households in Dengta; 20 households in Changqing; 27 households in Baobaozhai; 19 households in Mairang; 5 households in Zhenjiang; 0 household in Pingchu). In terms of land transfer amount, 130.3 mu of land is transferred into the 10 villages, and 182.7 mu of land is transferred out of the 10 villages, a total of 313 mu, accounting for 12.79% of the land owned by households in 10 villages, indicating that rural households' use of land is still relatively stable, and the rural economy is not very active in Guizhou.

shows that affected by rural transportation environment, geographical location, climatic conditions, natural resources and social environment in Guizhou Province, it leads to the differences between villages.

4 Survey of migrant workers in Guizhou Province

4.1 Gender, age, marriage and education level of migrant workers For the 1463 migrant workers (Table 4), the ratio of male to female workers is 6:4, and there are some differences in the ratio between villages. The ratio is high in Baobaozhai (7.4:2.6) and Zhenjiang (6.4:3.6), and low in Dengta (5.3:4.7) and Shuidong (5.5:4.5). This shows that the male migrant worker is the major force, but women also account for a considerable proportion, which is necessary for marital stability of rural households. In terms of the migrant workers' age (Table 4), the age structure is as follows: 21–30 years (33.36%); 31–40 years (20.36%); 41–50 years (20.36%); 51–60 years (12.77%); 20 years and below (6.38%); 61 years and above (3.27%). This shows that 21–30 years old young people want to

go to another place to seek their livelihood, so the proportion is comparatively high; when getting 31 – 40 years old, they find that the outside world is very exciting and also feel helpless, and they go back to rural areas, so that the proportion drops slightly; after getting 41 – 50 years old, they not only have rich social experience, but also have a wealth of working experience, so that the proportion of migrant workers is on the rise again. In terms of the marital status of migrant workers (Table 5), the married workers account for 74.54%; the unmarried workers account for 22.87%; the divorced or widowed workers only account for 2.21%. By comparing the villages, the proportion of migrant workers who get

married is high in Shuidong (83.50%), Xiaochangba (81.32%) and Dengta (80%), but low in Zhenjiang (63.41%), Mairang (63.75%), and Jiangxi (64.10%). In terms of migrant workers' education level (Table 4), 61.85% of migrant workers are junior high school graduates, and the main force of migrant workers, followed by primary school graduates (22.95%), senior high school graduates and above (9.35%), and the illiterate (5.47%). As the rural nine-year compulsory education is fully implemented, the rural migrant labor's education level has greatly improved, and the migrant workers with education level of junior high school and above account for more than 70%.

Table 3 The overall situation of working outside in the villages surveyed in 2013

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
Number of families having migrant workers	80.00	70.00	75.00	80.00	68.00	77.00	51.00	53.00	50.00	59.00	663.00
Proportion of number of families having migrant workers to total number of families surveyed//%	100.00	87.50	93.75	100.00	85.00	96.25	63.75	66.25	62.86	73.75	82.88
Number of migrant workers	239.00	134.00	182.00	136.00	164.00	220.00	88.00	86.00	91.00	123.00	1 463.00
Proportion of number of migrant workers to household population//%	69.48	36.61	49.46	46.26	52.73	64.52	23.28	31.05	27.74	35.96	43.68
Proportion of number of migrant workers to number of family labor//%	96.76	61.19	77.12	72.73	69.79	100.00	37.45	54.09	29.64	52.79	64.22

Table 4 Gender, age, marriage and education level of migrant workers

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
Number of migrant workers	239.00	134.00	182.00	136.00	164.00	220.00	88.00	86.00	91.00	123.00	1463.00
(i) Gender											
Male//%	55.00	56.72	58.24	64.10	62.80	53.18	62.50	74.42	63.75	64.23	59.73
Female//%	45.00	43.28	41.76	35.90	37.20	46.82	37.50	25.58	36.25	35.77	40.27
(ii) Age structure											
Less than 20 years//%	—	5.22	5.49	—	12.80	9.09	3.41	9.30	5.00	8.94	6.38
21 – 30 years//%	29.00	41.79	36.81	41.03	24.39	24.09	36.36	34.88	47.50	39.84	33.36
31 – 40 years//%	14.50	40.30	12.09	20.51	12.20	22.27	30.68	25.58	13.75	18.70	20.36
41 – 50 years//%	26.50	8.21	13.74	17.95	31.71	31.82	26.14	20.93	27.50	26.83	23.86
51 – 60 years//%	20.50	3.73	25.27	20.51	14.02	12.73	3.41	6.98	5.00	3.25	12.77
More than 61 years//%	9.50	0.75	6.59	—	4.88	—	—	2.33	1.25	—	3.27
(iii) Marital status											
Unmarried//%	16.50	23.88	14.84	20.51	26.83	19.09	18.18	30.23	35.00	36.59	22.87
Married//%	83.50	73.88	81.32	64.10	71.34	80.00	72.73	65.12	63.75	63.41	74.54
Divorced//%	—	1.49	1.10	2.56	—	0.91	7.95	4.65	—	—	1.37
Widowed//%	—	0.75	2.75	—	1.83	—	1.14	—	1.25	—	0.84
(iv) Education level											
Senior high school and above//%	3.00	2.99	13.19	7.69	1.83	12.27	19.32	10.47	28.75	5.69	9.35
Junior high school//%	51.50	52.99	63.74	66.67	57.93	81.36	64.77	79.07	58.75	42.28	61.85
Primary school//%	30.00	26.87	18.13	25.64	37.20	5.91	15.91	9.30	11.25	47.15	22.95
Illiteracy//%	15.50	17.16	2.20	—	3.05	0.45	—	1.16	1.25	4.88	5.47

4.2 The places where migrant workers go From the working radius of migrant workers (Table 5), the proportion of migrant workers who work within the township accounts for 52.28%; the proportion of migrant workers who work in other provinces accounts for 29.41%; the proportion of migrant workers who work within the county accounts for 10.49%; the proportion of migrant workers who work within the province accounts for 7.75%; the

proportion of migrant workers who work in foreign countries accounts for 0.08%. This shows that with the industrialization and agricultural modernization, the rural labor forces are willing to work nearby without affecting the income. By comparing the villages, there are 4 villages with the proportion of migrant workers working within the township higher than 70%: Dengta (97.27%); Chujiashan (84.15%); Mairang (81.25%); Shui-

dong (72.50%). The working radius of 1463 migrant workers involves a total of 15 provinces, autonomous regions and municipalities. The top 3 provinces with the highest proportion of migrant workers are Guizhou (70.14%), Zhejiang (14.35%) and Guangdong (9.88%). There are also 5.40% of migrant workers choosing other provinces, autonomous regions and municipalities, only 79 people. One person in Changqing chooses to work abroad.

Table 5 The working places of migrant workers

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
(i) Working location											
Within the township	72.50	5.97	40.11	30.77	84.15	97.27	14.77	18.60	81.28	3.25	52.28
Within the county	6.00	8.96	10.99	23.08	—	0.45	17.05	20.93	6.25	37.40	10.49
Within the province	5.00	2.24	11.54	25.64	1.83	0.45	35.23	4.65	5.00	12.20	7.75
In other provinces	16.50	82.84	37.36	20.51	14.02	1.82	31.82	55.81	7.50	47.15	29.41
In foreign countries	—	—	—	—	—	—	1.14	—	—	—	0.06
(ii) The main provinces where migrant workers choose to work											
Foreign countries	—	—	—	—	—	—	1.14	—	—	—	0.08
Guizhou	83.50	16.42	62.64	79.49	85.98	98.18	65.91	44.19	92.50	50.41	70.14
Zhejiang	0.50	53.73	4.95	20.51	14.02	1.36	14.77	48.84	3.75	12.20	14.36
Guangdong	5.00	29.85	24.73	—	—	—	7.95	—	—	22.76	9.88
Other provinces	11.00	—	7.69	—	—	0.45	10.23	6.98	3.75	14.63	5.40

4.3 Ways for migrant workers to work outside and the industries they work in From the ways for migrant workers to work outside (Table 6), 59.65% of migrant workers are recommended by their relatives and fellow-villagers to work outside; 26.14% of migrant workers find job in the labor market; there are few migrant workers finding job by government help, social intermediary and school recommendation (only 3.26%); 10.94% of migrant workers find job through other ways, which reflects the diversity of ways for migrant workers to get job. By comparing the villages, there are also great differences in the ways for migrant workers to work outside between villages due to differences in economic development and ethnic minority culture. The job is mainly recommended by their relatives and fellow-villagers, supplemented by looking for work in the labor market for 4 villages (Pingchu, Xiaochangba, Dengta and Zhenjiang). In terms of the industry the

This shows that 70% of migrant workers choose to work within Guizhou Province, while the remaining 30% of migrant workers mostly choose to work in the economically developed eastern coastal provinces, mainly including Zhejiang, Guangdong, Fujian and Shanghai. There are few migrant workers going to work in the inland provinces except Yunnan.

migrant workers work in (Table 6), it is sequenced in descending order according to the proportion of migrant workers as follows: other industries (50.84%) > industry (13.30%) > farming (11.85%) > construction (8.81%) > catering industry (6.69%) > transportation industry (2.96%) > business (2.51%) > animal husbandry and aquaculture (1.67%) > forestry (1.29%). By comparing different villages, the villages with high proportion of migrant workers engaged in other industries include Shuidong (50.50%); Pingchu (98.51%); Chujiashan (70.12%); Baobaozhai (53.49%); Mairang (83.75%). The proportion is also not low in some villages: Xiaochangba (26.37%), Jiangxi (41.03%), Dengta (34.55%) and Zhenjiang (43.90%). For the migrant workers, they will choose the industry from which they can get high remuneration.

Table 6 Ways for migrant workers to work outside and the industries they work in

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
(i) Ways to work outside											
Recommended by relatives and fellow-villagers	77.50	88.06	67.58	28.21	8.54	76.82	60.23	22.09	81.25	47.15	59.65
Finding job in the labor market	4.50	10.54	26.92	61.54	52.44	18.64	2.27	77.91	2.50	40.65	26.14
Government help	2.50	—	1.10	—	3.66	—	—	—	1.25	2.44	1.29
Social intermediary	3.50	—	—	7.69	—	—	1.14	—	—	0.81	0.91
School recommendation	2.50	—	—	2.56	—	—	2.27	—	5.00	1.63	1.06
Others	9.50	1.49	4.40	—	35.37	4.55	34.09	—	10.00	7.32	10.94
(ii) The industry the migrant workers work in											
Farming	22.50	—	20.33	2.56	1.22	25.91	4.55	—	—	8.13	11.85
Forestry	2.50	—	2.20	—	0.61	0.91	—	1.16	—	3.25	1.29
Animal husbandry and fishery	—	0.75	0.55	—	1.22	—	—	1.16	—	13.82	1.67
Industry	1.50	—	13.74	20.51	3.66	31.82	28.41	13.95	2.50	19.51	13.30
Construction	10.50	0.75	17.58	12.82	15.85	4.55	14.77	3.49	5.00	1.63	8.81
Transport	3.00	—	4.40	12.82	4.27	0.91	3.41	2.33	1.25	3.23	2.96
Business	1.00	—	6.04	—	2.44	0.91	13.64	—	—	1.63	2.51
Catering industry	8.50	—	8.79	10.26	0.61	0.45	19.32	24.42	7.50	4.07	6.69
Others	50.50	98.51	26.37	41.03	70.12	34.55	15.91	53.49	83.75	43.90	50.84

4.4 Training and contract situation From the training received by migrant workers (Table 7), only 10.33% of migrant workers have received job training while 89.67% of people do not receive specialized job training. All migrant workers from Shuidong, Pingchu, Chujiashan and Baobaozhai have not yet received any job training. Only 8.66% of migrant workers have received agricultural technical training. There are few migrant workers employed in agriculture, only accounting for 14.81%. From the employment contract situation (Table 7), few of migrant workers sign contract, only accounting for 18.84%, while the majority of migrant workers do not sign labor contract, accounting for 81.16%.

By comparing the villages, the villages with high proportion of migrant workers who sign the labor contract include Xiaochangba (35.16%), Jiangxi (74.36%), Dengta (25.00%), Changqing (43.18%) and Zhenjiang (28.46%). None of migrant workers from Shuidong and Pingchu sign labor contracts. From the actual job-hunting of migrant workers, on the one hand, once the labor units learn that the workers require signing labor contracts, they refuse to hire, and the migrant workers can be employed if without signing contracts; on the other hand, the migrant workers are so eager to get a job and find it really difficult to get a satisfactory well-paid job, thus ignoring the signing of labor contracts.

Table 7 Training received by migrant workers and contract signing situation

Unit: %

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
(i) Receiving job training											
Having received	—	—	8.24	46.15	—	15.45	59.09	—	3.75	11.38	10.33
Having not received	100.00	100.00	91.76	53.85	100.00	84.55	40.91	100.00	96.25	88.62	89.67
(ii) Receiving agricultural technical training											
Having received	—	—	2.20	61.54	—	29.55	12.50	—	3.75	5.69	8.66
Having not received	100.00	100.00	97.80	38.46	100.00	70.45	87.50	100.00	96.25	94.31	91.34
(iii) Whether signing the labor contracts											
Having signed	—	—	35.16	74.36	8.54	25.00	43.18	12.79	2.50	28.46	18.84
Having not signed	100.00	100.00	64.84	25.64	91.46	75.00	56.82	87.21	97.50	71.54	81.16

4.5 Working days and cash income for migrant workers

From the cumulative working days (Table 8), the migrant workers with working days more than 180 account for 77.51%. The migrant workers with cumulative working days between 180 and 270 account for 45.44%, while the migrant workers with cumulative working days between 271 and 360, account for 32.07%. There are few migrant workers with cumulative working days of less than 180, only accounting for 22.50%; 17.10% of migrant workers have 91–180 working days; there are less migrant workers with cumulative working days of less than 90, only accounting for 5.40%, indicating that working outside is treated as the main business for migrant workers in Guizhou Province. There are some differences between villages. The villages with migrant workers mainly working for 181–270 days include Shuidong (77.50%), Pingchu (61.94%), Xiaochangba (56.4%) and Jiangxi (87.18%); the villages with migrant workers mainly working for

271–360 days include Changqing (90.91%) and Mairang (46.25%); the villages with migrant workers mainly working for 181–270 days or 271–360 days include Dengta, Baobaozhai and Zhenjiang; the migrant workers who work as casual or long-term laborers account for a certain proportion in Chujiashan. From the cash income of migrant workers (Table 8), the cash income per capita is 13274.32 yuan. The per capita income is 24539.77 yuan in Changqing, 14933.58 yuan in Pingchu, 17852.20 yuan in Xiaochangba, 17976.92 yuan in Jiangxi, 18659.79 yuan in Chujiashan, 15727.91 yuan in Baobaozhai, 16431.25 yuan in Mairang, 5417.10 yuan in Shuidong, 6560.89 yuan in Dengta and 8976.31 yuan in Zhenjiang. In terms of the proportion of cash income from working outside to household income, it averages 53.25% for the 10 villages, that is, the income from working outside has become an important source of household income.

Table 8 Working days and cash income for migrant workers in 2013

	Shuidong	Pingchu	Xiaochangba	Jiangxi	Chujiashan	Dengta	Changqing	Baobaozhai	Mairang	Zhenjiang	Total
(i) Cumulative working days											
Within 90 days // %	—	2.99	8.79	—	20.12	3.64	—	3.49	8.75	—	5.40
91–180 days // %	8.00	17.91	9.34	—	30.49	27.73	2.27	17.44	30.00	13.01	17.10
181–270 days // %	77.50	61.94	56.04	87.18	25.00	38.64	6.82	36.05	15.00	39.84	45.44
271–360 days // %	14.50	17.16	25.82	12.82	24.39	30.00	90.91	43.02	46.25	47.15	32.07
(ii) Cash income											
Cash income from working outside // 10 ² yuan	12 947	20 011	32 491	24 449	30 602	14 434	21 595	13 526	13 145	11 041	174 690
Migrant workers' per capita income // yuan	5 417	14 934	17 852	17 977	18 660	6 561	24 540	1 573	16 431	8 976	13 274
Proportion of cash income from working outside to household income // %	37.34	81.11	86.90	99.94	76.88	20.47	56.26	47.72	43.63	48.42	53.25

5 Conclusions

The survey involves 10 villages, 800 rural households, 3349 people, 2278 rural labor forces, 663 migrant families, 1463 migrant workers in Guizhou Province. From the results of this survey, the proportion of family labor to household population for the households surveyed in the 10 villages is 68.02%, indicating that the "support burden" is heavier than in developed countries, which is not conducive to economic development. The per capita income is 10805.63 yuan, generally higher than Guizhou's rural per capita net income, but there are great differences between villages. The per capita land area is 0.73 mu, and it is difficult to maintain the survival and development of rural families. In terms of the land transfer, the transfer household incidence is 15.88% and the land transfer rate is 12.79%, indicating that the rural economy is not very active in Guizhou. It is found from the survey that the migrant families account for 82.88% of the families surveyed and migrant workers account for 43.68% of household population, and 64.22% of family labor, indicating that such high proportion of migrant workers is not the problem of rural surplus labor, but related to the survival and economic development of rural households in Guizhou Province. From the specific situation of migrant workers, the ratio of male to female migrant workers is 6:4, and they are mainly aged between 20 and 50 years, accounting for 77.58%. 74.54% of migrant workers are married, and 71.20% of migrant workers have education level of junior high school or above. The working places of migrant workers cover 15 provinces, autonomous regions and municipalities. The number of migrant workers is largest in Guizhou Province, accounting for 70.14%, followed by Zhejiang (14.36%), Guangdong (9.88%) and other provinces (5.40%). From the ways to find a job, the migrant workers find a job by the recommendation of relatives and fellow-villagers or look for work in the labor market, accounting for 85.79%. The proportion of migrant workers who have received job training is only 10.33% and the proportion of migrant workers who

have received agricultural technical training is only 8.66%. There are few migrant workers employed in agriculture, only accounting for 14.81%. Few of migrant workers sign contract, only accounting for 18.84%, while the majority of migrant workers do not sign labor contract, accounting for 81.16%. On the one hand, once the labor units learn that the workers require signing labor contracts, they refuse to hire, and the migrant workers can be employed if without signing contracts; on the other hand, the migrant workers are so eager to get a job and find it really difficult to get a satisfactory well-paid job, thus ignoring the signing of labor contracts. From the working days and cash income, the migrant workers with working days more than 180 account for 77.51%. The cash income per capita is 13274.32 yuan, accounting for 53.25% of household income. In short, with rapid economic and social development in Guizhou Province, in order to achieve synchronization with the national well-off society in 2020, the key lies in the economic development in rural areas, and the key of rural economic development lies in the economic development of rural households. The income from working outside accounts for more than half of rural household income, and it becomes a major source of income of rural households. It is increasingly important to the survival and development of rural households.

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