Research on the Transfer of Rural Surplus Labor to the Local Area in Less Developed Areas—Taking Northern Anhui as Example

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ABSTRACT

The transfer of rural surplus labor in the underdeveloped areas is not only helpful to solve the problem of imbalance in the process of economic development, but also to solve all kinds of social problems in rural areas, which is of great significance. In the north of Anhui Province, the level of economic development is backward, but the surplus labor resources are rich in rural areas. Therefore, the realization of the rural surplus labor transfer is an important channel for the realization of economic development. On the basis of analyzing the current situation of rural surplus labor in the northern part of Anhui Province, this paper had analyzed the causes and problems into the countermeasures and measured to realize the near transfer of surplus rural labor in the north of Anhui Province.

INTRODUCTION

Practice has proved that the transfer of rural surplus labor force plays an important role in narrowing the gap between urban and rural areas and promoting the development of regional economy. Therefore, exploring the way and mode of the transfer of rural surplus labor has a far-reaching impact on the development of rural economy and society in China.

In order to explored the transfer of rural surplus labor in the less developed areas, we conducted a survey of more than 200 rural migrant workers in the north of Anhui Province in January 2018. Through the analyze of the survey data and the relevant literature, we have discussed the problem of the rural surplus labor in the underdeveloped areas from the present situation, the causes and the

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countermeasures, in order to provide some guidance for the economic development of the northern part of Anhui Province.

THE PRESENT SITUATION OF RURAL SURPLUS LABOR IN THE NORTHERN ANHUI

The Definition of Northern Anhui

Including Bengbu, Huainan, Fuyang, HuaiBei, Suzhou, Bozhou six cities. Originally referred to the counties and cities north of the Yangtze River in Anhui province and the counties and cities across the Huai River. The present northern Anhui generally refers to six cities north of Huaihe, namely HuaiBei, Bozhou, Suzhou, Bengbu, Fuyang and Huainan. The land area accounts for about 1/3 of Anhui Province, which accounts for about half of Anhui's total population.

The Present Situation of Rural Surplus Labor

Compared with the national average, the population capacity of cultivated land in the north of Anhui Province is 20 million 567 thousand, and the population is 25.4%. The economic bearing population is 337 per square kilometer, and the population density (666 people/square kilometers) exceeds the amount of 329 people. The economic labor capacity is 7 million 347 thousand and 100, and there are 7 million 471 thousand and 900 surplus labor force. This shows that the rural surplus labor resources in Northern Anhui are very rich, laying a good foundation for the transfer of labor force.

The New Features of the Transfer of Rural Surplus Labor in Northern Anhui

In recent years, there are many new situations in the export of migrant workers in Northern Anhui. First of all, the number of migrant workers in the province has increased significantly, and a large number of migrant workers will be left behind in this province. According to relevant statistics, in 2016, there were over 1 million workers in Anhui Province, and only 200 thousand in Wuhu alone. Secondly, the large increase in the demand for local workers leads to the change in the flow of migrant workers. The labor service cooperation between cities and counties in the province is strengthened.

The labor force in the north of Anhui Province is transferred directly to the economically developed areas along the river, and the Wuhu and Ma'anshan cities have extended the "tentacles" of migrant workers to Suzhou and other places. Many migrant workers who were returning from the Spring Festival did not want to go further. Finally, enterprises gradually increase their technical requirements for migrant workers, and the structural shortage of labor causes "recruitment difficulties" and "shortage of skilled workers". The technological starting point...
has increased the demand for skilled workers such as mechanical processing and electronic sewing.

**REASONS FOR RESTRICTING THE TRANSFER OF RURAL SURPLUS LABOR FORCE IN NORTHERN ANHUI PROVINCE**

**The Cultural Quality of The Surplus Rural Labor is Low**

The low level of labor education and skills in rural areas of Northern Anhui not only impede the transfer of local labor force, but also narrow the scope of employment. The cultural quality of labor force is not high, and most people can only choose to sell labor.

Under such circumstances, low income and poor employment stability will easily lead to a return of labor force and a maladjustment of the employment system. The main reason is that migrant workers are generally lack of cultural technology. At present, the level of production technology and the mode of economic growth are changing rapidly, and the demand for labor is also increasing.

**The Labor Market System is Still Unsound**

The employment of rural surplus labor is mostly dependent on the introduction of relatives and friends. Most workers have a blindness in employment and a low level of organizational transfer. The management of labor agency is not standard, and it is very rare to provide labor information for farmers and to find employment agency.

At the same time, the market system is very imperfect, and it has not formed a mature modern human resource market which matches the rich labor force in the north of Anhui Province. In addition, the "chaos" of expatriate labor restricts market development, and the allocation of local human resources lacks planning and rational consideration.

**The Training of Surplus Labor is Relatively Scarce**

At present, there are nearly 5000 training institutions at all levels in Anhui, and less than 500 thousand migrant workers are trained each year, accounting for 6% of the total number of migrant workers." After entering the "13th Five-Year", the vocational education in the north of Anhui Province has made great progress. Taking Suzhou as an example, the promotion of the brand strategy of Vocational Education in Suzhou is close to the demand of the market.

It has actively explored the educational mode of combining with the enterprise, combining work with engineering, and half working and half reading, and cultivating a large number of skilled talents. But the training is small, small, short
time, lack of unified management plan, poor training, poor effectiveness, lack of relevant employment tracking services and other problems still exist, the urgent need for the government to strengthen the support and management of various training institutions.

The Development Level of Small and Medium-sized Cities and Towns is Not High

The construction of small and medium-sized towns in Northern Anhui has developed and expanded, but the overall level is still low. As of last year, the urbanization rate of six counties in Northern Anhui Province was only 35.6%, 11 percentage points lower than that of the whole province.

The problems of small scale, poor urban infrastructure, single industrial structure and low economic efficiency still limit the absorption of more labor force. The slow development of small towns and enterprises has delayed the transfer of surplus rural labor force. At the same time, some enterprises are poor in efficiency, which can easily cause workers to reform or transfer to cities again.

COUNTERMEASURES FOR PROMOTING THE TRANSFER OF RURAL SURPLUS LABOR FORCE IN NORTHERN ANHUI

Strengthen the Quality Training of Rural Labor Force

The development of modern agriculture, the construction of modern rural areas and the realization of a well-off society in an all-round way will require higher and higher demands for the quality of rural labor force. The quality training of rural labor force should change the ideas and ideas of the training purpose of the migrant workers in the past, and mainly carry out the training of agricultural modern practical technology, the vocational skills of rural labor force and the local entrepreneurship training. Farmers specializing in breeding and breeding mainly carry out the knowledge of science and technology, processing technology of agricultural products, management and marketing and so on, to improve the ability to use advanced and practical agricultural technology, make them the main force for developing modern agriculture. For agricultural surplus labor, the main skills needed to carry out the agricultural industry chain are to help them integrate into the agricultural industry chain and participate in the development of industrialization. For the migrant workers who have been employed in the second, third industry, they are mainly trained to adapt to the professional skills of their jobs, making them a qualified labor force needed for the advanced manufacturing and the third industry.
Improve the System of Public Employment Service for Rural Labor

In accordance with the industrial layout and industrial characteristics, we should gradually establish a public practical training service system that embodies industrial characteristics, regional characteristics, rational division of labor, scientific distribution and complementary advantages, so as to provide talent protection for industrial development. To establish a long-term mechanism to promote rural surplus labor in situ, establish a sound labor reserve system, establish and improve the system of local talent reserve and reward, and provide institutional guarantee for rural labor in situ transfer.

Vigorously Develop Rural Industrialization

At present, the county level industrial parks are developing well, and most of these industrial parks are built in the suburb of the county, thus the "second industrial system" is constructed outside the city industry, which provides a positive development platform for the rural industrialization. In addition, the gathering of the industrial parks led to the agglomeration of farmers, and then the labor service industry and the rise of the market, which not only promoted the construction of small towns, but also cultivated the industrial foundation of small towns, and became the economic support of the urbanization construction.

This support is an important channel for breaking the "two yuan" structure of urban and rural areas and the "Trinity" of agriculture, rural areas and farmers. It also makes the farmers' professionalization, agricultural enterprise and rural urbanization "three", and inject new vitality into the rural economic development, and also the transfer of rural labor in the rural area is one of the important way.

CONCLUSIONS

Facing the rapid development of the economy and the rapid progress of the society, we should seriously treat the problem of the transfer of surplus labor in rural areas. According to the new changes of farmers' work, we should constantly formulate positive policies and promote new measures in time so as to ensure the effective transfer of rural surplus labor in the northern part of Anhui Province and the stable development of the employment of the workers.

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