

Research of Stability of Employment, Income and Citizenship of Agricultural Transfer

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Abstract. The citizenization for the transfer of agricultural population is the inevitable requirement of modernization development and it is also an important mission for urbanization. Nowadays, the transfer of agricultural population has poorer stability of employment and lower income, which obstruct their citizenization seriously. In this regard, the thesis is based on the perspective of the stability stability of employment for the transfer of agricultural population, income situation and the citizenization, using the qualitative research methods to raise the opinion that we can establish a unified Rural-urban Labor Market for increasing the employment opportunities, Strengthen vocational training for upgrading the transfer of agricultural population's employability, implement the concept of the governed by law which from the eighteen session of the fourth plenary session for making the legal system better and strengthen the law enforcement, make the social security system more perfect for protecting the rights and interests of the transfer of agricultural population.

Introduction

"CPC Central Committee decision on major issues concerning a comprehensive deepening reform," which from Eighteen Third Plenary Session pointed out: "the public should promote agricultural transfer of population, and gradually shift to meet the requirements of the agricultural population into urban residents." This shows that orderly transfer of agricultural population of people has become China's "Twelfth Five-Year" period even longer actively and steadily promote urbanization core mission, becoming to an effective way for the present stage of further expanding domestic demand, the transformation of economic growth mode, and promoting the dual economic restructuring.

However, citizens of the agricultural population transfer is not an easy thing, whether they can successfully Citizenization or not depends on many factors. For agricultural work to an individual, the public is not only depends on its willingness, but also depends on their income. The transfer of agricultural income population, especially migrant workers are primarily decided by the employment situation. So the current situation regarding the employment and income situation of the agricultural population transfer research is particularly important. This paper differs from previous studies of single factor analysis, which based on the perspective of two factors stability of employment and income situation of the agricultural population transfer, analyzing problems and difficulties encountered in the process of its citizens, and then proposed to promote agricultural transfer of population and employment stability increase their income, and ultimately promote their Citizenization policy recommendations. We hope to enrich the research in this field to provide their own theory of reference for the government, society and the agricultural work.

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Definition of the Concept

Agricultural transfer of population is due to zero marginal productivity of agriculture and the

transfer from the first industry to other industry employment crowd. At present, China "agricultural transfer of population" includes two categories: one is still in the rural household registration, but has come to town for employment or between rural and urban mobility "of rural surplus labor," or "migrant workers" group; the second is the household registration has been settled in towns and cities and towns have been part of working life for urban residents, but their way of life and not really mentally into the city. Due to the transfer of agricultural population in the dominant position is migrant workers, so This article refers primarily agricultural transfer of population migrant workers. The transfer of agricultural population of people, not only refers to the transfer of agricultural and urban population has access to the same legal status and social rights on the identity of the process, it is also the transfer of agricultural population in values, social rights and other aspects of comprehensive lifestyle to urban citizens transformation and change process (Zhengbiao Li Song Huang Min Zhou, 2014)

At present, the academic definition of the concept of employment stability has different understanding. From the 1990s to now, the scholars' point of view can be roughly divided into two types based on their coverage classification. The first view is from a macro perspective to understand the stability of employment: the amount of labor involved in the labor force for a considerable period of time to maintain a certain ratio [3] (Zhang Qi, 1993). The second view is that for the purposes of self-employed workers, employment stability is defined as: workers participate in work not only stable operation over a specific time period, while the job to ensure that workers' lives remain at a steady state level. The author believe that the stability of employment of agricultural population transfer metrics should include: more than a year with the employer contract rate, the same occupation in the same unit employment duration and participate in the social security rate.

Agricultural income population transfer mainly includes two parts, one is wage income; the other is the property income, which is namely land property income. Many scholars believe that for migrant peasant workers, the wage income is the main source of their income. So to talk about in this article is refers to the primarily wage income [5] (Ding Jing, 2014). The author think that the main measure of agricultural income is the number of population transfer income, revenue growth, agricultural transfer of population income and the average income of urban workers,

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Questions on employment stability, labor market segmentation theory provides its explanation that the sub-sectors of the labor market work is less stable, and the promotion of space is less, so the job turnover is higher [6] (Cai Fang and Du Yang, 2009). Some scholars believe that China's labor groups, migrant workers are the worst group in job stability, the status of their occupation is almost no change after the Changes in work [7] (Tian Ming, Sun Lin occurred in 2013). Therefore, their income is also difficult to work with the flow of change [8]. (Bainan Sheng, Li Jing, 2008) Other scholars put forward the work flow of migrant workers are frequently reflects the urban labor market employment income inequality and the rights and interests of discontent [9] (Zhang Chunni, 2011). Excessive volatility of employment of migrant workers will not only undermine the inherent long-term stable income growth mechanism, but also increase the potential risk of their workers [10] (hole Rong, Wang Xin 2013).

At the stability of employment relations with the public, many scholars were related research. Li Guicheng (2013) considers the stability of the agricultural population shift work is its significant urbanization and economic factors [11]. Yang Qinghe, Xiao Hongmei (2014) did not think that compared to the labor contract signed migrant workers, migrant workers are more likely to sign a citizen of the labor contract, and with the possibility to extend the term of the contract increases [12]. Shi Zhi Lei, Zhu Bao (2014)[Zhu Mingbao (2014) believes that in the same occupation and the same unit of work time more long, the more conducive to the low level of education and training of the transfer of the agricultural population of social integration [13]

For citizens of the relationship between income and transfer of agricultural population, Midland new Luo Li (2007) believes that the low income level is restricted in the citizenization of migrant

workers in the process of transition[14]. Song Zhou, Huang Min, Zhengbiao Li (2014) think that the level of income and the transfer of agricultural population of people will show a positive correlation, which means the transfer of the agricultural population in the higher income migrant workers in the city, the more obvious tendency of citizenization is.[15]. Aihua, Tian Jiali (2014) think that the increase of the expected income is the most important factor for the farmer to Moved to the city[16].

In summary, many of the rights and interests of the current agricultural transfer of population, especially migrant workers are not protected, particularly employment stability. On the one hand the transfer of agricultural population is in the secondary labor market, the job mobility is strong. On the other hand the transfer of agricultural population in the city suffered discrimination and unfair treatment also resulted in a variety of stability of employment can not be guaranteed. Current research mainly focused on the stability of the employment of migrant workers to discuss the impact of their income, and employment stability of the relationship with the public, as well as income-oriented relationship with the public, and less discussion of the three relationships. This paper is based on the research results of experts and scholars they already have, which based on the stability of employment and income situation of agricultural transfer of population, discussing the relationship between income and employment stability, and then puts forward the countermeasures to promote the transfer of agricultural population of people.

The Current Stability of Employment and Income Feature of Rural Immigration

The Stability of Employment of Rural Immigration

Most of the immigration from rural area is illegal employed without a labour contract. For instance, the number of migrant workers who had a labour contract with employer in 2013 is 41.3% in the total number of rural workers and it is lowered by 2.6% compared to the last year. Moreover, the number of workers with an open-term labour contract took a lower percentage by 3.5%. The number of migrant workers signed a contract less than one year is almost same as the previous year while those with a contract more than one year increased by 1% in 2013.(Source: 2013 National Migrant Worker Monitor and Survey Report by National Bureau of Statistics)

One feature of the employment of migrant workers is the short job period and highly instable. Most of the migrant workers are featured with short and instable job period. Reported in the survey of job tendency for migrant workers by Tsinghua University in 2009, there are 65.9% of migrant workers had switched his or her job at least one time and half of the workers changed jobs within 1.75 years, The job period is only 2 years on average (Zhou,2013). Moreover, Zhang (2013) demonstrated that rural to urban workers with a job less than 3 years take an account of 77% of total and this number of worker descended gradually as the job period increase. The instable of employment of migrant workers not only negatively influence the growth of individual income but also restrain the motivation of employer to provide professional training and further lower the employment quality on whole, under the circumstance of highly instable employment and averaging income, migrant workers are actually confront with a dilemma that willing to join a city and cannot leave their village entirely.

While the percentage of workers having a social instance is stable and increasing gradually. To be specific, the number of migrant workers involving in pension increased by 1.4% compared to last year, the percentage increased by 4.5% in accident insurance, both of medical insurance and unemployment insurance increased by 0.7% and the number of workers involving in maternity insurance increased by 0.5%.(Source: National Statistical Bureau)

Income of Migrant Workers

The average income for migrant workers is low. the survey for employment of migrant workers under a slowdown economy with a transition in industrial organization shows a low average income which mainly in the range of 1000 to 2000 RMB yuan.(Source: 2012survey for employment of migrant workers under a slowdown economy with a transition in industrial organization.)

So far the levels of salaries of the migrant workers have been increasing, but with a low growth rate. Figure 2 indicates the the level and growth rate of monthly salary for the migrant workers in

2013. Excluding the subsidy for meals and lodging, the level of salary is 2609 RMB, increased by 13.9% (319 RMB) than last year. However the rate of increasing is significantly lower than 2010 (with increasing rate of 19.3%) and 2011 (with increasing rate of 21.2%).

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The difference of monthly salary between the migrant workers and the urban workers, which are large at first, and then decreasing gradually, is yet significant. As shown, the difference of the monthly salary between the two groups decreased from 2984 RMB in 2012 to 2281 RMB in 2014. In addition, the ratio of the salaries between the two groups has increased from 42.52% in 2012 to 54.54% in 2014 (first three quarters), which also indicate the increasing trend for the salary difference.(Source: Calculated with National Bureau of Statistics Quarterly Data)

Conclusions and Policy Recommendations

The basic life of the transfer of the agricultural population is not guaranteed because of poor stability of employment and income level is not high, this let them live in the city of pressure is too large, which has become a major factor hindering the pace of Urbanization. Stability of employment and income levels to enhance the individual struggle is not able to achieve the goal alone, but needs the joint efforts of the government and society. The author believes that to improve the current situation, we need to proceed from the following aspects.

Establishment of Unified Urban and Rural Labor Markets, Increase Employment Opportunities

The Government should promote the overall development of urban construction, encouraging agricultural transfer of population transfer nearby. The government should reform the employment system, playing a decisive role in the regulation of employment market, making an establishment of urban and rural workers to choose their own jobs and have equal rights to get a job. Governments at all levels should simplify procedures for farmers out of employment, the abolition of special set of employment of migrant workers registration certificate and other projects, while cleaning up all kinds of unreasonable charges for migrant workers.

The Government should encourage and support the agricultural population transfer business. With the acceleration of urbanization, the city of housekeeping, waste recycling, pension, and other industries developed rapidly, mostly low quality requirements of these industries requires less capital, quick return, especially for migrant workers entrepreneurship. Government should provide small loans by providing free training, etc., supporting and encouraging agricultural transfer of population start an undertaking in these areas.

Strengthen Vocational Skills Training to Enhance Employability

Due to lack of free employment training supply current agricultural transfer of population, making their professional skills are not high, and the market competitiveness is lower, which also seriously affected the stability of employment in the agricultural transfer of population. Therefore, the government should strengthen the agricultural population transfer vocational training in an important position, increasing financial input, providing the chances of agricultural work to attend a free job training as much as they can, allowing the transfer of agricultural population as much as possible to enjoy the free occupation training from government.

At the same time the government should make reasonable arrangements to market demand-oriented training ,to give the participants learned to use agricultural transfer of population and to apply their knowledge and skills training and identification of the combination of scientific and rational design of assessment methods, students participate in the study, to test its learning

outcomes were given for outstanding achievement certificates or qualifications certificate [19] (development Research Center of the State Council Research Group, 2011).

Increased Government Intervention to Protect the Growth of Wage Income

Governments should strengthen national guidance and regulation of enterprises wages, play a guide role in wage guidelines play, the labor market price and industry labor cost information. The department should urge enterprises to undertake social responsibility initiative, to carry out the Labor contract system, to adjust the level of wages for migrant workers legitimately, to establish a sound mechanism of steady growth of wages of migrant workers and payment security mechanism. All these are aimed to make a coordination among the increase of remuneration, economy and business efficiency.

Establish and Improve Relevant Laws and Regulations, Strengthen Law Enforcement

Eighteen implement the rule of law Fourth Plenary Session of the idea, we must first expand the "Labor Law" for a range of employment discrimination, and ensure the transfer of agricultural population from unfair treatment in the course of employment. To emphasize in the form of laws and regulations with the growth of corporate profits, income of migrant workers should also be increased synchronization; Second, we must step up the development and improve the special "Migrant Workers Employment Protection Act," "Social Security Act" and other relevant laws and regulations; and finally To strictly enforce the law, law, and more importantly, the law must be strictly enforced, and violators are prosecuted, protect the legitimate interests of the agricultural population transfer with legal weapons.

Improve the Social Security System to Protect the Legitimate Interests of the Agricultural Population Transfer

Full account of its own characteristics and practical needs of migrant workers, giving priority to the most urgent needs and the most prominent problem of migrant workers, and gradually build the social insurance system of migrant workers in an orderly manner. First, as soon as possible should work injury insurance, unemployment insurance in agricultural work full coverage of the population [20] (XuXin, 2014). Second, to reduce social insurance rates moderate, and government cover agricultural transfer of population groups for social insurance system for urban employment subsidies for disadvantaged groups, so that migrant workers have the ability to participate in social insurance for urban workers. Again as soon as possible to achieve the national co-ordination of social pension insurance, facilitate the establishment of reasonable social pension insurance inter-provincial transfer mechanism to protect the rights of the agricultural population transfer. Finally, to increase the propaganda of social security policies, so that the transfer of agricultural population to participate fully understand the importance and necessity of social security, and enhance their participation in the Italian social security.

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