

# Analysis on the Contradiction between the Difficult Employment of College Students and Shortage of Migrant Workers

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**Abstract.** This article analyzed "the difficult employment of college students and shortage of migrant workers" and find out the reasons for this contradiction from coordination of the industrial structure and employment structure, in order to find a way to solve this problem. The phenomenon of "difficult employment of college students and shortage of migrant workers" are explained from the value chain of industrial structure. Last part of the paper has put forward some countermeasures and suggestions.

## Introduction

In recent years, our country's labor market began to appear the phenomenon of the coexistence of a contradiction, on the one hand, the labor supply of college students couldn't find suitable jobs, which leads to unemployment, another labor demanding enterprises to recruit suitable for labor brings about vacancy.

Since 2010, the coexistence of the difficult employment of college students and the labor shortage problem has become the focus of attention of the NPC and CPPCC. Thus a research on the coexistence has not only the theory significance, but also the practical significance.

## Literature Review

From a domestic perspective, the domestic scholars research the phenomenon mainly from the perspective of the specific situation of our country.

In the difficult employment of college students, mainly from the following three aspects: (1) the education system: Wang Yuanbo (2005) found that the contradictions between education structure and industrial structure, area economic development imbalance are the main reasons for graduates' employment. (2) labor market segmentation and the relationship between supply and demand: Ma Tingqi and Peng Chen (2012) found that the current employment of college students face difficulties in practice is system of labor market in China a to institutional segmentation, industry segmentation and regional segmentation, supplemented by multiple segmentation pattern reflect (3) human capital theory and risk investment: Gao Yanan and Zhang Boyang (2012) considered that students some wrong concept of employment and occupation value orientation caused their employment.

In terms of employment of migrant workers, it focuses on the following aspects: (1) the influencing factors of rural labor force employment and countermeasures: Sun Yeliang and Zhu Lihua (2013) found that improving peasant workers' wages, the implementation of the reform of the household registration system is a feasible measure for solving the shortage of migrant workers; (2) migrant workers, employment discrimination and fair problem study: Gao Na (2012) found that employment discrimination of migrant workers make rural surplus labor to urban mobility will weaken, thereby reducing to the urban floating population. (3) the employment rights and protection of migrant workers: Li Changjian and Shao Jiangting (2010) pointed out that because of weakness and other external social reasons, farmers ought to get the effective protections.

In summary, the above research rarely use the empirical analysis to quantitative analysis.

### The status quo of the "The difficult employment of College students"

In 2002 in 2013 this more than ten years, the number of college graduates in our country improves the nearly 5 times, in 2013 the number of university graduates in China had increased to 6.99 million, though, in recent years, college enrollment growth rate has slowed down, but the enrollment of absolute value is still rising trend. Table 1 describes college graduates employment rate and growth rate in 2002-2013.

**Table 1.**The college graduates' number,growth rate and employment rate in 2002-2013

<i>year</i>	<i>graduates' number</i>	<i>growth rate</i>	<i>employment rate</i>
2002	145	26.2%	80%
2003	212	46.2%	70%
2004	280	32.0%	73%
2005	338	20.7%	72.6%
2006	413	22.2%	71.8%
2007	495	19.9%	70.9%
2008	559	12.9%	70%
2009	611	9.3%	68%
2010	630	3.3%	72.2%
2011	660	4.8%	77.8%
2012	680	3.0%	72.8%
2013	699	2.8%	71.9%

Data source: official statistics of China Ministry of education

The above data show that in recent years, China's university graduates employment rate is not ideal, in addition to the employment rate in 2011 with a brief recovery, since 2003, the employment rate of college students is never more than 73%. Although, from the beginning of 2010, increasing the amount of college graduates began to slow down, but still cannot ease the employment rate declining.

### The status quo of the "Shortage of migrant workers"

According to the statistics report released by the Ministry of agriculture of China in 2009, it showed that China's rural labor force growth is negative, and scholars anticipate a few decades later, it will only continue to decline, as shown in table 2.

**Table 2.**The change trend of Chinese rural labor force (unit:100 million)

<i>year</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>
rural labor force	4.94	4.89	4.84	4.78	4.72	4.64	4.56
<i>year</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
rural labor force	4.13	3.76	3.36	2.93	2.6	2.39	2.21

Data source: Ministry of Agriculture

Rural labor force absolute population decreased, and more than 30 years of reform and opening up the rural labor force transfer of a continuous, the number of rural surplus labor force in our country began to sharply reduce, our country rural labor force has entered into Limited surplus stage.

## Empirical Analysis on the influence of industrial structure on employment elasticity

**Model building.** With the adjustment of industrial structure in Zhejiang Province, the pulling effect on economic growth and the stimulating effect on national economic growth, take the first industry as an example, regression model is:

$$\log(\text{agr\_e}_t) = c + b_1 \log(\text{agr\_gdp}_t) + b_2 \log(\text{tot\_gdp}_t) + b_3 \log(\text{gdp}_t) + \varepsilon_t \quad (1)$$

$\text{agr\_e}_t$  is the first industry employment in Zhejiang Province,  $\text{agr\_gdp}_t$  is the first industrial added value in Zhejiang Province,  $\text{tot\_gdp}_t$  is the gross domestic product,  $\text{gdp}_t$  is the three industrial added value of Zhejiang.

### Empirical Research

**Table 3.** Coefficient table

	<i>the first industry</i>	<i>the second industry</i>	<i>the third industry</i>
$\text{agr\_gdp}_t$	0.2635	0.6893	-0.5634
$\text{tot\_gdp}_t$	-0.1923	0.1268	0.1189
$\text{gdp}_t$	-0.3593	-0.6835	0.6926
c	4.8891	2.2490	1.6947
$R^2$	0.9986	0.9960	0.9936
adjusted $R^2$	0.9973	0.9925	0.9928

The first industry continues to release within the industry and the second industry and the third industry need to undertake the transfer of labor force to do further preparations. In the second industry,  $\text{agr\_gdp}_t$  is 0.6893, showing that employment growth is mainly achieved by increasing its output value within the department, but not by promoting the adjustment of industrial structures. The third industrial employment growth is mainly through the Zhejiang Province Economic Growth.

### Summary

Taking promoting the upgrading of manufacturing industry, developing the tertiary industry, and speeding up the adjustment of industrial structure as breakthrough points is the fundamental way to resolve the current structural contradictions of the coexistence of "difficult employment of college students and shortage of migrant workers".

Therefore, we can solve this problem from the following three aspects: First, improve the factor endowment to form the comparative advantage at a new higher level. Second, make overall planning, and give vigorously systematic support to strategic new industry. Third, optimize the various policies, and provide System safeguard for the coordinated development of industrial structure and employment structure.

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