

Analysis on the Employment Competition between Tibetan and Han Workers

Based on 229 Questionnaires in Linzhi, Tibet*

Tianping Liu

Tibet Agricultural and Animal Husbandry College
Linzhi, Tibet, China 860000

Qingyun Zhou

Tibet Agricultural and Animal Husbandry College
Linzhi, Tibet, China 860000

Abstract—It is of great practical significance to study the employment competition among the workers from different ethnic groups in ethnic areas. Based on the survey data of employment status of migrant workers in Linzhi, Tibet Autonomous Region, this paper analyzes the employment and competition of Tibetan workers and Han workers in Linzhi. And it has some achievements. First, Tibetan workers are relatively young, and the age of the Han migrant workers is relatively dispersed. Second, Tibetan migrant workers have relatively low level of education. Han migrant workers have relatively high level of education. Third, on the surface, there is a relatively large competition between Tibetan workers and Han workers. From the perspective of the industry and positions, it has obvious dislocation competition. Fourth, Han nationality workers think that competition within their own ethnic groups is relatively large, and Tibetan workers believe that the competition within their own ethnic groups is relatively small. Both sides consider that the cooperation is beneficial. And they hope to strengthen the cooperation. Fifth, the above conclusions are basically similar in accordance with gender comparative analysis.

Keywords—labor market; Tibetan workers; Han workers; competitive relationship

I. INTRODUCTION

Since the reform and opening up, with the reform of Chinese economic system and the looseness of the household registration system, the tide of rural laborers to urban migrants has been on the upswing, forming a wave of migrant workers. The interaction between migrant workers and the local labor force has become hot issue in academic circles [1][2]. The author has studied whether migrant workers have squeezed the income of local citizens [3][4] and employment opportunities [5]. And the author also has studied whether there is discrimination on the migrant laborers in the local labor market [6][7]. These researches focus on the cities in eastern and central non-ethnic areas. They seldom deal with the employment competition in minority areas. And the researches basically focus on the conflict and cooperation of same ethnic group without considering the different ethnic groups. Different nationalities have different customs, different ways of life

and different work preferences. Multiple ethnic groups live together and work together in the same regional environment. We should study mutual influence on the competition in employment. It is worth studying.

The Tibet region is ethnic region and frontier region where Tibetans occupy the absolute majority. It is of great practical significance to study the relationship between the employment and competition that the migrant population will live with and work with the local Tibetan. It is of great realistic significance to promote national unity and social stability. This paper will take Linzhi survey data as an example to discuss the employment and competition between Tibetan workers and Han workers in Linzhi. And the author wants to discover some laws and characteristics.

II. DATA SOURCES AND SAMPLE CHARACTERISTICS

A. Data Source

The data of this study mainly come from questionnaires and in-depth interviews conducted in June to September 2015. According to the current basic situation of the workers in Linzhi city, the paper mainly investigates the workers in the catering, accommodation, construction, supermarkets, express delivery and decoration industries. And it has designed seven options of Tibetan, Han, Hui, Lhoba, Memba, Naxi nationality. The original plan is to investigate the employment competition among ethnic workers. According to the results of the survey, it can be divided into two types. Tibetan worker and Han worker were employed. To simplify the analysis, local workers were defined as Tibetan laborers within the Tibetan area. Migrant workers are regarded as the Han labor outside the Tibetan region. The author sent a total of 300 questionnaires. 229 valid questionnaires were recovered. The efficient questionnaire accounted for 76.33%.

B. The Basic Characteristics of the Sample

According to the valid samples, the author finds 129 male questionnaires and 100 female questionnaires. 122 Han workers mainly come from Sichuan, Henan, Chongqing, Shaanxi and Gansu. 107 Tibetan workers mainly come from Linzhi, Shigatse, Qamdo, Shannan and other cities. Combining with ethnic groups, the survey sample also has the following characteristics:

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1) *Tibetan workers were significantly less educated than Han workers:* Overall, the education level of migrant workers mainly concentrated in junior high school, accounting for 36.24%, which is followed by the education of high school and primary school, accounting for 23.14%. From a national point of view, the cultural level of Tibetan workers mainly has the education of primary and junior high schools, accounting for 34.58% and 36.45% respectively.

Han workers mainly have the education of junior middle school and high school, accounting for 36.07% and 32.79% respectively. At the same time, the illiteracy rate of Tibetan workers is significantly higher than that of Han workers. The education of university and above is significantly lower than that of Han workers (seeing in "Table I"). It shows that Tibetan workers were significantly less educated than Han workers.

TABLE I. DISTRIBUTION OF EDUCATIONAL LEVEL OF WORKERS FROM DIFFERENT ETHNIC GROUPS (UNIT:%)

	illiteracy	primary school	junior high school	senior high school	bachelor degree or above
Tibetan nationality	8.41	34.58	36.45	12.15	8.41
Han nationality	1.64	13.11	36.07	32.79	16.39
Total	4.80	23.14	36.24	23.14	12.66

2) *There is not large difference in Age distribution of Tibetan worker and Han worker, and gender differences are great:* According to the survey, the author finds that the age of the workers is mainly from 20 years old to 39 years old. And the samples of 20 years old to 29 years old accounts for 41.05%. The samples of 30 years old to 39 years old accounts for 30.13%. The workers of 20 years old and below and over the age of 50 years old are relatively small. The samples account for 6.11% and 4.80% respectively (showing in "Table II"). From the perspective of ethnic groups, there is very little difference in all ages of Tibetan

workers and Han workers. Among the migrant workers in the lower age group (under 29 years old), there are more Tibetan workers than Han workers, which is about 4 percentage points higher than that of the Han nationality. In the high age group (over 50 years old), there are a few of Tibetan workers, which is about 9 percentage points lower than that of the Han nationality. It shows that Tibetan migrant workers tend to be migrant workers when they are young. The age of Han migrant workers is relatively scattered. And the high age group still works outside.

TABLE II. AGE DISTRIBUTION OF WORKERS OF DIFFERENT NATIONALITIES AND GENDER (UNIT:%)

	under 20 years old	20 years old to 29 years old	30 years old to 39 years old	40 years old to 49 years old	50 years old and above
Tibetan nationality	7.48	42.99	31.78	15.89	1.87
Han nationality	9.76	36.59	26.83	17.07	9.76
Male	2.33	36.43	32.56	24.81	3.88
Female	11.00	47.00	27.00	9.00	6.00
Tibetan males	2.08	29.17	37.50	31.25	0.00
Han males	2.47	40.74	29.63	20.99	6.17
Tibetan females	11.86	54.24	27.12	3.39	3.39
Han females	9.76	36.59	26.83	17.07	9.76

However, there are great differences in terms of gender. Among the workers under the age of 20, the proportion of Tibetan males is quite similar to that of Han males. However, the females are different. The proportion of Tibetan females is 2.1% higher than that of Han females. Tibetan males are significantly less than Han Chinese males by 11.57 percentage points between 20 years old to 29 years old. Tibetan females are significantly higher than Han females by 17.65 percentage points. From 30 years old to 39 years old, the difference is very small. Tibetan males are higher than that of Han males by 7.87 percentage points. From 40 years old to 49 years old, there has been the opposite situation. Tibetan females are significantly less than Han females by 13.68 percentage points. Consistent changes occurred over the age of 50 years old. Tibetan workers are less than 6% of Han workers.

Overall, Tibetan workers basically work outside from 20 years old to 39 years old. However, from the perspective of gender, Tibetan women basically work outside under the age of 29 years old. And it is significantly higher than that of Han women. Tibetan men mainly work outside from 30 years old to 49 years old. And it is significantly higher than that of Han men. In the term of other age group, Han nationality is exactly opposite.

III. THE EMPLOYMENT COMPETITION BETWEEN TIBETAN WORKERS AND HAN WORKERS

A. *There Is Industry Difference in the Competition among Different Ethnic Workers*

Workers are mainly in the restaurant industry, construction industry, accommodation and supermarkets. In the term of different ethnic groups, there are some differences in the employment industry. Through the samples, the author finds that Tibetan workers mainly work in the catering, construction, accommodation and supermarkets. Han workers mainly work in the construction, catering, accommodation and supermarkets. Tibetan workers and Han workers are basically same in the employment. However, the proportion of the sample is different from the

rank of the sample. In terms of ranking, the order of the construction industry and the catering industry is exactly reversed. In terms of proportions, the sample proportion of Tibetan workers in catering is 12.32 percentage points higher than that of Han workers. In the construction industry, it is opposite. The sample proportion of Han workers is 15.73 percentage points higher than that of Tibetan workers in construction industry ("Table III"). The different ethnic workers have obvious dislocation competition in these two industries. Also, we can believe that the competition is not fierce. At the same time, the employment of Tibetan workers is relatively concentrated. They are mainly in the above four industries. The employment of Han workers is relatively decentralized. In addition to the above four industries, they also work in the maintenance, delivery and other industries.

TABLE III. EMPLOYMENT DISTRIBUTION OF WORKERS IN DIFFERENT ETHNIC AND GENDER (UNIT:%)

	catering	accommodation	architecture	supermarket	express delivery	decoration	maintenance	other industries
Tibetan females	44.07	27.12	6.78	16.95	1.69	0	0	3.39
Tibetan males	35.42	6.25	33.33	14.58	2.08	0	4.17	4.17
Tibetan nationality	40.19	17.76	18.69	15.89	1.87	0	1.87	3.74
Han females	31.71	26.83	7.32	24.39	2.44	0	7.32	0
Han males	25.93	7.41	48.15	3.70	4.94	1.23	8.64	0
Han nationality	27.87	13.93	34.43	10.66	4.10	0.82	8.20	0
Total	33.62	15.72	27.07	13.10	3.06	0.44	5.24	1.75

Viewing from the perspective of gender, male workers mainly work in the construction and catering industries. And it accounts for 24.01% and 16.59% respectively. Women are mainly in the catering and accommodation industries, accounting for 17.03% and 11.79%, respectively. And it is in line with the gender division of labor. Viewing from the perspective of gender and ethnics comprehensively, Tibetan male workers and Han male workers mainly work in the construction, catering, accommodation industries. On the surface, they are competitive. However, there is also some dislocation competition from the perspective of the specific division of labor. According to the survey, the author should take the accommodation industry as an example. The Han male laborers mainly are the kitchen chefs and managers in the hotels. Tibetan male laborers are mainly the lobby attendant and the hygiene cleansing staff. Han female laborers are mainly the lobby receptionist. Tibetan female workers mainly engage in cleaner work.

According to the above analysis, different ethnic groups in the employment industry have great similarities. That is to say, the laborers mainly work in several industries such as construction, catering and accommodation. However, the specific rank and sample proportion is still quite different. And the competition is weak. The author also has found similar conclusions with the further analysis of gender. That is to say, there is a certain degree of competition on the surface. However, it has the characteristic of dislocation competition.

B. *Different Ethnic Workers Have Different Answers to Whether They Have Received Assistance from Each Other*

In their work, Tibetan workers are assisted by local workers. Han workers are assisted by outsiders. In terms of proportions, Tibetan workers think that local people are the most helpful to them, accounting for 47.66% of the total. 22.43% of the assistance is from outsiders. Han workers think that 22.13% of them are assisted by local workers. 36.89% of the assistance is from outsiders ("Table IV"). If the great help is regarded as cooperation and small help is regarded as competition, Tibetan workers think that their cooperation with local personnel is large, and their competition with foreign workers is large. Han workers think that their cooperation with local personnel is great. It reflects the small competition with Tibetan workers.

From the perspective of gender, Tibetan women think that 44.07% of local workers and 16.95% of outsiders help themselves. They think that they have less competition with local staff, great competition with the outsiders. Han women think 46.34% of outsiders help themselves in work. It is 36.58% higher than that of the assistance of local staff. They think that they have less competition with outsiders and less cooperation with local staff. Tibetan males believe that their cooperation with local personnel is larger than the cooperation with foreign workers, which is 22.91% higher than that of the cooperation with foreign workers. They have much cooperation with Tibetan workers in their work. However, they have less cooperation with Han workers. The perception of Han males is relatively modest. That is to say, there is no obvious difference between the help of outsiders and the help of local staff.

TABLE IV. PERCEPTIONS OF WORKERS FROM DIFFERENT ETHNICITY AND GENDER ON THE ASSISTANCE (UNIT:%)

	local personnel	foreign personnel	employer	others
Tibetan females	44.07	16.95	33.90	5.08
Tibetan males	52.08	29.17	14.58	4.17
Tibetan nationality	47.66	22.43	25.23	4.67
Han females	9.76	46.34	36.59	7.32
Han males	28.40	32.10	25.93	13.58
Han nationality	22.13	36.89	29.51	11.48
Total	34.06	30.13	27.51	8.30

According to the comparison of gender and ethnicity, there is basically such a feature in our work that the cooperation within the nation is large and the competition among different ethnic groups is large. In contrast, Han males do not perceive it significantly.

C. The Different Groups' Valuation on the Advantages and Disadvantages of Competition and Cooperation

In terms of perceived advantages and disadvantages of competition and cooperation of different ethnic groups,

Tibetan workers think it is more advantageous to work with Han workers in their work, accounting for 56.07% of the sample. Han workers think it is more advantageous to cooperate with Tibetan workers in their work, accounting for 62.30% of the sample ("Table V"). Viewing from this term, Tibetan workers and Han workers have the same perception of advantages and disadvantages of competition and cooperation in their work. They agree that it is more advantageous to cooperate with each other.

TABLE V. DISTRIBUTION OF PERCEIVED ADVANTAGES AND DISADVANTAGES OF COMPETITION AND COOPERATION FROM THE PERSPECTIVE OF ETHNICITY AND GENDER (UNIT:%)

	advantageous cooperation	advantageous competition	unimportant	unaware
Tibetan females	57.63	20.34	5.08	16.95
Tibetan males	54.17	25.00	6.25	14.58
Tibetan nationality	56.07	22.43	5.61	15.89
Han females	63.41	17.07	9.76	9.76
Han males	61.73	20.99	8.64	8.64
Han nationality	62.30	19.67	9.02	9.02
Total	59.39	20.96	7.42	12.23

In terms of perceived advantages and disadvantages of competition and cooperation from different genders, 57.63% of Tibetan women think that the cooperation is beneficial. 63.41% of Han women have the same opinion. 54.17% of Tibetan male believe that the cooperation is beneficial. 61.73% of Han male have the same opinion. Viewing from this perspective, both Tibetan workers and Han workers find it more advantageous to cooperate with each other.

However, the emphasis is slightly different. Relatively speaking, the employment of Tibetan workers is concentrated. The employment of Han migrant workers is relatively scattered. On the surface there is strong competition. From the perspective of the industry, it has the characteristics of dislocation competition.

IV. CONCLUSION AND SUGGESTION

A. Conclusion

In general, Tibetan and Han workers mainly have the education of junior middle school. And they are from 20 years old to 39 years old. However, the education of Tibetan workers is significantly lower than that of Han workers. Tibetan migrant workers are young. Han workers are relatively dispersed in different age groups. The high age groups still work outside. Tibetan men from 30 years old to 49 years old mainly are migrant workers.

Tibetan and Han workers mainly work in the catering, construction, accommodation and supermarket industries.

In the work, Tibetan workers are assisted by local workers. Han workers mainly receive the help of the outsiders. It shows that the competition among the workers of different nationalities is relatively large. And the cooperation among the same ethnic workers is relatively large. The author also has found similar conclusions with further analysis of gender. However, there is small difference in the relative perception of Han men.

Tibetan and Han workers think that the cooperation is more favorable.

B. Suggestions

1) To strengthen cultural exchanges and reduce barriers to make communication: In order to promote the economic development and social progress, it is necessary

to strengthen exchanges among different ethnic groups and promote the common development of the Tibetan and Han workers. And then, it would achieve the common prosperity. Whether in daily life or in employment, all sectors of society should create the conditions for building a platform for exchanges between Tibetans and Han nationals. And then, they would be familiar with each other's life style and work style. It could promote mutual help.

2) *To strengthen vocational training and enhance employment skills*: According to the questionnaire and the actual situation, Tibetan workers are mainly engaged in industries or trades with lower labor skills. However, there are very few workers in the construction industry and decoration industry with a certain amount of labor skills. Even if there is work, it is the casual jobs. Therefore, the government (or other departments) should organize Tibetan workers to learn some labor skills. And it would enhance employment opportunities and ability to work.

3) *To standardize information release channels and avoid blind flow of labor*: The author takes Linzhi labor market as an example. Tibetan and Han workers are mainly engaged in the catering, accommodation, construction and supermarkets industries. There are very few workers engaged in other industries. The search for employment information mainly refers to the enlightenment of recruiting units, the introduction of others and the recruitment. Therefore, the government needs to issue employment information in an integrated manner, reasonably guide the employment of migrant workers and avoid unnecessary competition caused by the blind employment of Tibetan and Han workers.

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