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**RURAL SURPLUS LABOR MIGRATION:
AN EXPERIENCE INTRODUCTION TO RURAL HUMAN
RESOURCE MANAGEMENT IN CHINA**

China is a large agricultural country and a powerful country of human resources. In the rural areas of China, there are abundant rural human resources. However, due to the national conditions of more people and less land, there are many surplus labor forces in the rural areas. This article believes that the key to human resource management is to optimize the allocation of human resources, and give better play to the value and function of human resources. Therefore, the rural surplus labor transfer project implemented by China is an effective way for rural human resource management. "Rural surplus labor migration", as its name implies, is the transfer of rural surplus labor, that is, the majority of surplus labor in rural areas is gradually shifted to non-agricultural industries, and its essence is the non-agricultural transfer of rural surplus labor. In the process, this part of the rural labor force that has been transferred is called migrant workers in China. The article also reviewed the relevant data released by the National Bureau of Statistics of China and combed the relevant literature of Chinese scholars. It was found that the implementation of the rural surplus labor transfer project in China has been effective. It not only optimizes the allocation of rural human resources, improves the quality of rural human resources, but also speeds up the process of urbanization in China. The study found that there are two main methods for the transfer of rural surplus labor in China, non-agricultural occupation transition and the regional transfer of urbanization. Non-agricultural occupation transition refers to the process by which a farmer leaves agriculture to pursue a career other than agriculture. The regional transfer of urbanization refers to the peasants bid farewell to the rural original place of residence and temporarily or permanently relocate to cities and towns. At the same time, research also found that the household registration system and rural land withdrawal mechanism are the main factors affecting the transfer of rural surplus labor. How effective the transfer of rural surplus labor in China depends on these two factors.

Keywords: rural, human resources, labor migration

Tab. 4. Lit. 10.

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МІГРАЦІЯ НАДЛИШКОВОЇ РОБОЧОЇ СИЛИ В СІЛЬСЬКІЙ
МІСЦЕВОСТІ: ДОСВІД ВПРОВАДЖЕННЯ УПРАВЛІННЯ
СІЛЬСЬКИМИ ЛЮДСЬКИМИ РЕСУРСАМИ В КИТАЇ**

Китай – велика сільськогосподарська країна та могутня країна людських ресурсів. У сільській місцевості Китаю є великі сільські людські ресурси. Однак, через національні умови більшої кількості населення та меншої кількості земель у сільській місцевості є багато надлишкової робочої сили. В статті доведено, що ключовим фактором управління людськими ресурсами є оптимізація розподілу людських ресурсів та оцінка вартості та функцій людських ресурсів. Проект передачі надлишкової сільської робочої сили, реалізований Китаєм, є ефективним способом управління людськими ресурсами в сільській місцевості. "Міграція надлишкової робочої сили в сільській місцевості", як випливає з назви,

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— це передача надлишкової робочої сили, тобто більшість надлишкової робочої сили в сільській місцевості поступово переходить на несільськогосподарські галузі, а її суть полягає в несільськогосподарській передачі надлишку робочої сили. У дослідженні цю частину сільської робочої сили, яка була переведена, в Китаї називають заробітчанами. У статті також було розглянуто дані Національного бюро статистики Китаю та вивчена відповідна китайська наукова література. Було встановлено, що реалізація проекту надлишкової робочої сили в сільській місцевості в Китаї була ефективною. Це не тільки оптимізує розподіл сільських людських ресурсів, покращує якість сільських людських ресурсів, але й прискорює процес урбанізації в Китаї. Дослідження виявило, що в Китаї існує два основні методи передачі надлишкової робочої сили в сільській місцевості: неземельний окупаційний перехід та регіональна передача урбанізації. Перехід до несільськогосподарської професії відноситься до процесу, за допомогою якого фермер залишає сільське господарство, щоб зайнятися іншою кар'єрою, ніж сільське господарство. Регіональна передача урбанізації стосується того, що селяни прощалися з початковим місцем проживання у сільській місцевості та тимчасово або постійно переселяються у міста та селища. У той же час дослідження також виявили, що система реєстрації домогосподарств та механізм виділення земель із сільської місцевості є основними факторами, що впливають на передачу надлишкової сільської робочої сили. Наскільки ефективним є передача надлишкової сільської робочої сили в Китаї, залежить від цих двох факторів.

Ключові слова: сільські, людські ресурси, міграція праці.

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МИГРАЦИЯ ИЗБЫТОЧНОЙ РАБОЧЕЙ СИЛЫ В СЕЛЬСКОЙ МЕСТНОСТИ: ОПЫТ ВНЕДРЕНИЯ УПРАВЛЕНИЯ СЕЛЬСКИМИ ЧЕЛОВЕЧЕСКИМИ РЕСУРСАМИ В КИТАЕ

Китай — большая сельскохозяйственная страна и мощная страна человеческих ресурсов. В сельской местности Китая есть большие сельские человеческие ресурсы. Однако, из-за национальных условий — большого количества населения и меньшего количества земель в сельской местности есть много избыточной рабочей силы. В статье доказано, что ключевым фактором управления человеческими ресурсами является оптимизация распределения человеческих ресурсов и оценка стоимости и функций человеческих ресурсов. Проект передачи избыточной сельской рабочей силы, реализован Китаем, есть эффективным способом управления человеческими ресурсами в сельской местности. "Миграция избыточной рабочей силы в сельской местности", как следует из названия, — это передача избыточной рабочей силы, то есть большинство избыточной рабочей силы в сельской местности постепенно переходит в несельскохозяйственные отрасли, а ее суть состоит в несельскохозяйственной передаче избытка рабочей силы. В исследовании эту часть сельской рабочей силы, которая была переведена, в Китае называют работниками-мигрантами. В статье также были рассмотрены данные Национального бюро статистики Китая и изучена соответствующая китайская научная литература. Было установлено, что реализация проекта избыточной рабочей силы в сельской местности в Китае была эффективной. Это не только оптимизирует распределение сельских человеческих ресурсов, улучшает качество сельских человеческих ресурсов, но и ускоряет процесс урбанизации в Китае. Исследование показало, что в Китае существует два основных метода передачи избыточной рабочей силы в сельской местности: неземельный оккупационный переход и региональная передача урбанизации. Переход к несельскохозяйственной профессии относится к процессу, с помощью которого фермер оставляет сельское хозяйство, чтобы заняться другой карьерой, чем сельское хозяйство. Региональная передача урбанизации касается того, что крестьяне прощались с начальным местом жительства в сельской местности и временно или постоянно

переселяются в города и поселки. В то же время исследования также обнаружили, что система регистрации домохозяйств и механизм изъятия земель из сельской местности являются основными факторами, влияющими на передачу избыточной сельской рабочей силы. Насколько эффективным является передача избыточной сельской рабочей силы в Китае, зависит от двух факторов.

Ключевые слова: сельские, человеческие ресурсы, миграция труда.

Introduction and Statement of the Problem. China is a large agricultural country and a powerful country of human resources. In the rural areas of China, there are abundant rural human resources. According to the China statistical yearbook, the number of rural residents in China was 576,61 million in 2017[1]. Compared with the developed countries in the world, the proportion of rural population is larger. At present, China is vigorously carrying out the rural revitalization strategy, the effective implementation of the rural revitalization strategy depends on the high-quality rural labor force, so the effective management of rural human resources is of great practical significance to China. In the process of human resource management, China has accumulated a lot of experience, such as the implementation of rural surplus labor transfer project is one of the accumulated experience in China. Facts have proved that the implementation of the rural surplus labor transfer project not only optimize the allocation of rural human resources, promotes the transformation of China's agricultural growth pattern, but also promotes the change of China's urban-rural dual economic structure, and accelerates China's urbanization process. In the 1970-s and 1980-s, China was in the early stages of dual economic development. There were a large number of agricultural practitioners, supply exceeded demand, and redundant rural workers were stranded. These redundant labors severely hindered the development of the rural economy. Therefore, China has implemented the rural surplus labor transfer project, which aims to transfer the rural labor force from agriculture and rural areas. This paper focuses on the connotation, methods, and influencing factors of China's rural surplus labor migration, with a view to providing experience for other countries.

Limitations of Study. This research mainly collects relevant literature to understand the experience of rural human resource management in China and the related situation of the transfer of rural surplus labor. The actual investigation has not been conducted, which makes the research results lack data and factual material support. This is the limitation of this research and also the direction in which we need to continue our efforts in the future.

Literature Review. Compared with developed countries, China's research on human resource management started late. In recent years, China has paid more and more attention to the issues of agriculture, rural areas, farmers, and rural areas. The research on rural human resources has also increased and deepened. These studies mainly focus on human resource structure, human resource quantity [2] and human resource quality [3], etc., and they focus on practical research. The transfer of rural surplus labor is an effective experience accumulated in the implementation of human resource management in China. It is also an important project implemented by the Chinese government to alleviate the large number of labors stranded in rural areas. With the development of this project, scholars have also carried out research from

various angles. For example, Shi Weiping [4], Cai Fang[5], Xing Hui[6] and Cao Ye [7], the well-known professional vocational scholars, analyzed the connotation, obstacles, functions and implementation process of rural labor transfer from the perspective of vocational education.

Methodology. This research is mainly a theoretical study. By consulting books, magazines, and the Internet, a large number of documents are collected to understand the experience of rural human resource management in China and the related situation of rural surplus labor transfer. On the one hand, this research method can understand the research status of rural human resource management at home and abroad, on the other hand, it can deeply explore the methods and processes of rural human resource management in China, so as to provide theoretical basis and experience for this research.

Main body of Paper. 1. The connotation of rural surplus labor migration. "Rural surplus labor migration", as its name implies, is the transfer of rural surplus labor, that is, the majority of surplus labor in rural areas is gradually shifted to non-agricultural industries, and its essence is the non-agricultural transfer of rural surplus labor. This part of the rural labor force is called migrant workers in China. There are two types of migrant workers, local migrant workers and go out migrant workers. Local migrant workers refer to rural laborers who have engaged in non-agricultural activities for 6 months or more in the township area where their household registration is located during the survey year. Go out migrant workers refers to rural laborers who have worked outside the township area where their household registration is located for 6 months or more during the survey year. Table 1 shows that from 2009 to 2018, the number of transferred labor force in China increased year by year, from 229,78 million in 2009 to 288,36 million in 2018, an increase of nearly 60 million. The number of migrant workers who went out was significantly higher than the number of local migrant workers.

Table 1. Comparison of China's rural surplus labor transfer in 2009-2018, [8]

Year	Total number of migrant workers(million)	Local migrant workers (million)	Go out migrant workers (million)
2009	229,78	84,45	145,33
2010	242,23	88,88	153,35
2011	252,78	94,15	158,63
2012	262,61	99,25	163,36
2013	268,94	102,84	166,10
2014	273,95	105,74	168,21
2015	277,47	108,63	168,84
2016	281,71	112,37	169,34
2017	286,52	114,67	171,85
2018	288,36	115,70	172,66

Explain:

1. Migrant workers: Refers to the people whose household registration is still in the countryside, but working in cities or working in non-agricultural industries for 6 months or more.
2. Local migrant workers: Refers to rural laborers who have engaged in non-agricultural activities for 6 months or more in the township area where their household registration is located during the survey year.
3. Go out migrant workers: Refers to rural laborers who have worked outside the township area where their household registration is located for 6 months or more during the survey year.

Human resources management is to optimize the structure of human resources, improve the quality of human resources, and maximize the value and potential of human resources. China's national conditions of more people and less land make it inevitable that there is a large number of surplus labor force in China's rural areas. Therefore, in the process of human resource management, China must go out of rural areas and agriculture. Through the transfer of rural surplus labor force, reduce the number of rural population, optimize the structure of human resources to improve the quality of workers, improve agricultural labor productivity. This has been an important part of rural human resource management in China for a long time.

2. Ways of rural surplus labor migration. There are two ways of rural surplus labor migration, the first is the non-agricultural occupation transition, the second is the urbanization of regional transfer.

2.1. Non-agricultural occupation transition refers to the process by which a farmer leaves agriculture to pursue a career other than agriculture. Table 2 shows that from 2009 to 2018, the employment population in China's primary industry decreased year by year. In China, the primary industry mainly refers to agriculture (including planting, forestry, animal husbandry, sideline and fishery), In 2009, it was 288,90 million, and by 2018 it had dropped to 202,58 million, with the number of people working in agriculture dropping by more than 80 million. Among these three industries, the tertiary industry is other industries besides the primary and secondary industries. In China, the tertiary industry mainly refers to transportation, storage, computer services, wholesale and retail, accommodation and catering, tourism, finance, leasing and other industries. The employment population in the tertiary industry increased year by year during the decade, with a total increase of 12,2 percentage points. This shows that many rural surplus laborers in China have achieved non-agricultural occupational transformation.

Table 2. China's employment in various industries from 2009 to 2018, [8]

Year	The number of people employed in each industry(million)			The proportion of the employed population in each industry(%)		
	The primary industry	The secondary industry	The tertiary industry	The primary industry	The secondary industry	The tertiary industry
2009	288,90	210,80	258,57	38,1	27,8	34,1
2010	279,31	218,42	263,32	36,7	28,7	34,6
2011	265,94	225,44	272,82	34,8	29,5	35,7
2012	257,73	232,41	276,90	33,6	30,3	36,1
2013	241,71	231,70	296,36	31,4	30,1	38,5
2014	227,90	230,99	313,64	29,5	29,9	40,6
2015	219,19	226,93	328,39	28,3	29,3	42,4
2016	214,96	223,50	337,57	27,7	28,8	43,5
2017	209,44	218,24	348,72	27,0	28,1	44,9
2018	202,58	213,90	359,38	26,1	27,6	46,3

In addition judging from the actual situation of China's rural labor migration, informal employment has become the main destination for Chinese farmers to real-

ize non-agricultural occupation conversion. Informal employment is a form of employment where workers engage in work without state security in order to obtain income [9]. In general, most of the rural surplus laborers are employed in the informal sector of towns or cities, such as self-employed and employed by private enterprises. Although some laborers are employed in the urban formal sector, but most of them are temporary employment. They may return to the countryside at any time to continue working in agriculture. At the same time, in the process of non-agricultural occupation conversion of rural surplus labor, this occupation conversion is not complete, and most labor is in a part-time status. The so-called part-time status means that the peasants work at home during busy seasons, and go out to work in their spare time. "Part-time employment" is a mainstream phenomenon in the process of the development of surplus rural labor in China, and will exist for a long time.

Table 3. China's informal employment in 2009-2018, [8]

Year	Employment in Urban Private Enterprises (million)	Number of Urban Self-employed Personnel (million)	Employment in Rural Private Enterprises (million)	Number of Rural Self-employed Personnel (million)
2009	55,44	42,52	30,63	23,41
2010	60,71	44,67	33,47	25,40
2011	69,12	52,27	34,42	27,18
2012	75,57	56,43	37,39	29,86
2013	82,42	61,42	42,79	31,93
2014	98,57	70,09	45,33	35,75
2015	111,80	78,00	52,15	38,82
2016	120,83	86,27	59,14	42,35
2017	133,27	93,48	65,54	48,78
2018	139,52	104,40	74,24	55,97

As shown in Table 3, from 2009 to 2018, China's employment in the informal industry increased rapidly. Both the number of urban and rural private enterprises employment and the number of urban and rural self-employed personnel have more than doubled. Although not all of these people come from rural areas, it shows to a certain extent that informal employment has increasingly become the main way for Chinese farmers to realize non-agricultural occupation conversion.

2.2. The regional transfer of urbanization refers to the peasants bid farewell to the rural original place of residence and temporarily or permanently relocate to cities and towns. This is often caused by a career change. Non-agricultural career transition requires farmers to get rid of traditional agriculture in their jobs and gradually transfer to secondary and tertiary industries, which are still relatively scarce in rural areas and mainly concentrated in cities. Therefore, the regional transfer of urbanization has become an inevitable choice for the non-agricultural development of surplus rural labor force in China. As can be seen from Table 4, from 2009 to 2018, China's urban population has been increasing year by year, increasing by nearly 15 percent. Over the past ten years, the number of urban employment in China has been increasing year by year. From 2009 to 2018, the number of urban employment has increased by 100

million, while the number of rural employment has decreased by more than 80 million. This shows that the regional transfer of urbanization has become one of the main ways of rural surplus labor transfer, and it is also an effective experience explored in the process of rural human resource development and management in China.

Table 4. The number of employed people in urban and rural areas in China from 2009 to 2018, [8]

Year	Urban Population (million)	Proportion (%)	Number of Urban Employed People (million)	Number of Rural Employed People (million)
2009	606,67	45,68	333,22	425,06
2010	621,86	46,59	346,87	414,18
2011	690,79	51,27	359,14	405,06
2012	711,82	52,57	371,02	396,02
2013	731,11	53,73	382,40	387,37
2014	749,16	54,77	393,10	379,43
2015	771,16	56,10	404,10	370,41
2016	792,98	57,35	414,28	361,75
2017	813,47	58,52	424,62	351,78
2018	831,37	59,58	434,19	341,67

At present, there are two ways for rural population to move to cities in China, one is formal transfer, the other is informal transfer. The formal transfer is strictly controlled by the government. The fundamental sign of the transfer is to solve the peasant's household registration, so that farmers can not only settle down in cities and towns, but also enjoy citizen treatment, which means that their citizenship has been officially recognized. This group of people mainly includes staying in the city after graduation, demobilization and resettlement of soldiers, and a small number of farmers who buy housing in the city. The informal transfer mainly refers to migrant workers who work in cities, do business, and engage in various non-agricultural activities. They do not go through the household registration procedures, do not change the registration place, and do not enjoy the treatment of citizens, but they work and live in the city, this group of people is often referred to as "migrant workers". This is the mainstream in which rural surplus labor is transferred to urban areas for quite some time.

3. Factors affecting the transfer of rural surplus labor.

3.1. The impact of the household registration system on the transfer of rural surplus labor. Due to historical reasons, the household registration system has formed an artificial identity and treatment gap between rural and urban areas. Although the Constitution of the People's Republic of China enacted in 1954 clearly states that "citizens have the freedom to live and migrate". However, the first household registration system of the People's Republic of China, the "Regulations on the Registration of Household Registration", issued in 1958, established a strict urban and rural household registration management system. After the promulgation of the household registration management regulations, China has gradually formed two types of household registration population, one is the agricultural population, and the other is the non-agricultural population. The two types of household registration population can-

not be changed at will. Under this background, the dual household registration system and social structure of urban-rural division have gradually formed. This dual urban-rural division of household registration system strictly restricts the free movement and migration of the population, and especially restricts the movement and migration of peasants to the city. Since then, farmers have been firmly anchored in the countryside and land, and basically lost their free movement and migration free. A large number of rural surplus labor stranded. By the end of the last century, it was possible for farmers to move freely to cities, and the labor resources stranded in rural areas could be reallocated.

3.2. The influence of rural land withdrawal mechanism on the transfer of rural surplus labor. The land property of farmers in the countryside is a restrictive factor for the transfer of farmers to cities. Many cities have stipulated that in order to obtain the citizenship of the city and realize the regional transfer, migrant workers must give up rural land. This is the vast majority Migrant workers are unwilling. According to a 2010 questionnaire survey by the Development Research Center of the State Council of China on 6,232 migrant workers, how to dispose of land is decisive for migrant workers' transfer to cities. Rural land not only has the functions of family food security and employment security for migrant workers, but also shows an important property income function. Therefore, most farmers are still reluctant to obtain urban household registration at the cost of losing land.

Conclusion. 1. There is a large surplus of labor in rural China. The key to rural human resource management is to transfer the rural surplus labor to maximize the value and function of human resources. 2. There are two ways to transfer rural surplus labor in China. They are occupation transfer and regional transfer. 3. The household registration system and rural land withdrawal mechanism are the main factors affecting the transfer of rural surplus labor.

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