

Education and Training Issues of Chinese Rural Labourers

Centre for International Cooperation,
National Development and Reform
Commission

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Foreword

Education in China shows the following development trends:

- Primary education focuses on quality education;
- Secondary education aims at enlarging professional skills;
- For rural labourers, training focuses on employment skills.

Here, we present Education and Training issues of Chinese Rural Labourers.

1. A changing economic situation affects rural employment opportunities

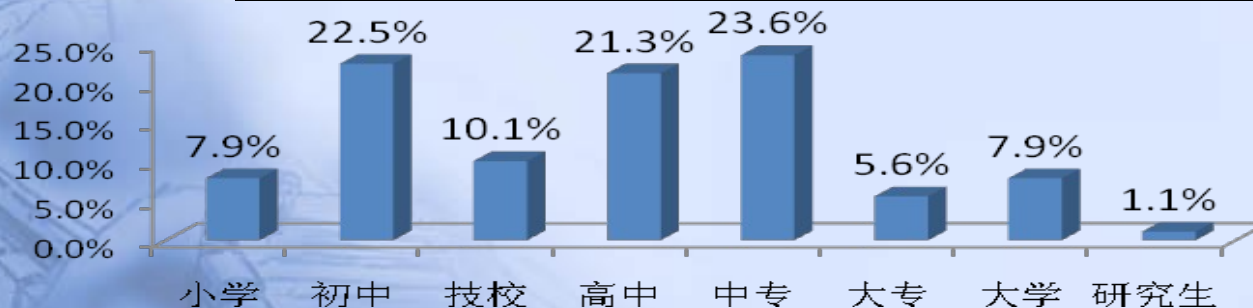
- Notably in the second half of 2008, world economic growth slowed down, inflicting the the biggest financial crisis and economic downturn since WW II. Data show that in 1st Q 2009, world trade has slumped by 40%. It is predicted that world trade for the whole year 2009 will drop by 11%, the biggest drop since the economic crisis of the 1930s. More and more signs reveal that developing countries are hit hardest.
- The export-oriented economy has taken in a large amount of rural labour force. With the big downturn of the export-oriented economy, rural labourers face difficulties finding employment. Especially rural women labourers, hit by shrinking electronics, toy, textile and garment industries, are facing a rapid decline in employment quality,
- Economic growth is fuelled by foreign trade, consumption and investment. Declining foreign trade directly affects economic growth. China's employment situation is closely linked to the speed of economic growth. Without a visible positive impact of the economic structure on employment, the slow-down of economic growth implies reduced demand for labour, increasing the difficulties for a growing labour force, a growing number of unemployed people in cities as well impacting an abundant rural labour force.

1. A changing economic situation affects rural employment opportunities

Education level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	小学	7	6.8	7.9	7.9
	初中	20	19.4	22.5	30.3
	技校	9	8.7	10.1	40.4
	高中	19	18.4	21.3	61.8
	中专	21	20.4	23.6	85.4
	大专	5	4.9	5.6	91.0
	大学	7	6.8	7.9	98.9
	研究生	1	1.0	1.1	100.0
	Total	89	86.4	100.0	
Missing	System	14	13.6		
Total		103	100.0		

Elementary School
 Junior Middle S.
 Technical School
 Senior High S.
 Middle Vocational S.
 Senior Vocational S.
 University
 Postgraduate



Elementary / Junior M / Technical / Senior High / Middle Voc. / Senior Voc. / Univ. / Postgr.

1. A changing economic situation affects rural employment opportunities

- Among a sample of 340 answers of people polled for their degree of education, Junior Middle School, Senior High School and Junior College occupied 22.5%, 21.3% and 23.6% respectively. Since a majority of people only received primary or junior secondary education, advanced education and training is absolutely needed.

Source: Sino-Canadian Project Report, Interviews conducted by Sun Yat-sen University Professor Yue Jinglun

- The **Sino-Canadian Project** is an ongoing cooperation started in Dec. 2005 between the NDRC and the Canadian City Association under the title „Chinese-Canadian Technical Cooperation Project on the Transition of labour interests of rural labourers“ (short: Sino-Canadian Project). Numerous Chinese experts, scholars and high-ranking officials participate in the research of this project. „Chinese-Canadian Technical Cooperation Project on the Transition of labour interests of rural labourers“ and have created a platform for Sino-Canadian cooperation and exchange in the field rural labour rights protection. The project has an important reference value for China's local government attempts to improve services for rural labourers and provides insight and practice for the definition of rural labour policies.

2. Constraints of public employment training services

Since 2004, China has been conducting numerous projects in order to implement employability qualification training for rural workers like the Sunlight Project for job change training, the village labour force employment plan, the Raindew Plan for professional training of workers from poor areas, the Starfire Plan for village technical training, the Township Enterprise Blue Passport Project. Investment in the training of rural labourers has been increasing steadily, the scope of these measures has been enlarged. By 2009, the total of rural labour trainees has exceeded 28 million, a more than 2-fold increase over 2004.

2. Constraints of public employment training services

The performance of the professional training for rural labourers is not very strong and far from satisfying the demand, which can be seen in three aspects:

- The training infrastructure is by far not enough. There are only a few training facilities, some of the buildings are old, there is not enough equipment which is quite low in technical content, and there is little equipment to meet the needs of medium and senior work positions.
- The per capita average of training subsidies is low, the administrative overhead is significant, the per training subsidies are occasionally low, there is overlap in training contents and projects, showing a need for unified planning as well as for a coordination mechanism. Due to a lack of construction funds, some counties (cities, districts) in Central and West China still have no public service and training facilities, or the existing premises are insufficient or too old. About 62% of the counties lack training facilities and equipment, making it difficult to provide employment-related services like collecting and offering job information, employment courses, administrative consulting, technical training, and the protection of rights.
- The whole training level is too low. Numerous training measures serve as first introductions and offer little technical training. The enrollment numbers are too low. In some areas, the number of participants in the target rural population only reaches under 40% in China's East, 22.% in Central China and 21.7% in West China.

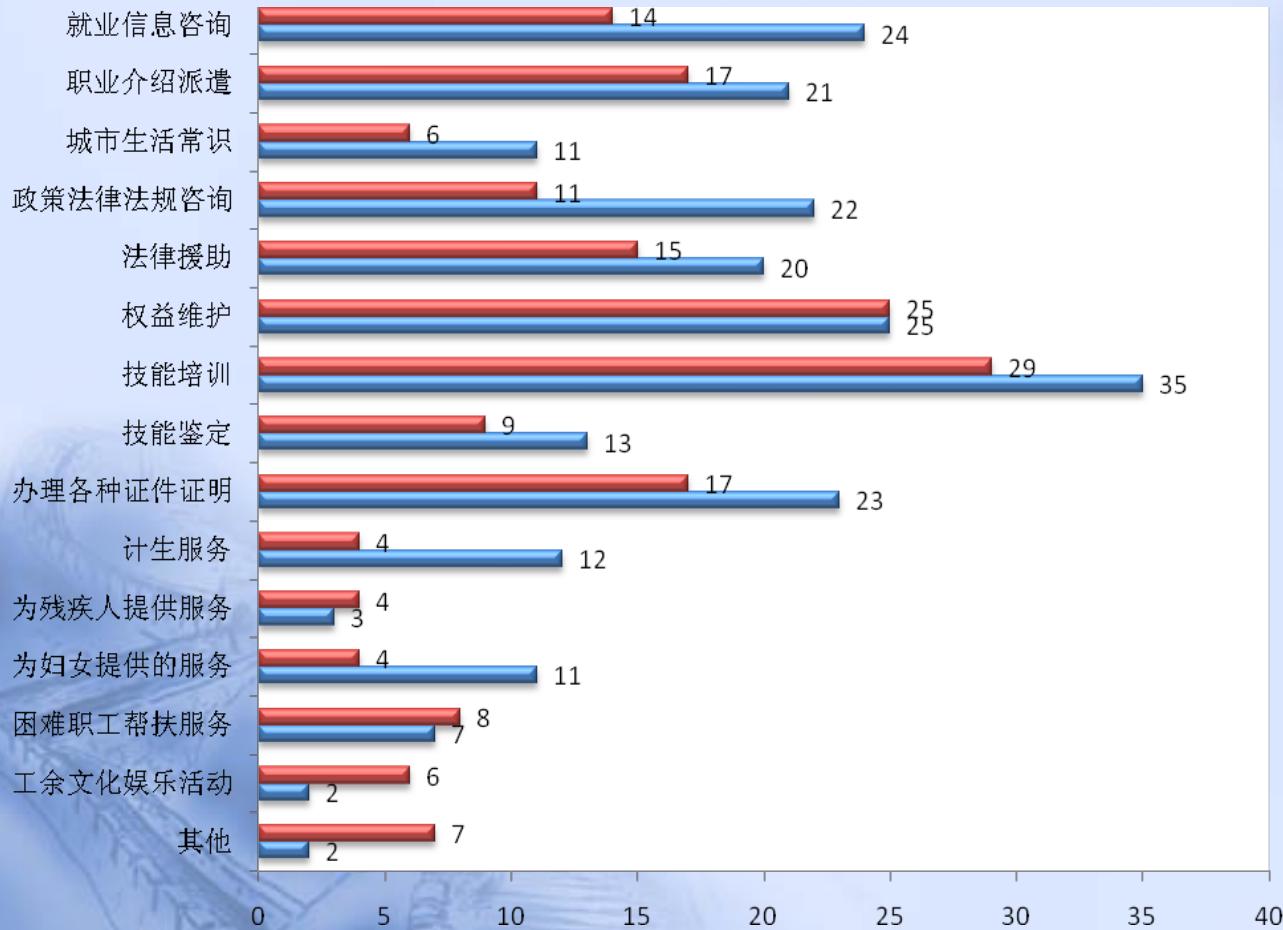
2. Constraints of public employment training services

Employment consulting
Arrangement of Employment
Knowledge about City Life
Consulting on Policies, Laws and Regulations
Legal Assistance
Protection of Rights
Training of Professional Skills
Assessment of Professional Skills
Issuing of Documents
Family Planning Services
Services to the disabled
Special Services To Women
Aid to employees in need
Leisure Time Cultural Activities
Others

		Services most 你最希望、最需要政府能为你提供什么服务? desired and needed															Row Total
		就业信息 咨询	职业介绍 派遣	城市生活 常识	政策法律 法规咨询	法律 援助	权益 维护	技能 培训	技能 鉴定	办理 各种 证件 证明	计生 服务	为残 疾人 提供 服务	为妇 女提 供的 服务	困难 职工 帮扶 服务	工余 文化 娱乐 活动	其他	
性别	男	14	17	6	11	15	25	29	9	17	4	4	4	8	6	7	48
m.	%	29.2	35.4	12.5	22.9	31.3	52.1	60.4	18.8	35.4	8.3	8.3	8.3	16.7	12.5	14.6	366.7
f.	女	24	21	11	22	20	25	35	13	23	12	3	11	7	2	2	53
	%	45.3	39.6	20.8	41.5	37.7	47.2	66.0	24.5	43.4	22.6	5.7	20.8	13.2	3.8	3.8	435.8
Column		38	38	17	33	35	50	64	22	40	16	7	15	15	8	9	101
Total		37.6	37.6	16.8	32.7	34.7	49.5	63.4	21.8	39.6	15.8	6.9	14.9	14.9	7.9	8.9	100.0

101 valid cases: 2 missing cases

2. Constraints of public employment training services



- Employment consulting
- Arrangement of employment
- Knowledge about city life
- Consulting on Laws, Regulations
- Legal Assistance
- Protection of Rights
- Training of Professional Skills
- Certificates of Professional Skills
- Issuing of Documents
- Family Planning Services
- Services to the Handicapped
- Special Services for Women
- Aid for employees in need
- Leisure Time Cultural Activities
- etc.

Demand for professional training is highest.

3. Policies and measures for increasing professional training of rural labourers

As can be seen at points of high fluctuation of rural workers, the lack of professional training is a key factor for infringing the rights of many workers. A policy to strengthen professional training for rural labourers should include:

- Compile a dedicated plan for the training of rural labourers, define objectives, have a systematic set-up and schedule, and are reliably conducted;
- Increase the financial input into training budgets, prolong the duration, so that more rural labourers can receive a training with reliably quality;
- Consolidate training resources, notably training funds used by individual government agencies, in order to establish a healthy coordination mechanism between all participating agencies. Allocate funds according to unified standards and requirements, in order to avoid quality problems induced by unequal funding to the same training measure;
- Improve construction of training facilities. A focus must be put on a better match with industry structure and needs for mid- and senior level positions. Training sites must be constructed so that the level of training facilities at important labour sources is raised. Operability must be increased by enlarging and improving training facilities.
- Places with a high influx of outside labour force must increase technical training. Planning and set-up of professional training must consider the needs of rural workers from the outside, including that unemployed who continue to seek work locally must receive professional training as implemented by national authorities. Enterprises must be encouraged to offer on-the-job training.
- Professional training for rural women labourers as well as start-up training must be increased. In government-organized training measures, women should participate in good proportion.

3. Strengthening Professional Training for Rural Workers

Service most Desired or needed

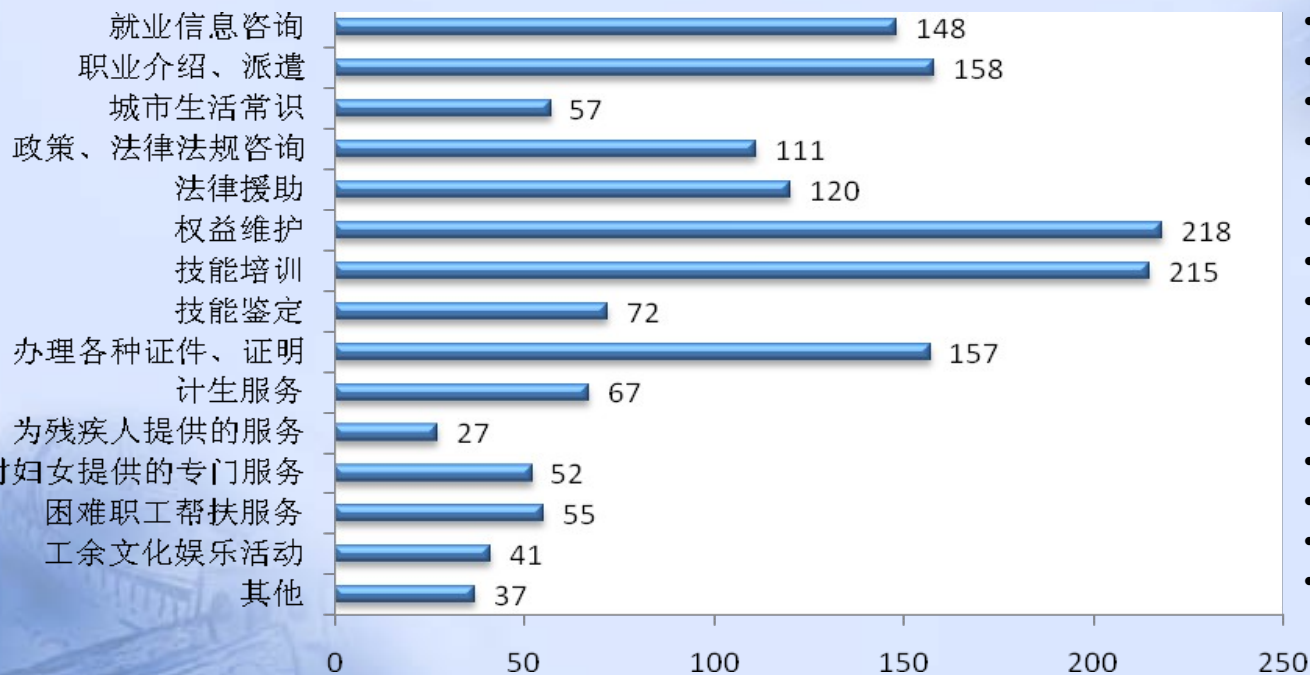
- Employment consulting
- Arrangement of employment
- Knowledge about city life

- Consulting on Policies, Laws, Regulations
- Legal Assistance
- Protection of Rights
- Training of Professional Skills
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- Issuing of Documents

- Family Planning Services
- Services to the Handicapped
- Special Services for Women
- Aid for employees in need
- Leisure Time Cultural Activities
- etc.

您最希望、最需要政府能为您提供什么服务 (Value tabulated = 1)				
Dichotomy label	Name	Count	Pct of Responses	Pct of Cases
	就业信息咨询	148	9.6	41.6
	职业介绍、派遣	158	10.3	44.4
	城市生活常识	57	3.7	16.0
	政策、法律法规咨询	111	7.2	31.2
	法律援助	120	7.8	33.7
	权益维护	218	14.2	61.2
	技能培训	215	14.0	60.4
	技能鉴定	72	4.7	20.2
	办理各种证件、证明	157	10.2	44.1
	计生服务	67	4.4	18.8
	为残疾人提供的服务	27	1.8	7.6
	针对妇女提供的专门服务	52	3.4	14.6
	困难职工帮扶服务	55	3.6	15.4
	工余文化娱乐活动	41	2.7	11.5
	其他	37	2.4	10.4
	Total responses	1535	100.0	431.2
4 missing cases; 356 valid cases				

3. Strengthening Professional Training for Rural Workers

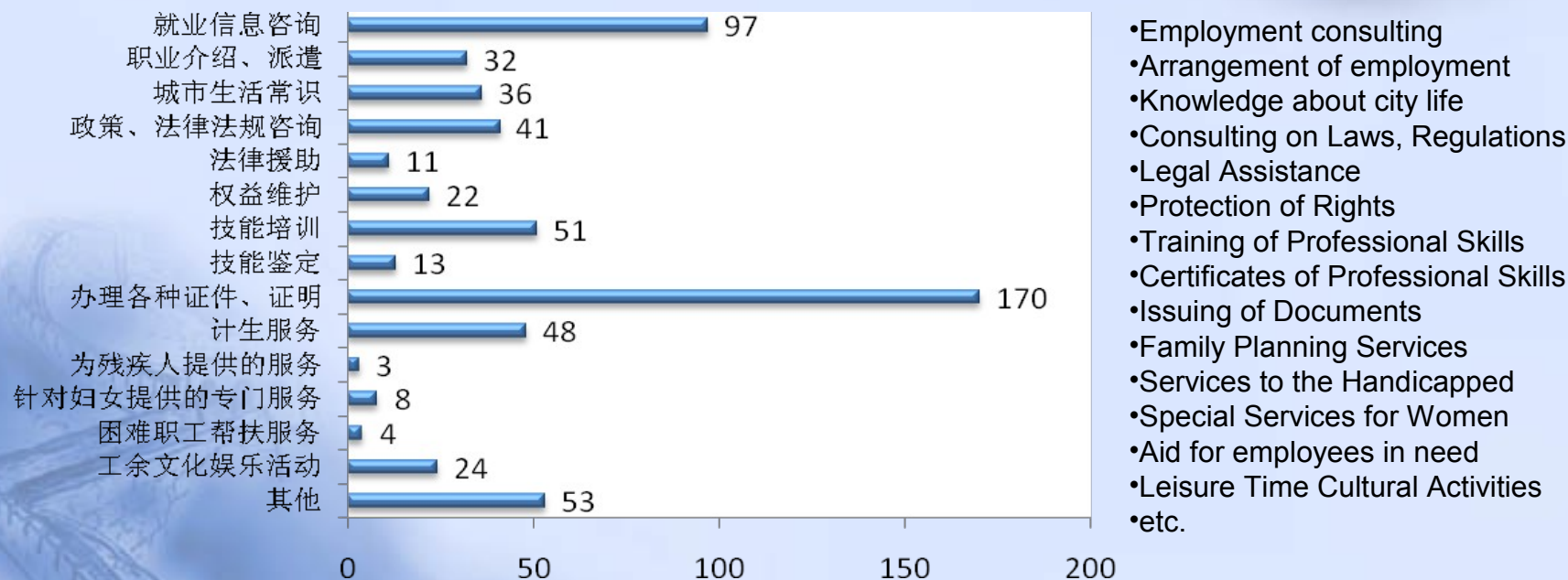


- Employment consulting
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- etc.

Statistics show that according to the valid answers of 356 migrant labourers, labourers desire most (by order of quantity): protection of their rights, professional training, information and consulting about employment opportunities. The need for training occupies an important position.

3. Strengthening Professional Training for Rural Workers

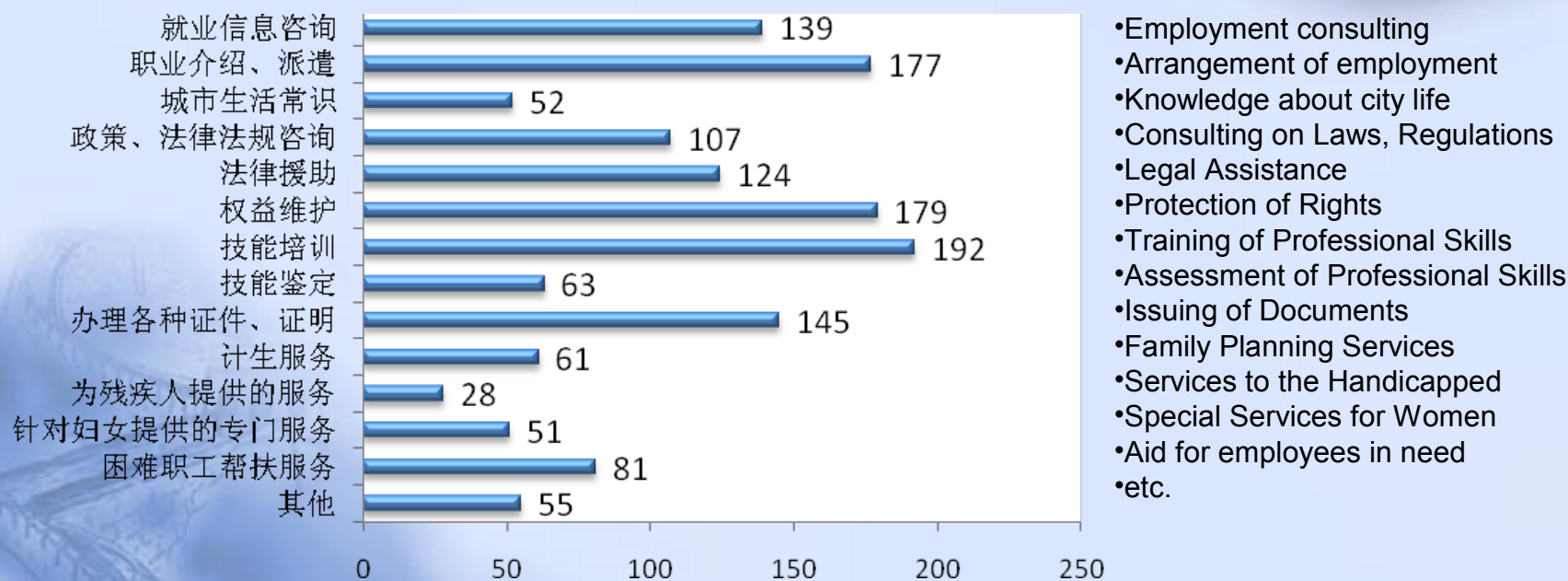
- Which service provided by the local government did you actually use?



According to the valid answers of 320 migrant workers, 51 people (15.9%) received professional training; 13 people (4.1%) received professional certificates; the amount of training is too low.

3. Strengthening Professional Training for Rural Workers

Which service of your village government do you desire or need most?



According to the valid answers of 357 migrant workers, migrant workers hope most (in order of answers) that their village government provides professional training, protection of rights and introduction to employment opportunities.

1) Building a Public Employment Training System

Building a public employment training service system is an important measure to protect the legal rights of rural labourers. With regard to the current weak environment, one focus must be put on establishing a platform for public basic employment services for areas with an outbound abundant rural labour force. On the county level and in important villages the public employment service must be strengthened in order to serve the the job information needs of workers, notably women workers. Women workers' needs must be considered, their choice of and access to work must be enlarged. The employment cost must be reduced, and the legal rights of the workers must be protected.

2) Increasing the Investment into the Training of Rural Labourers

- The training of public servants must be strengthened. Knowledge of and rules relating to gender equality must be included in the training;
- The investment into building platforms and facilities for employment services must be increased. In areas with a high target population density the number of training locations must be increased, and training facilities in villages, townships and communities must reach all employment candidates;
- The information platform for rural workers must be strengthened, and information platforms for labour, justice, unions, women's federations should network so that any institution can at any time access all information needed. Coordination and mutual understanding of all participating agencies must be strengthened.

3) Increase Rural Workers' Awareness of the Legal System

Based on a profound understanding and analysis of rural workers' needs, the Sino-Canadian Project developed a fairly systematic, practical, and easily comprehensible manual covering the protection of rights of rural workers. This manual is distributed to workers. It aims at raising the workers's awareness of their legal rights, which rights they have, and which channels can be used for protecting rights.

4) Perfecting the Mechanisms of Education Work for Rural Labourers

- Vertical mechanisms of Government;
- Mechanisms of coordination of government internally and between government agencies, notably on county level;
- Institutionalized cooperation of government and social organizations.

The background features a faint, blue-toned illustration of a hand holding a scroll, which is slightly out of focus. The top and bottom edges of the slide are decorated with a dark blue border consisting of a repeating pattern of small, rectangular, brick-like shapes.

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Thank you!

Discussion welcome!