

Development status and Countermeasures of labor employment in tobacco production in Hunan Province

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Abstract: in order to solve the labor problem of tobacco production in Hunan tobacco growing areas, the typical representative counties and cities in southern, central and northwestern Hunan were selected to carry out the survey, which clarified the labor forms, quantity, price, skill requirements and labor difficulty in each link of tobacco production in Hunan tobacco growing areas, and analyzed the labor difficulty, expensive labor, low work efficiency, high labor cost and low labor cost. According to the problems of poor resource allocation and their causes, countermeasures were put forward, such as increasing the research and development and promotion of applicable agricultural machinery, improving the professional service ability of tobacco farmers' cooperatives, relying on township or tobacco farmers' cooperatives to establish a labor service platform, strengthening the research and development and promotion of new technologies, strengthening the policy support of purchasing employer insurance, and promoting tobacco farmers' mutual assistance.

Key words: tobacco production; Labor employment; Development status; countermeasure

Tobacco industry is one of the advantageous agricultural industries to promote the increase of farmers' income, the increase of local fiscal taxes and the efficiency of tobacco enterprises in tobacco growing areas. It can play a good demonstration and leading role in the revitalization of rural areas in tobacco growing areas. With the continuous expansion of the per household planting scale of tobacco farmers and the improvement of the socio-economic development level of tobacco growing areas, the problem of difficult and expensive labor in tobacco production has become increasingly prominent, which has become an important issue to be solved in front of the development of the tobacco industry, and has attracted high attention from the local government and the tobacco industry. In order to explore the effective path to solve the employment problem in tobacco production in Hunan tobacco growing areas, the author selected typical representative tobacco growing areas in Chenzhou, central Hunan, and Xiangxi Autonomous Prefecture in Northwest Hunan to investigate the current employment situation and put forward relevant countermeasures through in-depth consultation and exchange, investigation and discussion, and statistical data between tobacco farmers' homes and tobacco farmers' cooperatives. In order to provide reference for the establishment of an effective mechanism to solve the employment of tobacco industry and promote the high-quality development of tobacco industry.

1 Development status of labor force in tobacco production

The organization conducted a survey on the labor force in tobacco production in three major flue-cured tobacco producing counties of Guiyang County (Southern Hunan tobacco area), Liuyang City (central Hunan tobacco area) and Longshan County (Northwestern Hunan tobacco area) in recent two years. The basic information is as follows:

From the perspective of employment forms, among the 23 tobacco production links involved in the survey, 11 links such as tillage and land preparation, sowing and seedling raising, disease and pest control, tobacco curing (including 7 links such as picking, weaving and

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curing), and tobacco grading are mainly focused on purchasing professional services. Among them, tobacco farmers in tobacco areas in central and southern Hunan Province purchase more professional services for disease and pest control, while tobacco farmers in mountainous areas in Northwest Hunan Province purchase less professional services; The two links of tobacco leaf sales and tobacco stem removal are mainly done by tobacco farmers themselves, and the remaining 10 links are mainly done by combining the two forms of doing by themselves and hiring people. With the increase of the average planting scale of tobacco farmers, the proportion of purchasing professional services and employing people has gradually increased. The total labor cost per mu of tobacco farmers accounts for more than 52% of the production cost, of which the labor expenditure cost reaches more than 1200 yuan (generally 11 workers), accounting for about 60% of the total labor cost. From the perspective of labor quantity and labor price, the average labor force per mu of tobacco production in central and southern Hunan is generally more than 18, and that in mountainous areas in Northwest Hunan is more than 21. Among them, the links with more labor force are transplanting, cultivating soil, topping and spreading branches, harvesting and grading, and the sum of the above five links accounts for more than 58% of the total labor force; The labor price is 120-160 yuan / person · day; Generally, the labor price of links with high labor intensity, concentrated labor time and high skill requirements is high, such as tobacco seedling transplanting, cultivation, tobacco harvesting and baking, which is generally 140-150 yuan / person · day, and the labor price of other links is generally 120-130 yuan / person · day. From the perspective of skill requirements, the seven links of fertilization and ridging, transplanting, soil cultivation, topping and branch wiping, harvesting, curing and grading have high skill requirements, while the five links of material transportation, film removal, transportation of cured tobacco leaves, sales of tobacco leaves and removal of tobacco stems have low skill requirements, and the other links have medium skill requirements. From the perspective of labor difficulty, it is difficult to apply for labor in 10 links, such as transplanting, fertilization, pest control, topping and brushing, harvesting, fresh tobacco transportation, tobacco weaving, Kang mounting, baking and grading. In particular, due to tight time, high technical requirements, high labor intensity and other reasons, the problem of labor difficulty and labor cost is more prominent in the two busy farming nodes of transplanting and harvesting. It is relatively easy to apply for work in the links of material transportation and tobacco sales, and it is moderately difficult to apply for work in other links.

2 Analysis on the problems and reasons of tobacco farmers' employment in production

1. The situation of difficult employment and expensive labor in tobacco production is increasingly grim

In recent years, with the acceleration of urbanization, the transfer of rural labor force and the aggravation of the aging problem, the situation of difficult and expensive employment in tobacco production has become more and more serious. First, from the perspective of tobacco production labor itself, due to its strong seasonal correlation with tobacco planting, discontinuous labor time, many labor links, large number of labor, high labor intensity, relatively difficult working environment, and the further increase of uncertainty due to abnormal weather every year, it is difficult to form a stable labor market for tobacco employment and fix the employees locally. Second, from the perspective of the current external employment environment, the employment of tobacco production is facing the employment competition of other agricultural industries in the tobacco growing areas, such as rice, rape and vegetables in the tobacco growing areas of central and southern Hunan, and corn, kiwi fruit, tea, Lily and other industries in the tobacco growing areas of northwest and Northern Hunan. Some of the peak labor seasons coincide with the peak labor seasons of tobacco production. Moreover, the labor price of most workers is about 20 yuan / person · day higher than that of tobacco production workers, which has the problem of rush work in tobacco production; At the same time, with the development of industrial economy, some factories and enterprises are in urgent need of a large number of labor. There are more opportunities for tobacco farmers to work nearby or out of town, and the wages are relatively high (each worker is 40-50 yuan higher than the labor force for tobacco production), relatively stable, and the income is better than planting tobacco at home, which has occupied the labor market space of tobacco. It is more and more difficult to hire workers. Third, according to the actual employees of tobacco production, it is difficult to hire suitable migrant workers. According to the survey of labor resources in three tobacco growing villages of Guiyang in Chenzhou, Liuyang in Changsha and Longshan in Western Hunan, the proportion of elderly, children, sick and disabled in the permanent population is high. It can be seen that at present, there is a large outflow of young and middle-aged labor force in rural areas of tobacco growing areas. At present, most of the labor force for tobacco production is old, weak, women and children. The young and middle-aged labor force is quite scarce, and most of the available personnel are not strong in labor ability. The skill level is not high and the technical experience is insufficient, which can not meet the needs of continuous high-quality development of tobacco production.

2. The phenomenon of labor management and low efficiency in tobacco production is common

Due to the working nature of agricultural operations, it is difficult to calculate labor remuneration after measuring by strict piece work measurement in most cases. In addition, most tobacco farmers lack their own quality reasons and management experience, and the current tobacco production labor lacks a standardized operation mechanism, management means and evaluation system, resulting in uneven labor quality and low efficiency. The survey found that the difference rate of the same employment link and employment quantity was large. The main reasons are as follows: first, tobacco farmers in the production area are generally not well educated and have limited management level; Second, most tobacco farmers are engaged in heavy farming operations and do not have enough energy for management; Third, the shortage of wage sources has led to passive management, and many farmers have to play the "emotional card" in employment management; Fourth, most of the employees are not fixed, with high mobility and randomness. There are more point work in the form of daily wages, which is lack of restraint and difficult to manage; Fifth, there is no risk guarantee for employment. Although most of the employees or even some of the professional service personnel of tobacco farmers' cooperatives are older, the employers do not purchase personal accident insurance for them or the insurance companies are unwilling to provide insurance for people older than 60 years old. Once an accident or death occurs, it

often causes serious economic compensation burden to tobacco farmers or tobacco farmers' cooperatives, There is a large employment risk.

3. The allocation of wage sources for tobacco production needs to be further optimized

According to the survey, at present, most of tobacco farmers' employment is in the form of single line contact and temporary job search. There is a lack of effective sharing mechanism and smooth communication platform between farmers and stations, which not only causes the idleness and waste of human resources, but also causes the price of migrant workers to rise due to urgent employment, The result is that on the one hand, potential tobacco workers are lost due to the lack of stable jobs, and on the other hand, tobacco growers are unable to expand the planting scale due to the lack of ideal migrant workers in busy farming season.

3 Countermeasures to solve the labor problem in tobacco production

In view of the current employment situation in tobacco production, the majority of tobacco farmers hope that the local government, cooperatives and tobacco departments can help them solve the problems of difficult employment, expensive labor and low efficiency, and solve the problems of reducing the number of labor in tobacco production, high skill requirements and high labor intensity. Based on the actual situation of tobacco growing areas in Hunan Province, the following suggestions were put forward to solve the labor problem in tobacco production:

1. Strengthen the R & D and promotion of applicable agricultural machinery and improve the production efficiency

Guided by appropriate mechanization, focusing on the three operation links of seedling raising, field management and harvesting and roasting, focusing on the unification of operation procedures, agronomic technical parameters and equipment specifications, promoting the integration, optimization and unification of agronomic standards, and accelerating the pace of integration of agricultural machinery and agronomy. We should strengthen the R & D and promotion of tobacco machinery, improve the degree of mechanization of tobacco production, and solve the problem of rural labor shortage by improving labor efficiency without reducing the level of operation. For example, the early input of small fertilizer applicator is relatively small, the fertilization effect is basically unchanged, but the labor efficiency is greatly improved; Compared with the traditional plant protection, the efficiency of UAV plant protection has made a qualitative breakthrough, and has gradually been welcomed by tobacco farmers in tobacco growing areas. At the same time, we should strengthen cooperation with government departments, issue relevant policies, establish and improve the land circulation mechanism, increase the intensity of land circulation, accelerate the intensive and large-scale development of tobacco production, and lay the foundation for the mechanization of tobacco production.

2. Expand the scope of professional services of tobacco farmers' cooperatives, and establish a labor service platform relying on township or tobacco farmers' cooperatives

We will strengthen support and guidance for tobacco farmers' cooperatives, improve their management and service capabilities for the tobacco industry, expand the scope and scale of specialized services of cooperatives, cover more tobacco production links, and reduce the labor burden of tobacco farmers. The tobacco department coordinates the governments of production areas to issue relevant policies to encourage the establishment of employment service platforms for tobacco production. Relying on township governments or tobacco farmers' cooperatives, the tobacco Department explores the establishment of employment service platforms for tobacco. Starting from the aspects of service pricing, work efficiency evaluation, employment security, and production technology training, the tobacco Department integrates the wage sources of production areas, and makes overall deployment according to the employment needs of tobacco farmers, Focus on solving the problems of lack of professional and technical workers, mutual "rush" among tobacco farmers and "rush" by other industries.

3. Strengthen the R & D and promotion of new technologies and reduce the number of production workers

Actively cooperate with scientific research institutes and high-tech enterprises to carry out research and development of new materials, new technologies and new processes, and strive to reduce the amount of labor in tobacco production links or production operations. For example, Yongzhou City of our province has developed and promoted the tobacco base topdressing integrated fertilizer, replacing the existing base fertilizer and topdressing, eliminating the existing fertilizer mixing link, and simplifying the two links of base fertilizer and topdressing into one link; Increase the research and development of degradable plastic film, and eliminate the links such as film removal and recycling. Using the "Internet + baking" management platform to supervise the implementation of baking process and equipment operation can effectively reduce labor employment in baking process.

4. Increase policy support for migrant workers in tobacco production, such as insurance, to avoid employment risks

Coordinate the governments of production areas to provide policy preferences for tobacco production and employment groups in social security, medical insurance, security and many other aspects, such as purchasing employer insurance (Golden agricultural insurance) or accidental injury insurance for migrant workers in tobacco production, raising the age limit for insurance purchase (70 years old), etc., reflecting the government's care for tobacco production and employment groups, Tobacco production practitioners will be included in the selection scope of "rural craftsmen" and "excellent rural industrial talents", and various media will be fully used to widely publicize the hard work and production experience of tobacco production practitioners, actively create a strong atmosphere of respect for excellent tobacco production practitioners, enhance professional social recognition, and enhance identity confidence.

5. Promote tobacco farmers' mutual aid operation and relieve labor pressure

At present, in view of the limited professional service capacity of tobacco production and the low level of mechanized operation of tobacco farmers' cooperatives, Changsha and other tobacco growing areas in our province are exploring tobacco farmers' mutual aid operations in tobacco topping, branch wiping, harvesting and other links. 5-8 farmers voluntarily form a mutual aid group of 180-200 mu,

and each farmer provides a labor force, A tobacco farmer with a high level of production technology is responsible for the management and scheduling as the team leader. The team members work in turn in the form of mutual assistance in the links with high technical requirements and relatively less labor, such as topping, wiping and harvesting, so as to ensure the sufficiency of labor force and the quality of work. Take harvesting as an example: the mutual aid team of 5-8 people can harvest about 30 mu of tobacco every day, and the 180-200 mu of tobacco field can harvest a round in 6-7 days, realizing an orderly and circular operation in a harvesting cycle of 40 days. The mutual aid operation of tobacco farmers not only ensures the sufficient labor force in the harvesting cycle, but also further improves the quality of tobacco leaf harvesting. For tobacco farmers, the mutual aid operation can effectively reduce the labor cost, improve the quality of production, and lay the foundation for increasing the yield and improving the quality of tobacco. Of course, the form of mutual assistance and cooperation also needs the active guidance of the regional government and the tobacco department as an effective supplement to the specialized services of tobacco farmers' cooperatives.

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