

Research on the Problems and Countermeasures of Fishermen Talent Exploitation under the Background of New Village Construction

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Abstract: This project aims at the social development situation based on the influx of floating population into cities, combined with the background that most fishermen in coastal and riverside fishing villages are engaged in pure manual labor, and the employment problem always exists because of the lack of effective exploitation of fishermen talents. The purpose is to analyze whether the effective regulation of floating population in fishing villages can effectively solve the problem, and the related problems of education orientation and talent training after the floating population of fishermen. The fishermen pull talent development strategy is adopted to carry out oriented diversion and re-education of floating population in fishing villages, so as to promote the economic growth of fishing villages and cities with the development of fishermen talent, increase the employment opportunities of fishermen and protect their legal labor rights.

Keywords: Revitalization of Fishing Village; Talent Development

Introduction

Economies and times have moved on, but there is still an inevitable income gap between cities and fishing villages. In recent years, with the saturation and aging of the fishery labor force, a large number of young fishermen have flocked to cities in order to obtain higher incomes. In 2022, the Opinions of the CPC Central Committee and The State Council on the Key Work of Comprehensively Promoting Rural Revitalization in 2023 and the Report to the 20th National Congress of the CPC clearly put forward measures to implement the socialist rural revitalization strategy and promote the integrated development of fisheries. Chinese fishermen are required to have a high level of professional knowledge and cultural quality, so it is necessary to carry out a higher level of reasonable development of fishermen, deepen the reform and innovation of talent management system in fishing villages, provide more labor force for cities, and promote the economic development of cities and other industries with the construction of fishing villages.

1. Current situation and characteristics of human resources of fishermen

1.1 Employment decline

From 2017 to 2021, China's fishery population decreased year by year, from 19,318,600 to 16,342,400 . There are two reasons for the population:

First, the job prospects are not good. From 2017 to 2021, China's total fishery output value increased from 12.31385 to 15158.63 (unit: 100 million yuan) . , an increase of only 20%. If this continues, fishery output may stagnate or even decline in the coming years, and the outlook for the industry is gloomy.

Second, the threshold for employment has been raised. In the past five years, the production of artificial culture gradually increased and dominated, from 4906 to 5394.41 (unit: 10,000 tons). The increase in farmed animal area requires the expertise of fishermen, thus raising the threshold for employment and making people abandon fishing for other industries

1.2 The level of cultural quality of does not meet the needs of production

On the one hand, with the further popularization of compulsory education, the educational conditions of fishermen can be improved, the overall cultural quality of fishermen can be improved, and a better cultural foundation can promote the learning of professional knowledge

On the other hand, the current speed of improvement of the basic level of fishermen's cultural quality cannot meet the needs of learning professional knowledge. This is due to the severe aging of fishermen. Most of the young people in traditional fishing villages choose to go out to work, leaving only the older fishermen to continue production. Older fishermen are not targeted by compulsory education in recent years, so it is still difficult for them to learn professional knowledge.

1.3 The fishing population is aging and lacks old-age security

The slow growth of fishery output value and output in recent years directly shows that the current fishery is sluggish. The sluggish outlook for the industry has led young people to choose to pursue other industries, and the lack of young blood in the fishing industry has further increased the degree of aging.

As a farmer, fishermen are more special than other farmers. Other farmers depend on the land for survival, while fishermen do not have subsistence land, and fishing at sea is riskier than other agricultural activities. Fishermen also have a retirement age limit, and once they reach retirement age, they cannot continue to work, and injuries and illnesses left by years of fishing at sea have made it difficult for them to take up other jobs, resulting in the loss of livelihoods. At the same time, because fishermen do not have a strong sense of participating in pension insurance. Therefore, fishermen's retirement life can generally only be maintained through their own savings or children. There are many uncertainties in this way of aging, so fishermen lack old-age security.

2. Opportunities and challenges for fishermen's talent development in the context of rural construction

2.1 Opportunities for fishermen's talent development needs

2.1.1 The state actively promotes the development of agricultural modernization industry, and the policy environment of fishery industry is relaxed

China's Fisheries and Fishery Administration earnestly implements the relevant work requirements for fisheries development, which provides a solid and sufficient policy environment for the development of the current fishermen's talent market. To a certain extent, the unemployed fishermen who have retired from fishing have been given secondary employment opportunities.

2.1.2 Cultivating and building fishermen's talent development strategy is the driving factor to revitalize fishing villages and solve employment

Cultivating and motivating knowledgeable fishermen talents and practical fishermen talents, giving full play to the advantages of comprehensive fishermen talents will be an important means to revitalize fishing villages, solve employment and provide guarantee in the context of new village construction.

2.2 Challenges to fishermen's talent development needs.

2.2.1 Rural fishery has not yet formed a whole industrial chain

China's rural fishery industry is mainly operated by scattered individual households, and the number of rural fishery enterprises with visibility and influence in our country is relatively small at present. The overall development of the fisheries industry has not yet formed a smooth closed-loop system.

2.2.2 There is a lack of new talents to lead the high-quality development of rural fisheries

The grassroots fishing industry is currently facing the dilemma of lacking innovative and knowledgeable technical personnel. In addition, due to the lack of research and discovery, professional training for fishermen, there is a lack of reserve talent savings for key positions.

2.2.3 Insufficient funds for human resources development of rural fisheries

During the slow start of fisheries development, the national government's lack of awareness of the education of fishing villages and fishermen has made it difficult to form and develop the scale of training for emerging fishermen's talents.

3. Fishermen pull talent development strategy

Fishermen pull talent development refers to the use of relatively sound, perfect and efficient new fishery system to drive the autonomous organizations of fishermen and fishermen individuals to achieve self-driving force, so as to actively participate in fishery production.

3.1 Overall design idea

By gradually improving the level of cultural quality of fishermen, strengthen the professional knowledge training of fishermen, improve the development of fishery talent and assessment mechanism, to the current excellent fishery talent as the foundation, cultivate a new type of rural fishery development founder, to promote the development of fisheries in fishing villages.

3.2 Development strategies for fishermen left behind in fishing villages

3.2.1 Strengthen the encouragement and policy support for fishermen left behind in fishing villages

Effectively improve the status of fishermen in fishing villages and liaise with local governments to promote the formulation and implementation of rural revitalization policies, and provide excellent job opportunities in fishing villages to attract capable groups to return to their hometowns to work, so as to realize the economic and social self-circulation of fishing villages.

3.2.2 Improve the assessment and incentive mechanism for grass-roots fisheries talents

The government of fishing villages should actively understand the needs of fishermen left behind in fishing villages, conduct regular assessment, motivate and reward fishermen with excellent assessment results and promote the combination of practical and theoretical experience possessed by fishermen left behind in fishing villages.

3.3 Development strategies for mobile populations in fishing villages

3.3.1 Development strategies for migrant workers in urban areas

3.3.1.1 Promoting digital technology empowerment

In the wave of digital village construction, the booming fishing village e-commerce has attracted the migrant population of fishing villages to return to their hometowns to start their own businesses and promote the transformation and upgrading of local special industries and traditional industries and provided more fishermen with the opportunity to return to their hometowns for employment and entrepreneurship.

3.3.2 Development strategies for seasonally mobile populations

3.3.2.1 Conduct digital training for seasonal migrants

Local township schools need to do well in researching the needs of fishermen in the early stage, fully integrate local quality

resources to ensure that the training of the seasonal migrant population can be carried out to the greatest extent.

3.3.2.2 Improving the receiving mechanism of fisheries talents at the grassroots level

For the mobile population, the local government should provide some preferential policies to provide a good reception mechanism for the mobile population, and actively follow up the communication between the two types of mobile population and local managers to avoid conflicts.

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