



Research on the Impact of Vocational Skills Training on Women 's Non-Agricultural Employment under the Background of Rural Revitalization Empirical Analysis Based on CLDS (2018)

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Abstract. The implementation of the rural revitalization strategy promotes the rural economy to gradually move towards a high-quality development path. The overall revitalization of the rural industrial system requires the transfer of rural labor from the agricultural sector to the secondary and tertiary industries, and the realization of non-agricultural employment of rural women is an important part of achieving high-quality rural development. In order to further discuss the impact of vocational skills training on rural women, this paper uses the CLDS (2018) data of China Labor Force Dynamics Survey, uses Logistic regression. Based on human capital theory, this paper studies the differences in non-agricultural employment among different groups of rural women, as well as the causal effect of participating in vocational skills training and obtaining certificates on the realization of non-agricultural employment. The results show that the proportion of rural women participating in vocational skills training needs to be improved; at the same time, participating in vocational skills training has a positive impact on women 's non-agricultural employment. Based on these findings, this paper proposes to expand the total amount of vocational skills training to promote women 's non-agricultural employment and achieve the overall development of rural industries.

Keywords: Rural Revitalization; Vocational Skills Training; Non-agricultural Employment.

1 Introduction

The 20 th National Congress of the Communist Party of China emphasizes the comprehensive promotion of rural revitalization, marking that China has entered a new stage of rapid development of rural revitalization. The all-round development of rural industry needs the transfer of labor force to reserve talents for the development of the second and third industries. Rural women play an important role in rural economic

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development. They account for 50 % of the rural labor market and are crucial to achieving comprehensive rural revitalization. The full realization of rural revitalization provides new employment opportunities for rural women, but it also brings some challenges. Many rural women have been engaged in agricultural labor or simple production work due to lack of skills and low education, as well as restrictions on ideas. These factors have seriously affected the enthusiasm of rural women to participate in rural revitalization.

To fully realize the rural revitalization, it is necessary to fully mobilize the enthusiasm of female workers to participate, and to realize the non-agricultural employment of female workers, it is necessary to start with improving the human capital of workers. The research of some domestic scholars also points out that vocational and technical training provides the rural labor force with the skills and skills needed for non-agricultural employment, improves the human capital of the workers, not only helps to increase the opportunities for rural labor to go out (non-agricultural) employment, but also helps the rural labor force to obtain high-tech occupations. From the perspective of human capital, it is found that non-agricultural skills training is more helpful for trainers with lower education level to achieve non-agricultural employment. Vocational skills training can effectively solve the problem that female workers are in agricultural production for a long time due to their low technology, and effectively improve the non-agricultural employment of female workers. It is helpful for women to improve their own value and protect their own rights and interests.

2 Theoretical Analysis and Theoretical Assumptions

2.1 Impact of Vocational Skills Training on Human Capital

Yu Changlin 's (2006) research shows that academic education and vocational skills training are important ways to accumulate human capital. ^[1]Vocational skills training can supplement professional knowledge and practical skills for individuals, realize the supplement of education, and better meet the skills needs of non-agricultural employment for female workers with insufficient pre-qualification or inconsistent with professional needs.

Hou Xinxin (2019) points out that the vocational skills and scientific and cultural level of the new generation of migrant workers in China are not high, and their competitiveness in the labor market is not strong. ^[2]Employment-oriented vocational skills training can help the new generation of migrant workers to improve their knowledge level and supplement their professional skills so as to achieve the purpose of enhancing their human capital. Therefore, vocational skills training can play a positive role in supplementing professional knowledge, increasing skills and improving comprehensive literacy for rural workers with low academic qualifications, and has a positive impact on workers to make up for the lack of human capital.

Therefore, this paper proposes research hypothesis 1: vocational skills training can improve the human capital of rural female workers.

2.2 Impact of Human Capital on Non-agricultural Employment

Through empirical analysis, domestic scholars have found that human capital has a significant impact on non-agricultural employment. Zhou Yuan (2024) found that human capital has a significant positive effect on non-agricultural employment by calculating the impact of educational human capital, healthy human capital and empirical human capital on non-agricultural employment.^[3]

Therefore, this paper proposes Hypothesis 2: Human capital can positively affect non-agricultural employment.

2.3 Impact of Human Capital on Non-agricultural Employment

Vocational and technical training provides the rural labor force with the ability and skills required for non-agricultural employment, and improves the human capital of workers. It not only helps to increase the opportunities for rural labor force to go out (non-agricultural) for employment, but also helps the rural labor force to obtain high-tech occupations.^[4]Luo Wanchun (2013), from the perspective of human capital, found that non-agricultural skills training is more helpful for trainers with lower education level to achieve non-agricultural employment.^[5]

Therefore, this paper proposes Hypothesis 3: Vocational skills training has a positive impact on non-agricultural employment.

3 Research Content

3.1 Data Sources and Variable Settings

1. Data Sources

The data used in this paper are the data of China Labor Force Dynamic Survey 2018. China Labor Dynamics Survey (CLDS) is a national follow-up survey on the theme of labor force carried out by the Social Science Survey Center of Sun Yat-sen University.

2. Variable description and descriptive statistical results

(1) Non-agricultural employment of rural female labor force: The value of 'farming: agriculture, forestry, animal husbandry and sideline fishery production (such as farming, chicken, duck and aquaculture)' selected in the questionnaire is assigned to 0, and the value of other industries and units is assigned to 1.

(2) Whether to participate in vocational skills training: from the questionnaire selected 'Have you participated in at least 5 days of professional and technical training?' In this question, if the respondent answers that there is participation, the assignment is 1, and if the answer does not participate, the assignment is 0.

(3) Intermediary variables: The questionnaire 'Have you obtained a professional and technical qualification certificate' represents the certificate obtained as an intermediary variable. This is due to the characteristics of China's vocational skills training, skills certificates are usually used as a post-paid condition for training. The detailed information is shown in Table 1.

Table 1. Description of the variables for participating in the vocational skills training

variable	statistic	variable	statistic
dependent variable		health condition (%)	
Non-farm payrolls at (%)		Not too healthy	8.46
Non-agricultural employment	75.37	General health and above	91.54
Agricultural employment	24.63	age	
Certificate acquisition situation (%)		crest value	75
Receive a certificate	47.06	least value	16
No certificate obtained	52.94	Years of education	
Industry technology requirements: (%)		crest value	19
There is no technical need	26.47	least value	0
There is technical demand	73.53		

3.2 Model Setting

The non-agricultural employment of rural female labor force is a binary variable. Therefore, based on the existing literature, a binary logistic model is constructed for regression analysis. The following is the construction of the model:

$$\ln(P/1-P) = \alpha_1 + \beta_1 C_1 + \beta_2 X_1 + \beta_3 X_2 + \epsilon$$

4 Empirical Results Analysis

4.1 Binary Logistic Regression Analysis

From the results of Model 1 in Table 2, the non-agricultural employment of workers participating in vocational skills training is 1.908 times higher than that of workers not participating in vocational skills training, which proves that vocational skills training can effectively promote rural female workers to achieve non-agricultural employment.

In terms of model two, after joining the intermediary, participating in vocational skills training has an impact on the non-agricultural employment of rural female workers, which reduces the direct effect, indicating that the intermediary effect is strong. The certificate obtained by participating in vocational skills training is 4.881 times the non-agricultural employment of rural female workers who have not obtained the certificate, indicating that obtaining the certificate to achieve the improvement of human capital is crucial for the training of workers from agriculture to non-agricultural employment.

According to the model three (full sample), the age, health, marital status and years of education of female workers have a significant impact on women 's non-agricultural employment.

Table 2. Binary Logistic regression results of stable vocational skills training

Variable	Model 1: Exp (B)	Model 2: Exp (B)	Model 3. Exp (B)
Participation in vocational skills training	1.908***	1.135***	0.567**
Get the certificate		4.881***	0.919***
Age			0.898***
Marital status			0.587***
Health degree			2.946***
Years of education			1.026**
Industry skills needs	1.617***	1.531***	0.617***
Constant	1.139***	1.122***	173.316***
-2 Logarithmic likelihood	8679.338	8593.429	6186.951
Cox & Snell R ²	0.017	0.030	0.330
Nagelkerke R ²	0.023	0.040	0.444

5 Conclusions

The participation of rural female workers in vocational skills training and the acquisition of certificates have an impact on non-agricultural employment, and the acquisition of certificates also plays a partial intermediary role between participation in training and non-agricultural employment. Specifically, vocational skills training has a direct and indirect impact on non-agricultural employment, and its main impact is through the certification of female workers. The participation of female workers in vocational skills training will increase their probability of obtaining skills certificates, ^[6]which in turn will affect their transformation from agricultural work to non-agricultural employment. This proves that the human capital factor of workers represented by vocational skill certificates plays a very important role in non-agricultural employment. Secondly, obtaining certificates as an intermediary is actually the main way for female workers to participate in vocational skills training to affect non-agricultural employment. The workers participating in vocational skills training have improved the human capital stock of workers by obtaining vocational skills certificates, and the level of personal skills has also been improved, so that female workers can better achieve non-agricultural employment, stabilize employment, protect their own rights and interests, achieve personal and industrial improvement, and lay the foundation for the full realization of rural revitalization.

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