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RURAL MARRIED WOMEN'S NON-AGRICULTURAL EMPLOYMENT AND RURAL HOUSEHOLDS' LAND SUBCONTRACTING

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Abstract: Rural households' land subcontracting is analyzed in this paper based on the survey of rural migrant workers from Guangdong and Jiangsu, finding that the labor migration mode of "migrant couples going out to work together" (men workers and women workers) has improved the lagging non - agricultural employment of rural women to a certain extent. Non - agricultural employment of men does not necessarily lead to the transfer of land that achieves an increase with the increase of non - agricultural employment of married women. As a result, the original family division ("men to work while women to farm") is evolved into the intergenerational division ("men and women to work while the elderly to farm"). The agricultural labor supply from the elderly is an important factor influencing rural households' concurrent business, while the lack of strong labor will become an important reason for the transfer of land. The agricultural feminization and rural households' concurrent business will decline with an increase in non-agricultural employment of married women. The differentiation of rural households and the development of rural land-transfer market will be further promoted due to the improvement of non-agricultural employment of married women.

Keywords: *rural married women; non-agricultural employment; land transfer*

1. Introduction

Since 1980s, china rural land system is the rural collective ownership, farmers household has contracting and operating right to rural land. Every member of the village, including men, women, adults, children, is one of the owner of the collective land and obtain an equal allocation of land free of charge by the distribution, a household owned land is the sum of each member of the allocation land. Household may cultivate their land or transfer their land contract right according to their will.After the mid-1990s, the rural labor force entered the urban and non-farm employment increase, and the farmers transferred the land contract right also increased.

Rural land system in China affects rural labor migration decision. an overwhelming majority of rural migrants have not obtained an urban *Hukou,* they are either unable, or unwilling to give up their rural land as the last resort for employment and income. In the process of rural labor transfer, the men's non-agricultural employment is improving but the women's (especially married women) is lagging. migrant women account for about

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1/3 while migrant men account for about 2/3 in all migrant workers(He Yupeng and Zhang Tongsheng, 2009, Liu Jianjin, 2006). The age of migrant women workers is mainly concentrated at 16-25, accounting for 79.9% of all the migrant women workers (Liu Qi, Zhang Dongping:, 2005). The rural surplus labor force has been significantly reduced and its age structure of the rural labor force gives priority to middle-aged or older women after 20 years sustained large-scale transfer in China (Zhang Zheng, 2006).The lagging non-agricultural employment of rural married women has led to a concurrent business of "half work and half farming", "men to work while women to farm" as well as significant feminization of agricultural labor force. Rural households can get the economy of dividing through the division of labor ("men to work while women to farm") that makes the surplus land absent and have reduced the willingness to transfer the land contract right (Qian Zhonghao, 2008, Zhong Yangbao and Di Jinhua, 2005). In recent years, the couples going out to work together increase from 60% to 69% in 2000-2008 (Ma Rui, 2011), which means that the migration form ("men to work while women to farm") is evolved into another one ("men and women to work") with an increase in the non-agricultural employment of rural married women. So we will consider whether increase in the non-agricultural employment of rural married women will promote the transfer of rural land?

Since the middle of 1990s, the land transfer has become a hot issue in research, and people have begun to concern more about the root cause of rural households' land transfer. Some study shows that migrant working is a driving force of land subcontracting. Yao Yang (1999) proposes that the increase in the non-agricultural employment is helpful to promote the rural land transfer and more free labor market can generate more land lease. The study of Le Zhang (2010) shows that agricultural marginal revenue declines as massive rural households go into cities and towns for jobs with the strongest willing to transfer land. The opposite view is that the non-agricultural employment does not necessarily lead to the land transfer due to concurrent business and feminization of agriculture. Unlike many other countries, the division of labor is completed within the family (one labor force for farming and the other one for migrant working) when the labor force makes a transfer decision-making, so the whole family's transfer cannot be achieved but is replaced by the part transfer in china (Cai Fang, 1997). Qian Zhonghao (2008) and Chen Huiguang (2009) think that the steady growth of concurrent business (more than 30%) and the small-scale land transfer are caused by the fact that rural households can get economy of dividing through the division of labor without the willingness to transfer the land contract right. Another explanation for the increase in non-agricultural employment and decrease in land transfer is that rural households lack a mechanism for permanent migration so that they are reluctant to abandon rural land to avoid future unemployment risks (Tao Ran, Xu Zhigang, 2005). Rural land plays a role in unemployment security and old-age security for rural households and thus rural households will not give up their affection to land, it eventually led to rural households' concurrent business. So, the increase of the non-agricultural employment helps to promote the transfer of land, but the concurrent business and feminization of agriculture caused by the lagging women's non-agricultural employment has resulted in land transfer doesn't increase along with the increase of the non-agricultural employment.

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There are two views about the lagging non-agricultural employment of married women. First, the comparative advantage of both genders within the family leads to the women's lag in transfer of labor force. In the perspective of family gender division, He Jun, Li Qing and Zhang Shuchi (2010) think men have the advantage of producing wage products; women have the advantage of taking care of children and handling housework, thereby the division of men for migrant working and women for taking care of their children and managing housework at home is the maximization of family interests. Second, the patriarchal rule of "men first and women second" is responsible for the lagging women non-agricultural employment (Jin Yihong,1998). rural married women is subordinate to and affected by the migration of their husband, the husband goes out first, followed by his wife (Shi Zhilei and Xu Yingmei,2010）.

The men–to–women transfer order has an implied premise that non-agricultural employment opportunities are scarce, of which the explanatory power will weaken with an increase in non-agricultural employment opportunities and demands for women labor.

To sum up, the study on women's non-agricultural employment does not link the lagging women non-agricultural employment with the land transfer. The two arguments on the relationship between rural households' non-agricultural employment and rural households' land transfer are explanatory but lack gender perspective, resulting in two opposite conclusions. Only one paper show that the rural married women has a very low probability of employment in a traditional gender division of "men outside and women inside" with the agriculture feminization in sample data of couples from Shandong Province (Wang Wei, 2010), but it has not yet linked the low migrant employment rate of married women and rural households' land transfer. It is of theoretical and practical significance to further study the relationship between women non-agricultural employment and rural households' land transfer on the basis of gender perspective.

According to the above literatures, it can be concluded that the lack of land transfer is the main factor restricting the development of land transfer market. Agricultural concurrent business is a long-standing phenomenon in rural households' economy, which can distract rural households from non-agricultural employment risk and pension risk an important supplement to the family economy. As the rural households land area is small and fragmented, Farmers are often engaged in a weak labor force, the traditional gender division of "men to work while women to farm" is adopted, thus forming the feminization of agricultural production and the concurrent business. Non-agricultural employment does not necessarily lead to the transfer of land. When married women also achieve non-agricultural employment, the marginal output and operating efficiency of agriculture decrease due to the shortage of agricultural labor force, the land subcontracting rate increases, the concurrent business decreases and the women non-agricultural employment increases to promote land transfer. When the non-agricultural employment of the rural labor force belongs to the non-agricultural employment within the county level, the rural households can still carry out the concurrent business in the spare time. The non-agricultural employment does not necessarily lead to the transfer of the land, but the women trans-regional mobility will inevitably lead to the transfer of land. When the young couples go out to work but quit the agricultural management, the elderly are engaged in agricultural production. Thus the rural households can still carry out the concurrent business through the vulnerable elderly labor, and non-agricultural

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employment does not necessarily lead to land transfer, so that the original gender division ("men to work while women to farm") is evolved into intergenerational division ("men and women to work while the elder to farm). Only when the elderly in poor health are unable to cultivate the land, the rural household's land will be transferred out.

Thus, this paper has the following hypothesis: (1) husband and wife have gone out together, which will promote the transfer of land; (2) The less number of home visits causes the inability to maintain the concurrent business, so the land transfer is increasing; (3) the mobility of women across the region is positively related to the transfer of land; (4) the health of the elderly is negatively related to the transfer of land; (5) the higher the income of women non-agricultural employment is, the greater the possibility of land transfer will be; (6) the more the time for women going out to work is, the greater the possibility of land transfer will be; (7) the more the family income structure depends on non-agricultural income, the greater the possibility of land transfer will be; (8) the more the land area is, the smaller the possibility of land non-agricultural transfer will be; (9) if the employed women will have a strong intention to stay in the city, the possibility of land transfer will be greater; (10) if the employed women have a strong intention to return to the countryside, the possibility of land transfer will be smaller.

2. Methodology

The data are from the survey for migrant workers of Guangdong Pearl River Delta and Jiangsu in from April to August of 2011. In this survey, 810 questionnaires are distributed and 735 valid questionnaires are obtained with the recovery rate of 90.14%, in which there are 131 valid questionnaires in Jiangsu Province and 604 valid questionnaires in Guangdong.

Among the migrant workers, 70.20% are men and 29.80% are women; 66.39% are married and 33.33% are unmarried. In 735 samples, 454 ones are for the couple going out to work together (There are four types: the couple go out to work together without children; the couple go out to work together while the elderly take care of children at home; the couple followed by minor children; the couple followed by minor children and the elderly; the couple by minor children, the elderly and other family members), accounting for 61.63% of the total number of samples; 281 ones are for the individual going out to work alone (an unmarried person goes out to work alone; a married person goes out to work alone, and the wife or the husband takes care of children at home), accounting for 39.27% of the total samples.

3. Result and Discussion

3.1. Statistical characteristics of non-agricultural employment of married women

The education level of migrant workers is concentrated in the junior high school and the average year of education is 9.25. There is not much difference between men and women. The age of the couple going out to work together is concentrated in 36-45 and 21-35. At 21-35, women are about 5 percentage points lower than men due to marriage and childbirth, while at 36-45, women are about 5.4 percentage points higher than men, indicating that married women over 36 years old have an increase in non-agricultural employment.

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In 488 married samples accounting for 66.39% of all the samples, the samples for the couple going out to work together account for 88.73% and 58.91% in samples of all migrant workers; while the samples for a married person going out to work alone, and the wife or the husband taking care of children at home account for 11.27% and 7.38% in 488 married samples and samples of all migrant workers. Namely, 88% of married migrant workers and nearly 60% of migrant workers are going out to work by couples. The individual migrant workers are mainly unmarried, so discrete labor migration mode of "men to work and women to farm" or "women to work and men to farm" is no longer the main mode of migration for married migrant workers.

Most of Migrant women have a job. At present, the majority of migrant workers are the couples going out to work together.

The average monthly income of men and women increases with age, reaches the highest in the 36-45 age group, and then decreases with age, so the relationship between monthly income and age is parabolic. There is gap of the monthly income for both genders, and the average monthly income of women is about 85% of men's. If women spouses carry out non-farm employment or accompany, the psychological costs caused by the long-term separation of migrant workers and family are reduced with effects of family reunion and income increase. Two people have non-agricultural income in the mobile family, thereby increasing capacity to pay for living expenses of children and the elderly in the city with increased urban income and living capacity, which promotes the family permanent migration.

Non-agricultural employment areas are divided into intra-county employment (local transfer separation from land rather than hometown) and cross-regional mobility. With the 5–hour ride between the rural hometown and the workplace as the bound, intra-county employment is for within 5 hours while the cross-regional mobility is for more than 5 hours. In all samples, the cross-regional mobility of married couples going out to work together accounts for about 75%, which is significantly higher than the proportion of migrant workers alone, indicating that married couples going out to work together are more likely to the cross-regional mobility. Jin Yihong (1998) conducts a study on non-farm transfer in the developed areas of South Jiangsu Province points out that the trans-regional mobility can only be mainly composed of young and well-qualified unmarried women, while the non-agricultural transfer of married women gives priority to "local transfer separation from land rather than hometown" and "work near the house". It is also indicated that the proportion of migrant workers alone is higher in intra-county employment, and the proportion of migrant women workers alone is higher in intra-county employment by 10 percentage points than that of men. .

The above descriptive statistics show that migrant workers give priority to couples going out to work together. Over 36-year-old married women have a higher proportion of non-farm employment. More than 80% of migrant married women with non-farm employment and couples going out to work together tend to move across the region, whose land is cultivated by the elderly.

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3.2. Empirical analysis of rural women's non-farm employment and rural households' land subcontract

The impact of married or unmarried women non-agricultural employment on the subcontracting of land may be different. In this paper, the impacts of married or unmarried women non-agricultural employment on the subcontracting of land are analyzed respectively.

In 735 questionnaires, the number of married families is 488, the number of women respondents who achieve non-farm employment is 133, and the number of men respondents whose women spouses achieve non-farm employment is 355. In the questionnaire, "whether the land is transferred to other people" represents the land transfer, including the following choices: (1) all lands are given to others for cultivation, namely the whole subcontracting of land; (2) one part of lands are given to others for cultivation while the other part of lands are cultivated by selves, namely the part subcontracting of land; (3) all lands are barren with no subcontracting; (4) all lands cultivated by selves with no subcontracting. In the 488 married families, 241 families' lands are whole subcontracted and partially subcontracted, and 247 are not subcontracted.

The binary logistic regression model is used with "whether there is a land subcontracting tendency" for the dependent variable Y: Y = 1 indicates the realization of the land subcontracting, Y = 0 indicates that the land has not been subcontracted. All the independent variables are denoted by X1-X14, and all the above attribute indexes are quantified.

Model mechanism

According to the mechanism of migrant worker' land subcontracting tendency, this paper uses the binary logistic regression model to analyze the factors that affect the migrant worker' land subcontracting tendency and the basic form of the model is:

$$p_i = F(z=1 \mid y_i) = 1/(1+e^{-y_i}) \qquad (1)$$

Where p_i represents the probability of migrant workers' land subcontracting tendency; F represents the probability of the migrant worker' land subcontracting tendency after giving a value; z is a random variable of 0 or 1, and (1) is the conditional probability of z = 1.

After finishing: $e^{-yi} = (1-p_i)/p_i$

$$y_i = Ln[p_i/(1-p_i)] \qquad (2)$$

The model is a linear estimation model in the form of $y_i = X_i\beta + \mu$ (3)

X_i denotes the influencing factor vector, and β is the coefficient to be estimated. Factors in the model include: the personal characteristics of migrant workers(X3, x9, x12); the family characteristics of migrant workers (x8, x13, x12); work situation of the workplace (x4, x 5, x7); the land situation (x3, x6, x9, x12); and whether women go out to work and the future development(x10, x11). Results Analysis is shown the Table 1.

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Table 1. Binomial logistic regression analysis model for non-agricultural employment of married women and rural subcontracting model

						95% C.I. of EXP(B)	
	B	S.E	Wald	Sig.	Exp (B)	Lower limit	Upper limit
Step 1							
X1 Age	.028	.113	.060	.806	1.028	.824	1.283
X2 Education level	.129	.128	1.006	.316	1.137	.885	1.462
X3 Migrant workers' child age group	.119	.082	2.109	.146	1.126	.959	1.323
X4 Women's monthly income (Yuan)	.088	.067	1.690	.194	1.092	.956	1.246
X5 Women's working time (year)	-.157	.133	1.380	.240	.855	.658	1.110
X6 Main source of income	.145	.150	.935	.334	1.156	.862	1.550
X7 Whether the current job is satisfactory	-.204	.142	2.072	.150	.815	.617	1.077
X8 Whether women want to go back home for farming	-.093	.133	.485	.486	.911	.702	1.183
X9 Whether the number of returning home from the workplace is reduced	.260	.145	3.212	.073	1.297	.976	1.724
X10 Leave or stay in urban and rural areas when they do not work	-.106	.141	.569	.451	.899	.683	1.185
X11 Whether women are non-agricultural employment	.264	.183	2.087	.149	1.302	.910	1.863
X12 The distance between the workplace and the home	.339	.198	2.932	.087	1.404	.952	2.071
X13 Health and farming of the elderly at home	-.727	.223	10.57	.001	.483	.312	.749
X14 The family per capita land area	.094	.126	.560	.454	1.099	.858	1.408
Constant term	-1.38	.816	2.647	.104	.265		
Step10							
X9 Whether the number of returning home from the workplace is reduced	.242	.142	2.915	.088	1.274	.965	1.682
X11 Whether women are non-agricultural employment	.320	.150	4.558	.033	1.378	1.027	1.849
X12 The distance between the workplace and the home	.395	.191	4.271	.039	1.485	1.021	2.161
X13 Health and farming of the elderly at home	-.652	.211	9.521	.002	.521	.344	.788
Constant term	-1.259	.452	7.774	.005	.284		

The above table indicates that there is a significant correlation between X9 (whether the number of returning home from the workplace is reduced), X11 (whether

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women are non-agricultural employment), X12 (the distance between the workplace and the home) or X13 (health and farming of the elderly at home) under the significant level of 0.05. The binomial logistic regression equation is further determined:

$$p = 1/(1 + e^{1.259 - 0.242X_9 - 0.32X_{11} - 0.359X_{12} - 0.652X_{13}}) \qquad (4)$$

In (4), p shows the probability of migrant workers' land subcontracting tendency. When the married women achieve non-farm employment X11, the number of returning home from the workplace is reduced X9 or the elderly at home in poor health cannot cultivate land X13, the probability of land subcontracting will increase.

Using the control variable method for analysis, the men spouses are more likely to achieve non-farm employment if the married women achieve non-farm employment of the family. Such couples both migrate in the external non-agricultural employment; the possibility of subcontracting land to other rural households is increasing due to lack of labor, so the hypothesis (1) is accepted. When the number of married women who go home from workplace is less, their core family is more likely will live in workplace for longer periods and is more likely to subcontract rural land to other rural households, so the hypothesis (2) is accepted. If the distance between married women and their hometowns is farther, that is, married women to achieve cross-regional mobility and cannot frequently travel between rural home and workplace to maintain the concurrent business, the possibility of subcontracting land to other rural households is increasing, so the hypothesis (3) is accepted. When the young workers in the family go out to work and the elderly in the poor health cannot cultivate the land, the possibility of subcontracting land to other rural households is increasing due to lack of labor, so the hypothesis (4) is accepted.

The women's non-agricultural employment income level, women's working time, non-agricultural employment women's city residence wishes and other variables have no effect on the land transfer, so the hypotheses (5), (6) and (9) are rejected possibly because the concurrent business is the rational choice of rural households to impact the transfer of land. While there is no relevance between women's non-agricultural employment income level, women's working time or non-agricultural employment women's city residence wishes and the concurrent business. The income structure giving priority to the non-agricultural income is irrelevant to the transfer of land, which may be collinear with the hypothesis (1). The per capita land area of the family is not related to the transfer of land possibly because the per capita land area of rural households is usually less (below 3-4 mu), and there is no too much family land area that is unable to be cultivated and transferred. On the contrary, the smaller the land area is, the more inclined rural households carry out concurrent business relying on the weak labor and sporadic time rather than transfer the land out. They are willing to transfer the land when cannot achieve the concurrent business. There is no correlation between the women who have the willingness to return to the countryside and the transfer of the land, since the land subcontracting when out and the land back after returning are not contradictory.

The above model analyzes the tendency of rural land subcontracting in family where married women realize non-agricultural employment. And is the tendency of rural land subcontracting in family where unmarried women realize non-agricultural employment higher? The binary logistic regression model is used to analyze the

influencing factors of family land subcontracting in family where unmarried women realize non-agricultural employment.

Variant selection

There are 85 samples of unmarried women who realize non-agricultural employment. According to the hypothesis, the independent variables with the removal of children age and whether women are non-agricultural employment (two variables), the other 11 variables are the same as the married women model. With "whether the family land is subcontracted" as the dependent variable Y, there are 41 samples of the land subcontracting (Y=1) and 44 samples of the land without subcontracting (Y=0). Logistic regression model and SPSS17.0 software are used to analyze. The results are shown in Table 2.

Table 2. Logistic stepwise regression model of unmarried women' non–agricultural employment and rural households' land subcontracting

						95% C.I. of EXP(B)	
	B	S.E	Wald	Sig.	Exp (B)	Lower limit	Upper limit
Step 1							
X1 Age	-.630	.392	2.586	.108	.532	.247	1.148
X2 Education level	-.185	.335	.306	.580	.831	.431	1.601
X3 Women's monthly income (Yuan)	.140	.196	.504	.478	1.150	.782	1.690
X4 Women's working time (year)	.611	.569	1.155	.282	1.843	.604	5.619
X5 Whether the current job is satisfactory	-.584	.473	1.523	.217	.558	.221	1.410
X6 Whether women want to go back home for farming	.278	.395	.495	.482	1.320	.609	2.861
X7 Whether the number of returning home from the workplace is reduced	-.021	.678	.001	.976	.980	.259	3.702
X8 Leave or stay in urban and rural areas when they do not work	.090	.365	.061	.805	1.094	.535	2.240
X9 The distance between the workplace and the home	-.140	.540	.067	.795	.869	.302	2.505
X10 Health and farming of the elderly at home	-1.350	.609	4.918	.027	.259	.079	.855
X11 The per capita land area of the family	.198	.502	.155	.694	1.219	.455	3.262
X12 Women's monthly income (Yuan)	.289	.431	.450	.503	1.335	.574	3.106
Constant term	.128	2.140	.004	.952	1.137		
Step10							
X10 Health and farming of the elderly at home	-1.222	.473	6.690	.010	.295	.117	.744
Constant term	.389	.283	1.899	.168	1.476		

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In Table 2, the control variable method is used to analyze at the significance level of 0.05, showing the effect of unmarried women's non-farm employment on the trend of subcontracting of land is not significant. There is a significant correlation between the independent variable (X10 health and farming of the elderly at home) and the dependent variable (land subcontracting tendency Y). The binomial logistic regression equation is further determined as follows:

$$p = 1/(1 + e^{0.389+1.222X_{10}}) \qquad (4)$$

Unmarried women go out to non-farm employment and their parents still have the ability to cultivate land, so the land subcontracting tendency is not obvious, and thus the hypothesis (4) is established. The unmarried women are ultimately changed into married women, so the impact of married women' non-farm employment on the land transfer is more meaningful.

4. Conclusion

In conclusion: (1) The non-agricultural employment of men members does not necessarily lead to rural households' land transfer. Rural households can get economy of dividing through the concurrent business of "men to work while women to farm" and "semi-industry and semi-farming" to diversify the economic risks of the family.

Based on the analysis of gender perspective,the increase of the non-agricultural employment of rural married women will help to promote the development of land transfer market.. (2) With the increase in the employment rate of married women, the gender division of "men to work while women to farm" is developed into intergenerational division "young men women go out to work while the elderly to farm". The labor supply to agriculture of the elderly (over 50 years old) becomes an important part of agricultural production. (3) In spite of the supply of agricultural labor for the elderly, the number of concurrent business rural households will continue to be reduced with the increase in the non-farm employment of rural married women so that "non-rural households" will be further increased, thus promoting the differentiation of rural households and slowing the trend of agricultural feminization.

The policy meaning of this paper: rural households is a supply side in the rural land transfer market, and increasing married women employment will promotes more rural households to be out of agricultural production, which will help development and expansion of the land transfer market. Women's non-agricultural employment helps to reduce the feminization of agriculture and the degree of concurrent business, which is conducive to the transformation of extensive and small-scale agriculture to modern agriculture. Therefore, the promotion of non-agricultural employment of women will further promote the development of rural land circulation market and the differentiation of rural households. The supply of agricultural labor of new rural households will be further developed with the increase of non-agricultural employment rate of married women.

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