Measuring the Level of 'Acceptable Work' Carried Out by Grain Farmers

Shengmei Cong*

School of Information
China Agricultural University
College of Economic &Management
Beijing, Beijing, China

Abstract — **Research on 'Acceptable Work', also termed 'decent' work in this paper and elsewhere, is of great importance for ensuring food security and solving rural issues all over the world. In this paper we build a 5 dimensions index system consisting of: survival, labor safety, social property, respect and self-realization to measure farm workers' 'acceptable work' level. Then we measured grain farmers' acceptable work standard with the use of questionnaires acquired in China. The acceptable work score was 16.44, full marks was 25, so this score just passed the test. Survival need was the lowest, as well as other needs not high, therefore we can conclude that China grain farmers' acceptable work is at the basic phase, grain farmers' acceptable work level was not very high.**

Keywords- decent work, Grain farmers, indicator, measurment.

I. INTRODUCTION

Food security issues were a long-term concern of China. Food is not only the people's livelihood and national economic security of important strategic materials, but also the people's most basic means of subsistence. Food security is closely related to social harmony, politics stability and sustained economic development. As the food producers, farmers' activities can influence national food security heavily. Although the states has introduced various types of agricultural policy, agricultural subsidies to boost food production and improve farmers' enthusiasm for growing grain, the phenomenon of abandon species, doing other jobs instead of farming and so on is still emerging and will be a serious threat to national food security in the long run. Many scholars have researched affect factors on farmers' enthusiasm for growing grain, but the research on farmers themselves' acknowledge, attitudes about growing grain behavior are few. This paper aimed at introducing a new definition to our research, which was "decent work". "Decent work" is defined as "in conditions of freedom, equity, security and conditions to protect human dignity, both men and women are able to obtain decent and productive work opportunity ", core rights at work, employment, equality and social protection and social dialogue [1]. It was first proposed by the ILO in the 87th session of the International Labor Conference meeting. If we regard farmers' growing grain, abandonment or working out of farm phenomenon as a normal career choice behavior, research of the decent work about peasant will provide a new view for us to analysis Chinese peasant problem and put forward advices to improve peasants' decent work standard, since decent work involves many policy aim and hot spot such as income, working enthusiasm, personal development, social status .et.

The contribution of this paper is, therefore, three parts. Since indexes system about peasants' decent work does not exist, we make peasants' decent work evaluation indexes. Second, based on a unique dataset from Henan Province in China, we examine this indexes system with exploratory factor analysis (EFA) by SPSS 20.0. Thirdly, we used the indexes to measure grain farmers' decent work level.

To our knowledge, this is the first paper which makes a unique indexes system for exploring peasants' decent work standard. Thus, our investigations will provide a valuable contribution to the peasants' problem in China as well as other countries.

The remainder of the paper is organized as follows: in the second part, we will provide a brief overview of the decent work and put forward Maslow's hierarchy of needs to help make peasants' decent work evaluation indexes. In the third part, the data are presented, and the exploratory factor analysis method will be used to investigate the indexes. The fourth part was the measuring of grain farmers' decent work. After the discussion of the results, the paper ends with conclusions and suggestions for future research.

II. LITERATURE REVIEW AND THEORY

A. *Literature review*

The study of the decent work is still in its infancy.

At first, the study focused on the concept, content, understanding of decent work. Former UN senior economist Richard Anker and the United Nations Department of Social Research Development Officer Dharam GHAI are representative scholars. Ghai [2] believed that rights, employment, social protection and social dialogue are the core of decent work. Gerry Rodgers [3] showed that decent work included both economic and social goals, it linked employment, power, security, representation and other features, it was a holistic concept.

After the twenty-first century, scholars began to focus on decent work measurement problems. Richard Anker et al. [4] researched the measure dimensions of decent work and

classify into 11 categories and 63 specific indexes; David Bescond et al. [5] presented the "decent work deficit" to measure different countries' decent work level with the use of 7 indicators from the opposite face of decent work; Standing [6] and Florence Bonnet et al. [7] selected seven indicators to measure the level of decent work separately from the macro, media and micro levels; Ghai [2] selected 11 primary indicators based on four objectives of decent work to measure this level; James et al. [8] proposed the work environment index to measure the level of decent work, including three aspects: job opportunities, quality of work and workplace fairness; Thore et al. [9] used data envelopment analysis to evaluate decent work at the national level.

In recent years, more and more china scholars began to research decent work's measuring indexes. Xiaomei Shen et al. [10] presented indexes systems based on the four strategic objectives of decent work. Weide Huang et al. [11] put forward to five dimensions including labor security, income security, job security, labor skills security and representation security as knowledge workers' decent work structure, then developed appropriate measurement scale. Jing Chen [12] constructed five dimensions, 14 indicators and 51 basic elements of the Decent Work Index System to measure urban informal employment groups' decent work level. Yuelan Ding et al. [13] picked five integrated factors-- employment environment, employment opportunities, income, rights, labor relations—to measure decent work standards of 31 provinces in China with the use of factor analysis.

"Decent work" exists huge differences among different groups. Macro-level research includes countries' [5, 7, 11] and provincial [8, 13] Workers of decent labor standards, micro-level research includes front-line employee groups, migrant workers, urban informal employment groups [12] , knowledge employee groups [14], agricultural producers [15], female decent work situation [16] and so on.

To summary, most of the indexes are made based on conception and target of decent work itself, few has aimed at peasant groups. This paper tries to bring new theory into decent work measuring .New group of peasant, especially grain growing farmers will be our research goal with 1803 data acquired from Henan Province in China.

B. Theory—Decent work and Maslow's hierarchy of needs

We attempt to bring Maslow's hierarchy of needs theory to our research, according to the definition of human needs theory to define the demand for labor, providing a theory endorsement for our decent work indexes building of peasants. Maslow's hierarchy of needs divide into five demands, just like a ladder from low to high, physiological demand, the demand for security, emotional and attribution, demand respect and self-realization respectively. Similarly, the basic dimensions of grain farmers decent work measuring can also be classified to five, followed as survival needs, the needs of labor conditions, social property needs, respect needs and self-realization needs.

Grain farmers' decent work indicators system can be divided into three levels. The first level is dimension establishment, which has been determined before; the second level is the specific indicators, this level focuses on the definition of types and meaning of the indicators; the third level is measuring indicators, due to the specific Indicators usually can not directly react by the data available, so we need to use other available indicators to describe this indicator.

It is notable that grain farmers' decent work is a kind of labor built on individual level. Individual labors' decent work standard is a perception labors treat to their job, the differences between needs and values will definitely leading to perception difference among different people. Therefore, specific indicators include not only an objective description of the index, but also competent evaluation indicators.

III.   DECENT WORK INDEX BUILD

Grain farmers' labor is a "decent work" on the layer of individual performance. Individual standard of decent work is perception which labor reacts to their work. The difference of values will inevitably lead to the difference of perception among different people. Therefore, specific indicators include not only the objective descriptive indicators, but also should include the subjective evaluation index.

The next paragraph will determine specific indicators and measurable indicators respectively according with the upside dimensions. Due to significant difference grain farmers and general workers has in the working characteristics, income, guarantee and so on, so the index build will fully consider the reality of grain farmers, trying to measure grain farmers' decent working standard with the most intuitive and available data.

A. The survival needs dimension

Workers must be able to maintain essential supplies through labor to keep their own development, which is the most powerful driving force to promote labor trying hard. If it doesn't meet, survival will be difficult.

Work opportunity means workers have the opportunity to participate in the work, decent work must be built on a labor who has had a job, so work opportunity is a specific indicator of labor demand under survival. Take grain farmers into think, work opportunity can be understood as the opportunity for farmers to grain。

Sustainability labor means farmers can undertake long-term grain production labor and the labor can be stable and sustainable to provide income. Farmers' land resource allocated can be long-term cultivated in China, labor continuity is guaranteed, which however, sustainable and stable labor income needs to be measured.

The third specific indicator is the income level of labor, which directly determines living standard of workers, is the most critical needs for survival.

For ease of use them, we numbered them with A1 to A7 as Table I．.

TABLE II. SURVIVAL NEEDS

survival needs	◆work opportunity	•the number of family-owned land	A1
	◆the sustainability of labor	•participation in the agricultural natural disaster insurance •government subsidies level after natural disasters	A2
			A3
	◆income level	•grain revenue satisfaction degree	A4
		•satisfaction degree of the purchase price for wheat	A5
		•satisfaction degree of the purchase price for corn	A6
		•whether to meet basic household needs just relying only farming income	
			A7

B. The needs of labor safety

According to the definition of Maslow's hierarchy of needs, safety involves labor safety, occupational safety, stable life, future security, etc., to be exhaustive: ①material: such as operational safety, labor protection and health care benefits, etc. ②economic: such as unemployment, accident, pension and so on. Therefore, the demand for labor safety can be divided into three parts, labor environment, labor time and labor security.

We numbered them from B1 to B9 as TABLE III .

Table II. THE NEEDS OF LABOUR SAFETY

The needs of labour safety	◆labor environment	•whether the field environment is satisfactory •whether water conservancy is satisfied	B1
			B2
		•whether the road back and force the field is satisfied	B3
		•farm working does not badly affect my health	B4
	◆labor time	•total labor time	B5
		•the degree of freedom of labor time	B6
	◆labor security	•the Medicare participation degree	B7
		•pension participation degree	B8
		•the minimum living standard security participation degree	B9

C. Social property needs

Social property is interaction among people. Decent work about social property is in fact recognition and love workers feel from other people, it also embody "equality" labor as Table IV. Recognition and love can come from friends, community or government, therefore specific targets can involve relative recognition, social recognition and government recognition.

TABLE III. SOCIAL PROPERTY NEEDS

Social property needs	◆relatives recognition	•parental support about grain production job	C1
		•spouse support about grain production job	C2
		•friends support about grain production job	C3
	◆social recognition	•grain production is a good job in the mind of community	C4
		•grain production get a high social status	
			C5
	◆government recognition	•satisfaction degree about food subsidies	C6

D. Respect needs

Respect is a person who hopes to be respectable, prestigious and respected, trusted and highly valued by others as Table V .

TABLE IV. RESPECT NEEDS

Respect needs	◆social discourse power	•better able to participate in village affairs	D1
		•the village leader can response to labor's suggestion quickly	D2
		•all kinds of disputes can be resolved timely and well	
		•good communication mechanism up and down	D3
			D4

4.3

E. Self-realization needs

This is the highest level of human need, it refers to the person who realizes personal ideals, aspirations, maximize their individual abilities, reach the realm of self-realization. People should do competent work, this will make them feel the greatest happy as Table VI.

TABLE V. SELF-REALIZATION NEEDS

Self-realization needs	◆Job satisfaction	•doing grain production job voluntarily	E1
		•doing grain production job for increasing the income	E2
		•being favorite of grain production	
		•acquiring a sense of accomplishment by grain production	E3
		•doing huge contribution to society by grain production	E4
			E5
	◆Personal development	•fully using their individual capacities	E6
		•great help of improving the ability	E7

IV. SAMPLE DATA

After the indexes system was defined, the next work was collecting data to test our system's rationality and correctness.

The data we use for our empirical analysis was from Henan Province in China. There are 13 provinces designated as major grain producing areas in China, Henan is one of these provinces. Henan total grain output reached 1154.46 billion kilograms in 2014, had increased for 11 consecutive years, accounting for 9.5% of national total outputs. However, compare with grain production, Henan's economic development has fall behind a lot. Henan Urban resident per capita income ranked the 17th, rural per capita disposable income ranked the 20th. To a certain extent, farmers in Henan Province have a low income and life quality, which leads to lacking of enough enthusiasm to participate in grain production, many farmers choose to change their jobs—if we regard grain production as a kind of job—such as working for factory. More and more fields are neglected, which will be a strict challenge of Chinese food security. The problem of Henan Province partly represents problem in the whole China. So it's suitable to choose Henan Province as our research location and data source.

There are many counties in major grain producing areas which are small units for grain production, such as Baofeng in Pingdingshan City, Xiping in Zhumadian City. Henan Province is still too big to do survey, so we can continue to pick some major grain production counties as the samples. Since China has 14 hundred million people and Henan Province is a populous province with 96.13 million people, relying on the unit of county is still too large. Finally, we selected part of villages from major grain producing counties in the following seven cities--Pingdingshan, Zhoukou, Nanyang, Luohe, Shangqiu, Xuchang, Zhumadian--to carry out our questionnaire survey work.

We conducted a test questionnaire survey in the village of Sanjiadian in Luohe City in May 2015, tried to find and solve some problems survey may arise. The formal research work began at June 2012 and end at the bottom of this month. Considering the wheat harvest season, the phenomenon such as part of farmers didn't at home which could lead sample biased won't happen, restitute grain farmers' status at the maximum. Villages in different regions have different sizes, the number of samples in different areas is not the same as well, usually 25 parts per village usually. Some villages fluctuated depending on their population. Samples numbers were shown in Table 1. The questionnaires recover a total of 2138 copies, of which 1803 copies are valid. Since this research covers in larger quantities, a large amount of incomplete samples were removed at the sample selection process. The samples under reservation kept high information integrity rate to maximize the reduction of real situation.

Decent work indicators for grain production peasants use Likert scale to do data collection, each question has "very satisfied", "satisfied", "general", "unsatisfactory", "very dissatisfied" five options, surveyed person choose one according to their own circumstances. In the data processing, five options --"very satisfied", "satisfied", "general", "unsatisfactory", "very dissatisfied" -- were successively given "5 points", "4 points ", "3 points "," 2 points "," 1 point " to calculate.

V. EMPIRICAL ANALYSIS OF INDEXES SYSTEM RATIONALITY

After the questionnaires were collected, it's time to testify the indexes system's rationality and correctness. What should we do? We need to do the item analysis, validity and reliability test to verify the reliability and validity of the questionnaire by SPSS 20.0, provide mathematical logic support to grain farmers' widely used of "decent work" index system.

A. Item analysis

Item analysis was to examine the reliability of each subject. Six indicators(decision ration, relation between subjects and total scores, relation between correction subjects and total scores, value of α when subject was deleted, communalities, factor loading) were contained to judge the reliability of each subject. The next paragraph will introduce them.

"Decision ration" is the statistic of independent sample t test. First, we should judge whether variances of high and low scores are equal by F test, then take the corresponding value of t-test. Generally, critical ratio of t statistic standard

value is set to 3.000. If the value is less than 3.000, the identification of this subject is bad and can be considered to delete. "Relation between subjects and total scores" indicates the homogeneity level of one subject and the whole index system. Not only relation between subjects and total scores should behave significance, but also correlation coefficient should be at least 0.4 or more, otherwise it should be deleted. "Relation between correction subjects and total scores" refers to the correlation between one subject and the rest of the subjects add up, when the value is greater than 0.4, it means this subject has high relevant and should be retained. "value of α when subject was deleted" means the whole scale's α coefficient change situation when one subject is deleted, if the value becomes higher than usual, it means this subject is not consistent with the rest of the subjects and should be deleted. "Communalities" means one subject can explain variance of common traits, the higher the degree of communality the higher measure level of decent qualities. When the value is less than 0.2, it is considered to delete. "Factor loadings" represent relation close degree between one subject and the common factor, the index can't less than 0.45, or it should consider deleting.

The results shows that the decision ration is larger than 3.000; relation between subjects and total scores all shows significant (data not listed here), and all of the correlation coefficients were 0.629 above, the correction correlation coefficients are all 0.598 above, higher than the standard of 0.4; internal consistency coefficient α of all subjects is 0.969, value of α when either subject was deleted is smaller than 0.969; communalities were higher than 0.373, passed the test of not less than 0.45. In summary, all subjects in decent work indicators system passed the item analysis with 0 number none attainment.

B. Validity testing

Validity means scale can measure the level of one certain problem. In our research, it means the scale we made can measure the level of grain farmers' decent work.

Validity testing involves content validity, expert validity and construct validity. Decent work indexes Scale based on a large amount of paper research at the beginning of the preparation. Combining with Maslow's hierarchy of needs, the scale is divided into five dimensions, we can say this scale has content validity. In addition, relevant experts take part in investigation after the completion of the sample in order to determine the effectiveness of the various subjects, so the scale also has expert validity. Since Construct validity has logic analysis as foundation, it tests theory proper by the actual data obtained at the same time, so it is a very rigorous testing method. The following paragraph will introduce construct validity.

After the item analysis, we need to do the factor analysis of scale, factor analysis aims at acquiring the construct validity. We can siphon common factors among subjects by the method of factor analysis, replacing the complex data structure with relatively simple structure.

Before the factor analysis, we should test whether the data is suitable for factor analysis, KMO test can be used. KMO test for all the subjects shows the value is 0.965 which

indicates excellent relations among subjects, it is suitable for factor analysis. And then doing individual subject inspection, the value of MSA of each subject on the diagonal of Anti-image matrix were 0.930 and above, and when the MSA is greater than 0.8, it indicates this subjects is suitable for factor analysis. So, we can use the factor analysis to obtain construct validity.

By defining common factor extraction method of exploratory factor analysis, we test the construct validity of decent work Scale.

First of all, we did the factor analysis of all subjects. There are four subjects in the fourth common factor, involving "labor safety" and "social property" two dimensions, but "social property" had only one subject, C6, so we can consider to deleting it.

After deleting C6, the second common factor had two dimensions, subjects belonging to "labor safety" was less, so we deleted the largest factor loading subject in "labor safety", B2.

After deleting B2, the first common factor had all subjects of "self- realization" and two subjects of "social property", so we deleted the larger factor loading one, C5. Since the table was a little big, we would not display them from now on. Since the table was a little big, we would not display them from now on. There would be 7 tables ignored.

After deleting C5, the first common factor had all subjects of "self- realization" and only one subject of "social property", considering keeping consistency of one dimension, we deleted C4 directly.

After deleting C4, the second common factor had all subjects of "survival" and one subject of "labor safety", so we deleted B3 directly with the same reason as deleting C4.

After deleting B3, the fifth common factor had 3 subjects of "social property" and two subjects of "labor safety", so we deleted the larger one, B8.

After deleting B8, the first common factor had all subjects of "survival" and one subject of "labor safety", so we deleted B9 directly.

After deleting B9, we found that B1 had high factor loading in both the second and the fourth common factor, that mean there existed situation of crossing factors facet of subjects (one subject's load factor is greater than 0.40 in more than two dimensions). we needed to delete this subject.

After deleting B1, there were too many subjects in the second common factor, so we selected to delete the smallest factor loading subject, A1.

In the process of exploratory factor analysis, explanation of the total variance was still adding from 69.133% to 74.852%. Of course, other order of analysis can also be right. We had tested three exploratory factor analysis order, the results were consistent, B1, B2, B3, B8, B9, C4, C5, C6, A1 were deleted, Scale cumulative total explained variance increased from 69.133% to 74.852%, and rotating components matrix were in line with the initial set of classification.

After exploratory factor analysis, the subjects preserving aggregated into five dimensions, the subjects each dimension involves coincide with the original indexes system, can clearly be named. Each subject's load volume in owned class

is over 0.40, and there exists no situation of crossing factors facet of subjects (one subject's load factor is greater than 0.40 in more than two dimensions). The number of subjects in each dimension was 7, 6, 4, 4 and 3 separately, less than the initial system. In summary, the Construct validity of the grain farmer decent work indicators was very good.

C. Reliability analysis

After factor analysis, we need to conduct reliability tests to measure the stability and consistency of the ultimate scale. The larger the reliability of scale, the smaller the standard error of measurement.

We do the internal consistency coefficient α test for all the subjects and subjects among different dimensions, results are not shown here. All subjects' α coefficient was 0.960, indicating that the whole scale' reliability is amazing good. Each dimension's α coefficient is all over 0.8, four of them are over 0.9. When the value is over 0.8, it indicates a very high confidence, when α coefficient is over 0.9, it means a even higher confidence than 0.8.

Observe the value of "Cronbach's Alpha value when one subject is deleted" (There are too many data to be showed), we can see that the new α value after either subject is deleted will be lower than the original value, indicating either subject is of good consistency with the rest of the remaining subjects in one dimension.

In summary, the reliability scale of grain farmers' decent work indicators system is ideal.

D. Final decent work indicators system

After empirical analysis of the original scale, nine indicators are deleted, the rest of the indicators show very well and have passed the validity testing and reliability analysis as well. As far as we know, the new revise scale can measure grain farmers' decent work level effectively. They

are A2, A3, A4, A5, A6, A7, B4, B5, B6, B7, C1, C2, C3, D1, D2, D3, D4, E1, E2, E3, E4, E5, E6, E7.

VI MEASURING GRAIN FARMERS' DECENT WORK

A. Measuring method

Due to the different measurement indicators, their meaning, units, etc. were not the same, therefore, we should standardized them before the application. David Bescond proposed that, measurement indicator = (the summation of all indexes value - the maximum value – the minimum value) / (total index numbers - 2); Ghai used the formula, decent work index= (the summation of all indexes sequence value) / (total index numbers), to measure decent work; Standing [17] advanced the method, decent work index= (the true value – the minimum value) / (the maximum value – the minimum value), to measure some company staffs' decent work index.

Since we used 5-point Likert scale form in our questionnaire, respondents were asked to describe the match degree about the content of questions according to their actual. So our measuring caliber was unitary, we needn't to standardize them. In Likert scale, very satisfied was valued 5, satisfied was valued 4, general was valued 3, not satisfied was valued 2, very unsatisfied was valued 1.

Usually, decent work value was the sum of five survival dimensions, each survival dimension score was the average of its' questions' values. Decent work also was the average of all farmers' decent work values, and personal decent work value was the sum of its' five dimensions, each survival dimension score was the average of its' questions' values. The two methods had the same outcome.

B. Measuring result

TABLE VI. DECENT WORK SCORE

Subject number	Average score	Need level average score	Subject number	Average score	Need level average score
A2	3.17	2.98	D1	3.43	3.43
A3	3.09		D2	3.47	
A4	3.04		D3	3.44	
A5	2.83		D4	3.40	
A6	2.85		E1	3.27	3.24
A7	2.91		E2	3.31	
B4	3.20	3.41	E3	3.21	
B5	3.29		E4	3.21	
B6	3.46		E5	3.27	
B7	3.70		E6	3.23	
C1	3.37	3.38	E7	3.20	
C2	3.44		average	3.25	3.25
C3	3.33		**Decent work score**	16.44	16.44

When we used the first method to measure, the result was in Table VII. The survival need dimension score was 2.98, the lowest one. Respect score was 3.43, the highest one. Labor safety had a score of 3.41, social propriety had a score of 3.24. The decent work score was 16.44, full marks was 25, so this score just passed a test. Grain farmers' decent work level was general. China grain farmers needed to

increase its' treatment from many parts. Especially on survival need, we know it is the basic and first need on labor, the satisfactory of survival need was low, as well as other needs not high, we can say that, China grain farmers' decent work focuses on basic phase. People are more concerned about their basic need, while lacking the concept of other need.

TABLE VII. FIVE DIMENSIONS CONTRAST
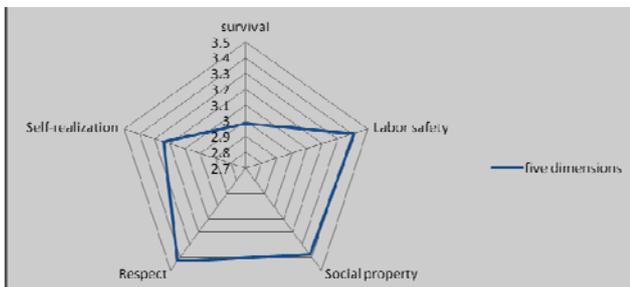
Five dimensions can be contrasted in Table VII. Survival need was the lowest score, then was the self realization. It may because self realization was the high pursuit of people, people had a distinct concept about it. The other three needs had a similar score, they are close to the average score, 3.25.

Table VIII. has five dimensions score distribution. All five dimensions had the maximum score 5 and the minimum core 1. We can see that most dimensions' score focused on 2 to 4. For the survival need, scores less than 2 had a numbers of 253, the number of people was the most in five dimensions whose score low to 2. Consider scores bigger than 4, the number of people in survival need was the least. Combine with survival need score was the lowest in five dimensions, we could see that survival need was the least decent parts of farmers work.

Personal decent work value was the sum of its' five dimensions. Table IX has the personal decent work score distribution. Less than 2.3% people had very low scores. Scores between 10 and 20 accounted for 86.6%. The full marks were 25, so 40.9% farmers' decent work score was fail. China grain farmers' decent work performed not well.

TABLE VIII. FIVE DIMENSIONS SCORE DISTRIBUTION

dimension	No more than 2	(2,3]	(3,4]	Bigger than 4	Maximum score	Minimum score
survival	253	842	558	150	5	1
Labor safety	67	551	979	206	5	1
Social property	143	779	695	182	5	1
Respect	103	651	850	199	5	1
Self-realization	141	771	686	205	5	1

TABLE IX. PERSONAL DECENT WORK SCORE DISTRIBUTION

Personal decent work score	No more than 10	(10,15]	(15, 20]	Bigger than 20
Number of people	42	695	866	205

VII. CONCLUSION

Grain farmers play an important part of national food security. Although the states have introduced various types of agricultural policy, agricultural subsidies to boost food production and improve farmers' enthusiasm for growing grain, it works not very well and will be a serious threat to national food security in the long run. Many scholars have researched affect factors on farmers' enthusiasm for growing grain, but the research on farmers themselves' acknowledge, attitudes about growing grain behavior are few. Decent work involves many policy aim and hot spot such as income, working enthusiasm, personal development, .et. So research of the decent work about grain farmers will provide a new angle to analysis Chinese peasant problem and put forward advices to improve peasants' decent work standard.

In this article, we tried to build indexes system of measuring grain farmers' decent work. Maslow's hierarchy of needs was first cited into decent work as one of our theory basis. Grain farmers' "decent work" index system can be divided into "survival need", "the needs of labor safety", "social property needs", "Respect needs", "self-realization needs" five dimensions, 9 specific indicators and 24 measurable indicators. To make our indexes system more credible, we organized a research aiming at grain farmers, obtained a unique data for us to clarify our indexes system's science and rationality. The results are very satisfactory,

indicating that the scale itself is effective for "decent work" measure. The scale can be used as one of the index systems for measuring grain farmers' decent work standards.

After defining decent work indexes system, we measured grain farmers' decent work standard. The decent work score was 16.44, full marks was 25, so this score just passed a test. Grain farmers' decent work level was general. Among them, survival need was the least decent parts of farmers work, as well as other needs not high, we can say that, China grain farmers' decent work focuses on basic phase.

REFERENCES

[1] ILO, "Report of the Director –General", Decent Work. International Labor Conference, 87th, session, Geneva, pp. 33-36, 1999.

[2] Rodgers, Gerry, "Decent work as A Goal For The Global Eeonomy", Intemational Labour Organization, Geneva, pp. 24-25, 2002.

[3] Dharam Ghai, "Decent work : Concept and indicators", International Labor Review, vol.142, No.2, pp.113-146, 2002.

[4] Richard Anker, Lgor Chernyshev, Philippe Egger, Farhad Mehran, and Joseph Ritter, " Measuring decent work with statistical indicators. ILO Policy Integration Department", Statistical Development and Analysis Unit, Working Paper, No.2, pp. 23-25, 2002.

[5] David Bescond, Anne Chataignier, and Farhad Mehran, "Seven indicators to measure decent work: An international comparison", International Labor Review, vol.142, No.2, pp.179-211, 2003.

[6] Standing G., "From Peoples, Security Survey to a Decent Work Index", International Labour Review, vol.141, No.4, pp.441-454, 2002.

[7] Florence Bonnet, Jose B Figueiredo, and Guy Standing, "A family of decent work indexes", International Labor Review, vol.142, No.2, pp.213-238, 2003.

[8] Herntz, J,Jeannette WICKS, IM, Pollin, R., "Decent Work in America: The State-by-state Work Environment Index", Political Economy Research Institute University of Massachusetts Amherst, pp.1-10, 2005.

[9] Thore S, Tarverdyan R., "Using Data Envelopment Analysis to Quantify ILO Objective and Identify Policies Conductive to Decent Work in a Globalizing World", Socio-Economic Planning Sciences, vol.43, No.4, pp.151-164, 2009.

[10] Shen Xiaomei, Ling Ling, "Construction of multi-level evaluation index system of decent work", Research Explore,vol.11, pp.23-25, 2010.

[11] Huang Weide, Yue Linyang, "Research on Structure and Measurement of Decent work for knowledge workers Based on the Individual Level", Journal of East China University of Science and Technology, Vol.2, pp.47-56, 2014.

[12] Chen Jing, "Decent work in the urban informal employment groups Index System Construction", Economist,vol.4, pp.102-104, 2014.

[13] Ding Yuelan, Zhouli, "Measurement and Comparative Research of Decent Work on Provincial level", Journal of Anhui Agricultural University, vol.1, pp.128-137, 2014.

[14] Huang Weide, Ke Di, "The Research on Measurement Of Decent Work Level in differet Countries", Shanghai Economic Research, vol.11, pp.40-48, 2011.

[15] Dong Haijun, Zhou Qiang, "Decent work level and its influence factors of agricultural producers: Based on the survey in the Shizhen town, Zhuzhou", Journal of Hunan Agricultural University (Social Sciences) , vol.14, No.5, pp.14-23, 2013.

[16] Li Chaoyang, "Research on Labor Rights of Women in the Decent Work Perspective", Gansu Social Sciences, vol.1, pp.13-16, 2011.

[17] Standing, G., "The Decent Work Enterprise: Worker Security and Dynamic Efficiency". International Labor Office, Geneva, Switz, pp.1-20, 2003.

[18] Zhang Ningning, He Dengfa, Sun Yanpeng, et al., "The global giant carbonate field distribution characteristics and controlling factors of", Chinese petroleum exploration, vol. 2, No. 06, pp. 54-65, 2014.

[19] G. Eason, B. Noble, and I. N. Sneddon, "On certain integrals of Lipschitz-Hankel type involving products of Bessel functions," Phil. Trans. Roy. Soc. London, vol. A247, No. 2, pp. 529–551, 1955.

[20] Zhang Ningning, He Dengfa, Sun Yanpeng, et al., "The global giant carbonate field distribution characteristics and controlling factors of", Chinese petroleum exploration, vol. 2, No. 07, pp. 54-65, 2014.