



## The Research on Restrictive Factors and Countermeasures about Migrant Workers Integrate into the City

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**Abstract:** With the continuous progress of urbanization in China, migrant workers integrate into the city is related to China's urbanization and social stability directly. At present, the problem of migrant workers integrate into the city has become the focus of public concern and also the focus of research for scholars. This article analyses the current situation of China's migrant workers integrate into the city from the economic integration level, social integration level, cultural psychology level and analyses the main factors restricting migrant workers integrate into the city from the system factor, economic factor, social factor and individual factor and puts forward relevant countermeasures to promote the migrant workers integrate into the city from the aspects of government, society and the workers' own level, so that can make the migrant workers integrate into the city life better.

**Keywords:** city integration, migrant workers, restricting factors, urbanization

According to the 2014 National Bureau of Statistics released the data of total number of migrant workers has exceeded 270 million. They are a special group to appear in our country from the agricultural society to industrial society in transition. Their identity is special between the workers and farmers<sup>[1]</sup>. The figure of migrant workers can be found in all areas of the city, they are all contributing their own strength to the construction and development of the city. Without their efforts, the city modernization construction of our country is difficult to obtain such a great achievement, but as a migrant farmers, because of various institutional and non-institutional constraints, they always on the edge of the city and never really be accepted by city, suffering discrimination and bearing injustice treatment<sup>[2]</sup>. Migrant workers integrate into the city is one of the most core and urgent problems.

### 1 The current situation about migrant workers integrate into the city

At present, migrant workers occupy a large proportion in our country's floating population. According to survey results released by the National

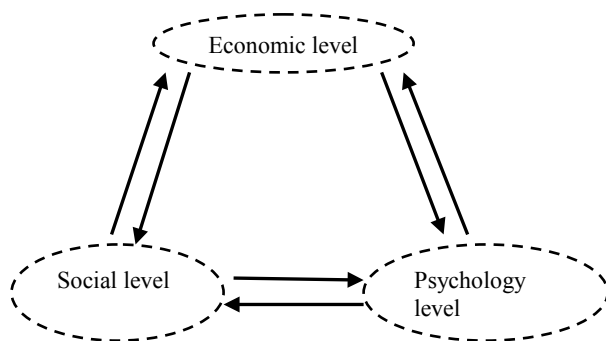
Bureau of Statistics 2014 National Migrant Workers Monitoring Report found that migrant workers employed in the secondary industry accounted is 56.6 percent, in the third industry practitioners ratio is 42.9 percent (The distribution of the employment of migrant workers is shown in Tab.1<sup>[3]</sup>. It can see that migrant workers are mostly engaged in the need to pay manual labor, technology content is relatively small, working time is relatively longer work by the survey results, The economic income of migrant workers who engaged in these industries is relatively stable, but due to the city's consumption level is relatively high, so that they have no spare money and time to go further study and their cultural level is relatively low. At the same time, because of the non regularization of the employment of migrant workers, they can not receive the protection of the social system, the problem of the arrears of migrant workers is still there, The phenomenon of migrant workers being owed wages is obviously reduced, but it did not fundamentally solved, according to the 2014 National Bureau of Statistics the proportion still reached 0.8%<sup>[3]</sup>. This shows that migrant workers have a lot of problems in the economic, social and other aspects.

**Tab.1 Table about the distribution  
of the employment of migrant workers**

Industry	Primary industry	Secondary industry	Third industry
Proportion	0.5%	56.6%	42.9%

How to make the migrant workers integrate into the city life to complete citizen has become the research object of the scholars. Migrant workers want to enter the city and become a member of city, they should integrated into the city from economic, social and psychological these three aspects<sup>[4]</sup>. However, the economic level, social level and psychology level these three aspects are interdependent and indispensable and cannot be discussed separately. The economic level is not only the base of the social level and psychological level and also the material guarantee of the social level and psychological level, it is the first step for migrant workers integrate into the city<sup>[5]</sup>. Without the integration of the economic level, migrant workers in cities without

a stable job, there is no source of income, their food and clothing are not resolved, unable to gain a foothold in the city, the social level and psychology level even more impossible to achieve<sup>[6]</sup>. With integration into the economic level, next is the social aspects. The highest level is the psychological level also known as the cultural level, it conforms to the Maslow's hierarchy of needs theory. Corresponding with the social level, psychological level is the embodiment of city into depth, only from the psychological to the city with a sense of identity, maintaining consistency over values and the public, all that indicate the migrant workers have been fully integrated into the city<sup>[7]</sup>. These three aspects are progressive, at the same time the three level influence each other, culture and psychological level can influence two other aspects. So that can promote the development of economy and society. As shown the relationship between these three levels in Fig. 1.



**Fig.1 The relationship between economic level, social level and psychology level**

At present scholars study the problem about migrant workers into the city study is also mainly from the three aspects. Qian Wenrong, Zhang Zhongming, Zheng Gongcheng, Huang Liruo through a lot of theoretical and empirical studies show that the ability to adapt city of migrant workers in the city's economy is low and mostly at the basic survival level, they have no real blend in cities and still at the edge of urban life with only on the surface level, there are a lot of problems<sup>[8][9]</sup>. Hu Rong, Chen Sishi pointed out that migrant workers to adapt to the city's economy is mainly for to the different between the economic conditions of migrant workers and citizens<sup>[10]</sup>. Chen Shiwei thinks that the main indicators of its social adaptation are leisure time arrangements and social interaction, the identity and the urban migrant workers sense of belonging, social acceptance and happiness, all that can be found that migrant workers in the psychological level is low<sup>[11]</sup>. Zhou Liangliang believes that migrant workers although entered the city but did not get fair treatment, and bearing all aspects of discrimination with very low social status. Society of city for migrant workers "economic acceptance, social rejection" that make migrant workers within a long period of time will remain only in the "transfer but can't be settled, settle down but still excluded"<sup>[12]</sup>.

Integrated view, the level about migrant workers integrate into the city is still in the low level. Because of the fundamental role played by the economic level, the lack of migrant workers in various economic level, such as job types, income and so on, all that directly affects it's into the social and psychological aspects of the city.

## **2 The restrictive factors about migrant workers integrate into the city**

### **2.1 Household registration system is a major restrictive factors about migrant workers integrate into the city**

The most critical factor of migrant workers into the city is the institutional barriers. The household registration system is the core of system obstacles. Migrant workers has a city people's general situation, but because of urban and rural household registration management system, they are in a marginal state<sup>[13]</sup>. Meanwhile, the education system, employment system, social security system, health system and other system management principles and above the role of derivatives in the household registration system, migrant workers are excluded from the regime of urban life<sup>[14]</sup>. This makes the vast majority of migrant workers settled in the city be hampered because of the structure and system which the city's public services can't be a fair share and their sense of belonging be broken off from the psychological.

### **2.2 The market capacity is constraining economic restrictive factors about migrant workers integrate into the city.**

Market capacity mainly refers to the capacity of migrant workers have been obtained achievements in the city market, including the ability of employment, income status, culture degree, occupation training<sup>[15]</sup>. These factors of migrant workers into the city will have an important role in the constraints. However, only 34.8<sup>[3]</sup> percent of migrant workers have received skills training, Most migrant workers are not receiving skills training, which makes their market power is relatively weak, They can only be engaged in in the second and third industry, it is difficult to engage in knowledge demanding industry, these jobs often don't need a high level of knowledge. Generally speaking, the higher vocational employment status, income is better, the higher cultural level and participated in the corresponding professional training and obtained professional certificate accordingly will play a positive role in promoting migrant workers into the city<sup>[16]</sup>. On the contrary, it will from the negative.

### **2.3 The degree of interpersonal and social participation is the social restrictive factors about migrant workers integrate into the city.**

Migrant workers can't get into the mainstream of society groups of the city, the biggest obstacle is the lack of population dependence and psychological identification<sup>[17]</sup>. Migrant workers already established social networks based on relatives, blood, geopolitical

relations, making it difficult to adapt to the city's network relationships<sup>[18]</sup>. Chasing its root cause is the deviation between culture level and values that leading to migrant workers in the city is an island of their social networks and more single closed, so they are excluded from the mainstream of social relations of the city and lacking of opportunities and pathways about upward mobility<sup>[19]</sup>. According to the survey found that 89.8% of migrant workers said that is difficult to feel the social community staff care in daily life, 85.9% of them choose to seek help from relatives and friends when they encounter difficulties, Because of they have no steady job and no fixed place to live, They seek help from neighbors and community work personnel accounts for only a small proportion<sup>[20]</sup>. Migrant workers want to really integrate into city life must break through this pattern which has certain limitations of the communication mode, realizing the transition to open a social support network.

#### 2.4 Their quality and psychological condition is the personal restrictive factors about migrant workers integrate into the city

(1) Their quality bondage. Migrant workers cultural degree distribution is shown in Fig. 2, their cultural degree is more concentrated in the primary school and junior high school level, relatively few college level of education and focus on the younger generation of migrant workers. Because of the cultural quality of migrant workers is relatively weak and more emphasis on physical strength in paid employment<sup>[21]</sup>, mostly in the technical requirements are not very professional. They grasp less knowledge of emerging technologies, the ability of information extraction and utilization is weak, technical threshold is one problem will face in the process of social division of the city, which can only wander in the low labor markets<sup>[22]</sup>. Although some people have consciousness continued learning, lacking of learning mode and method which restricting their development space in the city.

(2) Psychological adaptation. The migrant workers are still in the city bottom, suffering all kinds of discrimination and unfair treatment, thus leading to the inferior psychological. Due to society pay more and more concerned about migrant workers which make they have more hopes and expectations about the city<sup>[23]</sup>, in addition to obtain the economic income in the city they also hope to get more attention in city society<sup>[24]</sup>. Therefore, the inferiority of migrant workers more from gap which between themselves and urban in many aspects when they found into the city, these gaps is hard to match in the short time, which makes them even more confused and unconfident and even produce anti-urban and other negative emotions<sup>[25]</sup>.

### 3 The countermeasures to promote migrant workers integrate into the city

In the process of promoting migrant workers into

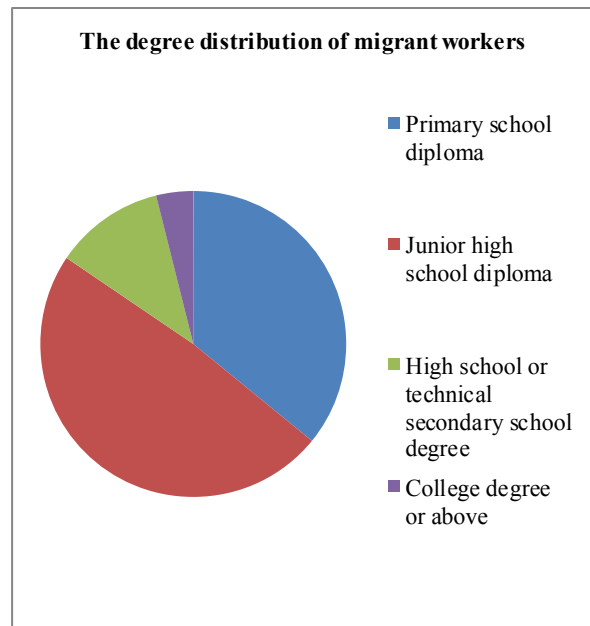


Fig.2 The degree distribution of migrant workers

the city, migrant workers' own level adjustment is the internal factors, the government and the society is the external influence factors of migrant workers into the city, so this article puts forward suggestions to promote the migrant workers into the city from the government, society and migrant workers themselves three aspects(as shown in Fig.3).

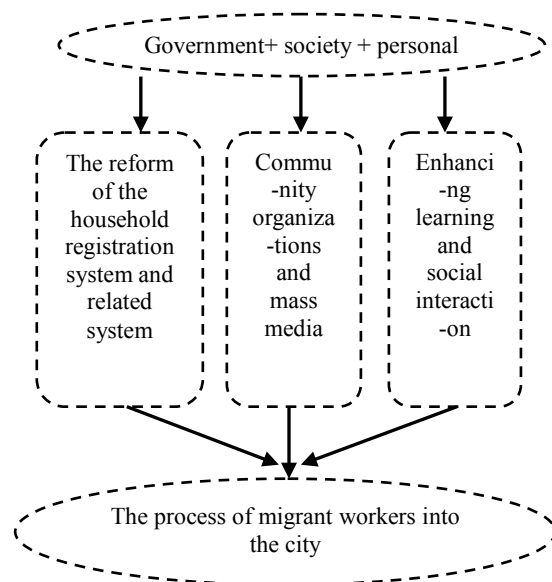


Fig.3 Factors affecting the process of the migrant workers into the city

#### 3.1 The government level: providing protection for migrant workers integrate into the city

(1) The optimization of the household registration system is the largest institutional guarantee to solve the migrant workers into the city.

Two urban and rural household registration institution is the most institutional barriers for migrant workers into the city, a series of measures set up this system is also an important factor causing the problems of rural migrant workers, the impact of other systems is thus produced. Low social status, social welfare is really poor, rural migrant workers housing difficult, children lack of education resources has a great relationship with the household register system<sup>[26]</sup>. Therefore, the household registration system must be reform and optimization. The unequal system basis on household registration system is the key to reform of the household registration system<sup>[27]</sup>. Optimization of the household registration system should reform of the related systems at the same time, including the employment system, medical system ,insurance system and so on, so that migrant workers enjoy equal treatment and rights with the citizens.

(2) The optimization of the labor employment system to provide migrant workers equal employment platform.

To optimize the labor employment system should break the dual urban-rural division employment system, eliminating the huge gap between labor market and the secondary labor market, promoting the integration of migrant workers employment system. Market economy requires to form a unified labor market, making effective allocation between the urban and rural labor resources, all that can be flow reasonably and orderly across the country, promoting the reform of labor employment system in place to ensure that migrant workers have equal employment opportunity. Government should play an important role in the improvement of employment system<sup>[28]</sup>. First of all, Government should establish an integrated labor market, eliminating restrictive policy about migrant workers migrant workers from the employment mechanism, open recruitment, fair competition, marketplace oriented merit based appointment. Secondly, the government should strengthen the migrant workers' labor skills training, improving the quality of migrant workers and their employment ability. Thirdly, the government should establish a relatively perfect migrant workers employment service system, guiding the rural migrant workers employment into the city reasonably, delivering employment information timely, and at the same time improving migrant workers' social organization degree at the same time <sup>[29]</sup>. Finally, the government should enhance to protect the legitimate rights and interests of migrant workers class, providing a better platform for the migrant workers.

(3) The optimization of labor protection system to provide protection for migrant workers personal safety

To ensure the personal safety of migrant workers is the most basic and important. First, we should accelerate the development and improvement of relevant laws and regulations , strengthen law enforcement supervision, do everything by legal and enforce in accordance with the law. Secondly, deepening awareness of the migrant

workers' self safety make them can use legal means to defend their legitimate rights and interests .Thirdly, the consciousness safe production about employing units and labor protection must be strengthened, putting migrant workers' life safety in the first place, producing safety accordance with the national standards. In addition, the related labor conditions and labor insurance benefits should also provide for migrant workers and also provide them for industrial injury insurance.

(3) The optimization of the social security system to create the conditions for migrant workers into the city

In the process of optimization of social security system, first of all, we must start from the perspective of the concept, we should change the past mistakes understanding of migrant workers into the city. Secondly, the construction and perfection of the social security of migrant workers must be accelerated. Filling blank situation about migrant workers protection in order to introduce relevant migrant workers social security law as soon as possible, the legal mechanism of migrant workers social security should be perfected at the same time. Finally, the fund is the powerful material support, expanding funding channels, giving migrant workers material support.

### **3.2 The social level: providing support for migrant workers integrate into the city**

(1) Urban residents should take initiative to accept the migrant workers

Migrant workers have made tremendous contribution on the urban construction, city residents convenient living conditions is also provided by them, But there exists phenomenon that the city residents is not accept migrant workers working mode and rejecting in the emotional aspects so that society should build a respect atmosphere and help migrant workers, all that make migrant workers integrate into city life as soon as possible<sup>[30]</sup>. The outstanding contributions of migrant workers in the process of socialist construction should be publicized vigorously and recognized fully, all that show the workers hard and silently spirit about migrant workers so that correct the prejudice about migrant workers and promote the close relationship between migrant workers and urban residents, sets up new ideas about the migrant workers are the subjects in the city's economic and social sharing.

(2) Community organizations should play a good role

The community as one of the major carriers to mutual exchange and communication is also one of the important platform of migrant workers into the city. Sports facilities resources in the community can enrich the amateur life of migrant workers and also can promote the communication between migrant workers and urban residents, enhancing the sense of belonging about spare life of migrant workers, breaking emotional barrier between migrant workers and citizens fundamentally. First of all, the community organization construction can bring migrant workers into community management

scope and make them become one of them, enhancing their sense of belonging, reducing their sense of rejection. Secondly, the community can make full use of existing resources training migrant workers skill, teaching cultural and so on, making them adapt to the city life as soon as possible<sup>[31]</sup>. Finally, Community organization should not only held rich migrant workers amateur life activities but also carry out to promote communication between migrant workers and urban resident activities.

(3) The mass media should guide reasonably

The migrant workers have a good life into the city cannot do without a reasonable guide by media<sup>[32]</sup>. News media and mass media should take use of their own propaganda and guide function, through the positive publicity and guidance, making people know that migrant workers pay hard work and sweat in urban construction, thereby evaluating them accurately and objectively, promoting urban residents and migrant workers in the understanding and communication.

### 3.3 Migrant workers own level : adjusting themselves to realize go to city.

(1) To enhance learning in order to improving their own quality

With the rapid development of science and technology, cultural quality of the staff is required higher and higher at modern enterprise production. In the process of urbanization, migrant workers should keep learning so that integrated into the city life. Knowledge and skills be obtained by migrant workers in the practice is praiseworthy. They can make full use of existing knowledge and skills do while learning, through continuous learning so that they have proficiency in a particular line in a certain field, combined with a more positive attitude towards life and positive action to adapt to city life.

(2) A positive adjustment attitude

There exist all kinds of bad mentality in the urban society, migrant workers should set out from oneself actively do adjust itself according to the reality. Migrant workers should be firmly believe that "success is equal to a genius to add ninety-nine sweat", as long as they can create a place belong to own in the city through their own unremitting efforts, which have been proved very good in real life, quite a number of migrant workers have been integrated into city through their own wisdom and hard work.

(3) Expanding social interaction

According to Maslow's demand theory that migrant workers social interaction is a high level requirement based on a survival needs. They from rural into urban, after the basic living conditions are met, social interaction is a positive progress of their city life. However, this requirement is very difficult to meet in real life. Migrant workers want to fully adapt to city life should jump out the original circle single contacts, strengthening the communication network, which can truly integrated into the social network of the city.

## 4 Conclusion

Solving the problem of migrant workers into the city needs not only self improvement, but also the introduction of appropriate laws and policies, the reform of the household registration system is particularly important, which is the fundamental guarantee of the migrant workers into the city,so that can solve the various barriers in China's migrant workers into the city and open up the road.

Walk a long way of urbanization in our country, It will be a steady stream of migrant workers into cities in this process, they will join the tide of urban construction and create wealth in all walks of life. Therefore,the problem of migrant workers into the city deal with good or bad ,which not only related to the long-term development of the city but also related to the city construction, we must pay more attention. We must maintain the legitimate rights and interests of migrant workers, making them successfully integrate into modern urban civilization, sharing the fruits of reform and development in our country equally, and laying a solid foundation for long-term stability of society.

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