

# Study on the Countermeasure of Cultivating the Professional Quality of Migrant Workers in the Process of New-type Urbanization

Hongfei Sun

Training College of Shenyang Institute of Technology, Fushun, Shenyang, China

## **Abstract:**

Huge Numbers of migrant workers team in our country, rural migrant workers employment exist many problems. One important reason is because the whole team of professional quality problem. This paper analyzes the main reason for the lack of migrant workers' literacy, and then starts from the requirements of the social role of migrant workers from the perspectives of society, enterprises, employers, migrant workers themselves and other social personnel, migrant workers to build the rural migrant workers professional quality model. Finally, according to the above related research, combined with the cultural accomplishment of migrant workers, this paper discusses the targeted measures to cultivate the professional accomplishment of migrant workers. This paper is of great significance to improve the career development level, career stability and life happiness of migrant workers, especially to promote the urbanization process.

**Keywords:** *Human resource development and management, New-type urbanization, Professional quality.*

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## I. INTRODUCTION

New type of urbanization is based on the traditional urbanization, in the process of urbanization development, the urbanization level is improving, but is also facing unprecedented challenges, the strategy of new urbanization is to put people first, coordinate urban and rural areas, interact between industry and city, economize and intensify, live ecologically, develop harmoniously, and coordinate the development and mutual promotion of large, medium and small cities, small towns and new rural communities [1]. The core of the new urbanization is the urbanization of people, and the core of the urbanization of people is the urbanization of farmers,

and the core of the urbanization of farmers lies in the improvement of professional quality, so as to better realize the transformation and development of occupation.

Professionalism [2] refers to the sum total of professional skills and ethics that people possess for a certain job, specialized business or specific responsibilities through learning and training. Generally speaking, it includes four aspects: professional ethics, professional thoughts, professional behavior habits and professional skills. The aptitude, knowledge, behavior and skills of the employee, which are explicit literacy; and the professional ethics, professional awareness and professional attitude, is called the recessive accomplishment. Usually, the explicit literacy is called "vocational skills", and the implicit literacy is called "vocational literacy".

It is only a short time for professional quality to enter people's vision. After the experience of seniority orientation and ability orientation, the evaluation standard of labor market is developing to quality orientation. There are studies that have found [3]"people fail at work or lose their jobs because of their personal qualities or incorrect work attitudes, not because of a lack of knowledge or skills." With a large number of migrant workers in China, rural revitalization has always been a major issue that the country attaches great importance to and urgently needs to solve. There are many problems in the employment of migrant workers, especially the lack of job stability, large staff mobility, the lack of a long-term stable cooperative relationship between migrant workers and employers, resulting in the general lack of a sense of security and sense of belonging in the heart of migrant workers. One of the most important reasons is the lack of professional quality of the whole migrant workers, which leads to many problems in the career development of migrant workers. What enterprises can and are willing to do is to distribute benefits and arrange positions based on the level of the employee's personal professionalism. In this case, those farmers with relatively high professional literacy are often not only easier to find ideal employers, but also easier to obtain better jobs and personal benefits. And those farmers with low personal professionalism are not only difficult to find the jobs they want, but also difficult to find the jobs they want. Therefore, to advocate the importance of migrant workers' professional quality is an important problem to solve the employment of migrant workers.

At present, there is not much research on the professional literacy in the academic circle, especially the research on the professional literacy of migrant workers is still blank [4-5]. It is of great significance to study the professional quality of migrant workers in China and explore the countermeasures to cultivate the quality of migrant workers in order to improve their career development level, career stability and life happiness, especially to promote the urbanization process. Migrant workers account for a large proportion of the population in our country, so ensuring the occupational safety of migrant workers is also of great significance to maintaining

social stability. At the same time, this study can enrich the theoretical content of the field of professional literacy research.

## II. RESEARCH METHODS

First of all, I mastered the basic knowledge of new-type urbanization, migrant workers and occupational quality by reading a large number of literatures, and understood the current research situation on the occupational quality of migrant workers at home and abroad. At the same time, I collected relevant information. Secondly, research methods and tools are determined. In this paper, the questionnaire survey method is used to conduct field survey, and the "Weak Embedding" theory and the "Social Role" theory are introduced as the analysis tools to analyze the professional qualities that migrant workers should have. Thirdly, the concrete content to be discussed in this research is conceived, that is, the general framework of this subject research. Finally, the questionnaire of migrant workers' professional accomplishment and field investigation are carried out, the information is recovered, and the conclusion of the research is obtained.

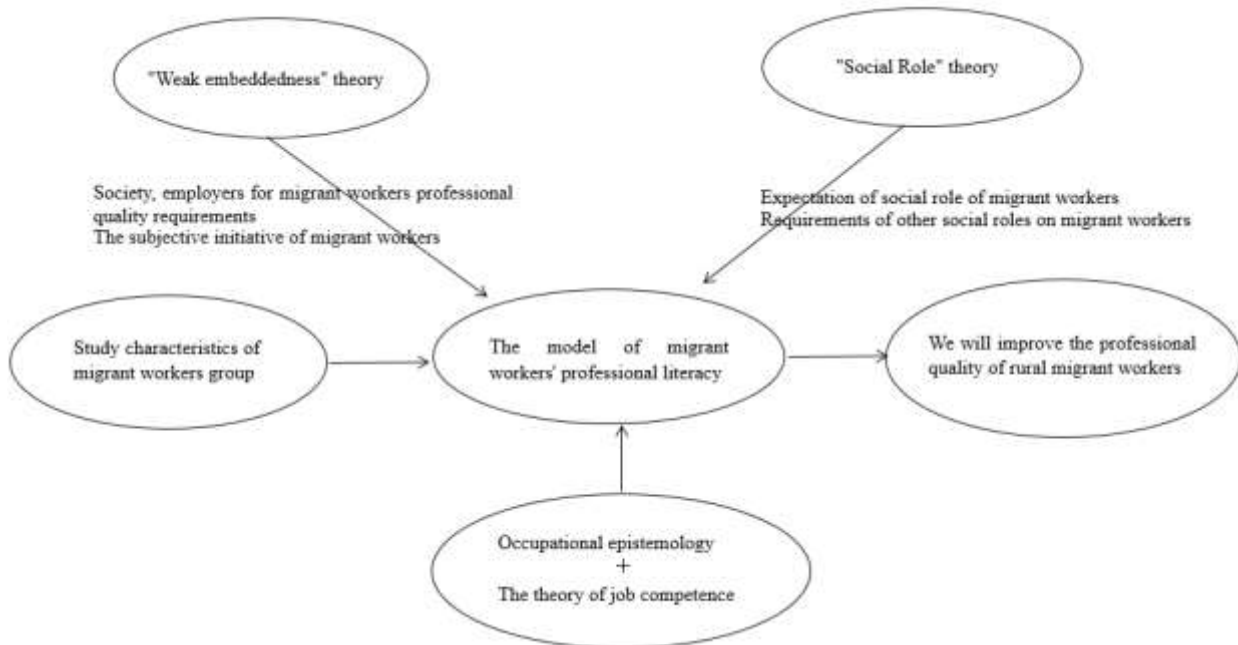


Figure 1. Problem research framework

Specific research methods are as follows:

### 2.1 Literature Research

Through literature retrieval and statistics of data and information, on the basis of collecting, combing and summarizing the literature at home and abroad, we should sum up as widely as possible, draw on the research results and experience of our predecessors, and provide guidance for our own research as to combine the specific situation of migrant workers' professional accomplishment in the process of new urbanization and try to make the research more feasible.

## 2.2 Theoretical Analysis Method

The two theories of "Weak Embedding" and "Social Role" are introduced as analytical tools and migrant workers are taken as "embedded", and the urban and rural dual social structure and the employers of migrant workers are regard as "embedded" to investigate the professional qualities of migrant workers.

## 2.3 Qualitative Analysis

The requirement of new urbanization for the professional literacy of migrant workers and the expectation of migrant workers' literacy from many social angles are all qualitative analysis methods.

## 2.4 Model Research Method

From the social, enterprise, employer, migrant workers themselves, that is, other social roles, the construction of migrant workers professional literacy model, based on this to explore the cultivation of migrant workers professional literacy countermeasures.

## 2.5 Questionnaire

Through the investigation and visit to the government, enterprises, vocational training institutions, migrant workers groups, communities and so on, collect and distribute questionnaires to understand the current situation and expectations of migrant workers' professional literacy in the process of new urbanization, so as to sort out and form the first-hand research materials of this paper.

# III. RESEARCH RESULTS

## 3.1 Analysis on the Causes of Lack of Migrant Workers' Literacy

The dual social structure of urban and rural and the household registration system of urban-rural segregation are the main reasons for the lack of social security for migrant workers. Under the planned economy system, the household registration system divided between urban and rural areas is the foundation of the traditional employment system model and dual social security system. The household registration system has three disadvantages: one is the dual management of urban and rural household registration; second, the migration is not free; third, the household registration is linked to political, economic, cultural and educational rights, which is artificially endowed with too much "added value". Since 1998, China has promoted the reform of social security system in an all-round way, but so far, all kinds of social security system reform ideas are basically based on household registration, and the center of gravity is obviously inclined to cities and towns. Since the original collective security system and cooperative medical care system were lost with the collapse of the collective economy based on communes and teams, the rural areas basically fell into a situation where they had to rely on a single traditional family security. Migrant workers out of the countryside are engaged in non-agricultural industries, but because they are still rural household, identity is still farmers, so they are still shielded from the social security of the city.

Imperfect social security legislation is the fundamental reason for the lack of social security for migrant workers. The reason why the participation rate of migrant workers has been hovering at a low level is directly related to the lack of effective protection of their interests after participation in the insurance. The deep-rooted technical problem is due to the frequent flow of migrant workers. After the units and migrant workers to participate in the insurance payment, the social insurance relationship is difficult to transfer and continue. Migrant workers have large job mobility and unstable workplaces. However, the slow process of socialized management and service of social security in China lead to low coordination level and poor service level, especially the lack of a management mechanism to ensure that the social security relationship can be transferred between urban and rural areas and between regions. The contradiction between migrant workers' social status and occupation leads them to become marginalized groups. This determines that there are few ways to set up their social security policy agenda, the process of setting up is slow, and they can't effectively express their interest demands.

Social security fund is insufficient. The lack of financial support is an important reason for the lack of social security for migrant workers. In recent years, although the state and the government have concentrated on strengthening the reform and construction of urban social security system to ensure the smooth progress of economic system reform, but urban worker's endowment insurance, unemployment insurance, medical insurance and industrial injury insurance are still trapped in the financial dilemma. When the operation of urban social security system is limited by funds, when the operation of urban social security system is limited by

funds, if the huge group of migrant workers is considered within the scope of the system, it will inevitably face more serious financial difficulties. Moreover, it is a great challenge to the existing educational resources in cities and towns to ensure the normal admission of migrant workers' children, and the expansion of the demand for educational funds is also a practical problem. Fund problem is one of the important objective reasons that the social security of migrant workers has not been put on the agenda. In addition, migrant workers in their relatively low income, used to support life, raise and educate their children, has been quite tight, and then out of some funds to participate in social insurance, there are indeed some difficulties.

### 3.2 Professional Literacy Model of Migrant Workers

The first-level indicators for constructing the quality evaluation model of the new generation of migrant workers are as follows: physical quality, scientific and cultural quality, legal quality, political quality and psychological quality. The specific contents are shown in Table I.

**Table I. Professional literacy model of migrant workers**

<b>The target layer</b>	<b>Level 1 indicators</b>	<b>The secondary indicators</b>
Model of migrant workers' professional literacy	Physical quality	Average working hours per day Health care expenditure per capita Food expenditure per capita
	Scientific and Cultural Quality	Expenditure on cultural and educational supplies Number of professional and technical personnel Education level Vocational skills training time
	Legal quality	Consciousness of rights safeguarding Ways of safeguarding rights Legal knowledge
	Political quality	A passion for political participation Democratic consciousness Political sensitivity
	The psychological quality	Awareness of unexpected

development  
Emotional self-control  
Stress tolerance

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### 3.3 Measures to Improve the Professional Quality of Migrant Workers

Local governments at all levels should gradually increase the investment in vocational education funds for migrant workers, and establish a guarantee mechanism for rural vocational education funds, the vocational education funds for migrant workers should be brought into the scope of local governments at all levels of financial budgets, strengthen the use and supervision of funds, and truly achieve the special funds. All investment subjects can benefit from the participation of migrant workers in training and show multiplier effect. Therefore, according to the principle of "who benefits who invests", we should improve the quality of the labor force, encourage the individual part of migrant workers to receive high-grade vocational training, improve their own quality, increase employment competitiveness, and reduce the loss of government investment efficiency in public welfare education caused by asymmetric information, gradually form the government as a whole, focusing on all kinds of education and training institutions, industry enterprises to carry out migrant workers training socialized work pattern.

In view of the problem that peasant workers lack sufficient understanding of the importance of vocational education, we should give full play to the leading role of government departments at all levels, especially the county and township governments. Local governments should take the initiative to take various effective measures to encourage and guide migrant workers to take an active part in vocational education and training, and can adopt material incentives to encourage migrant workers to receive vocational education. We should attach importance to the construction of social support system for the quality development of the new generation of migrant workers. In the social support system for the quality development of the new generation of migrant workers, the government, the relevant social aspects and the employing units are the important components. Each part of the social support system affects the quality development of the new generation of migrant workers from different angles and levels. Only by forming joint forces can good results be achieved. Both enterprises and migrant workers should establish the correct concept of development.

First of all, the training content should be based on the conditions of migrant workers themselves and their willingness to seek employment, and combined with the labor unit and the market demand for talent to determine, and innovative vocational skills training content, under the condition of saving the training expenditure and training resources, to ensure the pertinence

and accuracy of vocational and technical education content; Secondly, in the selection of training methods, the personality characteristics and natural conditions of the new generation of migrant workers should be fully considered, and the training methods that are easy for migrant workers to accept and easy for the operation of the training subjects should be selected. Finally, in terms of training subjects, the government, enterprises and trade unions are regarded as three core subjects. The government should make great efforts in the construction of information platform, capital and preferential and encouraging policies for the vocational skills training of the new generation of migrant workers, and give strong guidance and support to vocational skills training institutions and employers. Enterprises should be based on their own development needs and the reality of migrant workers; Situation, identifying the training, training plan and implement training funds, conditional enterprise can prepare their own training team, this will make the training more targeted, with no conditions of enterprises, is good at inspire all kinds of training institutions to participate in the enthusiasm of the new generation peasant workers vocational skills training, and do a good job in teaching, the aspects of cost control.

#### **IV. CONCLUSION**

This paper focuses on solving the following problems: the first is to find out the main reasons for the lack of literacy of migrant workers, to put forward targeted measures to solve the problem; the second is to construct the model of migrant workers' professional literacy. The model is constructed from the requirements of the society, enterprises, employers, migrant workers themselves and other social personnel to the social role of migrant workers. Three is based on the foregoing research, the combination of migrant workers themselves culture, discusses the specific measures of producing migrant workers professional quality, the research results, for society, enterprises and workers themselves are aware of the importance of professional quality cultivation, and explores the countermeasures of application to the migrant workers professional quality cultivation.

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