

# Investigation and analysis on the status of employment of transformed urban community residents

-As an example of X Road, Weiyang district, Xi'an

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**Abstract—In the process of urbanization in China, urban villages is an important part, which is of more concern is the employment issues among transformed urban community residents. To better understand the employment situation of transformed city community residents, we select Weiyang district, Xi'an city as research subject to conduct research on a number of factors that affect the residents of employment classification, found that wages, employment needs, business risks and conditions of employment are the major factors. We make these factors and the basic situation of transformed urban community residents for comparison, found there is a "transitional person" characteristics in the concept employment and the ability of employment, which result in less positive attitude towards employment.**

***Keywords: urban villages; transformed urban community; Modern resident; Obtain employment; Accelerated placement***

## I. INTRODUCTION

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Urban villages is unique phenomenon in the process of urbanization[1,2]. In recent years, with the rapid pace of development of the city, urban villages have highlighted the issue gradually which has dualistic

differences with the city. It becomes a serious problem affecting the coordinated development of the city, caused widespread concern around the government and the community. Urban village reconstruction is essentially about space redistribution process[3-6]. The transforming goal of urban villages is to make full use of land resources, improve living conditions and quality of life of the villagers, but also led to the survival of the villagers lost their land, and forced to change their sources of income and lifestyle, which became obstacles of changing urban villages. Thus, the employment is fundamental problem of solving the income of urban villages and it is the effective guarantee that people of the village can be successfully achieved in citizen.

Urban villages in Xi'an has many quantity, and widely distributed, mostly in the downtown area of the city. The land of villages in city has the high potential value, its transformation has important practical significance for the rapid development and expansion of urban space. Since the implementation of the "one hundred village city transform" plan in 2008, about 100 administrative villages and 137 villages have been transformed to the October 2013 in Weiyang, the land area reaches to 23.8 million square meters, resettlement of people over 150000. Villagers in 83 village turned into residents, and 61 villages were built for the community. In the 150,000 transformed urban community residents, there are more than 8.5 million school-age employment. The X street located in the heart of economic and technological development zone of Weiyang, which is in the transformation of villages in the early start, with remarkable results and reality of research value. In order to truly understand the employment situation in the

transformed urban community residents, the approach of interview cadres and the masses, visiting, questionnaire, resourcing, were used. In the end, we grasped the employment of community residents that moved back in Weiyang X streets.

## II. THE BASIC CONDITION OF THE COMMUNITY RESIDENTS BEFORE AND AFTER THE URBAN RENEWAL

### A. The employment and income situation of villagers before urban renewal.

With the acceleration of urbanization, only a handful of villagers engaged in traditional agricultural production and A few into the village enterprise in the villages in city of X street, most of the villagers self-employed. The cheap rents of villages in city attracted migrants to stay, so most of the villagers engage in small-scale rental housing or dining, retail, transportation and other industries as the main means of survival. According to the survey, the average floor area of villagers is about 500 square meters, more than those up to thousands of square meters. The monthly rent of villagers household income between 5,000 yuan and 10,000, a collective of about 3,000 yuan per capita allocation. Among them, the rental income and collectively accounted for more than 60% of the dividend income minority families even accounted for more than 90%.

### B. The changes of property caused by urban-rural reform

According to statistics, the settlement placed of every resident after resettlement in Weiyang reaches to 117 square meters, worth 685,000 yuan per capita, and the average value of resettlement house every household got reaches to 2.56 million yuan. In addition, each household get varying amounts of relocation compensation, and 20 square meters of shops per capita. Their living standards have been improved significantly.

### C. The basic structure of community residents of the urban-rural reform.

The community residents of urban-rural reform could be divided into two categories: one is original villagers transform residents, the other is the one who buy real estate. For research needs, the investigation team made the second resident excluded. The basic structure of

community residents of the urban-rural reform were shown in Tab.1

**Tab.1** : The basic structure of community residents of the urban-rural reform

	Index	Number of people	Proportion
Gender	Male	152	66.70%
	Female	172	33.30%
Education level	Senior high school and below	201	38.10%
	High school, vocational school	213	40.48%
	College and above	113	21.60%
The age distribution	20 years old and below	84	13.9%
	Between 21-30 years old	106	20.7%
	Between 31-40 years old	90	17.1%
	Between 41-50 years old	122	23.2%
	50 years old and above	122	23.2%

### D. The modern characteristics of community residents of the urban-rural reform.

According to the view of U.S. sociologist Ingalls : modern people is very important for the modernization, it not only affects a person in the integration and viability of modern society, but also determines the development of economy and society. Therefore, the modern characteristics of transformed urban community residents influence their attitudes and employability to a large extent. About personal characteristics of modernity, Ingalls summarized by studying transnational, cross-cultural as follows: willing to accept new things; respect for different views; pity when punctuality; emphasis on efficiency, effectiveness; emphasis plan; respect for knowledge and the pursuit of knowledge; emphasis on technical expertise; don't obey tradition from; mutual understanding, respect and self-respect; understanding of the production and processes[7]. These characteristics were surveyed in the performance of Tab.2. As can be seen from the measure results, the community residents of the urban-rural reform were called "transitional person." Belong the transition from traditional to modern man ,one researcher said that the presence of modern situation of transformed city residents has correlation between their personal employment[8].

**Tab.2** The performance of modern characteristics in the community residents of the urban-rural reform

Characteristics	Disagreement	Common	Support
willing to accept new things	74	124	129
respect for different views	213	287	28
pity when punctuality	83	148	314
emphasis on efficiency	61	215	210
emphasis plan	83	296	148
respect for knowledge and the pursuit of knowledge	187	141	199
emphasis on technical expertise	92	277	157
don't obey tradition from	194	210	83
respect and self-respect	129	333	65
understanding of the production and processes	203	259	89

E. The employment distribution of the community residents of the urban-rural reform

Found from interviews that most families have distributed the number of housing units, and some community residents of the urban-rural reform got 4-5 sets household, some are up to 12 sets of replacement housing. Due to the better location of some communities, rent is still an important source of income for many families. Combined with these communities move back to the time are not more than four years, close to half of the research object is still making a living continuation of past patterns, not employment but eat rent. Meanwhile, due to changing of survive environment, many community residents of the urban-rural reform in the city began to change their traditional thought. They want to broaden employment channels, and they has been making some effort. The employment distribution of the community residents of the urban-rural reform were shon in Tab.3.

Tab. 3 The employment sector distribution of community residents of the urban-rural

Sectors	Percentage (%)	Specific projects	Percentage (%)	Number of people
Administrative	5%	Administration	5%	26
Enterprise	33%	Manufacturing	15%	26
		Building industry	13%	69
		Textile and light industry	17%	89
Retail trade	7%	Clothing	6%	32
		Foodstuffs	1%	5
Service	11%	Restaurant	5%	28
		Entertainment	1%	18
		Property	1%	5
		Other	4%	21
Unemployed	40%	Remain	40%	211

III. THE EXTERNAL ENVIRONMENT OF IMPACTING ON EMPLOYMENT TO THE COMMUNITY RESIDENTS OF THE URBAN-RURAL

In the study of youth's employment in villages, youth in the villages affected not only by the intrinsic quality of their own, but also affected by external factors. Combined with previous studies, we set the wages, welfare, employment needs, conditions of employment, entrepreneurial risk, the economic situation of six factors for selecting by the research object. From "very important" to "not important at all" to set up seven options, comparison matrix and consistency test data were shown in Tab.4. The result show that the weight of four largest employment impact of external factors including wages, employment needs, business risks and

conditions of employment are the most important factors to resident in village

Tab.4 The outside employment factors weight table of community residents of the urban-rural

	Wages	Welfare	Employment needs	Employment conditions	Venture	Economic Situation
Wages	1	8/3	8/7	8/3	4/3	4
Welfare	3/8	1	3/7	3/5	1/2	3/2
Employment needs	7/8	7/3	1	7/5	7/6	7/2
Employment conditions	5/8	5/3	5/7	1	5/6	5/2
Venture	3/4	2	6/7	6/5	1	3
Economic Situation	1/4	2/3	2/7	2/5	1/3	1
$w = (0.2581 \ 0.0968 \ 0.2258 \ 0.1613 \ 0.1935 \ 0.0645)^T \quad \lambda = 6 \quad CI = \frac{\lambda - n}{n - 1} = 0$						

Combined with the foregoing analysis, we know, most of the transformed urban community residents increase the income in the city transform process, thus low wages will affect their employment aspirations. In the aspects of employment needs, venture, employment conditions, the person is in the phase from the traditional to the modern transition. [9]The community residents of the urban-rural lack modern awareness, employability and competitive, so they have some degree of limitation in the initiative of obtaining employment information, prevention or bear entrepreneurial risk, meet professional requirements.

IV. THE PROPOSAL OF PROMOTING EMPLOYMENT TO THE COMMUNITY RESIDENTS OF THE URBAN-RURAL

According to statistics, between 2008 - 2013, Weiyang district organized a total of 13 categories, more than 300 job skills training to transformed urban community residents, It has been training a total of 21,594 people, and 5436 people achieved a contract of employment, flexible employment achieved more than 7,000, while providing small loans 249.91 million yuan, it has promoted the employment of transformed urban community residents.

A. Strengthen education and training.

Ingalls believes that, in people's modernization process, education is the most fundamental and effective method. For the education and the training of transformed urban community residents, he thinks the content should contain two parts: the improvement of overall quality and professional skills training, from the way we can consider entrusting Training and order-based training.[10]

*B. Promoting their own businesses.*

From the demographics perspective, in X streets, Weiyang district, transformed urban community residents' willingness to participate entrepreneurship training is much higher than the occupational skills training, and self-employment is practicable, not only it can solve their employment problems, but also it can stimulate employment, reaching a kind of "double effect." the government can increase the training, and provide the knowledge of industry and commerce, taxation, finance and small loans who have the entrepreneurial intention, in order to help them guard against risk and achieve their own businesses.

*C. Increasing jobs.*

We should pay attention of the effect of transformed urban community residents on employment and entrepreneurship, We tilted to the developing projects to a high level. After the completion of a large commercial complex, it should be labor-intensive service industry gathering area, encouraging enterprises to absorb the employment of school-age residents of the transformed

urban community residents priority, in order to meet all kinds of livelihood security needs for The new sustainable public.

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