

Analysis on the Restrictive Factors and Countermeasures to Enhance the Quality of Female Migrant Workers

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Abstract: As a special group, the female migrant workers play a great role in China's economic and social development. This article carried out research on female migrant workers who came from different areas, different industries and different occupations through questionnaires and individual interviews, and analyzed the data with SPSS software. The results show that female migrant workers as vulnerable groups, their overall quality is very low. This can't meet the requirements of economic and social development. The cause of low quality is quite complex, it has both external constraints and constraints of female migrant workers themselves. According to these constraints, this article put forward the corresponding solutions to improve the overall quality of female migrant workers and accelerate their development, so they can play an important role in socialist modernization.

Introduction

As a special group, the number of the female migrant workers is very large. According to the relevant data from the National Bureau of Statistics "2012 national monitoring survey of migrant workers", by the end of 2012 the total number of migrant workers reached 26,261 million. The total number of female migrant workers accounted for about 33.6% of the total number of migrant workers. The total number of female migrant workers accounted for about 50% of the male migrant workers. They play an irreplaceable role in promoting the city's economic development, building a harmonious society, children's education, family harmony and so on. With the accelerating process of urbanization, the role of female migrant workers in various fields of society is more significant, which requires higher quality and capabilities of female migrant workers. But now, the quality of female migrant workers is generally low, which restrict their own development and contribution to society. Therefore, it has great and far-reaching significance for analyzing the constraints of quality improvement and finding appropriate countermeasures.

Quality Status of Female Migrant Workers

The quality of female migrant workers is a basic ability to engage in a social activities. These qualities include physical quality, ability quality, psychological quality, cultural quality, professional quality, specialized skills and moral character and so on, which directly determine their employment competitiveness. So it is necessary for female migrant workers to have higher quality and ability. But for now the quality of female migrant workers is not optimistic.

Poor Physical Quality

"The body is the capital of revolution," no matter what profession, the body is always the first place. But physical situation of female migrant workers was worrying. The vast majority of female migrant workers do not regularly check their bodies, they do not care about their own physical condition. When the body is unwell, they generally choose to go to the pharmacy to buy medicine, and do not go to the hospital. Because they can't afford the costly medical expenses. Coupled with lower wage income, they can't consider investing in their bodies, which seriously affect their health.

Low Cultural Quality

Female migrant workers generally have low level of education, and culture quality is not high.[1] The vast majority are junior high school education, and a very small part are senior high school graduation, and some of them are primary school education. The low cultural quality limits their fields of employment. They can only be engaged in physical labor of low-tech content and heavy intensity. At the same time they have little opportunity to upper occupational mobility.[2] On the other hand, a lower educational level also affects their interpersonal circle and increases the difficulty of urban integration.

Weak Psychological Quality

Because of the special growth environment, work environment, living environment and living conditions, female migrant workers always feel inferior. In their minds there are "city people" and "rural people", and they consciously put themselves into the "rural people". When they met a small setbacks in the city, they would complain incessantly. The direct consequence of inferiority is very serious. It prevents female migrant workers from working hard, and even leads to a series of mental health problems.

Poor Professional Ethics

Female migrant workers are generally not high professional ethics. On the one hand the low level of their culture quality results in lower professional skills; on the other hand, the vast majority of female migrant workers are conservative and have a strong sense of peasant. They do not intend to live for a lifetime in the city, and they intend to return to the countryside. This leads to poor awareness of their professional responsibilities, lack of responsibility on the job, the lack of loyalty to the employers, frequent job-hopping and so on, which seriously affects the development of enterprise.

Poor Ability Quality

The quality of female migrant workers is generally low not only in cultural quality but also in ability quality, such as communication and coordination ability, interpersonal skills, job competence, problem- solving skills, social adaptability and so on. The poor ability puts them at a competitive disadvantage, which not only affects their personal growth and development, but also affects their social integration in the city. It is not beneficial to promote economical and social development.

The Reasons of Restricting Female Migrant Workers to Improve Their Quality

The reasons of restricting female migrant workers to improve their quality are extremely complex, there are objective factors and subjective factors; external factors and their own internal factors. These factors are intricately intertwined and become an obstacle to the development of female migrant workers.

External Constraints

Institutions

In China, some institutions are not perfect, even some institutions have become an obstacle, such as household registration system divided between urban and rural areas, labor market segmentation system, the social security system, female migrant worker's protection system and so on. [3] In addition, the gender factor is also ignored. Because of these factors, female migrant workers are always in a weak position in all aspects of society. They can't get social respect and recognition and can't equally enjoy the social resources, so their growth and development have been severely affected.

Social prejudices and customs

As a vulnerable group, female migrant workers do not really fit into the city, [4] in fact they drift away from the city system. They lack social respect and care in many aspects, even there is the

discrimination against female migrant workers. Coupled with influence of the way of thinking affected the urban-rural split and the traditional custom, the education and training of female migrant workers is seriously inadequate, which severely restricts female migrant workers to improve their quality.

Employing unit

Most employers neglect the training of female migrant workers. They believe that female migrant workers can't devote themselves to their work because of special physiological reaction, fertility mission and bearing most of the housework such as the education of children and care for the elderly. Therefore they employ as few female migrant workers as possible. Combined with relatively high female migrant workers turnover, they can't even consider the systematic, comprehensive and regular training of female migrant workers. As a result the quality of female migrant workers is difficult to really improve.

The family

In our country, the influence of traditional family values of "men outside, women inside" is very wide. Affected by this concept, men and boys become the primary object of family education investment. Therefore, women lose their education and self-development opportunities and rights, which will inevitably affect the promotion and development of female migrant workers in all aspects of quality.

Social network

Social network has a tremendous influence on people's growth and development. Social network of female migrant workers is relatively closed, which limited to blood, kinship and geopolitical relations. In this social network, most of female migrant workers have relatively close contact with people who have similar values, education, life background, and work environment. So it is difficult for female migrant workers to obtain valuable resources and information from the social network, and it is unrealistic for them to achieve development and progress through this social network. This shows that the social network greatly restrict their development.

Female Migrant Workers Own Constraints

1. Backward ideas. Compared with the rural women, female migrant workers have changed a lot in many aspects such as innovative concepts, lifestyles and so on. In rural women's eyes, the female migrant workers are "city people", they are open-minded and broadminded. But for themselves, female migrant workers didn't completely get rid of the shackles of backward ideas and the impact of social prejudices although they live and work in the city. It is disadvantage for them to pursue greater development.

2. Weak sense of self-development and development. Most of the female migrant workers do not have intense enterprise because of relatively low-level education, poor employment ability, low-level employment and the narrow field of employment. Their purpose of working away is very clear, which is to increase income and improve the standard of living. So it is relatively easy to meet their wish, which leads to weak sense of self-development and learning motivation.

3. Low income. Most of female migrant workers are not willing to spend money on themselves because of low income. However they are very happy to spend money in improving the living standards of the whole family and children's educational learning. They seldom consider their own development and even can't invest in their own learning education. So their development is heavily restricted.

4. Female migrant workers are mostly engaged in physical labor of heavy intensity. They are very hard and there is no more energy to improve themselves. Coupled with their physiological characteristics and special family role, they have no more time to accept new knowledge and new skills. So their growth is extremely slowly.

Measures of Improving the Quality of Female Migrant Workers

Female migrant workers are an important force in promoting economic and social development.

It is very important strategic significance to enhance the quality of female migrant workers, which can improve the overall level of China's human resources, accelerate urbanization, promote harmonious society construction and so on. So we should take effective measures to improve the quality of female migrant workers.

Female Migrant Workers Themselves

1. Female migrant workers should change their concepts and ideologically recognize the importance and necessity to improve their own quality. In addition, they should really invest time, energy and money in improving their overall quality and capacity.
2. Female migrant workers should get rid of psychological dependence and inferiority complex and build the personality of self-confidence, self-reliance and self-strengthening. They should work hard and study hard so as to create a good image of female migrant workers and continuously improve their social status.
3. Female migrant workers should improve their learning ability. They should use a variety of opportunities to actively attend training and learning, and constantly improve their own quality and ability. Once the quality is improved, they can make greater contribution to social development and improvement of living standards of family.
4. Female migrant workers should broaden their social network, improve interpersonal skills and learn to deal with different classes of people, so that they can gain more valuable social resources to enhance their development.

Society

Creating a favorable social environment for female migrant workers

Development of female migrant workers needs a fair, reasonable and respectable social environment. Soon the one hand we should eliminate gender discrimination and employment discrimination, change the traditional prejudice against women, and gradually improve the social status and identity of female migrant workers. On the other hand we should break the institutional barriers, and vigorously promote the reform of the social security system and the household registration system. So that female migrant workers obtain equal opportunities and rights to develop themselves. Thirdly we should establish an organizations or associations of female migrant workers. Through it we can strengthen communication with female migrant workers, listen to their voices , and concern about their development. In a word, through concerted efforts of the whole society we can create a good social environment for development of female migrant workers, so as to realize their personal development and self-improvement.

Increasing capital investment

Improving the quality of female migrant workers is a very large project, which needs a lot of money. Therefore, the whole society should form a comprehensive and diversified investor, which includes the government, employers, families and individuals. They together provide a strong financial support to ensure that the work of quality improvement can be smoothly carried out.

Providing an institutional guarantee

On the one hand the special laws and regulations of female migrant workers training should be made. On the other hand the training of female migrant workers should be integrated into the economic and social development plans. Through these institutional guarantee the female migrant workers can receive systematic, standardized training, so their quality can be naturally improved.

Establishing a comprehensive, multi-level training pattern

In order to improve the quality of female migrant workers, we should build a comprehensive, multi-level training system in the whole society. The government provides policy support and guide. Various vocational schools and training institutions carry out the specific training of female migrant workers. Employers should play a key role in the training of female migrant workers, they should integrate the training of female migrant workers into the enterprise development planning. In short, the learning enthusiasm and desire of female migrant workers can be fully mobilized through the efforts of the whole society, which contributes to improvement of their quality.

The Employers

Attaching great importance to the training of female migrant workers

As a member of the enterprise, the quality of the female migrant workers is very important. Because their quality will directly affect the human resource competitiveness and the core competitiveness of enterprises. Therefore, employers should attach great importance to the training of female migrant workers, increase training investment. They should not discriminate against the female migrant workers because of gender differences. [5]

Improving the working environment and raising income of female migrant workers

The employers should provide a good working environment for female migrant workers, increase their income and also enrich their spiritual life through organizing various forms of cultural and recreational activities. This will not only help to improve work efficiency, but also to enhance the female migrant workers identity and loyalty and promote their physical and mental health. It is beneficial to stimulating their learning motivation and constantly improving their quality and ability.

Establishing a pertinent training mechanism for female migrant workers

According to the characteristics of female migrant workers, the employers should establish a scientific and systematic training system in line with female migrant workers. For example, the training methods should be flexible in order to adapt to the special requirements of their low quality, so that they can easily understand and accept.

Focusing on the career planning of female migrant workers

Female migrant workers generally have no chance of promotion, which results in lack of learning motivation and enterprise. The employer should pay attention to career planning of female migrant workers, so that they can see their career development. In addition, the employers should timely affirm their growth and progress. When female migrant workers learned new skills and knowledge, the employers should give them the chance of promotion, so as to encourage them to make greater progress.

The Family

Female migrant workers have the same equal rights and opportunities for personal advancement and development as other members of the family. Any other members can't hamper the growth and development of female migrant workers. On the contrary, they should create a harmonious family atmosphere to promote the development of female migrant workers.

1. Improving the status of female migrant workers in the family. All the members of family should share the housework together, so that female migrant workers have more time and energy to participate in various training and learning, and constantly improve their quality and ability.

2. The family should establish a special fund dedicated to the development of female migrant workers, such as subscription to several journals, newspapers, magazines for reading.

3. Family members should give female migrant workers more encouragement and affirmation to help them build a glorious image of self-confidence and self-reliance.

Conclusion

As a vulnerable group, it is impossible for female migrant workers to improve their quality in the short time. We should realize that it is a long-term and arduous task, which require the efforts of the whole society. Let's give female migrant workers more care and help to promote their rapid growth and development, so as to make greater contribution to economic and social development and the construction of a harmonious society.

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