

## Constructing the Regulatory Mechanism and Guiding the Orderly Flow of Migrant workers

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**Abstract**— Large-scale of migrant workers' movement to the city has had a positive social impact, and in the meantime, it has also caused new problems for the society which has already affected the sustainable and scientific development of the country. It is urgent for China to construct the regulatory mechanism to control the flow rate, direction and speed of migrant workers in order to guide them to move orderly. This essay proposed a countermeasure for it.

**Keywords**- migrant workers, orderly flow, regulatory mechanism, flow rate, flow direction, flow speed

### I. INTRODUCTION

Since the reform and opening-up, the flow of Chinese rural labors (migrant workers) has gone through five periods of controlling the flow (from 1979 to 1983), allowing the flow (from 1984 -1988), controlling the blind flow (1989 - 1991), regulating the flow (1992 - 2000) and ensuring the fair flow (after 2000). It should be said that the policies from "controlling the flow" to "ensuring the fair flow" have its positive social significance in a particular historical period. However, things are always divided into two sides! According to the *Investigation and Monitoring Report of Chinese Migrant Workers in 2011* made by National Bureau of Statistics, the total amount of Chinese migrant workers is 25278. During the 4 years from 2008 to 2011, the total amount of migrant workers entering the cities increased by 4% -6% every year, and the migrant workers increased tens of millions every year. The large contingent of migrant workers entering the cities has its positive social significance, but it has also triggered a series of new social problems which has affected the country's scientific and sustainable development! Please see the following facts:

Many rural areas have been "empty", and a large number of farmlands are abandoned, bringing direct threat to our food security. More and more children move into the city to go to school following their parents, causing the insufficiencies of the education and teaching resources in city schools and the idle and waste of education and teaching resources in rural schools as the amount of rural students reduce drastically. Some areas appear the phenomenon of "labor shortage", while the migrant workers in some areas cannot find jobs, which impacts the development of enterprises and

the survival of migrant workers. The crime rate of migrant workers rises, and the crime rate of migrant workers' children also rises, causing the loss of people's lives and property and affecting the society's stability and harmony. The population in some cities, especially in Beijing, Shanghai, Guangzhou and other first-tier cities, has exceeded the "red line" or is about to exceed the "red line", which will threaten the society's normal running.

A potential crisis we also should pay attention to is that "if the population mobility and migration policy in China has no particular changes, the flow of population in 2050 will reach 350 millions".<sup>1</sup> It undoubtedly means that the number of migrant workers in China will continue to increase, and the social problems caused by it will be more and more serious! So, some media and experts appeal and recommend: "The population in big cities of China has seriously overloaded, and the experts recommend control the inflow appropriately,"<sup>2</sup> "It is very necessary to control the population through government policy,"<sup>3</sup> "The disorderly flow of hundreds of millions of migrant workers is not a social progress but a disastrous setback."<sup>4</sup> I also believe that it is imperative for the state to establish the flow regulatory mechanism of migrant workers, to control the flow amount, direction and velocity of migrant workers, and to guide the orderly flow of migrant workers!

### II. ESTABLISH THE FLOW REGULATORY MECHANISM OF MIGRANT WORKERS, CONTROL THE FLOW OF MIGRANT WORKERS

In this regard, we recommend establish the flow regulatory mechanism of migrant workers of "persuade some to leave, place restrictions on some migrant workers and recommend some migrant workers" according to the actual needs of city development.

#### A. Persuade some migrant workers to leave

According to Yan Qingchun, the deputy director of the National Committee on Aging, the total migrant workers entered the cities in 2011 were 250 million, more than 90% of which were temporary workers temporarily employed by the employers. According to the author's survey in the main city area of Chongqing, most migrant workers are "temporary workers" who do not have any fixed working units.<sup>5</sup> The most typical ones of them are the "Bang Bang Army", shoes

polishers and scavengers in the main city area of Chongqing, and the hawkers' stalls in Beijing, Shanghai and Guangzhou. The overall workload of Chongqing's "Bang Bang Army" is far from enough! In other words, these people are not very important or even not dispensable for the cities (there is no "Bang Bang Army" in Chongqing before the reform and opening up, and there is no "Bang Bang Army" in other cities today, but the urban people's living was or is not affected at all), so it can be said that at least some of them can be persuaded to return to the rural areas to grow food.

In addition, the "second generation of farmers" who have been adults but wander in the cities all the day and do nothing should be firmly persuaded back to the rural areas for farming or to work in local places.

Of course, what is more humane is to establish a series of preferential policies to enable farmers to make money at home and truly improve the quality of basic education in rural areas, so as to attract the migrant workers to return home.

#### B. Place restrictions on some migrant workers

According to the *Investigation and Monitoring Report of Chinese Migrant Workers in 2011*, more than 10 million farmers come into cities to work every year. Among these migrant workers, some are the needed and even necessary or much-needed talents for urban construction, while some are not needed or at least not necessary or much-needed talents for the urban community! For the latter, the governments of the outflow and inflow areas should all take various measures to "place restrictions on some migrant workers"!

Those who have skills come into the cities— it refers to that those who have skills can come into the cities to work. It is required by the policies and regulations promulgated by the state that, before the migrant workers coming into the cities, the local governments should conduct targeted skills training for farmers and issue skill certificate for those who are qualified. The farmers should come to the cities to work with the skills certificate, and obtain the proof of migrant workers in the local government (at least the township people's governments). When issuing the certificate, the local government should check and verify whether the farmers really have skills. If farmers do have skills, issue the certificate for them and agree them to come into the cities to work; otherwise, do not issue the certificate for them and do not allow them to come into the cities to work.

Those who have certificate can stay in the cities— the migrant workers who have skills find work in the cities and sign the employment contract with the employment unit can obtain the "Staying permit" or "Residence permit" at the police station with the employment contract.

Those who have skills and migrant worker certificate but do not actually find a job in the cities can leave a message in the personnel exchange center (who has obligations of serving the migrant workers) and return home for farming while waiting for before the deadline!

#### C. Recommend some migrant workers

With the improvement and continuous development of our economic situation, some migrant workers are needed to

come into the cities to work every year. Especially the labor shortage in the coastal areas indicates that some migrant workers are needed to come into the cities to work every year. The local people's governments of the outflow areas should recommend some talents to employment units according to the national employment information. The employers can also get some needed migrant workers with skills from the outflow areas according to the national employment information.

### III. ESTABLISH THE FLOW REGULATORY MECHANISMS OF MIGRANT WORKERS, CONTROL THE FLOW OF MIGRANT WORKERS

In this regard, we suggest establishing the government service platform, developing township enterprises and cultivating self-employment.

#### A. Establish the government service platform

At present, the service platform of Chinese migrant workers is mainly the management platform of the public security, labor and social security, health care, family planning, housing and other departments after the migrant workers have come into the cities. Most of these departments do not implement the information sharing and coordination, and there is no information sharing mechanism established between different provinces and different systems.

It is recommended that the local governments should establish the national network of the government service platform of migrant workers information which relevant departments actively participate in, and collect and publish the supply and demand information all over the country, to provide accurate supply and demand information including the wage information for the society, to improve the matching effects of recruitment and job-searching. On the other hand, the local governments should precisely grasp the flow trajectory of migrant workers, and guide the rational and proper flow of migrant workers timely. Guide according to the classification and take appropriate measures to mitigate the employment and recruitment difficulties in some areas.

#### B. Develop township enterprises to attract migrant workers to work at home

The State Council reviewed and issued the *Opinions on Resolving Migrant Worker Problems* on January 18, 2012. It points out that we should focus on the present and take the longer view to resolve the migrant worker problems. We should focus on the works in seven areas now, one of which is to promote the local transfer of rural labor, develop the township enterprises and economy vigorously, to improve the industrial concentration and absorptive capacity of population in small towns, and to expand the local capacity of employment transfer.<sup>6</sup> It actually controls the flow amount and direction of migrant workers.

#### C. Cultivate self-employment

The government further increases the encouragement and support efforts to the self-employment of migrant workers at home. The government provides support in the capital, tax relief, business registration, information consultation and other

aspects. As to the technical training, the government arranges special funds for vocational skills training of farmers, the farmers can choose the training institutions, training content and training time independently, and the government gives some subsidies and funding to the trained farmers. For example, expand the implementation scale of the "Sunshine Project of Rural Labor Devolved Training", innovate the vocational training methods of migrant workers, conduct the skills training for migrant workers in various channels, and improve especially the ability of self-employment of migrant workers. The experience of the county government of Kai County, Chongqing (a country with the largest amount of migrant workers, who has 500,000 migrant workers working in all provinces) sets a good example for us. It carried out the "entrepreneurship training"<sup>7</sup> to attract migrant workers to "go home for entrepreneurship".<sup>8</sup> According to our survey, as to April 2013, the county government of Kaxian has attracted more than 40,000 migrant workers to return home for entrepreneurship and working through a variety of supporting and training policies. Although the amount is less than one-tenth of the migrant workers, the orientation of its policy deserves recognition!

#### IV. ESTABLISH THE FLOW RATE ADJUSTMENT MECHANISM OF MIGRANT WORKERS, CONTROL THE FLOW RATE OF MIGRANT WORKERS

In this regard, we recommend plan the growth proportion of population scientifically, improve the efficiency and reduce the amount of labor used and output migrant workers to foreign countries.

##### A. Plan the growth proportion of population scientifically

Every city, especially Beijing, Shanghai, Guangzhou and other first-tier cities should make the development planning of urban population and control the population growth orderly, especially the growth of migrant workers. Allocate the annual growth proportion of population and accommodate the migrant workers scientifically according to the city's carrying capacity and development need.

##### B. Improve the efficiency and reduce the amount of labor used

Enterprises should tap the potential of human resources, maximize the efficiency and reduce the amount of labor used, to share the worries of the country and to alleviate the pressures on urban society. Enterprises can maximize the mobilization of employees' working enthusiasm through moral encouragement and material rewards. As the saying goes, there must be brave man under generous rewards. Furthermore, although the human capacity is limited, the human potential is huge. As long as enterprises can mobilize the human potential properly and well, they can also reduce the amount of labor used and improve the work efficiency!

##### C. Output migrant workers to foreign countries

China is a large country with 1.3 billion people, and is rich in human resources. Deng Xiaoping said that the door of China's reform and opening-up would be bigger and bigger, and the door is used to go in and out. We should not just welcome others to come in, but also send off our own people to go out. As for the outflows of population to foreign countries, we should adopt the policy of "proper control" to relax the restrictions on the outflows of population, which can reduce the illegal immigration and the domestic population pressure. The country can conclude bilateral or multilateral population mobility agreements with other countries, and set up the population mobility agreements or standards for two or more countries on other bilateral or multilateral population mobility agreements with the principles of equality and mutual benefit and of negotiated consensus, to guide the legitimate outflow of extra people and contribute to the development of the world economy.

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