Construction Research of Comprehensive Evaluation Model about Decent Employment of Migrant Workers based on AHP

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Abstract

Constructing a scientific evaluation model about migrant workers' decent employment is a prerequisite to measure the level of social employment of migrant workers, and to study the related issues of social employment. According to the connotation and basic theory of decent employment, this paper has constructed the evaluation system of migrant workers' decent employment, Using AHP method to weight and constructed a comprehensive evaluation model of migrant workers' decent employment. In the end, rationality and science of the evaluation model is verified by empirical evidence.

Key words: *migrant workers*; *decent employment*; *AHP*; *evaluation system*; *evaluation model*

1 Introduction

Under the new economy situation, the current employment in our country is showing: total employment pressure is very high; the demographic dividend tends to disappear; the working-age population is reducing; employment problem began to gradually shift from total contradiction to the structural problems, the growth of the migrant workers slowed down and so on. There are about 260 million migrant workers in China, which are the Mainstream group in the urban employment. Their employment situation is facing double dilemma: Difficult employment and "Labor shortage". Difficult employment mainly is showing as follows: On the one hand is the question of the number of jobs, under the new economic situation, the enterprise is difficult to increase the layoffs and unemployment, coupled with their own low employment capacity, labor skills and business needs do not match. On the other hand, the quality of employment is a problem, although they have jobs, but it's not steady, and labor fundamental rights and interests are not protected. This double issue seriously undermines the achievement of decent employment of migrant workers, which attracts wide attention from scholars. Constructing a scientific evaluation model about migrant workers' decent employment is a prerequisite to measure the level of social employment of migrant workers, and to study the related issues of social employment.

2 Research reviews

Study on decent employment abroad focuses on the following three aspects: First, it is the connotation and goal of decent employment. "Decent employment" is proposed by the

International Labor Organization (ILO) in 1999, the 87th International Labor Conference. It aims to "promote women and men to obtain decent and productive work opportunities in conditions of freedom, equity, security and human dignity" and ensures the effective realization of decent employment by protecting the basic rights of workers, promoting fair employment, strengthening social security, and the promotion of tripartite dialogue between government, business and labor union. Second, it is the construction of index system of decent employment. The index system of the international labor organization on the measure of decent employment includes 11 first level indexes and 40 secondary indexes. There 11 level indexes include employment opportunities, unacceptable work, adequate income and productive work, reasonable working hours, job stability, fair treatment of social, labor safety, social security, work and family life, social dialogue and labor relations, social factors and life and so on [1]. Third, the main object of study is non-formal employment, from the macro perspective, the countermeasures and measures to achieve decent employment are put forward.

Domestic research on this issue is mainly focused on the following two aspects: First, it is the construction of the decent employment index system. Shen et al. (2010) [2], Huang (2014) [3], etc. Use the four strategic objectives of decent employment as the dimension of measurement, combined with the government, enterprises, employees themselves in the realization of decent employment related to the rights and obligations of the relevant provisions, built multilevel decent work index system; Based on the six basic ideas of the four strategic objectives of decent employment implying, combining with Maslow's hierarchy of needs, evaluation system is built by Chen (2014) [4], which includes five dimensions: the protection of the right to subsistence, the protection of the right to security, the protection of social identity, the protection of the right to respect, the protection of the right to self realization. Second, measures to achieve decent employment are studied and proposed from the perspective of business owners and government functions. Chen (2009) [5] and Cao (2012) [6], respectively, study it from the perspective of government involvement and institutional and propose the improvement of social security system, the legal system, tax system, and build decent employment support system including financial, information, training and policy to safeguard the legitimate rights and interests of workers labor.

In summary, there are many research results about decent employment at home and abroad, but there are still following deficiencies about the study dedicated to migrant workers:

First, Few studies have not formed a systematic study on the evaluation of decent employment for migrant workers, the choices of evaluation index are also not comprehensive enough, there are lack of objective and complete evaluation indexes; second, the existing literature lacks the empirical research on the construction of the model.

3 Evaluation System Construction of Migrant workers' decent employment

3.1 Theoretical Foundation of Index System Construction

There are diverse theoretical sources in the construction of evaluation index system on decent employment of migrant workers. First, the connotation of decent employment, which means that all workers have more opportunities to obtain decent and productive work in conditions of freedom, equity, security and human dignity; Second, the strategic goal of decent employment, The International Labor Organization (ILO) has summarized the policy objectives of achieving decent work into four strategic tasks: promotion the realization of fundamental principles and rights, the creation of full and productive jobs, enhancing social protection and promoting social dialogue; Third, the basic concept that decent work implies. it contains the following six aspects: (1) Decent employment is people-oriented employment, including workers have the right of freedom of association, freedom of organizing labor union, collective bargaining and equal pay, and elimination of employment discrimination, etc;（2）Promotion of employment, including the freedom to choose the way of employment of workers, employment opportunities, fair employment，treatment of dignity and decent remuneration; (3) The promotion of social protection, including social security and occupational safety; （4）The promotion of social dialogue, including collective bargaining and the implementation of democratic participation in management by workers; (5) Promotion of the development of workers, including the training of labor skills and the promotion of jobs. Fourth, the theory of labor transfer employment and job satisfaction theories, the former includes the theory of labor employment of migrant workers' stability of employment, employment industries; the latter includes migrant workers satisfaction with various aspects of employment issues; Fifth, Maslow's hierarchy of needs. It mainly refers to the protection of employment rights of migrant workers in each level of demand. Therefore, the evaluation index system of decent employment of migrant workers is a multi-level, multi-dimensional concept.

3.2 Indicator System Construction of decent employment of migrant workers

To ensure the science, objectivity and standardization of the evaluation index, following simplicity, operability, data availability, reliability and timeliness of the index selection SMART principle, full considering the characteristics of specific groups of migrant workers, based on the theory of the construction of index system, and with reference to the existing domestic and international research literature, this paper constructs an evaluation system with hierarchical structure for decent employment of migrant workers from a theoretical perspective , which is the target layer A, reflecting modeling purposes; evaluation criteria layer B representing the dimension; factor layer C reflecting specific evaluation，see *"Table 1"*.

Table1- Indicator System Construction of decent employment of migrant workers

Target layer	Layer Guidelines	Factors layer		Evaluation standard
decent employment of migrant workers A	Survival employment B1	Career Opportunities（C1）		Easy, easier, in general, is not easy, not easy assignment 5-1 points respectively
		Remuneration (C2) (annual income, including, wages, bonuses, allowances, etc; the average income of the local average annual wage income.)		Much higher than the average, higher than the average, equal to the average level, lower than the average, well below the average were assigned 5-1 points
		Residence conditions	Residence type C3	Low-cost housing or self-purchase, lease independent, with people sharing, dormitory units or production and business establishments, site loft were assigned 5-1 points
			Housing subsidies C4	Very high, high, average, low, low, no, it was assigned 6-0 points
		Vehicle Conditions	Vehicle C5	Car units or transport vehicles, riding a buffet car, take the rail car, bus, walk were assigned 5-1 points
			Transportation allowance C6	Very high, high, average, low, low, no, it was assigned 6-0 points
		Children's Education	Degree of difficulty for their children to school	Easy, easier, in general, is not easy, not easy assignment 5-1 points respectively
			Children's school fees C8 (compared with the same grade of local urban students)	Very low, low, very high, high, were assigned 5-1 points
		Medical conditions C9		Good, good, fair, poor, very poor, were assigned 5-1 points
	security Employment B2	Labor relations C10		Labor contract signed more than three years, more than two years of labor contracts, labor contract more than one year, one year labor contract, they did not sign labor contracts were assigned 5-1 points
		Working time C11 (with weekly working time measure: average number of working days and weeks the average daily number of hours worked multiplied calculated)		36-40 hours, 41-45 hours, 45-50 hours, 50-56 hours, and more than 56 hours, respectively assigned 5-1 points

		Labor protection measures C12	Good, good, fair, poor, very poor were assigned 5-1 points
	Social Security	Pension Insurance C13	1 participation, no participation 0
		Medical insurance C14	1 participation, no participation 0
		injury insurance C15	1 participation, no participation 0
		Maternity insurance C16	1 participation, no participation 0
		Unemployment insurance C17	1 participation, no participation 0
		Working environment C18	Good, good, fair, poor, very poor were assigned 5-1 points
Fair Employment B3		Income Equity C19	Very fair, fairer, general, the more unfair, very unfair, we assigned 5-1 points
		Opportunities for promotion C20	Very fair, fairer, general, the more unfair, very unfair, we assigned 5-1 points
		Training opportunities C21	Three times more than = 4 points; twice = 3 points; once= 2 points; no participation =1
		Paid vacation C22	Yes assigned 1 point, no 0 points
Respect employment B4		Participation in organizational decision making C23	Often involved more often involved in, in general, rarely participate, not participate, were assigned 5-1 points
		Interpersonal relationships C24	Very satisfied, more satisfied, in general, more dissatisfied, very dissatisfied, were assigned 5-1 points
		Rights and interests infringement C25	No, rarely, in general, more serious, very serious to 5-1 points
		Payment of wages on time C26	Timely and full payment of 1 minute, delayed payment 0 points
	labor union	Whether to set up trade unions C27	Set up=1point,no set up=0point
		Whether to join unions C28	Join=1point, no join =0 point
Self -realization employment B5		Ability to achieve work - life balance C29	Can= 1 point, No =0 point
		Whether to prospects for personal development C30	Has=1 point; ,no=0 point
		Whether to have chances to play in the work capacityC31	Has=1 point; ,no=0 point
		Whether to have senses of responsibility in work C32	Has=1 point; ,no=0 point

4 Construction Research of Comprehensive Evaluation Model about Decent Employment of Migrant Worker

Comprehensive evaluation model is based on a single factor evaluation, which uses characteristic roots method from AHP to obtain an evaluation index of various factors and to constitute comprehensive evaluation equation. Then, according to the scores of each factor, the comprehensive evaluation of results is obtained. Thus, we can analyze the pros and cons of the quality of evaluation objects[7]. Construction of decent employment of migrant workers comprehensive evaluation model is designed to emphasize that it is important to analyze various types of factors on the impact of decent employment of migrant workers. Thus, some urgent problems can be excavated.

4.1 Establishment Index System Weights

The first step, The research team conducted two rounds of questionnaire survey on the human resources manager of 39 private enterprises in Chongqing, Chengdu, Beijing, Shanghai, Shenzhen and Wuhan and 16 experts and scholars engaged in the study of Labor Economics. The questionnaire used the analytic hierarchy process (AHP), Founder T.L.Saaty used 9 - 1 scale of pairwise comparison method to determine the relative importance of the various factors，see "*Table 2*".

Table2- Two-two importance scale of judgment matrix

Relative importance of two factors	Extremely important	More important	Obviously important	Somewhat important
Scale value	9	7	5	3
Relative importance of two factors	Equally important	Somewhat unimportant	Unimportant	Very Unimportant
Scale value	1	1/3	1/5	1/7

The second step, according to collecting expert advice by questionnaires, using analytic hierarchy principle (AHP) characteristic root method and YAAHP software, constructed the specific pairwise judgment matrix model, the results are shown in "*Table 3", "Table 4", "Table 5", "Table 6", "Table 7" and "Table 8"*, W indicates the weight of each factor on the upper level, and calculate the consistency ratio CR value of the matrix..

Table3 -Relative weight vector and consistency ratio of about the Criterion layer B relative to the target layer A

target layer A	B1	B2	B3	B4	B5
Weight:WB1-WB5	0.309	0.243	0.125	0.214	0.110
Matrix Consistency Ratio：CR=0.033		The weight of the total target A：1.0000			

Table4- Evaluation factors C1-C9 the relative weight vector and its consistency ratio about the criterion layer B1 and the target layer A

weight	C1	C2	C3	C4	C5	C6	C7	C8	C9
Relative to the weight of B1:WAB1-WAB9	0.197	0.213	0.047	0.070	0.105	0.068	0.087	0.085	0.128
Relative to the weight of A:WAC1-WAC9	0.049	0.066	0.015	0.022	0.033	0.021	0.027	0.026	0.037
Matrix Consistency Ratio：CR=0.040 B1 weight relative to total target A： 0.309									

Table5- Evaluation factors C10-C14 the relative weight vector and its consistency ratio about the criterion layer B2 and the target layer A

weight	C10	C11	C12	C13	C14	C15	C16	C17	C18
Relative to the weight of B2:WAB10-WAB18	0.173	0.117	0.138	0.159	0.148	0.072	0.072	0.072	0.050
Relative to the weight of A:WAC10-WAC18	0.042	0.029	0.034	0.031	0.036	0.017	0.017	0.017	0.012
Matrix Consistency Ratio：CR=0.039 B2 weight relative to total target A： 0.243									

Table6- Evaluation factors C19-C22 the relative weight vector and its consistency ratio about the criterion layer B3 and the target layer A

weight	C19	C22	C23	C24
Relative to the weight of B3::WAB19-WAB24	0.331	0.278	0.157	0.235
Relative to the weight of A:WAC19-WAC24	0.039	0.035	0.019	0.047
Matrix Consistency Ratio：CR=0.050 B3 weight relative to total target A： 0.125				

Table7 -Evaluation factors C22-C28 the relative weight vector and its consistency ratio about the criterion layer B4 and the target layer A

weight	C23	C24	C25	C26	C27	C28
Relative to the weight of B4::WAB23-WAB27	0.069	0.234	0.287	0.104	0.206	0.100
Relative to the weight of A:WAC23-WAC27	0.015	0.049	0.061	0.022	0.044	0.021
Matrix Consistency Ratio：CR=0.047 B4 weight relative to total target A： 0.214						

Table8- Evaluation factors C29-C32 the relative weight vector and its consistency ratio about the criterion layer B5 and the target layer A

weight	C29	C30	C31	C32
Relative to the weight of B5:WAB29-WAB32	0.358	0.309	0.152	0.186
Relative to the weight of A:WAC29-WAC32	0.034	0.033	0.017	0.020
Matrix Consistency Ratio：CR=0.059 B5 weight relative to total target A： 0.110				

The third step is to determine the consistency of the matrix case. When the random consistency ratio CR <0.1, you can determine the total level sorting results have satisfactory consistency. The results can be seen from the above table, each is present judgment matrix consistency ratio CR <0.1, they met the consistency checking and explained all index weight distribution in the pairwise judgment matrix is reasonable.

In statistical theory and in practice, the weight is to show the importance weights of each evaluation factor and the different effects of various evaluation factors on the overall objective [8]. From the weight of the evaluation factors to the total target, in the evaluation criterion layer relative to the target layer, the maximum weight of survival employment, the second is security and respect employment. It shows that migrant workers pay more attention to the survival and security, which is the basic requirement of decent employment, and they also pay attention to the protection of their social status. Analysis of the top 10 factors in the evaluation of the weight of the factor layer relative to the target layer, First of all, a decent employment of migrant workers pay more attention to the actual income, the rights and interests of the infringement, the opportunity to work, the weight of the three is above 0.060, these three indicators can reflect the effectiveness of the government policy and its function operation mechanism from the macro level, it is related to the basic employment of migrant workers. Second of all, decent employment of migrant workers also pay more attention to harmonious interpersonal relationships, whether the unit set up trade unions, labor relations and income equity, which weights were between 0.060-0.040, indicating expectations of organizations of migrant workers is very high; On the one hand, expect business organization to establish trade unions, to protection of migrant workers labor relations. On the other hand, expect enterprise organization to strengthen the construction of enterprise culture, establish a fair corporate culture and harmonious interpersonal relationship; Third of all, that is medical conditions, work - life balance and pension insurance, the weights of the three evaluation factors are between 0.040-0.035, the three evaluation factors mainly focus on the quality of life of migrant workers. Thus, the evaluation system is related to the construction of three aspects, namely, the government, enterprises, workers themselves. In accordance with the mechanism of multilateral consultation and cooperation, therefore the construction of evaluation system and weight distribution has certain rationality，see "*Table 9*".

Table9- The first 10 affecting factors and their relationship level about decent employment of migrant workers

Reorder	1	2	3	4	5	6	7	8	9	10
WAC weight	0.066	0.061	0.049	0.047	0.044	0.042	0.039	0.037	0.034	0.031
The main evaluation factors reorder	C2	C25	C1	C24	C27	C10	C19	C9	C29	C13
Relationship level	Government		Enterprise				Lives' quality of migrant workers			

4.2 The same degree of quantization about evaluation factors

Due to the index system in Table 1 has different measurement units, which have a different dimension and can't be compared directly and comprehensive evaluation. After collecting relevant survey data, the need for non-dimensional quantization process which is the same degree. Research team used the following equation with the quantization conversion

percentage, see "*Eq. (1)*".

$$Q_i = \frac{f_i}{\max\{f_i\}} \cdot 100$$

Eq. (1)

Where: Q_i is a measure with an index value index after conversion, f_i is the index value, $\max\{f_i\}$ is the maximum value for the index before conversion.

4.3 Model construction

According to the above analytic hierarchy process (AHP), the weight of each evaluation index is evaluated, combined with the evaluation criteria of each index, the score of the evaluation indicators can calculated. thus, constructing evaluation model can calculate comprehensive employment situation of migrant workers in a certain area.

Comprehensive evaluation model is constructed, see "*Eq. (2)*":

$$V = \sum_{i=1}^{5} WB_i \cdot B_i = \sum_{j=1}^{32} WAC_j \cdot C_j$$

Eq. (2)

V is comprehensive evaluation score of decent employment of migrant workers, WB_i is the weights of the criteria layer B to the target layer A , Bi is scores of the criteria, i is the number of the criterion layer; WACj is the weights of factors layer to the target layer A , Cj is the scores of the factor layer, j is the number of factors. According to the index weights and constructing model from the table above, comprehensive evaluation calculation equation of decent employment for migrant workers is obtained, see "*Eq. (3)*":

$V = 0.0610 \cdot C_1 + 0.0657 \cdot C_2 + 0.0145 \cdot C_3 + 0.0215 \cdot C_4 + 0.0325 \cdot C_5 + 0.0209 \cdot C_6 + 0.0269 \cdot C_7$

$+ 0.0263 \cdot C_8 + 0.0397 \cdot C_9 + 0.0420 \cdot C_{10} + 0.0285 \cdot C_{11} + 0.0335 \cdot C_{12} + 0.0389 \cdot C_{13} + 0.0359 \cdot C_{14}$

$+ 0.0174 \cdot C_{15} + 0.0174 \cdot C_{16} + 0.0174 \cdot C_{17} + 0.0122 \cdot C_{18} + 0.0412 \cdot C_{19} + 0.0346 \cdot C_{20} + 0.0196 \cdot C_{21}$

$+ 0.0293 \cdot C_{22} + 0.0148 \cdot C_{23} + 0.0499 \cdot C_{24} + 0.0613 \cdot C_{25} + 0.0223 \cdot C_{26} + 0.0439 \cdot C_{27} + 0.0214 \cdot C_{28}$
$+ 0.0392 \cdot C_{29} + 0.0334 \cdot C_{30} + 0.0166 \cdot C_{31} + 0.0203 \cdot C_{32}$

Eq. (3)

5 Model application

In February 2016 to July 2015, the research group conducted a questionnaire survey of 12 typical representative cities in the country's 3 major economic regions, 12 cities are in the eastern region： Shenzhen, Shanghai, Beijing and Nanjing; Central Region: Hefei, Changsha, Wuhan and Nanchang; Western Region: Chengdu, Chongqing, Kunming and Urumqi; involving migrant workers gathered major industries are: manufacturing industry, service industry, construction industry, infrastructure, etc; 6000 questionnaires were issued, 5764 valid questionnaires were recovered, The recovery rate was 96.07%, valid questionnaires were 5619 copies, the effective rate is 93.65%.

According to the survey results, the scores of each index were calculated, then according to the above constructed model equation to calculate the comprehensive score of migrant workers decent employment:

5.1 From the economic area

The comprehensive evaluation of decent employment of migrant workers in eastern scored significantly higher than the Midwest, while the Midwest scores difference was not significant，see "*Table 10*".

Table10 -Comprehensive evaluation of decent employment of migrant workers in various regions and cities

ER	UCS	RCS	CR	UCS	RCS	WR	UCS	RCS
Shenzhen	79.34		Hefei	68.25		Chengdu	70.91	
Beijing	78.06	77.33	Changsha	70.80	69.25	Chongqing	71.53	68.97
Shanghai	79.12		Wuhan	71.29		Kunming	69.75	
Nanjing	72.81		Nanchang	66.65		Urumqi	63.68	

(In table 10, ER means Eastern Region, CR means Central Region, WR means Western Region, UCS means Urban comprehensive score, RCS means Regional comprehensive score)

5.2 From the point of view of labor skills

This paper is divided into primary, intermediate, advanced and non-labor skills four grades, empirical results show that the level of labor skills and comprehensive evaluation of the level of decent employment of migrant workers was a positive impact on the relationship, see "*Table 11*" .

Table 11 -Comprehensive evaluation of decent employment of migrant workers about different labor skills

labor skills	N =5619	Proportion	Comprehensive score
non-labor skills	3892	69.26%	65.42
primary	1147	20.41%	72.13
intermediate	401	7.14%	76.97
advanced	179	3.19%	81.25

Table 12- Comprehensive evaluation of migrant workers' mobility and decent employment in different genders

Flow times	Female		Male	
	N=2457	Comprehensive score	N=3162	Comprehensive score
1-2times	259	71.23	718	76.15
3-5times	927	76.44	1059	81.09
5 times above	1271	64.12	1385	70.57

5.3 From a gender perspective

Comprehensive evaluation of the level of female migrant workers decent employment significantly less than men; the number of migrant workers from the flow point of view, decent employment and comprehensive evaluation of the level of liquidity often inverted "U" shaped relationship, see "*Table 12*".

6 Conclusion and discussion

Several conclusions are drawn as follows from the above data analysis:

6.1 Decent employment is the inevitable choice to attract migrant workers

As China's regional development is not balanced, Achieve decent employment of congenital and acquired conditions have a great difference, For the central and Western Regions, Decent employment comprehensive evaluation level is low, Let migrant workers have a basic job, Expand employment, improving labor remuneration are the focus of their current jobs; For the eastern region, although the ability to provide sufficient jobs to migrant workers, there are certain advantages in terms of survival and security, but the level of comprehensive evaluation of decent employment is not very high, the decent working conditions that can be provided by the output of the migrant workers are not different, especially in security employment, fair employment and respect employment and other more so, the fundamental reason is that recruitment difficulties phenomenon in eastern region.

6.2 To improve the migrant workers' labor skills are the basis of realizing the decent employment of migrant workers

These results indicate that Migrant workers' labor skills have a significant positive impact on their decent employment, That is, the higher the labor skill, the higher the comprehensive evaluation score of decent employment, this requires the government and enterprises to increase efforts to organize the training of migrant workers labor skills, At the same time, migrant workers should actively improve themselves' labor skills.

6.3 Standardize the management of labor relations is the prerequisite to achieve decent employment

Above results indicate that decent employment of migrant workers and the number of flow is inverted "U" type, that they were in the first second times of the number of flow, the aim is to guarantee the survival employment, security employment, fair employment and respect employment, or better occupation or industry or regional flow. To fifth times and above, their occupation or industry is provided by the survival guarantee, security guarantee, respect guarantee will be down, this requires the government and enterprises to strictly regulate the management of labor relations, stable employment.

6.4 The elimination of employment discrimination is the focus of achieving decent employment

Above results indicate that The evaluation level of decent employment of females workers is less than that of males, but the International Labor Organization (ILO) put forward the original intention of decent work is to solve the problem of justice and fairness in the process of globalization, the two are contradictory, this requires that the government should increase employment discrimination legislation.

Thus it can be seen, the comprehensive evaluation model of migrant workers' decent employment in this paper can objectively reflect the employment situation of migrant workers, it can reveal the crux of decent employment of migrant workers, it has a certain rationality and scientific.

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