Form Industry and Age  The Sectional Study of Training to Migrant Workers

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Abstract: The paper explores many problems of vocational skill training to migrant workers, based on the sweater industry and stone industry in yantai city. It analyses sectionally problems and countermeasures from two industries of the sweater and the stone and two age of 80s, 90s, and after. For migrant workers and enterprises and government, The paper puts forward a series of specific measures to make the training better. Especially for the shortage of funds also find the practical and simple methods.

Keywords: Migrant workers, Vocational skill training, Employment startups, forming diversified forms

1. Introduction

Chinese lunar new year just past few days, the employment information has rushed in on TV. There have two armies are gazed, one is college graduate; the other one is migrant workers. This article is focus on migrant workers who are the farmers worked in city and identity in village.

The end of 2009, it was last few days of lunar’ new year, the migrant workers went to hometown to reunit with their family that they have not seen each other nearly one year even more. But at the beginning of 2010, the migrant workers had to go out for hunting new work. Many migrant workers used to change their jobs at this time and it is also a good chance for hunting better jobs with higher wage. The labor gap of migrant workers is still increasing at the less developed area, one side because of economy development, there need more migrant workers in this year, especially skilled workers and professional workers. The other side is most migrant workers used to change jobs after one year. Further more, with the economy development at the labour-force-exporting area, more and more migrant workers likes to stay in hometown. According to CCTV news reports that the need of migrant workers at Dongguan is more than 200,000 in 2010.

2. Urgency of Migrant Workers Vocational Skill Training

Since 2000 chinese government has issued many documents. From central to local to the relevant departments, they has come up with a lot of methods and measures of how to increase the vocational skill training of migrant workers and protect the equity of migrant workers. From 2005 to 2009, government has given more detailed guidelines for migrant workers training are subsidy and mode. See next table.

<table>
<thead>
<tr>
<th>Year</th>
<th>departments</th>
<th>title</th>
<th>subject</th>
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<tbody>
<tr>
<td>2003</td>
<td>National agriculture Department , labor and social protect development , education department ,science department , construction department , financial department</td>
<td>National migrant workers training plan of 2003-2010</td>
<td>guiding principles, basic goals, tasks and measures of migrant workers training</td>
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<tr>
<th>Year</th>
<th>Government Body/Department</th>
<th>Information/Agreement Details</th>
<th>Relevant Information</th>
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<tr>
<td>2004</td>
<td>National agriculture Department, labor and social protect development, education department, science department, construction department, financial department</td>
<td>information about organization of the rural labor force transferred to the project training</td>
<td>government offer some complement to encourage migrant workers to attending short term training</td>
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<td>2005</td>
<td>The labor and social protect department</td>
<td>the agreement of further vocational training</td>
<td>The agreement indicates a county labor skill training plan. It aims to improve 4 million migrant workers skilling and to make their job transfer in 5 years</td>
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<td>2006</td>
<td>The state council</td>
<td>the agreements of solving migrant workers’ questions</td>
<td>some regulations about The migrant workers with skills training, leading training, subsidy method, and the migrant workers to join occupational skill testing</td>
</tr>
<tr>
<td>2007</td>
<td>General Office of the CPC Central Committee and the state council</td>
<td>comments of strength army construction of county practical ability persons and developing county HR</td>
<td>some effective training forms of order training and directional training should be continued and improve the pertinence and actual effective of migrant workers’ transfering training. The local city should put migrant workers into public service system and strengthen their post vocational training.</td>
</tr>
<tr>
<td>2008</td>
<td>The state council</td>
<td>The information about acceleration employment</td>
<td>government would give training allowance to the migration workers who...</td>
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Although there have many policies been issued but the difficulties are still existing during the procedure of practical and some discomfiture still appeared. Many factors led to the result of migrant workers training that destination is good but result is not as good as thinking before. This article focus on the two most densely migrant workers industry --- the sweater industry and stone industry. Based on the practicality of Yantai enterprises, deeping into the two industries to study 80s’ and 90s’ after migrant workers (most young migrant workers are mass in the two industries) how to improve their vocational skill training and to increase their salary.

3. Yantai’s Migrant Worker Status

3.1 Age level different
The age difference of migrant workers is clear. 30 years more and 20 years more are in different industry. Although they changed their job constantly but they still changed between different firms in the same kind of industry.

3.2 Industry distribution centre
30 years old migrant workers are like to work in construction workshop or stone processing, but 20 years old ones, especially women, are mass in sweater knitting firms and cloth processing workshops.

3.3 Obvious townfellow relationship.
Migrant workers usually hunting job themselves. So they always find jobs though their friends or townfellows or workfellows. After one of them arranged for life well, and he will introduce more people come here with him. then more and more will get out to hunting job here. So the work feeling between these migrant workers is very important, if someone complained and others will leave too and also no one come again.

3.4 Education level is relatively lower.
From statistics data, the elementary school is 30%, and junior high school is 50%, senior high school is 2%. But almost no junior college in every 100 labors,

3.5 Idea is simply and short-term.
To the migrant workers of 80s and 90s after, get out of home to do job has two aims that one is to earn money to live and a little part will be posted to parents; the other aim is to see the outside world. Compared with the old age migrant workers who have been married and have old parent and young child they have no family idea and no emotive to store money. They have no idea for long-term development or to learn some skills and they are not sure stay in city or leave for home. Although some migrant workers have willing to stay in city with good life but they have no plan to implement even actual activity. For example, in sweater factory, the female workers about 20 years old do not think about long-term plan of skill training, they just get out of home to see the outside world and earn some money then they go back hometown for marriage and breeding. Even if they don’t go back home they choose to stay in city, and then they will still choose to stay at home to breed children and do housework
after marriage. And nearly no ones continue to work.

4. So Many Difficulties in the Training

Nowadays, the local governments are trying their best to train the migrant workers and they take measures matching with the demands of the superior departments, especially in Sichuan and Henan, which are larger labor-output provinces. Generally speaking, the effect of the training is not so good, and meanwhile contradictions came out. According to my understanding, the migrant workers think that to some degree, the training is just more formality, and just taking the method of “I speak, you write”; the content is too theoretical and not practical, so the migrant workers can not understand it or even use it. The training does no help to finding a job or raising their salary. While The training institutions take the idea that the government did not give enough support in the field of money, and the training condition can not be improved. So it is impossible for the migrant workers to learn with doing or to improve themselves in the simulation. The migrant workers do not like to attend the class and did not listen carefully. For the enterprises, they do not like to let the migrant workers join in such training in order to save costs and time. All these factors put the training into a dilemma. Let us start with the above three points to discuss about the problems.

4.1 The migrant workers

4.1.1 They have large labor intensive, and also mainly are mechanized manual labors. They earn money by working long hours. They do not know the result for training, so they do not like to take the earning money time to class. Also, after one day’s working, they are tired and need a rest or entertainment, so they have no energy to attend the training.

4.1.2 Most migrants do not have clear objectives when working outside. They do not know whether they need to learn, what to learn, how the training will be effective, whether it will do good to finding a job or raising wage and whether it can be used when they came back to hometown. Before they go outside, they have less education. Many young people had no idea about these problems. When they came out, they like to learn from others. That is, I do like that because others do that. The young people spend most of their spare time on internet, shopping, friends and so on. Though, some migrants did not pay for the training, or even the government give some allowance, they still have to pay for the traffic, foods, or accommodation. If the allowance can not afford all these, the migrant workers do not like to spend money on it. For most migrants, earning money is the most important. They did not want to spend money on this aspect. So many of them choose not to attend the training. That is, if \[\Pi\] means net income, we have the formula.

\[
\Pi = \text{increasing wage} - \text{allowance(if have)} - \text{training fee} - \text{traffic fee} - \text{food fee} - \text{accommodation fee},
\]

at least \[\Pi > 0\], the migrant workers maybe like to join the training. but “increasing wage” is prospective, it is variable so the migrants prefer to work than learning.

4.1.3 Even they attend the training, sometimes they need to pay training fee by themselves, the migrant workers just pay attention to those simple and useful basic training, which are easy to learn and work at once. In choosing the content, they like to be actual, to see the short-term gains and like to choose those which can bring money in a short time. While it is almost impossible for the migrant workers to spend money to take part in the training, even if they do need that, they will have balance between time and money. They always wish that not only earning more money but also studying more practical skill at the same time.

4.1.4 There are discriminations to the migrant workers in employment system of city enterprise and they themselves have shortcomings, so many of them do not have fixed jobs. They even never see the labor contract or sign it. For the short-run jobs and often change, it is hard for them to have the enthusiasm to take part in the training.
4.2 Enterprise

4.2.1 The migrant workers have a high mobility. On the one hand, the enterprise spend money to train the migrant workers, on the other hand, the migrant workers with technical skills change their jobs frequently, so the enterprises bear the lost. Many enterprise managers got a headache about the high mobility. Form enterprise money and time are spent, after the migrant workers grasp some technique and become skilled, they changed the jobs. Some migrant workers came to city just for learning the related technique and then came back hometown to start their own business. As the enterprise, even if they have contract with the migrant workers, when the migrant workers left, it is very hard for them to find the disappeared workers. they can not realize the responsibility for breaking the contract or compensation. For the enterprise’s sake, in order to save the cost, they can not go everywhere in order to find them. So in reality, there is no force for the migrant workers, and the law can do nothing with them.

4.2.2 The training brings troubles to the enterprise, and threatens the profit of the enterprises. For the sweater enterprises, they are small-sized, and do not have standardized system or management. They seek for profit maximization and just pay attention to short-term benefits. If they do training for the migrant workers on the labor law, it is hard for them to continue the management. When the enterprises touch the migrant workers’ benefits somewhat, they will go to the government make a statement or have conflicts with the enterprises. From the enterprises’ angle, they think, if they do training on labor law, the migrant workers will know how to protect themselves and how to reflect if get damaged, especially for the young people. If doing like this, it will do harm to the enterprises and affect the normal operating or the profit.

4.2.3 Inputting training fee makes the profit reduced. the enterprises simply think, with the fixed profits, they spend more money on the workers, they will lose more profit. With the idea of maximum profits, the enterprises do not like to do more investment or do in accordance with the government, and just want to avoid or do at their own way. As a result, the migrant workers did not have improvement in the technique for many years’ working. When the financial crisis or depression came, or the economic structure changed, they will be eliminated at the first time. All these is caused by the short-term behavior of enterprises.

4.3 The government

4.3.1 The local government did not have a thorough understanding and only have weak support. In the process of training. Some departments did not realize the importance, and just stay at the oral stage. From the province, to city, to town or even to village, in the whole chain, Always some persons has deals with settles and there are some problems that can not be solved. Some think the problem belong to labor-export area, some think it is the tasks for enterprises, some department think they have difficulties because the higher authority did not support and the lower did not coordinate. All in all, the related policies and measures did not run smoothly, so the training is in a loose mood. It is hard to be standardized and have a bad result.

4.3.2 The government has insufficient investment for training fee, so it can not afford all the costs. As the saying goes, it is caused by money, and can do nothing without money. For the local government, with limited financial funds and a lot things to do, so the money must be used on the knife edge.the government Primordial consider which can raise the local economy and the obvious government achievement in a short time. With less related funds, less people, less training fee, it is hard to do training. They all hope to spend less money but to do more things. For the reality, with small-sized training, poor equipment and low grade, all these can not meet the demand of enterprises’ employing labor and is lack of long-term program.

4.3.3 For the training, being institutionalized and systematized are lacking. We need time to perfect these and we need feasible programs by investigation and study that government carries on. Meanwhile, the migrant workers do not have unobstructed employment information channel. We need a guidance department, such as career guidance department, which can play a role of bridge in communicating with both the enterprises and the migrant workers.
4.3.4 For the training contents and way, some are not surveyed according to the market, through pats the head to think. So the training can not arouses the interest of the migrant workers. They are just forms and have less use. In the migrant workers’ idea, instead of wasting time, they are more like to practice their skills so as to earn more money.

5. Feasibility Study on Training Migrant Workers

On perspective of the current market supply and demand, a number of migrant workers’ professional skills are more and more incompatible with the development of enterprises, there are a large number of migrant workers go to the city for working, on the other side, the enterprises worry about "Labor Shortage" problem. So it appeared the phenomenon in "labor shortage" forced to improve migrant workers’ wages and welfare treatment. It should be a good result, at least to migrant workers so. Based on market demand, that employment drives training is the key point of developing migrant workers skills training. A large number of skilled personnel in the making, sewing, electronics, welding, etc. is most needed by the market, so the training should acting as circumstances permit. Many migrant workers feel the training is not necessary, do not want to; They will learn it, once they find its important, even though they should pay for it, because there will be higher further benefits.

In view of this study of migrant workers mostly 20-30 years old, mainly in the stone industry and the sweater industry, the latter especially by women. Different sore must have different salve, it is recommended primarily for the generation after 80s and 90s, relatively speaking, they are more receptive to new skills and new ideas.

5.1 On the training contents, we can take the way of ‘make light of theory, attach importance to practice’, focus on practical skills training.

For example, it needn’t to tell the migrant workers the internal structure and mechanism about the using of stone cutting tool and abrasive tool. The migrant workers can just be directly informed by the actual operation and notice points of the machine, as for a professional technical staff can management the repair and maintenance; In the sweater industry, whether it is woven or stitched, the workers can directly operate the machine, for studying by exercising. It is not necessary to learn in the classroom. During the practice process in firms, teachers can find and correct problems directly; the workers can learn it easily. This face to face communication can lead a better and faster training result, and also saves the cost of training inputs.

5.2 About the training ways, we should adopt the learning method of combining decentralization and centralization.

Concentrated learning maybe not the way that the government provide a full range of practice base, but that we can solve the difficulty by relying on the practice bases of some research laboratories and vocational schools. Distributed learning has many advantages, two or several peopl has become one group, teachers can come to the firm and teach and guide separately, which can save space charges, do not take up too much daytime. It can also increase the workers learning motivation and improve efficiency. For example, at the sweater firm in the process of the operation, a variety of weave, stitch, with the initial use, migrant workers can be centralized training how to make, but some workers with basal techniques; do not need to learn together, only simply instruction is needed. In addition, workers have to work during the daytime to make money, they wouldn’t spend time on training, it can be distributed on site to teach, even evening.

5.3 The training time can be flexible.

As above mentioned, workers have to work during the daytime to make money, do not want to spend time on training, moreover that training will charge traffic fees and other costs with no profit. Therefore, training time can be flexible and decentralized, such as to the scene or in the evening and so on. As long
as the grass-roots training organizations link directly with the companies, the time problems can be solved easily.

5.4 Focusing on migrant workers carries on undertaking education while enhancing vocational skills training.
Today, more and more migrant workers return home to undertaking, which relieves "Three-dimensional rural issues" to a certain extent. undertaking guidance for migrant workers includes preferential policies on relevant tax, loans, and business information, market prospects, etc. Migrant workers should understand that business can start small. For example, a breeding farm, a repair shop, and a clothing firm, etc., are all good choices, you can begin slowly. At the same time, we must emphasize that anyone should pay attention to the investment risks, and cautious is needed. Do not aim too high, and do not go astray, such as attending multi-level marketing organizations is forbidden.

5.5 While strengthening the skills training, we also need to help migrant workers to self-planning.
For example, when the survival problem is solved, learning skills with interests can be put forward, such as sweaters workers can learn clothes making by computer, then a small sweater factory can begin in the future. Migrant workers must have an aim for long-terms development, especially the generation after 80s and 90s, they should make plans and willing to learn, so that they can be divorced from their awkward identity. In training, the teachers must have awareness to guide the workers, build their confidence through some real cases of successful migrant workers. In this way, migrant workers will be modern farmers or modern workers in the future, and their children has the most possibility to become a capable, educated, literate person.

5.6 Employment guidance department for migrant workers should develop a variety of ways and means to promote communication between migrant workers and enterprises.
By the face to face communication between supply and demand, there will be a good promotion chance for both migrant workers and enterprises. For example, releasing employment information in the palaces where the migrant workers gathering, listing employment information on the bulletin board. We should also considering the charges and manpower, combined with recruitment information to be published regularly. So all these are not continual and long-term. In fact, the most effective way is through telecom operators to send text messages, while lower cost, funding and manpower problems are solved, on the other hand, it is simply to handle, which only need to register migrant workers real phone numbers. Migrant workers from the generation after 80s and 90s are receptive to new things, and each person has a cell phone with high utilization, and they are skilled in features on mobile phones, particularly SMS operation, this may be a good way to test.

6. Conclusion

To truly realize the aim of "migrant workers satisfaction, employer satisfaction, government satisfaction", we have many works to do. A lot of analysis shows that the quality of the workforce and the transfer speed and level is directly proportional. Generally, the higher quality labors, the faster transfer than the low quality of labors, while employment levels are also higher. Individual of migrant workers who receive more training and higher education, transfer faster than low-quality individual, they can adapt to change and better benefit from the new opportunities and to create their own undertaking opportunities, their survive and development capacities in urban life are also relatively strong.
China has 900 million farmers, while more than 230 million migrant workers. it’s a major event how to solve the 230 million people in the survival and development, not only for the 900 million farmers, but also for 1.3 billion people in China. If 230 million people’s issue is resolved, the “three-dimensional rural issues”, China's modernization and urbanization will be resolved smoothly and quickly. We hope
to improve the skills of migrant workers, promote industrial upgrading, solve the "three-dimensional rural issues", and construct a harmonious society in such way and purpose.

References