

Research on Improving the Employability of Migration under the Background of Stable Employment in East of China

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Abstract

Stable employment is at the top of the "six stabilities" of China. In this context, the employment situation of large-scale migration must be the focus of attention. Based on 1028 questionnaires obtained from field surveys in Wuxi, Nantong and Chuzhou, Jiangsu Province, this study uses factor analysis and multiple linear regression analysis to explore the influence mechanism and internal relationship of individual factors, environmental factors, and macro support indicators on the employability of migration, and finally obtains 11 influencing factors and their coefficients, It also analyzes the current situation and characteristics of the employability of the migration. The results show that the overall employability of the migration is not strong at present. The migration performs poorly in the number of training participation, willingness to participate in training, understanding of employment policies, social support network, labor market discrimination and so on. Based on this, starting with these influencing factors, this paper puts forward targeted policy suggestions to improve the employability of migration from three levels.

Keywords

Migration; Employability; Stable Employment; Factor Analysis.

1. Raising Questions

With the continuous advancement of urbanization, the scale of migration continues to expand. According to the data of the seventh census, the number of migrants has increased by 69.73% compared with 2010, reaching 375.82 million. This shows that migration has become an important part of China's labor force. Today, due to the Sino US trade war and the impact of the epidemic at home and abroad, the employment situation is still complex and faces many challenges. As early as July 2018, the Political Bureau of the CPC Central Committee held a meeting to put "stabilizing employment" at the top of the six stabilities. In this context, the improvement of the employability of the migration, an important part of China's labor force, has become the focus of the national macro policy. However, in order to put forward more targeted suggestions to improve the employability of the migration, we must clearly grasp the characteristics and current situation of the employability of the migration, grasp the influencing factors of the employability of the migration and then put forward a series of reasonable policy suggestions. This paper aims to make some preliminary exploration.

2. Introduction to the Analysis Framework and Influencing Factors of the Employability of Migration

Combined with the relevant literature, it can be found that in addition to the micro individual factors, under the basic national conditions of China's urban-rural dual structure system, the

study on the employability of the migration cannot be limited to the micro-level, and the meso environment and macro support factors will inevitably affect the employability of the migration. At the same time, it should be noted that the micro individual factors of workers and the meso environmental factors affect each other to some extent. The macro supporting factors affect the micro and meso factors as a whole.

With regard to the selection of factors at all levels, McQuaid, Lindsay (2005), Luo, Wang (2010), and others incorporated demographic characteristics and health, characteristics and skills, job search and adaptability into the micro-level; Family environment, work culture and accessibility resources are integrated into the meso level; Labor market policies, public services, and market demand have been incorporated into the macro level. On this basis, this study analyzes that demographic characteristics may affect the ability of migration to obtain jobs, and labor market discrimination may affect the employability of migration. Therefore, these two factors are also included in these three levels. Finally, the analysis framework shown in the figure is obtained.

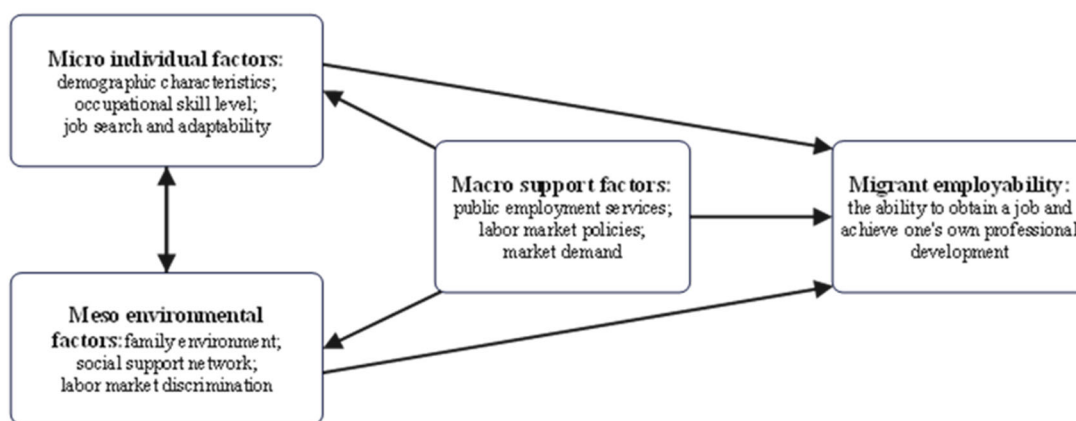


Figure 1. Analysis framework for the employability of migration

3. Analysis on the Influencing Factors of Migration's Employability

3.1. Definition of Concept

The criterion for determining the migration in this study is the separated population, but it does not include the separated population in the municipal area. The definition of employability in this paper adopts the concept proposed by Hill and Pollard (1998), which refers to the ability of individuals to obtain initial employment, maintain employment and obtain new employment opportunities when necessary. In this paper, the definition of employability is divided into two levels: one is the ability to get a job, the other is the ability to achieve personal career development. That is, employability can be understood as the ability of workers to find and maintain their existing jobs through obtaining skills and motivation support, and realize job transformation with the change of environment.

3.2. Data Source

Through the questionnaire survey of Nantong, Wuxi and Chuzhou, Jiangsu Province, a district and a county were randomly selected from Nantong, Wuxi and Chuzhou, Anhui Province. A certain number of respondents (120 in each region) were selected from each sample district and county for investigation. 1102 questionnaires were distributed, and a total of 1028 valid questionnaires were obtained, with an effective recovery rate of 93.28%.

Based on the questionnaire information, this study refines and analyzes the collected data. The analysis framework of employability includes micro individual factors, meso environmental

factors and macro supporting factors, and there is an interactive relationship between these factors. In order to clarify the specific factors affecting the employability of migration, this study chooses to conduct factor analysis on these factors.

3.3. Operation Method

The questionnaire of this study contains 56 basic indicators of the employability of the migration. The following is the specific analysis process:

3.3.1. Dependent Variable Analysis

(1) Before factor analysis, the author carried out kmo value and Bartlett spherical test for the factors. The test results show that the chi-square statistic of the Bartlett spherical test is 1355.255, the corresponding probability p-value is 0, and the value of the kmo test is 0.814. It can be considered that the data structure of this study is very good, indicating that the index system is suitable for factor analysis.

After principal component analysis, a principal component factor is obtained and named employability. After calculation, the average employability of the migration is 2.24.

3.3.2. Independent Variable Analysis

(1) Similarly, before factor analysis, kmo value and Bartlett spherical test need to be carried out for the factor. The test results show that the chi-square statistic of the Bartlett spherical test is 32434.209, the probability p-value is 0, and the value of the kmo test is 0.854. It can be considered that the data structure of this study is very good, indicating that the index system is suitable for factor analysis.

(2) The author conducted principal component analysis on these 56 basic indicators and obtained 14 principal component factors, and the cumulative variance contribution rate reached 62.861%. According to a load of each factor, it is named as social welfare enjoyment, training participation, adaptability, working years and marital status, labor market policy and public employment services, occupational category, income, social support network and health status, market pressure under the background of stable employment, labor market discrimination, family environment and market demand.

Table 1. Coefficient a

Model	Non-standardized coefficient		Standard coefficient	T	Sig.	Collinearity statistics		
	B	Standard error	Beta			tolerance	VIF	
(constant)	-0.002	0.023		-0.091	0.927			
1	REGR factor score 1 for analysis 1	0.372	0.023	0.372	16.158	0.000	1.000	1.000
	REGR factor score 2 for analysis 1	0.273	0.023	0.273	11.864	0.000	1.000	1.000
	REGR factor score 4 for analysis 1	0.137	0.023	0.137	5.964	0.000	1.000	1.000
	REGR factor score 5 for analysis 1	0.310	0.023	0.311	13.498	0.000	1.000	1.000
	REGR factor score 6 for analysis 1	0.272	0.023	0.272	11.821	0.000	1.000	1.000
	REGR factor score 7 for analysis 1	0.253	0.023	0.254	11.021	0.000	1.000	1.000
	REGR factor score 8 for analysis 1	0.115	0.023	0.115	5.004	0.000	1.000	1.000
	REGR factor score 10 for analysis 1	-0.056	0.023	-0.057	-2.454	0.014	1.000	1.000
	REGR factor score 12 for analysis 1	0.175	0.023	0.175	7.617	0.000	1.000	1.000
	REGR factor score 13 for analysis 1	-0.063	0.023	-0.063	-2.742	0.006	1.000	1.000
	REGR factor score 14 for analysis 1	0.145	0.023	0.145	6.288	0.000	1.000	1.000

a. Dependent variable: Regr factor score # 1 for analysis 1

Then the dependent variable and independent variable were analyzed by multiple linear regression, $r = 0.736$, suggesting a medium and high correlation. $R^2 = 0.541$, suggesting that the independent variable can explain 54.1% of the variation of the dependent variable (employability). Adjusted $R^2 = 0.534$, less than $R^2 = 0.541$, which corrects the exaggeration of the overall independent variable in R^2 on the interpretation degree of dependent variable variation, suggesting a high influence intensity. ANOVA table shows that the regression model of this study has statistical significance, $f = 72.943$, $P < 0.001$, suggesting that there is a linear correlation between dependent variables and independent variables. Finally, the standard coefficients of each factor (Table 1) are obtained, and then the regression equation of employability is obtained:

Employability = $0.372 * \text{social welfare} + 0.273 * \text{training participation} + 0.137 * \text{working years and marital status} + 0.31 * \text{labor market policies and public employment services} + 0.272 * \text{occupational category} + 0.253 * \text{income} + 0.115 * \text{social support network and health status} - 0.056 * \text{labor market discrimination} + 0.175 * \text{market demand} - 0.063 * \text{information blocking} + 0.145 * \text{job search}$.

The evaluation index system of the employability of migration is obtained as shown in Table 2.

Table 2. Evaluation system of employability of migration under the background of stable employment

Influence level	Influence factor
Micro individual factors	Training participation, working years and marital status, income, occupation category, job search, information blocking and health status
Meso environmental factors	Social support networks, labor market discrimination
Macro supporting factors	Social welfare enjoyment, labor market policies and public employment services, market demand

3.4. Analysis on the Current Situation of Employability

Based on the above analysis, it can be found that the overall situation of the employability of the migration is not optimistic. Specifically, among the factors affecting the employability of the migration, in addition to the high level of job search factors, the performance of other factors of the migration is not good. Among them, the migrant population's training participation, labor market policy and public employment services, social support network, labor market discrimination, market demand and other factors are poor. The number of people participating in vocational training is relatively low, the number of people participating in vocational training is relatively high, the demand for vocational training is not strong, the number of people participating in vocational training is not enough, and so on. Generally speaking, the employability of the migration reflects the characteristics that the ability to obtain work and the ability to get promoted at work are not strong.

3.5. Internal Relationship Between Factors

As stated in the previous theoretical framework, there may be an interactive relationship between the factors at the three levels.

Micro individual factors such as workers' personal training participation, working years, marital status and occupational category may have a certain impact on their meso environmental factors such as social support network. Specifically, in the process of participating in the training, workers will know many people with similar skills. Some of these people may later become part of the workers' social support network. In terms of working years and marital status, the longer a worker works locally, the more people he knows locally, and these people will also become part of his social support network. Marital status is similar. Married workers may get help from social support networks from their partners and then

expand their social support networks. The impact of occupational categories on workers' social support networks is similar to training participation. Workers of different occupational categories will know more workers of the same occupational category, and these workers will also become part of their social support network.

Social support networks, labor market discrimination and other meso environmental factors will also affect the individual factors of workers. Specifically, social support networks will affect workers' job search, working years, marital status, occupation category, and other factors; Labor market discrimination will affect workers' adaptability, income, health status and other factors.

Macro supporting factors such as social welfare enjoyment, labor market policy, public employment services and market demand will affect micro and meso factors. Specifically, the enjoyment of social welfare will affect all influencing factors such as workers' training participation, working years and marital status; Labor market policies and public employment services will affect the factors of workers' training participation.

In a word, micro individual factors will interact with meso environmental factors, and macro support factors will affect micro individual factors and meso environmental factors. These three factors jointly affect the employability of migration under the background of stable employment.

4. Strategies for Improving the Employability Of Migration

Based on the above research, it can be found that the influencing factors of migration's employability under the background of stable employment mainly include micro, meso and macro perspectives, and these three perspectives affect each other. Therefore, in order to improve the employability of migration, we must systematically improve the employability of migration from these three perspectives at the same time.

4.1. Micro Individual Factors

In terms of micro individual factors, we should improve the willingness of migration to participate in training. According to the data of this survey, only 45.5% of the migration said they had participated in training, with an average of 3.2 times. This shows that the migration's willingness to participate in training is not very strong, and the number of training is relatively small. Therefore, in order to improve the employability of migration, migration groups should improve their willingness to participate in training. For the migration practitioners in non-technical production posts, it is difficult for individuals to have the willingness to train because of their low overall education. This requires the government and enterprises to organize more publicity. This research survey shows that only 5.9% of the training participated by the migration is organized by the government. The rest are mostly intermediaries or training institutions. Therefore, for some industries, especially those with migrant workers as the main working group, such as the construction industry, the government should cooperate more with enterprises and intermediaries to publicize and carry out relevant vocational skills training. In addition, the government can also cooperate with vocational schools and colleges to provide training for the migration and improve the vocational skills of the migration, To improve the employability of the migration.

In terms of vocational skill level, the government can also adopt the mode of joint school running by schools and enterprises, improve the vocational and technical certification system, adopt industrial chain control, and put forward certain requirements and standards for employees, so as to create a good environment for the migration to learn vocational skills.

In the face of married migration, the government can introduce policies to encourage migration partners to work and live locally to promote family reunion of migration. At the same time, the

government should also relax the restrictions on the schooling of migrant children, help reduce the emergence of left behind children, and enable the migrant population to better carry out career development planning.

From the perspective of job search ability, the government should cooperate with enterprises to set up recruitment markets in various cities, districts and counties. At the same time, the government should build or cooperate with recruitment websites to build online recruitment platforms to facilitate the mutual search and adaptation between enterprises and migration.

4.2. Meso Environmental Factors

In terms of meso environmental factors, for the elderly and children of the migration, measures such as reducing tuition fees and the government issuing pension subsidies can be taken to reduce the pressure of the migration. From the perspective of social support networks, efforts should be made to expand the local interpersonal circle of migration. Specifically, the trade unions of enterprises can hold some fellowship activities within and among trade unions to improve the employability of the migration by expanding the social circle of the migration. The community can also provide more employment information and jobs to the migration to help solve the employment problem of the migration. At the same time, once verified, the government should impose heavy penalties on enterprises that implement labor market discrimination, so as to reduce the impact of labor market discrimination on the employment of migration.

4.3. Macro Supporting Factors

In terms of macro supporting factors, this study found that 16% of the migration said they did not have five insurances and one fund, which shows that there are still a considerable number of migration whose most basic rights and interests are not guaranteed. Therefore, the government should force enterprises and individuals to pay five insurances and one fund. It can be considered to be included in the scope of enterprise tax reduction, encourage enterprises to actively pay five insurances and one fund for the migration, and adopt a two-pronged approach of heavy punishment to encourage enterprises to pay five insurances and one fund for the migration. Similar measures should also be taken for the signing of labor contracts. Punish enterprises and individuals who do not sign labor contracts, so as to improve the signing rate of labor contracts.

At the same time, the government should also increase the publicity of policies related to stabilizing employment and promote policies to benefit more migration. In the face of the current situation of great market pressure and reduced market demand, the government can alleviate the employment pressure of the migration from the two aspects of demand and supply by carrying out infrastructure construction, creating more jobs and encouraging the migration to continue their further study.

In addition, all localities should gradually relax the settlement policy of migration and encourage the transformation of migration into non-migration, so as to reduce the employment discrimination against migration in some areas. So as to comprehensively and systematically improve the employability of migration.

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