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## The research of the new generation migrant workers based on the fair theory of urban integration mechanism

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### ABSTRACT

In 2010, the central file NO.1 first proposed "new generation migrant workers", which fully embodies the party central committee to the new generation of migrant workers care and attaches great importance to this special group, as well as new features and highlights the problems of rural migrant workers and the urgency to solve the problem of migrant workers in cities are discussed. Based on equity theory visual, with analysis of Cenozoic migrant workers city into the status quo, that the household registration system on the basis of urban and rural social system is new generation of migrant workers into the root of the city. Therefore, to gradually cancel divided urban and rural social management system, build the fairness of social management of urban and rural integration system; Build a new generation of migrant workers the fairness of the continuing education and the new generation migrant children of compulsory education mechanism; Build and fair order of city culture atmosphere, increases the belonging of the new generation of urban migrant workers and identity.

### KEYWORDS

New generation of migrant workers; City part; Equity theory; Mechanism.



## INTRODUCTION

Since China's reform and opening up, especially in the early ninety s of the 20th century, a large number of rural surplus labor into cities, formed a unique group of migrant workers. In the late 1990s, migrant workers have begun the generation of change, the Chinese academy of social sciences chun-guang wang, a professor at the new generation of migrant workers in 2000 this group were investigated, and put forward the "new generation migrant workers" for the first time in 2001 the academic concept, was the first to put forward the new generation of the rural floating population and urban social identity into the problem. Promulgated by the state council on January 31, 2010, 2010, the central file no. 1 "about increase the intensity of urban and rural development as a whole to consolidate several opinions of the agriculture rural development foundation, using the concept of" new generation migrant workers "for the first time. This is the first time that the file is put forward the concept of new generation of migrant workers. Passing out of the party and the government of about 240 million migrant workers and accounts for more than 60% of the total migrant population "after 80", "after 90" migrant workers. After two sessions in 2010, the central financial and economic leading group office, the central rural work leading group office Tang Renjian pointed out that the new generation migrant workers refers to aged between 16 and 25 years old of a new generation of migrant workers. And directly based on agricultural production and rural life of the first generation of migrant workers, new generation of migrant workers was born in the 1980 s, to the town to work directly after graduation from school, so has been dubbed the "migrant workers", but is not familiar with them on agricultural production, will gradually familiar to rural life. City life experience and continuous dissolution in their hometown have emotional identity, way of life also gradually no longer make them adapt to the dramatic differences between the rural way of life. New generation of migrant workers as a is different from the urban population also differs from that of a new type of rural population groups with high level of education, occupational expectations high, material and spirit to enjoy higher characteristic.

According to the national bureau of statistics data sampling survey in 2009, the total population of 2009, China's flow size is about 180 million, including 100 million "new generation migrant workers". New generation of migrant workers is the main population urbanization, achieve the identity transformation, is the important way from farmers into citizens. According to the law of the People's Republic of China in the sixth census, according to data released once again proved that floating population share increased significantly, compared with the 2000 census, to live with the account that the township streets where consistent and does not leave the account that increase the population of 117 million people, more than half of 81.3% growth. In the investigation and study of the rural floating population, the new generation of rural floating population has become a problem that calls for immediate attention, different groups in different periods of different behavior increasingly attention. Whether the new generation of migrant workers to integrate into city life has become to speed up the process of our urbanization, urban and rural development as a whole, a major issue of building a harmonious society. Therefore, the study on new generation of migrant workers into the city life has very important theoretical significance and practical significance

### FROM THE THEORETICAL PERSPECTIVE OF THIS ARTICLE: FAIR THEORY

For a long time, the social justice is seen as the foundation of social stability, it is an important principle in solving social conflicts. A sense of fairness has a important influence on new generation of migrant workers into the urban life, equity theory in a typical is a classic equity theory of Adams. Adams equity theory, also known as the social exchange theory and social comparison theory, its main focus on investigation of distributive justice.

From the theoretical perspective of this article is based on the classic Adams equity theory, the theory is one of the types of relationship between human motivation and perception of incentive theory, in Adams of the wages of the workers not fair inner conflict relations with its productivity "(1962, co-wrote with Rosenbaum), the unfair on the quality of the work of wages (1964, co-wrote with Jacobson)," the unfair social exchange "is involved (1965), and other writings, focus on the rationality of the distribution of wages, fairness and its impact on employee incentive to produce. Fair theory is that people can be motivated, not only by what they got and decide, but also by their income and other income is fair. From the individual point of view, fair involves everyone present, long-term material and spiritual benefits; From the perspective of interpersonal interaction, fair involves people's dignity, status and mutual relations; From the perspective of organization and management, fair involves parent-child relationships and community atmosphere, team cohesion, organizational performance, and sustainable development; From the perspective of social development, is a close relation between the fairness and social stability and progress.

Therefore, this article mainly from the perspective of equity theory, through analyzing the present condition of the new generation migrant workers city into, so as to put forward three kinds of led fair mechanism of new generation migrant workers into the city.

### THE NEW GENERATION OF MIGRANT WORKERS THE CORE CONCEPT DEFINITION

Born generation of migrant workers is a word for the first time appear in official documents of the central. The so-called "new generation migrant workers" is mainly refers to grow along with the reform and opening up after 80, 90 young people, this group of people in the work of the 150 million migrant workers accounted for 60%, about \$1. Basically has become the main body of the migrant workers team in our country. In today's rapid advance industrialization, urbanization and

modernization, pays great attention to and earnestly solve the problem of Cenozoic migrant workers fully integrated into the city, the smooth implement of the strategy to balance urban and rural development, it has great realistic significance.

Cenozoic migrant workers city part refers to the legal status of rural migrant workers get the same as the urban residents and social rights, such as residence, voting rights, the right to education, labor and social security rights, etc., thus realize the values and way of life and so on various aspects of transferring from the urban citizens. Therefore, the rural migrant workers in cities into not only includes the regional transformation of from rural to urban, from farmers to workers' career change and household registration change these external features, more important is that they are ideology, life style, behavior and social participation and be in harmony of city, eventually to meet the requirements of urban civilization, have modern citizen quality of city residents.

Current China is in the key period of social transformation, at the same time of rapid economic development, such as urban and rural and regional development imbalances, the gap between rich and poor disparity, social groups, social problems such as unemployment and parts of civil behavior anomie began to highlight, as a weak group of the new generation of migrant workers social integration by the wide attention of scholars in our country. The connotation of rural migrant workers in cities into lies in the fact that it is not a simple empty asked migration of the rural population to cities, more important is in working conditions for migrant workers, income, lifestyle, ideas, organization form, such as deep transformation, the typical local characteristics of the rural population into urban residents in the true sense. As a result, the new generation of migrant workers social integration process mainly includes the urban adaptation and cities into two stages, and urban adaptation is single change life state, the process of rural migrant workers from the agricultural sector, into the non-agricultural industries employment, the transition of its position, relative to the promoting function of the external environment, change is the main factor of rural migrant workers in the white body conditions. Harmony and into the city, is a migrant workers into the urban environment of two-way dynamic process, both to white white body actively adapt to the rural migrant workers, there are also the urban environment, including infrastructure, social security, recognition and acceptance of migrant workers, such as the humanities concept is a deconstruction and reconstruction of the same process, and the urban environment plays an important role in it. To the town of migrant workers in the economic life and social intercourse, education training, values, etc, to "the city" as the reference group, changing the white, I continue to socialization in the new environment, urban residents gradually eliminate the stigma upon rural migrant workers in cities and tags, for migrant workers to understand and accept, eventually the two sides can reach equilibrium, the harmonious coexistence.

### **PRESENT SITUATION OF THE NEW GENERATION OF MIGRANT WORKERS INTO THE CITY**

Social integration and between individuals, between different groups or individuals to cooperate with each other, each other between different culture to adapt to the process, and to construct the harmonious society as the goal. For new generation of migrant workers, the integration of urban social life must have the basic conditions of three aspects: one is at the material level has a career will lead to a relatively stable income; 2 it is to participate in social communication in social level, with the city's way of life; Third, the psychological level, in the process of integrated into the urban social life is willing to accept and agree with the values of the locals. It is not hard to see, the three aspects of the basic conditions is a progressive step by step, when the psychological level is complete to adapt, to illustrate these floating population into the urban social life completely.

At present, the new generation of migrant workers in integrated into the urban social life is faced with high will is difficult to achieve. We is not hard to find new generation migrant workers from the characteristics of the older generation of migrant workers tend to be the motive force that they are willing to make themselves more competitive, but due to system not perfect and citizens to their acceptance of a variety of reasons, such as different makes the new generation of migrant workers in toward a real city life, struggling. First of all, the performance on the concept of choosing a career, as new generation of migrant workers have the spirit of the bear hardships and stand hard work, in order to integrate into city life, they have more invisible pressure, but because of the change of the idea about choosing a career, they are more willing to choose high yield, can obtain long-term development work; Second, the education level is higher, it into the city life provides a great help for them, and they work in gradually set up the competition consciousness, efficiency consciousness, legal consciousness, they in the multicultural city, under the influence of ideology in constant updates, more flexible way of thinking and more independent, open, more modern; Moreover, the new generation peasant workers' understanding of self value, the goal of life and the understanding of the social morals and the older generation of migrant workers is a big difference, but youth has great similarity to the city.

Above is characterized by new generation of migrant workers into the city life, but as a result of the government in the system of new generation migrant workers management level still has great defects, urban and rural intersected binary household registration system, and the social security system, and by the enterprise employment system, education system and so on are difficult to ensure that the new generation of migrant workers to participate in the urban life smoothly. Combined with the traditional concept of prejudice, urban residents in psychological and not accept, makes it hard for them on the identity and psychological normal into city life. In the survey found that the new generation migrant workers are showing frustration ability under low, easy to take these psychological characteristics, such as extreme way of doing business is mostly caused by the contradiction between the group characteristics and management system.

## **THE ROOT OF THE NEW GENERATION OF MIGRANT WORKERS INTO THE URBAN**

Through analyzing the present situation of new generation of migrant workers in cities, we can see new generation peasant workers is still stopped at the stream without moving phase, compared with the old farmers in the identity and civic treatment has not yet been a breakthrough, urbanization road is still a long way to go and fix far. Ultimately, article think based on the household registration system of urban and rural dual social system is new generation of migrant workers into the root of the city.

### **(1) The dual household registration management system for curing the identity of the new generation of migrant workers**

Since 1958, when the door II registration regulations on the administration of the People's Republic of China issued later, countries not only by the hukou system restricted the free movement between urban and rural residents, especially the flow from rural to urban, will also be a variety of resource allocation and power distribution system linked with the household registration system, between urban and rural in the formation of fortified identity, the boundaries between the two groups, namely holding farmers "agricultural households II" and "II" non-farm business households of city dwellers. After reform and opening up, agricultural labor productivity in the countryside has steadily increased, people much less realistic contradiction growing factors such as the thrust and the city of relatively high income, the more development opportunities of factors such as pull, more and more farmers to break through institutional barriers, flock to cities looking for jobs. However due to the limitation of the household registration system in the city for jobs farmers have not transformed identity, become a city dweller, the society called "migrant workers" with identity discrimination color things. Since the 1990 s, with the accelerating of industrialization and urbanization, village city II of the flow of people between the frequent, highlighted the disadvantages of dual household registration management system, some cities and regions to the household registration reform, allowing outsiders II to move in, but have economic or education threshold, such as in the move to city to buy a certain area of the housing, or move to a place to do business by education with college or above degree. This approach virtually increased the difficulty of the urban household registration, migrant workers for migrant workers, citizenship is becoming more and more could only dream of. Although the new generation of migrant workers the older generation of migrant workers in the economic income and education level has improved greatly, but still unable to break through the fetters of the household registration management system. Dual household registration management system of curing the identity of the new generation of migrant workers, most of the new generation migrant workers can only flow without moving.

### **(2)The marketization of the labor employment system of incomplete aggravated the occupational segregation in the new generation of migrant workers**

Since China's reform and opening up, with the plan economy system to market economic system, the planned economy era featuring forward employment system also gradually transition to the market-oriented employment system. Practice shows that the continuously open labor market to attract a large number of farmers to do business, to achieve rapid transfer of rural surplus labor force to cities, promote the national economy continues to grow. But at the same time we also see that for 30 years, although through the efforts of the new and old two generations of migrant workers, migrant workers employment is still is given priority to with the underlying labor market, cannot achieve career upward flow. Some researchers blamed it on migrant workers including new generation migrant workers employment ability is insufficient, can't work up to the top of the Labor market. And the author thinks that, the new generation of migrant workers occupational segregation is not only caused by their own reasons, the current market the labor employment system of incomplete aggravated the occupational segregation in the new generation of migrant workers. Urban residents for a long time, to alleviate employment pressure, the central and local governments at all levels in the employment policies in the base stocks in accordance with the "wood, after the" first, the principle of "city and countryside" after first, set up many of rural labor transfer employment restrictions and regulations, some even discriminatory restrictions and regulations. Inequality of employment policy to exclude farmers in regular, stable, high income and welfare treatment of good jobs. Engaged in "dirty, bitter, tired, poor" work is a new generation of migrant workers in employment policy of inequality cast a have no choice. At the same time, the underlying labor market of the low levels of the root wood cannot pay high city life into wood, the survival of the rational make new generation migrant workers kept at arm's length relationship with city.

### **(3) The dual social security system to increase the risk of new generation migrant workers city life**

Long-term since, our country social security system of adhesive on the dual household registration management system, differences between urban and rural residents. The current urban residents has been established a base of wood including pension, medical treatment, industrial injury, birth, unemployment insurance, social security system, rural residents mainly depend on the land system itself security, institutionalization of old-age security in its infancy stage. Don't butt joint of urban and rural social security system make living in cities can't obtain citizenship the exclusion of migrant workers in urban social security, lack of unemployment, pension, medical, housing and other aspects of the social security and welfare benefits. This greatly increases the risk of new generation migrant workers city life.

## **THE CONSTRUCTION OF INTEGRATION MECHANISM OF NEW GENERATION OF MIGRANT WORKERS**

### **(1) To phase out divided urban and rural social management system, build a body the fairness of the urban and rural social management system**

Based on the household registration management system partition of urban and rural social management system is the main factors hinder the new generation urbanization of migrant workers at the present stage. We need to promote the new generation migrant workers' urbanization process, must be phased out of the binary system of social management, to build an urban and rural social management system. First, reform the existing household registration management system that allows and ensure the free movement between urban and rural residents, gradually eliminate attached to the household registration system on the labor employment, housing, education, social security of inequality, realize urban and rural residents without differential treatment. Second, cultivate a unified and open labor market, building employment system of urban and rural integration, to eliminate the limitation on the new generation of migrant workers is not reasonable and discrimination, make urban and rural residents to share the equal employment opportunity, employment management and employment services. Again, we will accelerate reform of the urban housing security system, rural migrant workers into the urban housing security system, to explore suitable for migrant workers, the purchase of housing accumulation fund loans, expanding the supply of affordable housing and low-cost housing and other kinds of range, to ensure that the new generation migrant workers enjoy equal to urban residents housing security rights, realize to live and work in peace and contentment. Finally, perfect including social welfare, medical insurance, endowment insurance and unemployment insurance, integration of urban and rural social security system, improve the social security coverage and rates. As soon as possible in the province of social security as a whole, realize social insurance provincial plan as a whole to arrange as soon as possible, to break the current local regional segmentation, give full play to the social security system for new generation of migrant workers in the production of life safeguard role.

### **(2) The construction of fairness of the new generation of migrant workers to continue education and the new generation migrant children of compulsory education mechanism**

Compared with the older generation of migrant workers, new generation of migrant workers by education degree is higher, but with the modern economic development and industrial structure transformation demands there is big gap between quality of the labor force, it is also a new generation of migrant workers is mainly in the secondary labor market employment the main reason. To this end, we need bligh build up the concept of life-long education guidance by the government as the leading, unit of choose and employ persons as auxiliary, all kinds of education training institutions as a platform, the new generation migrant workers individual to actively participate in the diversification of vocational education and training mechanism, the new generation of migrant workers to pre-service, duty, entrepreneurship and employment in a full range of training, promote the competitiveness of the new generation of migrant workers in the labor market. Also, actively build new generation migrant children of compulsory education mechanism, the new generation of migrant children receive equal compulsory education opportunity, promote the balanced allocation of education resources between urban and rural, to improve the quality of the new generation peasant workers' children, and future competitiveness in the development of society, in the true sense realize the whole social members enjoy the achievement of social development.

### **(3) Create a fair and harmonious city culture atmosphere, promote the new generation of migrant workers in cities of belonging and identity**

Only on the city of belonging and identity, highly only means that the new generation migrant workers truly integrated into the city. Compared with the older generation of migrant workers, new generation of migrant workers more yearn for city life, but the system and culture of the dual repulsion weakens the belonging and identity of migrant workers to city, in the crisis of identity. To promote the new generation of migrant workers social integration process, not only to eliminate the dominant system obstacles, and weaken the implicit cultural barriers, create a harmonious city culture atmosphere, promote the new generation of urban migrant workers of belonging and identity. Specifically, on the one hand, through the way of propaganda and education, guide urban residents understand foreign culture and the role of migrant workers in the city life, overcome the central tendency of urban culture, avoid its own way of life, urban residents values above the other groups, discrimination against foreign culture and migrant workers. On the other hand, to strengthen the construction of public cultural facilities, encourage support migrant workers to participate in the urban community public cultural and recreational activities, expand the scope of social interaction in the activities, improve contact with urban residents, internalize the values and behaviors of the city.

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