

Multidimensional Poverty Measurement of Migrant worker and Factors Analysis during Urbanization of China

---a Sample from Construction Industry

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Abstract—Based on the contribution of Amartya Sen on forming mechanism of poverty, the analysis framework of global poverty and its reduction issues has been transforming from "single-dimension" poverty research, taking wage income as core, into multidimensional ones. Regarding to the multidimensional poverty problem of urban migrant worker in China, the paper attempts to account the poverty incidence and relevant influential factors of Chinese urban migrant worker from five dimensions including education, health, assets, life quality, and social participation for empirical research. The results show that, in addition to wage income, the "multidimensional" poverty problem that urban migrant worker in our country are facing is quite prominent while it has been too long neglected. Therefore, it is in need of structural reform in order to eliminate urban-rural dual structure.

Keywords—Migrant worker; Multidimensional poverty; Measurement; Policy

I. INTRODUCTION

To eliminate poverty is the inexorable requirement of the essence of socialism and the intrinsic requirement of constructing a well-off society in an all-round way. Poverty is a worldwide problem, the relative poverty and even the absolute poverty problem have not been fundamentally eliminated yet in the institutional system, even for some developed capitalist countries which has developed more than a hundred year. As a developing country with a large population, China has achieved success in solving the poverty problem and has made a great contribution to the global elimination of poverty after over 30 years of reform and opening up. According to the data released by the National Bureau of China in 2014, calculating in accordance with rural poverty standard determined by yearly average income of 2300 Yuan in 2010, China has got a rural poverty population of 70,170,000 people and has reduced 12,320,000 people compared with in 2013, which means the 14.9 percent of the total poverty population reduction. At present, the proportion of the poverty population is less than 7.2 percent of the total population of rural residents. With the acceleration of new-type urbanization and the improvement of urban-rural labor mobility and the wage security level, the total

poverty population of the urban and rural will decline further, consequently achieve improvement and enhancement in quality of life and standard of living for poor people in multidirectional ways[1].

Urban migrant worker is a special social group under current urbanization in our country. The reason why we refer to this stratum's specialization is its two mainly features. The first feature is its large scale. According to the National Bureau of Statistics released 2010—2015 *Migrant worker Survey Report*¹, from 2010 to 2014, the total inflow of migrant worker in the city were 242,230,000; 252,780,000; 262,610,000; 268,940,000; and 273,950,000 respectively, showing growth year after year, and the average outflow has accounted for more than 80% of the rural labor force. Second, the migrant worker often have relatively low wages and insecure jobs, and their wage levels still exist significant gaps with urban residents'. In 2011, the per capita monthly income of our country's migrant worker is 2049 Yuan, and respectively 2,290 Yuan, 2,609 Yuan and 2,864 Yuan were from 2012 to 2014. ²The new national poverty line in China is annually 2,300 Yuan in 2011, which defined by the Party Central Committee's Poverty Alleviation Work Conference; those whose wages cannot reach this level were classified as poor. While according to the World Bank standard, those people whose income was less than \$2 per people per day(US\$1=6.5 Yuan exchange), 4,680 Yuan per people per year, were the poor. On the basis of this one-dimensional poverty studies, it is increasingly deeply aware that income alone is not enough to characterize the welfare benefits and is far too narrow to use it as a measure of poverty: The issues of other dimensions, such as life expectancy, literacy, public goods provision, freedom and security haven't been reflected completely.

¹ Central Government Gate-way Website: http://www.gov.cn/xinwen/2015-04/29/content_2854930.htm

² Chinese Financial and Commercial News: <http://finance.china.com.cn/roll/20150507/3103356.shtml>

II. THEORETIC INTRODUCTION OF POVERTY PROBLEM: FROM SINGLE-DIMENSION POVERTY TO MULTIDIMENSIONAL POVERTY

For quite some time, the foreign scholars who study on poverty issues understand the concept of poverty as a "single-dimensional". Even in relative poverty and absolute poverty theory of Marxian Economics, the wage income level is regarded as the core index of measuring poverty. Limited by the "single-dimensional" concept, poverty only refers to economic poverty, which is on the basis of the minimum income or consumption level that a person needs to maintain a livelihood, that is, the poverty line (threshold) as the standard of poverty. The World Bank also determines the poverty population depending on wage income and consumption levels, that an income below 1 dollar a day is identified as the "extreme" poverty, and an income over 1 dollar while below 2 dollars a day is identified as poverty.

On the basis of the "capacity poverty", Amartya Sen raised the "multidimensional poverty" theory on which the core focus is that poverty isn't influenced only by the pitiful income, but the other multiple objective indexes and the subjective feelings to the well-being. Less income is only the presentational reason why the poor is poor, while the deepest reason is from various deprivation, including the poor health, the lack of education, incomplete living standards, inadequate income, the lack of empowerment, poor working conditions as well as the violence threat. Atkinson and Bourguignon conducted a set of multidimensional model building based above, thus established the framework for multidimensional analysis of poverty theory [2].

Since Amartya Sen raised the multidimensional poverty theory, the biggest challenge had changed to how to measure the multidimensional poverty. Alkire and Foster (2008), from the Oxford Poverty and Human Development Initiative, proposed a new methodology for multidimensional poverty measurement, which includes identification, counting and decomposition. Thereafter, Alkire, Sabina, Maria Emma construct two concepts: multidimensional poverty incidence and the well-being deprived average level of the poor. Multidimensional poverty incidence is the proportion that is in the multidimensional poverty, while the well-being deprived average level of the poor is using the multiple indexes to measure the level that the well-being of the poor has been deprived. Alkire and Foster's multidimensional poverty theory was also used in the 2010 Human Development Report, measuring and sorting the Multidimensional Poverty Index (MPI) of 104 developing countries.

III. THEORETICAL FRAMEWORK AND EMPIRICAL INVESTIGATION OF MIGRANT WORKER'S MULTIDIMENSIONAL POVERTY IN CHINA

To measure multidimensional poverty of migrant worker, it is supposed to identify and quantify indicators according to the following four aspects. Firstly, each dimension (index) of poverty should be identified. We need to get feeling, evaluation and rating in each dimension of a migrant worker or his/her family through a random survey. Then, the level of poverty in each dimension should be defined. And we identify whether

each migrant worker or his/her family is poor based on the criteria we have defined. Secondly, it is necessary to identify whether a migrant worker or his/her family is deprived in each dimension. In this paper, we mainly consider that whether a migrant worker is deprived in five different dimensions. Thirdly, after identifying if a migrant worker is deprived or not in five dimensions and poverty status, we sum each dimension up to obtain the composite multidimensional index, which is the product of the multidimensional poverty incidence and average level of how migrant worker are deprived. Finally, with microcosmic direction, we could analyze the multidimensional poverty index according to dimensions, regions, provinces and so on.

Based on the reality in China, to identify multidimensional poverty index, we extend the three dimensions set by the United Nations—health, education and living standards—to five dimensions. These five dimensions are education, health, assets, living standards and social participation. We increase assets and social participation dimensions according to Chinese experience in poverty reduction. Assets dimension includes three aspects that are whether the migrant worker is in poor, whether the migrant worker owns contracted land and the housing condition. Assets of a family reflect the accumulation of income and fortune after consumption smoothing. Whether the migrant worker is in poor directly reflects the wealth of a family at the moment. Whether the migrant worker owns contracted land accurately reflects the long-term financial situation of a family and their ability to get rid of poverty. Housing condition reflects a migrant worker or his/her family's social status because one could gain a house through inheritance and transfer. Social participation dimension includes five aspects, which are relation with the manager, relation between colleagues, communication with urban citizens, work overtime in holidays and participation in regional cultural and sports activities. On the one hand, social participation effectively reflects the income of a family. On the other hand, spiritual poverty is also a necessary element of poverty research [3].

To learn about multidimensional poverty of migrant worker, we take migrant worker in construction industry as example. We take 2400 samples by systematic sampling, quota and simple random sampling. The samples are taken from three typical regions, which are Beijing, Shenzhen and Xi'an. There are 1874 observations in effective samples. In the effective samples, the youngest worker is 15 years old and the oldest one is 71 years old. The average age of workers is 37.54 years old. Among the effective samples, there are 88.13% men and 11.87% women, 92.46% Han Chinese and 7.54% minorities, 87.30% agriculture account and 12.7% non-agriculture account. The followings are indices in five dimensions.

TABLE I DIMENSIONS AND INDICES OF MULTIDIMENSIONAL POVERTY OF MIGRANT WORKER

Dimensions	Indices	Explanations of Indices
1.Education	①Years of Education	Whether the migrant worker is well-educated
	②Vocational Training	Whether the migrant worker has taken part in vocational training
	③Household Expenses	Expenses in children's education and support for the old
2.Health	①Urban Medical Insurance	Whether the migrant worker gets insured through the urban health insurance
	②Whether the Medical Expenses Can Be Reported by NCMS	If it is possible for migrant worker to have their medical expenses reported when they go back home
	③Employment Injury Insurance	Whether the migrant worker gets insured by employment injury insurance
	④Regular Physical Examination	Whether the migrant worker participates in physical examination regularly
	⑤Appliance for Labor Protection	Whether the company provides appliance for labor protection
	⑥Labor Contract	Whether the company signs labor contracts with migrant worker
	⑦Working Hours	Whether migrant worker always works overtime
3.Assets	①Whether in Poor	Whether the migrant worker's family is in poor
	② Contracted Land	Whether the migrant worker owns contracted land
	③Housing Condition	Is the migrant worker's house a brick house or an abode house
4.Living Standards	①The Quality of Drinking Water	Is the drinking water running water or well water
	②Toilet	Does the toilet migrant worker usually use flushing toilet or dry latrine
	③Durable Consumer Goods	Whether the migrant worker owns television or mobile phone
	④Electricity	Whether there is electricity or frequent power outages
	⑤Satisfaction of Food	The migrant worker's satisfaction on food
	⑥Satisfaction of Living Condition	The migrant worker's satisfaction on living condition
	⑦Wage Arrears	Is the migrant worker owed wages every year
5.Social Participation	①Relation with the Manager	Does the migrant worker get on well with the manager
	②Relation between Colleagues	Does the migrant worker get on well with the colleagues
	③Communication with Urban Citizens	Does the migrant worker always communicate with urban citizens
	④Work Overtime in Holidays	Does the migrant worker always work overtime in holidays
	⑤Participation in Regional Cultural and Sports Activities	Has the migrant worker participated in regional cultural and sports activities

IV. THE ACTUAL SITUATION AND INFLUENCING FACTORS OF THE MULTIDIMENSIONAL POVERTY OF URBAN MIGRANT WORKER IN OUR COUNTRY

A. Poverty incidence and multidimensional poverty situation of urban migrant worker in China

According to the previous theoretical analysis, the greater the multidimensional poverty index is, the more prominent the

problem of urban migrant worker occurs. At the same time, the two concepts of poverty incidence and deprivation intensity have portrayed the degree of multidimensional poverty of the migrant worker from different perspectives. Table 2 and table 3 below showing the actual situation of China's multidimensional poverty are estimated by using large sample investigation data and measurement method. The first method: weighted by dimension. Based on this method, the calculated values of the multidimensional poverty index are shown in table 2. When considering any dimension of the 5 dimensions of poverty, the national poverty incidence is 95.30%, that is, 95.30% of the families in China are poor measured from any dimension of the 5 dimensions; the deprivation intensity is 10.28%, and the multidimensional poverty index is 0.098. When considering any 2 dimensions of the 5 dimensions of poverty, the national poverty incidence is 74.12%, the deprivation intensity is 11.38%, and the multidimensional poverty index is 0.084. When considering any 3 dimensions of the 5 dimensions of poverty, the national poverty incidence is 29.94%, the deprivation intensity is 13.39%, and the multidimensional poverty index is 0.040.

TABLE II. CHINA'S MULTIDIMENSIONAL POVERTY ESTIMATES (BASED ON THE FIRST METHOD)

Dimensions	Multidimensional Poverty Index	Poverty Incidence (%)	Deprivation Intensity (%)
1	0.098	95.3	10.28
2	0.084	74.1	11.38
3	0.040	29.9	13.39
4	0.002	1.28	16.62

The second method: weighted by index. Based on this method, the calculated values of the multidimensional poverty index, the incidence of poverty (poverty incidence) and the intensity of deprivation (deprivation intensity) are shown in table 3. When considering any 1 index of the 25 indexes in the 5 dimensions of poverty, the poverty incidence is 100%, which means 100% of the households in China are poor in any (secondary) dimension of 5 dimensions, the deprivation intensity is 49.47% and the multidimensional poverty index is 0.495. When considering any 2 indexes of the 25 indexes in the 5 dimensions of poverty, the poverty incidence is 99.95%, the deprivation intensity is 49.50% and the multidimensional poverty index is 0.495. When considering any 5 indexes of the 25 indexes in the 5 dimensions of poverty, the poverty incidence is 99.47%, the deprivation intensity is 49.70% and the multidimensional poverty index is 0.494. When considering any 11 indexes of the 25 indexes in the 5 dimensions of poverty, the poverty incidence is 70.76%, the deprivation intensity is 57.26% and the multidimensional poverty index is 0.405.

TABLE III. CHINA'S MULTIDIMENSIONAL POVERTY ESTIMATES (BASED ON THE SECOND METHOD)

Dimensions	Multidimensional Poverty Index	Poverty Incidence (%)	Deprivation Intensity (%)
1	0.495	100	49.47
2	0.495	99.95	49.50
3	0.494	99.47	49.70
4	0.493	98.29	50.15
5	0.491	96.91	50.64
6	0.486	94.45	51.44

According to these two multidimensional poverty index calculation methods in different weights, China's construction industry is facing very serious problem of multidimensional poverty. This severity, whether it is from the multidimensional poverty index, the incidence of poverty, or from the intensity of deprivation, can be reflected clearly. If compared with the traditional income standards, the income of migrant worker has been significantly higher than the level of domestic poverty line, and has even exceeded the level of the United Nations International Poverty line. Therefore, whether use the standard of poverty in rural areas or urban basic living allowance level to measure income threshold, it cannot comprehensively measure the poverty of migrant worker in the construction industry in China [4].

B. Decomposition of the factors influencing the Multidimensional Poverty of migrant worker in China

We can draw the following conclusions, based on the data analysis of large sample:

TABLE IV. DECOMPOSITION OF MULTIDIMENSIONAL POVERTY INDEX BASED ON SAMPLE (UNIT: PERCENTAGE)

index / dimension	Educational situation	Job-training situation	The quality of drinking water	Toilet facilities	Expense reimbursement	Work-related injury insurance	Participate local activities	Relationship with colleagues	Labor contract	Working hours
1	4.84	3.71	0.99	3.86	5.66	4.78	5.49	3.21	2.56	7.16
2	4.84	3.71	0.99	3.86	5.66	4.78	5.49	3.21	2.56	7.16
3	4.84	3.71	0.99	3.86	5.66	4.78	5.50	3.21	2.56	7.12
4	4.80	3.72	1.00	3.87	5.68	4.79	5.51	3.22	2.57	7.05
5	4.78	3.74	0.99	3.88	5.69	4.80	5.53	3.23	2.56	6.98

1) Drinking water, electric lighting indicators of urban migrant worker have the lowest contribution for multidimensional poverty. Even in different dimensions, the average contribution has only approached about 1%. This shows that workers who work in the construction industry in our country have gained powerful protection in basic facilities like drinking water and electric lighting. This is also the point in terms of multidimensional poverty where our country is different from other developing countries. However, compared with drinking water and electric lighting, rotten bathroom and toilet facilities contribute to a greater degree for multidimensional poverty.

2) At present, the problem about working time is more prominent than others of urban migrant worker in China. According to the decomposition of multidimensional poverty index, its contribution is very high in 25 indicators, the average contribution degree to the multidimensional poverty reached 6% - 7%. The construction industry has been the few which continuously working over hours in large number of industries. According to the data analysis results, the construction industry labor rights in working time has been much serious damaged, which has lead an important aspect of the multidimensional poverty of construction industry workers. Holiday overtime has contributes to the multidimensional poverty about 3% ,half of the corresponding working overtime, which shows that the issue of overtime work in the construction industry has aroused the concern of the community and the interests has been relatively protected [5].

3) Affected by hometown and consanguinity, migrant worker have much more comprehensive relationship between each other. According to data analysis, the relationship between construction industry workers in our country contributes to poverty about 3.4% on average, which directly

connected with the construction industry workers' hometown, social network, clan, sectarian and other factors. This is different with our traditional political science on the proletarian theory. According to the traditional political theory, workers and managers should have a much more harmony relationship. Data shows that the relationship between workers and managers is not so serious. Its average contribution to the poverty is as same as the contribution of the relationship between workers. Even though the result is unexpected, it is easy to understand. This relaxed hierarchy of relationship relatively helps rational workers have better access to protect their own interests.

4) Migrant worker living and working environment is relatively closed. In the multidimensional poverty index, the association between workers and local people contributes to poverty degree about 5.07%. Whether the construction workers participate in all kinds of activities organized by the local district contributes to poverty degree about 5.50%, far higher than the average contribution of 25 indicators. This shows that, the construction industry has a relatively closed environment, although many workers engaged in the industrial city, but not integrate into the city. They have not better enjoyed the urban lifestyle from aspects of life and spiritual. In some degree, they define themselves as a passenger in city.

5) Urban migrant worker have relatively bad comments on the satisfaction of living conditions and food satisfaction. According to k value data under different dimensions, catering satisfaction average contributes up to 4.8% of multidimensional poverty, while the satisfaction of life condition contributes to the multidimensional poverty about 5.1%. Which illustrates that the workers in the construction industry is different from the traditional construction workers who only earn money in the city. They are gradually beginning to pay attention to their diet and daily life. Workers begin to pay attention to where they sleep and the quality of rest. Compared to the diet, informants have lower satisfaction of the food. The construction industry enterprises blindly gain profits by holding down the value of food and living costs. This way may face some challenges in the future.

6) The educational level of our country's urban migrant worker is relatively low. According to the related data of education years, there is a relatively few numbers of people in this industrial workers group who are graduates of senior- high schools or above. In recent years, the education level has obtained great promotion with national investment in rural basic education. As you can see, the best quality of the rural surplus labor force resources, for various reasons did not choose construction industry in the first place. This point can also be validated by the indicator of dependency burden, which its contribution to the poverty is only 3.1%. The middle-aged and young labor force who are relatively older and no burden of children education are gathering in this industry at present [6].

7) In recent years, the labor services and employment aspects in our country have been standardized. It can be seen

from the index analysis that whether the problem of wage arrears has been solved in the construction industry, on the other hand, the service contract is also gradually standardized. Service contract has contributed only 2.7% to multidimensional poverty, significantly lower than the average contribution rate of indicators. And the vocational training is always an extremely significant link in the safe operation of construction industry. The data shows that the contribution degree of vocational training to multidimensional poverty is not very prominent. It can be concluded that most enterprises have begun to pay attention to this problem.

8) The lack of migrant worker' social security and health dimension exerts structural impact on multidimensional poverty for urban migrant worker in our country. It can be seen from the index decomposition that the migrant worker in construction industry in urban areas can hardly have local medical insurance. This point contributes 6.5% to multidimensional poverty on average. As most of the workers in construction industry are rural surplus labor, they usually attend the rural cooperative medical system. The medical costs incurred in cities whether can get timely reimbursement in the rural areas, the result is not optimistic. This index contributes 5.6% to multidimensional poverty on average. And the industrial injury insurance, as a national rigid system design, the implementation in enterprises is not satisfactory. According to the index decomposition, the poverty which caused by not attend the industrial injury insurance contributes to multidimensional poverty around 4.8%. The lack of this three basic medical services and industrial injury security lead to the contribution to multidimensional poverty about 15%. Meanwhile the frequency of physical examination leads to a prominent poverty contribution at 4.3% on average. Therefore, the lack of systems is one main aspect of migrant worker' multidimensional poverty in construction industry in our country. Construction industry is a high-risky industry and only has temporary labor protection products. Though the impact of labor protection products cannot be ignored (3.5%), it is not the main problem [7].

9) Rural land contract right appears differentiation and the cord relationship between labor and land is gradually weakening. It is generally believed that most of migrant worker in construction industry flowing into cities have contracted land in countryside, which basically derives from the Rural Collective Land System in our country. We also believe that migrant worker generally have land, due to our country's special urban-rural dual structure. And the cord relationship between labor and land cannot be broken down without institutional reform. However, according to the actual data, a quite number of migrant worker in construction industry do not have contracted land in their hometown. Therefore, the influence of contracted land on the multidimensional poverty cannot be ignored. A reliable explanation is that after the second round of contract, the household contract responsibility system, a gradually fixed contract relationship, has made part of peasants in rural areas

who do not comply with the conditions lose their land step by step. Objectively speaking, these part of the people have more intensive impulsion to flow into cities. Though there is no definite causality between no land and whether it is poor family or not, there is correlation to some extent.

V. CONCLUSION AND POLICY RECOMMENDATION

At present, China's urbanization rate has reached 53.7 percent, with a large amount of the population transferring to the cities. In the next period of quite a long time, China will be in the accelerating period of urbanization. Under the background of urbanization, the rural surplus labor force into the city has become a special class and group in China's urbanization process. The living standard of the migrant worker is relatively different from that of the urban residents, especially maintaining a large number of rural households, which has a direct correlation with rural poverty. When the impoverishment of migrant worker is solved, the poverty issue is maximized solved, too. Through these data analysis, the issues of rights and institutional mechanisms related to multidimensional poverty in China, compared to the representative developing countries and other foreign countries, has its intrinsically uniqueness, and therefore the policy transmission mechanism for reduction of poverty in rural areas also has its own features. Policy of migrant worker multidimensional poverty suggestion is as follows:

A. Strictly regulate the employment contract of migrant worker in the cities. Based on a large sample of inferential statistics, considerable progress has been made for migrant worker in terms of labor and employment contracts standardization in recent years, while the problem of wage arrears have been settled in a better manner. This paper studies the poverty issues with emphasis on viewing the urbanization process in China migrant worker from a multidimensional perspective, but the salary income of migrant worker is a basic guarantee of life, through regulating the labor contract to further safeguard the legal rights and interests of migrant worker. Because a lot of rural surplus labor into cities is relatively less educated, they are short of awareness of contract and law, which needs to be guided. Meanwhile, further introduction of collective wage consultation system should be made to strengthen negotiation between labors and collective bargaining employers and ensure the efficiency of the marginal product of labor in accordance with the orderly adjustment of wages, finally the gradual elimination of urban-rural dual structure of the labor market.

B. Strengthen education and training for migrant worker, and increase investment in human capital of migrant worker. Based on the statistical inference, we can find that the education level of urban migrant worker is relatively low, and that they lack vocational training. Theodore W. Schultz(1902-1998)pointed out that: "the contribution made by the increase of human capital to economic growth is much greater than which was made by the increase of physical capital and increase of labor force ." Investment in education constitutes an important part of human capital investment. The economic benefits of education investment far outweigh that of material investment. Along with economic growth pattern changing from extensive model in the respect of labor force and capital

to the optimized structure in economic development model, the progress of technology and science and technique will play an increasingly important role in the generating economic development. The improvement of human capital of migrant worker is helpful to increase the contribution of technological progress to output. Employment enterprises should increase investment in education and training for migrant worker, the Government should enact macro-fiscal policy to direct and encourage enterprise strengthen investment on human capital.

C. Guarantee the right to rest and social interaction of urbanization of migrant worker. Their working hours is relatively long, which has become the most prominent problem in all the multidimensional poverty index system, from which we can know that the contribution about their long working hours is more than 7%. Although the urban migrant worker still have a close ourumbilical relationship with rural areas, but they are essentially standing at this stage of the working class. Estimating from the scale, we can predict that there will be nearly 300 million urban migrant workers in the future. In order to protect the legitimate rights and interests of workers, Labor Law provisions stipulate that the migrant worker can have a Eight-hour day and the related right to rest. While, the violations are very common in China's economic transition period, there are plenty of enterprises that are still illegally using labor force excessively, which not only harmed the interests of migrant worker in the city, but also accelerated depreciation of labor force. To solve above questions, we must take the following measures. First, in order to enhance awareness of the right protection of ordinary workers, we must hold related training about Labor Law to migrant worker. Second, local governments and relevant departments must strengthen supervision and increase the punishment for illegal enterprises which using labor force excessively. Moreover, the governments should guide urban migrant worker participating in the urban social interaction. Constructing a metal-fenced enclosed world is not a normal process of urbanization. To accelerate the progress of urbanization on the cultural and psychological levels and enhance their feeling of integration, we should take a variety of measures. For instance, we can guide them to participate in community activities, which can enhance exchanges between migrant worker and urban residents effectively.

D. The social security system which regards migrant worker as flexible employment personnel needs institutional breakthrough. Our long-standing urban-rural segmentation, resulting in the system of New Rural Endowment Insurance and the system of Urban Labor Endowment Insurance running like two parallel track. This institutional barriers lead to a large number of rural migrants, even who working in cities for many years, couldn't enjoy the local security benefits. In 2014, the State Council promulgated the "comments on further promoting the reform of the household registration system", which not only abolished the restrictions on agriculture and non agriculture, but also canceled the geographical restrictions. It also stipulated that the pension insurance benefits cover not only the urban flexible employees, but also the local or non-local migrant worker who used to be engaged in agricultural production, but working in flexible employment that has left agricultural work now. But in the policy's implementation,

these workers who work in flexible employment and don't have the local household registration, can't participate in the city's social pension insurance. In the future, the core point of the urban and rural social security system reform is to solve the problem of transfer and continuity of eligible cities' flexible employment pension, health care and other security systems. To solve above questions, we must take the following measures. First, ensure the continuation of the urban and rural social security system. We should integrate the NCMS, the new agricultural insurance and the urban medical insurance and pension system effectively. Second, ensure the continuation of the social security system accounts between cities and cities. Solve the basic security problems of the migrant worker' cross-regional and intercity flow, and institutionally promote the urbanization of population in practice.

E. Pay attention to the construction of enterprise culture in the informal sector, maintaining the employment environment and quality of migrant worker. Enterprise culture construction is important soft power of modern enterprise, especially the construction of enterprise culture in the informal trade is particularly significant in China's economic transformation. For a long time, China's urban migrant worker mainly pass the origin, clan, relationship network, sectarian as well as other factors to maintain and integrate in the enterprise, but lack of market economy as the foundation of modern enterprise culture construction to exert overall functions which include cohesive function, incentive function, limitative function and guiding function. To improve the construction of enterprise culture in the informal trade is helpful for the urban migrant worker to better integrate into the modern enterprise and its governance model. In addition to enterprise culture construction, it is necessary to enhance the employment environment for urban migrant worker, especially the housing, food, living conditions, toilet facilities and other aspects of the conditions, it cannot continue low-cost expansion mode used by traditional enterprise. With the improvement of the economic level of our country and the acceleration of urbanization, we need to promote the living and working environment of migrant worker so that they can enjoy the benefits of urban life.

F. To straighten out the relationship between the process of migrant worker's urbanization and rural land contract rights. In the current phase of labor allocation across urban and rural areas, an important economic truth is that the outflow's scale of population does not match the scale of land circulation, which means the outflow of the population is much larger than the size of the rural land circulation and leads to the result without the optimal efficiency of land resources' allocation. According to the statistics of the agriculture's ministry, in 2013 the total amount circulation of rural contracted land in China had about 3.1 million acres and it only take 23.9%³ of the total amount of contracted land by farmers, while more

than 80% of the rural labor has already been flowing to the city. To change the current situation that the proportion of cultivated land transfer does not match the proportion of the population mobility, we need to further improve the level of our land contract system, deepening the reform of the property right system of collective land, strengthening the function of farmers land contract right. This aspect will contribute to the moderate scale management of agriculture, meanwhile, it can make urban migrant worker feel at ease to work in the urban and eliminate the uncertainty of the fluctuant land contract period.

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