

Research on the improvement of migrant workers employability from the perspective of decent employment

Jing Chen^{a*}, Shubin Jin^a, Hongyan Jia^b, Qing Zhang^a, Shiyin Ai^a

^a Chengdu University of Information Technology, China

^b Agricultural Bank of China Chengdu Economic and Technological Development Zone
Branch, China

*Corresponding author: Jing Chen, Vice Professor, 13880179659, jchjoy@cuit.edu.cn

Abstract

The employment problem is a common concern for people all over the world. Achieving decent employment for all the people is a new idea that embodies only the goal of high quality of employment also the goal of the full employment goal. The paper selected some core keywords from enterprise recruitment advertisement of the demanders according to the employability of migrant workers, then constructed evaluation system of migrant workers' employability according to the characteristics of migrant workers themselves and the theoretical basis of employability, Through investigation, we found that the employability of migrant workers is insufficient, this paper puts forward some countermeasures to improve the employability of migrant workers from the perspective of decent employment.

Key words: *decent employment; migrant workers; the employability*

1 Introduction

The employment problem is a common problem of people's livelihood from all over the world, which is directly related to the protection of workers' rights to survival and development. The Eighteenth National Congress of the CPC emphasized that employment is the foundation of people's livelihood, and should promote the realization of higher quality's decent employment for all the people, it includes fair income, decent working conditions, safe working environment, the dignity of labor and the labor's rights and interests' connotation. Migrant workers are special labor groups and important force in the process of social economic transformation and urbanization in China, they have made great contributions to the social and economic development of our country. However, they have failed to fully enjoy the same social welfare and economic conditions as urban residents, and they are the most disadvantaged social vulnerable groups who need special attention in the current society. The State Statistical Bureau released in 2016 "national migrant workers monitoring survey report" show that the migrant workers reached 281 million, and their average age was 39. 84.9 percent of them are junior high school culture, whose per capita monthly income of 3275

yuan¹. The current employment situation of low human capital and low labor income is facing the dual dilemma of "employment difficulties" and "recruitment difficulties". The difficulty in employment is mainly manifested as: on the one hand, the problems about number of jobs, under the new economic norm, layoffs and unemployment caused by the increasing difficulties of enterprises, the low employability of workers and labor skills do not match the needs of enterprises; On the other hand, the problems about quality of employment, that is, although they can employ, but can't be sustained and stable. Achieving decent employment for all the people is a new idea that embodies only the goal of high quality of employment also the goal of the full employment goal. The most fundamental reason of various employment problems of the migrant workers is their limited employability, so how to improve the employability of migrant workers has become one of the most important social issues in our country.

2 Employability is the basis for decent employment

The employment of migrant workers is not only related to ability of migrant workers living situation and the mainstream social psychological identity, but also related to the "three rural" issues, and the quality of the development of social economy and city in our country, thereby affecting the smooth construction of a harmonious society.

2.1 The connotation of employability

In recent years, the employability of migrant workers gradually attracted attention of scholars at home and abroad, and they carried out some exploratory research. Forrier (2003) believed that employability is the human capital that individuals possess and determine their careers' success or failure, including the knowledge, skills and attitudes, and how to use, display and use these capitals and the job environment². Fugate et al. (2004), believed that employability include four dimensions: human capital, social capital, personal identity and occupation adaptability. The ILO believed that definition of "employability" is that individuals acquire and maintain work, progress at work, and the ability to respond to change in work life⁴. The research on the employability of Chinese scholars mainly focuses on college students, so the employability of migrant workers is relatively weak. Only a small number of scholars use the western employability theory to redefine the connotation of migrant workers' employability in china. Luo (2010) defined the connotation of migrant workers' employability and constructed a analytical framework for the employability of migrant workers based on the individual perspective of migrant workers themselves, personal environment and institutional policies. and then put forward a multi power support system for the promotion of migrant workers' employability⁵. Sun (2013) believed that the employability of migrant workers consists of the following factors: Individual factors (such as job skills, job search capability, etc.), individual environmental factors (mainly related to working attitude, resources' accessibility, social networks and family environment) and external environmental factors (including market

demand, availability of public service and support policy), etc ⁶. Chen (2015) made an empirical analysis of the employability of migrant workers from the 4 dimensions of occupation identity, personal adaptability, human capital and social capital, then put forward that the family population, income and social capital, enterprise recruitment, training and salary policy, the supply and effectiveness of government training have a positive impact on the employability of migrant workers⁷. Gao (2015) found through empirical research: Migrant workers are more honest and positive, and have better social relations and more related work experience, their employability is stronger, on the contrary, the greater the direct responsibility to take care of, the longer the working hours, the weaker the employability of migrant workers ⁸.

2.2 Employability is the key factor in achieving decent employment of migrant workers

Employment is most concerned about the issue of migrant workers. The promotion of their employability has positive significance for upgrading and upgrading industrial structure of our country and taking a new road to industrialization, moreover, it is also the core and key factor for the group to integrate into the urban society, individual career development, stable employment and the goal of achieving decent employment for all. For the stronger employability of the migrant workers, they have higher education level or have more work experience, have stronger social relations, resource operation ability and stronger negotiation skills, have a higher level of skills or experience to achieve employment. No matter how the economic situation develops, it is possible to find stable jobs and obtain stable income so as to survive and develop in a new environment, so these groups rely on their employability to achieve decent employment, who is only a small number of developing migrant workers. However, most of the migrant workers with weak employability belongs to the survival guarantee type, their education and working skills are low and the social resources are poor, they can only rely on their own selling simple and cheap labor to obtain employment in the labor market, In the labor market they are in a disadvantageous position, the employment stability is poor, the salary is uncertain, the labor contract is short-term, the labor relations game ability is poor, and the consciousness of safeguarding rights according to law is weak, they are in a badly discriminated and marginalized position, whose employment is a far away from decent employment. Therefore, in order to achieve decent employment of migrant workers, we must comprehensively improve the employability of migrant workers.

3 Constructing the evaluation system of migrant workers' employability from the perspective of labor demand

The evaluation system of migrant workers' employability is mainly constructed from the perspective of labor demand and the key words extracted from the job advertisement of enterprise organization. This method mainly carries on statistical analysis to the key words of the recruitment information of the investigated organization. This study selected 146

enterprises recruitment organization in Chengdu, Chongqing, Guangzhou, Shenzhen, Lhasa, Urumqi, Wuhan, Shanghai. The samples of job recruitment in these enterprises include both the construction, manufacturing and other secondary industry, as well as enterprises in the tertiary industry, such as logistics, catering, beauty, retail, communications, electronics, property and Tourism. There are both first tier cities and second or third tier cities (first-tier cities: Shanghai, Guangzhou, Shenzhen, second or third cities: Urumqi, Wuhan, Chengdu, Chongqing, etc.), Among them, there are 64 enterprises in the second industry and 82 enterprises in the third industry, There are 91 intensive enterprises and 55 non intensive enterprises.

3.1 Instructions that keyword are extracted

The research team extracted some key words from the recruitment information of 146 enterprises based on the evaluation factors of employability, During the vocabulary chosen, if the recruitment information is presented in a sentence form, keyword induction is used, for example, to be able to communicate in English or English level of four, six or more, summed up as " English capability ", can be proficient in office software operation, summed up as "computer skills", for ambiguous keywords through group discussions and consensus.

3.2 Keyword frequency statistics

Among the valid samples of job recruitment in 146 surveyed enterprises, the total number of But only 60 words appeared at higher frequencies. Seeing Table 1 below, only the top 36 words are listed in table 1.

Table 1 -the keywords and their frequency statistics of employability evaluation (sort according to the frequency of entry)

keyword	Frequency	Keyword	Frequency	Keyword	Frequency
age	137	skilled	84	affinity	61
male age	128	Hardship	81	coordinate	60
experience	106	Enthusiasm	80	height	59
skill	102	flexible	76	implement	53
education	98	Self-confidence	75	Computer	52
certificate	95	Compression	73	Inclusive	49
team	94	Communicate	72	Aggressive	48
dedicated	92	integrity	71	Methodical	47
Conscientiousness	91	careful	68	Tolerance	45
active	89	Expression	67	industrious	42
honest	88	cooperation	64	Practical	36
discipline	85	image	62	Obey	29

3.3 Employability evaluation factors, entry classification and frequency statistical analysis

On the basis of table 1 frequency of employability and basic connotation of employability, this study classifies these 40 key words into 17 employability entries by classification and induction. These Include age experience, professional skills, learning ability, dedication, initiative, honest, optimistic self-confidence, solidarity and cooperation, flexible communication, hard-working, image quality, pressure, careful, law-abiding, personality modest, coordination ability, executive ability. Frequency calculation is the sum of the frequency of keyword occurrence, divided by the number of enterprises surveyed 146, see “Table 2”.

Table 2 -classification of employability evaluation factors (sorted by frequency)

Entry	Keywords classification	frequency	frequency
Age experience	Employment age, length of service, work experience	371	2.54
Proficiency	Skills, proficient, certificates	281	1.92
learning ability	Education, enterprising, computer	198	1.36
Love and dedication	Dedication and sense of responsibility	183	1.25
Optimistic and proactive	Initiative and enthusiasm	169	1.16
integrity	Integrity, honest	159	1.09
team work	Team, cooperation	158	1.08
Flexible and confident	Flexible, confident	151	1.03
Communication	Communication, express	139	0.95
Endure hardships and be capable of hard work	Bear hardships and work hard	123	0.84
Image makings	Figure, height	121	0.83
Pressure endurance	Compressive and tolerance	118	0.81
Careful	Careful and methodical	115	0.78
Observe the law and discipline	Discipline and obedience	114	0.78
Humble personality	Affinity and tolerance	110	0.75
Coordination ability	Coordinate	60	0.41
Executive ability	Implement	53	0.36

In table 2, the recruitment information of sample enterprises shows, enterprise requirements for migrant workers individual factors mainly concentrated in the age of experience, skills, learning ability, coordination ability, executive ability and communication ability. This is related to the human capital of the migrant workers, and is closely linked with the constant updating of the industrial technology required. At the same time, enterprises not only require migrant workers to have good professional ethics and professional sentiment, they must be

optimistic initiative, dedication, integrity, hard-working, law-abiding, and careful work attitude and personality.

3.4 The distribution of employability evaluation factors among different types of enterprises

Because of the different characteristics of different enterprises and their different environment, the requirements of employability evaluation factors are different. In this study, the frequency of each entry in the recruitment of different enterprises is also divided according to whether the sample enterprise is the secondary or tertiary industries, and whether it is labor-intensive enterprises. The employment requirements of different enterprises have some differences in the evaluation factors, see “Table 3”.

As can be seen from table 3, First, there is no relatively large difference in the age, experience and learning ability, executive ability for secondary or tertiary industries and intensive or non intensive enterprises, but the frequency of occurrence is higher, It shows that all enterprises have certain requirements for the employment age limit, working age, experience and learning ability of migrant workers, but requires less for their ability to execute. Second, both the second industry and the labor intensive enterprises are more demanding than the tertiary and non labor intensive enterprises in their labor skills, but the entry’s frequency of recruitment advertisements for all enterprises is higher. In terms of communication ability, the requirements of tertiary industries and non labor intensive enterprises are obviously higher than those of secondary industries and labor intensive enterprises; In the humble personality, image temperament aspects, the tertiary industries and non labor intensive enterprises’ requirements are significantly higher than the secondary industries and labor intensive enterprises, other factors in the secondary, tertiary industry, labor intensive and non labor intensive enterprises, there is no significant difference between the requirements.

3.5 Construction of employability’s evaluation system

Fugate (2004) defines the connotation of employability, and considers that employability includes career identity, personal adaptability, human and social capital. Among them, career identity refers to the positive attitude and interpretation of the individual worker to his career. Individual adaptability refers to the ability and willingness of a worker to adapt to the current working environment. Human capital refers to the factors that individuals own, which can be used to find jobs and keep their career going upward. Social capital refers to the information and assistance that people will depend on their social network relationship in the process of employment and job seeking. But from the perspective of labor demand, the enterprises do not require the social capital of migrant workers. In this paper, according to the characteristics of migrant workers themselves and the basic connotation of social capital, three factors are added to social capital, that is family support, government support, enterprises set up platform, Then, according to the definition of the employability of Fugate, the 20 individual factors are classified into dimensions, see” table 4”.

Table 3 - Distribution of employability evaluation factors among different enterprise types

Individual factors	Total frequency	The second industry N=64	The third industry N=82	Intensive N=91	Non intensive N=55
Age experience	371	178 (2.78)	193 (2.35)	226 (2.48)	145 (2.63)
Proficiency	281	157 (2.45)	124 (1.51)	195 (2.14)	86 (1.56)
learning ability	198	81 (1.26)	117 (1.42)	114 (1.25)	84 (1.52)
Love and respect	183	82 (1.28)	101 (1.23)	103 (1.13)	80 (1.45)
Optimistic initiative	169	58 (0.90)	111 (1.35)	72 (0.79)	97 (1.76)
integrity	159	69 (1.07)	90 (1.09)	93 (1.02)	66 (1.2)
team work	158	72 (1.12)	86 (1.05)	105 (1.15)	53 (0.96)
Flexible and confident	151	53 (0.82)	98 (1.20)	87 (0.96)	64 (1.16)
Communication	139	47 (0.73)	92 (1.12)	71 (0.78)	68 (1.23)
Hardworking	123	52 (0.81)	71 (0.86)	79 (0.86)	44 (0.80)
Image makings	121	31 (0.48)	90 (1.09)	43 (0.47)	78 (1.41)
Pressure endurance	118	50 (0.78)	68 (0.82)	72 (0.79)	46 (0.83)
Careful	115	52 (0.81)	63 (0.76)	70 (0.76)	45 (0.82)
Observe the law and discipline	114	49 (0.76)	65 (0.79)	69 (0.75)	45 (0.82)
Humble personality	110	42 (0.65)	68 (0.83)	51 (0.56)	58 (1.05)
Coordination ability	60	19 (0.29)	41 (0.50)	27 (0.29)	33 (0.6)
Executive ability	53	24 (0.37)	29 (0.35)	31 (0.34)	22 (0.40)

Note: the values in the table are frequency and frequency of the evaluation factors Entries

Table 4 – Dimension classification of employability’s demand status

Employability dimension	Individual factors	Employability dimension	Individual factors
Human capital	Age experience	Professional identity	Love and respect
	Proficiency		Optimistic initiative
	learning ability		Integrity
	Coordination ability		Hardworking
	Executive ability		Observe the law and discipline
	Communication		Careful
Social capital	Government support	Individual adaptability	Humble personality
	Family support		Pressure endurance
	Enterprise platform		Image makings
			Team work
			Flexible and confident

4 Supply status analysis of migrant workers' employability

This research is based on the employability of Table 3 and its factors as the evaluation index system of employability, and the Likert five rating scale was used, which is, very dissatisfied with 1 points, not satisfied with 2 points, generally 3 points, satisfaction of 4 points, very satisfied with 5 points, making a satisfaction survey on the employability of the migrant workers. The Cronbach α coefficients of the scale are 0.768, the reliability is good, and results analysis is acceptable.

4.1 Basic information about survey samples

The research team conducted a questionnaire survey of 12 typical cities in 3 major economic regions in China from July 2015 to December 2016. The 12 cities are the eastern region: Shenzhen, Shanghai, Beijing and Nanjing; the central region: Hefei, Changsha, Wuhan and Nanchang; the northwest regions: Chengdu, Chongqing, Kunming and Urumqi. The major industries involved are: manufacturing, service, construction and infrastructure industries. A total of 6000 questionnaires were issued and 5764 valid questionnaires were recovered. The recovery rate was 96.07%. The effective questionnaire was 5619, and the effective rate was 93.65%. In the sample of 5619 questionnaires, the male accounted for 54.01%; married accounted for 61.47%; 18-25 years olds accounting for 26.64%; 26-35 years olds accounted for 30.96%; 36 -45 years olds accounted for 28.52%; 45 years olds and above accounting for 13.88%.

4.2 Supply status analysis of migrant workers' employability

When the employ ability of migrant workers is matched with the employability needed by enterprises, Migrant workers will be able to obtain employment. Otherwise, there will be double dilemma for both migrant workers' employment and enterprises' recruitment. See "table 5".

Table 5 -Descriptive statistics of employability satisfaction of migrant workers

dimension	Individual factors	N=5619	Individual mean interval	Frequency	Population mean	standard deviation
human capital	Age experience	4546	1.76~2.99	0.8091	2.71	0.5170
	Proficiency					
	Learning ability	1073	3.00~4.02	0.1909		
	Coordination ability					
	Executive ability					
Communication						
social capital	Government support	2816	2.07~2.99	0.5012	3.36	0.4369
	Family support	2803	3.00~4.23	0.4988		
	Enterprise platform					
Professional identity	Love and respect	2367	2.32~2.99	0.4213	3.62	0.6032
	Optimistic integrity					
	Hardworking	3252	3.00~4.72	0.5787		
	Observe the law and discipline					
	Careful					
Humble personality						
Individual adaptability	Pressure endurance	3004	2.01~2.99	0.5347	3.49	0.5902
	Image makings	2615	3.00~4.13	0.4653		
	team work					
	Flexible and confident					
Employability (total)		3873	2.17~2.99	0.6893	3.25	0.6349
		1746	3.00~4.18	0.3107		

4.2.1 The overall employability satisfaction of migrant workers is low

According to the survey data of "Table 5", the average employability of migrant workers is 3.25. Among them, the individual mean interval is from 2.17 to 2.99, accounting for 68.93% of the total sample number, the individual mean interval from 3 to 4.18, accounting for 31.07%

of the total sample number. This shows that most of the surveyed migrant workers are dissatisfied with their employability satisfaction, and the overall employability level of migrant workers is low.

4.2.2 Human capital can't effectively meet the needs of the labor market for migrant workers

From the survey data of "Table 5", we find that the level of employment satisfaction of migrant workers is low. The highest is career identity, followed by individual adaptability, and the lowest is social capital and human capital. In the dimensions of employability, the average satisfaction degree of human capital is 2.71. From the frequency distribution, the average satisfaction degree of human capital is 2.71, the mean interval of human capital satisfaction of 80.91% surveyed migrant workers is from 1.76 to 2.99, it shows that migrant workers are generally low in human capital. From the survey data analysis, as far as educational background is concerned, the survey shows that the demand for high school and above high school labor force accounts for 79.15% of the total demand in the surveyed enterprises. But from the educational background of the surveyed respondents, the level of education in primary schools and below accounted for 4.37%, junior high school accounted for 61.45%, high school accounted for 31.26%, junior college and above accounted for 2.92%, job seekers at high school and above are equivalent to 30% of the supply; As far as labor skills are concerned, the surveyed enterprises have a definite requirement for the level of labor skills of migrant workers, accounting for 56.19% of the total demand, and mainly concentrated in junior technical staff, intermediate technical staff, engineers and technicians, etc, its proportion is as high as 43.64%, However, data from the surveyed indicate that only 20.48% of those have professional labor skills certificates, Among them, the proportion of junior skills accounted for 18.14%. According to these sets of data, the human capital of migrant workers can't effectively meet the needs of the labor market.

4.2.3 The employment level is low, and the individual adaptability of employment is bad

From the survey data of "Table 5" shows that the satisfaction mean value of individual adaptability was 3.49, among which the average individual interval is from 2.01 to 2.99, accounting for 53.47%, and the interval is from 3 to 4.13, accounting for 46.53%. According to this set of data, the satisfaction degree of individual adaptability among the majority of migrant workers is between dissatisfaction and general satisfaction, Although the education and training of migrant workers has been strengthened, their cultural and professional skills are continuing to improve, but manufacturing and construction continue to be the main areas of employment for migrant workers, they are basically engaged in physical labor at the forefront or at the bottom, this will lead to a lack of their bad employment ability and individual adaptability.

4.2.4 There is a big difference between salary and expected value, and professional identity needs to be improved

From the survey data of “Table 5” shows that the satisfaction mean value of professional identity is 3.62, among which the average individual interval is from 2.32 to 2.99, accounting for 42.13%, and the interval is from 3 to 4.72, accounting for 57.87%. According to this set of data, the majority of migrant workers' professional identity satisfaction is generally satisfactory, according to the income level of the surveyed, monthly income of less than 2000 yuan accounted for 13.04%, monthly income of 2000 to 3000 yuan accounted for 40.89%, Monthly income of 3000 to 4000 yuan, accounting for 36.17%, monthly income of 4000 yuan and above accounted for 9.90%, the main salary level of migrant workers is between 2000 yuan and 4000 yuan, the salary level is overall low, in the industry where migrant workers mainly work, they work overtime for a long time and have great labor intensity, and there is no compensation at all, 83.16% of migrant workers expect wages to be between 4000-6000 yuan, the gap between reality and expectation is greater, this seriously led to their negative work attitude, professional identity needs to be improved.

4.2.5 Employment channels are single and social capital is lower

According to the survey data of “Table 5”, the satisfaction mean value of social capital is 3.36, among which the average individual interval is from 2.07 to 2.99, accounting for 50.12%, which shows that the social capital satisfaction degree for almost half of surveyed migrant workers is between dissatisfaction and general satisfaction. Based on the investigation of individual factors of social capital, 60.72% of them did not accept government or enterprise training, accepting once training of government or enterprise accounted for 17.14%, accepting twice training of government or enterprise accounted for 14.16%, accepting three times training of government or enterprise accounted for 5.25%, and accepting four times or above training of government or enterprise accounted for 2.73%. The employment information of migrant workers is mainly focused on the introduction of relatives or friends and the proportion of government services is only 4.91%. These reflect that the employment guidance and training held by the government has become a mere formality, and can't play a significant role in the employment of the majority of migrant workers.

4.2.6 Bad working conditions and lack of sense of employment responsibility

At present, the employment of migrant workers mainly concentrated in construction, manufacturing, services, logistics and other labor-intensive enterprises, they are mainly engaged in dirty, tired, dangerous labor, labor intensity, long-term overtime work, difficult working conditions and lack of safety protection for working conditions. The sense of employment responsibility mainly refers to two aspects: One aspect is that the migrant workers have a sense of responsibility for their own work, and take the initiative and do their duty responsibly in the enterprise, no matter what difficulties they may encounter, they can

remain steadfast in their hearts and achieve their work through perseverance and never giving up. On the other hand, in society, there is a certain ability to withstand setbacks and undertaking certain responsibilities to social harmony and stability. However, the majority of migrant workers have low quality of their labor skills, they find it hard to integrate into the city. Therefore, these lead to their work is not serious, not proactive, a sense of responsibility is not strong and they can't be settled in a career or an enterprise for a long time for raising their own human capital.

5 Conclusions and discussions

To achieve the goal of decent employment of all people, we must enhance the employability of migrant workers, because it is the basis for decent employment, which requires migrant workers themselves, enterprises and government and other multilateral cooperation.

5.1 The key to the promotion of employability depends on the core power of the individual migrant workers

Migrant workers want to improve their employability. First, we should enhance their awareness of improving employability, because of the low level of knowledge and labor skills, migrant workers generally enter the secondary labor market with manual labor. Therefore, migrant workers should attach importance to their own professional quality education, and increase their own investment, and constantly make up for their lack of employability. They should choose to obtain the necessary professional skills through formal education, but also can improve their level of education through self-study, in-service education, occupation qualification, secondary education or occupation education etc. Second, we should help them to set up the right view of employment. Because they have lower job identification and the liquidity of the job is relatively high, it is difficult to accumulate i skills, these will be detrimental to the stability of city life. Therefore, migrant workers should set up the correct view of employment, let them identify themselves with their work and do their current work best, in the process of work, make they constantly accumulate knowledge, skills and work experience in related industries. Third, strengthen their career planning. Migrant workers should choose their jobs according to their own interests or hobbies or employability, and discover the gap between career awareness and career orientation through their own career exploration, then adjust your career plan in time.

5.2 Give full play to the master role of enterprises in promoting the employability of migrant workers

Because migrant workers are the masters in the enterprises, improving their employability can improve the labor productivity of enterprises. First, enterprises should set up a correct view of training and perfect training mechanism. Although training will increase the cost of enterprises, however, training can improve the skills and job satisfaction of migrant workers,

and ultimately improve the operating efficiency of enterprises, therefore, the enterprise should change the traditional training concept, according to the enterprise post to the skill level and the work request, establish the pointed training plan and forms a perfect training mechanism. At the same time, enterprises should actively guide migrant workers to choose skills suitable for themselves or their own interest, and undertake corresponding training costs to reduce migrant workers' training costs. Second, enterprises constantly improve their wage growth mechanism and strengthen employees' professional identity. Enterprises should establish and improve the mechanism of employees' wage growth and wage compensation mechanism in line with the working environment, working hours and work intensity. Third, regulate the employment system of migrant workers, and improve their individual employability and adaptability. As part of the enterprise employment system is not standardized, unwilling to sign labor contracts with migrant workers, or the labor contract period is very short, presenting a very serious "floating factory" or "casual laborer drift" phenomenon, these have seriously affected the labor rights and interests protection of migrant workers, enterprises should sign long-term contracts with migrant workers, not in arrears with wages, and ensure the safety of the working environment and the living environment, this is conducive to the establishment of healthy labor relations, and truly realize the host role of employees, so as to give full play to their intelligence and talent, and improve individual employability and adaptability.

5.3 Strengthen the government's guiding role in promoting the employability of migrant workers

First, standardize the corresponding laws and regulations, improve their employability. Local governments should act in accordance with relevant laws and regulations, formulate training policies and measures to improve the employability of migrant workers, at the same time, preferential policies are introduced to encourage enterprises and migrant workers to take an active part in the corresponding vocational training. The existing laws must be put into practice, define the responsibilities and obligations of the government and the enterprise, and establish a corresponding accountability system. Second, increase investment in education and training to improve the training system. At present, the training needs of migrant workers are very strong, with the increase in the number of demand, the training quality has improved and the training level has been raised, but the existing training funds can't meet their training needs at all, in establishing the training system, the government should analyze the demand and supply of the labor market in a qualitative and quantitative way, according to the market demand situation, determine the training of the project, content, time, place and frequency and other related arrangements, the government should further increase investment in training for migrant workers and incorporate it into the budget. Third, improve the employment information system of migrant workers, give full play to the role of government employment guidance. At present, the majority of migrant workers are introduced by friends and family to

obtain employment information, Because of the asymmetric employment information, employment is rarely achieved through the government employment information platform. Therefore, we should promote the diversified development of migrant workers employment intermediary organizations, and form and improve the service system to promote the employment of migrant workers, the government should intensify publicity through various media, especially the new media platforms such as micro-blog and WeChat, etc, collect and integrate enterprise information and market information; and provide perfect and comprehensive information service for migrant workers, The government can also establish a market-oriented diversified employment information exchange platform based on the existing information resources platform, to achieve a win-win situation in government, enterprises and migrant workers.

Acknowledgements

Supported fund projects: National Social Science Foundation Project((15XJY005)); National Social Science Foundation Project((15BRK005)); Soft Science Project of Sichuan Provincial science and Technology Department (2015ZR0082).

References

1. http://www.stats.gov.cn/tjsj/zxfb/201704/t20170428_1489334.html.
2. *A. Forrier and L. Sels*, The concept employability: a complex mosaic, J. Human Resources Development and Management, Vol. 3, No. 2, (2003).
3. *M.Fugate, A.J.Kinicki and B.E. Ashforth* ,Employability: A psycho-social construct, its dimensions, and applications, J. Journal of Vocational Behavior, 65, (2004).
4. *X.H. Li*, Study on the employability of the new generation of migrant workers, J, Journal of Henan Polytechnic University: Social Sciences Edition,10,(2009).
5. *E.L. Luo*, Study on the employability of migrant workers, J, Human Resources Development in China, 02, (2012).
6. *H. Sun*, Study on employability of new generation migrant workers -- Journal of Taiyuan City Vocational College, J. 08, (2013).
7. *Z.F. Chen*, Analysis on influencing factors of migrant workers' employability, J, Research World, 06, (2015), 24-28.
8. *C.L. Gao, et al*, Study on the influencing factors of migrant workers' employment ability, J, Economy Management, 12, (2015), 154-162.