

Research of the Current Situation and Strategies of the New Generation of Female Migrant Workers City Integration

—Taking the H community of Jinan as an example

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Abstract—This paper takes the H community of Jinan as an example. Through self-filling questionnaire and structured interview, this paper investigates the city integration of female migrant workers in this community. This paper analyzes the current situation of urban adaptation of female migrant workers in the new generation. From behavior patterns, lifestyle, values and psychological state four aspects analyzes the urban adaptation. And from the new generation female migrant workers their own quality, and social indifference on gender discrimination, the defects of the system of government, citizens factors analyzed the reasons. Based on this, propose the following policy recommendations. The new generation female migrant workers should actively create conditions to improve their own quality in order to adapt the city. The government departments at all levels and enterprises in the public policies and measures shall be formulated in the gender consciousness into the mainstream. A community of female's federation organization role for the connection of urban and rural management services. Citizens should treat the new generation of female migrant workers with tolerance, etc.

Keywords—*The new generation of female migrant workers; Urban adaptation; City integration; Sex Discrimination*

I. INTRODUCTION

In 2010, the term "new generation of female migrant workers" appeared for the first time in national documents. The new generation of female migrant workers, can be defined as: Women who are under the age of 38 and currently work in cities but have household registration in rural areas. The most of them have no experience in farming.[1]They have the following characteristics: High level of education, high material and spiritual enjoyment, low working tolerance. They are in a special era of rapid economic development and information explosion, and they are very different from the first generation of female migrant workers. Although they were born and raised in the countryside, most people went directly to work in the city after graduating from school. They are generally engaged in the basic service industry or the city's bottom-level works, and they do not have direct connection to the land. They do not have much affection for the rural areas.

They are eager to survive in the city for a long time, but the most important issue is the problem of urban integration.

City integration refers to the new generation female migrant workers through adjusting its behavior patterns, values and way of life and psychological status in urban society continue to socialization process or actively re-socialization process. They're more eager to adapt to cities, so it is of theoretical and practical significance to study the urban adaptation of the new generation of female migrant workers.

II. RESEARCH OVERVIEW

From February 2017 to May 2017, 200 questionnaires were distributed in H Community of Jinan, and 189 questionnaires were collected, among which 178 were valid questionnaires. For statistical convenience, we selected 170 valid questionnaires and cooperated with 30 in-depth interviews as a source of data for the survey.

A. Survey design

In the field of investigation, the investigation is based on self-filling questionnaires and structured interviews. The questionnaire is mainly designed from the following aspects:

- **Behavioral model:** It includes the consumption pattern and the characteristics of career choice to investigate the new generation of female migrant workers' adaptation to the city. The behavior pattern is the first step to integrate into the city.
- **Life-style:** The study was conducted in terms of entertainment and social interaction. It is a typical reflection of urban adaptation to study entertainment and social ways in terms of entertainment and social ways. The integration of life style is an important expression of urban adaptation.
- **Values:** From the perspective of self-orientation, urban identity and local identity, this paper investigates the identity and values of female migrant workers in the new generation, which is an important aspect of urban adaptation.

- Psychological states: Including the life satisfaction and the sense of belonging to the city, the new generation of female migrant workers' adaptation to the city from the psychological level.

B. Sample statistics description

According to the statistical results of the questionnaire, the main characteristics of the groups that constitute the author's study are shown in TABLE I:

TABLE I. BASIC CHARACTERISTICS OF THE NEW GENERATION OF FEMALE MIGRANT WORKERS.

| | <i>Category</i> | <i>Amount</i> | <i>Frequency</i> |
|------------------------|----------------------------------|---------------|------------------|
| Age | 16-19 | 39 | 23% |
| | 20-23 | 87 | 51% |
| | 24-28 | 44 | 25% |
| Work industry | The construction industry | 4 | 2% |
| | manufacturing | 48 | 28% |
| | services | 55 | 32% |
| | Flexible employment | 34 | 20% |
| | individual household | 29 | 18% |
| Education level | Primary school | 4 | 2% |
| | Junior high school | 89 | 47% |
| | Secondary school, high school | 83 | 49% |
| | Junior college and undergraduate | 4 | 2% |
| Average monthly income | Less than 1500 RMB | 11 | 6% |
| | 1500-2000RMB | 57 | 34% |
| | 2000-3000RMB | 80 | 47% |
| | More than 3000 RMB | 22 | 13% |

III. THE URBAN ADAPTATION OF THE NEW GENERATION OF FEMALE MIGRANT WORKERS

A. The behavior patterns of the new generation of female migrant workers are compatible with the city, but there is a big gap

In terms of consumption patterns, the average monthly income of the new generation of female migrant workers is around 2,500 Yuan, showing a low level overall. Combining the consumption level and economic development of Jinan City, it can already barely reach the consumption level of enjoying data. They from the country came to the city and urban residents in the process of contact with urban residents as a reference group, imitating the daily activities of urban residents such as: Internet, shopping (buying clothes, learning makeup, buying skin care products), nightlife, Digital product consumption. As a result, their lifestyles naturally changed and they tried to move closer to the urban lifestyle.

According to the characteristics of job selection, the mobility of the new generation of female migrant workers is stronger among the cities. Work tolerance is low, change work more frequently. However, because most of the parents of the group can still live on their own, family pressure is relatively small, the overall age is small, and there is a more open outlook on consumption. Motivation for work also changes from simply earning a family to seeking self-development.

B. Lower income levels and slower quality of life

The first generation of female migrant workers are more likely to work in industry and construction, while the new generation of female migrant workers are more likely to work in manufacturing and service industries. This partly reflects the relative improvement of the income and quality of life of the new generation of female migrant workers. Compared with the first generation of female migrant workers, the burden of the new generation of female migrant workers is not so heavy, and the pressure of life and work is relatively small. They come to the cities to increase knowledge and experience and experience a higher level of life. They do not want to return. In his hometown, he hopes to settle in the city in the future. However, because of academic qualifications, experience, and other factors, most people still have low income levels and poor quality of life.

C. Self-positioning is more ambiguous, rural identity declines, and urban identity is not strong

As is known to all, "Migrant workers are the product of China's dual structure, which makes the current identity transformation of urban farmers lag behind the professional and regional transformation. From a geographical point of view, they are urban citizens; from a professional point of view, they are workers in the service industry, but their legal status is still farmers". Compared with the first generation of female migrant workers, the new generation of female migrant workers has low recognition of their status as farmers. They want social factors to redefine their identity. They have higher education degree and more open and diversified value orientation, but they are hard to be accepted by the city they live in in face of the inherent system identification and the habitual recognition of citizens.

D. Lower life satisfaction and a lower sense of belonging to the city

The natural superiority of urban residents makes them think that there is a certain degree of cultural discrimination. They do not want to build a platform for cultural exchange with the new generation of female migrant workers. They are even more reluctant to help them integrate into the urban culture. For the new generation of female migrant workers, they still have peasant status in their household registration. Most people leave the school gate, enter the city gate, and rarely go to work in the fields, which directly leads to the weakening of the local complex, but their own thinking and behavior Urbanization.[2]However, the city does not better accommodate them, so they are generally not rooted in the land. They have a low sense of urban belonging.

IV. ANALYSIS AND THINKING

A. The new generation of female migrant workers lack of quality and the bottleneck of urban development

The lack of quality of the new generation of female migrant workers, lack of skills and good future planning has caused them to encounter bottlenecks in urban development. Mainly in:

1) *Lack of skills*: The new generation of female migrant workers has a low level of education and limited technical

capabilities, which leads them to engage in more physical work with lower technical content, and there is a significant gap between them and those engaged in technical and knowledge-based work.

2) *Insufficient cultural quality*: Although most of the new generations of women migrant workers have good qualities, they do not rule out some people and do not pay attention to their own behavior, leaving a bad impression in the minds of the citizens, and thus affecting the image of the whole new generation of women migrant workers in the community.

3) *Unrestrained consumption, lack of planning in the future*: As female consumers living in cities, they have formed a concept of consumption that goes to rural areas. They are not just thrifty, and they rarely "pay for home". [3] The new generation of female migrant workers generally has the phenomenon of "moonlight ethnicity." Unrestrained consumption has left low wages and incomes. It neither saves nor considers the future will lose the foundation for permanent establishment in the city.

B. *Indifferent to gender discrimination in society and society*

The gender plight in the cause of career is the developmental problem faced by new generation female workers. Affected by the traditional social gender in China, the man-oriented culture still has huge effect on various fields including politics, economy and society. [4] Public policies also lack a gender perspective and cannot effectively protect the labor rights of female migrant workers. The economic rights and interests of women migrant workers can't get effective guarantee, not only from the employment unit and some fundamental work of maintenance system of female workers' legitimate rights and interests, there is still no or is difficult to put in place for a variety of reasons. Many interviewees think that they are too weak to reverse the inequality, so they choose to accept it silently. It is precisely for this question that both sides ignore, resulting in the new generation of female migrant workers in urban adaptation and integration of great obstacles.

C. *The Defects of Governmental System Impede New Generations of Female Farmer Workers*

The limitation of the system is the root of the urban adaptation of the new generation of female migrant workers for a long time. There are:

1) *Household registration system*: While the city has a break the barrier of the household registration system of the relevant policies, but from a deeper level, dependent on the household registration system, related to migrant workers social welfare, social insurance reform is still no progress.

2) *Child education system*: The right to education for the new generation of women migrant workers is not fully guaranteed. This has caused education to lose its fundamental significance of "cultivating people and benefiting people", and has also affected the new generation of female migrant workers and the quality of their offspring.

D. *Civic factors make it impossible for the new generation of female migrant workers to successfully achieve urbanization*

Urban citizens, as vested interests, show a cold performance in the integration of the new generation of female migrant workers. Urban residents believe that migrant workers are "earthly, coarsely, and Vulgarity". These stereotypes, as a cognitive component of group hostility, have seriously affected the interpersonal relationship between migrant workers and urban residents and hindered the integration of urban migrant workers. [5] City government, as the representative of public interests, out of respect for their own political interests, is bound to ensure that local people of employment, income, and the improvement of the citizen social security as the goal, by the new generation of migrant workers has restrictive policy, and women in a vulnerable position, also deeply influence.

V. COUNTERMEASURES AND SUGGESTIONS FOR PROMOTING THE ADAPTATION OF THE NEW GENERATION OF FEMALE RURAL MIGRANT WORKERS

A. *The new generation of female migrant workers should actively improve their own quality to create conditions for urban adaptation*

1) *Change the concept of consumption, diligence and thrift*: The survey found that the phenomenon of extravagance and waste that is common among the new generation of female migrant workers has caused them to "moon moonlight" and "handcuffed party" without accumulation of funds, and eventually repeated the vicious cycle of "working - enjoying - poverty - working". Social capital can enable individuals to receive psychological emotional support, reduce the impact of negative emotions on life, and improve satisfaction and self-esteem, thereby alleviating psychological pressure. In short, more social capital stocks can promote the efficient integration of human capital and material capital, offsetting the negative effects of life difficulties and social risks on individual health. [6]

2) *Make a good plan for the future and improve their own quality*: Many of the new generation of female migrant workers have the desire to pursue higher-level careers, but there are few practical actions and effective planning. The desire for no planning can only be "idea". In order to achieve a better quality of life, you must be down-to-earth, or work hard to accumulate funds, or learn a skill, or be re-educated to "recharge" yourself.

B. *Government departments and enterprises at all levels should incorporate gender awareness into the decision-making process when formulating public policies and measures*

Government departments and enterprises at all levels should highlight gender perspectives. First of all, it should take stock of past regulations and policies change or remove content that violates the principle of equality between men and women. Secondly, set up a special gender equality supervision agency to supervise and safeguard the status of gender equality. It is necessary to set up monitoring windows at the labor market and talent exchange meeting to supervise and deal with the

various gender discrimination issues encountered by female migrant workers in the employment process, protect the labor rights of women migrant workers, and guarantee that they can receive equal employment benefits. Thirdly, explore further new mechanisms and new methods to protect female migrant workers and form a social work pattern. And encourage all localities explore and try new mechanisms and new methods of the new generation of migrant workers' career training, housing improvement, reform of household registration system and high school education of their children based on the facts.[7]

C. *Giving Full Play to the Organizational Role of the Community Female's Federation to Realize the Penetration of Urban and Rural Management Services*

- Urban communities and female's federations shall occasionally provide employment opportunities for new generation of women migrant workers vigorously promote and carry out appropriate vocational skills training. In this way, the city's counterpart workers are resolved, and new generations of female migrant workers are provided with better employment orientation, organized to learn relevant laws and regulations, and conduct common sense education.
- Institutionally ensure that the new generations of migrant workers have equal rights to participate in community affairs. This can strengthen the sense of belonging of the new generation of migrant workers to the community and help realize self-management, self-education and self-integration.[8]

D. *Improve the Quality of Citizens and Improve Urban Integration into the Environment*

Urban citizens should proactively engage in social interactions and interpersonal interactions with migrant workers, help them cultivate the modern thinking and awareness needed for urban civilization, treat them as members enjoying equal social rights, and increase their awareness and sense of belonging to the city. In order to better promote the process of urbanization by the new generation of female migrant workers

Local governments should play an active role in incorporating new generation of female migrant workers into urban social security system. Correctly understand the role of urbanization of the new generation of female migrant workers in urban development. Reform the household registration system and housing system to create conditions for the smooth urbanization of new generation of female migrant workers.

VI. CONCLUSION

Based on the case interviews conducted by the new generation of female migrant workers, this article collates the research data and combines existing literature to summarize and analyze the current situation and influencing factors of the new generation of female migrant workers in cities.

This article summarizes the adaptation of the new generation of female migrant workers from the behavioral patterns, lifestyles, values, and psychological states. From the perspective of the female peasant worker's own quality, government system, society and citizen's perspective, this

paper analyzes the emergence of the new generation of female migrant workers in urban adaptation. It is proposed that the new generation of female migrant workers should actively improve their own quality to create conditions for urban adaptation; government departments and enterprises at all levels should incorporate gender awareness into the decision-making mainstream when formulating public policies and measures; giving Full Play to the Organizational Role of the Community female's Federation to Realize the Penetration of Urban and Rural Management Services; Improving citizen's quality, improving the urban integration of the new generation of women migrant workers.

The work of the new generation of women farmers is the main force of the migrant workers in this era. They play a role in influencing the next generation of female migrant workers and the entire society. Therefore, the government and the society must pay great attention to the problems that arise in the urban adaptation of the new generation of female migrant workers. This not only embodies the human rights doctrine of one country, but also is the unremitting efforts to achieve long-term stability and harmonious development of the country.

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