Review on Education and Training of Chinese New Generation of Migrant Workers

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Abstract. In the process of industrialization in China, a large number of new generation migrant workers with relatively low educational level and young age appeared. With the quantity growth and the awakening of self-consciousness, they hope to transform their identity from migrant workers to the employees of emerging industries under the circumstance of social progress and development. Education and training for migrant workers can promote this identity transformation. This article uses “literature research” and “content analysis” to analyze the intergenerational division of the new generation migrant workers -in the background of "labor shortage "-about their vocational training, entrepreneurship education, children cultivation and so on. The study comprehensively analyzes the current situation of the education and training of the new generation of migrant workers in China, providing references at the same time.

Background

In the process of industrialization in China, a large number of new generation migrant workers with relatively low educational level and young age have emerged and they are becoming the main force of employment of urban migrant workers. The paper Several Opinions on Strengthening the Development of Urban and Rural Areas and Furthering the Foundation of Agricultural and Rural Development, drafted and adopted by the CPC Central Committee and the State Council, put forward “new generation migrant worker” first time in official to show the high concern on migrant workers who were born in the eighties or nineties of 20th century. The new generation of migrant workers especially refer to those who were born in the 1980s, older than 16 years, having agricultural household register while doing non-agricultural jobs away from their hometown. [1] Although migrant workers have already become the main force of proletariat as well as an important part of the working class, they are still belong to farmers. Because of this embarrassing status, many migrant workers are still belong to the marginal group of towns in spite of working in towns for many years. [2]In recent years, some hold the opinion which agreed by more and more people that the prejudiced title-"migrant workers" -seems a little defective. Considering of the prejudiced title, some scholars suggested to replace "migrant workers" with "emerging industry employees". [3] From "new generation of migrant workers" to" emerging industry employees," the perfect transformation needs appropriate education and training.

It has been found, through literature study, that 1980s is the demarcation point of the definition of the new generation of migrant workers .Thanks to the Reform and Opening-up policy, under the auspices of Deng Xiaoping, the influence of the Cultural Revolution gradually decreased and the country's science and technology education has gradually caught up with the world advanced level. But in rural areas, the development of education is blocked because of geographical remote and backwardness of people's ideas. Considering the lack of education, peasants who are unwilling to
engage in agricultural labor begin to move to big cities with progressive industrial development, getting paid through manual work, which makes migrant workers a social group. After nearly three decades of development, the initial migrant workers are getting old while the new generation of migrant workers, mostly born at 80s and 90s, have made an incredible contribution to the economic growth as well as the social development in China. The education and training of the new generation of migrant workers is a diversified problem that can affect many aspects.

Research Design

Research paper show that the researches of new generation of migrant workers mainly focus on the following six aspects: definition and characteristic analysis, survival status and development dilemma, urbanization problem, social support and identity, education and training, employment and entrepreneurship. Searching for the title "new generation of migrant workers" in cnki.net, the total number of core journals and CSSCI journals is 1472 (Retrieved on December 7, 2016 at 8:30 AM). Specific annual distribution of related literature is shown in table 1.

Table 1. Annual Distribution Table of "New Generation Migrant Workers".

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<td>Number</td>
<td>10</td>
<td>9</td>
<td>13</td>
<td>16</td>
<td>97</td>
<td>242</td>
<td>215</td>
<td>281</td>
<td>258</td>
<td>183</td>
<td>146</td>
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It can be seen that the new generation of migrant workers research papers soared to 97 at 2010, keeping the rising trend in the following years. In order to know the research history and dynamic, we searched the title "New Generation Migrant Worker" in cnki.net. The core journals and CSSCI journals including "education", "training" or "learning" were searched in the results, 192 papers were retrieved. We eliminate 2 articles with little relevance and analyze 190 papers by using correlation analysis. This study uses content analysis and literature survey to analyze the education, training and learning of the new generation of migrant workers. The articles from the core journals and CSSCI journals of CNKI, which are authoritative and widely accepted, can provide effective theory basis for the research.

Research Data

Sources of Literature

The number of research on the education and training of the new generation of migrant workers suddenly increased in 2010, reaching its peak in 2011 and 2012, then gradually become stable. The related papers are mainly published in Vocational & Technical Education, China Adult Education, Vocational and Technical Education, Adult Education, Chinese Vocational and Technical Education, Continue Education Research, Education and Vocation, Modern Distance Education and so on. Hebei University, Jiangsu University of Technology, Chongqing University of Arts and Sciences, Tianjin University and other institutions are more concerned about this study.

Research Institutes

The conclusion can be drew from the relevant literature that the researchers of the new generation of migrant workers are mostly engaged in pedagogy research, adult education or vocational education as a university lecturers or professors. There are also a small number of scholars engaged in language and literature, economics, and even Marxism studying this. The National Federation of Trade Unions of the new generation of migrant workers research group also conducted an in-depth investigation. The source of the review is extensive and detailed with all-round exploration from the society which can provide plenty of data and theoretical basis for the research.
Research Patterns

In order to analyze the collected literature, the author has made a statistical analysis of the types of the research as is shown in Table 2. As for research methods, 1/3 of them are quantitative analysis, followed by investigation and literature survey. About 10% of researchers use quantitative, qualitative and information research methods. Few scholars used other research methods such as interdisciplinary research.

Table 2. Research Type Statistics of the New Generation of Migrant Workers Education and Training Related Literature.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Theoretical Research</th>
<th>Empirical Research</th>
<th>Applied Research</th>
<th>Comprehensive Research</th>
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<tr>
<td>Proportion (%)</td>
<td>18</td>
<td>21</td>
<td>21</td>
<td>40</td>
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Research Topics

Focusing on the theme of papers, the content of vocational training published each year are far more than other content, accounting for half of the related research on the new generation of migrant workers in recent years. Continuing education also draws much attention whereas the number is still only half of vocational training. In addition, there also exist certain number of published papers on children education, education training as well as the government. There are other contents, though account not much, such as flipped class, higher vocational education, entrepreneurship education, mental health and other relevant researches. Early papers also involved social exclusion and education, legal awareness education, language communication and learning content, etc.

Discussion and Enlightenment

Intergenerational Division of the New Generation of Migrant Workers

Nowadays, there are many views on the intergenerational division of migrant workers. Deng Dacai (2008) regarded age as an important criterion for the division. In his opinion, migrant workers who were born in late 1970s or early 1980s, going out to work after being subbed field to households, are the first generation of migrant workers. Those who were born in the 1990s are considered as the second generation and the ones born after 2000 known as the third generation. Han Changfu (2010) defined the first to third generation as follows: the first generation of migrant workers were peasants who came out to work after the rural policy was released in the 1980s. Today, this generation have been middle-aged. In addition to a small number of them with technical expertise or management ability to become business operators, most of them have returned back to rural areas. The second generation of migrant workers are mostly from the farmers in the 1980s. This part of migrant workers are different in the urbanization trend: part of them with the skills and management ability become the backbone of production and stay. There are also part of the educated female workers stay and a number of them married to urban residents. At the same time, there are still some people earn enough money and choose to return home when they are old. (3) The third generation of migrant workers were born in the 1990s, as well as late 1980s with a bit fuzzy. Among them, about 40 million people were basically working in the city. Jane Xinhua, Huang Kun (2008) took the initial work time as the standard, dividing the early 1980s as the first generation and the 1990s as the second one. Wang Chunguang (2001) used a dynamic partitioning method, regarding the rural migrants who first went out in the 1980s as the first generation and the rural migrants who were under the age of 25 and went out to do business in the 1990s as the second generation which was so called "new generation of migrant workers."[4]. Many scholars hold the view that the workers who hold Agricultural account, born after 1980s, living mainly on no-farm careers, away from their hometown, are called the new generation of migrant workers.
The Education and Training of the New Generation Migrant Workers in the Background of Labor Shortage

The new generation of migrant workers has become the main body of migrant workers. They are making indelible contributions to Chinese economic and social development, while they are eager to integrate into the city to enjoy urban civilization. Many cities are still considering the new generation of migrant workers as a passing guest implementing the policy of "economic acceptance, social refuse." Importantly, compared with the older generation, the demand of the new generation has emerged directional change—while making money, they also focus on personal development, training and welfare. Yearning for urban lifestyle, they are eager to integrate into the city to become a real "citizen."[5] In this psychological gap and social "discriminatory" treatment, the identity of the new generation of migrant workers is not clear. They are living a migratory life with high pressure. The emergence of large number of similar problems leads to the "labor shortage." The phenomenon of "labor shortage" reflects the lack and dislocation of the education received by the new generation of migrant workers. Education and training for improving the vocational skills of migrant workers plays an important role. We need to enhance vocational training and quality education for the new generation of migrant workers to continuously upgrade the quality of existing industrial workers in order to help them adapt to industrial development.

Vocational Training for the New Generation of Migrant Workers

In the sense of vocational education and training for the new generation of migrant workers, economic and social development requires vocational education for them. Individual development of their own needs vocational education and training too. The issue of complexity(from inside) and marginalization(from outside) can be vividly seen from the perspective of the present situation and problems of the new generation of migrant workers' vocational education and training.[6] The new generation of migrant workers have high expectations for career, income, the material and spiritual enjoyment, but they have relatively low tolerance for work. They are not willing to engage in simple manual work which their parents used to do. In the contrary, they are eager to learn skills, hoping to engage in those jobs with certain technique. The most difficult problem new generation of migrant workers facing is the employment problem. One of the main obstacles is the lack of adequate vocational education and training. [7] The social mobility of the new generation of migrant workers has become a common social phenomenon. In order to adapt to social mobility, the new generation of migrant workers need to face new situations and tasks, learn new knowledge and skills and form a new cognitive structure. To handle all these issues, they put forward a strong demand for conversion learning. However, due to lack of professional skills, most of the new generation of migrant workers occupy themselves in the jobs that not conducive to their social mobility, such as construction, catering, logistics, security and other labor-intensive industries which is in lack of competitiveness. [8] The vocational education and training for new generation of migrant workers is not only a personal skills training for the group whose educational level is relatively low in the new era, but also can improve the whole society's education level. Such training is conducive to industry needs and the healthy development of society, accelerating urban-rural integration at the same time.

Entrepreneurship Education of the New Generation of Migrant Workers

Innovation and entrepreneurship education for the new generation of migrant workers continue to emerge in the background of "national entrepreneurship and innovation". In the process of urbanization, their entrepreneurship education need to be supported by public policy so that they can learn practical and entrepreneurial skills to bring their willing into reality, enhancing the success rate of entrepreneurship at the same time. [9] The new generation of migrant workers can set up business in town or otherwise return home. Vocational education can effectively cultivate their professional ability, which will help them to integrate into the city employment or return home to set up their own business [10]. The purpose of entrepreneurship training is to enhance the quality of new generation of migrant workers, which is also an effective way to promote their successful
entrepreneurship [11]. In the new circumstances, it’s of great significance to enrich the entrepreneurial education content and construct entrepreneurial education model for new generation of migrant workers.

**The Education of the Children of the New Generation of Migrant Workers**

The problems of children education first emerged in the relevant researches on education and training of the new generation migrant workers. What’s the reason? This is the realistic thinking about the influence of old generation migrant workers’ hard labor away from their hometown. The social phenomenon of left-behind children and empty-nesters often mentioned in the current society can account for this problem. The previous generation went into the city when their children are young, joining the large groups of migrant workers to earn money. At this time, children are still young with their parents lacking a high level of knowledge. The children grow up with no guardianship of their parents who only bring them money at the holidays with no instructions on their learning and behavior. As a result, the majority of children of migrant workers will gradually embark on the road of dropping out of school because of their lack of care and education and eventually embark on the road of the new generation of migrant workers. Therefore, the training of the children of these workers is also very important to prevent more of them to repeat the old path. Their parents, the migrant workers, also need to form the concept of the importance of educating their children in the ideology.

**Conclusions**

The new generation of migrant workers is a huge social group, which still need exploration on its impact and educational solutions. We can’t generate discrimination because of their identity and social status or hold still in the social environment -"labor shortage" -either. For the new generation of migrant workers, education and training is an inevitable trend of future social development. We should have the right grasp of the direction of education and training. The government or the relevant agencies should also give corresponding support. The new generation of migrant workers should also have self-awareness and crisis awareness. We hope to make education and training a truly conducive way for the development of the new generation migrant workers, doing a favor not only to themselves but also their children, which also conducive to the country's legal system as well as the country's industrial construction and development. With the issue of education and training solved, "the new generation of migrant workers", the problem of biased title will eventually dribble away. The new generation of migrant workers have the ability to become a new generation of industrial workers to achieve substantive change in identity. Exploring the development path of the education and training of the new generation of migrant workers from the view of holistic education meets the requirements of the development of Chinese labor culture [12], which will achieve the essential changes of the new generation of migrant workers role rather than a simple change of title.

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