

Study on the Impact Factors of Social Integration of Off-Farm Workers

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Abstract: This article studied the social integration of off-farm workers and shows that: (a) off-farm workers have a strong willingness to integrate with the social; (b) health and education have a positive and significant impact on the social integration of the second-generation off-farm workers; (c) the first generation pay more attention to the satisfaction of urban life, while the second-generation cares more about their sense of satisfaction regarding their jobs. This article also put forward suggestions and indicates that we can enhance the social integration of off-farm workers by training the human capital of off-farm workers, improving their community participation, and creating a good employment environment.

Keywords: Off-Farm Workers; Social Integration; Impact Factors

1. The raise of the question

Currently, there are two main research directions on the social integration of off-farm workers. The first is to measure social integration from two, three, or four dimensions. The second is to measure it from a social distance. This article holds that psychology is an essential factor for social integration, and institution in social integration is also commonly believed to be an indispensable factor in academia.

The phenomenon has been lasting for years numerous workers are leaving their farmland and working in cities. Off-farm workers compose a vital part of China's industrial employees and have made great contributions to the growth and development of the urban economy. However, due to various obstacles, off-farm workers face many problems and challenges. Some scholars believe that factors affecting integration mainly is age and marital status. The characteristics of off-farm workers have a significant impact on social integration, but there are significant structural differences in the impact of social integration at different levels. Moreover, the higher the level of education is, the better the ability to adapt to the urban working life and the better the social integration. Besides, the training and work experience also affect the integration. Some scholars believe that the two generations have greatly different urban social identities and integration due to the differences in education level, human capital accumulation, work experience, and social ability.

Studies on the influence of social networks and social capital on off-farm workers' social integration show that the role of an "affinity network" goes through the whole process of work, life, and communication. Grassroots social network affects the development and integration, and the integration of real behavior and emotion has greatly influenced their willingness to make friends and make plans for the future. Non-family relations have a significant positive impact on their cultural and psychological integration of them but have a limited impact on social-economic integration. Communication base on compatriots can promote their employment and identification agree with residents. The influence of mobility factors on social integration shows that the degree of social integration is related to their range and distance. Studies also show that the longer they work, the higher the degree of their social integration.

Academia generally believes that there is a trend in terms of the migration of off-farm workers. Family and working conditions are believed to have a role in social integration, and living with families are more prone to complete social integration than those living alone. At present, there are two main ways to divide the off-farm workers. Firstly, they are

divided into two generations. The second generation is usually defined as the floating population born after 1980, receiving compulsory education in the 1990s, and registered in rural registration in the late 1990s. Off-farm workers are divided into three generations and explain their demographic characteristics and internal differences. A growing number of studies show that there are significant intergenerational differences among Chinese off-farm workers, and their homogeneity is steadily declining. This paper aims to promote the construction and improvement of the social integration of off-farm workers and its factors system, and further promote their social integration.

2. Impact factors of social integration for off-farm workers

2.1 Their willing to social integration

Studies found that there were no intergenerational differences such as friends, colleagues, neighbors, marriage, and a community between off-farm workers who are willing to integrate with the urban lifestyle. They are the least willing to live in a community with urban residents, but show a strong desire to marry them from a generation or gender perspective. They have a strong desire for social integration. From the perspective of the intergenerational differences in the social integration of off-farm workers, the distance between the second generation of off-farm workers and their willingness to integrate into the society of urban residents is smaller, compared with the first generation of migrant workers.

2.2 Factors affecting the social integration of off-farm workers

This study shows that the characteristics, urban and flow living conditions of off-farm workers have a great impact on their social integration. There are differences in the social integration factors of first and second-generation migrant workers. (1) Health status and education level are important factors affecting their social integration. Health indicators have a significant impact on the social integration of first-generation; education level affects the social integration of second-generation; moreover, the impact of health and education level on the social integration of first and second-generation off-farm workers is significantly different. (2) There is no significant difference between the living conditions and the willingness of different generations to integrate into society. Whether the first or second generation, their social capital has not changed substantially, and it is still dominated by blood. (3) From the perspective of urban experience and living conditions, the first generation pays more attention to life satisfaction, the higher the life satisfaction, the stronger the social integration willingness; the second generation pays more attention to job satisfaction. The higher the job satisfaction is, the stronger the willingness to achieve social integration. (4) The flow range has a great impact on the willingness to integrate with the society between different generations of off-farm workers. Local urbanization is the main trend of the new-type of urbanization. The first generation is work in cities, mainly counties; while the second-generation work in urban areas and big cities instead of in registered places. In addition, compared with the second generation, the first-generation cares more on the accompanied by close relatives, while the second generation works with friends. (5) The stronger the sense of belonging in cities, the more likely they tend to stay in big cities,

3. Countermeasures and suggestions

3.1 To strengthen re-education and training for off-farm workers

The impact of education level is the most obvious on off-farm workers' social integration, the higher the education level, the higher the integration level. In the long run, strengthening rural basic education and realizing education through China's urban-rural integration is necessary for them and their children to use a market mechanism to participate in market competition, accumulate social and human capital, eliminate cultural barriers, and promote integration. Meanwhile, strengthening the vocational training of first-generation off-farm workers and adult education of the second-generation are important ways to promote their integration into society and improve human capital. On the one hand, the government should

increase the financial input in general education, ensure that they and their children have more contact opportunities, complete the corresponding basic education, and strive to improve the knowledge and cultural level and moral cultivation of off-farm workers. On the other hand, the government can introduce more vocational training programs and incentive policies for them to encourage them to participate in various vocational education. For the first generation, vocational education is relatively difficult, and skills can be developed according to different industries and priorities. But for the second generation, the possibility of receiving a systematic education remains, which could increase human capital and expand job opportunities.

3.2 To actively promote community participation for off-farm workers

If they want to integrate into the local society, they need to surpass their relatives, land, and enterprises and build a new social network. The most effective way to access the urban social network resources is to actively and regularly participate in the community. The community should strengthen the autonomy and service function, strengthen the interaction between off-farm workers and the urban community, improve the community public service and cultural facilities, enrich the spiritual life of migrant workers; actively safeguard the legitimate rights as well as interests of these workers in community governance, carry out various community education, sports, and entertainment activities, and solve their problems. At the same time, the government should increase the investment in community work, strengthen the infrastructure of community cultural facilities and public service, promote communication with urban volunteers and non-profit organizations, and diversify and create the social service system.

3.3 To create a fair and equal employment environment

Research shows that the first generation of off-farm workers still care more about economic income, while the second generation focuses on job satisfaction. Therefore, the government and enterprises need to cooperate to create a fair working environment for them, protect their legitimate rights and interests, pay attention to the relevant policies of equal pay for both off-farm workers and urban residents, and avoid the phenomenon of poor working environment, low welfare wages and high work intensity for these workers. At the same time, the government should strengthen the supervision of labor departments and employers to ensure the employment of migrant workers; strictly implement the labor law, severely crack down on various illegal acts of employers, protect the legitimate rights and interests of migrant workers, especially to prevent their unpaid wages. In addition, the government should also cultivate the awareness of rights protection and legal awareness of migrant workers through lectures and interviews.

4. To actively promote off-farm workers to return to their hometowns to start businesses

We will actively encourage rural migrant workers to return to their hometowns. In 2016, the Chinese Academy of Social Sciences released the *Midwest Industrialization, Urbanization, and Agricultural Modernization: Situation and Countermeasures*, which shows that more than half of off-farm workers are unwilling to go to cities and 65% will return to their hometowns at a certain age; 85% of the first-generation workers plan to return to villages, counties, and meanwhile, in rural revitalization, it is possible to promote rural revitalization. Therefore, the state should actively guide these workers, which is in line with the practical national conditions.

Most of the first generation of off-farm workers and nearly half of them are mainly in town to be able to obtain a higher income. As in recent years, rural gradually emerged with more and more employment opportunities, local governments should actively encourage migrant workers to carry resources and capital home and strengthen policy support. At the same time, it can also be through publicities and multi-channel increase in home entrepreneurial culture construction.

Conclusions

Off-farm workers play a vital role in the development of the social economy. Their social integration has attracted great attention from the state and the local governments. The factors affecting social integration include their health status, education level, their urban living conditions, life satisfaction, and job satisfaction. Local governments should actively introduce policies to strengthen social integration, such as strengthening the retraining and education of migrant workers, actively promoting their community participation, creating a fair and equal employment environment, and actively promoting migrant workers to return to their hometowns to start businesses. To a certain extent, it can strengthen the social integration satisfaction of off-farm workers, and better enhance the development of the urban economy.

References

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