

Study on the Employment Enhancement Path of Migrants Relocated for Poverty Alleviation

-- Taking Changzhi City of Shanxi Province as an Example

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Abstract: Relocation for poverty alleviation is an important initiative for precise poverty alleviation in China, with the main objective of resolving the contradiction between people and the environment, and endeavouring to realize the dual goals of poverty alleviation and ecological restoration. In recent years, Shanxi Province has planned, designed, and implemented a number of village relocation projects for poverty alleviation, relocating populations from areas where the natural ecology is unsuitable for human habitation, or where coal mining has led to land subsidence, to towns or suburban areas with better environments. Whether the relocated population out of poverty can obtain stable livelihood adaptation is of great practical significance for consolidating the effect of poverty alleviation and comprehensively building a modernized socialist country, so how to coordinate multiple resources to guarantee the employment of relocated immigrants has become a focus issue that needs to be urgently solved. In this paper, we analyze the employment profile of relocated immigrants in the centralized resettlement area of Changzhi City, Shanxi Province, and the dilemmas that exist, and explore the paths to enhance the employment level of relocated immigrants, stimulate the endogenous motivation for employment, and realize sustainable livelihoods from the perspective of upgrading the comprehensive quality of the relocated immigrants, promoting the development of related industries, and improving the employment service system.

Keywords: Relocation for Poverty Alleviation; Employment Dilemma; Sustainable Development.

1. Introduction

The Fourteenth Five-Year Plan of China points out that it is necessary to improve the mechanism for providing regular assistance to low-income rural populations, to promote the use of work as a substitute for food, to drive low-income populations into local and nearby employment, to do a good job of following up on relocation for poverty alleviation, and to strengthen the construction of new towns and cities in large-scale relocation and resettlement zones. Relocation for poverty alleviation has been an important poverty alleviation policy in China in recent years to address the contradiction between population and environment, and the task of relocation for poverty alleviation was fully accomplished during the 13th Five-Year Plan period. The relocation project for poverty alleviation has entered the follow-up support stage, and the relocation has increased the opportunity cost for farmers to engage in agricultural business, leading to a trend of non-farming in the employment structure of relocated families and an increase in non-farming labor force (Li Jie, 2016). However, due to the poor state of industrial development in the relocation area, it has resulted in many migrants not completing the occupational transition and still focusing on agricultural production (Li Bo and Zuo Stop, 2016). In addition, as most of the migrants have low cultural quality, poor skill level, and insufficient capacity for their own development, they can only engage in some low-end jobs or even cannot be employed. How to enhance the livelihood ability of relocated migrants, properly solve the employment problem of relocated migrants, and then consolidate the results of poverty alleviation has aroused the attention of the academic community. This paper analyzes the employment

predicament of relocated migrants in the centralized resettlement area of Changzhi City, Shanxi Province, and explores the path to achieve sustainable development, so as to provide a reference basis for enhancing the endogenous development capacity of relocated migrant families.

2. Concept of Relocation of Migrants for Poverty Alleviation

Relocation for poverty alleviation, relocation for poverty alleviation originated from the anti-poverty practice in deeply impoverished areas with low carrying capacity of resources and environment, through the way of "moving poor nests, uprooting poor roots, and cutting off poor businesses", to break the death of natural disasters, and to solve the poverty and backwardness of the difficulties (Huang Zhigang and Li jie, 2022). For poor people living in areas with poor ecological environment, poor natural conditions and high incidence of geological disasters, they are relocated to areas with better production and living conditions under the unified organization of the government in accordance with the principle of farmers' voluntary participation and the implementation of planned developmental migration. Most of the relocation projects for poverty alleviation rely on towns and cities to resettle the relocated migrants, moving them from their original residence, which is unsuitable for development, to towns and cities or spaces close to towns and cities, making it possible to shift from a single agricultural production and operation to one that encompasses both agricultural and non-agricultural production and operation activities. Although the household registration remains unchanged, this change in employment reflects not only geographical relocation, but also a shift in the migrants' status

from farmers to citizens. While relocation improves migrants' production and living conditions and habitat, and improves infrastructure and public services, it may also have a negative impact on their agroforestry production, land use, and social integration. Relocation implies the loss of natural capital, the failure of human capital, and the partial loss of social capital in the original livelihood capital, and if migrants fail to adjust their livelihood strategies in a timely manner according to the changes in their livelihood endowment, their interests will be jeopardized and they will fall into a livelihood dilemma (Zhou Li et al., 2020). This paper defines the employment of migrants in relocation for poverty alleviation as the population of legal working age that meets the criteria for relocation for poverty alleviation, engaging in all legal socio-economic activities for the purpose of earning labor remuneration and business income, in order to achieve the goal of sustainable living and poverty alleviation and enrichment in the resettlement area.

3. Overview of Changzhi City's Easy Poverty Reduction and Relocation

Changzhi City is located in the southeastern part of Shanxi Province, where underground excavation is caused by coal mining, and the collapse of mines has led to frequent groundwater seepage, collapse of farmland, destruction of vegetation, and impoverishment of villagers. The local government has actively responded to the national policy to implement the policy of poverty alleviation and relocation for villages that have suffered serious damage to the ecological environment, have weak environmental carrying capacity, and have poor living conditions, which is highly representative. During the "13th Five-Year Plan" period, Changzhi City relocated a total of 10,941 households of 30,006 people, of which 10,043 households of 27,708 people were poor households with established records, and 898 households of 2,298 people were synchronously relocated. The relocation mode relying on towns and cities is the main relocation mode of the relocation program for poverty alleviation in Changzhi City, and how to solve the problem of employment for relocated immigrants. How to solve the employment problem of relocated migrants, so that the relocated population to realize a sustainable livelihood has become an urgent problem.

The contradiction between the labor force and the employed population of families relocated for poverty alleviation in Changzhi City is more prominent, with more than half of the families having only one employed person with a stable income, and there is a more serious labor force idleness among the relocated migrants currently resettled. The employment skills of relocated migrants are mainly family planting, livestock breeding, coal mining technology, building maintenance, decoration ability, loading and unloading ability. Due to the constraints of their education level, social resources, labor skills, etc., which lead to the fact that they cannot match with the urban employment positions in a short period of time, they can only choose the loading and unloading, cleaning, carpentry, and other fragmented jobs with more flexible working time and intensity in the neighboring towns and cities, and they can easily fall into the high-input, low-output. It is easy to fall into a high-input, low-output work pattern, and income is not guaranteed. Urban housing renovation, increased living expenses and irrational consumption have led to a rise in household expenditures,

while untimely employment, low levels of employment and slow increases in income have led to financial constraints for relocated families.

4. Difficulties in the Employment of Relocated Migrants

Poor employment information channels for relocated migrants: As relocated migrants become civilized and take up employment by working outside the home, there is an increasing demand for employment information. Narrow employment information channels can lead to asymmetry in employment information, reducing the allocation efficiency of the employment market and making it impossible for relocated migrants to find suitable positions in their resettlement places. Relocated migrants' information on choosing employment mostly relies on referrals from friends and relatives, community announcements or advertisements, employment intermediary organizations and Internet recruitment, with referrals from friends and relatives becoming the main source of information channels. Due to cultural level limitations, poor ability to retrieve and discriminate Internet recruitment information prevents them from taking advantage of network channels. The local labor market basically does not involve employment information on field work, and information in the labor market is relatively closed, with narrower employment information channels for relocated migrants.

Employability dilemma of relocated migrants: The educational background of relocated migrants is weak, with the majority having secondary school education or less, and only a small proportion having higher education. Generally speaking, relocated migrants in the region have a low level of education, a lack of systematic learning experiences, and a limited ability to learn, making it difficult for them to perform knowledge-intensive work. The vast majority of them are farmers or migrant workers, with poor mastery of work skills in specialized fields, and because of the limitations of their age and knowledge system, they are less capable of learning and applying new knowledge, making it difficult for them to practically participate in new industries. Before relocation, they mainly relied on planting and animal husbandry to make a living, and relied on experience to carry out agricultural labor, with greater dependence on the land, and few opportunities to learn other industry skills; after relocation, due to their own employment skills are insufficient, in the context of industrialization, it is difficult to integrate into modern production, and can only be engaged in some of the labor-intensive work that does not require a high level of professional skills, such as masonry, garment processing, mining, construction, etc., but for the new industries in the new industry, it is very difficult for them to participate in new industries, and it is very difficult for them to participate in new industries. They can only engage in some labor-intensive jobs that do not require high specialized skills, such as masonry, garment processing, mining, construction, etc., and they have little knowledge of the computer skills required by new industries.

Psychological dilemmas of employment for relocated migrants: Relocated migrants lack endogenous motivation for employment, and there is a common identity integration dilemma for relocated migrants. On the one hand, traditional cultural concepts and customs have led relocated immigrants to develop a traditional time perspective of "naturalism and

present orientation", and to adopt a cognitive attitude towards employment of "let it be" and "do not force", with no clear employment goals, unable to match the fast-paced, high-intensity job market in the city. They have a cognitive attitude towards employment of "let it be" and "don't force it", and have no clear employment goal, which is unable to match with the fast-paced and high-intensity employment market in the city. On the other hand, the lack of crisis awareness of relocated migrants. The short-term relocation compensation amount, as a kind of exogenous wealth, effectively relieves the financial constraints of relocated families, and the temporary affluence leads to a lack of motivation to realize sustainable development. The freewheeling production and lifestyle in the countryside has contributed to the development of an inert mindset, unwilling to leave the countryside to work abroad. "Unwilling to accept the constraints of factory rules and regulations, unwilling to work when there are shifts available, or not complying with enterprise rules and discipline", and the duties of looking after children's schooling and supporting the elderly tend to limit women's re-employment, with more employment concerns.

Lagging behind in the construction of employment service platforms: Resettlement community committees are responsible for building employment service platforms that provide relocated migrants with the employment training and information services they need to find work. The resettlement community committees are formed by the former village committees, which do not have professional employment services, are not skilled in employment policies and regulations, do not provide professional guidance on the market problems that workers may face in the course of their employment, and do not have a system for managing the employment and unemployment registrations of relocated immigrants, so that they are unable to link up with vacancies and unemployed migrants, and have little role to play in the provision of employment services.

5. Paths to Improving the Level of Employment

The quality of employment plays a key role in the stability of migrants' employment and the sustainability of their income. For the special group of relocated migrants, employment is related to whether they can realize sustainable survival in the resettlement place, whether they can rely on the policy of relocation for poverty alleviation to improve their living standard, and whether the government can achieve results in the follow-up support work.

Enhancing the comprehensive quality of relocated migrants: First, strengthen employment training to enhance human capital. In order to obtain more employment opportunities, relocated migrants should improve their market competitiveness, "Competitiveness usually comes from the accumulation of human capital, which is certainly inherited and accumulated over time, but to a large extent relies on acquired investment to improve it" (Cai Fang and Du Yang, 2001). In order to improve the human capital of relocated immigrants, targeted employment training should be provided to them, oriented to the market demand, according to the criteria of age, gender, education level, employment intention, skill level, etc., the relocated immigrants should be provided with employment training in phases, and the content of the training should include the training of practical skills such as welding, transportation service, electronic mechanical

processing, etc., for the young and middle-aged migrants, and domestic helper, housekeeper, sister-in-law, and so on, for the women migrants. In terms of training content, strong practical skills training such as welding, transportation services and electronic machinery processing is provided for young and strong relocated migrants, while training in housekeeping, sister-in-law, catering, etc. in line with their age, cultural level and learning ability is provided for female relocated migrants, and training in handmade crafts is provided for the under-aged. In addition, it is necessary to train relocated migrants in urban civilization, employment concepts, rules for applying for jobs, and language habits, so as to make it easier for them to integrate into towns and cities for employment.

Ideological guidance to enhance the development of migrant awareness. To recognize the subjective initiative of the migrants themselves in employment, poverty alleviation focuses on "helping the will", through the community to actively publicize the importance of employment training, guiding the migrants to actively participate in the relocation, and to educate them on the correct concepts of consumerism, choice of employment, the rule of law, the concept of competition in the market, and to stimulate their willingness to employment, self-improvement through ideological education, prompting them to change from passive acceptance of market employment to the spirit of self-improvement. Through ideological education, they are motivated to change from passive acceptance of the market employment situation to active transformation of their own vocational skills, and to take the initiative in choosing jobs, employment and even entrepreneurship.

Promotion of related industries: First, the development of agriculture with special characteristics should be tailored to local conditions. For farmers who are unwilling to leave their land and their hometowns, it is necessary to combine local resources and industrial development, to develop characteristic agriculture with a market and high efficiency according to the principle of adapting to local conditions, and to promote effective cooperation between agribusinesses and village collectives, as well as relocated migrants. In Changzhi City, there are characteristic agricultural products such as cherries, anemones, peonies, walnuts, wines, medicinal herbs, etc. Due to the dispersed farming of relocated immigrants, the cultivation of characteristic agriculture has not been promoted. After relocation, the original house base is collected to the village collective for unified planning, and the village committee should encourage and organize the relocated immigrants to collectively plant characteristic agricultural products, give full play to the effect of agricultural industry clusters, promote the scale of agricultural production in the relocated area, industrialization, and improve the level of scientific planting. In terms of sales of agricultural products, the local government should have a sense of innovation and develop new sales channels for agricultural products. Relocated immigrants reflect, they gradually withdraw from agriculture because of agricultural income is small, agricultural products distribution channels are small, farmers generally through dealers to understand the market situation, once the dealer price or even refuse to accept, farmers earnings are at risk. The new model of rural e-commerce of "live broadcasting to help farmers" is a new way to solve the problem of poor marketing, sales from multi-link acquisition to direct connection between the origin and consumers, reducing circulation costs. The local government can establish the relocation of poverty alleviation relocation

collective farmers characteristics of the brand, for farmers to establish a live platform, the village collective unit, to ensure the quality of agricultural products under the premise of drawing on the "governor to help, anchor with goods" live, according to the relocation of the village to promote the different characteristics of the agricultural products, and to broaden the relocation of immigrants' sources of income. Second, to promote cultural tourism, the development of tertiary industry. Combined with the actual needs of industrial transformation in Changzhi City, vigorously develop the tertiary industry and promote the transfer of relocated immigrants to the tertiary industry. Tourism has a good development prospect, and the development of the tourism industry chain drives the employment demand for food and drink, transportation, lodging, amusement, shopping, entertainment, etc., and absorbs a large number of labor intensive relocated immigrants to start catering and lodging services in cultural attractions, as well as to apply for employment as tour guides in scenic spots, security, maintenance, cleaning and other Better-paying jobs. Based on the brand effect of specialty agricultural products, build leisure farms and agricultural tourism parks to absorb more tourists.

Sound employment service system: First, an information tracking system has been established and a public number for information dissemination has been set up. Local social employment security departments are required to register the physical health, employment skills, employment intentions, education levels, training status and unemployment of relocated migrants, and to implement monitoring of the employment situation of relocated families. For the special population group of relocated migrants for poverty alleviation, the public number or small program for employment information of relocated migrants shall be developed in a unified manner, and the relocated migrants shall be united with the relocated communities for poverty alleviation, local enterprises, talent markets, intermediary service markets, and labor departments of sister cities, to consolidate information on employment of enterprises and release notices of job recruitment, to simplify the way of obtaining employment information of relocated migrants, and to guarantee that relocated migrants have the ways to come into contact with the information on recruitment of enterprises in a timely manner, and to Promote employment.

Second, work relief and innovative support methods. "Food for work" is a way of poverty alleviation explicitly proposed in the 14th Five-Year Plan, which can, on the one hand, solve the unemployment problem of relocated immigrants; on the other hand, it can promote immigrants' participation in the construction of towns and cities in the resettlement area, enhance their sense of identity with the resettlement area, and integrate into the new life more quickly; and it can also promote the local economy and society in the long-term development. Relevant departments in the planning and

construction of urban and rural infrastructure, cultural and tourism attractions, rural construction land reclamation and other projects, should consciously and resettlement of community organizations to form a labor partnership, timely feedback on the construction project of the recruitment information, to promote the relocation of immigrants to join the construction team to participate in the construction of the project to receive wages instead of the government directly issued living subsidies to protect the income of relocated immigrants! This guarantees the income of relocated migrants, focuses on "helping the will" while "helping the poor", overcomes the inertia of relocated migrants, and meets their needs for employment in the vicinity.

6. Concluding Remarks

Improving the employment rate and realizing sustainable development is an effective way to ensure that relocated farmers are stable out of poverty and do not return to poverty in the post-poverty alleviation era, and that they have access to development opportunities and realize increased income and wealth. This paper focuses on analyzing the influencing factors of the employment of relocated migrants for poverty alleviation, cracking the employment problem, and exploring the path suggestions of improving the comprehensive quality of relocated migrants, promoting the development of related industries, and sounding the employment service system, which is of great significance to do the follow-up help work, improve the employment level and employment quality of relocated migrants, and stimulate their endogenous development motivation for realizing a sustainable livelihood.

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