

# Study on Re-Employment Dilemma and Countermeasures of Over-Age Migrant Workers in Guangyuan City

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**Abstract:** The aging trend of the population is gradually rising, the pace of urban-rural integration is accelerating, migrant workers belong to the main force of urban construction, at present, many places issued the "clearing order", prohibiting overage migrant workers to engage in the related risk and risk of higher work. Overage migrant workers this special group, re-employment is in trouble, this paper takes this as a starting point, through questionnaire survey and field interview methods, in the perspective of aging, analysis of Guangyuan overage migrant workers currently existing employment difficulties, for the overage migrant workers group, put forward the corresponding countermeasures and suggestions.

**Keywords:** Population aging, Overage migrant workers, Employment dilemma.

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## 1. Introduction

With the continuous development of society, the average life span of human beings continues to extend, and the number of elderly people is increasing rapidly, aging has become a common challenge faced by the whole world. Aging refers to the phenomenon that the proportion of people aged 65 and above is increasing, and the proportion of elderly people in the total population is rising. This phenomenon has brought many social and economic problems, such as the pressure and rapid increase of demand in medical care, pension, economy and other aspects. The No. 1 document of the Central Committee in 2023 clearly points out that it is necessary to stabilize the employment of migrant workers, promote the improvement of migrant workers' vocational skills, and improve the detection and early warning mechanism of migrant workers' wage payment. The employment rights and interests of overage migrant workers should be safeguarded. We will accelerate the improvement of the system for protecting the rights and interests of those who have flexible employment. Under the background of aging, Guangyuan City is faced with the problem of re-employment of overage migrant workers. As the aging process accelerates and more migrant workers reach retirement age, they need to find new employment opportunities to make ends meet. However, due to factors such as older age and skill limitations, these over-aged migrant workers are facing employment difficulties and adversities. Therefore, it is of great practical significance to study the re-employment of overage migrant workers in Guangyuan City. In this paper, this issue will be deeply discussed and relevant policy suggestions will be put forward in order to effectively deal with the employment challenge of Guangyuan under the background of aging.

## 2. Analysis of the Employment Status of Migrant Workers in Guangyuan City

### 2.1. Basic Situation of Over-Age Migrant Workers in Guangyuan City

At present, there are 965,400 migrant workers in Guangyuan, with a labor income of 28.3 billion yuan. There are 52,700 migrant workers returning to the countryside to start businesses in the countryside, with an annual output value of 18.2 billion yuan. In order to better understand the specific situation of overage migrant workers in Guangyuan, 220 questionnaires were distributed in each county through the combination of online and offline methods, of which 201 were valid, and the effective rate of the questionnaire was 91.36%. According to the analysis of the questionnaires, the proportion of male migrant workers was higher than that of female migrant workers, and the number of over-age migrant workers aged 61-65 was more. The proportion is 38.81%, and the proportion of over 70 years old is 6.47%; Because most of them choose to work in the construction and manufacturing industry, the working environment is poor, dust, noise, lung disease, blood diseases, atopic dermatitis and other diseases often occur, so the health status of overage migrant workers is poor, the proportion of "unhealthy" is 11.94%, the proportion of "general" is 57.21%; 49.25% of migrant workers have primary school education, 13.93% are illiterate and have a low education level; There are no suitable jobs and salary conditions in their hometowns, and most of them choose to work in cities. In various districts and counties of Guangyuan City, overage migrant workers go out to more scattered places, generally in Zhejiang, Guangdong, Henan and so on.

**Table 1.** Basic situation of overage migrant workers in Guangyuan City

| Category 1             | Category 2                      | Frequency | Ratio  |
|------------------------|---------------------------------|-----------|--------|
| Gender                 | male                            | 117       | 0.5821 |
|                        | female                          | 84        | 0.4179 |
| Age                    | 50 to 55                        | 51        | 0.2537 |
|                        | 56-60                           | 40        | 0.199  |
|                        | 61-65.                          | 78        | 0.3881 |
|                        | 66-70.                          | 19        | 0.0945 |
|                        | 71 +                            | 13        | 0.0647 |
| Marital status         | Married with spouse             | 87        | 0.4328 |
|                        | Remarried with a spouse         | 51        | 0.2537 |
|                        | unmarried                       | 6         | 0.0299 |
|                        | Divorced                        | 27        | 0.1343 |
|                        | Widowed spouse                  | 30        | 0.1493 |
| Educational attainment | Illiteracy                      | 28        | 0.1393 |
|                        | Elementary                      | 99        | 0.4925 |
|                        | Junior high                     | 70        | 0.3483 |
| Place of employment    | High school or secondary school | 4         | 0.0199 |
|                        | Junior College                  | 0         | 0      |
|                        | College                         | 0         | 0      |
|                        | undergraduate                   |           |        |
|                        | Graduate students and above     | 0         | 0      |
|                        | Health                          | 62        | 0.3085 |
|                        | General                         | 115       | 0.5721 |
|                        | Unhealthy City                  | 24        | 0.1194 |
| Place of employment    | Rural                           | 155       | 0.7711 |
|                        |                                 | 46        | 0.2289 |

Source: Field questionnaire

## 2.2. Employment Status of Over-Age Migrant Workers in Guangyuan City

According to the questionnaire survey of counties and districts in Guangyuan City, construction and manufacturing have become the first choice for migrant workers, and most female farmers' unions choose the service industry. Due to the awakening of the legal consciousness of migrant workers, the work nature is mainly short-term and contract workers, with low academic requirements and high salary, but the employment stability is weak and the working environment is poor. The average work 8-10 hours a day, more than 30% of the people work 10-12 hours, work intensity, long working hours, high risk factor. Construction and manufacturing industry wage in 3000-5000 yuan accounted for 56.72%, service industry wage treatment in 1000-3000 yuan accounted for 56.72%, low wage treatment, wage arrears frequency is high, the industry welfare treatment is not perfect, safeguard measures are not in place. The main work channels of over-age migrant workers are 89.55% through the introduction of relatives and friends, mobile phone apps and social media software, which play a great role in daily entertainment, but it is difficult to find jobs through this platform. Due to the asymmetry of employment information, the Guangyuan government organizes several job fairs in spring and autumn every year, but it is still difficult for employers to recruit workers and for overage migrant workers to find employment. Most of the farmers' trade unions buy the medical insurance organized by the village, and a small number of them buy the old-age insurance. According to the interview, most of them

do not understand the various types of insurance, the contents and functions of insurance, and the purchase channels, and have low trust in the rural insurance.

**Table 2.** Employment status of over-age migrant workers in Guangyuan City

| Category 1                | Category 2                               | frequency | Ratio  |
|---------------------------|------------------------------------------|-----------|--------|
| Industry of work          | Construction                             | 72        | 35.82% |
|                           | Manufacturing                            | 45        | 22.39% |
|                           | Services                                 | 53        | 26.37% |
|                           | Other Daily settlement post              | 31        | 15.42% |
| Nature of work            | Contract workers                         | 33        | 16.42% |
|                           | Short-term workers                       | 97        | 48.26% |
| Salaries and compensation | 1000-3000.                               | 71        | 35.32% |
|                           | 3000-5000.                               | 54        | 26.87% |
|                           | 5000-7000.                               | 114       | 56.72% |
|                           | 7000-10000.                              | 26        | 12.94% |
|                           | 10,000 +                                 | 7         | 3.48%  |
|                           | Mobile APP                               | 0         | 0%     |
|                           | Agencies                                 | 7         | 3.48%  |
|                           | The government organizes job fairs       | 33        | 16.42% |
| Work Channels             | Introductions from friends and relatives | 6         | 2.99%  |
|                           | Labor market                             | 180       | 89.55% |
|                           | Social media and we-media                | 66        | 32.84% |
|                           | Other                                    | 2         | 0.99%  |
|                           | Endowment insurance                      | 6         | 2.99%  |
|                           | Unemployment insurance                   | 67        | 33.33% |
| Type of insurance         | Industrial and commercial insurance      | 1         | 0.50%  |
|                           | Health insurance                         | 146       | 72.64% |
|                           | There is no                              | 41        | 20.40% |

Source: Field questionnaire

## 2.3. Employment Situation of Over-Age Migrant Workers in Guangyuan City

In the post-epidemic era, the domestic economy is under great pressure, new jobs in cities and towns are reduced, and it is more difficult for over-age migrant workers to find jobs. Policies in many places restrict over-age migrant workers from working in the construction industry, damaging their own interests. Since 2023, the transformation and upgrading of industrial structure and the increase of employment opportunities in the service industry have provided more choice opportunities and jobs. However, as the demand for workers' skills has escalated, overage migrant workers should constantly update their knowledge system, improve their employment skills and change their employment concepts to adapt to the current employment situation. At the same time, the speed of urbanization in rural areas has accelerated, and the development of rural economy has provided more employment opportunities, but the salary is too low and there are fewer jobs. The reasons for overage migrant workers to go out for work include supporting their children's education, supporting their children's mortgage, seeing a doctor, earning pension money and making a living. The financial burden of

the family is too heavy, and the desire to go out for work is strong. At present, the aging trend is increasing year by year, and there are more and more over-age migrant workers, and the employment forms of over-age migrant workers are becoming more and more severe.

### **3. The Employment Dilemma of Overage Migrant Workers in Guangyuan City**

#### **3.1. Personnel Information Files Are Missing and Information Collection Channels Are Not Perfect**

The lack of personnel information files and the imperfect information collection channels of overage migrant workers in Guangyuan City are an important problem at present. Due to the imperfection of the management system and the unclear responsibilities of relevant departments, the personnel information files of overage migrant workers are missing. At the same time, the imperfect information collection channels also make the relevant departments unable to fully and accurately understand the situation of these migrant workers. This problem has brought many challenges to the protection of labor rights and social management of overage migrant workers. As for the reasons for the imperfect information collection channels, there are mainly the following aspects: On the one hand, the low level of information technology is an important bottleneck restricting the improvement of information collection channels. At present, the information level of some rural areas is relatively lagging behind, the network coverage is insufficient, and the information transmission speed is slow, which leads to the difficulty of information collection. On the other hand, the uneven distribution of regional resources leads to imperfect information collection channels. In some rural areas, imperfect infrastructure construction, insufficient information collection equipment and personnel allocation make it impossible to effectively promote information collection.

#### **3.2. Lack of Employment-Related Policies and Insufficient Social Security for Overage Migrant Workers**

According to the review of relevant policy documents, Guangyuan City currently has no specific regulations on the implementation of employment management policies and laws and regulations for overage migrant workers. The specific performance is as follows: the pension security is insufficient, it is difficult for the overage migrant workers to enjoy the perfect pension insurance and other welfare benefits, the lack of standardization and policy support for the retirement settlement of the overage migrant workers ; Skills training and job transfer support are insufficient, overage migrant workers are difficult to adapt to the changes of skills in the market demand when they are older, and there is a lack of policies and mechanisms to provide job transfer training and support for overage migrant workers; Inadequate support for entrepreneurship, inadequate financial, technical and market support for overage migrant workers to start their own businesses, and lack of special policies and programs for overage migrant workers to start their own businesses; Limited medical security, overage migrant workers are at risk in terms of health, and lack of attention to the health status of overage migrant workers and effective medical support;

Social integration difficulties, overage migrant workers in the city face identity and integration difficulties, lack of support and attention to overage migrant workers in the city life.

#### **3.3. The Elderly Labor Market Is Not Perfect, And the Management Service System Is Not Perfect**

According to the recruitment survey in Guangyuan Labor market, the government will hold three special job fairs for migrant workers after the Spring Festival every year, but most of the jobs provided are limited by age and major, most of them are under 40 years old. According to the interview survey, more than 80% of the over-age migrant workers do not know the time and place of the government job fair. The number of people participating in the job fair is less than 500 each year, most of them are young people, and the number of people who find jobs through the job fair is less than 30%. The imperfect labor market for the elderly has led to a lack of employment opportunities, low pay and poor employment environment for overage migrant workers. At the same time, the management service system is not perfect, the lack of effective information release platform, overage migrant workers often cannot obtain accurate and timely employment demand and job information, it is difficult to learn about new employment opportunities in a timely manner; Lack of rights and interests protection mechanism, rights protection channels are not smooth, the current legal protection of overage migrant workers is inadequate, the lack of clear safeguard measures and systems, so that it is difficult for them to safeguard their legitimate rights and interests; Lack of training and career promotion opportunities, the existing training programs are mainly for the young age group, ignoring the training needs of overage migrant workers, lack of relevant skills training and vocational knowledge update, overage migrant workers often cannot improve their professional status and income level, making them at a disadvantage in the market competitiveness.

#### **3.4. Weak Vocational Skills and Insufficient Ability to Innovate and Start a Business**

Guangyuan City vigorously promotes the cultivation of new professional farmers, through the innovative selection of training institutions, the establishment of training schools, the establishment of village training groups and other ways, focusing on the cultivation of college and secondary school graduates, migrant workers returning to their hometown to start businesses, support the development of a new group of professional farmers. Most of the activities are aimed at young migrant workers, and over-age migrant workers account for a relatively small proportion. Because over-age migrant workers work for a long time and return to their hometown for short training time, the training effect is not significant. Overage migrant workers have low education level, relatively single work experience, and weak employment skills. Over-age migrant workers have been engaged in repetitive labor for a long time, their way of thinking is relatively fixed, and they lack the acceptance and application of new ideas and technologies. Overage migrant workers have insufficient understanding of the market demand, due to the limited contact with the market, the change of market demand, the change of consumer preferences and other aspects lack of in-depth understanding. They are often unable to accurately grasp market opportunities and predict future development trends, thus

failing to create products or services that meet market demand. Starting a business requires a certain amount of experience and management ability, and over-age migrant workers lack knowledge and skills related to business operation, including marketing, financial management and human resource management, which leads them to face greater difficulties in the process of starting a business.

### **3.5. Asymmetry of Employment Information and Imbalance Between Supply and Demand of Employment Positions**

The asymmetric employment information of overage migrant workers means that in the job market, due to some specific factors, migrant workers over the specified age have great difficulties in obtaining employment information. At the same time, the imbalance between supply and demand of employment positions refers to that there is a certain degree of imbalance between the number of available employment positions for overage migrant workers in the labor market. These two problems together constitute the two major challenges in the current employment of migrant workers. This is mainly due to the following aspects: First, overage migrant workers generally lack effective channels to obtain employment information. They mostly try to find jobs through word of mouth or introduction by relatives and friends. Secondly, due to their relatively low education and digital skills, some overage migrant workers cannot use the Internet flexibly and actively browse, search and apply for employment information. In addition, with urban economic development and industrial restructuring, some traditional jobs have been reduced or disappeared, while emerging and technology-oriented jobs have increased. However, as most of the over-age migrant workers only have a junior high school education or below, and lack relevant skills and knowledge, it is difficult to adapt to and be competent for these new jobs. The slow pace of development of competitive industries in some regions has led to relatively limited stable employment opportunities. Some labor-intensive industries commonly engaged by overage migrant workers, such as construction and manufacturing, are subject to strict management and policy restrictions, and are no longer leading industries in some places, resulting in a decrease in employment opportunities. These reasons have caused an imbalance in employment opportunities.

## **4. Guang Yuan City Overage Migrant Workers to Achieve Re-Employment Countermeasures**

### **4.1. Broaden the Information Collection Channels and Speed Up the Construction of Migrant Workers' Information Service Website**

There are a large number of migrant workers in Guangyuan City. In order to better collect employment information, analyze the employment situation, and strengthen the role of helping over-age migrant workers, it is necessary to use big data platform to establish information service websites for migrant workers, establish personal information files for over-age migrant workers, and consolidate the basic information of service and protection for migrant workers. The functions of the information service website include providing migrant workers with employment information

release and matching services, providing legal advice and labor rights protection information, providing training and career development guidance, and providing social welfare and health care information. In order to achieve long-term operation and management, a professional team should be equipped to update and maintain information; Strengthen publicity and promotion to ensure that migrant workers understand and use the website; And establish a user feedback mechanism to improve website functions and services in a timely manner. In order to ensure the normal operation and implementation of information service websites, the government should increase investment, provide necessary funds and technical support, set up regulatory bodies to supervise the legality and reliability of website operation and information release, while strengthening the formulation and implementation of laws and regulations to protect the rights and interests of migrant workers.

### **4.2. Strengthen the Implementation of Policies to Protect the Legitimate Rights and Interests of Overage Migrant Workers**

Protecting the legitimate rights and interests of overage migrant workers is crucial to maintaining social stability, promoting economic development and realizing the goal of building a modern socialist country in an all-round way. However, due to their special status and working conditions, overage migrant workers often face various challenges and problems. Therefore, it is imperative to strengthen the implementation of policies and effectively protect the legitimate rights and interests of overage migrant workers. Formulate relevant laws to clarify the protection of the rights and interests of overage migrant workers. These regulations should include clearly defining the age range of overage migrant workers, prohibiting employers from discriminating against overage migrant workers, etc. Through legal constraints and norms, to ensure that the legal rights and interests of overage migrant workers are protected, and clarify the relevant responsibilities and obligations; To increase the punishment of illegal employment, to strengthen the law enforcement of relevant departments, for the existence of illegal employment of employers, should be severely punished, including fines, dismissal or revocation of business licenses and other measures; The government can improve relevant policies, expand the coverage of social insurance, and ensure that overage migrant workers enjoy basic medical care, pension and other security, so as to reduce their living burden and improve their quality of life and happiness. The government can set up special employment transfer training programs to help them acquire new employment skills and realize employment transformation. This can not only alleviate the employment problem of overage migrant workers, but also promote economic restructuring and rural labor transfer.

### **4.3. Improve the Relevant Job Market and Strengthen the Construction of The Management and Service System for The Elderly**

The job market is an important area closely related to the country's economic development. The situation of the job market has a direct bearing on social stability and the improvement of people's living standards. The over-age migrant workers are faced with many difficulties in the job

market. In order to solve this problem, we must strengthen the construction of the management and service system for overage migrant workers, and provide them with better employment opportunities and security, so as to achieve the perfection of the job market. We should strengthen the cooperation between the government and enterprises. The government should invest funds and resources to encourage enterprises to recruit over-age migrant workers, give relevant enterprises preferential tax treatment, and rationally participate in vocational training and skills upgrading programs for over-age migrant workers. Expand access to and equality of opportunity in the job market, implement policies and measures to increase support for the job market in rural areas, expand channels for the flow of urban and rural talents, and promote wider sharing of job opportunities; Innovate employment models and opportunities, promote new agricultural business models, encourage over-age migrant workers to participate in community services and public welfare activities, and provide more job opportunities. At the same time, it should also continue to monitor and evaluate, establish a regular monitoring system to understand the employment situation and needs of overage migrant workers, adjust policies and measures according to the evaluation results, and constantly improve the management service system for overage migrant workers.

#### **4.4. Adjust Employment Training Methods and Improve the Quality of Employment Training for Overage Migrant Workers**

As they grow older and their skills lag behind, many migrant workers are faced with employment difficulties and lack the ability to adapt to the modern job market. Therefore, improving the quality of employment training for over-age migrant workers has become a key step to promote their integration into the urban migrant population. Before the government carries out the training of over-age migrant workers, it is necessary to understand the status quo of employment training for over-age migrant workers, analyze the employment status quo and training needs of over-age migrant workers, and explore the problems existing in the current employment training methods for over-age migrant workers. Optimize the content and form of employment training for overage migrant workers, design training courses that meet the actual needs of overage migrant workers, introduce advanced teaching methods and technical tools, improve the training effect, broaden the training content, strengthen the cultivation of comprehensive quality, and enhance the employment competitiveness. It has strengthened the construction of a team of teachers for employment training for over-age migrant workers, trained teachers for professional training, improved teachers' training capacity, increased the number of trainers, provided more teacher-student interaction and personalized guidance, strengthened the management and evaluation of trainers, and ensured the quality of training. We should innovate the employment training mechanism for over-age migrant workers, establish a cooperation mechanism between the government, enterprises and training institutions, jointly promote training, explore customized training for enterprises, and accurately meet the employment needs of over-age migrant workers. Strengthen the tracking and evaluation of training results, establish a sound training results tracking and evaluation system, conduct regular evaluation of training effects, timely adjust the direction and content of training, encourage training

institutions to improve the quality of training, and disclose the evaluation results to the public.

#### **4.5. Develop County-Level Characteristic Industries, And All Subjects Should Vigorously Develop Rural Employment Positions**

The development of rural employment positions is crucial to solving the employment problem of overage migrant workers. It is necessary to promote the cooperation of the government, enterprises, social organizations and other subjects. The government provides policy support and financial security, enterprises actively participate in the development of rural employment and provide fair and reasonable remuneration, and social organizations provide relevant services and help to assist the employment of overage migrant workers. The main bodies cooperate to provide employment opportunities in the fields of rural characteristic industries, rural tourism and modern agriculture in Guangyuan City, which can effectively use rural resources and advantages, improve farmers' income level, promote the transformation and upgrading of rural economy, and realize the coordinated development of rural and urban areas. First of all, increase the investment in infrastructure construction, as an important condition to attract and undertake rural employment, the county government should increase the capital investment in rural infrastructure construction, improve the level of rural transportation, hydropower and other infrastructure construction, while providing more jobs. Secondly, support the development of characteristic industries; We will make use of local resources and competitive industries to foster and expand rural industries that meet local characteristics and market demand. For example, the tofu industry in Jiangue County of Guangyuan City, the planting base of Chinese medicinal materials in Wuzhishan, etc. Finally, improving the employment service system is also the key, the government can set up or improve the rural employment service center, in the employment policy publicity, job information release, employment guidance and other aspects to play an active role in providing convenient employment information and support.

### **5. Conclusion**

According to the 2022 Migrant Workers Monitoring Survey Report released by the National Bureau of Statistics, it is predicted that 80 million farmers' unions will face the problem of overage in the next ten years. At present, the proportion of migrant workers and the elderly is increasing, and various localities have issued announcements to prohibit overage migrant workers from taking corresponding positions, which hurts the rights and interests of migrant workers. Making more overage migrant workers in trouble for re-employment. The problems of "recruitment difficulties" and "employment difficulties" are prominent. The over-age migrant workers in Guangyuan City are missing the personnel information files and the information collection channels are not perfect. Lack of employment-related policies and lack of social security for overage migrant workers; The elderly labor market is not perfect, the management service system is not perfect; Weak vocational skills in employment and insufficient ability to innovate and start businesses; Employment information asymmetry, job supply and demand imbalance and other difficulties. In view of the difficulties

encountered at present, it is proposed to broaden the information collection channels and accelerate the construction of migrant workers information service website; Strengthen the implementation of policies to protect the legal rights and interests of overage migrant workers; Improve the relevant job market and strengthen the construction of the management and service system for the elderly; Adjusting employment training methods and improving the quality of employment training for over-age migrant workers; We will take measures to develop industries with county characteristics and vigorously develop rural employment positions. Solving the problem of re-employment of overage migrant workers can not only alleviate the pressure of social labor shortage, but also increase farmers' economic income, reduce the burden of old-age support for the government and families, and at the same time return to their hometowns to start businesses and employment, promote the development of county-specific industries and promote rural revitalization.

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