

A Study on the Re-employment of Older Migrant Workers in the Construction Industry

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Abstract:

Migrant workers are an important component of China's construction industry. However, due to various complex reasons, some migrant workers face challenges in reemployment within the construction sector. This paper aims to explore the reemployment issues of older migrant workers in the construction industry and propose corresponding solutions. Through a review of existing literature and analysis of relevant policies and programs, this study suggests that providing skill training and vocational transition support for older migrant workers, establishing a reemployment mechanism that caters to their specific needs, and improving policies and social environment can effectively promote reemployment opportunities for older migrant workers.

Keywords:

Construction, Migrant Workers, Older, Re-employment, Skills Training

1. Introduction

Migrant workers play a significant role in China's construction industry. However, for various complex reasons, some migrant workers face challenges in reemployment within the construction sector. This paper aims to explore the reemployment issues specifically faced by older migrant workers in the construction industry and propose relevant solutions. By conducting a comprehensive review of existing literature and analyzing relevant policies and projects, this research argues that providing skill training and vocational transition support, establishing a reemployment mechanism that addresses their unique needs, and improving policies and the social environment can effectively promote the reemployment of older migrant workers.

2. Challenges of Re-Employment of Migrant Workers

2.1. Skills matching issues

One of the primary challenges faced by migrant workers in reemployment is the issue of skill mismatch. Due to their work experience mainly concentrating in traditional construction and labor-intensive fields, migrant workers often lack the advanced skills and knowledge required in modern construction engineering. As the construction industry develops and technology advances, the demands on workers are constantly increasing, posing difficulties for migrant workers to compete for modern construction engineering positions. Another skill mismatch issue arises from the relatively low level of training and education among migrant workers. Many positions require technical expertise and knowledge beyond their capabilities [1]. They may not have received sufficient vocational skill training or lacked opportunities to acquire advanced skills, placing them at a disadvantage when seeking stable and higher-paying job opportunities. Furthermore, the problem of skill certification and vocational qualifications also poses challenges for migrant workers in reemployment. Many migrant workers lack the relevant certificates and qualifications, making them less competitive in the highly competitive job market. Some jobs may require specific technical certifications or vocational qualifications, which migrant workers often cannot meet. In conclusion, skill mismatch is one of the primary challenges in the reemployment process for migrant workers. They need to adapt and learn the advanced skills required in modern construction engineering while also obtaining relevant vocational qualifications and certifications. Addressing these issues requires providing customized training programs for migrant workers, expanding opportunities for skill training, and ensuring a fair and feasible process for certification and qualifications acquisition.

2.2. Social identity issues

Another challenge faced by migrant workers in reemployment is the issue of social identity. Migrant workers often encounter discrimination and social marginalization from urban residents when seeking employment in cities. Due to their rural background and different cultural upbringing, they are often perceived as “outsiders” or as part of the “migrant worker community,” which leads to their cold treatment and exclusion within urban society. This social identity issue manifests primarily in the limitation of employment opportunities. Migrant workers may face bias from certain industries or companies, resulting in exclusion from higher positions or promotion opportunities. They may encounter discrimination, unfair treatment, and lower wage levels. This makes it difficult for them to pursue better job opportunities and integrate into urban society. Furthermore, migrant workers' social circles and interpersonal networks are also limited in the city. They often form close-knit relationships with their fellow workers, while having limited interaction and integration with urban residents. Due to cultural differences and restrictions in social interactions, they may feel isolated and lack a sense of belonging. This social isolation poses obstacles for them to improve their lives and access more opportunities. Moreover, migrant workers may also face stigmatization and stereotyping in the employment process. Some media and public opinion may portray migrant workers as cheap labor, unqualified workers, or the source of social problems [2]. This negative image and stereotype not only present challenges for their reemployment but also affect their fair and equal treatment within urban society. In conclusion, social identity is a significant challenge in the reemployment process for migrant workers. Addressing this problem requires strengthening public awareness and understanding of migrant workers, promoting inclusivity and equal treatment. Additionally, providing social support and services tailored to the needs of migrant workers is necessary to help them gain a

sense of identity and integration within urban society. Establishing an inclusive and equitable social environment is crucial for facilitating successful reemployment of migrant workers.

2.3. Career development issues

Another challenge faced by migrant workers in reemployment is the issue of career development. Due to their involvement in low-skilled and low-paying jobs, they encounter numerous obstacles in pursuing career advancement and promotion. Firstly, due to the lower education background and skill level of migrant workers, they often fail to meet the requirements for many high-paying and high-skilled positions. In today's knowledge-based economy, skills and education are crucial for career development. Migrant workers may lack the relevant knowledge and skills, placing them at a disadvantage in the competitive job market. Secondly, migrant workers in urban employment often rely on experience rather than formal education, which limits their career development opportunities. The lack of formal education restricts their chances of being promoted to higher-level and higher-paying positions. Even if they possess a certain level of work experience and skills, they may still be seen as low-end labor in certain industries and companies, making it difficult for them to further develop their careers. Additionally, migrant workers also face a shortage of training and development opportunities. Migrant workers residing in urban areas often lack access to vocational training and continuing education. The absence of training and development opportunities that align with the demands of the job market restricts their ability to acquire new skills, broaden their professional horizons, and pursue better job opportunities. Lastly, there is an issue of unequal opportunities in career development. Compared to urban residents, migrant workers often face greater socio-economic barriers and discrimination. They may not receive career opportunities and salary remuneration that match their abilities and efforts, exacerbating the difficulties in their career development. In conclusion, career development is a significant challenge in the reemployment process for migrant workers. To address this issue, it is necessary to enhance the education level and skills of migrant workers and encourage their participation in vocational training and continuing education. Additionally, efforts should be made to promote fair opportunities distribution and reduce inequalities in career development. Governments, businesses, and society as a whole need to work together to provide more career development opportunities and support for migrant workers, helping them achieve better career outcomes [3].

3. Re-Employment Solutions for Migrant Workers

3.1. Skills training and career transition support

To address the issue of reemployment for rural migrant workers, a crucial solution is to provide skills training and vocational transformation support. By enhancing their skill levels, migrant workers can access more job opportunities and improve their income and career prospects. Firstly, skills training can help migrant workers acquire new skills and knowledge, enabling them to be competent in various types of jobs. This training can include theoretical knowledge, practical operations, and the enhancement of vocational competence. It can be jointly provided by the government, vocational training institutions, and businesses, tailored to specific industry and occupational needs. The training content should closely align with the demands of the job market, thus enhancing the competitiveness of migrant workers. Secondly,

vocational transformation support can assist migrant workers in adapting to and thriving in the transition from rural to urban work environments. This may involve training and counseling to help them understand urban work culture, workplace rules, and communication skills. Additionally, providing psychological support and employment guidance is crucial in fostering a positive employment attitude and enhancing employability skills. The government can play a significant role in providing policies and programs for skills training and vocational transformation support to migrant workers. Establishing specialized training institutions and allocating funds and resources can ensure the quality and sustainability of such training. Moreover, the government can collaborate with businesses to increase opportunities for vocational training and career development, fostering innovative thinking and entrepreneurial awareness among migrant workers. Furthermore, businesses should actively participate by offering internal training and development opportunities to help migrant workers enhance their skills and career prospects. Collaborating with training institutions, businesses can design and implement relevant training programs, providing migrant workers with broader career development paths and promotion opportunities. Through such collaboration, migrant workers can better understand workplace demands, improve their vocational skills, and enhance their employment prospects [4]. In conclusion, skills training and vocational transformation support are key solutions to address the reemployment issue for migrant workers. By providing relevant training and support, their competitiveness can be improved, leading to better job opportunities and career development. It requires collective efforts from the government, businesses, and society as a whole to provide migrant workers with more skills training and transformation support, promoting their professional growth and social integration.

3.2. Establishment of re-employment mechanisms adapted to the needs of older migrant workers

To address the reemployment challenges faced by older rural migrant workers, it is crucial to establish a reemployment mechanism that caters to their needs. Older migrant workers typically have extensive work experience and practical skills. However, they encounter specific difficulties in the reemployment process due to factors such as age, educational background, and other limitations. Firstly, the reemployment mechanism for older migrant workers should value their work experience and skills as assets. This can be achieved by establishing a robust system for recognizing work experience and assessing skills. Through certification and evaluation, the work experience and practical skills of older migrant workers can be formally recognized and assessed, making it easier for them to secure suitable job opportunities. Secondly, the reemployment mechanism should provide career guidance and counseling services tailored to the needs of older migrant workers. Such services can help them understand changes and demands in the job market and provide guidance on employment trends, career planning, and market prospects. Through such counseling services, older migrant workers can have a better understanding of their employment prospects, set realistic career goals, and improve their chances of successful reemployment. Furthermore, the reemployment mechanism should offer targeted retraining opportunities that meet the specific needs and career goals of older migrant workers. These training programs should be carefully designed to enhance vocational skills, adaptability to new technologies and work environments, and promote innovation and entrepreneurial awareness. By providing customized training, older migrant workers can better adapt to market

demands and enhance their competitiveness in the reemployment process. Lastly, the reemployment mechanism should prioritize social support and protection. Older migrant workers may face challenges in areas such as livelihood, economy, and mental well-being. Therefore, providing assistance in social security, health insurance, occupational safety, and psychological support is necessary. This can alleviate concerns of older migrant workers and enable them to focus more on the reemployment process, thereby increasing the success rate and sustainability of their reemployment. In conclusion, establishing a reemployment mechanism that caters to the needs of older migrant workers is a crucial solution to address their reemployment challenges. By valuing work experience and skills, providing career guidance and counseling services, offering targeted retraining opportunities, and providing social support and protection, we can help older migrant workers overcome reemployment difficulties and achieve better reemployment and career development. It requires joint efforts from the government, businesses, and society to provide greater support and opportunities for older migrant workers, helping them achieve successful reemployment [5].

3.3. Improve the policy and social environment

Improving policies and the social environment is crucial for addressing the reemployment issues of rural migrant workers. The government, businesses, and society as a whole need to work together to develop and implement a series of policies and measures that support the reemployment of these workers while improving the social environment to provide them with more opportunities and support. Firstly, the government can establish policies that encourage and support the reemployment of rural migrant workers. This includes optimizing subsidies and grants for employment training, providing more opportunities and resources for retraining, and reducing the costs and barriers involved in the reemployment process. The government can also increase monitoring and research efforts on the job market for rural migrant workers to timely understand their reemployment needs and difficulties, making policy adjustments accordingly. Secondly, the government can incentivize businesses to create more reemployment opportunities for rural migrant workers. This can be achieved through measures such as tax exemptions, loans, and subsidies. The government can also encourage businesses to undertake corporate social responsibility projects, including the recruitment and training of rural migrant workers, providing them with internships and practical opportunities, helping them integrate into urban society, and enhancing their employability. Furthermore, the government can strengthen legal protection and safeguard the rights and interests of rural migrant workers. This involves establishing a sound system of labor laws and regulations, intensifying supervision and enforcement efforts on businesses, and ensuring the legitimate rights and interests of rural migrant workers are protected. The government can establish a multi-level reemployment service system for rural migrant workers, providing legal consultation and support in resolving labor disputes, ensuring they have greater legal protections during the reemployment process. At the same time, various sectors of society can play an important role in supporting and assisting rural migrant workers in their reemployment. Non-governmental organizations can undertake projects and activities that provide vocational training and employment guidance, helping rural migrant workers enhance their job skills and competitiveness. The media and the public can increase their awareness and promote positive social attitudes towards the reemployment issues of rural migrant workers, reducing discrimination and bias, and fostering understanding and support for their

reemployment needs. In conclusion, improving policies and the social environment are vital aspects of addressing the reemployment issues of rural migrant workers. The government needs to establish targeted support policies, promote increased reemployment opportunities within businesses, and strengthen legal protection and safeguarding efforts for rural migrant workers. Various sectors of society can actively participate by offering vocational training and employment support, reducing discrimination and bias. Through collaborative efforts, we can create a better environment and provide more opportunities and possibilities for the reemployment of rural migrant workers [6].

3.4. Vocational training and skills upgrading

Vocational training and skills enhancement are crucial aspects of addressing the reemployment issues of rural migrant workers. By providing them with opportunities for vocational training and skills enhancement, we can help them improve their employability, adapt to and meet market demands, and achieve better reemployment outcomes. Firstly, the government can increase investment in developing and improving the vocational training system. This involves establishing a multi-level and diversified training curriculum that covers the skill requirements of different industries and fields to meet the training needs of diverse rural migrant workers. Additionally, the government can strengthen cooperation with businesses and industry associations to understand the market demand for talents and align the training content and format accordingly, ensuring the practicality and relevance of the training programs. Secondly, the government can provide financial support to encourage rural migrant workers to participate in vocational training. By subsidizing training costs, providing training allowances, or granting living expenses, we can alleviate their financial burden and enhance their motivation and willingness to engage in training. Furthermore, the government can establish incentive mechanisms to reward rural migrant workers who complete their training and successfully secure employment, thus motivating more individuals to participate in vocational training. At the same time, the government can actively guide and encourage businesses to participate in vocational training. The government can offer relevant preferential policies to incentivize businesses to provide training opportunities for rural migrant workers. Companies can collaborate with vocational training institutions to conduct in-house training programs or offer internship opportunities, helping rural migrant workers learn and acquire the practical skills and knowledge required for actual work settings. Additionally, the government and businesses can collaborate to establish training centers or demonstration bases to provide practical and applied scenarios, strengthening the effectiveness and practicality of the training. It is important to note that while providing vocational training and skills enhancement, flexibility and personalization should be considered. As different rural migrant workers have varying backgrounds and needs, a one-size-fits-all training approach may not be suitable for all individuals. Therefore, a variety of training formats should be offered, including a blend of online and offline training, personalized training plans, and flexible training schedules and methods, to cater to the learning and training needs of different rural migrant workers. In summary, vocational training and skills enhancement are vital means of addressing the reemployment issues of rural migrant workers. The government can invest in and improve the vocational training system, provide financial support and incentive mechanisms to encourage participation, guide businesses to engage in training efforts, and offer flexible and personalized training approaches. These actions can help rural migrant workers enhance their employability

and achieve better reemployment outcomes [7].

3.5. Social security and welfare guarantees

Social security and welfare protection are important aspects of addressing the reemployment issues of rural migrant workers. During the process of reemployment, social security and welfare protection can provide a stable income source and basic livelihood support, offering a certain level of economic security and peace of mind. Firstly, the government can improve the social security system for rural migrant workers, including expanding coverage and providing corresponding social insurance and public welfare benefits. This can include pension insurance, medical insurance, unemployment insurance, and work-related injury insurance, among other social insurance schemes, ensuring that rural migrant workers can enjoy social security benefits comparable to urban workers during the reemployment process. Secondly, the government can strengthen the supervision and management of welfare protection for rural migrant workers to ensure they can access legitimate rights and welfare benefits. This includes regulating the establishment and implementation of labor contracts, enhancing the promotion and training of labor laws and regulations, and increasing awareness and consciousness among rural migrant workers regarding labor rights and safeguarding. The government can establish sound monitoring mechanisms and inspection systems to regularly inspect and assess employers, cracking down on illegal employment practices and protecting the legitimate rights of rural migrant workers. Furthermore, the government can facilitate the comprehensive implementation of social security and welfare protection for rural migrant workers through policy guidance and financial support. This can involve reducing social insurance and public welfare costs, providing subsidies or allowances, and lowering the labor costs for employers, encouraging them to provide reasonable social security and welfare benefits to rural migrant workers. Additionally, the government can increase support for impoverished rural migrant workers by offering temporary assistance and subsidies, helping them through difficult times and ensuring their basic livelihood needs are met. Simultaneously, it is important to strengthen the protection of rights and interests for rural migrant workers and the development of public services. The government can establish robust mechanisms for protecting the rights and interests of rural migrant workers, providing legal aid and consulting services to help them safeguard their rights. Moreover, efforts should be made to enhance the construction of public service facilities, offering high-quality employment information services, vocational guidance, and employment training support, thus providing more opportunities and room for development for rural migrant workers. In conclusion, social security and welfare protection are crucial aspects of addressing the reemployment issues of rural migrant workers. The government can improve the social security system, strengthen supervision and management of welfare protection, and drive the comprehensive implementation of social security and welfare benefits. Additionally, efforts should be made to enhance the protection of rights and interests for rural migrant workers and develop a comprehensive range of support and assistance, thus providing robust support for rural migrant workers in achieving reemployment [8].

4. Conclusions

Through the research on the reemployment of rural migrant workers in the construction industry, we can gain a better understanding of their employment status

and the challenges they face, in order to provide effective recommendations and measures to address their reemployment issues. This research not only helps the government and related departments improve policies and systems, providing better support and protection, but also provides guidance for companies to better attract and retain rural migrant workers. Additionally, this research also contributes to raising social awareness on the reemployment issues of rural migrant workers, fostering a more inclusive and supportive environment throughout society, and collectively promoting their stable employment and sustainable development.

Conflicts of Interest

The author declares that there is no conflict of interest regarding the publication of this article.

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