

The Mechanism of the Integration of the New Migrant Workers Under The Equity Theory

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Abstract: The problem of migrant workers, is a prominent issue caused by China's current urban-rural dichotomy. On the one hand migrant workers contribute to urban development, on the one hand, they were not really accepted by the city. I treat this problem from the point of fair . Thus I propose some policy level recommendations.

Keywords: Migrant Workers; Equity Theory; Policy Recommendations

1. Introduction

1.1. Fair Is a Driving Force

Equity theory holds that people can be motivated not only by what they get , but also by the fairness of their income compared with others obtained . this means human perception affect human motivation serously.The theory states that a person is not only concerned about their income and the loss itself, but also concerned about their relationship with other people between gains and losses. It is based on the relative pay and relative remuneration and measure their gains and losses. If the proportion of the gains and losses compared with others roughly, will calm people's minds, he will think this is fair and reasonable and feel comfortable; higher than others, it will make it exciting, will produce the most effective incentive, but sometimes too high will bring a surge guilty and insecurity; less than others, people will have no sense of security, resulting in mental calm, even full of grievances, do not work hard, slacking. Therefore, the distribution is often a motivating factor rationality and power of people working in the organization motivation.

Pattern of equity theory : $Q_p / I_p = Q_o / I_o$

Wherein, Q_p represents a person feels in his remuneration, I_p made on behalf of a person into his feeling, Q_o of the compensation means that the person feels a comparison object obtained, I_o means that the person object for comparison do put feeling.

Meaning of equitable theory

When the equation holds, people would feel fair, otherwise it will feel psychological imbalance, resulting in a sense of unfairness. If left less than the right, it will produce more than others suffer or poorer than discontent; if left more than the right, because it will invest less, and produce guilt get much.

Adams's research shows that when a person does not produce a strong sense of fairness, the following five measures that might be taken in one or more of: ① through self explanatory reach self-comforting. For example, by misinterpretation payments themselves and others, resulting in a subjective illusion of fairness, to eliminate the sense of unfairness. ② take certain actions to change the balance of payments situation of others. For example, to the competent representation grounds, or requirements and assessed by someone. ③ take some action to change their balance of payments. For example, by slack, reducing their spending or request for additional income. ④ Replace the comparison object, to get a sense of fairness subjective. For example, person A feel at a disadvantage compared with their own, for an object (and person B) to compare, they feel there is no disadvantage, which is commonly referred to as "better than some, worse than others." ⑤ complain, vent grievances, manufacturing interpersonal conflicts; sometimes have knowingly "fighting" but others temporarily patience, or give up their jobs, just walk away.

1.2. Procedural Fairness

Editor in chief of "Time" magazine's Hedley Donovan believes justice system is more important than reasonable. Even if a system is not reasonable and non-discriminatory business as long as each employee often does not cause a big contradiction. Rationality of the system can be obtained through continuous improvement , but the fairness of the system must be performed throughout persevere. Thus, in the enterprise, we each manager should create a fair working atmosphere, so that everyone felt was unfair treatment.

The mid-1970s began paying attention to the academic study of procedural fairness. This leads to a fair process

to study what is the use of systems and methods to ensure the generation of a sense of fairness. The researchers found that people not only care about the decision result is fair, and very concerned about the fairness of the decision-making process. Many studies have shown that if employees believe that corporate decision-making process is fair, even if the decision result against themselves, the staff often will accept these results.

Compared with the emphasis on making equity theory, procedural justice theory to examine the effect of the decision making process. Be recognized provisions and degree of equity, known as procedural fairness.

1980, Levin Searle (Leventhal), who put a fair view of the program applied to tissue context. Procedural fairness mode that when employees recognize the results used to develop the distribution side and on the decision-making process is fair, they will be more motivated, more hard work. Employees are motivated, they will go to achieve a fair decision-making process and decision of their own equity. In order to ensure a fair result, Levin Searle et al proposed procedural fairness six criteria:

The consistency principle that the allocation procedures for different people or at different times should be consistent; (2) to avoid prejudice the principle that the allocation process should abandon personal desires and prejudices; (3) the accuracy of the principle that decisions should be based on accurate information; and (4) may be amended principle that decisions should be amended opportunity; (5) the principle of representation, that allocation procedures to represent and reflect the interests of all stakeholders; and (6) moral and ethical rules that assign the program must meet the general criteria can be accepted morality and ethics

Levin fair standard procedure proposed by Searle et al., Related to the development of the distribution system, implementation and improvement of the program is a fair comparison and evaluation system and full. They pointed out that if the organization to perform in strict accordance with these requirements, employees should feel fair.

1.3. Interactive Fair

1986, Bisbee (Bies) and Mu grid (Moag) began to focus on the impact of human interaction allocate the results back to the time of execution of Justice, which is called "interactive fair." They found that the interaction will also affect the results of a fair justice. Human resource management refers to the degree of interaction of employees in a fair and superior interpersonal felt fair treatment. Bisbee, who believes that procedural fairness from the system to ensure the realization of two-way communication between managers and employees, the fair will focus on the interaction of such appropriate way to communicate. Managers honest, polite and equal exchanges with employees, can increase employee feeling exchanges fairness. Interactive fair to reflect the managers

respect for subordinates to help managers to win the trust of employees.

Later, Greenberg (Greenberg) also proposed the interactive fair is divided into two: one is "interpersonal fairness", mainly referring to the implementation of the program or make a decision, the authority to treat subordinates or superiors is polite, take into account each other's dignity whether respect for each other; the other one is the "information fair" mainly refers to whether to give the parties should convey the message that to give the parties to provide some explanation as why use some form of program or how to use a particular allocation results manner.

2. The New Generation of Migrant Workers

2.1. Migrant Workers

"Migrant workers" is a special concept of social transition period in our country, is a unified household registration status and professional identity. Literally difficult to understand, "migrant workers" shall migrant farmers. "Farmers" is the household registration status, while the "workers" was professional identity. The concept of two different genera set determines the complexity of the concept of migrant workers.

Migrant workers" appellation visible earliest official sources as "state-owned enterprises employ contract workers of the provisions of the peasants" (State Council Decree No. 87 of 1007) in the "peasant contract workers," the abbreviation for the State Council. Currently, scholars call this diverse forms part of the population, such as the early "rural migrant labor," "rural migrants", and recently "new people" and so on.

2006, the State Council issued the "State Council on solving the problem of migrant workers" that migrant workers' household is still rural, mainly engaged in non-agricultural industries, and some migrant workers in the slack season, worker and peasant, strong liquidity, some long-term employment in the city, has become an important part of the industrial workers, from the national policy level to establish a "migrant workers" the specific meaning.

2.2. The New Generation Of Migrant Workers

The concept for the new generation of migrant workers has been the academic debate. In fact, the "new generation of migrant workers" was originally presented as a hypothetical concept. Academy of Social Sciences researcher Wang Chunguang first proposed the concept of "new generation of floating population" in 2001, and in 2003 it is unambiguous as "a layer of meaning is their age at 25 years of age, in the 1990s, migrant workers in business, with the first generation of rural migrants have obvious differences in the social experience; another layer of meaning is that they are not second-generation

rural migrants but somewhere rural migrants transitional between the first and second generation. "Wang Chunguang comparative analysis of survey data on the basis of the difference between the old and new generations of migrant workers, and clear their group identity, thus confirming the authenticity of the existence of the new generation of migrant workers.

In 2007 from the perspective of intergenerational comparisons China Youth Research Center that "development of the new generation of migrant workers," the research, the new generation of migrant workers is defined as "the age of 25 years of age more than 16 years of migrant workers." A comparative study of the establishment of intergenerational perspective, laying the logical basis of "new generation of migrant workers" concept.

After 2010, "the central document" referred to the new generation of migrant workers, the National Federation of the new generation of migrant workers explicitly defined as "born in the later 1980s, over the age of 16, in different places in their research report in non-agricultural employment-based agricultural household population "reflects policy areas on the" new generation of migrant workers "defined recognition.

3. The New Generation Of Migrant Workers And Urban Integration Mechanism Design Problem

3.1. Integration of Theory and Generation of Migrant Workers

"Integration" (Integration) has two meanings: First, a plurality of sections combined into a new entity, the second refers to partially into an existing whole. "Into the" ambiguity of the concept determines its complex in sociology and controversial. British sociologist wear Lockwood (David Lockwood) will be integrated into systems integration and social inclusion, including systems integration concerns the relationship between the part ordered or conflicting individual components of the social system, and social integration among concerned actors Ordered or relationship conflicts on. Anthony Giddens (Anthony Giddens) will "integrate" is defined as "minority groups or individuals to give up their customs and way of life, to adjust their behavior in order to go along with the dominant coupled and standards outsiders to change their language, clothing, lifestyle and cultural perspective, a new social order in a part of. "

Overall, the concept of integration is relatively broad study in the West, the different disciplines of social inclusion issues in-depth study, but based on many reasons, the integration of immigrants are still conceptual and theoretical framework multiplicity and complexity.

With the rise of research into the world of emigration and gradually become a hot topic, "Immigrants must adapt to modern production systems in developed countries and

modernity norms of social interaction, and over time, eventually becoming a member of society to adapt to new social life , commonly called social integration or social integration. "

With different cultural, economic and social background of the new generation of migrant workers into the city, became in between urban and rural areas to convert the "immigrants", "immigrants are in resettlement (resettlement) as the ultimate goal, which is different from the immigrant population mobility (mobility) or migration (move) the phenomenon of the main criteria "in the pre-secular policies, the new generation of migrant workers in urban migrant purpose is to gain a foothold in this sense, the new generation of migrant workers into the city Research is necessary to learn Western immigrants to integrate theory. Based on the fact that Western immigrants integrate research, study of new generation of migrant workers should be adequately studied the integration of immigrants from Western research analysis dimensions and theoretical tools to construct explanatory framework. However, based on the existing policy restrictions, the new generation of migrant workers and immigrants can not get the system with Western recognition and access, it is necessary to revise the theory of Western immigrants.

Generation of migrant workers into the city is not actually a "social mobility Lag Phenomenon", the performance of social mobility during the presentation of the non-synchronized, non-coordination. Lu Xueyi migrant workers from social loafing summed up as "Identity Transfer behind the career change; social status behind the economic status change; career change can not be brought into urban society, excluded from the process of urbanization; citizenship misplaced." Attracted by traditional economic Rally Rally to today's city life, urban enhance the attractiveness of the new generation of migrant workers, coupled with the ability to accommodate thrust traditional agricultural society, the new generation of migrant workers into the city process is irreversible.

Generation of migrant workers into the city, is bound to achieve the new institutional environment, the new social environment, a new living environment, new culture and environment of adjustment. In the new generation of migrant workers research vision, the new generation of migrant workers into the questions focused on the performance of the city into the problem. According to research practical, we believe that the so-called new generation of migrant workers into the city known as "the new generation of migrant workers in the city to establish economic status, adapt to urban social interaction norms and obtain public status, enjoy the public treatment, and ultimately into the comfortable life in the city process. "

3.2. Analysis of the Impediments Agments Which Stop The Generation Of Migrant Workers From Accepting By Cities

Social structure forming the most important aspects to maintain institutionalized and institutionalized so that social structure can pass down from generation to generation (Blau, 1977). Generation of migrant workers into the plight of the city should first analyze the existing system logic context, "the inertia of institutional arrangements to make changes in the workplace and occupational lives of migrant workers still drifted away from the city system." Attached to the urban-rural divide and conquer policy on the basis of national power to control urban and rural society, shaping the impact of the new generation of migrant workers into the process of urban orange bolt system, are the most important factors hindering the generation of migrant workers into the city.

"Modernity is a key issue is the tension between the principle of rational economic organization and policy and the infinite variety of personal desires between." By migrant workers into the city because of the economic, policy and system changes affect many farmers and other personal desires. From the perspective of institutional context, we can more easily examine the evolution of the relevant policies of migrant workers into the city, look impede the generation of migrant urban integration policy barriers. Through research, we found that the evolution of migrant workers into the city and the country's economic development policy is inextricably linked policies. Overall, the evolution of relevant policies can be broadly divided into the following phases:

Firstly, New Century Development of urban townships integration policy. In the new century, the country that "urban and rural development" policy, advocated "industry nurturing agriculture and cities support rural areas, gradually changing the urban-rural dual economic structure, and gradually narrow the gap between urban and rural development" policy ideas. In 2002, the central government implemented a "fair treatment, reasonable guidance, improve management, good service" approach for farmers working in cities, after the relevant state departments to start cleaning up some of the discriminatory policies against the employment of migrant workers in cities, simplify the relevant migrant procedures. 2006, the State Council promulgated the "State Council on Problems of Rural Workers" and proposed "fair non-discriminatory treatment; enhance service, improve management; overall planning, rational guidance; local conditions, guidance; based on current and long-term," the basic principles to form a more complete and effective policy system of migrant workers.

Secondly, the proposal of the policy of the new generation of migrant workers. February 23, 2012, the State Council issued "on actively and steadily promote the reform of household registration management system," which requires classification explicit account migration policy, according to the law to protect the rights and interests of migrant workers land, efforts to solve the prac-

tical problems of migrant workers, from a public policy perspective providing migrant workers settled in the city's policy basis, and asked for "respect for the rights of farmers to choose to stay in the city and rural issues." Under this document issued for the provinces to develop appropriate policies and rural household registration system provides a better basis for a truly open system reform migrant workers into the city's big screen.

3.3. Hinder Policies and Systems For The Generation Of Migrant Workers Into The City

(1) System fetters Generation of migrant workers into the city

Firstly, Fetters of urban and rural social security system. With the rapid development of rural social security system in the past few years, farmers social security system has achieved fruitful results, but the rural social security to the "localization" as the main performance standards, along with the new generation of migrant workers in cities, weakening the effectiveness of their traditional Social Security until disappeared, "off-site security, their hometowns reimbursement" of Social Security mode denied promotion because of the cost factor, "urban differentiation of social security schemes originally rendered obvious, although under certain conditions (industry started period) is normal, but urban and rural social security can not be achieved long-term integration and convergence is unreasonable to make the fundamental interests of the majority of farmers - basic survival interests are jeopardized. "

Secondly, system fetters of Rural and urban employment. Employment is based on the new generation of migrant workers in the city to lay the economic foundation of the way, however, or the existing urban-rural differences in urban and rural labor employment system disorders access, unemployment insurance, retraining, labor rights and other system maintenance provisions limiting the Cenozoic employment of migrant workers. Traditional employment patterns led to economic development, ignoring the social welfare given, changes in the pattern of social interests background, leading to a change in the behavior of the new generation of migrant workers supply, "Employment" and "Shortage" accompanied by students, herald a new generation the complexity of the farmers' employment issues. In essence, the new generation of migrant workers under the employment dilemma is the difference between rural and urban employment representations career.

System of urban and rural employment discrimination, unemployment insurance hampered the enjoyment of rights. Unemployment insurance is part of the social security, according to the current regulations, the new generation of migrant workers in the inflow to the city is not part of the labor employment of registered unemployed. Unemployment insurance is the new generation of mi-

grant workers entering the workforce after city development process on the basis of security, you can address the cause temporary economic predicament caused. Based on the difference between the actual job stability, how to build a new generation of migrant workers unemployment insurance system, the new generation of migrant workers to achieve inter-regional transfer of unemployment protection is a priority.

Discrimination in rural and urban employment system, affecting the maintenance of the legitimate rights and interests of the new generation of migrant workers. System of urban and rural employment discrimination, resulting in a lack of new generation Protecting Migrant Workers means of urban and rural workers' pay for equal work, equal pay with workers of different "issues outstanding, wages differentiated, low contract signing rate, low social security deposit ratio, work long rest periods, Wages problem generally, pay talks suffering and many other issues outstanding, new generation of migrant workers' legitimate rights and interests are not protected.

(2) Absence of exit institution with generation of migrant workers

Firstly, Retention of rural economic production rights, lack of conversion and compensation mechanism. With the rural economic reform and land transfer policy implementation, the rural collective economic interests, especially collective land disposal gains rapid expansion, farmers expected future earnings gains. According to the existing collective interest allocation logic move into the city after the new generation of migrant workers, their interests usufruct in deprived rural nature. Under the interests of the game perspective, compare the face of vested benefits in rural and urban future earnings of migrant workers, the future new generation, which hinders the new generation of migrant workers into the city to a certain extent.

Current Rural "household size fits all" interest allocation logic while providing and maintaining the distribution of rural interests, however, we find that this is the result of collective interest in the total amount of the smaller cases. With the expansion of collective interests, acquire and maintain the rights of the individual farmer has become a complex and difficult coordination problems.

After the new generation of migrant workers into the city, it still enjoys the original village collective distribution of power interests, must face reality. How to build a corresponding right to residence in rural economic production, conversion and compensation mechanism is the current generation of migrant workers into the city must be considered in the process of institutional problems.

Secondly, The new generation of migrant workers, "the public" status change caused by forms of organization, lack of social support. Clan relationships formed "blood, township edge," based on social security, social support networks, in the form of rural organizations and institu-

tional support for rural life plays a vital role farmers. After the new generation of migrant workers into the city, due to the superposition "public" property, the new generation of migrant workers gradually from the original "blood, township edge 'living environment, their social support networks and other systems to support organizational form of the city was" vacuum ".

Generation of migrant workers moving into the city because of household and natural access to urban political rights, but also because household Changes and get access to qualified urban social security. However, we find that, after admission to qualify for the new generation of migrant workers do not have the same people the same "basic" exercise and enjoyment of the lack of necessary support system for their rights, making them difficult overall, completely out of the rural community .

Weakening of rural support network utility and non-migration, urbanization, lack of social support networks further exacerbated the generation of migrant workers into the city during the worry, the city increased its integration into the psychological burden and the actual cost, hindering the process of urban integration .

4. The Proposal

4.1. Strengthening Urban Integration in Education

Based on Human Capital in the new generation of migrant workers stay in the city a lower willingness to lower levels, it is necessary to explore ways to strengthen the work of the new generation of migrant workers skill levels through education channels, to prevent social risks, improve the city's ability to adapt and enhance its guidance through education willingness to stay in the city to improve its quality.

Due to various factors, the new generation of migrant workers to urban society, work, life and so unfamiliar, the lack of the necessary scientific knowledge. Faced with an unfamiliar environment, always seemed at a loss, becomes confused. In this context, it is necessary in the output, the input to develop targeted guidance education. In the output, the government by organizing the necessary "migrant knowledge training," explained the necessary knowledge of urban life, training the necessary job skills. In the input, the government, through the organization of community "of migrant workers home" "Friends of migrant workers" and other activities to improve the generation of migrant workers are familiar with the input to the city, to reduce unnecessary panic and restlessness, to enhance their willingness to stay in the city.

4.2. Architecture The rural Standards of Social Support Networks

Reality-based capital system and the present situation of social groups, the new generation of migrant workers lack the necessary social support network in the city. It is

necessary to take the necessary policy measures to provide an institutional guarantee for the new generation of migrant workers, a clear social security and public services in the heart of the new generation of migrant workers' social support network. The basis of the status quo in both the new generation of migrant workers on income, establish a sound social security system in favor of stable employment groups, working to mobilize the enthusiasm of the new generation of migrant workers, improve their willing into the city .

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