

# The Analysis of New Generation Peasant-Workers' Employment Social Support Network

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## Abstract

*The new generation peasant- workers is the main force of city construction, comared with their elder peasant-workers they have higher scientific and cultural qualities,however, they have more pressure and difficulties when hunting for jobs than the elser peasant-workers. This paper through the empirical study to investigate the new generation peasant-workers who are working in Industrial Park of Songjiang, Shanghai.In addition combined with the SPSS statistical analysis and using the theory of social support network to study problems the new generation of migrant workers faced in the process of employment .Then using each indicators of the social network to measure its social support network of employment and to explore the difficulties of the new generation peasant-workers .Last but not least, bringing new ideas and methods to solve the dilemma in their employment .*

**Key Word:** new generation peasant-worker ;social-network ;employment-support-network

## 1 Background

Reform and opening up policy promotes the population mobility, a large number of rural labor force move into the city and become peasant-workers. In recent years, a new generation peasant-workers gradually become the leader of the colony.More and more attention from all ascepts of society paid to them. In 2010, the No.1 document of central authorities "certain opinions on strengthening the coordination development of urban and rural and further consolidate the basis of agricultural and rural development " clearly requires that,taking targeted measures to make efforts to solve the problems of peasant-workers <sup>[1]</sup>. The purpose of this article is to study the new generation peasant- workers' employment of social support network and provide the feasible advice to promote their employment.

## 2. Research Design

### 2.1 Theoretical foundation

Social network theory focuses on the social structure and originated in Western society.It is an important branch of western sociology, the earliest could dating back to the German sociologist Georg Simmel. 1950s social network theory favored by social academic field; 60 years later the development of social network theory showed strong momentum; 1980s began to use the new economic sociology to study social networks in the labor market of occupational mobility.Social network theory especially social support network gradually be taken seriously in the field of employment . In recent years, studies about social network theories become to be used into the field of employment problems.Employment issues concerning peasant-workers is particularly prominent.

#### 2.1.1 Theory of strong and weak relations

Granovetter the is earliest scholar who used theory of occupational status on social network aspects to analyse and put forward the theory of weak ties.1973 he published "The strength of weak ties" where he raised four aspects:the frequency of interaction, the degree of emotional intimacy, the number of interactions and mutual exchange to distinguish levels of relations. Interacting with high frequency, high emotional intimacy, multi-frequency and high degree of mutual exchange,which are called strong relationship, otherwise is weak ties. 1974 Grignard published "hunting for work" a book indicating that in American society ,market economy developed , the people who have more weak relations are always own larger social network and have more job information <sup>[2]</sup>.

Thus, Grignard considered that play a major role in people's employment is weak relationship rather than strong ties. However, Grignard's conclusion does not apply in Asia, the Japanese scholar Watanabe who carried on a deep white-collars' job research in Tokyo ,Chinese sociologis Bian Tianjin lead one thousand research in Tianjin, which proposed an opposite conclusion: in the occupational mobility process, job seekers rely more on strong ties rather than weak ties.

### **2.1.2 Theory Social Capital**

Linnan claims that resources not only for the personal possession ,but also "embedded" in social network. And you can get it through weak ties. Weak ties is kown important that they are effectively sources channels for us to take social resources<sup>[3]</sup>. Later Linnan developed social resources theory to social capital theory:the higher social classes hold the richer social resources.Social capital is social resources which is mobilized from the social network , job hunters can obtain thevery social capital from social networks .

### **2.1.3 Theory of structural hole**

American sociologist Ronald Bott published "structural holes",in the book ,it is the first time he made it clear that the strength of relationship has no necessary relation with social resources and social capital,in 1992<sup>[4]</sup>.Bot insists that social networks as an individual or organization could be divided into two types, the first type is the subject contact with each part of the network and there is no relationship in a blocked state. Seeing from the whole network is that there is no "hole" ,which is no "hole" structure. The second type is thatsome individuals of the social network are in direct contact with some individuals, but does not contact with other individuals directly. Not directly relation that whatched as caves in the network, Bot made a name for the caves "structural holes."

## **2.2 The concept and operation**

The definition of the new generation of peasant-workers is that ,according to the all China Federation of trade unions, the new generation of migrant workers problems research group "the new generation of migrant workers Problems Research Report", they were born after nineteen eighties and more than 16 years of age.They immigrate from rural areas to cities and with agricultural population registers.<sup>[5]</sup>

The basic idea of social networks is that the society is a gigant system which composed of a cross cutting or parallel network.The relationship between everyone, people and organizations, the organization and the organization as an objective social structure. Social support network is a part of the social network, individuals can get help or resource material or non-material from the network. If the social support network construction is reasonable,we can get conveniences from it<sup>[6]</sup>

Many researchers use factor analysis to study social support and to distinguish it by various methods .Such as, for example, Wellman using the factor analysis method.He insist that social support could be divided into five types emotional support, small service, bulk services, economic support and accompanying support (Wellmanand Wortley, 1989); Kuhn and other scholars hold that social support could be distributed into belonging support, self-esteem support, material support and favorable support ; Cobb's emotional support, network support, self-esteem support, material support, instrumental support and nurturing support; Kutner and Russell divided social support into emotional support ,social integration support and network support, self-respect support, material support, and information support (Cutrona &Russell, 1990). All in all, the above classification can be summarized as emotional support, material support, (material, money and information service) information and companion(Walker, M.E, S.Wasserman &B.Wellman, 1994).<sup>[7]</sup> This paper draw lessons from the above viewpoints ,then divide social support into three kinds:emotional support, material support,and information support .

According to the reality of the situation, this article adopt Qiu Hai Xiong and many other specialists' method and consider social support network of migrants can be divided into two kinds ---formal and informal. The formal support network includes governments, businesses, community organizations and markets. The informal includes kinship, relationship, industrialship geographical relations, geopolitical and personal ties. In the survey practice the use of empirical investigation methods be applied .

According to the definition of social networks and base on network size, network density, network convergence and heterogeneity and use these indexes to concretely analyse the constitution of the new generation of peasant-workers' social network.Focusing deely on the option and utilization when they hunting jobs. In order to let their future employment and development better and proposed measures and draw conclusions.

### 2.3 Hypothesis in study

This study adopts the random sample and the object is the new generation peasant-workers who come from Shanghai Songjiang District where peasant-workers' community. Using relevant theories to analyze the social support network of their employment.

The specific research hypothesis:

Assuming a: The size of new generation peasant-workers employment social support network is expanded than their elders, but when compared with the city peers is still relatively small in scale and network convergence is strong;

Assuming b: The social support network of new generation peasant-workers employment is imbalance: more information support and spirit support, less material support;

Assuming c: The strong and weak ties proportion is very close in the new generation peasant-workers employment support network. They began to realize the importance of the new social network of their employment, but mainly depend on local social network.

### 2.4 Survey methods and general situation of sample

Songjiang Industrial Park was established in 1992. Songjiang Industrial Park, possesses a total of more than 450 foreign investment projects, involving 39 countries and regions. The total investment amounted to 8700000000 dollars. Then, there are more than 40,315 private enterprises of the world's top 500 enterprises, of which the entity type of enterprise 88, business enterprise in 227. Formed some advantages of industry including electronic information, modern equipment, fine chemicals, new materials and modern service industry.

The survey consists of 225 new generation peasant-workers' participation and put out a total of 225 questionnaires, 225 questionnaires were collected. 205 valid questionnaires, effective rate of recovery is 91.11%. In addition to the questionnaire survey there are 15 peasant-workers who are representative and they accepted depth interview. The basic situation of samples as shown in table

**Table 1: survey sample**

variable name	category	frequency	percentage	Variable name	category	frequency	percentage
sexuality	male	103	50.2 %	Time in city	<1year	16	7.8%
	female	102	49.8 %		1-3years	61	29.8%
age	16-20	39	19.0%		3-5years	29	14.1%
	21-25	81	39.5%		>5years	97	47.3%
	26-30	49	23.9 %	monthly income	non	48	23.4%
	31-33	36	17.6 %		<1500yuan	10	4.9%
Educational circumstances	non	6	2.9 %		1501-2500yuan	18	8.8%
	primary school	19	9.3%		2501-3500yuan	51	24.9%
	junior middle school	76	37.1 %		3501-4500yuan	57	27.8%
	High school	37	18.0 %		4501-5500yuan	13	6.3%
	technical school	33	16.1%		5501-6500yuan	6	2.9%
	polytechnic school	16	7.8 %	>6500yuan	2	1.0%	
		7	3.4%				

### 3. The social support network of new generation peasant-workers 'employment

For the new generation peasant-workers, they left the familiar local society and came to the strange city where they would live and develop themselves. The original network has been unable to use, they must establish a new social network in a strange society. [8] This article will use the network scale, network density, network structure, network convergence and heterogeneity in which from several aspects to analyze the social support network of new generation peasant-workers 'employment.

### **3.1 size of the network**

The scale of the network is the number of members in a social network . Social network in this article is a very important index to measure how much social resources the social network members own. If a peasant-workers has so many friends from all fields, he will get more information and resources than other people. In addition, the support a member of the network provides ,whether one or several kinds can only be regarded as a member of the network. Through this survey, the average size of the new generation peasant-workers' network is 2.63 people. The maximum is 12 people, only 0.3% of the total. 5 people (0.02% of the total) did not mention any social support member.

In order to clear the size of the network is large or small, the author examined the previous research data: 1986 Tianjin city residents' social network scale is 6.30 people (Ruan Danqing, Zhou Lu et al., 1990); 1996 social network size in Tianjin rural residents is 3.478 people (Zhang Wenhong, 2009 1999); Tianjin youth peasant-workers' employment social support network is 1.72 (Zhao Fangdu, Xia Li, 2009); the average size of the 2002 Nanjing peasant migrants' is 0.93 people (Wang Yijie, star, 2004). Although the time and place are difference that cannot be compared strictly.It still be able to find some characteristics from the new generation peasant-workers' employment social support network :the size is less than the general city residents' social networks and less than the farmers' social support network.But bigger than that of migrants' social network. The new generation peasant-workers become pay more attention of and make more use of their social network However,the degree of enhancement is not enough and need continue to strengthen.

### **3.2 Network density**

The density of network is the degree of standard to measure the connection among network members.It could be representative as the logarithmic percentage of bosom members' pairs of the network members. If all the members of a social network only have one-way links with the survived person and members of the network are not mutually contact.The social network's density is 0.If all the members of the social network are familiar with each other and closely related, its density is 100%. According to the theory of social network, the social network scale is larger than 1 can analyze the density of social network . The density of social network can quietly influence the formation of the members'sense of worth outlook on life. Furthermore, the close relationship between members is not only a great help for the development of individuals, but also has a strong guiding effect on the behavior of individuals.

In this investigation, members of the network are familiar is to say that the percentage of bosom relationship is 46.48%, the percentage of the ordinary relationship is 29.07%, not familiar with each other is 24.45%. In 2006 the Nanjing migrants' social support network all the members of the network are mutual understanding, the percentage of not knowing each other is 25.11%; the percentage of bosom relationship is 17.7% . In contrast, the relationship of new generation peasant-workers' employment social support network is more closely than migrants' social support network .But the the proportion of not knowing each other is big . Structural holes exist and the network is not intense enough. This shows that members of the network are relatively unfamiliar, how to use the social resources are very limited, which is not conducive to the survival, development and employment of the new generation peasant- workers .

### **3.3 Network convergence and heterogeneity**

Convergence refers to objects and members of the network to be similar among social characteristics in each aspects. A person often have more opportunities to contact or tend to get along with one who has some familiar features of his own. For example, the same sex, age, education level and occupation type .It tends to survey the condition of individuals' group communication .

In some social surveies, it is commonly to use the percentage of a member has the same features as the other members or they are in the same communicating circle to representative the investigation . In 205 of the samples, on the support network size is larger than 204 1 for convergence analysis.

**Table 2: the new generation of migrant workers employment social support network convergence**

variable name	figure (%)	frequency	(%)	Mean value (%)	variable	figure	frequency	(%)	Mean value
Sex homoplasia	0 %	11	5.39	67.04%	education homoplasia	0%	15	7.35	63.85%
	1-25%	8	3.92			1-255	17	8.33	
	26-50%	37	18.14%			25-50%	36	17.65%	
	51-75%	55	26.96%			51-75%	45	22.06%	
	76-99%	48	23.53%			76-99%	40	19.61%	
	100 %	45	22.06%			100%	51	25.00%	
Age homoplasia (Positive and negative within five years as the same age)	0 %	30	14.71%	59.01%	Occupation homoplasia	0%	33	16.17%	54.43%
	1-25%	18	8.82			1-25%	28	13.73%	
	26-50%	26	12.57%			26-50%	40	19.61%	
	51-75%	59	28.92%			51-75%	14	6.86	
	76-99%	0	0			76-99%	45	22.06%	
	100 %	71	34.80%			100%	44	21.57%	

Table 2 shows convergence of the new generation peasant-workers’ employment social support network is relatively high:sex homoplasia is 67.04% ,age convergence is 59.01%, education level convergence is 63.85%, occupation homoplasia homoplasia is 54.43%.These social indicators are more than 50%. This shows that the new generation peasant-workers’ employment with high convergence, but also reflect the social network is drab.Association in the group is very often,outside the group is rare.So it is difficult to get a variety of information and assistance, the support of employment range is not wide enough.

Network convergence is the similarity or difference between the investigation object is that a social network core figure and other members of the network,are different in some social and population characteristics. Specifically, randomly selected from a social network in 2 person, the 2 person in the probability of one does not belong to the

same group. Based on the heterogeneity index IQV, Li Peiliang with the fohrmula:  $IQV = k(n^2 - \sum f^2) / n^2(k - 1)$  (Li Peiliang, 2001) <sup>[9]</sup> to calculate the new generation of peasant -workers differences in sex, age, education level and occupation.

**Table 3: the new generation of migrant workers employment social support network heterogeneity**

variable name	value	frequency	%	Mean value	variable name	value	frequency	%	Mean value
sex heterogeneity	0	40	19.61	0.39	education heterogeneity	0%	47	23.04	0.36
	0.01-0.25%	38	18.63			0.01-0.25%	45	22.06	
	0.26-0.50%	46	22.55			0.26-0.50%	49	24.02	
	0.51-0.75%	58	28.43			0.51-0.75%	32	15.69	
	0.76-0.99%	7	3.43			0.76-0.99%	18	8.82	
	1	15	7.35			1	13	6.37	
Age heterogeneity (Positive and negative within five years as the same age)	0	68	33.34	0.3	Occupation heterogeneity	0	52	25.5	0.38
	0.01-0.25%	43	21.08			0.01-0.25%	45	22.05	
	0.26-0.50%	45	22.06			0.26-0.50%	42	20.59	
	0.51-0.75%	22	10.78			0.51-0.75%	31	15.2	
	0.76-0.99%	17	8.33			0.76-0.99%	19	9.31	
	1	9	4.42			1	15	7.35	

In the removal of the scale of the network that is less than 2 in the sample (n=204), mean value of the new generation peasant-workers' employment social support network member's age heterogeneity is 0.30 and the same sex is 19.61%. The mean value of sex heterogeneity is 0.39, the same sex namely heterogeneity of 0 is 19.61%; The mean value of education degree heterogeneity is 0.36, network members who own the same education level accounted for 29.08%; Occupational heterogeneity mean value is 0.44, the same occupation percentage is 19.15%. Therefore, heterogeneity of various aspects of the new generation peasant-workers are relatively low, the homogeneity is higher, which leads to the monotonous information when they are hunting for jobs, which hinders the good development of them in the course of employment.

### 3.4 The relationship of the network

The relationship of social network refers to the relationship between the members of the network, especially the specific investigation of the relationship between objects and other members of the network. Usually use a specific relationship in all the relations to represent (Zhang Wenhong, Ruan Danqing et al., 1999). For example, a survey suggests 4 social support network members, of which 2 are their relatives and children, 2 other people are colleagues and friends, the proportion of the relationship between social support network is 50%, unrelated proportion is 50%. In the analysis of relationships we should eliminate the size of social support network is zero.

According to the previous discussion, type on the relationship between subjects and members of the network, the author will divide into: the parents, siblings, other relatives, friends, fellow-townsmen, colleagues, neighbors etc.. The first three called strong relationship, the other is called weak relationship. Drawing on previous research the social support network is divided into formal and informal social support networks. The formal support network includes government, occupation intermediary, advertisement, labor market, school assignment etc.. While the informal support network includes family members, relatives, friends, fellow-townsmen and students. The relationship between social network structure usually as a certain relationship in the total. The formal social support network usually has much weak ties and the informal social support network has strong relations.

The survey found in the new generation peasant-workers' social support network, relatives accounted for 49.6% (including 7.1% parents, 14.7% siblings, other relatives, 27.7%), acquaintance relationship accounted for 50.5% (of which 23% friends, fellow colleagues 23.9%, 2.7% neighbors, 0.9%). At the same time, different types of social support is also different, relatives as the strong relation are most likely to provide material support and spiritual comfort, weak ties supplies more job-information for the new generation peasant-workers. From the specific relationship, in the material support, which from friend is of the 75.1%, 67.3% from parents, 62.9% from relatives, 39.5% from colleagues, 8.8% from bank loans, 2.9% from the others. In the emotional support fellow-townsmen 76.6%, friends 75.1%, parents and relatives 60%, and colleagues 49.8%, government officials 6.8%, neighbors 6.8% and job recruitment unit 2%.

**Table 4: relation intensity of the new generation peasant-workers' employment social support network**

Types of relationship		Choose number	Relationship account the choose number	Respondent account the overall number of people
Strong ties		222	49.5%	49.7%
	parents	32	7.1%	8.3%
	siblings	66	14.7%	18.5%
	Other relatives	124	27.7%	22.9%
Weak ties		226	50.5%	50.3%
	friends	103	23%	29.3%
	Fellow-townsmen	107	23.9%	19%
	colleagues	12	2.7%	1.5%
	neighbors	4	0.9%	0.5%
Total number		448	100%	100%

Thus in the new generation peasant-workers' employment social support network, weak ties and strong ties are very close in the proportion, indicating that they have awareness to set up a new social network and are striving in the city to building and broaden their social network. Rather than the first generation peasant-workers only rely on their original local social network.

#### 4 Further analysis of the new generation peasant-workers' employment society network support

##### 4.1 The formal support network

Table 5 shows that the new generation peasant-workers rarely use the formal social support network in the course of employment, formal network gives little help.

**Table 5: the function of the formal support network**

The information source		Government employment guidance department	mass media	Occupation introduction /training agency	employer
proportion		20.5%	16.6%	60.0%	21.0%
The degree of support	great	4.0%	11.8%	46.7%	3.1%
	Relatively great	6.7%	7.8%	19.4%	5.4%
	normal	9.2%	11.4%	17.6%	19.6%
	Relatively little	4.0%	12.3%	10.7%	24.1%
little		74.1%	54.0%	2.9%	45.3%

##### 4. 2 The informal support network

In the face of difficulties, asking friends for help accounts 72.2%, villagers accounts 60.5%, parents accounts 53.2%, relatives accounts 38.7%, colleagues accounts 33.7%, 11.2% to the neighbors for help. (see table 6) In the mastery of getting employment information, information and help which are obtained through the informal network.

**Table 6: the function of informal support network**

The information source		parents	relatives	colleagues	friends	Fellow townsmen
proportion		51.0%	49.0%	42.0%	57.0%	59.00%
The degree of support	great	32.8%	13.8%	11.2%	27.5%	52.70%
	Relatively great	15.2%	20.8%	15.6%	24.3%	19.40%
	normal	24.3%	20.1%	35.5%	19.2%	15.40%
	Relatively little	8.7%	21.2%	16.7%	15.6%	2.50%
	little	11.2%	20.5%	16.3%	11.6%	8.00%

To sum up, employment guidance department of the government plays little role, almost doesn't help anymore; The mass media is also functions nothing. However, the function of occupational and training organization is very large, most peasant-workers are getting employment information from that and enter the factories. Parents, relatives and the local social networks play a great role; And the fellow-townsmen is a very important source of support; Friends and colleagues as the new emerging social support is also requisite.

##### 5. The problems of the new generation peasant-workers employment social support network

Through in-depth interviews with 15 representative of the new generation peasant-workers, we summarize the disadvantages of them.

##### 5.1 Employment discrimination

City labor system is strict, conservative and outdated which seriously restrict the survival and development of the new generation peasant-workers. The general way is the city first and the rural second, will be a big obstacle of the new generation peasant-workers and they easily be excluded from formal employment. In deep, some interviews feel very resentful of a word "migrant workers". One person says: "I was born in Shanghai, why am I be called peasant-workers?" They are not willing to participate in some activities, which are specially carried out for migrant workers, like advanced selection and cultural and recreational activities. The new generation of migrant workers are more sensitive to their identity than the elder peasant-workers. Due to the lack of social interest they attached more unwilling. In the investigation they generally reflect the Shanghai's employment policy having more discrimination than other city in identity.



**5.2 Employment information is not unimpeded and occupational intermediary behavior is not standardized**

When the new generation of migrant workers are employing their information channel is not proceed without hindrance, they always cannot receive comprehensive employment information.As mentioned above, most of their employment information from private sources that is to say the informal social networks, formal employment information release channels almost have no effect on them. I learned that when the new generation peasant- workers are in employment they rely on occupational introduction organizations greatly .The organization is an important channel for their job hunting, but the organizations usually illegal charges, lack of good faith and irregularities exist, that caused a lot of trouble to their employment .

**5.3 Shortage of labor skills, strong desire for knowledge and want to improve skills**

The new generation peasant- workers although have higher culture diplomas than their parental migrant workers, as the city of high skill labors’ demand is more and more strong, their existing skills and the ability to work behind the requirement of enterprise and social development. Came to the city, they know themselves have little "capital" of that culture, skill level into the city, it is difficult to get rid of low levels of working state and can not achieve the expected ideal "rooted in city". Compared with the parental peasant-workers, the new generation of migrant workers ‘seeking knowledge desire is more intense. What is the free training programme you need most?’ in the questionnaire survey , selecting " improving educational training" accounted for 51.7%, the "occupational skill training" accounted for 43.4%, "business knowledge training" accounted for 40.5%. Thus the new generation peasant- workers are strongly willing to participate in training sproject.

**5.4 The original social network blocked, the new -built social network needs to be strengthened**

The original social network of the new generation of migrant workers mainly insist of their relatives and fellow townsmen who are members of the local network. Unless it is excepted for the original social network members who working in the big city can bring them employment information and help, most of the members of the original social network are far away from the city, activities are limited in the rural society.The news is very block and don not give the new generation of migrant workers practical help.

The new generation of migrant workers rely on the network of primitive society while ignoring the development of new social network,it is difficult for them to improve in the city.They only live in their own small circle and can not be truly integrated into the city, become a wandering and in the edge of the city as an outsider in the end.

**5.5 Types of social support are unbalanced**

**Table 7: the social support types of the respondents**

types	The number of times the categories mentioned	The categories of the number of total selection Percentage ( % )	The number of respondents mentioned in this category	Mentioned investigation objects of this category accounted for the total number of Percentage (%)
Information support	357	79.7	156	76.1
emotion support	48	10.7	25	12.2
Implement support	43	9.6	24	11.7
total	448	100	205	100

It is seen from table 7, in the process of the new generation of migrant workers ‘employment, the help they received is more employment information support, accounted for the 79.7% ; Secondly is the emotional support, accounted for 10.7%;Then is the instrumental support only 9.6%.Most of the support are biased information support, emotion support and instrumental support are poor compared with the information support, thus leading to the unbalance of support. The three kinds of support types should be balanced allocation only that can produce the positive influence on the new generation peasant-workers’ employment.



## **6 Conclusions and Suggestions**

Through the above discussion, we can draw the following conclusions:

First, the new generation peasant- workers' employment of social support network has a smaller scale, more strong sex characteristic. This is the same of the hypothesis 1. Second, from the social support types, most of the network members provide help ---information support, followed by the emotional support, finally is the material support that establishe hypothesis two. Third, from the relationship of the social support network structure, strong and weak ties are almost equally. But when sorting the percentage of the providers of the social support , the new generation of migrant workers rely on local social network also firmly , the focus and utilization of the new social network have yet to be strengthened, that is the same with hypothesis three.

The social support networks plays a very important role in the process of the new generation of migrant workers' employment. Providing the necessary support of their employment and development in the city, but the now the network is very weakness. And do not play some rloe to their employment, their employment prospects is uncertain.

Combined with empirical investigation and the oretical analysis, suggestions are as follows:

First of all, the employer should eliminate discrimination about the new generation peasant- workers, providing a platform for fair competition for them; Secondly, the government should regulate the labor market behavior and create a good employment environment for the new generation peasant-workers. In addition the new generation of migrant workers is almost blank at emotional support from the investigation, this will cause problems to the social stability and security, all sectors of society should be given attention to this.

Strengthen the psychological and emotional aspects of dredging, and lead them to the right direction of life. The new generation of migrant workers is the main force of the peasant-workers, they educated for a long time, they are creative, having strong sense of rights. All that are their advantages. But also can not ignore their shortcomings: bearing pressure ability is weak, poor work stability, the lack of professional skills. These are their obstacles of employment. If not pay enough attention to these, their employment prospects will be bleak.

Only established city social networks of themselves, strengthen the connection and familiarity with members of the social network , that could make the new social network more closely. The new generation peasant-workers need to improve their labor skills, so as to meet the changing requirements of the factories; Expanding the new - built social network, only in this way they will be more and more integrated into the city society.

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